



**National Core Indicators®
Intellectual and Developmental Disabilities**

Formerly titled Staff Stability Survey Report

2021 **NCI·IDD** NATIONAL CORE INDICATORS
PEOPLE DRIVEN DATA

State of the Workforce Survey Report | Oregon

Group Home Providers

Introduction

Collecting Comprehensive Data on DSP Workforce and Provider Agencies

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 State of the Workforce Survey (formerly called the Staff Stability Survey). The NCI-IDD State of the Workforce Survey collects comprehensive data on provider agencies and 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.

The release of the 2021 State of the Workforce Survey data from 29 states and the District of Columbia marks a new 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 gain a better understanding of how providers experienced the pandemic.

This Oregon-specific report presents the results for the 204 group home provider agencies in Oregon that completed the 2021 State of the Workforce survey. This report includes data from one public agency.

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 State of the Workforce 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.

Special thanks to Zandam Hussaini for reviewing this report.

CONTACT INFORMATION

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What is the National Core Indicators-Intellectual and Developmental Disabilities State of the Workforce Survey?

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

This report presents the results for the 204 residential provider agencies in Oregon that completed the 2021 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 State of the Workforce 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 State of the Workforce Survey provide a list of all provider agencies in the state that provide direct support to adults (18 and over) with IDD. This list includes the name of the agency and email contact at the agency.

This list is uploaded to an online portal — the State of the Workforce 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 and corrects inaccurate contact information. The 2021 survey opened in early 2022 and closed in late summer 2022.

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 adults with IDD and help 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, help with skills development, guidance, or personal assistance at any location or during any activity (i.e., at home, at leisure activities, at work, during recreational activities, etc.) 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:

- Clinically licensed staff (therapists, nurses, social workers, psychologists, etc.)
- Behavior specialists, behavior technicians, or behavior clinicians (BCBA)
- Staff hired through a temporary personnel agency
- Those who only provide transportation, home modifications, and/or meal delivery
- 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, 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?

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.S.H., INC.	Yes	
ABEL'S RESIDENTIAL SERVICES, LLC	Yes	
ACHIEVE LLC	Yes	
ADDISE MEMORIAL RESIDENTIAL	Yes	
AEGIS RESIDENTIAL CARE, LLC	Yes	
ALBERTINA KERR CENTERS	No	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes	
ALSO	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes	
ALVORD-TAYLOR, INC.	Yes	
AMANI CARE HOMES	Yes	
AMEN LLC	Yes	
ARCADIAN INCLUSION MANAGEMENT	No	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	
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	
BLESS RESIDENTIAL SERVICES LLC	Yes	
BLESSED RESIDENTIAL CARE LLC	Yes	
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Yes	
BRIDGE CARE LLC	Yes	
BRIDGEPORT VILLAGE ACH	Yes	
BRIDGES ENTERPRISE, LLC	Yes	
BRIGHTSIDE LIVING, LLC	Yes	
BUENA VISTA GROUP HOME LLC	Yes	
CARETOWN, LLC	Yes	
CASCADE RESIDENTIAL CARE, INC.	Yes	
CATHOLIC COMMUNITY SERVICES	Yes	
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	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?
CENTRAL OREGON COLLECTIVE	Yes	
CHAMBERLIN HOUSE, INC.	Yes	
CHOICES UNLIMITED, INC.	Yes	
COFFELT CARE HOMES, INC	Yes	
COMMUNITY ACCESS SERVICES II, INC.	Yes	
COMMUNITY BASED GROUP HOME	Yes	
COMMUNITY LIFE LLC	Yes	
COMMUNITY SERVICES, INC.	Yes	
COMMUNITY SUPPORT SERVICES, INC.	Yes	
CONNECTIONS RESIDENTIAL SERVICES	Yes	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	
CORNERSTONE VALLEY INC	No	No
CROSSROADS RESIDENTIAL HOME	Yes	
D & D FOSTER CARE, LLC	Yes	
DAI S'LA	Yes	
DAIZY CORPORATION	Yes	
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	
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Yes	
EASTCO DIVERSIFIED SERVICES	Yes	
EBENEZER GROUP HOME LLC	Yes	
EDWARDS CENTER, INC.	Yes	
ELYSIAN PURSUIT INCORPORATED	Yes	
FAFI RESIDENTIAL SERVICE LLC	Yes	
FAITH 24-HOUR RESIDENTIAL HOME INC	Yes	
FAMILY OWNED GROUP HOME LLC	Yes	
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	
FREMONT ADULT CARE HOME, LLC	Yes	
GENTLE HANDS LLC	Yes	
GOLDEN TOUCH CARE, INC	Yes	
GRACE GROUP HOME LLC	Yes	
GRIFFITH 24 HR CARE, LLC	Yes	
H&C HOPE LLC	Yes	
HAPPY LIFE	Yes	
HARMONY HOUSING, INC	Yes	
HASSET FOR LIFE, 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?
HAVEN CENTER LLC	Yes	
HEART OF HOPE LLC	Yes	
HEART TO HEART CARE HOME, LLC	Yes	
HEAVENLY HOME CARE LLC	Yes	
HELEN'S-CARE, INC	Yes	
HENDRICKSON RESIDENTIAL, INC	Yes	
HIHANO GROUP HOME LLC	Yes	
HILDAH AND KAY'S, LLC	Yes	
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	
HOME INC.	Yes	
HOME LIFE, INC	Yes	
HORIZON PROJECT, INC	Yes	
HUMMINGBIRD CARE HOME, LLC	Yes	
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	
INDEPENDENT ENVIRONMENTS, INC	Yes	
INFINITY CARE CORP	Yes	
INTEGRITY-CARE LLC	Yes	
IS LIVING	No	
IZUFREM CORPORATION	Yes	
JACOB'S LIGHTHOUSE, LLC	Yes	
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	
K&A RESIDENTIAL SERVICE LLC	Yes	
KADMAK RESIDENTIAL SERVICES, LLC	Yes	
KJ 24 - HOURS CARE HOME LLC	No	Yes
KN RESIDENTIAL SERVICES	No	Yes
KOZA CARE LLC	Yes	
LAILAH'S LIVING CENTER	Yes	
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	
LOVE HOPE CARE, INC	Yes	
LOVING CARE LLC	Yes	
LUXE RESIDENTIAL SERVICES 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?
MAKO CARE LLC	Yes	
MARIE MILLS CENTER, INC	Yes	
MENNA LLC	Yes	
MID-VALLEY RESIDENTIAL CARE LLC	Yes	
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	
MV ADVANCEMENTS	Yes	
MY LIYU RESIDENTIAL SERVICES LLC	Yes	
NAF CARE HOMES, LLC	Yes	
NAFF CENTURY LLC	Yes	
NEW DAY ENTERPRISES	Yes	
NEW DAY NORTHWEST INC.	Yes	
NORTHWEST RESIDENTIAL LLC	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	
OPEN HEART YT, LLC	Yes	
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	
OREGON FAMILY CARE HOME	Yes	
OREGON MENNONITE RES SVCS	Yes	
OREGON SUPPORTED LIVING PROGRAM	Yes	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	
PACIFIC NORTHWEST LIVING LLC	Yes	
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes
PATHWAY ENTERPRISES, INC	No	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	
PNH-COURT ADULT CARE HOME INC	Yes	
PORTLAND METRO RESIDENTIAL SERVICES	Yes	
PORTLAND RESIDENTIAL CARE SERVICES	Yes	
PREMIER COMMUNITY SUPPORTS, LLC	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	No	No
PROVIDENT LIFE INC	Yes	
RACHEL'S GROUP HOME LLC	Yes	
RAIN KING PROPERTIES	Yes	
RAINBOW ADULT LIVING FACILITIES	Yes	
REDWOOD CARE, INC	Yes	
RENAISSANCE CARE, INC	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?
RENEW CONSULTING INC	No	Yes
RESIDE RESIDENTIAL CARE	Yes	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	
RISE, INC	No	No
RISING SUN SUPPORTED LIVING	Yes	
RIVERSIDE TRAINING CENTER, INC	Yes	
ROME 24 HOUR RESIDENTIAL LLC	Yes	
RON WILSON CENTER	Yes	
ROYALCARE, INC	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	
SELAM 24HR RESIDENTIAL SERVICES LLC	Yes	
SERENTIY RESIDENTIAL SERVICES INC	Yes	
SHALOM 24 HOURS GROUP HOME	Yes	
SHANGRI-LA CORP	No	Yes
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	
TEME GH LLC	Yes	
THE GOOD LIFE GROUP HOME LLC	Yes	
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	
THE OSBORN PROJECT	Yes	
THE WAY OF LIFE GROUP HOME LLC	Yes	
THRIVING LIVES CARE, INC	Yes	
TOTAL FREEDOM CARE	Yes	
TRU CARE LLC	Yes	
TRUE JOY RESIDENTIAL SERVICES 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?
TRUECARE HOMES, LLC	Yes	
UMPQUA HOMES, INC.	Yes	
UNITY LIFE CARE LLC	Yes	
UP & OUT, INC	Yes	
VALOR ASSOCIATES, LLC	Yes	
VISION GROUP HOME	Yes	
WALKER SUPPORT SERVICES, INC	No	Yes
WARD HOME CARE, INC	Yes	
WELLSPRING CARE L	Yes	
WESTERN IDAHO TRAINING CO INC	No	No
WESTSIDE COMMUNITY FOCUS	Yes	
WINGS OF HOPE	Yes	
WORK UNLIMITED, INC	No	Yes
ZACHARY & ROOBLE LLC	Yes	
Report average	Yes: 90.2%	Yes: 65.0%

Numbers of DSPs on Payroll Between Jan. 1, 2021, and Dec. 31, 2021

Table 2. How Many DSPs Providing Support for Adults with IDD Were on Your Payroll as of Jan. 1, 2021, and Dec. 31, 2021?¹
Numbers should not include staff hired through a temporary personnel agency, contract or 1099 workers, and PRN or on-call workers.

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
A.S.H., INC.	22	22	No change
ABEL'S RESIDENTIAL SERVICES, LLC	11	10	Decrease
ACHIEVE LLC	20	17	Decrease
ADDISE MEMORIAL RESIDENTIAL	0	6	Increase
AEGIS RESIDENTIAL CARE, LLC	20	21	Increase
ALBERTINA KERR CENTERS	309	244	Decrease
ALSAN RESIDENTIAL SERVICE LLC	5	9	Increase
ALSO	282	363	Increase
ALTERNATIVE SERVICES-OREGON, INC.	248	207	Decrease
ALVORD-TAYLOR, INC.	129	114	Decrease
AMANI CARE HOMES	4	4	No change
AMEN LLC	4	7	Increase
ARCADIAN INCLUSION MANAGEMENT	19	18	Decrease
AROUND THE CLOCK SUPPORT SERVICES, LLC	49	51	Increase
AS PROMISED GROUP HOME	8	12	Increase
AWESOME GROUP HOME	6	7	Increase
BARCH, INC.	18	13	Decrease
BEE LOVED CARE HOME, LLC	16	21	Increase
BEINGROUP, LLC	5	5	No change
BENCO	61	63	Increase
BETHESDA LUTHERAN COMMUNITIES	173	139	Decrease
BEYOND ABILITY SUPPORT SERVICES	7	15	Increase
BIG HEARTS RESIDENTIAL CARE, LLC	0	5	Increase
BLESS RESIDENTIAL SERVICES LLC	0	4	Increase
BLESSED RESIDENTIAL CARE LLC	14	14	No change
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	0	4	Increase
BRIDGE CARE LLC	2	6	Increase
BRIDGEPORT VILLAGE ACH	0	5	Increase
BRIDGES ENTERPRISE, LLC	11	8	Decrease
BRIGHTSIDE LIVING, LLC	27	24	Decrease
BUENA VISTA GROUP HOME LLC	8	7	Decrease

¹ These data also appear in the NCI-IDD 2020 Staff Stability Survey COVID-19 Supplement Report.

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
CARETOWN, LLC	8	10	Increase
CASCADE RESIDENTIAL CARE, INC.	25	17	Decrease
CATHOLIC COMMUNITY SERVICES	79	94	Increase
CENTER FOR CONTINUOUS IMPROVEMENT, INC	42	38	Decrease
CENTRAL OREGON COLLECTIVE	45	32	Decrease
CHAMBERLIN HOUSE, INC.	55	53	Decrease
CHOICES UNLIMITED, INC.	9	9	No change
COFFELT CARE HOMES, INC	7	17	Increase
COMMUNITY ACCESS SERVICES II, INC.	154	193	Increase
COMMUNITY BASED GROUP HOME	4	5	Increase
COMMUNITY LIFE LLC	12	12	No change
COMMUNITY SERVICES, INC.	146	146	No change
COMMUNITY SUPPORT SERVICES, INC.	36	30	Decrease
CONNECTIONS RESIDENTIAL SERVICES	18	16	Decrease
COOPER HOLLOW RESIDENTIAL SERVICES, INC	43	37	Decrease
CORNERSTONE VALLEY INC	100	107	Increase
CROSSROADS RESIDENTIAL HOME	18	17	Decrease
D & D FOSTER CARE, LLC	6	6	No change
DAI S'LA	5	5	No change
DAIZY CORPORATION	14	18	Increase
DANVILLE SERVICES OF OREGON, LLC	85	61	Decrease
DEAR HEART SUPPORT SERVICES LLC	6	7	Increase
DEGES CARE INC.	9	10	Increase
DOUGLAS RESIDENT TRAINING FACILITIES	85	85	No change
DUNGARVIN OREGON, LLC	145	148	Increase
EAGLES CLIFF RESIDENTIAL SERVICES LLC	0	2	Increase
EASTCO DIVERSIFIED SERVICES	52	37	Decrease
EBENEZER GROUP HOME LLC	8	15	Increase
EDWARDS CENTER, INC.	113	124	Increase
ELYSIAN PURSUIT INCORPORATED	35	31	Decrease
FAFI RESIDENTIAL SERVICE LLC	0	6	Increase
FAITH 24-HOUR RESIDENTIAL HOME INC	7	7	No change
FAMILY OWNED GROUP HOME LLC	7	7	No change
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	0	4	Increase
FREMONT ADULT CARE HOME, LLC	4	4	No change
GENTLE HANDS LLC	4	4	No change
GOLDEN TOUCH CARE, INC	5	20	Increase
GRACE GROUP HOME LLC	0	4	Increase
GRIFFITH 24 HR CARE, LLC	6	6	No change

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
H&C HOPE LLC	2	2	No change
HAPPY LIFE	0	2	Increase
HARMONY HOUSING, INC	33	19	Decrease
HASSET FOR LIFE, LLC	0	4	Increase
HAVEN CENTER LLC	96	96	No change
HEART OF HOPE LLC	9	9	No change
HEART TO HEART CARE HOME, LLC	6	6	No change
HEAVENLY HOME CARE LLC		5	
HELEN'S-CARE, INC	5	5	No change
HENDRICKSON RESIDENTIAL, INC	14	14	No change
HIHANO GROUP HOME LLC	6	8	Increase
HILDAH AND KAY'S, LLC	5	5	No change
HOLISTIC RESIDENTIAL SERVICES LLC	2	9	Increase
HOME INC.	4	5	Increase
HOME LIFE, INC	70	79	Increase
HORIZON PROJECT, INC	145	134	Decrease
HUMMINGBIRD CARE HOME, LLC	72	66	Decrease
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	8	6	Decrease
INDEPENDENT ENVIRONMENTS, INC	87	76	Decrease
INFINITY CARE CORP	3	5	Increase
INTEGRITY-CARE LLC	5	5	No change
IS LIVING	58	46	Decrease
IZUFREM CORPORATION	8	8	No change
JACOB'S LIGHTHOUSE, LLC	4	4	No change
JEROME MODU COMMUNITY BASED LIVING CARE	0	14	Increase
K&A RESIDENTIAL SERVICE LLC	0	5	Increase
KADMAK RESIDENTIAL SERVICES, LLC	4	7	Increase
KJ 24 - HOURS CARE HOME LLC	5	8	Increase
KN RESIDENTIAL SERVICES	4	4	No change
KOZA CARE LLC	27	48	Increase
LAILAH'S LIVING CENTER	8	8	No change
LAILAHS LIVING CENTER II	8	7	Decrease
LEMUEL, INC GROUP HOMES	26	24	Decrease
LENSA RESIDENTIAL SERVICE LLC	18	18	No change
LIA'S CARE HOME INC	7	7	No change
LIBERTY LIVING LLC	14	13	Decrease
LIMES ADULT FOSTER CARE	6	5	Decrease

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
LIVING OPPORTUNITIES, INC	92	97	Increase
LOTUS CARE INC	4	3	Decrease
LOVE HOPE CARE, INC	7	6	Decrease
LOVING CARE LLC	0	6	Increase
LUXE RESIDENTIAL SERVICES LLC	6	6	No change
MAKO CARE LLC	4	6	Increase
MARIE MILLS CENTER, INC	45	41	Decrease
MENNA LLC	4	4	No change
MID-VALLEY RESIDENTIAL CARE LLC	3	5	Increase
MIMI 24HRS RESIDENTIAL HOME 1 INC	4	5	Increase
MV ADVANCEMENTS	71	68	Decrease
MY LIYU RESIDENTIAL SERVICES LLC	16	16	No change
NAF CARE HOMES, LLC	0	6	Increase
NAFF CENTURY LLC	5	5	No change
NEW DAY ENTERPRISES	53	35	Decrease
NEW DAY NORTHWEST INC.	21	22	Increase
NORTHWEST RESIDENTIAL LLC	7	9	Increase
NURU'S ADULT FOSTER HOME	4	4	No change
NW COMMUNITY ALLIANCE, INC	97	91	Decrease
NW MENTAL HEALTH MGMT SVCS	68	62	Decrease
OHANA FIRST LLC	7	7	No change
OHANA LOVING CARE	10	11	Increase
OPEN HEART YT, LLC	8	8	No change
OPPORTUNITY FOUNDATION CENTRAL OR	61	75	Increase
OREGON FAMILY CARE HOME	3	6	Increase
OREGON MENNONITE RES SVCS	111	94	Decrease
OREGON SUPPORTED LIVING PROGRAM	153	153	No change
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1	1	No change
PACIFIC NORTHWEST LIVING LLC	0	5	Increase
PARTNERSHIPS IN COMMUNITY LIVING, INC	376	296	Decrease
PATHWAY ENTERPRISES, INC	52	59	Increase
PERSONALIZED INDEPENDENCE, INC.	38	28	Decrease
PINNACLE DEVELOPMENTAL CARE, LLC	12	12	No change
PNH-COURT ADULT CARE HOME INC	16	24	Increase
PORTLAND METRO RESIDENTIAL SERVICES	51	47	Decrease
PORTLAND RESIDENTIAL CARE SERVICES	2	2	No change
PREMIER COMMUNITY SUPPORTS, LLC	540	728	Increase
PROF THERAPEUTIC COMMUNITY NETWORK	44	44	No change
PROVIDENT LIFE INC	9	9	No change

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
RACHEL'S GROUP HOME LLC	0	4	Increase
RAIN KING PROPERTIES	5	5	No change
RAINBOW ADULT LIVING FACILITIES	30	24	Decrease
REDWOOD CARE, INC	3	5	Increase
RENAISSANCE CARE, INC	8	8	No change
RENEW CONSULTING INC	70	60	Decrease
RESIDE RESIDENTIAL CARE	40	34	Decrease
REVA'S NEW BEGINNINGS CARE HOMES, INC.	18	15	Decrease
RISE, INC	644	507	Decrease
RISING SUN SUPPORTED LIVING	13	9	Decrease
RIVERSIDE TRAINING CENTER, INC	63	43	Decrease
ROME 24 HOUR RESIDENTIAL LLC	4	5	Increase
RON WILSON CENTER	93	89	Decrease
ROYALCARE, INC		13	
S & A RESIDENTIAL SERVICES, LLC	6	6	No change
S.A.C.U.	525	531	Increase
S.I.S.O.	57	63	Increase
SAFECARE RESIDENTIAL SERVICES, INC	13	22	Increase
SCHMIDT COMMUNITY CARE, LLC	7	11	Increase
SELAM 24HR RESIDENTIAL SERVICES LLC	6	6	No change
SERENTIY RESIDENTIAL SERVICES INC	8	13	Increase
SHALOM 24 HOURS GROUP HOME	5	5	No change
SHANGRI-LA CORP	191	140	Decrease
SILVER SPRING GROUP HOME, INC	7	8	Increase
SOLODA ACH INC.	4	4	No change
SOUTH COAST HORIZONS	34	27	Decrease
SOUTHERN OREGON ASPIRE	58	71	Increase
ST. GABRIEL CARE HOME INC.	3	2	Decrease
STAR CORP GROUP HOME	9	9	No change
STAR OF HOPE ACTIVITY CENTER INC	125	134	Increase
STEP FORWARD ACTIVITIES, INC	51	33	Decrease
STEPPING STONE 24 HOURS HOME INC	11	11	No change
STONEBROOKE RESIDENTIAL SERVICES	52	33	Decrease
SUNNY OAKS, INC	83	80	Decrease
TANDEM NORTHWEST	94	91	Decrease
TEME GH LLC	4	5	Increase
THE GOOD LIFE GROUP HOME LLC	5	5	No change
THE NEIGHBORHOOD IN HOME CARE LLC	4	13	Increase
THE OSBORN PROJECT	3	3	No change

Agency name	Number of DSPs on payroll as of Jan. 1, 2021	Number of DSPs on payroll as of Dec. 31, 2021	Change in number of DSPs between Jan. 1 and Dec. 31, 2021
THE WAY OF LIFE GROUP HOME LLC	0	7	Increase
THRIVING LIVES CARE, INC	42	31	Decrease
TOTAL FREEDOM CARE	1	4	Increase
TRU CARE LLC	2	2	No change
TRUE JOY RESIDENTIAL SERVICES LLC	0	4	Increase
TRUECARE HOMES, LLC	6	6	No change
UMPQUA HOMES, INC.	96	119	Increase
UNITY LIFE CARE LLC	7	7	No change
UP & OUT, INC	30	26	Decrease
VALOR ASSOCIATES, LLC	14	17	Increase
VISION GROUP HOME	8	8	No change
WALKER SUPPORT SERVICES, INC	26	37	Increase
WARD HOME CARE, INC	0	3	Increase
WELLSPRING CARE L	2	2	No change
WESTERN IDAHO TRAINING CO INC	20	18	Decrease
WESTSIDE COMMUNITY FOCUS	61	45	Decrease
WINGS OF HOPE	6	6	No change
WORK UNLIMITED, INC	102	95	Decrease
ZACHARY & ROOBLE LLC	0	4	Increase
Report Average	41.7	41.0	Decrease: 30.9% Increase: 39.7% No change: 28.4%

Table 3. How many adults with IDD were enrolled in or approved for residential supports from your agency on Dec. 31, 2021?
 (Ranges are 1–10, 11–20, 21–50, 51–99, 100–499, 500–999, 1000+) Note: All agencies listed below provide residential supports.

Agency name	Numbers served
A.S.H., INC.	11-20 Adults with IDD
ABEL'S RESIDENTIAL SERVICES, LLC	1-10 Adults with IDD
ACHIEVE LLC	1-10 Adults with IDD
ADDISE MEMORIAL RESIDENTIAL	1-10 Adults with IDD
AEGIS RESIDENTIAL CARE, LLC	1-10 Adults with IDD
ALBERTINA KERR CENTERS	51-99 Adults with IDD
ALSAN RESIDENTIAL SERVICE LLC	1-10 Adults with IDD
ALSO	51-99 Adults with IDD
ALTERNATIVE SERVICES-OREGON, INC.	100-499 Adults with IDD
ALVORD-TAYLOR, INC.	51-99 Adults with IDD
AMANI CARE HOMES	1-10 Adults with IDD
AMEN LLC	1-10 Adults with IDD
ARCADIAN INCLUSION MANAGEMENT	1-10 Adults with IDD
AROUND THE CLOCK SUPPORT SERVICES, LLC	21-50 Adults with IDD
AS PROMISED GROUP HOME	1-10 Adults with IDD
AWESOME GROUP HOME	1-10 Adults with IDD
BARCH, INC.	1-10 Adults with IDD
BEE LOVED CARE HOME, LLC	1-10 Adults with IDD
BEINGROUP, LLC	1-10 Adults with IDD
BENCO	21-50 Adults with IDD
BETHESDA LUTHERAN COMMUNITIES	100-499 Adults with IDD
BEYOND ABILITY SUPPORT SERVICES	1-10 Adults with IDD
BIG HEARTS RESIDENTIAL CARE, LLC	1-10 Adults with IDD
BLESS RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
BLESSED RESIDENTIAL CARE LLC	1-10 Adults with IDD
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	1-10 Adults with IDD
BRIDGE CARE LLC	1-10 Adults with IDD
BRIDGEPORT VILLAGE ACH	1-10 Adults with IDD
BRIDGES ENTERPRISE, LLC	1-10 Adults with IDD
BRIGHTSIDE LIVING, LLC	11-20 Adults with IDD
BUENA VISTA GROUP HOME LLC	1-10 Adults with IDD
CARETOWN, LLC	1-10 Adults with IDD
CASCADE RESIDENTIAL CARE, INC.	1-10 Adults with IDD
CATHOLIC COMMUNITY SERVICES	51-99 Adults with IDD
CENTER FOR CONTINUOUS IMPROVEMENT, INC	11-20 Adults with IDD
CENTRAL OREGON COLLECTIVE	11-20 Adults with IDD
CHAMBERLIN HOUSE, INC.	21-50 Adults with IDD
CHOICES UNLIMITED, INC.	1-10 Adults with IDD
COFFELT CARE HOMES, INC	1-10 Adults with IDD

Agency name	Numbers served
COMMUNITY ACCESS SERVICES II, INC.	51-99 Adults with IDD
COMMUNITY BASED GROUP HOME	1-10 Adults with IDD
COMMUNITY LIFE LLC	1-10 Adults with IDD
COMMUNITY SERVICES, INC.	51-99 Adults with IDD
COMMUNITY SUPPORT SERVICES, INC.	1-10 Adults with IDD
CONNECTIONS RESIDENTIAL SERVICES	1-10 Adults with IDD
COOPER HOLLOW RESIDENTIAL SERVICES, INC	11-20 Adults with IDD
CORNERSTONE VALLEY INC	1-10 Adults with IDD
CROSSROADS RESIDENTIAL HOME	1-10 Adults with IDD
D & D FOSTER CARE, LLC	1-10 Adults with IDD
DAI S'LA	1-10 Adults with IDD
DAIZY CORPORATION	1-10 Adults with IDD
DANVILLE SERVICES OF OREGON, LLC	21-50 Adults with IDD
DEAR HEART SUPPORT SERVICES LLC	1-10 Adults with IDD
DEGES CARE INC.	1-10 Adults with IDD
DOUGLAS RESIDENT TRAINING FACILITIES	21-50 Adults with IDD
DUNGARVIN OREGON, LLC	51-99 Adults with IDD
EAGLES CLIFF RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
EASTCO DIVERSIFIED SERVICES	21-50 Adults with IDD
EBENEZER GROUP HOME LLC	1-10 Adults with IDD
EDWARDS CENTER, INC.	100-499 Adults with IDD
ELYSIAN PURSUIT INCORPORATED	1-10 Adults with IDD
FAFI RESIDENTIAL SERVICE LLC	1-10 Adults with IDD
FAITH 24-HOUR RESIDENTIAL HOME INC	1-10 Adults with IDD
FAMILY OWNED GROUP HOME LLC	1-10 Adults with IDD
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	1-10 Adults with IDD
FREMONT ADULT CARE HOME, LLC	1-10 Adults with IDD
GENTLE HANDS LLC	1-10 Adults with IDD
GOLDEN TOUCH CARE, INC	1-10 Adults with IDD
GRACE GROUP HOME LLC	1-10 Adults with IDD
GRIFFITH 24 HR CARE, LLC	1-10 Adults with IDD
H&C HOPE LLC	1-10 Adults with IDD
HAPPY LIFE	1-10 Adults with IDD
HARMONY HOUSING, INC	11-20 Adults with IDD
HASSET FOR LIFE, LLC	1-10 Adults with IDD
HAVEN CENTER LLC	51-99 Adults with IDD
HEART OF HOPE LLC	1-10 Adults with IDD
HEART TO HEART CARE HOME, LLC	1-10 Adults with IDD
HEAVENLY HOME CARE LLC	1-10 Adults with IDD
HELEN'S-CARE, INC	1-10 Adults with IDD
HENDRICKSON RESIDENTIAL, INC	11-20 Adults with IDD
HIHANO GROUP HOME LLC	1-10 Adults with IDD

Agency name	Numbers served
HILDAH AND KAY'S, LLC	
HOLISTIC RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
HOME INC.	1-10 Adults with IDD
HOME LIFE, INC	21-50 Adults with IDD
HORIZON PROJECT, INC	
HUMMINGBIRD CARE HOME, LLC	21-50 Adults with IDD
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	1-10 Adults with IDD
INDEPENDENT ENVIRONMENTS, INC	21-50 Adults with IDD
INFINITY CARE CORP	1-10 Adults with IDD
INTEGRITY-CARE LLC	1-10 Adults with IDD
IS LIVING	21-50 Adults with IDD
IZUFREM CORPORATION	1-10 Adults with IDD
JACOB'S LIGHTHOUSE, LLC	1-10 Adults with IDD
JEROME MODU COMMUNITY BASED LIVING CARE	1-10 Adults with IDD
K&A RESIDENTIAL SERVICE LLC	1-10 Adults with IDD
KADMAK RESIDENTIAL SERVICES, LLC	1-10 Adults with IDD
KJ 24 - HOURS CARE HOME LLC	21-50 Adults with IDD
KN RESIDENTIAL SERVICES	1-10 Adults with IDD
KOZA CARE LLC	21-50 Adults with IDD
LAILAH'S LIVING CENTER	1-10 Adults with IDD
LAILAHS LIVING CENTER II	1-10 Adults with IDD
LEMUEL, INC GROUP HOMES	11-20 Adults with IDD
LENSA RESIDENTIAL SERVICE LLC	1-10 Adults with IDD
LIA'S CARE HOME INC	1-10 Adults with IDD
LIBERTY LIVING LLC	1-10 Adults with IDD
LIMES ADULT FOSTER CARE	1-10 Adults with IDD
LIVING OPPORTUNITIES, INC	11-20 Adults with IDD
LOTUS CARE INC	1-10 Adults with IDD
LOVE HOPE CARE, INC	1-10 Adults with IDD
LOVING CARE LLC	1-10 Adults with IDD
LUXE RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
MAKO CARE LLC	1-10 Adults with IDD
MARIE MILLS CENTER, INC	11-20 Adults with IDD
MENNA LLC	1-10 Adults with IDD
MID-VALLEY RESIDENTIAL CARE LLC	1-10 Adults with IDD
MIMI 24HRS RESIDENTIAL HOME 1 INC	1-10 Adults with IDD
MV ADVANCEMENTS	21-50 Adults with IDD
MY LIYU RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
NAF CARE HOMES, LLC	1-10 Adults with IDD
NAFF CENTURY LLC	1-10 Adults with IDD
NEW DAY ENTERPRISES	11-20 Adults with IDD
NEW DAY NORTHWEST INC.	1-10 Adults with IDD

Agency name	Numbers served
NORTHWEST RESIDENTIAL LLC	1-10 Adults with IDD
NURU'S ADULT FOSTER HOME	1-10 Adults with IDD
NW COMMUNITY ALLIANCE, INC	21-50 Adults with IDD
NW MENTAL HEALTH MGMT SVCS	21-50 Adults with IDD
OHANA FIRST LLC	1-10 Adults with IDD
OHANA LOVING CARE	1-10 Adults with IDD
OPEN HEART YT, LLC	1-10 Adults with IDD
OPPORTUNITY FOUNDATION CENTRAL OR	21-50 Adults with IDD
OREGON FAMILY CARE HOME	1-10 Adults with IDD
OREGON MENNONITE RES SVCS	51-99 Adults with IDD
OREGON SUPPORTED LIVING PROGRAM	21-50 Adults with IDD
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1-10 Adults with IDD
PACIFIC NORTHWEST LIVING LLC	1-10 Adults with IDD
PARTNERSHIPS IN COMMUNITY LIVING, INC	100-499 Adults with IDD
PATHWAY ENTERPRISES, INC	21-50 Adults with IDD
PERSONALIZED INDEPENDENCE, INC.	1-10 Adults with IDD
PINNACLE DEVELOPMENTAL CARE, LLC	1-10 Adults with IDD
PNH-COURT ADULT CARE HOME INC	1-10 Adults with IDD
PORTLAND METRO RESIDENTIAL SERVICES	21-50 Adults with IDD
PORTLAND RESIDENTIAL CARE SERVICES	1-10 Adults with IDD
PREMIER COMMUNITY SUPPORTS, LLC	1-10 Adults with IDD
PROF THERAPEUTIC COMMUNITY NETWORK	11-20 Adults with IDD
PROVIDENT LIFE INC	1-10 Adults with IDD
RACHEL'S GROUP HOME LLC	1-10 Adults with IDD
RAIN KING PROPERTIES	1-10 Adults with IDD
RAINBOW ADULT LIVING FACILITIES	21-50 Adults with IDD
REDWOOD CARE, INC	1-10 Adults with IDD
RENAISSANCE CARE, INC	1-10 Adults with IDD
RENEW CONSULTING INC	21-50 Adults with IDD
RESIDE RESIDENTIAL CARE	11-20 Adults with IDD
REVA'S NEW BEGINNINGS CARE HOMES, INC.	1-10 Adults with IDD
RISE, INC	51-99 Adults with IDD
RISING SUN SUPPORTED LIVING	1-10 Adults with IDD
RIVERSIDE TRAINING CENTER, INC	21-50 Adults with IDD
ROME 24 HOUR RESIDENTIAL LLC	1-10 Adults with IDD
RON WILSON CENTER	51-99 Adults with IDD
ROYALCARE, INC	1-10 Adults with IDD
S & A RESIDENTIAL SERVICES, LLC	1-10 Adults with IDD
S.A.C.U.	51-99 Adults with IDD
S.I.S.O.	11-20 Adults with IDD
SAFECARE RESIDENTIAL SERVICES, INC	1-10 Adults with IDD
SCHMIDT COMMUNITY CARE, LLC	1-10 Adults with IDD

Agency name	Numbers served
SELAM 24HR RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
SERENTIY RESIDENTIAL SERVICES INC	1-10 Adults with IDD
SHALOM 24 HOURS GROUP HOME	1-10 Adults with IDD
SHANGRI-LA CORP	51-99 Adults with IDD
SILVER SPRING GROUP HOME, INC	1-10 Adults with IDD
SOLODA ACH INC.	1-10 Adults with IDD
SOUTH COAST HORIZONS	11-20 Adults with IDD
SOUTHERN OREGON ASPIRE	51-99 Adults with IDD
ST. GABRIEL CARE HOME INC.	1-10 Adults with IDD
STAR CORP GROUP HOME	1-10 Adults with IDD
STAR OF HOPE ACTIVITY CENTER INC	21-50 Adults with IDD
STEP FORWARD ACTIVITIES, INC	11-20 Adults with IDD
STEPPING STONE 24 HOURS HOME INC	1-10 Adults with IDD
STONEBROOKE RESIDENTIAL SERVICES	11-20 Adults with IDD
SUNNY OAKS, INC	21-50 Adults with IDD
TANDEM NORTHWEST	21-50 Adults with IDD
TEME GH LLC	1-10 Adults with IDD
THE GOOD LIFE GROUP HOME LLC	1-10 Adults with IDD
THE NEIGHBORHOOD IN HOME CARE LLC	1-10 Adults with IDD
THE OSBORN PROJECT	1-10 Adults with IDD
THE WAY OF LIFE GROUP HOME LLC	1-10 Adults with IDD
THRIVING LIVES CARE, INC	1-10 Adults with IDD
TOTAL FREEDOM CARE	1-10 Adults with IDD
TRU CARE LLC	1-10 Adults with IDD
TRUE JOY RESIDENTIAL SERVICES LLC	1-10 Adults with IDD
TRUECARE HOMES, LLC	1-10 Adults with IDD
UMPQUA HOMES, INC.	21-50 Adults with IDD
UNITY LIFE CARE LLC	1-10 Adults with IDD
UP & OUT, INC	21-50 Adults with IDD
VALOR ASSOCIATES, LLC	1-10 Adults with IDD
VISION GROUP HOME	1-10 Adults with IDD
WALKER SUPPORT SERVICES, INC	11-20 Adults with IDD
WARD HOME CARE, INC	21-50 Adults with IDD
WELLSPRING CARE L	1-10 Adults with IDD
WESTERN IDAHO TRAINING CO INC	1-10 Adults with IDD
WESTSIDE COMMUNITY FOCUS	11-20 Adults with IDD
WINGS OF HOPE	1-10 Adults with IDD
WORK UNLIMITED, INC	21-50 Adults with IDD
ZACHARY & ROOBLE LLC	1-10 Adults with IDD
Report Average	1-10 Adults with IDD: 67.3% , 11-20 Adults with IDD: 9.4% , 21-50 Adults with IDD: 14.4% , 51-99 Adults with IDD: 6.9% , 100-499 Adults with IDD: 2.0%

Table 4. Percent of DSPs on the payroll as of Dec. 31, 2021, identifying as each race/ethnicity²

	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, 2021
A.S.H., INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%	22
ABEL'S RESIDENTIAL SERVICES, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	10
ACHIEVE LLC	18%	0%	35%	6%	0%	35%	6%	0%	0%	17
ADDISE MEMORIAL RESIDENTIAL	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
AEGIS RESIDENTIAL CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	21
ALBERTINA KERR CENTERS	0%	1%	6%	3%	57%	21%	5%	0%	7%	244
ALSAN RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	9
ALSO	1%	1%	16%	6%	51%	5%	2%	0%	18%	363
ALTERNATIVE SERVICES-OREGON, INC.	2%	3%	15%	3%	61%	12%	3%	0%	0%	207
ALVORD-TAYLOR, INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%	114
AMANI CARE HOMES	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
AMEN LLC	0%	0%	57%	0%	14%	0%	0%	0%	29%	7
ARCADIAN INCLUSION MANAGEMENT	0%	0%	6%	0%	94%	0%	0%	0%	0%	18
AROUND THE CLOCK SUPPORT SERVICES, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	51
AS PROMISED GROUP HOME	0%	8%	83%	0%	8%	0%	0%	0%	0%	12
AWESOME GROUP HOME	0%	0%	0%	0%	0%	0%	0%	0%	100%	7
BARCH, INC.	0%	15%	0%	15%	23%	46%	0%	0%	0%	13
BEE LOVED CARE HOME, LLC	0%	0%	0%	0%	62%	29%	0%	0%	10%	21
BEINGROUP, LLC	0%	0%	80%	0%	20%	0%	0%	0%	0%	5
BENCO	0%	0%	0%	2%	44%	2%	5%	0%	48%	63
BETHESDA LUTHERAN COMMUNITIES	0%	8%	19%	4%	50%	12%	7%	0%	0%	139
BEYOND ABILITY SUPPORT SERVICES	0%	0%	0%	27%	33%	40%	0%	0%	0%	15
BIG HEARTS RESIDENTIAL CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%	5
BLESS RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
BLESSED RESIDENTIAL CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	14
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
BRIDGE CARE LLC	0%	0%	0%	0%	0%	0%	100%	0%	0%	6
BRIDGEPORT VILLAGE ACH	0%	0%	100%	0%	0%	0%	0%	0%	0%	5

² Those agencies that left this question blank are denoted by 0% for all categories

	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, 2021
BRIDGES ENTERPRISE, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%	8
BRIGHTSIDE LIVING, LLC	0%	0%	0%	0%	96%	4%	0%	0%	0%	24
BUENA VISTA GROUP HOME LLC	0%	0%	14%	0%	0%	71%	14%	0%	0%	7
CARETOWN, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	10
CASCADE RESIDENTIAL CARE, INC.	6%	0%	6%	0%	65%	18%	6%	0%	0%	17
CATHOLIC COMMUNITY SERVICES	1%	3%	0%	3%	41%	28%	4%	0%	19%	94
CENTER FOR CONTINUOUS IMPROVEMENT, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	38
CENTRAL OREGON COLLECTIVE	0%	0%	3%	0%	75%	16%	6%	0%	0%	32
CHAMBERLIN HOUSE, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%	53
CHOICES UNLIMITED, INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%	9
COFFELT CARE HOMES, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%	17
COMMUNITY ACCESS SERVICES II, INC.	2%	13%	14%	3%	51%	10%	8%	0%	0%	193
COMMUNITY BASED GROUP HOME	0%	20%	40%	20%	20%	0%	0%	0%	0%	5
COMMUNITY LIFE LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	12
COMMUNITY SERVICES, INC.	0%	5%	17%	3%	50%	14%	10%	0%	0%	146
COMMUNITY SUPPORT SERVICES, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%	30
CONNECTIONS RESIDENTIAL SERVICES	0%	0%	0%	25%	56%	19%	0%	0%	0%	16
COOPER HOLLOW RESIDENTIAL SERVICES, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	37
CORNERSTONE VALLEY INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	107
CROSSROADS RESIDENTIAL HOME	0%	6%	6%	0%	88%	0%	0%	0%	0%	17
D & D FOSTER CARE, LLC	0%	0%	0%	0%	67%	33%	0%	0%	0%	6
DAI S'LA	40%	0%	20%	0%	40%	0%	0%	0%	0%	5
DAIZY CORPORATION	0%	0%	100%	0%	0%	0%	0%	0%	0%	18
DANVILLE SERVICES OF OREGON, LLC	0%	10%	10%	11%	54%	15%	0%	0%	0%	61
DEAR HEART SUPPORT SERVICES LLC	0%	71%	0%	0%	14%	14%	0%	0%	0%	7
DEGES CARE INC.	0%	0%	100%	0%	0%	0%	0%	0%	0%	10
DOUGLAS RESIDENT TRAINING FACILITIES	0%	0%	0%	0%	0%	0%	0%	0%	100%	85
DUNGARVIN OREGON, LLC	1%	1%	25%	2%	60%	5%	5%	0%	0%	148
EAGLES CLIFF RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
EASTCO DIVERSIFIED SERVICES	0%	0%	0%	0%	0%	0%	0%	0%	0%	37
EBENEZER GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	15
EDWARDS CENTER, INC.	1%	3%	13%	0%	76%	7%	0%	0%	0%	124
ELYSIAN PURSUIT INCORPORATED	0%	0%	3%	0%	16%	10%	0%	0%	71%	31

	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, 2021
FAFI RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
FAITH 24-HOUR RESIDENTIAL HOME INC	0%	0%	86%	0%	14%	0%	0%	0%	0%	7
FAMILY OWNED GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	7
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	0%	0%	75%	0%	0%	0%	0%	25%	0%	4
FREMONT ADULT CARE HOME, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
GENTLE HANDS LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
GOLDEN TOUCH CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	20
GRACE GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
GRIFFITH 24 HR CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	6
H&C HOPE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
HAPPY LIFE	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
HARMONY HOUSING, INC	0%	0%	16%	11%	53%	21%	0%	0%	0%	19
HASSET FOR LIFE, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
HAVEN CENTER LLC	2%	79%	4%	7%	3%	4%	0%	0%	0%	96
HEART OF HOPE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%	9
HEART TO HEART CARE HOME, LLC	0%	0%	0%	0%	0%	0%	100%	0%	0%	6
HEAVENLY HOME CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
HELEN'S-CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
HENDRICKSON RESIDENTIAL, INC	0%	0%	0%	0%	71%	0%	14%	0%	14%	14
HIHANO GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	8
HILDAH AND KAY'S, LLC	0%	20%	0%	0%	60%	20%	0%	0%	0%	5
HOLISTIC RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	9
HOME INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%	5
HOME LIFE, INC	1%	3%	1%	0%	59%	15%	20%	0%	0%	79
HORIZON PROJECT, INC	3%	1%	0%	0%	59%	23%	7%	1%	7%	134
HUMMINGBIRD CARE HOME, LLC	0%	0%	3%	0%	77%	14%	0%	6%	0%	66
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%	6
INDEPENDENT ENVIRONMENTS, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%	76
INFINITY CARE CORP	0%	0%	80%	0%	20%	0%	0%	0%	0%	5
INTEGRITY-CARE LLC	0%	0%	0%	0%	0%	0%	60%	0%	40%	5
IS LIVING	0%	0%	0%	0%	0%	0%	0%	0%	100%	46
IZUFREM CORPORATION	0%	0%	100%	0%	0%	0%	0%	0%	0%	8
JACOB'S LIGHTHOUSE, LLC	0%	0%	0%	0%	25%	75%	0%	0%	0%	4

	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, 2021
JEROME MODU COMMUNITY BASED LIVING CARE	0%	0%	93%	0%	0%	7%	0%	0%	0%	14
K&A RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
KADMAK RESIDENTIAL SERVICES, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	7
KJ 24 - HOURS CARE HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	8
KN RESIDENTIAL SERVICES	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
KOZA CARE LLC	0%	0%	4%	2%	79%	15%	0%	0%	0%	48
LAILAH'S LIVING CENTER	0%	0%	0%	0%	0%	0%	0%	0%	0%	8
LAILAHS LIVING CENTER II	0%	0%	0%	0%	0%	0%	0%	0%	0%	7
LEMUEL, INC GROUP HOMES	0%	0%	0%	0%	96%	4%	0%	0%	0%	24
LENSA RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	18
LIA'S CARE HOME INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	7
LIBERTY LIVING LLC	0%	0%	0%	8%	62%	31%	0%	0%	0%	13
LIMES ADULT FOSTER CARE	0%	0%	0%	0%	100%	0%	0%	0%	0%	5
LIVING OPPORTUNITIES, INC	0%	1%	2%	3%	70%	5%	3%	0%	15%	97
LOTUS CARE INC	0%	33%	0%	0%	67%	0%	0%	0%	0%	3
LOVE HOPE CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
LOVING CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
LUXE RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%	6
MAKO CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
MARIE MILLS CENTER, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	41
MENNA LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
MID-VALLEY RESIDENTIAL CARE LLC	0%	0%	40%	0%	40%	20%	0%	0%	0%	5
MIMI 24HRS RESIDENTIAL HOME 1 INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
MV ADVANCEMENTS	1%	1%	1%	1%	65%	15%	9%	0%	6%	68
MY LIYU RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	16
NAF CARE HOMES, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
NAFF CENTURY LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
NEW DAY ENTERPRISES	0%	0%	0%	0%	0%	0%	0%	0%	0%	35
NEW DAY NORTHWEST INC.	0%	0%	55%	0%	9%	36%	0%	0%	0%	22
NORTHWEST RESIDENTIAL LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	9
NURU'S ADULT FOSTER HOME	0%	0%	25%	0%	75%	0%	0%	0%	0%	4
NW COMMUNITY ALLIANCE, INC	1%	2%	9%	1%	57%	27%	2%	0%	0%	91
NW MENTAL HEALTH MGMT SVCS	0%	0%	0%	0%	0%	0%	0%	0%	100%	62

	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, 2021
OHANA FIRST LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%	7
OHANA LOVING CARE	0%	0%	18%	82%	0%	0%	0%	0%	0%	11
OPEN HEART YT, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	8
OPPORTUNITY FOUNDATION CENTRAL OR	0%	0%	0%	0%	84%	12%	4%	0%	0%	75
OREGON FAMILY CARE HOME	0%	17%	67%	0%	17%	0%	0%	0%	0%	6
OREGON MENNONITE RES SVCS	0%	0%	2%	0%	78%	15%	4%	0%	1%	94
OREGON SUPPORTED LIVING PROGRAM	1%	1%	1%	0%	46%	6%	3%	0%	42%	153
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	0%	0%	0%	0%	0%	100%	0%	0%	0%	1
PACIFIC NORTHWEST LIVING LLC	0%	0%	0%	20%	80%	0%	0%	0%	0%	5
PARTNERSHIPS IN COMMUNITY LIVING, INC	1%	0%	2%	2%	66%	10%	2%	0%	17%	296
PATHWAY ENTERPRISES, INC	2%	0%	3%	0%	86%	8%	0%	0%	0%	59
PERSONALIZED INDEPENDENCE, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%	28
PINNACLE DEVELOPMENTAL CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	12
PNH-COURT ADULT CARE HOME INC	0%	0%	4%	0%	8%	88%	0%	0%	0%	24
PORTLAND METRO RESIDENTIAL SERVICES	9%	2%	21%	9%	49%	11%	0%	0%	0%	47
PORTLAND RESIDENTIAL CARE SERVICES	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
PREMIER COMMUNITY SUPPORTS, LLC	2%	1%	1%	1%	77%	8%	2%	0%	7%	728
PROF THERAPEUTIC COMMUNITY NETWORK	0%	0%	14%	0%	73%	0%	0%	0%	14%	44
PROVIDENT LIFE INC	22%	0%	11%	0%	56%	11%	0%	0%	0%	9
RACHEL'S GROUP HOME LLC	0%	0%	0%	0%	0%	0%	0%	100%	0%	4
RAIN KING PROPERTIES	0%	0%	0%	80%	20%	0%	0%	0%	0%	5
RAINBOW ADULT LIVING FACILITIES	0%	0%	0%	0%	0%	0%	0%	0%	100%	24
REDWOOD CARE, INC	0%	0%	40%	0%	0%	0%	60%	0%	0%	5
RENAISSANCE CARE, INC	0%	0%	0%	50%	38%	13%	0%	0%	0%	8
RENEW CONSULTING INC	2%	0%	5%	0%	85%	0%	8%	0%	0%	60
RESIDE RESIDENTIAL CARE	3%	0%	21%	3%	53%	15%	6%	0%	0%	34
REVA'S NEW BEGINNINGS CARE HOMES, INC.	20%	0%	7%	0%	67%	7%	0%	0%	0%	15
RISE, INC	1%	1%	2%	3%	68%	11%	5%	0%	8%	507
RISING SUN SUPPORTED LIVING	22%	0%	0%	0%	56%	0%	0%	0%	22%	9
RIVERSIDE TRAINING CENTER, INC	0%	0%	0%	0%	60%	0%	19%	0%	21%	43
ROME 24 HOUR RESIDENTIAL LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
RON WILSON CENTER	2%	1%	2%	0%	76%	12%	6%	0%	0%	89
ROYALCARE, INC	0%	0%	92%	0%	0%	8%	0%	0%	0%	13

	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, 2021
S & A RESIDENTIAL SERVICES, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%	6
S.A.C.U.	0%	0%	0%	0%	0%	0%	0%	0%	0%	531
S.I.S.O.	2%	2%	2%	0%	60%	13%	8%	8%	6%	63
SAFECARE RESIDENTIAL SERVICES, INC	0%	0%	0%	0%	73%	5%	0%	0%	23%	22
SCHMIDT COMMUNITY CARE, LLC	0%	0%	0%	0%	82%	9%	0%	9%	0%	11
SELAM 24HR RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	6
SERENTIY RESIDENTIAL SERVICES INC	0%	0%	0%	0%	0%	0%	0%	0%	0%	13
SHALOM 24 HOURS GROUP HOME	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
SHANGRI-LA CORP	4%	1%	4%	14%	51%	20%	6%	0%	1%	140
SILVER SPRING GROUP HOME, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%	8
SOLODA ACH INC.	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
SOUTH COAST HORIZONS	0%	0%	7%	4%	85%	4%	0%	0%	0%	27
SOUTHERN OREGON ASPIRE	3%	0%	4%	0%	82%	6%	6%	0%	0%	71
ST. GABRIEL CARE HOME INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%	2
STAR CORP GROUP HOME	0%	0%	11%	0%	56%	22%	0%	11%	0%	9
STAR OF HOPE ACTIVITY CENTER INC	1%	0%	2%	0%	10%	1%	0%	0%	87%	134
STEP FORWARD ACTIVITIES, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%	33
STEPPING STONE 24 HOURS HOME INC	0%	0%	73%	0%	18%	9%	0%	0%	0%	11
STONEBROOKE RESIDENTIAL SERVICES	0%	0%	61%	3%	36%	0%	0%	0%	0%	33
SUNNY OAKS, INC	9%	3%	1%	3%	68%	6%	8%	4%	0%	80
TANDEM NORTHWEST	2%	1%	5%	24%	32%	26%	9%	0%	0%	91
TEME GH LLC	0%	0%	0%	0%	0%	0%	100%	0%	0%	5
THE GOOD LIFE GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	5
THE NEIGHBORHOOD IN HOME CARE LLC	8%	0%	92%	0%	0%	0%	0%	0%	0%	13
THE OSBORN PROJECT	0%	0%	67%	0%	33%	0%	0%	0%	0%	3
THE WAY OF LIFE GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	7
THRIVING LIVES CARE, INC	0%	3%	39%	3%	39%	16%	0%	0%	0%	31
TOTAL FREEDOM CARE	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
TRU CARE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%	2
TRUE JOY RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
TRUCARE HOMES, LLC	0%	0%	17%	0%	50%	33%	0%	0%	0%	6
UMPQUA HOMES, INC.	1%	0%	0%	2%	90%	0%	3%	0%	5%	119
UNITY LIFE CARE LLC	0%	0%	29%	0%	71%	0%	0%	0%	0%	7

	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, 2021
UP & OUT, INC	4%	4%	0%	0%	19%	0%	0%	0%	73%	26
VALOR ASSOCIATES, LLC	0%	0%	0%	0%	94%	0%	6%	0%	0%	17
VISION GROUP HOME	0%	0%	100%	0%	0%	0%	0%	0%	0%	8
WALKER SUPPORT SERVICES, INC	3%	3%	5%	22%	38%	30%	0%	0%	0%	37
WARD HOME CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%	3
WELLSPRING CARE L	0%	0%	100%	0%	0%	0%	0%	0%	0%	2
WESTERN IDAHO TRAINING CO INC	6%	0%	0%	0%	44%	39%	11%	0%	0%	18
WESTSIDE COMMUNITY FOCUS	0%	0%	22%	2%	71%	2%	0%	2%	0%	45
WINGS OF HOPE	0%	0%	0%	0%	17%	83%	0%	0%	0%	6
WORK UNLIMITED, INC	0%	1%	3%	1%	83%	7%	4%	0%	0%	95
ZACHARY & ROOBLE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%	4
Report Average³	1%	2%	38%	3%	29%	8%	4%	0%	15%	8369

³ Averages do not include providers that did not respond to this question (and have 0% noted for all response options)

Table 5. Percent of DSPs on the payroll as of Dec. 31, 2021, identifying as each gender identity⁴

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
A.S.H., INC.	0%	0%	0%	0%	100%	22
ABEL'S RESIDENTIAL SERVICES, LLC	60%	40%	0%	0%	0%	10
ACHIEVE LLC	41%	59%	0%	0%	0%	17
ADDISE MEMORIAL RESIDENTIAL	67%	33%	0%	0%	0%	6
AEGIS RESIDENTIAL CARE, LLC	0%	0%	0%	0%	100%	21
ALBERTINA KERR CENTERS	24%	74%	0%	1%	1%	244
ALSAN RESIDENTIAL SERVICE LLC	11%	89%	0%	0%	0%	9
ALSO	24%	74%	2%	0%	0%	363
ALTERNATIVE SERVICES-OREGON, INC.	40%	60%	0%	0%	0%	207
ALVORD-TAYLOR, INC.	0%	0%	0%	0%	0%	114
AMANI CARE HOMES	50%	50%	0%	0%	0%	4
AMEN LLC	57%	43%	0%	0%	0%	7
ARCADIAN INCLUSION MANAGEMENT	17%	78%	6%	0%	0%	18
AROUND THE CLOCK SUPPORT SERVICES, LLC	47%	53%	0%	0%	0%	51
AS PROMISED GROUP HOME	67%	33%	0%	0%	0%	12
AWESOME GROUP HOME	86%	14%	0%	0%	0%	7
BARCH, INC.	8%	92%	0%	0%	0%	13
BEE LOVED CARE HOME, LLC	0%	0%	0%	0%	0%	21
BEINGROUP, LLC	60%	40%	0%	0%	0%	5
BENCO	19%	33%	0%	0%	48%	63
BETHESDA LUTHERAN COMMUNITIES	18%	82%	0%	0%	0%	139
BEYOND ABILITY SUPPORT SERVICES	60%	40%	0%	0%	0%	15
BIG HEARTS RESIDENTIAL CARE, LLC	60%	40%	0%	0%	0%	5
BLESS RESIDENTIAL SERVICES LLC	50%	50%	0%	0%	0%	4
BLESSED RESIDENTIAL CARE LLC	64%	36%	0%	0%	0%	14
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	75%	25%	0%	0%	0%	4
BRIDGE CARE LLC	67%	33%	0%	0%	0%	6
BRIDGEPORT VILLAGE ACH	40%	60%	0%	0%	0%	5
BRIDGES ENTERPRISE, LLC	13%	88%	0%	0%	0%	8
BRIGHTSIDE LIVING, LLC	0%	0%	0%	0%	0%	24

⁴ Those agencies that left this question blank are denoted by 0% for all categories

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
BUENA VISTA GROUP HOME LLC	86%	14%	0%	0%	0%	7
CARETOWN, LLC	50%	50%	0%	0%	0%	10
CASCADE RESIDENTIAL CARE, INC.	24%	76%	0%	0%	0%	17
CATHOLIC COMMUNITY SERVICES	24%	76%	0%	0%	0%	94
CENTER FOR CONTINUOUS IMPROVEMENT, INC	58%	39%	0%	0%	3%	38
CENTRAL OREGON COLLECTIVE	19%	78%	0%	0%	3%	32
CHAMBERLIN HOUSE, INC.	0%	0%	0%	0%	100%	53
CHOICES UNLIMITED, INC.	0%	100%	0%	0%	0%	9
COFFELT CARE HOMES, INC	29%	71%	0%	0%	0%	17
COMMUNITY ACCESS SERVICES II, INC.	25%	75%	0%	0%	0%	193
COMMUNITY BASED GROUP HOME	80%	20%	0%	0%	0%	5
COMMUNITY LIFE LLC	17%	83%	0%	0%	0%	12
COMMUNITY SERVICES, INC.	15%	84%	1%	0%	0%	146
COMMUNITY SUPPORT SERVICES, INC.	17%	83%	0%	0%	0%	30
CONNECTIONS RESIDENTIAL SERVICES	25%	75%	0%	0%	0%	16
COOPER HOLLOW RESIDENTIAL SERVICES, INC	27%	59%	0%	0%	14%	37
CORNERSTONE VALLEY INC	0%	0%	0%	0%	100%	107
CROSSROADS RESIDENTIAL HOME	35%	65%	0%	0%	0%	17
D & D FOSTER CARE, LLC	17%	83%	0%	0%	0%	6
DAI S'LA	60%	40%	0%	0%	0%	5
DAIZY CORPORATION	50%	50%	0%	0%	0%	18
DANVILLE SERVICES OF OREGON, LLC	25%	75%	0%	0%	0%	61
DEAR HEART SUPPORT SERVICES LLC	43%	57%	0%	0%	0%	7
DEGES CARE INC.	50%	50%	0%	0%	0%	10
DOUGLAS RESIDENT TRAINING FACILITIES	0%	0%	0%	0%	0%	85
DUNGARVIN OREGON, LLC	36%	64%	0%	0%	0%	148
EAGLES CLIFF RESIDENTIAL SERVICES LLC	50%	50%	0%	0%	0%	2
EASTCO DIVERSIFIED SERVICES	0%	0%	0%	0%	0%	37
EBENEZER GROUP HOME LLC	60%	40%	0%	0%	0%	15
EDWARDS CENTER, INC.	28%	72%	0%	0%	0%	124
ELYSIAN PURSUIT INCORPORATED	19%	81%	0%	0%	0%	31
FAFI RESIDENTIAL SERVICE LLC	33%	67%	0%	0%	0%	6
FAITH 24-HOUR RESIDENTIAL HOME INC	57%	43%	0%	0%	0%	7

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
FAMILY OWNED GROUP HOME LLC	43%	57%	0%	0%	0%	7
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	25%	75%	0%	0%	0%	4
FREMONT ADULT CARE HOME, LLC	50%	50%	0%	0%	0%	4
GENTLE HANDS LLC	50%	50%	0%	0%	0%	4
GOLDEN TOUCH CARE, INC	70%	30%	0%	0%	0%	20
GRACE GROUP HOME LLC	50%	50%	0%	0%	0%	4
GRIFFITH 24 HR CARE, LLC	0%	100%	0%	0%	0%	6
H&C HOPE LLC	0%	0%	0%	0%	100%	2
HAPPY LIFE	50%	50%	0%	0%	0%	2
HARMONY HOUSING, INC	37%	53%	5%	0%	5%	19
HASSET FOR LIFE, LLC	0%	100%	0%	0%	0%	4
HAVEN CENTER LLC	20%	80%	0%	0%	0%	96
HEART OF HOPE LLC	0%	0%	0%	0%	0%	9
HEART TO HEART CARE HOME, LLC	33%	67%	0%	0%	0%	6
HEAVENLY HOME CARE LLC	60%	40%	0%	0%	0%	5
HELEN'S-CARE, INC	0%	100%	0%	0%	0%	5
HENDRICKSON RESIDENTIAL, INC	50%	50%	0%	0%	0%	14
HIHANO GROUP HOME LLC	63%	38%	0%	0%	0%	8
HILDAH AND KAY'S, LLC	0%	100%	0%	0%	0%	5
HOLISTIC RESIDENTIAL SERVICES LLC	33%	67%	0%	0%	0%	9
HOME INC.	60%	40%	0%	0%	0%	5
HOME LIFE, INC	37%	61%	3%	0%	0%	79
HORIZON PROJECT, INC	25%	75%	0%	0%	0%	134
HUMMINGBIRD CARE HOME, LLC	33%	65%	0%	2%	0%	66
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	33%	67%	0%	0%	0%	6
INDEPENDENT ENVIRONMENTS, INC	34%	66%	0%	0%	0%	76
INFINITY CARE CORP	100%	0%	0%	0%	0%	5
INTEGRITY-CARE LLC	60%	40%	0%	0%	0%	5
IS LIVING	0%	0%	0%	0%	100%	46
IZUFREM CORPORATION	50%	50%	0%	0%	0%	8
JACOB'S LIGHTHOUSE, LLC	50%	50%	0%	0%	0%	4
JEROME MODU COMMUNITY BASED LIVING CARE	21%	79%	0%	0%	0%	14
K&A RESIDENTIAL SERVICE LLC	40%	60%	0%	0%	0%	5

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
KADMAK RESIDENTIAL SERVICES, LLC	57%	43%	0%	0%	0%	7
KJ 24 - HOURS CARE HOME LLC	50%	50%	0%	0%	0%	8
KN RESIDENTIAL SERVICES	100%	0%	0%	0%	0%	4
KOZA CARE LLC	0%	0%	0%	0%	0%	48
LAILAH'S LIVING CENTER	0%	0%	0%	0%	0%	8
LAILAHS LIVING CENTER II	0%	0%	0%	0%	0%	7
LEMUEL, INC GROUP HOMES	17%	83%	0%	0%	0%	24
LENSA RESIDENTIAL SERVICE LLC	33%	67%	0%	0%	0%	18
LIA'S CARE HOME INC	71%	29%	0%	0%	0%	7
LIBERTY LIVING LLC	23%	77%	0%	0%	0%	13
LIMES ADULT FOSTER CARE	40%	60%	0%	0%	0%	5
LIVING OPPORTUNITIES, INC	29%	67%	0%	0%	4%	97
LOTUS CARE INC	67%	33%	0%	0%	0%	3
LOVE HOPE CARE, INC	67%	33%	0%	0%	0%	6
LOVING CARE LLC	33%	67%	0%	0%	0%	6
LUXE RESIDENTIAL SERVICES LLC	67%	33%	0%	0%	0%	6
MAKO CARE LLC	0%	0%	0%	0%	0%	6
MARIE MILLS CENTER, INC	10%	88%	0%	0%	2%	41
MENNA LLC	50%	50%	0%	0%	0%	4
MID-VALLEY RESIDENTIAL CARE LLC	40%	60%	0%	0%	0%	5
MIMI 24HRS RESIDENTIAL HOME 1 INC	60%	40%	0%	0%	0%	5
MV ADVANCEMENTS	22%	78%	0%	0%	0%	68
MY LIYU RESIDENTIAL SERVICES LLC	38%	63%	0%	0%	0%	16
NAF CARE HOMES, LLC	17%	83%	0%	0%	0%	6
NAFF CENTURY LLC	0%	0%	0%	0%	0%	5
NEW DAY ENTERPRISES	0%	0%	0%	0%	0%	35
NEW DAY NORTHWEST INC.	59%	41%	0%	0%	0%	22
NORTHWEST RESIDENTIAL LLC	33%	67%	0%	0%	0%	9
NURU'S ADULT FOSTER HOME	25%	75%	0%	0%	0%	4
NW COMMUNITY ALLIANCE, INC	29%	70%	0%	0%	1%	91
NW MENTAL HEALTH MGMT SVCS	24%	74%	2%	0%	0%	62
OHANA FIRST LLC	43%	57%	0%	0%	0%	7
OHANA LOVING CARE	18%	82%	0%	0%	0%	11

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
OPEN HEART YT, LLC	100%	0%	0%	0%	0%	8
OPPORTUNITY FOUNDATION CENTRAL OR	20%	80%	0%	0%	0%	75
OREGON FAMILY CARE HOME	67%	33%	0%	0%	0%	6
OREGON MENNONITE RES SVCS	49%	51%	0%	0%	0%	94
OREGON SUPPORTED LIVING PROGRAM	43%	55%	0%	0%	2%	153
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	100%	0%	0%	0%	0%	1
PACIFIC NORTHWEST LIVING LLC	60%	40%	0%	0%	0%	5
PARTNERSHIPS IN COMMUNITY LIVING, INC	43%	55%	0%	0%	1%	296
PATHWAY ENTERPRISES, INC	27%	73%	0%	0%	0%	59
PERSONALIZED INDEPENDENCE, INC.	0%	0%	0%	0%	100%	28
PINNACLE DEVELOPMENTAL CARE, LLC	67%	33%	0%	0%	0%	12
PNH-COURT ADULT CARE HOME INC	21%	79%	0%	0%	0%	24
PORTLAND METRO RESIDENTIAL SERVICES	23%	77%	0%	0%	0%	47
PORTLAND RESIDENTIAL CARE SERVICES	0%	0%	0%	0%	0%	2
PREMIER COMMUNITY SUPPORTS, LLC	22%	77%	0%	0%	1%	728
PROF THERAPEUTIC COMMUNITY NETWORK	55%	45%	0%	0%	0%	44
PROVIDENT LIFE INC	33%	67%	0%	0%	0%	9
RACHEL'S GROUP HOME LLC	50%	50%	0%	0%	0%	4
RAIN KING PROPERTIES	0%	100%	0%	0%	0%	5
RAINBOW ADULT LIVING FACILITIES	0%	0%	0%	0%	100%	24
REDWOOD CARE, INC	60%	40%	0%	0%	0%	5
RENAISSANCE CARE, INC	88%	13%	0%	0%	0%	8
RENEW CONSULTING INC	45%	55%	0%	0%	0%	60
RESIDE RESIDENTIAL CARE	38%	62%	0%	0%	0%	34
REVA'S NEW BEGINNINGS CARE HOMES, INC.	33%	67%	0%	0%	0%	15
RISE, INC	33%	65%	0%	0%	2%	507
RISING SUN SUPPORTED LIVING	0%	0%	0%	0%	0%	9
RIVERSIDE TRAINING CENTER, INC	26%	74%	0%	0%	0%	43
ROME 24 HOUR RESIDENTIAL LLC	40%	60%	0%	0%	0%	5
RON WILSON CENTER	31%	69%	0%	0%	0%	89
ROYALCARE, INC	46%	54%	0%	0%	0%	13
S & A RESIDENTIAL SERVICES, LLC	67%	33%	0%	0%	0%	6
S.A.C.U.	0%	0%	0%	0%	0%	531

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
S.I.S.O.	43%	51%	0%	6%	0%	63
SAFECARE RESIDENTIAL SERVICES, INC	45%	55%	0%	0%	0%	22
SCHMIDT COMMUNITY CARE, LLC	64%	36%	0%	0%	0%	11
SELAM 24HR RESIDENTIAL SERVICES LLC	50%	50%	0%	0%	0%	6
SERENTIY RESIDENTIAL SERVICES INC	0%	0%	0%	0%	0%	13
SHALOM 24 HOURS GROUP HOME	40%	60%	0%	0%	0%	5
SHANGRI-LA CORP	49%	51%	0%	0%	0%	140
SILVER SPRING GROUP HOME, INC	13%	88%	0%	0%	0%	8
SOLODA ACH INC.	50%	50%	0%	0%	0%	4
SOUTH COAST HORIZONS	22%	78%	0%	0%	0%	27
SOUTHERN OREGON ASPIRE	32%	68%	0%	0%	0%	71
ST. GABRIEL CARE HOME INC.	0%	100%	0%	0%	0%	2
STAR CORP GROUP HOME	0%	100%	0%	0%	0%	9
STAR OF HOPE ACTIVITY CENTER INC	46%	52%	0%	0%	2%	134
STEP FORWARD ACTIVITIES, INC	24%	76%	0%	0%	0%	33
STEPPING STONE 24 HOURS HOME INC	64%	36%	0%	0%	0%	11
STONEBROOKE RESIDENTIAL SERVICES	39%	61%	0%	0%	0%	33
SUNNY OAKS, INC	13%	71%	5%	11%	0%	80
TANDEM NORTHWEST	31%	69%	0%	0%	0%	91
TEME GH LLC	60%	40%	0%	0%	0%	5
THE GOOD LIFE GROUP HOME LLC	40%	60%	0%	0%	0%	5
THE NEIGHBORHOOD IN HOME CARE LLC	85%	15%	0%	0%	0%	13
THE OSBORN PROJECT	0%	100%	0%	0%	0%	3
THE WAY OF LIFE GROUP HOME LLC	14%	86%	0%	0%	0%	7
THRIVING LIVES CARE, INC	42%	58%	0%	0%	0%	31
TOTAL FREEDOM CARE	25%	75%	0%	0%	0%	4
TRU CARE LLC	0%	0%	0%	0%	0%	2
TRUE JOY RESIDENTIAL SERVICES LLC	50%	50%	0%	0%	0%	4
TRUCCARE HOMES, LLC	33%	0%	0%	0%	67%	6
UMPQUA HOMES, INC.	35%	65%	0%	0%	0%	119
UNITY LIFE CARE LLC	29%	71%	0%	0%	0%	7
UP & OUT, INC	31%	65%	4%	0%	0%	26
VALOR ASSOCIATES, LLC	59%	41%	0%	0%	0%	17

Agency name	Male	Female	Non-conforming	Other	Don't know	Total number of DSPs on Dec. 31, 2021
VISION GROUP HOME	38%	63%	0%	0%	0%	8
WALKER SUPPORT SERVICES, INC	35%	65%	0%	0%	0%	37
WARD HOME CARE, INC	67%	33%	0%	0%	0%	3
WELLSPRING CARE L	0%	100%	0%	0%	0%	2
WESTERN IDAHO TRAINING CO INC	17%	83%	0%	0%	0%	18
WESTSIDE COMMUNITY FOCUS	0%	0%	0%	0%	100%	45
WINGS OF HOPE	0%	100%	0%	0%	0%	6
WORK UNLIMITED, INC	31%	69%	0%	0%	0%	95
ZACHARY & ROOBLE LLC	25%	75%	0%	0%	0%	4
Report Average⁵	35%	51%	0%	0%	5%	8369

⁵ Averages do not include providers that did not respond to this question (and have 0% noted for all response options)

Table 6. Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	Yes
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
AS PROMISED GROUP HOME	Yes
AWESOME GROUP HOME	Yes
BARCH, INC.	No
BEE LOVED CARE HOME, LLC	No
BEINGROUP, LLC	No
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	No
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	Yes
BUENA VISTA GROUP HOME LLC	Yes

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	Yes
CATHOLIC COMMUNITY SERVICES	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	Yes
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.	No
COMMUNITY SUPPORT SERVICES, INC.	Yes
CONNECTIONS RESIDENTIAL SERVICES	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes
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	Yes
DEAR HEART SUPPORT SERVICES LLC	No
DEGES CARE INC.	No
DOUGLAS RESIDENT TRAINING FACILITIES	No
DUNGARVIN OREGON, LLC	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	Yes
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	Yes
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	Yes
INFINITY CARE CORP	Yes
INTEGRITY-CARE LLC	No
IS LIVING	Yes
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	No
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	Yes
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	Yes
MARIE MILLS CENTER, INC	Yes
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	No
NURU'S ADULT FOSTER HOME	Yes
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	No
OHANA LOVING CARE	No
OPEN HEART YT, LLC	No

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PNH-COURT ADULT CARE HOME INC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC	Yes
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	No
RENAISSANCE CARE, INC	Yes
RENEW CONSULTING INC	No
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	No
RIVERSIDE TRAINING CENTER, INC	Yes
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	Yes
ROYALCARE, INC	Yes
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	Yes
S.I.S.O.	Yes

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	Yes
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	Yes
SOUTHERN OREGON ASPIRE	No
ST. GABRIEL CARE HOME INC.	No
STAR CORP GROUP HOME	No
STAR OF HOPE ACTIVITY CENTER INC	Yes
STEP FORWARD ACTIVITIES, INC	No
STEPPING STONE 24 HOURS HOME INC	Yes
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	Yes
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	No
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	No

Agency name	Agency turned away or stopped accepting new service referrals in 2021 due to DSP staffing issues
WALKER SUPPORT SERVICES, INC	Yes
WARD HOME CARE, INC	Yes
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	No
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	No
Report Average	Yes: 35%

Turnover Ratio

Note: In previous years, the "Turnover Ratio" was called the "Turnover Rate."

Each agency's turnover ratio is calculated as:

*(Total separated DSPs in past year) **divided by** (Total DSPs on payroll as of December 31, 2021).*

The state turnover ratio is an average of the turnover ratios of agencies in each state.

The turnover ratio in this report is a point-in-time indicator. The denominator (Total DSPs on payroll at each agency) is taken from a specific point in time: Dec. 31, 2021. It differs from turnover rate calculations that use the average number of people employed at each agency across 12 months as the denominator. The calculation of this indicator is unchanged from previous years' reports where it was labeled as *Turnover Rate*. Starting this year, this is labeled *Turnover Ratio* to better distinguish it from calculations that use different denominators.

Some agencies reported turnover ratios that exceed 100%. This means that the number of DSPs that separated from the agency payroll in 2021 was greater than the number of DSPs employed as of Dec. 31, 2021.

Table 7. Turnover Ratios⁶ for DSPs in 2021 (as of Dec. 31, 2021).

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
A.S.H., INC.	22	7	32%
ABEL'S RESIDENTIAL SERVICES, LLC	10	2	20%
ACHIEVE LLC	17	13	76%
ADDISE MEMORIAL RESIDENTIAL	6	0	0%
AEGIS RESIDENTIAL CARE, LLC	21	6	29%
ALBERTINA KERR CENTERS	244	166	68%
ALSAN RESIDENTIAL SERVICE LLC	9	2	22%
ALSO	363	159	44%
ALTERNATIVE SERVICES-OREGON, INC.	207	202	98%
ALVORD-TAYLOR, INC.	114	40	35%
AMANI CARE HOMES	4	1	25%
AMEN LLC	7	2	29%
ARCADIAN INCLUSION MANAGEMENT	18	16	89%
AROUND THE CLOCK SUPPORT SERVICES, LLC	51	89	175%
AS PROMISED GROUP HOME	12	2	17%
AWESOME GROUP HOME	7	2	29%
BARCH, INC.	13	5	38%
BEE LOVED CARE HOME, LLC	21	28	133%
BEINGROUP, LLC	5		
BENCO	63	9	14%
BETHESDA LUTHERAN COMMUNITIES	139	86	62%
BEYOND ABILITY SUPPORT SERVICES	15	4	27%
BIG HEARTS RESIDENTIAL CARE, LLC	5	1	20%
BLESS RESIDENTIAL SERVICES LLC	4	0	0%
BLESSED RESIDENTIAL CARE LLC	14	4	29%
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	4	0	0%

⁶ The calculation of this indicators is unchanged from previous years' reports where it was labeled as *Turnover Rate*. Starting this year, the label is changed to *Turnover Ratio* to better distinguish it from calculations that use different denominators. Notes: Agencies with turnover rates >= 500% were excluded from this analysis (5 agencies). Agencies were included if they reported the length of tenure of all DSPs reported employed as of Dec. 31, 2021 (or left it blank). Agencies were included if they reported the length of tenure of all DSPs reported to have separated in 2021 (or left it blank)

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
BRIDGE CARE LLC	6	2	33%
BRIDGEPORT VILLAGE ACH	5	2	40%
BRIDGES ENTERPRISE, LLC	8	3	38%
BRIGHTSIDE LIVING, LLC	24	15	63%
BUENA VISTA GROUP HOME LLC	7	5	71%
CARETOWN, LLC	10	4	40%
CASCADE RESIDENTIAL CARE, INC.	17	40	235%
CATHOLIC COMMUNITY SERVICES	94	43	46%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	38	49	129%
CENTRAL OREGON COLLECTIVE	32	41	128%
CHAMBERLIN HOUSE, INC.	53	53	100%
CHOICES UNLIMITED, INC.	9	4	44%
COFFELT CARE HOMES, INC	17	1	6%
COMMUNITY ACCESS SERVICES II, INC.	193	100	52%
COMMUNITY BASED GROUP HOME	5	2	40%
COMMUNITY LIFE LLC	12	2	17%
COMMUNITY SERVICES, INC.	146	101	69%
COMMUNITY SUPPORT SERVICES, INC.	30	19	63%
CONNECTIONS RESIDENTIAL SERVICES	16	20	125%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	37	5	14%
CORNERSTONE VALLEY INC	107	59	55%
CROSSROADS RESIDENTIAL HOME	17	8	47%
D & D FOSTER CARE, LLC	6	5	83%
DAI S'LA	5		
DAIZY CORPORATION	18	4	22%
DANVILLE SERVICES OF OREGON, LLC	61	90	148%
DEAR HEART SUPPORT SERVICES LLC	7	3	43%
DEGES CARE INC.	10	2	20%
DOUGLAS RESIDENT TRAINING FACILITIES	85	20	24%
DUNGARVIN OREGON, LLC	148	136	92%
EAGLES CLIFF RESIDENTIAL SERVICES LLC	2	3	150%
EASTCO DIVERSIFIED SERVICES	37	30	81%
EBENEZER GROUP HOME LLC	15	4	27%
EDWARDS CENTER, INC.	124	9	7%

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
ELYSIAN PURSUIT INCORPORATED	31	23	74%
FAFI RESIDENTIAL SERVICE LLC	6	0	0%
FAITH 24-HOUR RESIDENTIAL HOME INC	7	0	0%
FAMILY OWNED GROUP HOME LLC	7	2	29%
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	4	1	25%
FREMONT ADULT CARE HOME, LLC	4	2	50%
GENTLE HANDS LLC	4	0	0%
GOLDEN TOUCH CARE, INC	20	3	15%
GRACE GROUP HOME LLC	4	1	25%
GRIFFITH 24 HR CARE, LLC	6	2	33%
H&C HOPE LLC	2	0	0%
HAPPY LIFE	2	1	50%
HARMONY HOUSING, INC	19	28	147%
HASSET FOR LIFE, LLC	4	3	75%
HAVEN CENTER LLC	96	13	14%
HEART OF HOPE LLC	9		
HEART TO HEART CARE HOME, LLC	6	0	0%
HEAVENLY HOME CARE LLC	5	3	60%
HELEN'S-CARE, INC	5	1	20%
HENDRICKSON RESIDENTIAL, INC	14	4	29%
HIHANO GROUP HOME LLC	8	0	0%
HILDAH AND KAY'S, LLC	5	0	0%
HOLISTIC RESIDENTIAL SERVICES LLC	9	3	33%
HOME INC.	5	2	40%
HOME LIFE, INC	79	85	108%
HORIZON PROJECT, INC	134	105	78%
HUMMINGBIRD CARE HOME, LLC	66	90	136%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	6	6	100%
INDEPENDENT ENVIRONMENTS, INC	76	38	50%
INFINITY CARE CORP	5	1	20%
INTEGRITY-CARE LLC	5	3	60%
IS LIVING	46	14	30%
IZUFREM CORPORATION	8	1	13%
JACOB'S LIGHTHOUSE, LLC	4		

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
JEROME MODU COMMUNITY BASED LIVING CARE	14	10	71%
K&A RESIDENTIAL SERVICE LLC	5	1	20%
KADMAK RESIDENTIAL SERVICES, LLC	7	1	14%
KJ 24 - HOURS CARE HOME LLC	8	0	0%
KN RESIDENTIAL SERVICES	4	0	0%
KOZA CARE LLC	48	15	31%
LAILAH'S LIVING CENTER	8	0	0%
LAILAHS LIVING CENTER II	7	1	14%
LEMUEL, INC GROUP HOMES	24	21	88%
LENSA RESIDENTIAL SERVICE LLC	18	6	33%
LIA'S CARE HOME INC	7	3	43%
LIBERTY LIVING LLC	13	1	8%
LIMES ADULT FOSTER CARE	5	1	20%
LIVING OPPORTUNITIES, INC	97	36	37%
LOTUS CARE INC	3	2	67%
LOVE HOPE CARE, INC	6	0	0%
LOVING CARE LLC	6	0	0%
LUXE RESIDENTIAL SERVICES LLC	6	2	33%
MAKO CARE LLC	6	0	0%
MARIE MILLS CENTER, INC	41	13	32%
MENNA LLC	4	2	50%
MID-VALLEY RESIDENTIAL CARE LLC	5	7	140%
MIMI 24HRS RESIDENTIAL HOME 1 INC	5	0	0%
MV ADVANCEMENTS	68	34	50%
MY LIYU RESIDENTIAL SERVICES LLC	16	12	75%
NAF CARE HOMES, LLC	6	2	33%
NAFF CENTURY LLC	5	2	40%
NEW DAY ENTERPRISES	35	21	60%
NEW DAY NORTHWEST INC.	22	3	14%
NORTHWEST RESIDENTIAL LLC	9	3	33%
NURU'S ADULT FOSTER HOME	4	1	25%
NW COMMUNITY ALLIANCE, INC	91	20	22%
NW MENTAL HEALTH MGMT SVCS	62	56	90%
OHANA FIRST LLC	7	0	0%

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
OHANA LOVING CARE	11	3	27%
OPEN HEART YT, LLC	8	1	13%
OPPORTUNITY FOUNDATION CENTRAL OR	75	47	63%
OREGON FAMILY CARE HOME	6	1	17%
OREGON MENNONITE RES SVCS	94	116	123%
OREGON SUPPORTED LIVING PROGRAM	153	71	46%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1		
PACIFIC NORTHWEST LIVING LLC	5	9	180%
PARTNERSHIPS IN COMMUNITY LIVING, INC	296	128	43%
PATHWAY ENTERPRISES, INC	59	36	61%
PERSONALIZED INDEPENDENCE, INC.	28	30	107%
PINNACLE DEVELOPMENTAL CARE, LLC	12	4	33%
PNH-COURT ADULT CARE HOME INC	24	8	33%
PORTLAND METRO RESIDENTIAL SERVICES	47	17	36%
PORTLAND RESIDENTIAL CARE SERVICES	2	0	0%
PREMIER COMMUNITY SUPPORTS, LLC	728	256	35%
PROF THERAPEUTIC COMMUNITY NETWORK	44	12	27%
PROVIDENT LIFE INC	9	3	33%
RACHEL'S GROUP HOME LLC	4	0	0%
RAIN KING PROPERTIES	5	2	40%
RAINBOW ADULT LIVING FACILITIES	24	9	38%
REDWOOD CARE, INC	5	3	60%
RENAISSANCE CARE, INC	8	2	25%
RENEW CONSULTING INC	60	43	72%
RESIDE RESIDENTIAL CARE	34	35	103%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	15	10	67%
RISE, INC	507	714	141%
RISING SUN SUPPORTED LIVING	9	5	56%
RIVERSIDE TRAINING CENTER, INC	43	19	44%
ROME 24 HOUR RESIDENTIAL LLC	5	1	20%
RON WILSON CENTER	89	57	64%
ROYALCARE, INC	13	3	23%
S & A RESIDENTIAL SERVICES, LLC	6	0	0%
S.A.C.U.	531	130	24%

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
S.I.S.O.	63	160	254%
SAFECARE RESIDENTIAL SERVICES, INC	22	9	41%
SCHMIDT COMMUNITY CARE, LLC	11	7	64%
SELAM 24HR RESIDENTIAL SERVICES LLC	6		
SERENTIY RESIDENTIAL SERVICES INC	13	3	23%
SHALOM 24 HOURS GROUP HOME	5	1	20%
SHANGRI-LA CORP	140	108	77%
SILVER SPRING GROUP HOME, INC	8	9	113%
SOLODA ACH INC.	4	0	0%
SOUTH COAST HORIZONS	27	10	37%
SOUTHERN OREGON ASPIRE	71	54	76%
ST. GABRIEL CARE HOME INC.	2	0	0%
STAR CORP GROUP HOME	9	8	89%
STAR OF HOPE ACTIVITY CENTER INC	134	75	56%
STEP FORWARD ACTIVITIES, INC	33	34	103%
STEPPING STONE 24 HOURS HOME INC	11	1	9%
STONEBROOKE RESIDENTIAL SERVICES	33	20	61%
SUNNY OAKS, INC	80	39	49%
TANDEM NORTHWEST	91	44	48%
TEME GH LLC	5		
THE GOOD LIFE GROUP HOME LLC	5	3	60%
THE NEIGHBORHOOD IN HOME CARE LLC	13	3	23%
THE OSBORN PROJECT	3		
THE WAY OF LIFE GROUP HOME LLC	7	1	14%
THRIVING LIVES CARE, INC	31	78	252%
TOTAL FREEDOM CARE	4	4	100%
TRU CARE LLC	2		
TRUE JOY RESIDENTIAL SERVICES LLC	4	0	0%
TRUCARE HOMES, LLC	6	3	50%
UMPQUA HOMES, INC.	119	65	55%
UNITY LIFE CARE LLC	7	3	43%
UP & OUT, INC	26	17	65%
VALOR ASSOCIATES, LLC	17	3	18%
VISION GROUP HOME	8	0	0%

Agency name	Number of DSPs on payroll on Dec. 31, 2021	Number of DSPs who left between Jan. 1 –Dec. 31, 2021	Turnover ratio
WALKER SUPPORT SERVICES, INC	37	25	68%
WARD HOME CARE, INC	3	2	67%
WELLSPRING CARE L	2	0	0%
WESTERN IDAHO TRAINING CO INC	18	13	72%
WESTSIDE COMMUNITY FOCUS	45	46	102%
WINGS OF HOPE	6	1	17%
WORK UNLIMITED, INC	95	113	119%
ZACHARY & ROOBLE LLC	4	0	0%
Report Average	Sum: 8369 Average: 41	Sum: 5178 Average: 27	49%

Tenure (Length of Employment) of DSPs

To calculate tenure, the number of DSPs employed in each agency for less than 6 months is divided by the total number of DSPs employed as of Dec. 31, 2021. This created an agency-wide percentage of DSPs employed less than 6 months.

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

Table 8. Tenure Among DSPs Employed as of Dec. 31, 2021⁷ **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, 2021 ⁸
A.S.H., INC.	18%	9%	14%	23%	36%	22
ABEL'S RESIDENTIAL SERVICES, LLC	20%	40%	20%	20%	0%	10
ACHIEVE LLC	29%	12%	29%	12%	18%	17
ADDISE MEMORIAL RESIDENTIAL	50%	50%	0%	0%	0%	6
AEGIS RESIDENTIAL CARE, LLC	24%	5%	62%	10%	0%	21
ALBERTINA KERR CENTERS	10%	10%	17%	11%	51%	244
ALSAN RESIDENTIAL SERVICE LLC	22%	33%	11%	0%	33%	9
ALSO	36%	14%	16%	19%	15%	363
ALTERNATIVE SERVICES-OREGON, INC.	29%	12%	17%	9%	32%	207
ALVORD-TAYLOR, INC.	7%	11%	7%	6%	68%	114
AMANI CARE HOMES	25%	25%	25%	25%	0%	4
AMEN LLC	43%	29%	29%	0%	0%	7
ARCADIAN INCLUSION MANAGEMENT	17%	17%	39%	6%	22%	18
AROUND THE CLOCK SUPPORT SERVICES, LLC	22%	24%	24%	14%	18%	51
AS PROMISED GROUP HOME	0%	100%	0%	0%	0%	12
AWESOME GROUP HOME	14%	43%	43%	0%	0%	7
BARCH, INC.	0%	0%	0%	0%	100%	13
BEE LOVED CARE HOME, LLC	62%	24%	14%	0%	0%	21
BEINGROUP, LLC	0%	0%	0%	100%	0%	5
BENCO	6%	5%	16%	11%	62%	63
BETHESDA LUTHERAN COMMUNITIES	10%	6%	16%	15%	53%	139
BEYOND ABILITY SUPPORT SERVICES	67%	13%	7%	13%	0%	15
BIG HEARTS RESIDENTIAL CARE, LLC	60%	40%	0%	0%	0%	5
BLESS RESIDENTIAL SERVICES LLC	0%	75%	25%	0%	0%	4
BLESSED RESIDENTIAL CARE LLC	43%	21%	14%	14%	7%	14
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	100%	0%	0%	0%	0%	4
BRIDGE CARE LLC	33%	33%	33%	0%	0%	6
BRIDGEPORT VILLAGE ACH	40%	60%	0%	0%	0%	5
BRIDGES ENTERPRISE, LLC	13%	13%	0%	25%	50%	8

⁷ This table only includes data for agencies that provided information on both the total number of DSPs employed as of Dec. 31, 2021 and the tenure of those DSPs.

⁸ 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, 2021 ⁸
BRIGHTSIDE LIVING, LLC	13%	46%	13%	17%	13%	24
BUENA VISTA GROUP HOME LLC	57%	29%	14%	0%	0%	7
CARETOWN, LLC	20%	20%	60%	0%	0%	10
CASCADE RESIDENTIAL CARE, INC.	29%	12%	29%	29%	0%	17
CATHOLIC COMMUNITY SERVICES	19%	17%	10%	5%	49%	94
CENTER FOR CONTINUOUS IMPROVEMENT, INC	21%	3%	26%	5%	45%	38
CENTRAL OREGON COLLECTIVE	25%	16%	3%	19%	38%	32
CHAMBERLIN HOUSE, INC.	19%	23%	6%	17%	36%	53
CHOICES UNLIMITED, INC.	44%	11%	0%	0%	44%	9
COFFELT CARE HOMES, INC	59%	6%	0%	35%	0%	17
COMMUNITY ACCESS SERVICES II, INC.	23%	22%	10%	8%	37%	193
COMMUNITY BASED GROUP HOME	0%	0%	0%	20%	80%	5
COMMUNITY LIFE LLC	0%	25%	42%	25%	8%	12
COMMUNITY SERVICES, INC.	18%	8%	9%	5%	60%	146
COMMUNITY SUPPORT SERVICES, INC.	13%	3%	7%	13%	63%	30
CONNECTIONS RESIDENTIAL SERVICES	38%	19%	19%	0%	25%	16
COOPER HOLLOW RESIDENTIAL SERVICES, INC	32%	14%	19%	11%	24%	37
CORNERSTONE VALLEY INC	12%	55%	21%	6%	7%	107
CROSSROADS RESIDENTIAL HOME	0%	47%	29%	0%	24%	17
D & D FOSTER CARE, LLC	50%	17%	0%	17%	17%	6
DAI S'LA	0%	20%	20%	20%	40%	5
DAIZY CORPORATION	33%	33%	33%	0%	0%	18
DANVILLE SERVICES OF OREGON, LLC	20%	10%	25%	16%	30%	61
DEAR HEART SUPPORT SERVICES LLC	14%	0%	29%	57%	0%	7
DEGES CARE INC.	20%	20%	40%	10%	10%	10
DOUGLAS RESIDENT TRAINING FACILITIES	12%	29%	18%	18%	24%	85
DUNGARVIN OREGON, LLC	36%	6%	13%	24%	21%	148
EAGLES CLIFF RESIDENTIAL SERVICES LLC	100%	0%	0%	0%	0%	2
EASTCO DIVERSIFIED SERVICES	5%	5%	22%	5%	62%	37
EBENEZER GROUP HOME LLC	27%	27%	47%	0%	0%	15
EDWARDS CENTER, INC.	9%	6%	7%	15%	63%	124
ELYSIAN PURSUIT INCORPORATED	35%	16%	10%	10%	29%	31
FAFI RESIDENTIAL SERVICE LLC	100%	0%	0%	0%	0%	6
FAITH 24-HOUR RESIDENTIAL HOME INC	0%	0%	0%	100%	0%	7

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, 2021 ⁸
FAMILY OWNED GROUP HOME LLC	29%	0%	29%	43%	0%	7
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	100%	0%	0%	0%	0%	4
FREMONT ADULT CARE HOME, LLC	25%	25%	0%	0%	50%	4
GENTLE HANDS LLC	0%	100%	0%	0%	0%	4
GOLDEN TOUCH CARE, INC	25%	25%	25%	25%	0%	20
GRACE GROUP HOME LLC	0%	25%	75%	0%	0%	4
GRIFFITH 24 HR CARE, LLC	0%	0%	67%	0%	33%	6
H&C HOPE LLC	0%	0%	100%	0%	0%	2
HAPPY LIFE	100%	0%	0%	0%	0%	2
HARMONY HOUSING, INC	16%	21%	16%	16%	32%	19
HASSET FOR LIFE, LLC	100%	0%	0%	0%	0%	4
HAVEN CENTER LLC	5%	10%	8%	28%	48%	96
HEART OF HOPE LLC						
HEART TO HEART CARE HOME, LLC	0%	0%	100%	0%	0%	6
HEAVENLY HOME CARE LLC	40%	20%	40%	0%	0%	5
HELEN'S-CARE, INC	20%	0%	0%	0%	80%	5
HENDRICKSON RESIDENTIAL, INC	14%	7%	7%	7%	64%	14
HIHANO GROUP HOME LLC	25%	50%	25%	0%	0%	8
HILDAH AND KAY'S, LLC	20%	0%	20%	0%	60%	5
HOLISTIC RESIDENTIAL SERVICES LLC	56%	33%	11%	0%	0%	9
HOME INC.	0%	60%	20%	20%	0%	5
HOME LIFE, INC	32%	16%	16%	9%	27%	79
HORIZON PROJECT, INC	8%	25%	25%	18%	23%	134
HUMMINGBIRD CARE HOME, LLC	50%	35%	8%	5%	3%	66
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	33%	17%	33%	0%	17%	6
INDEPENDENT ENVIRONMENTS, INC	22%	5%	17%	8%	47%	76
INFINITY CARE CORP	0%	20%	80%	0%	0%	5
INTEGRITY-CARE LLC	60%	40%	0%	0%	0%	5
IS LIVING	30%	9%	9%	2%	50%	46
IZUFREM CORPORATION	100%	0%	0%	0%	0%	8
JACOB'S LIGHTHOUSE, LLC	0%	100%	0%	0%	0%	4
JEROME MODU COMMUNITY BASED LIVING CARE	0%	0%	100%	0%	0%	14
K&A RESIDENTIAL SERVICE LLC	60%	40%	0%	0%	0%	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, 2021 ⁸
KADMAK RESIDENTIAL SERVICES, LLC	29%	14%	57%	0%	0%	7
KJ 24 - HOURS CARE HOME LLC	100%	0%	0%	0%	0%	8
KN RESIDENTIAL SERVICES	75%	25%	0%	0%	0%	4
KOZA CARE LLC	65%	21%	15%	0%	0%	48
LAILAH'S LIVING CENTER	0%	0%	13%	13%	75%	8
LAILAHS LIVING CENTER II	0%	0%	14%	14%	71%	7
LEMUEL, INC GROUP HOMES	17%	21%	13%	4%	46%	24
LENSA RESIDENTIAL SERVICE LLC	28%	28%	33%	6%	6%	18
LIA'S CARE HOME INC	0%	0%	100%	0%	0%	7
LIBERTY LIVING LLC	8%	8%	38%	46%	0%	13
LIMES ADULT FOSTER CARE	20%	40%	20%	20%	0%	5
LIVING OPPORTUNITIES, INC	7%	4%	19%	14%	56%	97
LOTUS CARE INC	67%	0%	33%	0%	0%	3
LOVE HOPE CARE, INC	0%	0%	0%	100%	0%	6
LOVING CARE LLC	33%	67%	0%	0%	0%	6
LUXE RESIDENTIAL SERVICES LLC	33%	33%	33%	0%	0%	6
MAKO CARE LLC	33%	67%	0%	0%	0%	6
MARIE MILLS CENTER, INC	2%	10%	7%	27%	54%	41
MENNA LLC	25%	25%	50%	0%	0%	4
MID-VALLEY RESIDENTIAL CARE LLC	20%	20%	60%	0%	0%	5
MIMI 24HRS RESIDENTIAL HOME 1 INC	100%	0%	0%	0%	0%	5
MV ADVANCEMENTS	13%	15%	9%	12%	51%	68
MY LIYU RESIDENTIAL SERVICES LLC	69%	13%	6%	13%	0%	16
NAF CARE HOMES, LLC	67%	33%	0%	0%	0%	6
NAFF CENTURY LLC	20%	80%	0%	0%	0%	5
NEW DAY ENTERPRISES	11%	0%	9%	14%	66%	35
NEW DAY NORTHWEST INC.	14%	9%	14%	23%	41%	22
NORTHWEST RESIDENTIAL LLC	33%	11%	56%	0%	0%	9
NURU'S ADULT FOSTER HOME	25%	25%	0%	50%	0%	4
NW COMMUNITY ALLIANCE, INC	7%	3%	14%	12%	64%	91
NW MENTAL HEALTH MGMT SVCS	35%	15%	16%	3%	31%	62
OHANA FIRST LLC	0%	0%	100%	0%	0%	7
OHANA LOVING CARE	27%	9%	64%	0%	0%	11
OPEN HEART YT, LLC	13%	63%	25%	0%	0%	8

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, 2021 ⁸
OPPORTUNITY FOUNDATION CENTRAL OR	33%	12%	7%	11%	37%	75
OREGON FAMILY CARE HOME	33%	17%	33%	0%	17%	6
OREGON MENNONITE RES SVCS	16%	29%	16%	7%	32%	94
OREGON SUPPORTED LIVING PROGRAM	5%	4%	8%	9%	74%	153
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	0%	0%	0%	0%	100%	1
PACIFIC NORTHWEST LIVING LLC	0%	100%	0%	0%	0%	5
PARTNERSHIPS IN COMMUNITY LIVING, INC	19%	6%	9%	9%	56%	296
PATHWAY ENTERPRISES, INC	29%	12%	17%	12%	31%	59
PERSONALIZED INDEPENDENCE, INC.	29%	4%	14%	25%	29%	28
PINNACLE DEVELOPMENTAL CARE, LLC	8%	8%	25%	8%	50%	12
PNH-COURT ADULT CARE HOME INC	25%	25%	42%	4%	4%	24
PORTLAND METRO RESIDENTIAL SERVICES	6%	4%	2%	13%	74%	47
PORTLAND RESIDENTIAL CARE SERVICES	0%	0%	100%	0%	0%	2
PREMIER COMMUNITY SUPPORTS, LLC	30%	19%	24%	23%	4%	728
PROF THERAPEUTIC COMMUNITY NETWORK	0%	7%	25%	7%	61%	44
PROVIDENT LIFE INC	33%	11%	11%	44%	0%	9
RACHEL'S GROUP HOME LLC	50%	50%	0%	0%	0%	4
RAIN KING PROPERTIES	20%	0%	0%	0%	80%	5
RAINBOW ADULT LIVING FACILITIES	0%	13%	21%	8%	58%	24
REDWOOD CARE, INC	40%	60%	0%	0%	0%	5
RENAISSANCE CARE, INC	25%	25%	13%	0%	38%	8
RENEW CONSULTING INC	18%	17%	17%	10%	38%	60
RESIDE RESIDENTIAL CARE	12%	18%	15%	15%	41%	34
REVA'S NEW BEGINNINGS CARE HOMES, INC.	20%	27%	13%	0%	40%	15
RISE, INC	36%	17%	17%	12%	19%	507
RISING SUN SUPPORTED LIVING	11%	67%	22%	0%	0%	9
RIVERSIDE TRAINING CENTER, INC	12%	9%	12%	14%	53%	43
ROME 24 HOUR RESIDENTIAL LLC	20%	0%	80%	0%	0%	5
RON WILSON CENTER	19%	7%	19%	9%	46%	89
ROYALCARE, INC	0%	100%	0%	0%	0%	13
S & A RESIDENTIAL SERVICES, LLC	0%	100%	0%	0%	0%	6
S.A.C.U.	4%	8%	13%	20%	55%	531
S.I.S.O.	59%	17%	6%	6%	11%	63
SAFECARE RESIDENTIAL SERVICES, INC	32%	50%	9%	0%	9%	22

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, 2021 ⁸
SCHMIDT COMMUNITY CARE, LLC	64%	0%	18%	18%	0%	11
SELAM 24HR RESIDENTIAL SERVICES LLC						
SERENTIY RESIDENTIAL SERVICES INC	23%	23%	23%	15%	15%	13
SHALOM 24 HOURS GROUP HOME	20%	0%	20%	60%	0%	5
SHANGRI-LA CORP	26%	21%	20%	14%	19%	140
SILVER SPRING GROUP HOME, INC	25%	13%	13%	13%	38%	8
SOLODA ACH INC.	0%	0%	100%	0%	0%	4
SOUTH COAST HORIZONS	11%	0%	11%	11%	67%	27
SOUTHERN OREGON ASPIRE	6%	13%	15%	11%	55%	71
ST. GABRIEL CARE HOME INC.						
STAR CORP GROUP HOME	11%	22%	11%	22%	33%	9
STAR OF HOPE ACTIVITY CENTER INC	10%	15%	13%	10%	51%	134
STEP FORWARD ACTIVITIES, INC	30%	6%	15%	6%	42%	33
STEPPING STONE 24 HOURS HOME INC	0%	0%	9%	0%	91%	11
STONEBROOKE RESIDENTIAL SERVICES	24%	24%	21%	12%	18%	33
SUNNY OAKS, INC	28%	5%	6%	13%	49%	80
TANDEM NORTHWEST	21%	8%	21%	10%	41%	91
TEME GH LLC	0%	40%	60%	0%	0%	5
THE GOOD LIFE GROUP HOME LLC	60%	40%	0%	0%	0%	5
THE NEIGHBORHOOD IN HOME CARE LLC	31%	69%	0%	0%	0%	13
THE OSBORN PROJECT	0%	100%	0%	0%	0%	3
THE WAY OF LIFE GROUP HOME LLC	71%	29%	0%	0%	0%	7
THRIVING LIVES CARE, INC	52%	19%	19%	6%	3%	31
TOTAL FREEDOM CARE	100%	0%	0%	0%	0%	4
TRU CARE LLC						
TRUE JOY RESIDENTIAL SERVICES LLC	100%	0%	0%	0%	0%	4
TRUCCARE HOMES, LLC	33%	0%	67%	0%	0%	6
UMPQUA HOMES, INC.	13%	12%	22%	11%	43%	119
UNITY LIFE CARE LLC	14%	14%	0%	14%	57%	7
UP & OUT, INC	19%	4%	19%	4%	54%	26
VALOR ASSOCIATES, LLC	18%	18%	6%	18%	41%	17
VISION GROUP HOME	0%	100%	0%	0%	0%	8
WALKER SUPPORT SERVICES, INC	35%	24%	14%	5%	22%	37
WARD HOME CARE, INC	0%	33%	67%	0%	0%	3

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, 2021 ⁸
WELLSPRING CARE L	0%	0%	100%	0%	0%	2
WESTERN IDAHO TRAINING CO INC	33%	28%	11%	6%	22%	18
WESTSIDE COMMUNITY FOCUS	16%	13%	13%	9%	49%	45
WINGS OF HOPE	0%	0%	83%	0%	17%	6
WORK UNLIMITED, INC	24%	16%	20%	4%	36%	95
ZACHARY & ROOBLE LLC	25%	75%	0%	0%	0%	4
Report average	26%	21%	21%	10%	22%	8350

Table 9. *Tenure Among Separated DSP Employees (Left between Jan. 1, 2021, and Dec. 31, 2021)* ⁹
Percentage of DSPs who separated between Jan. 1, 2021, and Dec. 31, 2021, who were on the payroll ...

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
A.S.H., INC.	43%	29%	14%	14%	0%	7
ABEL'S RESIDENTIAL SERVICES, LLC	100%	0%	0%	0%	0%	2
ACHIEVE LLC	46%	54%	0%	0%	0%	13
ADDISE MEMORIAL RESIDENTIAL	0%	0%	0%	0%	0%	0
AEGIS RESIDENTIAL CARE, LLC	0%	33%	33%	33%	0%	6
ALBERTINA KERR CENTERS	36%	13%	22%	10%	19%	166
ALSAN RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	2
ALSO	28%	35%	14%	13%	10%	159
ALTERNATIVE SERVICES-OREGON, INC.	20%	17%	36%	8%	19%	202
ALVORD-TAYLOR, INC.	25%	55%	20%	0%	0%	40
AMANI CARE HOMES	0%	100%	0%	0%	0%	1
AMEN LLC	50%	50%	0%	0%	0%	2
ARCADIAN INCLUSION MANAGEMENT	13%	44%	19%	0%	25%	16
AROUND THE CLOCK SUPPORT SERVICES, LLC	52%	24%	16%	8%	1%	89
AS PROMISED GROUP HOME	0%	100%	0%	0%	0%	2
AWESOME GROUP HOME	50%	50%	0%	0%	0%	2
BARCH, INC.	0%	20%	0%	0%	80%	5
BEE LOVED CARE HOME, LLC	54%	36%	11%	0%	0%	28
BEINGROUP, LLC						
BENCO	0%	22%	22%	0%	56%	9
BETHESDA LUTHERAN COMMUNITIES	31%	13%	20%	9%	27%	86
BEYOND ABILITY SUPPORT SERVICES	75%	0%	25%	0%	0%	4
BIG HEARTS RESIDENTIAL CARE, LLC	0%	100%	0%	0%	0%	1
BLESS RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0
BLESSED RESIDENTIAL CARE LLC	50%	25%	0%	25%	0%	4
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	0%	0%	0%	0%	0%	0
BRIDGE CARE LLC	100%	0%	0%	0%	0%	2
BRIDGEPORT VILLAGE ACH	100%	0%	0%	0%	0%	2
BRIDGES ENTERPRISE, LLC	67%	0%	33%	0%	0%	3

⁹ 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.

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
BRIGHTSIDE LIVING, LLC	13%	27%	47%	13%	0%	15
BUENA VISTA GROUP HOME LLC	40%	60%	0%	0%	0%	5
CARETOWN, LLC	50%	25%	25%	0%	0%	4
CASCADE RESIDENTIAL CARE, INC.	58%	28%	10%	5%	0%	40
CATHOLIC COMMUNITY SERVICES	42%	12%	14%	14%	19%	43
CENTER FOR CONTINUOUS IMPROVEMENT, INC	51%	12%	18%	10%	8%	49
CENTRAL OREGON COLLECTIVE	61%	2%	22%	2%	12%	41
CHAMBERLIN HOUSE, INC.	58%	6%	19%	4%	13%	53
CHOICES UNLIMITED, INC.	50%	0%	0%	0%	50%	4
COFFELT CARE HOMES, INC	100%	0%	0%	0%	0%	1
COMMUNITY ACCESS SERVICES II, INC.	45%	15%	14%	9%	17%	100
COMMUNITY BASED GROUP HOME	0%	50%	0%	0%	50%	2
COMMUNITY LIFE LLC	100%	0%	0%	0%	0%	2
COMMUNITY SERVICES, INC.	22%	14%	16%	17%	32%	101
COMMUNITY SUPPORT SERVICES, INC.	53%	5%	16%	11%	16%	19
CONNECTIONS RESIDENTIAL SERVICES	90%	10%	0%	0%	0%	20
COOPER HOLLOW RESIDENTIAL SERVICES, INC	40%	40%	0%	20%	0%	5
CORNERSTONE VALLEY INC						
CROSSROADS RESIDENTIAL HOME	25%	63%	0%	13%	0%	8
D & D FOSTER CARE, LLC	80%	0%	0%	0%	20%	5
DAI S'LA						
DAIZY CORPORATION	25%	50%	25%	0%	0%	4
DANVILLE SERVICES OF OREGON, LLC	64%	9%	16%	3%	8%	90
DEAR HEART SUPPORT SERVICES LLC	33%	67%	0%	0%	0%	3
DEGES CARE INC.	50%	50%	0%	0%	0%	2
DOUGLAS RESIDENT TRAINING FACILITIES	15%	15%	20%	40%	10%	20
DUNGARVIN OREGON, LLC	57%	14%	17%	5%	7%	136
EAGLES CLIFF RESIDENTIAL SERVICES LLC	100%	0%	0%	0%	0%	3
EASTCO DIVERSIFIED SERVICES	37%	13%	17%	10%	23%	30
EBENEZER GROUP HOME LLC	50%	50%	0%	0%	0%	4
EDWARDS CENTER, INC.	0%	0%	11%	11%	78%	9
ELYSIAN PURSUIT INCORPORATED	30%	13%	17%	17%	22%	23
FAFI RESIDENTIAL SERVICE LLC	0%	0%	0%	0%	0%	0
FAITH 24-HOUR RESIDENTIAL HOME INC	0%	0%	0%	0%	0%	0

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
FAMILY OWNED GROUP HOME LLC	50%	0%	50%	0%	0%	2
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	100%	0%	0%	0%	0%	1
FREMONT ADULT CARE HOME, LLC	50%	50%	0%	0%	0%	2
GENTLE HANDS LLC	0%	0%	0%	0%	0%	0
GOLDEN TOUCH CARE, INC	0%	0%	100%	0%	0%	3
GRACE GROUP HOME LLC	100%	0%	0%	0%	0%	1
GRIFFITH 24 HR CARE, LLC	50%	50%	0%	0%	0%	2
H&C HOPE LLC	0%	0%	0%	0%	0%	0
HAPPY LIFE	100%	0%	0%	0%	0%	1
HARMONY HOUSING, INC	36%	18%	39%	7%	0%	28
HASSET FOR LIFE, LLC	100%	0%	0%	0%	0%	3
HAVEN CENTER LLC	100%	0%	0%	0%	0%	13
HEART OF HOPE LLC						
HEART TO HEART CARE HOME, LLC	0%	0%	0%	0%	0%	0
HEAVENLY HOME CARE LLC	100%	0%	0%	0%	0%	3
HELEN'S-CARE, INC	0%	0%	0%	0%	100%	1
HENDRICKSON RESIDENTIAL, INC	25%	50%	25%	0%	0%	4
HIHANO GROUP HOME LLC	0%	0%	0%	0%	0%	0
HILDAH AND KAY'S, LLC	0%	0%	0%	0%	0%	0
HOLISTIC RESIDENTIAL SERVICES LLC	67%	33%	0%	0%	0%	3
HOME INC.	0%	0%	100%	0%	0%	2
HOME LIFE, INC	49%	15%	16%	6%	13%	85
HORIZON PROJECT, INC						
HUMMINGBIRD CARE HOME, LLC	92%	6%	2%	0%	0%	90
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	100%	0%	0%	0%	0%	6
INDEPENDENT ENVIRONMENTS, INC	45%	21%	13%	5%	16%	38
INFINITY CARE CORP	0%	100%	0%	0%	0%	1
INTEGRITY-CARE LLC	67%	33%	0%	0%	0%	3
IS LIVING	7%	14%	21%	7%	50%	14
IZUFREM CORPORATION	100%	0%	0%	0%	0%	1
JACOB'S LIGHTHOUSE, LLC						
JEROME MODU COMMUNITY BASED LIVING CARE	0%	0%	100%	0%	0%	10
K&A RESIDENTIAL SERVICE LLC	100%	0%	0%	0%	0%	1
KADMAK RESIDENTIAL SERVICES, LLC						

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
KJ 24 - HOURS CARE HOME LLC	0%	0%	0%	0%	0%	0
KN RESIDENTIAL SERVICES	0%	0%	0%	0%	0%	0
KOZA CARE LLC	60%	27%	13%	0%	0%	15
LAILAH'S LIVING CENTER	0%	0%	0%	0%	0%	0
LAILAHS LIVING CENTER II	0%	0%	0%	0%	100%	1
LEMUEL, INC GROUP HOMES	48%	33%	5%	5%	10%	21
LENSA RESIDENTIAL SERVICE LLC	67%	17%	17%	0%	0%	6
LIA'S CARE HOME INC	100%	0%	0%	0%	0%	3
LIBERTY LIVING LLC	0%	100%	0%	0%	0%	1
LIMES ADULT FOSTER CARE	100%	0%	0%	0%	0%	1
LIVING OPPORTUNITIES, INC	39%	6%	17%	14%	25%	36
LOTUS CARE INC	100%	0%	0%	0%	0%	2
LOVE HOPE CARE, INC	0%	0%	0%	0%	0%	0
LOVING CARE LLC	0%	0%	0%	0%	0%	0
LUXE RESIDENTIAL SERVICES LLC	0%	100%	0%	0%	0%	2
MAKO CARE LLC	0%	0%	0%	0%	0%	0
MARIE MILLS CENTER, INC	31%	8%	8%	15%	38%	13
MENNA LLC	0%	0%	100%	0%	0%	2
MID-VALLEY RESIDENTIAL CARE LLC	86%	14%	0%	0%	0%	7
MIMI 24HRS RESIDENTIAL HOME 1 INC	0%	0%	0%	0%	0%	0
MV ADVANCEMENTS	56%	6%	12%	12%	15%	34
MY LIYU RESIDENTIAL SERVICES LLC	92%	8%	0%	0%	0%	12
NAF CARE HOMES, LLC	100%	0%	0%	0%	0%	2
NAFF CENTURY LLC	50%	50%	0%	0%	0%	2
NEW DAY ENTERPRISES	10%	24%	24%	10%	33%	21
NEW DAY NORTHWEST INC.	0%	0%	33%	0%	67%	3
NORTHWEST RESIDENTIAL LLC	33%	33%	33%	0%	0%	3
NURU'S ADULT FOSTER HOME	0%	0%	100%	0%	0%	1
NW COMMUNITY ALLIANCE, INC	35%	10%	15%	20%	20%	20
NW MENTAL HEALTH MGMT SVCS	48%	18%	11%	7%	16%	56
OHANA FIRST LLC	0%	0%	0%	0%	0%	0
OHANA LOVING CARE	0%	33%	67%	0%	0%	3
OPEN HEART YT, LLC	100%	0%	0%	0%	0%	1
OPPORTUNITY FOUNDATION CENTRAL OR	51%	6%	11%	6%	26%	47

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
OREGON FAMILY CARE HOME	100%	0%	0%	0%	0%	1
OREGON MENNONITE RES SVCS	13%	28%	38%	10%	11%	116
OREGON SUPPORTED LIVING PROGRAM	34%	10%	14%	1%	41%	71
PACIFIC NORTHWEST ADULT FOSTER HOME LLC						
PACIFIC NORTHWEST LIVING LLC	100%	0%	0%	0%	0%	9
PARTNERSHIPS IN COMMUNITY LIVING, INC	34%	7%	20%	21%	18%	128
PATHWAY ENTERPRISES, INC	47%	14%	22%	8%	8%	36
PERSONALIZED INDEPENDENCE, INC.	33%	17%	23%	10%	17%	30
PINNACLE DEVELOPMENTAL CARE, LLC	0%	25%	75%	0%	0%	4
PNH-COURT ADULT CARE HOME INC	38%	38%	25%	0%	0%	8
PORTLAND METRO RESIDENTIAL SERVICES	35%	0%	12%	18%	35%	17
PORTLAND RESIDENTIAL CARE SERVICES	0%	0%	0%	0%	0%	0
PREMIER COMMUNITY SUPPORTS, LLC	34%	25%	23%	17%	0%	256
PROF THERAPEUTIC COMMUNITY NETWORK	0%	0%	42%	8%	50%	12
PROVIDENT LIFE INC	0%	0%	100%	0%	0%	3
RACHEL'S GROUP HOME LLC	0%	0%	0%	0%	0%	0
RAIN KING PROPERTIES	0%	50%	0%	0%	50%	2
RAINBOW ADULT LIVING FACILITIES	0%	22%	11%	22%	44%	9
REDWOOD CARE, INC	67%	33%	0%	0%	0%	3
RENAISSANCE CARE, INC	0%	50%	50%	0%	0%	2
RENEW CONSULTING INC	42%	23%	19%	5%	12%	43
RESIDE RESIDENTIAL CARE	54%	17%	23%	3%	3%	35
REVA'S NEW BEGINNINGS CARE HOMES, INC.	80%	20%	0%	0%	0%	10
RISE, INC	53%	19%	15%	6%	6%	714
RISING SUN SUPPORTED LIVING	20%	20%	60%	0%	0%	5
RIVERSIDE TRAINING CENTER, INC	37%	11%	16%	11%	26%	19
ROME 24 HOUR RESIDENTIAL LLC	100%	0%	0%	0%	0%	1
RON WILSON CENTER	51%	12%	12%	12%	12%	57
ROYALCARE, INC	0%	100%	0%	0%	0%	3
S & A RESIDENTIAL SERVICES, LLC	0%	0%	0%	0%	0%	0
S.A.C.U.	2%	5%	65%	6%	22%	130
S.I.S.O.	77%	13%	6%	3%	1%	160
SAFECARE RESIDENTIAL SERVICES, INC	56%	33%	11%	0%	0%	9
SCHMIDT COMMUNITY CARE, LLC	57%	29%	14%	0%	0%	7

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
SELAM 24HR RESIDENTIAL SERVICES LLC						
SERENTIY RESIDENTIAL SERVICES INC	0%	100%	0%	0%	0%	3
SHALOM 24 HOURS GROUP HOME	0%	100%	0%	0%	0%	1
SHANGRI-LA CORP	29%	2%	14%	26%	30%	108
SILVER SPRING GROUP HOME, INC	89%	11%	0%	0%	0%	9
SOLODA ACH INC.	0%	0%	0%	0%	0%	0
SOUTH COAST HORIZONS	0%	0%	20%	30%	50%	10
SOUTHERN OREGON ASPIRE	41%	9%	17%	7%	26%	54
ST. GABRIEL CARE HOME INC.	0%	0%	0%	0%	0%	0
STAR CORP GROUP HOME	88%	13%	0%	0%	0%	8
STAR OF HOPE ACTIVITY CENTER INC	45%	12%	12%	11%	20%	75
STEP FORWARD ACTIVITIES, INC	24%	12%	15%	6%	44%	34
STEPPING STONE 24 HOURS HOME INC	0%	100%	0%	0%	0%	1
STONEBROOKE RESIDENTIAL SERVICES	45%	30%	10%	0%	15%	20
SUNNY OAKS, INC	92%	5%	3%	0%	0%	39
TANDEM NORTHWEST	50%	20%	7%	9%	14%	44
TEME GH LLC						
THE GOOD LIFE GROUP HOME LLC	100%	0%	0%	0%	0%	3
THE NEIGHBORHOOD IN HOME CARE LLC	33%	67%	0%	0%	0%	3
THE OSBORN PROJECT						
THE WAY OF LIFE GROUP HOME LLC	100%	0%	0%	0%	0%	1
THRIVING LIVES CARE, INC	65%	27%	5%	1%	1%	78
TOTAL FREEDOM CARE	100%	0%	0%	0%	0%	4
TRU CARE LLC						
TRUE JOY RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0
TRUCARE HOMES, LLC	0%	100%	0%	0%	0%	3
UMPQUA HOMES, INC.	60%	12%	3%	11%	14%	65
UNITY LIFE CARE LLC	67%	33%	0%	0%	0%	3
UP & OUT, INC	41%	18%	12%	18%	12%	17
VALOR ASSOCIATES, LLC	33%	33%	0%	0%	33%	3
VISION GROUP HOME	0%	0%	0%	0%	0%	0
WALKER SUPPORT SERVICES, INC	28%	12%	36%	16%	8%	25
WARD HOME CARE, INC	100%	0%	0%	0%	0%	2
WELLSPRING CARE L	0%	0%	0%	0%	0%	0

Agency name	Less than 6 months	6–12 months	12–24 months	24–36 months	36+ months	Number of DSPs separated statewide
WESTERN IDAHO TRAINING CO INC	15%	15%	38%	8%	23%	13
WESTSIDE COMMUNITY FOCUS	57%	17%	11%	2%	13%	46
WINGS OF HOPE	100%	0%	0%	0%	0%	1
WORK UNLIMITED, INC	58%	10%	15%	6%	11%	113
ZACHARY & ROOBLE LLC	0%	0%	0%	0%	0%	0
Report average ¹⁰	46%	23%	15%	5%	11%	5013

¹⁰ NEW IN 2021: Report average tenure calculation no longer include cases with 0 total separations in the denominator.

Separations and Furlough

Table 10. Circumstances Under Which Separation Occurred (for Separated DSP Employees that Left Between Jan. 1, 2021, and Dec. 31, 2021)

Percentage of total separations between Jan. 1, 2021, and Dec. 31, 2021:

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
A.S.H., INC.					
ABEL'S RESIDENTIAL SERVICES, LLC	100%	0%	0%	0%	2
ACHIEVE LLC	92%	8%	0%	0%	13
ADDISE MEMORIAL RESIDENTIAL					
AEGIS RESIDENTIAL CARE, LLC	67%	33%	0%	0%	6
ALBERTINA KERR CENTERS	70%	30%	0%	0%	166
ALSAN RESIDENTIAL SERVICE LLC	100%	0%	0%	0%	2
ALSO	64%	36%	0%	0%	159
ALTERNATIVE SERVICES-OREGON, INC.	87%	13%	0%	0%	202
ALVORD-TAYLOR, INC.	0%	0%	0%	100%	40
AMANI CARE HOMES	0%	100%	0%	0%	1
AMEN LLC	50%	0%	0%	50%	2
ARCADIAN INCLUSION MANAGEMENT	94%	6%	0%	0%	16
AROUND THE CLOCK SUPPORT SERVICES, LLC	81%	19%	0%	0%	89
AS PROMISED GROUP HOME	100%	0%	0%	0%	2
AWESOME GROUP HOME	100%	0%	0%	0%	2
BARCH, INC.	100%	0%	0%	0%	5
BEE LOVED CARE HOME, LLC	68%	21%	7%	4%	28
BEINGROUP, LLC					
BENCO	89%	11%	0%	0%	9
BETHESDA LUTHERAN COMMUNITIES	81%	13%	3%	2%	86
BEYOND ABILITY SUPPORT SERVICES					
BIG HEARTS RESIDENTIAL CARE, LLC	100%	0%	0%	0%	1
BLESS RESIDENTIAL SERVICES LLC					

¹¹ Due to performance issues or violation of company policy

¹² DSPs were terminated because their position was eliminated

¹³ Only includes those for whom reasons for separation are reported

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
BLESSED RESIDENTIAL CARE LLC	100%	0%	0%	0%	4
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC					
BRIDGE CARE LLC	100%	0%	0%	0%	2
BRIDGEPORT VILLAGE ACH	100%	0%	0%	0%	2
BRIDGES ENTERPRISE, LLC	67%	33%	0%	0%	3
BRIGHTSIDE LIVING, LLC	100%	0%	0%	0%	15
BUENA VISTA GROUP HOME LLC	100%	0%	0%	0%	5
CARETOWN, LLC	100%	0%	0%	0%	4
CASCADE RESIDENTIAL CARE, INC.	90%	10%	0%	0%	40
CATHOLIC COMMUNITY SERVICES	91%	9%	0%	0%	43
CENTER FOR CONTINUOUS IMPROVEMENT, INC	76%	24%	0%	0%	49
CENTRAL OREGON COLLECTIVE	49%	51%	0%	0%	41
CHAMBERLIN HOUSE, INC.	58%	42%	0%	0%	53
CHOICES UNLIMITED, INC.	100%	0%	0%	0%	4
COFFELT CARE HOMES, INC	100%	0%	0%	0%	1
COMMUNITY ACCESS SERVICES II, INC.	86%	14%	0%	0%	100
COMMUNITY BASED GROUP HOME	100%	0%	0%	0%	2
COMMUNITY LIFE LLC	50%	50%	0%	0%	2
COMMUNITY SERVICES, INC.	64%	36%	0%	0%	101
COMMUNITY SUPPORT SERVICES, INC.	100%	0%	0%	0%	19
CONNECTIONS RESIDENTIAL SERVICES	100%	0%	0%	0%	20
COOPER HOLLOW RESIDENTIAL SERVICES, INC	80%	20%	0%	0%	5
CORNERSTONE VALLEY INC					
CROSSROADS RESIDENTIAL HOME	100%	0%	0%	0%	8
D & D FOSTER CARE, LLC	40%	60%	0%	0%	5
DAI S'LA					
DAIZY CORPORATION	100%	0%	0%	0%	4
DANVILLE SERVICES OF OREGON, LLC	50%	42%	0%	8%	90
DEAR HEART SUPPORT SERVICES LLC	100%	0%	0%	0%	3
DEGES CARE INC.	100%	0%	0%	0%	2
DOUGLAS RESIDENT TRAINING FACILITIES	100%	0%	0%	0%	20
DUNGARVIN OREGON, LLC	82%	12%	0%	6%	136
EAGLES CLIFF RESIDENTIAL SERVICES LLC	33%	67%	0%	0%	3
EASTCO DIVERSIFIED SERVICES	67%	33%	0%	0%	30
EBENEZER GROUP HOME LLC	75%	25%	0%	0%	4

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
EDWARDS CENTER, INC.	100%	0%	0%	0%	9
ELYSIAN PURSUIT INCORPORATED	52%	48%	0%	0%	23
FAFI RESIDENTIAL SERVICE LLC					
FAITH 24-HOUR RESIDENTIAL HOME INC					
FAMILY OWNED GROUP HOME LLC	100%	0%	0%	0%	2
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	100%	0%	0%	0%	1
FREMONT ADULT CARE HOME, LLC	100%	0%	0%	0%	2
GENTLE HANDS LLC					
GOLDEN TOUCH CARE, INC	67%	33%	0%	0%	3
GRACE GROUP HOME LLC	100%	0%	0%	0%	1
GRIFFITH 24 HR CARE, LLC	50%	50%	0%	0%	2
H&C HOPE LLC					
HAPPY LIFE	100%	0%	0%	0%	1
HARMONY HOUSING, INC	57%	11%	32%	0%	28
HASSET FOR LIFE, LLC	100%	0%	0%	0%	3
HAVEN CENTER LLC	100%	0%	0%	0%	13
HEART OF HOPE LLC					
HEART TO HEART CARE HOME, LLC					
HEAVENLY HOME CARE LLC	100%	0%	0%	0%	3
HELEN'S-CARE, INC	100%	0%	0%	0%	1
HENDRICKSON RESIDENTIAL, INC	75%	25%	0%	0%	4
HIHANO GROUP HOME LLC					
HILDAH AND KAY'S, LLC					
HOLISTIC RESIDENTIAL SERVICES LLC	100%	0%	0%	0%	3
HOME INC.	100%	0%	0%	0%	2
HOME LIFE, INC	87%	13%	0%	0%	85
HORIZON PROJECT, INC					
HUMMINGBIRD CARE HOME, LLC	93%	7%	0%	0%	90
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	67%	33%	0%	0%	6
INDEPENDENT ENVIRONMENTS, INC	82%	18%	0%	0%	38
INFINITY CARE CORP	100%	0%	0%	0%	1
INTEGRITY-CARE LLC	100%	0%	0%	0%	3
IS LIVING	71%	29%	0%	0%	14
IZUFREM CORPORATION	100%	0%	0%	0%	1
JACOB'S LIGHTHOUSE, LLC					

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
JEROME MODU COMMUNITY BASED LIVING CARE	90%	10%	0%	0%	10
K&A RESIDENTIAL SERVICE LLC	0%	100%	0%	0%	1
KADMAK RESIDENTIAL SERVICES, LLC	100%	0%	0%	0%	1
KJ 24 - HOURS CARE HOME LLC					
KN RESIDENTIAL SERVICES					
KOZA CARE LLC	53%	33%	0%	13%	15
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II	100%	0%	0%	0%	1
LEMUEL, INC GROUP HOMES	90%	10%	0%	0%	21
LENSA RESIDENTIAL SERVICE LLC	100%	0%	0%	0%	6
LIA'S CARE HOME INC	100%	0%	0%	0%	3
LIBERTY LIVING LLC	100%	0%	0%	0%	1
LIMES ADULT FOSTER CARE	100%	0%	0%	0%	1
LIVING OPPORTUNITIES, INC	89%	11%	0%	0%	36
LOTUS CARE INC	100%	0%	0%	0%	2
LOVE HOPE CARE, INC					
LOVING CARE LLC					
LUXE RESIDENTIAL SERVICES LLC	50%	50%	0%	0%	2
MAKO CARE LLC					
MARIE MILLS CENTER, INC	100%	0%	0%	0%	13
MENNA LLC	100%	0%	0%	0%	2
MID-VALLEY RESIDENTIAL CARE LLC	100%	0%	0%	0%	7
MIMI 24HRS RESIDENTIAL HOME 1 INC					
MV ADVANCEMENTS	97%	0%	0%	3%	34
MY LIYU RESIDENTIAL SERVICES LLC	100%	0%	0%	0%	12
NAF CARE HOMES, LLC	100%	0%	0%	0%	2
NAFF CENTURY LLC	100%	0%	0%	0%	2
NEW DAY ENTERPRISES	95%	5%	0%	0%	21
NEW DAY NORTHWEST INC.	100%	0%	0%	0%	3
NORTHWEST RESIDENTIAL LLC	67%	33%	0%	0%	3
NURU'S ADULT FOSTER HOME	100%	0%	0%	0%	1
NW COMMUNITY ALLIANCE, INC	100%	0%	0%	0%	20
NW MENTAL HEALTH MGMT SVCS	100%	0%	0%	0%	56
OHANA FIRST LLC					
OHANA LOVING CARE	100%	0%	0%	0%	3

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
OPEN HEART YT, LLC	100%	0%	0%	0%	1
OPPORTUNITY FOUNDATION CENTRAL OR	0%	0%	0%	100%	47
OREGON FAMILY CARE HOME	0%	0%	100%	0%	1
OREGON MENNONITE RES SVCS	93%	7%	0%	0%	116
OREGON SUPPORTED LIVING PROGRAM	86%	14%	0%	0%	71
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PACIFIC NORTHWEST LIVING LLC	100%	0%	0%	0%	9
PARTNERSHIPS IN COMMUNITY LIVING, INC	76%	9%	0%	15%	128
PATHWAY ENTERPRISES, INC	86%	14%	0%	0%	36
PERSONALIZED INDEPENDENCE, INC.	90%	10%	0%	0%	30
PINNACLE DEVELOPMENTAL CARE, LLC	0%	0%	0%	100%	4
PNH-COURT ADULT CARE HOME INC	50%	0%	0%	50%	8
PORTLAND METRO RESIDENTIAL SERVICES	82%	18%	0%	0%	17
PORTLAND RESIDENTIAL CARE SERVICES					
PREMIER COMMUNITY SUPPORTS, LLC	75%	25%	0%	0%	256
PROF THERAPEUTIC COMMUNITY NETWORK	92%	8%	0%	0%	12
PROVIDENT LIFE INC	100%	0%	0%	0%	3
RACHEL'S GROUP HOME LLC					
RAIN KING PROPERTIES	50%	50%	0%	0%	2
RAINBOW ADULT LIVING FACILITIES	44%	56%	0%	0%	9
REDWOOD CARE, INC	67%	33%	0%	0%	3
RENAISSANCE CARE, INC	100%	0%	0%	0%	2
RENEW CONSULTING INC	93%	7%	0%	0%	43
RESIDE RESIDENTIAL CARE	83%	17%	0%	0%	35
REVA'S NEW BEGINNINGS CARE HOMES, INC.	90%	10%	0%	0%	10
RISE, INC	94%	6%	0%	0%	714
RISING SUN SUPPORTED LIVING	100%	0%	0%	0%	5
RIVERSIDE TRAINING CENTER, INC	74%	26%	0%	0%	19
ROME 24 HOUR RESIDENTIAL LLC	100%	0%	0%	0%	1
RON WILSON CENTER	82%	18%	0%	0%	57
ROYALCARE, INC	100%	0%	0%	0%	3
S & A RESIDENTIAL SERVICES, LLC					
S.A.C.U.	80%	20%	0%	0%	130
S.I.S.O.	98%	3%	0%	0%	160
SAFECARE RESIDENTIAL SERVICES, INC	78%	22%	0%	0%	9

Agency name	Voluntary separation	Employment terminated ¹¹	Laid off ¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021 ¹³
SCHMIDT COMMUNITY CARE, LLC	86%	14%	0%	0%	7
SELAM 24HR RESIDENTIAL SERVICES LLC					
SERENTIY RESIDENTIAL SERVICES INC	100%	0%	0%	0%	3
SHALOM 24 HOURS GROUP HOME	100%	0%	0%	0%	1
SHANGRI-LA CORP	68%	12%	20%	0%	108
SILVER SPRING GROUP HOME, INC	56%	44%	0%	0%	9
SOLODA ACH INC.					
SOUTH COAST HORIZONS	90%	10%	0%	0%	10
SOUTHERN OREGON ASPIRE	83%	17%	0%	0%	54
ST. GABRIEL CARE HOME INC.					
STAR CORP GROUP HOME	75%	25%	0%	0%	8
STAR OF HOPE ACTIVITY CENTER INC	69%	31%	0%	0%	75
STEP FORWARD ACTIVITIES, INC	94%	3%	3%	0%	34
STEPPING STONE 24 HOURS HOME INC	100%	0%	0%	0%	1
STONEBROOKE RESIDENTIAL SERVICES	75%	25%	0%	0%	20
SUNNY OAKS, INC	100%	0%	0%	0%	39
TANDEM NORTHWEST	77%	23%	0%	0%	44
TEME GH LLC					
THE GOOD LIFE GROUP HOME LLC	100%	0%	0%	0%	3
THE NEIGHBORHOOD IN HOME CARE LLC	67%	33%	0%	0%	3
THE OSBORN PROJECT					
THE WAY OF LIFE GROUP HOME LLC	100%	0%	0%	0%	1
THRIVING LIVES CARE, INC	82%	18%	0%	0%	78
TOTAL FREEDOM CARE	100%	0%	0%	0%	4
TRU CARE LLC					
TRUE JOY RESIDENTIAL SERVICES LLC					
TRUCARE HOMES, LLC	100%	0%	0%	0%	3
UMPQUA HOMES, INC.	72%	28%	0%	0%	65
UNITY LIFE CARE LLC	67%	33%	0%	0%	3
UP & OUT, INC	76%	24%	0%	0%	17
VALOR ASSOCIATES, LLC	100%	0%	0%	0%	3
VISION GROUP HOME					
WALKER SUPPORT SERVICES, INC	72%	24%	0%	4%	25
WARD HOME CARE, INC	100%	0%	0%	0%	2
WELLSPRING CARE L					

Agency name	Voluntary separation	Employment terminated¹¹	Laid off¹²	Don't know	Number DSPs separated between Jan. 1–Dec. 31, 2021¹³
WESTERN IDAHO TRAINING CO INC	100%	0%	0%	0%	13
WESTSIDE COMMUNITY FOCUS	85%	13%	2%	0%	46
WINGS OF HOPE	100%	0%	0%	0%	1
WORK UNLIMITED, INC	82%	18%	0%	0%	113
ZACHARY & ROOBLE LLC					
Report average	83%	13%	1%	3%	5003

Table 11. Agency Put DSPs on Furlough.¹⁴ for any period of time at any point between Jan. 1, 2021, and Dec. 31, 2021

Agency name	Agency put DSPs on furlough for any period of time at any point in 2021
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
AS PROMISED GROUP HOME	No
AWESOME GROUP HOME	No
BARCH, INC.	Yes
BEE LOVED CARE HOME, LLC	
BEINGROUP, LLC	No
BENCO	No
BETHESDA LUTHERAN COMMUNITIES	No
BEYOND ABILITY SUPPORT SERVICES	No
BIG HEARTS RESIDENTIAL CARE, LLC	No
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No
BUENA VISTA GROUP HOME LLC	Yes

¹⁴ 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.

Agency name**Agency put DSPs on furlough for any period of time at any point in 2021**

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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	No

Agency name**Agency put DSPs on furlough for any period of time at any point in 2021**

GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	Yes
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	Yes
KOZA CARE LLC	No
LAILAH'S LIVING CENTER	No

Agency name**Agency put DSPs on furlough for any period of time at any point in 2021**

LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	No
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	No
LOTUS CARE INC	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	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
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No

Agency name**Agency put DSPs on furlough for any period of time at any point in 2021**

PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	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	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	Yes
SOLODA ACH INC.	No

Agency name	Agency put DSPs on furlough for any period of time at any point in 2021
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	No
STEP FORWARD ACTIVITIES, INC	No
STEPPING STONE 24 HOURS HOME INC	No
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY OAKS, INC	No
TANDEM NORTHWEST	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	No
TOTAL FREEDOM CARE	No
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	No
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	No
ZACHARY & ROOBLE LLC	No
Report Average	Yes: 3% No: 97%

Full-time and Part-time Workforce

Table 12. Agencies that distinguish between full- and part-time DSPs

Agency	Distinguish between full- and part-time DSPs
A.S.H., INC.	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	Yes
ACHIEVE LLC	Yes
ADDISE MEMORIAL RESIDENTIAL	Yes
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
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes
AS PROMISED GROUP HOME	Yes
AWESOME GROUP HOME	Yes
BARCH, INC.	No
BEE LOVED CARE HOME, LLC	No
BEINGROUP, LLC	No
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	No
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	Yes
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	Yes
BRIGHTSIDE LIVING, LLC	Yes
BUENA VISTA GROUP HOME LLC	Yes

Agency	Distinguish between full- and part-time DSPs
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
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.	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes
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	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes
DEGES CARE INC.	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes
DUNGARVIN OREGON, LLC	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	Yes
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	Yes
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	Yes
GENTLE HANDS LLC	Yes

Agency	Distinguish between full- and part-time DSPs
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	Yes
GRIFFITH 24 HR CARE, LLC	Yes
H&C HOPE LLC	Yes
HAPPY LIFE	Yes
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	Yes
HAVEN CENTER LLC	Yes
HEART OF HOPE LLC	Yes
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	Yes
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	Yes
HILDAH AND KAY'S, LLC	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	Yes
HOME INC.	Yes
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes
INDEPENDENT ENVIRONMENTS, INC	Yes
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	Yes
IS LIVING	Yes
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	Yes
KADMAK RESIDENTIAL SERVICES, LLC	Yes
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	Yes
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	Yes

Agency	Distinguish between full- and part-time DSPs
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	Yes
LIBERTY LIVING LLC	Yes
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
LOVE HOPE CARE, INC	Yes
LOVING CARE LLC	Yes
LUXE RESIDENTIAL SERVICES LLC	Yes
MAKO CARE LLC	Yes
MARIE MILLS CENTER, INC	Yes
MENNA LLC	Yes
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	Yes
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NORTHWEST RESIDENTIAL LLC	Yes
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	No
OHANA LOVING CARE	Yes
OPEN HEART YT, LLC	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes
PACIFIC NORTHWEST LIVING LLC	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes

Agency	Distinguish between full- and part-time DSPs
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PORTLAND RESIDENTIAL CARE SERVICES	Yes
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	Yes
RAIN KING PROPERTIES	Yes
RAINBOW ADULT LIVING FACILITIES	Yes
REDWOOD CARE, INC	Yes
RENAISSANCE CARE, INC	Yes
RENEW CONSULTING INC	No
RESIDE RESIDENTIAL CARE	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	No
RIVERSIDE TRAINING CENTER, INC	Yes
ROME 24 HOUR RESIDENTIAL LLC	Yes
RON WILSON CENTER	Yes
ROYALCARE, INC	No
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	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	Yes
SHALOM 24 HOURS GROUP HOME	Yes
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	Yes
SOLODA ACH INC.	Yes
SOUTH COAST HORIZONS	Yes
SOUTHERN OREGON ASPIRE	Yes
ST. GABRIEL CARE HOME INC.	No
STAR CORP GROUP HOME	Yes

Agency	Distinguish between full- and part-time DSPs
STAR OF HOPE ACTIVITY CENTER INC	No
STEP FORWARD ACTIVITIES, INC	Yes
STEPPING STONE 24 HOURS HOME INC	No
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
TEME GH LLC	Yes
THE GOOD LIFE GROUP HOME LLC	
THE NEIGHBORHOOD IN HOME CARE LLC	Yes
THE OSBORN PROJECT	Yes
THE WAY OF LIFE GROUP HOME LLC	Yes
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes
TRUECARE HOMES, LLC	Yes
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	No
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	Yes
WARD HOME CARE, INC	Yes
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	Yes
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	Yes
Report Average	Yes: 68%

Table 13. Average percentage of agency DSPs that are **full-time and part-time**.¹⁵

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
A.S.H., INC.	77%	23%	22
ABEL'S RESIDENTIAL SERVICES, LLC	100%	0%	10
ACHIEVE LLC	76%	24%	17
ADDISE MEMORIAL RESIDENTIAL	50%	50%	6
AEGIS RESIDENTIAL CARE, LLC			
ALBERTINA KERR CENTERS	95%	5%	244
ALSAN RESIDENTIAL SERVICE LLC	56%	44%	9
ALSO	68%	32%	363
ALTERNATIVE SERVICES-OREGON, INC.	94%	6%	207
ALVORD-TAYLOR, INC.	66%	34%	114
AMANI CARE HOMES	100%	0%	4
AMEN LLC			
ARCADIAN INCLUSION MANAGEMENT			
AROUND THE CLOCK SUPPORT SERVICES, LLC	94%	6%	51
AS PROMISED GROUP HOME	100%	0%	12
AWESOME GROUP HOME	29%	71%	7
BARCH, INC.			
BEE LOVED CARE HOME, LLC			
BEINGROUP, LLC			
BENCO	95%	5%	63
BETHESDA LUTHERAN COMMUNITIES	73%	27%	139
BEYOND ABILITY SUPPORT SERVICES			
BIG HEARTS RESIDENTIAL CARE, LLC	80%	20%	5
BLESS RESIDENTIAL SERVICES LLC	75%	25%	4
BLESSED RESIDENTIAL CARE LLC			
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC			
BRIDGE CARE LLC			
BRIDGEPORT VILLAGE ACH			

¹⁵Only 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")

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
BRIDGES ENTERPRISE, LLC	63%	38%	8
BRIGHTSIDE LIVING, LLC	83%	17%	24
BUENA VISTA GROUP HOME LLC	43%	57%	7
CARETOWN, LLC	70%	30%	10
CASCADE RESIDENTIAL CARE, INC.			
CATHOLIC COMMUNITY SERVICES	95%	5%	94
CENTER FOR CONTINUOUS IMPROVEMENT, INC	97%	3%	38
CENTRAL OREGON COLLECTIVE	100%	0%	32
CHAMBERLIN HOUSE, INC.	96%	4%	53
CHOICES UNLIMITED, INC.	89%	11%	9
COFFELT CARE HOMES, INC	71%	29%	17
COMMUNITY ACCESS SERVICES II, INC.	90%	10%	193
COMMUNITY BASED GROUP HOME			
COMMUNITY LIFE LLC	83%	17%	12
COMMUNITY SERVICES, INC.	92%	8%	146
COMMUNITY SUPPORT SERVICES, INC.	93%	7%	30
CONNECTIONS RESIDENTIAL SERVICES	94%	6%	16
COOPER HOLLOW RESIDENTIAL SERVICES, INC			
CORNERSTONE VALLEY INC			
CROSSROADS RESIDENTIAL HOME			
D & D FOSTER CARE, LLC			
DAI S'LA			
DAIZY CORPORATION			
DANVILLE SERVICES OF OREGON, LLC	75%	25%	61
DEAR HEART SUPPORT SERVICES LLC	86%	14%	7
DEGES CARE INC.	80%	20%	10
DOUGLAS RESIDENT TRAINING FACILITIES	79%	21%	85
DUNGARVIN OREGON, LLC	70%	30%	148
EAGLES CLIFF RESIDENTIAL SERVICES LLC			
EASTCO DIVERSIFIED SERVICES	70%	30%	37
EBENEZER GROUP HOME LLC			
EDWARDS CENTER, INC.	98%	2%	124
ELYSIAN PURSUIT INCORPORATED			

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
FAFI RESIDENTIAL SERVICE LLC	100%	0%	6
FAITH 24-HOUR RESIDENTIAL HOME INC			
FAMILY OWNED GROUP HOME LLC	43%	57%	7
FOUNTAIN OF JOY RESIDENTIAL CARE LLC			
FREMONT ADULT CARE HOME, LLC	50%	50%	4
GENTLE HANDS LLC	100%	0%	4
GOLDEN TOUCH CARE, INC			
GRACE GROUP HOME LLC	100%	0%	4
GRIFFITH 24 HR CARE, LLC	83%	17%	6
H&C HOPE LLC	100%	0%	2
HAPPY LIFE	100%	0%	2
HARMONY HOUSING, INC			
HASSET FOR LIFE, LLC	100%	0%	4
HAVEN CENTER LLC	93%	7%	96
HEART OF HOPE LLC			
HEART TO HEART CARE HOME, LLC			
HEAVENLY HOME CARE LLC			
HELEN'S-CARE, INC	80%	20%	5
HENDRICKSON RESIDENTIAL, INC			
HIHANO GROUP HOME LLC	38%	63%	8
HILDAH AND KAY'S, LLC	100%	0%	5
HOLISTIC RESIDENTIAL SERVICES LLC	67%	33%	9
HOME INC.	60%	40%	5
HOME LIFE, INC	65%	35%	79
HORIZON PROJECT, INC			
HUMMINGBIRD CARE HOME, LLC	97%	3%	66
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	0%	100%	6
INDEPENDENT ENVIRONMENTS, INC	88%	12%	76
INFINITY CARE CORP			
INTEGRITY-CARE LLC	80%	20%	5
IS LIVING	100%	0%	46
IZUFREM CORPORATION			
JACOB'S LIGHTHOUSE, LLC			

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
JEROME MODU COMMUNITY BASED LIVING CARE	100%	0%	14
K&A RESIDENTIAL SERVICE LLC	40%	60%	5
KADMAK RESIDENTIAL SERVICES, LLC	71%	29%	7
KJ 24 - HOURS CARE HOME LLC			
KN RESIDENTIAL SERVICES			
KOZA CARE LLC	63%	38%	48
LAILAH'S LIVING CENTER			
LAILAHS LIVING CENTER II			
LEMUEL, INC GROUP HOMES	83%	17%	24
LENSA RESIDENTIAL SERVICE LLC			
LIA'S CARE HOME INC	43%	57%	7
LIBERTY LIVING LLC	62%	38%	13
LIMES ADULT FOSTER CARE			
LIVING OPPORTUNITIES, INC	92%	8%	97
LOTUS CARE INC			
LOVE HOPE CARE, INC	83%	17%	6
LOVING CARE LLC	100%	0%	6
LUXE RESIDENTIAL SERVICES LLC	100%	0%	6
MAKO CARE LLC	67%	33%	6
MARIE MILLS CENTER, INC	80%	20%	41
MENNA LLC	75%	25%	4
MID-VALLEY RESIDENTIAL CARE LLC			
MIMI 24HRS RESIDENTIAL HOME 1 INC			
MV ADVANCEMENTS	90%	10%	68
MY LIYU RESIDENTIAL SERVICES LLC			
NAF CARE HOMES, LLC			
NAFF CENTURY LLC	100%	0%	5
NEW DAY ENTERPRISES	100%	0%	35
NEW DAY NORTHWEST INC.	68%	32%	22
NORTHWEST RESIDENTIAL LLC	56%	44%	9
NURU'S ADULT FOSTER HOME			
NW COMMUNITY ALLIANCE, INC	87%	13%	91
NW MENTAL HEALTH MGMT SVCS	89%	11%	62

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
OHANA FIRST LLC			
OHANA LOVING CARE	82%	18%	11
OPEN HEART YT, LLC	75%	25%	8
OPPORTUNITY FOUNDATION CENTRAL OR	91%	9%	75
OREGON FAMILY CARE HOME			
OREGON MENNONITE RES SVCS	96%	4%	94
OREGON SUPPORTED LIVING PROGRAM	61%	39%	153
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	100%	0%	1
PACIFIC NORTHWEST LIVING LLC	60%	40%	5
PARTNERSHIPS IN COMMUNITY LIVING, INC	91%	9%	296
PATHWAY ENTERPRISES, INC	100%	0%	59
PERSONALIZED INDEPENDENCE, INC.	82%	18%	28
PINNACLE DEVELOPMENTAL CARE, LLC			
PNH-COURT ADULT CARE HOME INC			
PORTLAND METRO RESIDENTIAL SERVICES	100%	0%	47
PORTLAND RESIDENTIAL CARE SERVICES	100%	0%	2
PREMIER COMMUNITY SUPPORTS, LLC	30%	70%	728
PROF THERAPEUTIC COMMUNITY NETWORK	70%	30%	44
PROVIDENT LIFE INC			
RACHEL'S GROUP HOME LLC	50%	50%	4
RAIN KING PROPERTIES	80%	20%	5
RAINBOW ADULT LIVING FACILITIES	100%	0%	24
REDWOOD CARE, INC	60%	40%	5
RENAISSANCE CARE, INC	88%	13%	8
RENEW CONSULTING INC			
RESIDE RESIDENTIAL CARE			
REVA'S NEW BEGINNINGS CARE HOMES, INC.			
RISE, INC	28%	72%	507
RISING SUN SUPPORTED LIVING			
RIVERSIDE TRAINING CENTER, INC	84%	16%	43
ROME 24 HOUR RESIDENTIAL LLC	40%	60%	5
RON WILSON CENTER	72%	28%	89
ROYALCARE, INC			

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
S & A RESIDENTIAL SERVICES, LLC	100%	0%	6
S.A.C.U.			
S.I.S.O.			
SAFECARE RESIDENTIAL SERVICES, INC	64%	36%	22
SCHMIDT COMMUNITY CARE, LLC	64%	36%	11
SELAM 24HR RESIDENTIAL SERVICES LLC			
SERENTIY RESIDENTIAL SERVICES INC	100%	0%	13
SHALOM 24 HOURS GROUP HOME	100%	0%	5
SHANGRI-LA CORP	89%	11%	140
SILVER SPRING GROUP HOME, INC	88%	13%	8
SOLODA ACH INC.	50%	50%	4
SOUTH COAST HORIZONS	93%	7%	27
SOUTHERN OREGON ASPIRE	90%	10%	71
ST. GABRIEL CARE HOME INC.			
STAR CORP GROUP HOME	56%	44%	9
STAR OF HOPE ACTIVITY CENTER INC			
STEP FORWARD ACTIVITIES, INC	94%	6%	33
STEPPING STONE 24 HOURS HOME INC			
STONEBROOKE RESIDENTIAL SERVICES	100%	0%	33
SUNNY OAKS, INC	100%	0%	80
TANDEM NORTHWEST	77%	23%	91
TEME GH LLC	20%	80%	5
THE GOOD LIFE GROUP HOME LLC			
THE NEIGHBORHOOD IN HOME CARE LLC	100%	0%	13
THE OSBORN PROJECT			
THE WAY OF LIFE GROUP HOME LLC	71%	29%	7
THRIVING LIVES CARE, INC	100%	0%	31
TOTAL FREEDOM CARE			
TRU CARE LLC			
TRUE JOY RESIDENTIAL SERVICES LLC	75%	25%	4
TRUCARE HOMES, LLC	83%	17%	6
UMPQUA HOMES, INC.	92%	8%	119
UNITY LIFE CARE LLC			

Agency name	Percentage Full-Time	Percentage Part-Time	Total DSPs on payroll as of Dec. 31, 2021
UP & OUT, INC	92%	8%	26
VALOR ASSOCIATES, LLC	88%	12%	17
VISION GROUP HOME			
WALKER SUPPORT SERVICES, INC	84%	16%	37
WARD HOME CARE, INC	100%	0%	3
WELLSPRING CARE L			
WESTERN IDAHO TRAINING CO INC	78%	22%	18
WESTSIDE COMMUNITY FOCUS	78%	22%	45
WINGS OF HOPE	83%	17%	6
WORK UNLIMITED, INC	68%	32%	95
ZACHARY & ROOBLE LLC	100%	0%	4
Report Average	80%	20%	Total: 6689 Average: 50

Vacancy Rates

Agency vacancy rates are calculated as follows:

*Vacant full-time or part-time direct support positions **divided by** total number of full-time or part-time direct support positions as of Dec. 31, 2021.*

Agencies with no available full-time or part-time positions (filled and/or vacant) were assigned a vacancy rate of 0%.

Table 14. Average full-time and part-time DSP vacancy rates (as of Dec. 31, 2021).¹⁶ (Range of data is bolded)

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
A.S.H., INC.	15%	38%
ABEL'S RESIDENTIAL SERVICES, LLC	0%	0%
ACHIEVE LLC	0%	0%
ADDISE MEMORIAL RESIDENTIAL	0%	0%
AEGIS RESIDENTIAL CARE, LLC		
ALBERTINA KERR CENTERS	23%	0%
ALSAN RESIDENTIAL SERVICE LLC	44%	0%
ALSO	9%	11%
ALTERNATIVE SERVICES-OREGON, INC.	40%	0%
ALVORD-TAYLOR, INC.	22%	66%
AMANI CARE HOMES	43%	0%
AMEN LLC		
ARCADIAN INCLUSION MANAGEMENT		
AROUND THE CLOCK SUPPORT SERVICES, LLC	24%	0%
AS PROMISED GROUP HOME	0%	0%
AWESOME GROUP HOME	0%	0%
BARCH, INC.		
BEE LOVED CARE HOME, LLC		
BEINGROUP, LLC		
BENCO	6%	73%
BETHESDA LUTHERAN COMMUNITIES	23%	46%
BEYOND ABILITY SUPPORT SERVICES		
BIG HEARTS RESIDENTIAL CARE, LLC	0%	50%
BLESS RESIDENTIAL SERVICES LLC	25%	0%
BLESSED RESIDENTIAL CARE LLC		
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC		
BRIDGE CARE LLC		
BRIDGEPORT VILLAGE ACH		

¹⁶ 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 Dec. 31, 2021. If an agency did not have full-time or part-time positions or left it blank, they were considered to have 0% vacancy rate and were included in the denominator of the report average.

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
BRIDGES ENTERPRISE, LLC	55%	0%
BRIGHTSIDE LIVING, LLC	26%	0%
BUENA VISTA GROUP HOME LLC	25%	20%
CARETOWN, LLC	0%	25%
CASCADE RESIDENTIAL CARE, INC.		
CATHOLIC COMMUNITY SERVICES	30%	62%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	34%	0%
CENTRAL OREGON COLLECTIVE	27%	0%
CHAMBERLIN HOUSE, INC.	23%	0%
CHOICES UNLIMITED, INC.	11%	0%
COFFELT CARE HOMES, INC	0%	0%
COMMUNITY ACCESS SERVICES II, INC.	22%	31%
COMMUNITY BASED GROUP HOME		
COMMUNITY LIFE LLC	0%	0%
COMMUNITY SERVICES, INC.	19%	0%
COMMUNITY SUPPORT SERVICES, INC.	48%	0%
CONNECTIONS RESIDENTIAL SERVICES	29%	80%
COOPER HOLLOW RESIDENTIAL SERVICES, INC		
CORNERSTONE VALLEY INC		
CROSSROADS RESIDENTIAL HOME		
D & D FOSTER CARE, LLC		
DAI S'LA		
DAIZY CORPORATION		
DANVILLE SERVICES OF OREGON, LLC	18%	25%
DEAR HEART SUPPORT SERVICES LLC	14%	0%
DEGES CARE INC.	11%	33%
DOUGLAS RESIDENT TRAINING FACILITIES	8%	10%
DUNGARVIN OREGON, LLC	32%	31%
EAGLES CLIFF RESIDENTIAL SERVICES LLC		
EASTCO DIVERSIFIED SERVICES	28%	0%
EBENEZER GROUP HOME LLC		
EDWARDS CENTER, INC.	11%	0%
ELYSIAN PURSUIT INCORPORATED		

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
FAFI RESIDENTIAL SERVICE LLC	25%	0%
FAITH 24-HOUR RESIDENTIAL HOME INC		
FAMILY OWNED GROUP HOME LLC	0%	0%
FOUNTAIN OF JOY RESIDENTIAL CARE LLC		
FREMONT ADULT CARE HOME, LLC	0%	0%
GENTLE HANDS LLC	0%	0%
GOLDEN TOUCH CARE, INC		
GRACE GROUP HOME LLC	0%	0%
GRIFFITH 24 HR CARE, LLC	17%	50%
H&C HOPE LLC	50%	0%
HAPPY LIFE	0%	0%
HARMONY HOUSING, INC		
HASSET FOR LIFE, LLC	0%	0%
HAVEN CENTER LLC	13%	42%
HEART OF HOPE LLC		
HEART TO HEART CARE HOME, LLC		
HEAVENLY HOME CARE LLC		
HELEN'S-CARE, INC	0%	0%
HENDRICKSON RESIDENTIAL, INC		
HIHANO GROUP HOME LLC	50%	44%
HILDAH AND KAY'S, LLC	0%	0%
HOLISTIC RESIDENTIAL SERVICES LLC	25%	0%
HOME INC.	25%	0%
HOME LIFE, INC	16%	18%
HORIZON PROJECT, INC		
HUMMINGBIRD CARE HOME, LLC	16%	0%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	0%	14%
INDEPENDENT ENVIRONMENTS, INC	23%	36%
INFINITY CARE CORP		
INTEGRITY-CARE LLC	20%	0%
IS LIVING	10%	0%
IZUFREM CORPORATION		
JACOB'S LIGHTHOUSE, LLC		

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
JEROME MODU COMMUNITY BASED LIVING CARE	46%	100%
K&A RESIDENTIAL SERVICE LLC	60%	
KADMAK RESIDENTIAL SERVICES, LLC	17%	50%
KJ 24 - HOURS CARE HOME LLC		
KN RESIDENTIAL SERVICES		
KOZA CARE LLC	0%	0%
LAILAH'S LIVING CENTER		
LAILAHS LIVING CENTER II		
LEMUEL, INC GROUP HOMES	0%	33%
LENSA RESIDENTIAL SERVICE LLC		
LIA'S CARE HOME INC	57%	43%
LIBERTY LIVING LLC	0%	17%
LIMES ADULT FOSTER CARE		
LIVING OPPORTUNITIES, INC	6%	20%
LOTUS CARE INC		
LOVE HOPE CARE, INC	0%	0%
LOVING CARE LLC	25%	0%
LUXE RESIDENTIAL SERVICES LLC	0%	0%
MAKO CARE LLC	33%	0%
MARIE MILLS CENTER, INC	8%	11%
MENNA LLC	0%	0%
MID-VALLEY RESIDENTIAL CARE LLC		
MIMI 24HRS RESIDENTIAL HOME 1 INC		
MV ADVANCEMENTS	13%	46%
MY LIYU RESIDENTIAL SERVICES LLC		
NAF CARE HOMES, LLC		
NAFF CENTURY LLC	29%	100%
NEW DAY ENTERPRISES	19%	0%
NEW DAY NORTHWEST INC.	46%	0%
NORTHWEST RESIDENTIAL LLC	17%	20%
NURU'S ADULT FOSTER HOME		
NW COMMUNITY ALLIANCE, INC	17%	0%
NW MENTAL HEALTH MGMT SVCS	24%	53%

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
OHANA FIRST LLC		
OHANA LOVING CARE	0%	0%
OPEN HEART YT, LLC	0%	0%
OPPORTUNITY FOUNDATION CENTRAL OR	21%	30%
OREGON FAMILY CARE HOME		
OREGON MENNONITE RES SVCS	24%	0%
OREGON SUPPORTED LIVING PROGRAM	21%	3%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	50%	100%
PACIFIC NORTHWEST LIVING LLC	50%	33%
PARTNERSHIPS IN COMMUNITY LIVING, INC	28%	35%
PATHWAY ENTERPRISES, INC	8%	0%
PERSONALIZED INDEPENDENCE, INC.	18%	0%
PINNACLE DEVELOPMENTAL CARE, LLC		
PNH-COURT ADULT CARE HOME INC		
PORTLAND METRO RESIDENTIAL SERVICES	36%	0%
PORTLAND RESIDENTIAL CARE SERVICES	0%	0%
PREMIER COMMUNITY SUPPORTS, LLC	0%	0%
PROF THERAPEUTIC COMMUNITY NETWORK	24%	28%
PROVIDENT LIFE INC		
RACHEL'S GROUP HOME LLC	67%	50%
RAIN KING PROPERTIES	0%	0%
RAINBOW ADULT LIVING FACILITIES	23%	0%
REDWOOD CARE, INC	0%	33%
RENAISSANCE CARE, INC	36%	0%
RENEW CONSULTING INC		
RESIDE RESIDENTIAL CARE		
REVA'S NEW BEGINNINGS CARE HOMES, INC.		
RISE, INC	18%	10%
RISING SUN SUPPORTED LIVING		
RIVERSIDE TRAINING CENTER, INC	38%	65%
ROME 24 HOUR RESIDENTIAL LLC	0%	0%
RON WILSON CENTER	32%	0%
ROYALCARE, INC		

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
S & A RESIDENTIAL SERVICES, LLC	0%	0%
S.A.C.U.		
S.I.S.O.		
SAFECARE RESIDENTIAL SERVICES, INC	22%	20%
SCHMIDT COMMUNITY CARE, LLC	30%	0%
SELAM 24HR RESIDENTIAL SERVICES LLC		
SERENTIY RESIDENTIAL SERVICES INC	0%	0%
SHALOM 24 HOURS GROUP HOME	0%	0%
SHANGRI-LA CORP	15%	16%
SILVER SPRING GROUP HOME, INC	13%	50%
SOLODA ACH INC.	0%	0%
SOUTH COAST HORIZONS	38%	0%
SOUTHERN OREGON ASPIRE	9%	36%
ST. GABRIEL CARE HOME INC.		
STAR CORP GROUP HOME	0%	20%
STAR OF HOPE ACTIVITY CENTER INC		
STEP FORWARD ACTIVITIES, INC	14%	50%
STEPPING STONE 24 HOURS HOME INC		
STONEBROOKE RESIDENTIAL SERVICES	0%	0%
SUNNY OAKS, INC	21%	100%
TANDEM NORTHWEST	13%	16%
TEME GH LLC	67%	20%
THE GOOD LIFE GROUP HOME LLC		
THE NEIGHBORHOOD IN HOME CARE LLC	50%	0%
THE OSBORN PROJECT		
THE WAY OF LIFE GROUP HOME LLC	0%	0%
THRIVING LIVES CARE, INC	35%	0%
TOTAL FREEDOM CARE		
TRU CARE LLC		
TRUE JOY RESIDENTIAL SERVICES LLC	25%	50%
TRUCCARE HOMES, LLC	17%	0%
UMPQUA HOMES, INC.	4%	44%
UNITY LIFE CARE LLC		

Agency name	Full Time Vacancy Rate	Part Time Vacancy Rate
UP & OUT, INC	23%	0%
VALOR ASSOCIATES, LLC	12%	0%
VISION GROUP HOME		
WALKER SUPPORT SERVICES, INC	6%	0%
WARD HOME CARE, INC	25%	100%
WELLSPRING CARE L		
WESTERN IDAHO TRAINING CO INC	22%	33%
WESTSIDE COMMUNITY FOCUS	22%	9%
WINGS OF HOPE	17%	0%
WORK UNLIMITED, INC	32%	0%
ZACHARY & ROOBLE LLC	20%	0%
Report Average	18%	17%

Wages

Table 15. Wages¹⁷ Paid by Responding Agencies – **DSPs Providing Residential Supports**¹⁸

Agency name	Average starting(\$)	Average hourly(\$)
A.S.H., INC.	\$15.50	\$17.07
ABEL'S RESIDENTIAL SERVICES, LLC		\$19.00
ACHIEVE LLC	\$10.75	\$10.75
ADDISE MEMORIAL RESIDENTIAL	\$18.00	\$18.00
AEGIS RESIDENTIAL CARE, LLC	\$15.00	\$15.67
ALBERTINA KERR CENTERS	\$16.39	\$17.93
ALSAN RESIDENTIAL SERVICE LLC	\$18.00	\$18.00
ALSO	\$16.50	\$16.50
ALTERNATIVE SERVICES-OREGON, INC.	\$17.75	\$19.18
ALVORD-TAYLOR, INC.	\$15.50	\$17.17
AMANI CARE HOMES		\$17.00
AMEN LLC	\$17.00	\$17.00
ARCADIAN INCLUSION MANAGEMENT	\$15.00	\$15.65
AROUND THE CLOCK SUPPORT SERVICES, LLC	\$15.00	\$15.25
AS PROMISED GROUP HOME	\$16.00	\$17.85
AWESOME GROUP HOME	\$16.00	\$16.00
BARCH, INC.		
BEE LOVED CARE HOME, LLC	\$14.50	\$15.50
BEINGROUP, LLC	\$16.00	\$19.00
BENCO	\$16.44	\$18.00
BETHESDA LUTHERAN COMMUNITIES		
BEYOND ABILITY SUPPORT SERVICES	\$15.00	\$15.00
BIG HEARTS RESIDENTIAL CARE, LLC		\$15.00
BLESS RESIDENTIAL SERVICES LLC		
BLESSED RESIDENTIAL CARE LLC	\$15.00	\$15.00
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	\$15.00	\$15.00
BRIDGE CARE LLC	\$15.00	\$15.00

¹⁷ For all wage tables, values of \$0, <\$5 and greater than or equal to \$30 were deleted. Overtime wages and wage bonuses not included. Does not include DSPs hired through a temp agency, contract DSPs, 1099 DSPs, On-Call or PRN DSPs or primary host-home/foster-care providers. Refers to the period of Jan. 1, 2021, to Dec. 31, 2021..

¹⁸ If a provider was identified in questions 8, 9 and 10 to only provide residential services, but only provided an overall wage (and did not break out residential wages), the overall hourly wage was used. (This differs from the data reported in the NCI-IDD State of the Workforce in 2021 National Report)

Agency name	Average starting(\$)	Average hourly(\$)
BRIDGEPORT VILLAGE ACH	\$17.00	\$17.00
BRIDGES ENTERPRISE, LLC	\$16.80	\$18.00
BRIGHTSIDE LIVING, LLC	\$13.50	\$15.00
BUENA VISTA GROUP HOME LLC	\$15.60	\$15.60
CARETOWN, LLC	\$17.00	
CASCADE RESIDENTIAL CARE, INC.	\$13.25	\$13.65
CATHOLIC COMMUNITY SERVICES	\$15.65	\$16.29
CENTER FOR CONTINUOUS IMPROVEMENT, INC	\$16.70	\$17.25
CENTRAL OREGON COLLECTIVE	\$16.00	\$18.00
CHAMBERLIN HOUSE, INC.	\$16.78	\$17.48
CHOICES UNLIMITED, INC.	\$17.00	\$18.00
COFFELT CARE HOMES, INC	\$16.25	\$16.50
COMMUNITY ACCESS SERVICES II, INC.	\$16.74	\$18.00
COMMUNITY BASED GROUP HOME	\$14.50	\$14.50
COMMUNITY LIFE LLC	\$16.50	\$19.63
COMMUNITY SERVICES, INC.	\$18.53	\$19.05
COMMUNITY SUPPORT SERVICES, INC.	\$14.05	\$14.21
CONNECTIONS RESIDENTIAL SERVICES	\$14.00	\$15.00
COOPER HOLLOW RESIDENTIAL SERVICES, INC	\$14.00	\$14.00
CORNERSTONE VALLEY INC	\$16.00	\$17.00
CROSSROADS RESIDENTIAL HOME	\$16.00	\$17.10
D & D FOSTER CARE, LLC	\$14.00	\$15.50
DAI S'LA	\$12.50	\$16.10
DAIZY CORPORATION		
DANVILLE SERVICES OF OREGON, LLC	\$18.00	\$18.00
DEAR HEART SUPPORT SERVICES LLC	\$15.00	
DEGES CARE INC.	\$17.00	\$17.00
DOUGLAS RESIDENT TRAINING FACILITIES	\$15.00	\$17.10
DUNGARVIN OREGON, LLC	\$14.82	\$16.79
EAGLES CLIFF RESIDENTIAL SERVICES LLC	\$15.00	\$17.00
EASTCO DIVERSIFIED SERVICES	\$16.55	\$17.78
EBENEZER GROUP HOME LLC	\$16.00	\$17.00
EDWARDS CENTER, INC.	\$16.00	\$17.75
ELYSIAN PURSUIT INCORPORATED	\$14.15	\$16.40

Agency name	Average starting(\$)	Average hourly(\$)
FAFI RESIDENTIAL SERVICE LLC	\$16.00	\$17.00
FAITH 24-HOUR RESIDENTIAL HOME INC		
FAMILY OWNED GROUP HOME LLC	\$15.00	\$15.00
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	\$17.00	\$17.00
FREMONT ADULT CARE HOME, LLC	\$18.00	\$18.00
GENTLE HANDS LLC	\$17.00	\$17.00
GOLDEN TOUCH CARE, INC	\$17.00	\$15.00
GRACE GROUP HOME LLC	\$15.00	\$15.00
GRIFFITH 24 HR CARE, LLC	\$14.00	\$14.00
H&C HOPE LLC	\$15.00	\$15.00
HAPPY LIFE	\$15.00	\$15.00
HARMONY HOUSING, INC	\$17.65	\$17.65
HASSET FOR LIFE, LLC	\$17.00	\$17.00
HAVEN CENTER LLC	\$15.00	\$15.00
HEART OF HOPE LLC		
HEART TO HEART CARE HOME, LLC	\$14.00	\$15.00
HEAVENLY HOME CARE LLC	\$14.50	\$15.00
HELEN'S-CARE, INC	\$18.00	\$18.00
HENDRICKSON RESIDENTIAL, INC	\$14.27	\$16.82
HIHANO GROUP HOME LLC	\$15.00	\$15.00
HILDAH AND KAY'S, LLC		
HOLISTIC RESIDENTIAL SERVICES LLC		
HOME INC.	\$15.50	\$15.61
HOME LIFE, INC	\$15.15	\$16.20
HORIZON PROJECT, INC		
HUMMINGBIRD CARE HOME, LLC	\$16.00	\$17.00
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	\$12.00	\$12.00
INDEPENDENT ENVIRONMENTS, INC	\$14.35	\$15.20
INFINITY CARE CORP	\$16.00	\$16.00
INTEGRITY-CARE LLC	\$17.00	\$17.00
IS LIVING	\$18.48	\$19.29
IZUFREM CORPORATION	\$18.00	\$18.00
JACOB'S LIGHTHOUSE, LLC		
JEROME MODU COMMUNITY BASED LIVING CARE	\$16.00	\$16.00

Agency name	Average starting(\$)	Average hourly(\$)
K&A RESIDENTIAL SERVICE LLC	\$16.00	\$16.00
KADMAK RESIDENTIAL SERVICES, LLC	\$16.00	\$16.00
KJ 24 - HOURS CARE HOME LLC	\$17.00	\$15.00
KN RESIDENTIAL SERVICES		\$14.75
KOZA CARE LLC	\$16.50	\$17.17
LAILAH'S LIVING CENTER	\$14.00	\$16.00
LAILAHS LIVING CENTER II	\$14.00	\$16.00
LEMUEL, INC GROUP HOMES	\$14.75	\$16.35
LENSA RESIDENTIAL SERVICE LLC	\$18.00	\$19.00
LIA'S CARE HOME INC	\$18.00	\$18.00
LIBERTY LIVING LLC	\$13.00	\$14.00
LIMES ADULT FOSTER CARE	\$15.00	\$15.00
LIVING OPPORTUNITIES, INC	\$15.30	\$17.51
LOTUS CARE INC	\$15.00	\$15.00
LOVE HOPE CARE, INC	\$15.00	\$15.00
LOVING CARE LLC	\$16.00	\$17.00
LUXE RESIDENTIAL SERVICES LLC	\$15.00	
MAKO CARE LLC	\$17.00	\$17.00
MARIE MILLS CENTER, INC	\$14.63	\$14.63
MENNA LLC	\$17.00	\$20.00
MID-VALLEY RESIDENTIAL CARE LLC	\$17.60	\$17.60
MIMI 24HRS RESIDENTIAL HOME 1 INC	\$15.00	
MV ADVANCEMENTS	\$16.75	\$16.47
MY LIYU RESIDENTIAL SERVICES LLC	\$15.00	\$16.00
NAF CARE HOMES, LLC	\$14.00	\$14.00
NAFF CENTURY LLC	\$12.50	\$15.00
NEW DAY ENTERPRISES	\$12.83	\$13.70
NEW DAY NORTHWEST INC.	\$14.92	\$15.25
NORTHWEST RESIDENTIAL LLC	\$17.00	\$21.60
NURU'S ADULT FOSTER HOME	\$14.00	\$14.00
NW COMMUNITY ALLIANCE, INC	\$14.29	\$16.02
NW MENTAL HEALTH MGMT SVCS	\$17.00	\$17.50
OHANA FIRST LLC	\$14.00	\$16.00
OHANA LOVING CARE	\$14.00	\$14.00

Agency name	Average starting(\$)	Average hourly(\$)
OPEN HEART YT, LLC	\$16.00	\$16.00
OPPORTUNITY FOUNDATION CENTRAL OR	\$18.38	\$19.81
OREGON FAMILY CARE HOME	\$17.00	\$17.00
OREGON MENNONITE RES SVCS	\$15.91	\$17.58
OREGON SUPPORTED LIVING PROGRAM	\$15.00	\$15.61
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	\$15.00	\$15.00
PACIFIC NORTHWEST LIVING LLC	\$14.00	\$14.00
PARTNERSHIPS IN COMMUNITY LIVING, INC	\$15.71	\$18.05
PATHWAY ENTERPRISES, INC	\$16.25	\$17.58
PERSONALIZED INDEPENDENCE, INC.	\$14.25	\$15.25
PINNACLE DEVELOPMENTAL CARE, LLC	\$15.00	\$15.50
PNH-COURT ADULT CARE HOME INC	\$15.00	\$15.00
PORTLAND METRO RESIDENTIAL SERVICES	\$16.00	\$17.16
PORTLAND RESIDENTIAL CARE SERVICES	\$15.00	\$20.00
PREMIER COMMUNITY SUPPORTS, LLC	\$16.00	\$16.00
PROF THERAPEUTIC COMMUNITY NETWORK		
PROVIDENT LIFE INC	\$15.00	\$17.00
RACHEL'S GROUP HOME LLC	\$17.00	\$17.00
RAIN KING PROPERTIES	\$13.13	\$17.95
RAINBOW ADULT LIVING FACILITIES	\$16.87	\$21.57
REDWOOD CARE, INC	\$17.00	\$17.00
RENAISSANCE CARE, INC	\$13.75	\$14.25
RENEW CONSULTING INC	\$15.00	\$15.72
RESIDE RESIDENTIAL CARE	\$16.00	\$16.50
REVA'S NEW BEGINNINGS CARE HOMES, INC.	\$14.00	\$15.50
RISE, INC	\$15.00	\$15.00
RISING SUN SUPPORTED LIVING	\$15.00	\$17.00
RIVERSIDE TRAINING CENTER, INC	\$13.86	\$15.28
ROME 24 HOUR RESIDENTIAL LLC	\$15.50	\$15.50
RON WILSON CENTER	\$15.00	\$16.72
ROYALCARE, INC	\$21.00	\$21.00
S & A RESIDENTIAL SERVICES, LLC	\$19.00	\$19.00
S.A.C.U.	\$20.08	\$20.08
S.I.S.O.	\$15.00	\$15.95

Agency name	Average starting(\$)	Average hourly(\$)
SAFECARE RESIDENTIAL SERVICES, INC	\$15.00	\$15.00
SCHMIDT COMMUNITY CARE, LLC	\$16.00	\$17.00
SELAM 24HR RESIDENTIAL SERVICES LLC	\$16.00	
SERENTIY RESIDENTIAL SERVICES INC	\$15.00	\$15.00
SHALOM 24 HOURS GROUP HOME		\$16.00
SHANGRI-LA CORP	\$16.08	\$18.56
SILVER SPRING GROUP HOME, INC	\$16.00	\$18.00
SOLODA ACH INC.	\$14.00	\$14.00
SOUTH COAST HORIZONS	\$15.00	\$16.54
SOUTHERN OREGON ASPIRE	\$15.13	\$17.59
ST. GABRIEL CARE HOME INC.	\$15.00	
STAR CORP GROUP HOME	\$15.00	\$15.28
STAR OF HOPE ACTIVITY CENTER INC	\$14.00	\$17.38
STEP FORWARD ACTIVITIES, INC	\$14.00	\$14.00
STEPPING STONE 24 HOURS HOME INC	\$16.00	
STONEBROOKE RESIDENTIAL SERVICES	\$14.50	\$15.47
SUNNY OAKS, INC	\$15.50	\$17.28
TANDEM NORTHWEST	\$15.00	\$15.00
TEME GH LLC		
THE GOOD LIFE GROUP HOME LLC	\$18.00	\$18.00
THE NEIGHBORHOOD IN HOME CARE LLC	\$18.00	\$16.50
THE OSBORN PROJECT	\$17.00	\$17.00
THE WAY OF LIFE GROUP HOME LLC	\$15.00	\$17.00
THRIVING LIVES CARE, INC	\$14.50	\$15.00
TOTAL FREEDOM CARE	\$16.00	\$16.00
TRU CARE LLC		
TRUE JOY RESIDENTIAL SERVICES LLC	\$15.00	\$15.00
TRUECARE HOMES, LLC	\$14.75	\$14.75
UMPQUA HOMES, INC.	\$15.05	\$16.41
UNITY LIFE CARE LLC	\$16.00	\$16.00
UP & OUT, INC	\$15.00	\$17.15
VALOR ASSOCIATES, LLC	\$15.20	\$15.20
VISION GROUP HOME	\$15.00	\$15.00
WALKER SUPPORT SERVICES, INC	\$16.89	\$17.25

Agency name	Average starting(\$)	Average hourly(\$)
WARD HOME CARE, INC	\$15.00	\$15.00
WELLSPRING CARE L	\$15.00	\$15.00
WESTERN IDAHO TRAINING CO INC	\$12.00	\$12.50
WESTSIDE COMMUNITY FOCUS	\$15.50	\$18.63
WINGS OF HOPE	\$19.00	\$19.00
WORK UNLIMITED, INC	\$14.25	\$16.00
ZACHARY & ROOBLE LLC	\$17.00	\$16.00
Report Average	\$15.60	\$16.40

Table 16. Agency uses different pay scales for full-time DSPs and part-time DSPs^{19,20}

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
AMEN LLC	
ARCADIAN INCLUSION MANAGEMENT	
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
AS PROMISED GROUP HOME	No
AWESOME GROUP HOME	No
BARCH, INC.	
BEE LOVED CARE HOME, LLC	
BEINGROUP, LLC	
BENCO	No
BETHESDA LUTHERAN COMMUNITIES	No
BEYOND ABILITY SUPPORT SERVICES	
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	
BRIDGE CARE LLC	
BRIDGEPORT VILLAGE ACH	
BRIDGES ENTERPRISE, LLC	No

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

²⁰ Only reported for those agencies that reported differentiating between full- and part- time DSPs

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
BRIGHTSIDE LIVING, LLC	No
BUENA VISTA GROUP HOME LLC	No
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	
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	
COMMUNITY LIFE LLC	No
COMMUNITY SERVICES, INC.	No
COMMUNITY SUPPORT SERVICES, INC.	No
CONNECTIONS RESIDENTIAL SERVICES	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	
CORNERSTONE VALLEY INC	
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	
HEART TO HEART CARE HOME, LLC	
HEAVENLY HOME CARE LLC	
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	
INTEGRITY-CARE LLC	Yes
IS LIVING	No
IZUFREM CORPORATION	
JACOB'S LIGHTHOUSE, LLC	
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	Yes
KADMAK RESIDENTIAL SERVICES, LLC	No

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
KJ 24 - HOURS CARE HOME LLC	
KN RESIDENTIAL SERVICES	
KOZA CARE LLC	No
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	No
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	
LIVING OPPORTUNITIES, INC	No
LOTUS CARE INC	
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	Yes
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	
NAF CARE HOMES, LLC	
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	No
NURU'S ADULT FOSTER HOME	
NW COMMUNITY ALLIANCE, INC	No
NW MENTAL HEALTH MGMT SVCS	No
OHANA FIRST LLC	
OHANA LOVING CARE	No
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
OREGON FAMILY CARE HOME	
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	
PNH-COURT ADULT CARE HOME INC	
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	No
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	
RESIDE RESIDENTIAL CARE	
REVA'S NEW BEGINNINGS CARE HOMES, INC.	
RISE, INC	No
RISING SUN SUPPORTED LIVING	
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	
S.I.S.O.	
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	No

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
SELAM 24HR RESIDENTIAL SERVICES LLC	
SERENTIY RESIDENTIAL SERVICES INC	No
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.	
STAR CORP GROUP HOME	No
STAR OF HOPE ACTIVITY CENTER INC	
STEP FORWARD ACTIVITIES, INC	No
STEPPING STONE 24 HOURS HOME INC	
STONEBROOKE RESIDENTIAL SERVICES	No
SUNNY OAKS, INC	No
TANDEM NORTHWEST	No
TEME GH LLC	Yes
THE GOOD LIFE GROUP HOME LLC	
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	No
TOTAL FREEDOM CARE	
TRU CARE LLC	
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	

Agency name	Agency uses different pay scales for full-time DSPs and part-time DSPs
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	No
ZACHARY & ROOBLE LLC	No
Report average	Yes: 4%

Table 17. Agency uses different pay scales for DSPs who can communicate in languages other than English.²¹

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
AMEN LLC	Yes
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
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
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No

²¹ In other words, starting wages and/or raise calculations differ for DSPs who can communicate in different languages.

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
BUENA VISTA GROUP HOME 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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	Yes
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	No

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	Yes
KOZA CARE 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	Yes
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	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

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	Yes
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	No
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	No

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
S.I.S.O.	No
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	No
SELAM 24HR RESIDENTIAL SERVICES LLC	
SERENTIY RESIDENTIAL SERVICES INC	No
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
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	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	No
TOTAL FREEDOM CARE	No
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	No
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No

Agency name	Agency uses different pay scales for DSPs who can communicate in languages other than English
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	No
ZACHARY & ROOBLE LLC	No
Report Average	Yes: 5%

Bonuses

Table 18. Responding Agencies That Gave Bonuses to DSPs Between Jan. 1, 2021, and Dec. 31, 2021

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

Agency name	Agency gave bonuses to DSPs in 2021
A.S.H., INC.	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	Yes
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes
ALSO	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	Yes
AMEN LLC	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes
AS PROMISED GROUP HOME	Yes
AWESOME GROUP HOME	No
BARCH, INC.	Yes
BEE LOVED CARE HOME, LLC	Yes
BEINGROUP, LLC	No
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	Yes
BRIDGEPORT VILLAGE ACH	Yes
BRIDGES ENTERPRISE, LLC	Yes

Agency name	Agency gave bonuses to DSPs in 2021
BRIGHTSIDE LIVING, LLC	Yes
BUENA VISTA GROUP HOME LLC	Yes
CARETOWN, LLC	Yes
CASCADE RESIDENTIAL CARE, INC.	Yes
CATHOLIC COMMUNITY SERVICES	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	Yes
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.	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes
CORNERSTONE VALLEY INC	Yes
CROSSROADS RESIDENTIAL HOME	Yes
D & D FOSTER CARE, LLC	Yes
DAI S'LA	No
DAIZY CORPORATION	Yes
DANVILLE SERVICES OF OREGON, LLC	No
DEAR HEART SUPPORT SERVICES LLC	No
DEGES CARE INC.	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes
DUNGARVIN OREGON, LLC	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	Yes
EBENEZER GROUP HOME LLC	Yes
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	Yes
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No

Agency name	Agency gave bonuses to DSPs in 2021
FAMILY OWNED GROUP HOME LLC	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	Yes
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	Yes
H&C HOPE LLC	Yes
HAPPY LIFE	No
HARMONY HOUSING, INC	Yes
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	Yes
HEART OF HOPE LLC	Yes
HEART TO HEART CARE HOME, LLC	Yes
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	Yes
HENDRICKSON RESIDENTIAL, INC	Yes
HIHANO GROUP HOME LLC	Yes
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES 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 CARE CORP	No
INTEGRITY-CARE LLC	Yes
IS LIVING	Yes
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	Yes
KADMAK RESIDENTIAL SERVICES, LLC	Yes

Agency name	Agency gave bonuses to DSPs in 2021
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	Yes
LAILAH'S LIVING CENTER	Yes
LAILAHS LIVING CENTER II	No
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	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	Yes
MAKO CARE LLC	Yes
MARIE MILLS CENTER, INC	Yes
MENNA LLC	Yes
MID-VALLEY RESIDENTIAL CARE LLC	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	Yes
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NORTHWEST RESIDENTIAL LLC	No
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
OPEN HEART YT, LLC	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes

Agency name	Agency gave bonuses to DSPs in 2021
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	
PROVIDENT LIFE INC	Yes
RACHEL'S GROUP HOME LLC	Yes
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	Yes
REDWOOD CARE, INC	Yes
RENAISSANCE CARE, INC	Yes
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	Yes
ROYALCARE, INC	Yes
S & A RESIDENTIAL SERVICES, LLC	Yes
S.A.C.U.	No
S.I.S.O.	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes
SCHMIDT COMMUNITY CARE, LLC	Yes

Agency name	Agency gave bonuses to DSPs in 2021
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	Yes
SHALOM 24 HOURS GROUP HOME	Yes
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	Yes
SOLODA ACH INC.	Yes
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	
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
TEME GH LLC	Yes
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	Yes
THE OSBORN PROJECT	Yes
THE WAY OF LIFE GROUP HOME LLC	Yes
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	Yes
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes
TRUCARE HOMES, LLC	Yes
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	Yes
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	Yes
WARD HOME CARE, INC	Yes
WELLSPRING CARE L	Yes

Agency name	Agency gave bonuses to DSPs in 2021
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	Yes
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	No
Report Average	Yes: 76%

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 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 19. Agency provides any paid time off to DSPs (supporting adults with IDD)

Agency name	Agency provides any paid time off to DSPs
A.S.H., INC.	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	Yes
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	Yes
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	No
AMEN LLC	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	Yes
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	Yes
BLESS RESIDENTIAL SERVICES LLC	Yes
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	Yes
BRIGHTSIDE LIVING, LLC	Yes
BUENA VISTA GROUP HOME LLC	Yes

Agency name	Agency provides any paid time off to DSPs
CARETOWN, LLC	Yes
CASCADE RESIDENTIAL CARE, INC.	Yes
CATHOLIC COMMUNITY SERVICES	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	Yes
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.	Yes
CONNECTIONS RESIDENTIAL SERVICES	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes
CORNERSTONE VALLEY INC	Yes
CROSSROADS RESIDENTIAL HOME	Yes
D & D FOSTER CARE, LLC	Yes
DAI S'LA	No
DAIZY CORPORATION	Yes
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	Yes
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	Yes
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	Yes

Agency name	Agency provides any paid time off to DSPs
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	Yes
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	Yes
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	Yes
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	Yes
HENDRICKSON RESIDENTIAL, INC	Yes
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	Yes
HOLISTIC RESIDENTIAL SERVICES 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 CARE CORP	No
INTEGRITY-CARE LLC	Yes
IS LIVING	Yes
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No

Agency name	Agency provides any paid time off to DSPs
KJ 24 - HOURS CARE HOME LLC	Yes
KN RESIDENTIAL SERVICES	Yes
KOZA CARE LLC	Yes
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	Yes
LIBERTY LIVING LLC	Yes
LIMES ADULT FOSTER CARE	Yes
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	Yes
LOVE HOPE CARE, INC	Yes
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	Yes
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	Yes
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	Yes
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NORTHWEST RESIDENTIAL LLC	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	No
OPEN HEART YT, LLC	No

Agency name	Agency provides any paid time off to DSPs
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PNH-COURT ADULT CARE HOME INC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PORTLAND RESIDENTIAL CARE SERVICES	Yes
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	Yes
RAINBOW ADULT LIVING FACILITIES	Yes
REDWOOD CARE, INC	Yes
RENAISSANCE CARE, INC	Yes
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	Yes
ROYALCARE, INC	No
S & A RESIDENTIAL SERVICES, LLC	Yes
S.A.C.U.	Yes
S.I.S.O.	Yes

Agency name	Agency provides any paid time off to DSPs
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	Yes
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.	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
TEME GH LLC	Yes
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	Yes
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	Yes
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
VISION GROUP HOME	Yes

Agency name	Agency provides any paid time off to DSPs
WALKER SUPPORT SERVICES, INC	Yes
WARD HOME CARE, INC	Yes
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	Yes
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	No
Report average	Yes: 70%

Table 20. Offer Pooled Paid Time Off ²² (and Requirements for Eligibility)

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	No				
ABEL'S RESIDENTIAL SERVICES, LLC					
ACHIEVE LLC	No				
ADDISE MEMORIAL RESIDENTIAL					
AEGIS RESIDENTIAL CARE, LLC	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS	Yes	No	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC					
ALSO	No				
ALTERNATIVE SERVICES-OREGON, INC.	No				
ALVORD-TAYLOR, INC.	No				
AMANI CARE HOMES					
AMEN LLC					
ARCADIAN INCLUSION MANAGEMENT	No				
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No	No	Yes	No
AS PROMISED GROUP HOME					
AWESOME GROUP HOME					
BARCH, INC.	No				
BEE LOVED CARE HOME, LLC	Yes	No	No	Yes	No
BEINGROUP, LLC	No				
BENCO	No				
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES	Yes	No	No	Yes	No
BIG HEARTS RESIDENTIAL CARE, LLC	No				
BLESS RESIDENTIAL SERVICES LLC	No				
BLESSED RESIDENTIAL CARE LLC					
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC					
BRIDGE CARE LLC					

²²"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 2021 data to data from years previous to 2017.

²³ There is 1 case that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

²⁴ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
BRIDGEPORT VILLAGE ACH					
BRIDGES ENTERPRISE, LLC	No				
BRIGHTSIDE LIVING, LLC	No				
BUENA VISTA GROUP HOME LLC	No				
CARETOWN, LLC	Yes	Yes	No	Yes	No
CASCADE RESIDENTIAL CARE, INC.	Yes	No	No	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No	No	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	No				
CHOICES UNLIMITED, INC.	No				
COFFELT CARE HOMES, INC	Yes	No	No	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	Yes	No
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	Yes	Yes	No	No	No
COMMUNITY SERVICES, INC.	No				
COMMUNITY SUPPORT SERVICES, INC.	No				
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	No	Yes
CORNERSTONE VALLEY INC	No				
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC	Yes	No	No	Yes	No
DAI S'LA					
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				
EAGLES CLIFF RESIDENTIAL SERVICES LLC					
EASTCO DIVERSIFIED SERVICES	No				
EBENEZER GROUP HOME LLC					
EDWARDS CENTER, INC.	No				

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
ELYSIAN PURSUIT INCORPORATED	No				
FAFI RESIDENTIAL SERVICE LLC					
FAITH 24-HOUR RESIDENTIAL HOME INC					
FAMILY OWNED GROUP HOME LLC	No				
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No
FREMONT ADULT CARE HOME, LLC					
GENTLE HANDS LLC					
GOLDEN TOUCH CARE, INC	Yes	No	No	No	Yes
GRACE GROUP HOME LLC					
GRIFFITH 24 HR CARE, LLC					
H&C HOPE LLC					
HAPPY LIFE					
HARMONY HOUSING, INC	Yes	No	No	Yes	No
HASSET FOR LIFE, LLC					
HAVEN CENTER LLC	No				
HEART OF HOPE LLC					
HEART TO HEART CARE HOME, LLC					
HEAVENLY HOME CARE LLC					
HELEN'S-CARE, INC	No				
HENDRICKSON RESIDENTIAL, INC	Yes	No	No	No	Yes
HIHANO GROUP HOME LLC					
HILDAH AND KAY'S, LLC	No				
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
HOME INC.	No				
HOME LIFE, INC	Yes	No	Yes	Yes	No
HORIZON PROJECT, INC	No				
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC	Yes	No	No	No	Yes
INFINITY CARE CORP					
INTEGRITY-CARE LLC	No				
IS LIVING	Yes	No	Yes	Yes	No
IZUFREM CORPORATION					

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
JACOB'S LIGHTHOUSE, LLC					
JEROME MODU COMMUNITY BASED LIVING CARE	No				
K&A RESIDENTIAL SERVICE LLC					
KADMAK RESIDENTIAL SERVICES, LLC					
KJ 24 - HOURS CARE HOME LLC	No				
KN RESIDENTIAL SERVICES	No				
KOZA CARE LLC	No				
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	Yes	No	Yes	No	No
LIBERTY LIVING LLC	Yes	No	No	No	Yes
LIMES ADULT FOSTER CARE	No				
LIVING OPPORTUNITIES, INC	Yes	No	Yes	Yes	No
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	No				
LOVING CARE LLC					
LUXE RESIDENTIAL SERVICES LLC	No				
MAKO CARE LLC					
MARIE MILLS CENTER, INC	No				
MENNA LLC					
MID-VALLEY RESIDENTIAL CARE LLC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	No	No	Yes	No
MV ADVANCEMENTS	Yes	No	No	No	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No				
NAF CARE HOMES, LLC	Yes	No	No	No	Yes
NAFF CENTURY LLC					
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	No				
NORTHWEST RESIDENTIAL LLC	Yes	No	No	No	Yes
NURU'S ADULT FOSTER HOME	No				
NW COMMUNITY ALLIANCE, INC	No				

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	No				
OHANA LOVING CARE	No				
OPEN HEART YT, LLC					
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	Yes	Yes	No
OREGON FAMILY CARE HOME					
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	No	No	No	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PACIFIC NORTHWEST LIVING LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No	No	No	Yes
PATHWAY ENTERPRISES, INC	Yes	No	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	No	No	No	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	Yes	No
PNH-COURT ADULT CARE HOME INC	No				
PORTLAND METRO RESIDENTIAL SERVICES	No				
PORTLAND RESIDENTIAL CARE SERVICES	Yes	Yes	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	No	No	No	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No	No	No	Yes
PROVIDENT LIFE INC					
RACHEL'S GROUP HOME LLC					
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	No				
REDWOOD CARE, INC	No				
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC	Yes	No	No	No	Yes
RESIDE RESIDENTIAL CARE	No				
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No				
RISE, INC	No				
RISING SUN SUPPORTED LIVING	No				
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	No	No
ROME 24 HOUR RESIDENTIAL LLC					
RON WILSON CENTER	No				

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
ROYALCARE, INC					
S & A RESIDENTIAL SERVICES, LLC	No				
S.A.C.U.	No				
S.I.S.O.	No				
SAFECARE RESIDENTIAL SERVICES, INC					
SCHMIDT COMMUNITY CARE, LLC	Yes	No	No	No	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC					
SERENTIY RESIDENTIAL SERVICES INC	No				
SHALOM 24 HOURS GROUP HOME	Yes	Yes	No	No	No
SHANGRI-LA CORP	No				
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.	Yes	Yes	No	No	No
SOUTH COAST HORIZONS	No				
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	Yes	No	No	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	No				
SUNNY OAKS, INC	No				
TANDEM NORTHWEST	No				
TEME GH LLC					
THE GOOD LIFE GROUP HOME LLC					
THE NEIGHBORHOOD IN HOME CARE LLC					
THE OSBORN PROJECT	No				
THE WAY OF LIFE GROUP HOME LLC					
THRIVING LIVES CARE, INC	No				
TOTAL FREEDOM CARE					
TRU CARE LLC					
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
TRUCARE HOMES, LLC					
UMPQUA HOMES, INC.	No				

Agency name	Offer pooled PTO to some or all DSPs	Must be full time ²³	Must work a minimum amount of time in a defined period ²⁴	Must be employed a minimum length of time	All DSPs are eligible
UNITY LIFE CARE LLC	No				
UP & OUT, INC	No				
VALOR ASSOCIATES, LLC	Yes	No	No	No	Yes
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	Yes
WARD HOME CARE, INC	Yes	No	No	No	Yes
WELLSPRING CARE L					
WESTERN IDAHO TRAINING CO INC	No				
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	No	No
WINGS OF HOPE	No				
WORK UNLIMITED, INC	Yes	No	No	Yes	No
ZACHARY & ROOBLE LLC					
Report Average	Yes: 38.5%	Yes: 21.8%	Yes: 21.8%	Yes 43.6%	Yes: 38.2%

Table 21. Offer Paid Sick Time²⁵ (and Requirements for Eligibility)

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	Yes	No	No	Yes	No
ABEL'S RESIDENTIAL SERVICES, LLC					
ACHIEVE LLC	Yes	No	No	No	Yes
ADDISE MEMORIAL RESIDENTIAL					
AEGIS RESIDENTIAL CARE, LLC	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS	Yes	No	No	No	Yes
ALSAN RESIDENTIAL SERVICE LLC					
ALSO	Yes	No	No	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes	No	Yes	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	No	Yes	No
AMANI CARE HOMES					
AMEN LLC					
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	No	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No	No	Yes	No
AS PROMISED GROUP HOME					
AWESOME GROUP HOME					
BARCH, INC.	Yes	No	No	No	Yes
BEE LOVED CARE HOME, LLC	No				
BEINGROUP, LLC	Yes	No	No	No	Yes
BENCO	Yes	No	No	No	Yes
BETHESDA LUTHERAN COMMUNITIES					
BEYOND ABILITY SUPPORT SERVICES	No				
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	No	No	No	Yes
BLESS RESIDENTIAL SERVICES LLC					
BLESSED RESIDENTIAL CARE LLC					
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC					
BRIDGE CARE LLC					

²⁵ 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.

²⁶ There are 3 cases that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

²⁷ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
BRIDGEPORT VILLAGE ACH					
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	No	No	No	Yes
BUENA VISTA GROUP HOME LLC	Yes	No	No	No	Yes
CARETOWN, LLC	Yes	No	No	No	Yes
CASCADE RESIDENTIAL CARE, INC.	No				
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	Yes	No	No	No	Yes
CHAMBERLIN HOUSE, INC.	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	No	No	Yes
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	No	Yes
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	No				
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	Yes	No	No	Yes	No
CROSSROADS RESIDENTIAL HOME	Yes	No	No	No	Yes
D & D FOSTER CARE, LLC	Yes	No	No	Yes	No
DAI S'LA					
DAIZY CORPORATION	No				
DANVILLE SERVICES OF OREGON, LLC	Yes	No	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC	Yes	Yes	No	Yes	No
DEGES CARE INC.	Yes	Yes	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES	No				
DUNGARVIN OREGON, LLC	Yes	No	No	No	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC					
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	Yes
EBENEZER GROUP HOME LLC					

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
EDWARDS CENTER, INC.	Yes	No	No	No	Yes
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC					
FAITH 24-HOUR RESIDENTIAL HOME INC					
FAMILY OWNED GROUP HOME LLC	Yes	No	No	No	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No
FREMONT ADULT CARE HOME, LLC					
GENTLE HANDS LLC					
GOLDEN TOUCH CARE, INC					
GRACE GROUP HOME LLC					
GRIFFITH 24 HR CARE, LLC					
H&C HOPE LLC					
HAPPY LIFE					
HARMONY HOUSING, INC	No				
HASSET FOR LIFE, LLC					
HAVEN CENTER LLC	Yes	No	No	No	Yes
HEART OF HOPE LLC					
HEART TO HEART CARE HOME, LLC					
HEAVENLY HOME CARE LLC					
HELEN'S-CARE, INC	Yes	Yes	No	No	No
HENDRICKSON RESIDENTIAL, INC					
HIHANO GROUP HOME LLC					
HILDAH AND KAY'S, LLC	Yes	Yes	No	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	No	No	No	Yes
HOME INC.	Yes	No	No	No	Yes
HOME LIFE, INC					
HORIZON PROJECT, INC	Yes	No	No	No	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	No	Yes	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
INFINITY CARE CORP					
INTEGRITY-CARE LLC	Yes	Yes	No	No	No

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
IS LIVING	No				
IZUFREM CORPORATION					
JACOB'S LIGHTHOUSE, LLC					
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	Yes	No	No	No
K&A RESIDENTIAL SERVICE LLC					
KADMAK RESIDENTIAL SERVICES, LLC					
KJ 24 - HOURS CARE HOME LLC	No				
KN RESIDENTIAL SERVICES	Yes	No	No	No	Yes
KOZA CARE LLC	Yes	No	No	No	Yes
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	Yes	No	No	No	Yes
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	Yes	No	Yes	No	No
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	Yes	No	No	No	Yes
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	No				
LOVING CARE LLC					
LUXE RESIDENTIAL SERVICES LLC	Yes	No	No	No	Yes
MAKO CARE LLC					
MARIE MILLS CENTER, INC	Yes	No	No	No	Yes
MENNA LLC					
MID-VALLEY RESIDENTIAL CARE LLC	Yes	No	No	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	No	No	No	Yes
MV ADVANCEMENTS					
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No
NAF CARE HOMES, LLC					
NAFF CENTURY LLC					
NEW DAY ENTERPRISES	Yes	No	No	No	Yes
NEW DAY NORTHWEST INC.	Yes	No	No	No	Yes

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
NORTHWEST RESIDENTIAL LLC					
NURU'S ADULT FOSTER HOME	Yes	Yes	No	No	No
NW COMMUNITY ALLIANCE, INC	Yes	No	Yes	No	No
NW MENTAL HEALTH MGMT SVCS	Yes	No	No	No	Yes
OHANA FIRST LLC	Yes	No	No	No	Yes
OHANA LOVING CARE					
OPEN HEART YT, LLC					
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	No	No	Yes
OREGON FAMILY CARE HOME					
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PACIFIC NORTHWEST LIVING LLC	Yes	No	No	No	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	No				
PATHWAY ENTERPRISES, INC					
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	Yes	No
PNH-COURT ADULT CARE HOME INC	Yes	No	No	No	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No	No	No	Yes
PORTLAND RESIDENTIAL CARE SERVICES	Yes	Yes	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC					
PROF THERAPEUTIC COMMUNITY NETWORK					
PROVIDENT LIFE INC					
RACHEL'S GROUP HOME LLC					
RAIN KING PROPERTIES	Yes	No	No	No	Yes
RAINBOW ADULT LIVING FACILITIES	Yes	No	No	Yes	No
REDWOOD CARE, INC	Yes	Yes	No	No	No
RENAISSANCE CARE, INC	Yes	Yes	Yes	Yes	No
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	Yes	No	No	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	No	No	No	Yes
RISE, INC	Yes	No	No	No	Yes

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
RISING SUN SUPPORTED LIVING	Yes	No	No	Yes	No
RIVERSIDE TRAINING CENTER, INC	No				
ROME 24 HOUR RESIDENTIAL LLC					
RON WILSON CENTER	Yes	No	No	Yes	No
ROYALCARE, INC					
S & A RESIDENTIAL SERVICES, LLC	No				
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	No	No	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC					
SCHMIDT COMMUNITY CARE, LLC					
SELAM 24HR RESIDENTIAL SERVICES LLC					
SERENTIY RESIDENTIAL SERVICES INC	Yes	No	No	No	Yes
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.	Yes	Yes	No	No	No
SOUTH COAST HORIZONS	Yes	No	No	No	Yes
SOUTHERN OREGON ASPIRE					
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	Yes	No	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	No	Yes
SUNNY OAKS, INC	Yes	No	No	No	Yes
TANDEM NORTHWEST	Yes	No	No	Yes	No
TEME GH LLC	Yes	No	Yes	Yes	No
THE GOOD LIFE GROUP HOME LLC					
THE NEIGHBORHOOD IN HOME CARE LLC					
THE OSBORN PROJECT	Yes	Yes	No	Yes	No
THE WAY OF LIFE GROUP HOME LLC					
THRIVING LIVES CARE, INC	Yes	Yes	No	No	No

Agency name	Offer Paid sick time to some or all DSPs	Must be full time ²⁶	Must work a minimum amount of time in a defined period ²⁷	Must be employed a minimum length of time	All DSPs are eligible
TOTAL FREEDOM CARE					
TRU CARE LLC					
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
TRUECARE 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	Yes	No
VALOR ASSOCIATES, LLC					
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC					
WARD HOME CARE, INC					
WELLSPRING CARE L					
WESTERN IDAHO TRAINING CO INC	Yes	No	No	No	Yes
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	No	No
WINGS OF HOPE	Yes	No	No	No	Yes
WORK UNLIMITED, INC	Yes	No	No	Yes	No
ZACHARY & ROOBLE LLC					
Report Average	Yes: 84.9%	Yes: 17.8%	Yes: 9.9%%	Yes: 30.7%	Yes: 56.4%

Table 22. Offer Paid Vacation Time²⁸ (and Requirements for Eligibility)

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	Yes	No	Yes	No	No
ABEL'S RESIDENTIAL SERVICES, LLC					
ACHIEVE LLC	No				
ADDISE MEMORIAL RESIDENTIAL					
AEGIS RESIDENTIAL CARE, LLC	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS	Yes	No	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC					
ALSO	Yes	No	No	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	No	Yes	No
AMANI CARE HOMES					
AMEN LLC					
ARCADIAN INCLUSION MANAGEMENT	No				
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No	No	Yes	No
AS PROMISED GROUP HOME					
AWESOME GROUP HOME					
BARCH, INC.	Yes	No	No	Yes	No
BEE LOVED CARE HOME, LLC	No				
BEINGROUP, LLC	No				
BENCO	Yes	No	Yes	Yes	No
BETHESDA LUTHERAN COMMUNITIES					
BEYOND ABILITY SUPPORT SERVICES	No				
BIG HEARTS RESIDENTIAL CARE, LLC	No				
BLESS RESIDENTIAL SERVICES LLC					
BLESSED RESIDENTIAL CARE LLC					
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC					
BRIDGE CARE LLC					
BRIDGEPORT VILLAGE ACH					

²⁸ 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

²⁹ There are 8 cases that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

³⁰ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
BUENA VISTA GROUP HOME LLC	Yes	No	No	No	Yes
CARETOWN, LLC	Yes	Yes	No	Yes	No
CASCADE RESIDENTIAL CARE, INC.	No				
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	Yes	No	No	No	Yes
CHOICES UNLIMITED, INC.	Yes	No	No	Yes	No
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	Yes	No
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	No				
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	Yes	No	No	Yes	No
CROSSROADS RESIDENTIAL HOME	Yes	No	No	Yes	No
D & D FOSTER CARE, LLC	Yes	No	No	Yes	No
DAI S'LA					
DAIZY CORPORATION	No				
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No				
DEGES CARE INC.	No				
DOUGLAS RESIDENT TRAINING FACILITIES	No				
DUNGARVIN OREGON, LLC	Yes	No	No	Yes	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC					
EASTCO DIVERSIFIED SERVICES	Yes	Yes	No	No	No
EBENEZER GROUP HOME LLC					
EDWARDS CENTER, INC.	Yes	Yes	No	No	No

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC					
FAITH 24-HOUR RESIDENTIAL HOME INC					
FAMILY OWNED GROUP HOME LLC	Yes	No	No	No	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No
FREMONT ADULT CARE HOME, LLC					
GENTLE HANDS LLC					
GOLDEN TOUCH CARE, INC					
GRACE GROUP HOME LLC					
GRIFFITH 24 HR CARE, LLC					
H&C HOPE LLC					
HAPPY LIFE					
HARMONY HOUSING, INC	No				
HASSET FOR LIFE, LLC					
HAVEN CENTER LLC	Yes	No	No	No	Yes
HEART OF HOPE LLC					
HEART TO HEART CARE HOME, LLC					
HEAVENLY HOME CARE LLC					
HELEN'S-CARE, INC	Yes	Yes	No	No	No
HENDRICKSON RESIDENTIAL, INC					
HIHANO GROUP HOME LLC					
HILDAH AND KAY'S, LLC	Yes	Yes	No	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
HOME INC.					
HOME LIFE, INC					
HORIZON PROJECT, INC	Yes	Yes	No	No	No
HUMMINGBIRD CARE HOME, LLC	No				
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
INFINITY CARE CORP					
INTEGRITY-CARE LLC	No				
IS LIVING	No				

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
IZUFREM CORPORATION					
JACOB'S LIGHTHOUSE, LLC					
JEROME MODU COMMUNITY BASED LIVING CARE					
K&A RESIDENTIAL SERVICE LLC					
KADMAK RESIDENTIAL SERVICES, LLC					
KJ 24 - HOURS CARE HOME LLC	Yes	No	No	Yes	No
KN RESIDENTIAL SERVICES	Yes	No	No	Yes	No
KOZA CARE LLC	No				
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	No
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	Yes	Yes	No
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	Yes	No	No	Yes	No
LOVING CARE LLC					
LUXE RESIDENTIAL SERVICES LLC	Yes	No	No	No	Yes
MAKO CARE LLC					
MARIE MILLS CENTER, INC	Yes	No	No	Yes	No
MENNA LLC					
MID-VALLEY RESIDENTIAL CARE LLC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	No	No	Yes	No
MV ADVANCEMENTS					
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No
NAF CARE HOMES, LLC					
NAFF CENTURY LLC					
NEW DAY ENTERPRISES	Yes	No	No	Yes	No
NEW DAY NORTHWEST INC.	Yes	No	Yes	Yes	No
NORTHWEST RESIDENTIAL LLC					

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
NURU'S ADULT FOSTER HOME	Yes	Yes	No	No	No
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	Yes	No
OHANA FIRST LLC	Yes	Yes	No	No	No
OHANA LOVING CARE					
OPEN HEART YT, LLC					
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	Yes	Yes	No
OREGON FAMILY CARE HOME					
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PACIFIC NORTHWEST LIVING LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	No				
PATHWAY ENTERPRISES, INC					
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	Yes	No
PNH-COURT ADULT CARE HOME INC	Yes	No	No	No	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PORTLAND RESIDENTIAL CARE SERVICES	Yes	Yes	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC					
PROF THERAPEUTIC COMMUNITY NETWORK					
PROVIDENT LIFE INC					
RACHEL'S GROUP HOME LLC					
RAIN KING PROPERTIES	Yes	Yes	No	Yes	No
RAINBOW ADULT LIVING FACILITIES	No				
REDWOOD CARE, INC	No				
RENAISSANCE CARE, INC	Yes	Yes	Yes	Yes	No
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	Yes	No	Yes	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	Yes	No	Yes	No
RISE, INC	Yes	Yes	No	No	No
RISING SUN SUPPORTED LIVING	No				

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
RIVERSIDE TRAINING CENTER, INC	No				
ROME 24 HOUR RESIDENTIAL LLC					
RON WILSON CENTER	Yes	No	No	Yes	No
ROYALCARE, INC					
S & A RESIDENTIAL SERVICES, LLC	No				
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	Yes	Yes	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC					
SCHMIDT COMMUNITY CARE, LLC					
SELAM 24HR RESIDENTIAL SERVICES LLC					
SERENTIY RESIDENTIAL SERVICES INC	No				
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.	Yes	Yes	No	No	No
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE					
ST. GABRIEL CARE HOME INC.					
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	No	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY OAKS, INC	Yes	No	Yes	Yes	No
TANDEM NORTHWEST	Yes	No	No	Yes	No
TEME GH LLC	Yes	No	Yes	Yes	No
THE GOOD LIFE GROUP HOME LLC					
THE NEIGHBORHOOD IN HOME CARE LLC					
THE OSBORN PROJECT	Yes	Yes	No	Yes	No
THE WAY OF LIFE GROUP HOME LLC					
THRIVING LIVES CARE, INC	No				
TOTAL FREEDOM CARE					

Agency name	Offer Paid vacation time to some or all DSPs	Must be full time ²⁹	Must work a minimum amount of time in a defined period ³⁰	Must be employed a minimum length of time	All DSPs are eligible
TRU CARE LLC					
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	Yes	Yes	No	No	No
UNITY LIFE CARE LLC	Yes	No	No	No	Yes
UP & OUT, INC	Yes	No	No	Yes	No
VALOR ASSOCIATES, LLC					
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC					
WARD HOME CARE, INC					
WELLSPRING CARE L					
WESTERN IDAHO TRAINING CO INC	Yes	No	No	No	Yes
WESTSIDE COMMUNITY FOCUS	No				
WINGS OF HOPE	Yes	Yes	Yes	Yes	No
WORK UNLIMITED, INC	Yes	No	No	Yes	No
ZACHARY & ROOBLE LLC					
Report Average	Yes: 71.8%	Yes: 42.9%	Yes: 17.9%	Yes: 61.9%	Yes: 14.3%

Table 23. Offer Paid Personal Time³¹ (and Requirements for Eligibility)

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	No				
ABEL'S RESIDENTIAL SERVICES, LLC					
ACHIEVE LLC	No				
ADDISE MEMORIAL RESIDENTIAL					
AEGIS RESIDENTIAL CARE, LLC	Yes	No	No	Yes	No
ALBERTINA KERR CENTERS	Yes	No	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC					
ALSO	Yes	No	No	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	No				
ALVORD-TAYLOR, INC.	Yes	No	No	Yes	No
AMANI CARE HOMES					
AMEN LLC					
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No	No	Yes	No
AS PROMISED GROUP HOME					
AWESOME GROUP HOME					
BARCH, INC.	No				
BEE LOVED CARE HOME, LLC	No				
BEINGROUP, LLC	No				
BENCO	No				
BETHESDA LUTHERAN COMMUNITIES					
BEYOND ABILITY SUPPORT SERVICES	No				
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	Yes	No	Yes	No
BLESS RESIDENTIAL SERVICES LLC					
BLESSED RESIDENTIAL CARE LLC					
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC					
BRIDGE CARE LLC					
BRIDGEPORT VILLAGE ACH					

³¹ 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

³² There are 3 cases that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

³³ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
BRIDGES ENTERPRISE, LLC	No				
BRIGHTSIDE LIVING, LLC	No				
BUENA VISTA GROUP HOME LLC	No				
CARETOWN, LLC	Yes	Yes	No	Yes	No
CASCADE RESIDENTIAL CARE, INC.	No				
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC					
CENTRAL OREGON COLLECTIVE	No				
CHAMBERLIN HOUSE, INC.	No				
CHOICES UNLIMITED, INC.	Yes	No	No	No	Yes
COFFELT CARE HOMES, INC					
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	No	Yes	No
COMMUNITY BASED GROUP HOME					
COMMUNITY LIFE LLC	No				
COMMUNITY SERVICES, INC.	No				
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES					
COOPER HOLLOW RESIDENTIAL SERVICES, INC					
CORNERSTONE VALLEY INC	No				
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC	Yes	No	No	Yes	No
DAI S'LA					
DAIZY CORPORATION	No				
DANVILLE SERVICES OF OREGON, LLC	No				
DEAR HEART SUPPORT SERVICES LLC	Yes	Yes	No	Yes	No
DEGES CARE INC.	Yes	Yes	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	No	No	Yes
DUNGARVIN OREGON, LLC	Yes	No	No	Yes	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC					
EASTCO DIVERSIFIED SERVICES	No				
EBENEZER GROUP HOME LLC					

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
EDWARDS CENTER, INC.	Yes	Yes	No	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC					
FAITH 24-HOUR RESIDENTIAL HOME INC					
FAMILY OWNED GROUP HOME LLC	Yes	No	No	No	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	No	No	No	Yes
FREMONT ADULT CARE HOME, LLC					
GENTLE HANDS LLC					
GOLDEN TOUCH CARE, INC					
GRACE GROUP HOME LLC					
GRIFFITH 24 HR CARE, LLC					
H&C HOPE LLC					
HAPPY LIFE					
HARMONY HOUSING, INC	No				
HASSET FOR LIFE, LLC					
HAVEN CENTER LLC	Yes	No	No	No	Yes
HEART OF HOPE LLC					
HEART TO HEART CARE HOME, LLC					
HEAVENLY HOME CARE LLC					
HELEN'S-CARE, INC	No				
HENDRICKSON RESIDENTIAL, INC					
HIHANO GROUP HOME LLC					
HILDAH AND KAY'S, LLC	No				
HOLISTIC RESIDENTIAL SERVICES LLC	No				
HOME INC.	No				
HOME LIFE, INC					
HORIZON PROJECT, INC	No				
HUMMINGBIRD CARE HOME, LLC	No				
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC					
INDEPENDENT ENVIRONMENTS, INC					
INFINITY CARE CORP					
INTEGRITY-CARE LLC	No				

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
IS LIVING	No				
IZUFREM CORPORATION					
JACOB'S LIGHTHOUSE, LLC					
JEROME MODU COMMUNITY BASED LIVING CARE	No				
K&A RESIDENTIAL SERVICE LLC					
KADMAK RESIDENTIAL SERVICES, LLC					
KJ 24 - HOURS CARE HOME LLC	No				
KN RESIDENTIAL SERVICES	No				
KOZA CARE LLC	No				
LAILAH'S LIVING CENTER					
LAILAHS LIVING CENTER II					
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC					
LIMES ADULT FOSTER CARE	No				
LIVING OPPORTUNITIES, INC	No				
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	No				
LOVING CARE LLC					
LUXE RESIDENTIAL SERVICES LLC	No				
MAKO CARE LLC					
MARIE MILLS CENTER, INC	No				
MENNA LLC					
MID-VALLEY RESIDENTIAL CARE LLC	Yes	No	No	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No				
MV ADVANCEMENTS					
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	No	No	No
NAF CARE HOMES, LLC					
NAFF CENTURY LLC					
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	No				

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
NORTHWEST RESIDENTIAL LLC					
NURU'S ADULT FOSTER HOME	Yes	Yes	No	No	No
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	No				
OHANA LOVING CARE					
OPEN HEART YT, LLC					
OPPORTUNITY FOUNDATION CENTRAL OR	No				
OREGON FAMILY CARE HOME					
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM					
PACIFIC NORTHWEST ADULT FOSTER HOME LLC					
PACIFIC NORTHWEST LIVING LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	No				
PATHWAY ENTERPRISES, INC					
PERSONALIZED INDEPENDENCE, INC.					
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	No	Yes	No
PNH-COURT ADULT CARE HOME INC	No				
PORTLAND METRO RESIDENTIAL SERVICES	No				
PORTLAND RESIDENTIAL CARE SERVICES	No				
PREMIER COMMUNITY SUPPORTS, LLC					
PROF THERAPEUTIC COMMUNITY NETWORK					
PROVIDENT LIFE INC					
RACHEL'S GROUP HOME LLC					
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
REDWOOD CARE, INC	No				
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC					
RESIDE RESIDENTIAL CARE	No				
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No				
RISE, INC	No				

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
RISING SUN SUPPORTED LIVING	No				
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	No	No
ROME 24 HOUR RESIDENTIAL LLC					
RON WILSON CENTER	No				
ROYALCARE, INC					
S & A RESIDENTIAL SERVICES, LLC	Yes	Yes	No	No	No
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	Yes	Yes	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC					
SCHMIDT COMMUNITY CARE, LLC					
SELAM 24HR RESIDENTIAL SERVICES LLC					
SERENTIY RESIDENTIAL SERVICES INC	Yes	Yes	No	Yes	No
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	Yes	No	No	No	Yes
SILVER SPRING GROUP HOME, INC					
SOLODA ACH INC.	Yes	Yes	No	No	No
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE					
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
TEME GH LLC	No				
THE GOOD LIFE GROUP HOME LLC					
THE NEIGHBORHOOD IN HOME CARE LLC					
THE OSBORN PROJECT	No				
THE WAY OF LIFE GROUP HOME LLC					
THRIVING LIVES CARE, INC	No				

Agency name	Offer Paid personal time to some or all DSPs	Must be full time ³²	Must work a minimum amount of time in a defined period ³³	Must be employed a minimum length of time	All DSPs are eligible
TOTAL FREEDOM CARE					
TRU CARE LLC					
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	No
TRUECARE HOMES, LLC					
UMPQUA HOMES, INC.	No				
UNITY LIFE CARE LLC	No				
UP & OUT, INC	No				
VALOR ASSOCIATES, LLC					
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC					
WARD HOME CARE, INC					
WELLSPRING CARE L					
WESTERN IDAHO TRAINING CO INC	No				
WESTSIDE COMMUNITY FOCUS	No				
WINGS OF HOPE	No				
WORK UNLIMITED, INC	Yes	No	No	Yes	No
ZACHARY & ROOBLE LLC					
Report Average	Yes: 33.6%	Yes: 37.5%	Yes: 15.0%	Yes: 57.5%	Yes: 20.0%

Table 24. Offer Health Insurance (and Requirements for Eligibility)s

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	Yes	No	Yes	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	No				
ACHIEVE LLC	No				
ADDISE MEMORIAL RESIDENTIAL	No				
AEGIS RESIDENTIAL CARE, LLC	No				
ALBERTINA KERR CENTERS	Yes	No	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC	No				
ALSO	Yes	No	Yes	No	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	No	Yes	No
AMANI CARE HOMES	No				
AMEN LLC	No				
ARCADIAN INCLUSION MANAGEMENT	No				
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	No	Yes	No
AS PROMISED GROUP HOME	No				
AWESOME GROUP HOME	No				
BARCH, INC.	No				
BEE LOVED CARE HOME, LLC	No				
BEINGROUP, LLC	Yes	Yes	No	No	No
BENCO	Yes	Yes	Yes	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES	No				
BIG HEARTS RESIDENTIAL CARE, LLC	No				
BLESS RESIDENTIAL SERVICES LLC					
BLESSED RESIDENTIAL CARE LLC	No				
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No				
BRIDGE CARE LLC	No				
BRIDGEPORT VILLAGE ACH	No				

³⁴ There are 4 cases that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

³⁵ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
BRIDGES ENTERPRISE, LLC	Yes	Yes	No	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	No	No
BUENA VISTA GROUP HOME LLC	No				
CARETOWN, LLC	No				
CASCADE RESIDENTIAL CARE, INC.	No				
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes	No	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	Yes	Yes	No	Yes	No
CHOICES UNLIMITED, INC.	Yes	Yes	No	Yes	No
COFFELT CARE HOMES, INC	Yes	Yes	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	Yes	No	No
COMMUNITY BASED GROUP HOME	No				
COMMUNITY LIFE LLC	No				
COMMUNITY SERVICES, INC.	Yes	Yes	No	Yes	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	No				
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	Yes	No
CORNERSTONE VALLEY INC	Yes	No	Yes	No	No
CROSSROADS RESIDENTIAL HOME	No				
D & D FOSTER CARE, LLC	No				
DAI S'LA	No				
DAIZY CORPORATION	No				
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No				
DEGES CARE INC.	No				
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	Yes	Yes	No
DUNGARVIN OREGON, LLC	Yes	No	Yes	No	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No				
EASTCO DIVERSIFIED SERVICES	Yes	No	Yes	No	No
EBENEZER GROUP HOME LLC	No				
EDWARDS CENTER, INC.	Yes	Yes	No	No	No

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
ELYSIAN PURSUIT INCORPORATED	No				
FAFI RESIDENTIAL SERVICE LLC	No				
FAITH 24-HOUR RESIDENTIAL HOME INC	Yes	Yes	No	No	No
FAMILY OWNED GROUP HOME LLC	Yes	No	No	No	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No				
FREMONT ADULT CARE HOME, LLC	No				
GENTLE HANDS LLC	No				
GOLDEN TOUCH CARE, INC	No				
GRACE GROUP HOME LLC	No				
GRIFFITH 24 HR CARE, LLC	No				
H&C HOPE LLC	No				
HAPPY LIFE	No				
HARMONY HOUSING, INC	No				
HASSET FOR LIFE, LLC	No				
HAVEN CENTER LLC	Yes	Yes	No	Yes	No
HEART OF HOPE LLC	No				
HEART TO HEART CARE HOME, LLC	No				
HEAVENLY HOME CARE LLC	No				
HELEN'S-CARE, INC	No				
HENDRICKSON RESIDENTIAL, INC	No				
HIHANO GROUP HOME LLC	No				
HILDAH AND KAY'S, LLC	Yes	Yes	No	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	No				
HOME INC.	No				
HOME LIFE, INC	Yes	Yes	No	Yes	No
HORIZON PROJECT, INC	Yes	Yes	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	Yes	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No				
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes	Yes	Yes	No
INFINITY CARE CORP	No				
INTEGRITY-CARE LLC	Yes	Yes	No	No	No
IS LIVING	Yes	Yes	No	Yes	No

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
IZUFREM CORPORATION	No				
JACOB'S LIGHTHOUSE, LLC	No				
JEROME MODU COMMUNITY BASED LIVING CARE	No				
K&A RESIDENTIAL SERVICE LLC	No				
KADMAK RESIDENTIAL SERVICES, LLC	No				
KJ 24 - HOURS CARE HOME LLC	No				
KN RESIDENTIAL SERVICES	No				
KOZA CARE LLC	Yes	No	Yes	Yes	No
LAILAH'S LIVING CENTER	No				
LAILAHS LIVING CENTER II	No				
LEMUEL, INC GROUP HOMES	Yes	Yes	Yes	Yes	No
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC	Yes	No	Yes	Yes	No
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	No	Yes	No
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	Yes	No	No	Yes	No
LOVING CARE LLC	No				
LUXE RESIDENTIAL SERVICES LLC	No				
MAKO CARE LLC	No				
MARIE MILLS CENTER, INC	Yes	No	Yes	No	No
MENNA LLC	No				
MID-VALLEY RESIDENTIAL CARE LLC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC	No				
MV ADVANCEMENTS	Yes	Yes	No	No	No
MY LIYU RESIDENTIAL SERVICES LLC	No				
NAF CARE HOMES, LLC	No				
NAFF CENTURY LLC	No				
NEW DAY ENTERPRISES	Yes	No	Yes	No	No
NEW DAY NORTHWEST INC.	Yes	Yes	Yes	Yes	No
NORTHWEST RESIDENTIAL LLC	No				

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
NURU'S ADULT FOSTER HOME	No				
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	No	No	No
OHANA FIRST LLC	Yes	No	No	No	Yes
OHANA LOVING CARE	No				
OPEN HEART YT, LLC	No				
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	No
OREGON FAMILY CARE HOME	No				
OREGON MENNONITE RES SVCS	Yes	Yes	Yes	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	No	Yes	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No				
PACIFIC NORTHWEST LIVING LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	No	Yes	No
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	No	Yes	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No				
PNH-COURT ADULT CARE HOME INC	No				
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
PORTLAND RESIDENTIAL CARE SERVICES	No				
PREMIER COMMUNITY SUPPORTS, LLC	Yes	No	Yes	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	No	No
PROVIDENT LIFE INC	No				
RACHEL'S GROUP HOME LLC	No				
RAIN KING PROPERTIES	Yes	Yes	No	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
REDWOOD CARE, INC	No				
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC	Yes	No	Yes	No	No
RESIDE RESIDENTIAL CARE	Yes	No	Yes	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No				
RISE, INC	Yes	Yes	No	No	No
RISING SUN SUPPORTED LIVING	No				

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	No	No
ROME 24 HOUR RESIDENTIAL LLC	No				
RON WILSON CENTER	Yes	Yes	Yes	Yes	No
ROYALCARE, INC	No				
S & A RESIDENTIAL SERVICES, LLC	No				
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	Yes	Yes	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC	No				
SCHMIDT COMMUNITY CARE, LLC	No				
SELAM 24HR RESIDENTIAL SERVICES LLC	No				
SERENTIY RESIDENTIAL SERVICES INC	No				
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	Yes	Yes	No	Yes	No
SILVER SPRING GROUP HOME, INC	No				
SOLODA ACH INC.	No				
SOUTH COAST HORIZONS	Yes	Yes	No	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes	No	No	No
ST. GABRIEL CARE HOME INC.	No				
STAR CORP GROUP HOME	Yes	No	No	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	No	Yes
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	No				
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	No	Yes	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	Yes	Yes	No	Yes	No
TEME GH LLC	No				
THE GOOD LIFE GROUP HOME LLC					
THE NEIGHBORHOOD IN HOME CARE LLC	No				
THE OSBORN PROJECT	Yes	Yes	No	Yes	No
THE WAY OF LIFE GROUP HOME LLC	No				
THRIVING LIVES CARE, INC	No				
TOTAL FREEDOM CARE	No				

Agency name	Offer health insurance to some or all DSPs	Must be full time ³⁴	Must work a minimum amount of time in a defined period ³⁵	Must be employed a minimum length of time	All DSPs are eligible
TRU CARE LLC	No				
TRUE JOY RESIDENTIAL SERVICES LLC	No				
TRUECARE HOMES, LLC	No				
UMPQUA HOMES, INC.	Yes	Yes	No	No	No
UNITY LIFE CARE LLC	No				
UP & OUT, INC	Yes	No	No	Yes	No
VALOR ASSOCIATES, LLC	Yes	Yes	No	No	No
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC	Yes	Yes	Yes	No	No
WARD HOME CARE, INC	No				
WELLSPRING CARE L	No				
WESTERN IDAHO TRAINING CO INC	Yes	Yes	No	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	Yes	No	No	No
WINGS OF HOPE	Yes	No	No	No	Yes
WORK UNLIMITED, INC	Yes	Yes	Yes	No	No
ZACHARY & ROOBLE LLC	No				
Report Average	Yes: 42.6%	Yes: 65.1%	Yes: 40.7%	Yes: 53.5%	Yes: 5.8%

Table 25. Percentage of eligible DSPs who are enrolled in agency-offered health plan ³⁶

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
A.S.H., INC.	65%
ABEL'S RESIDENTIAL SERVICES, LLC	
ACHIEVE LLC	
ADDISE MEMORIAL RESIDENTIAL	
AEGIS RESIDENTIAL CARE, LLC	
ALBERTINA KERR CENTERS	99%
ALSAN RESIDENTIAL SERVICE LLC	
ALSO	83%
ALTERNATIVE SERVICES-OREGON, INC.	73%
ALVORD-TAYLOR, INC.	100%
AMANI CARE HOMES	
AMEN LLC	
ARCADIAN INCLUSION MANAGEMENT	
AROUND THE CLOCK SUPPORT SERVICES, LLC	59%
AS PROMISED GROUP HOME	
AWESOME GROUP HOME	
BARCH, INC.	
BEE LOVED CARE HOME, LLC	
BEINGROUP, LLC	0%
BENCO	82%
BETHESDA LUTHERAN COMMUNITIES	63%
BEYOND ABILITY SUPPORT SERVICES	
BIG HEARTS RESIDENTIAL CARE, LLC	
BLESS RESIDENTIAL SERVICES LLC	
BLESSED RESIDENTIAL CARE LLC	
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	
BRIDGE CARE LLC	
BRIDGEPORT VILLAGE ACH	
BRIDGES ENTERPRISE, LLC	83%
BRIGHTSIDE LIVING, LLC	30%

³⁶ Cases that reported number of DSPs eligible for health insurance coverage and those enrolled (or marked "0") are included in this calculation. Cases that reported the number of enrolled DSPs was higher than the number eligible were excluded.

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
BUENA VISTA GROUP HOME LLC	
CARETOWN, LLC	
CASCADE RESIDENTIAL CARE, INC.	
CATHOLIC COMMUNITY SERVICES	84%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	61%
CENTRAL OREGON COLLECTIVE	52%
CHAMBERLIN HOUSE, INC.	65%
CHOICES UNLIMITED, INC.	100%
COFFELT CARE HOMES, INC	54%
COMMUNITY ACCESS SERVICES II, INC.	62%
COMMUNITY BASED GROUP HOME	
COMMUNITY LIFE LLC	
COMMUNITY SERVICES, INC.	84%
COMMUNITY SUPPORT SERVICES, INC.	69%
CONNECTIONS RESIDENTIAL SERVICES	
COOPER HOLLOW RESIDENTIAL SERVICES, INC	5%
CORNERSTONE VALLEY INC	35%
CROSSROADS RESIDENTIAL HOME	
D & D FOSTER CARE, LLC	
DAI S'LA	
DAIZY CORPORATION	
DANVILLE SERVICES OF OREGON, LLC	80%
DEAR HEART SUPPORT SERVICES LLC	
DEGES CARE INC.	
DOUGLAS RESIDENT TRAINING FACILITIES	45%
DUNGARVIN OREGON, LLC	26%
EAGLES CLIFF RESIDENTIAL SERVICES LLC	
EASTCO DIVERSIFIED SERVICES	76%
EBENEZER GROUP HOME LLC	
EDWARDS CENTER, INC.	82%
ELYSIAN PURSUIT INCORPORATED	
FAFI RESIDENTIAL SERVICE LLC	
FAITH 24-HOUR RESIDENTIAL HOME INC	57%
FAMILY OWNED GROUP HOME LLC	

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	
FREMONT ADULT CARE HOME, LLC	
GENTLE HANDS LLC	
GOLDEN TOUCH CARE, INC	
GRACE GROUP HOME LLC	
GRIFFITH 24 HR CARE, LLC	
H&C HOPE LLC	
HAPPY LIFE	
HARMONY HOUSING, INC	
HASSET FOR LIFE, LLC	
HAVEN CENTER LLC	42%
HEART OF HOPE LLC	
HEART TO HEART CARE HOME, LLC	
HEAVENLY HOME CARE LLC	
HELEN'S-CARE, INC	
HENDRICKSON RESIDENTIAL, INC	
HIHANO GROUP HOME LLC	
HILDAH AND KAY'S, LLC	100%
HOLISTIC RESIDENTIAL SERVICES LLC	
HOME INC.	
HOME LIFE, INC	73%
HORIZON PROJECT, INC	45%
HUMMINGBIRD CARE HOME, LLC	48%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	
INDEPENDENT ENVIRONMENTS, INC	86%
INFINITY CARE CORP	
INTEGRITY-CARE LLC	0%
IS LIVING	58%
IZUFREM CORPORATION	
JACOB'S LIGHTHOUSE, LLC	
JEROME MODU COMMUNITY BASED LIVING CARE	
K&A RESIDENTIAL SERVICE LLC	
KADMAK RESIDENTIAL SERVICES, LLC	

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
KJ 24 - HOURS CARE HOME LLC	
KN RESIDENTIAL SERVICES	
KOZA CARE LLC	
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	75%
LENSA RESIDENTIAL SERVICE LLC	
LIA'S CARE HOME INC	
LIBERTY LIVING LLC	46%
LIMES ADULT FOSTER CARE	50%
LIVING OPPORTUNITIES, INC	75%
LOTUS CARE INC	
LOVE HOPE CARE, INC	40%
LOVING CARE LLC	
LUXE RESIDENTIAL SERVICES LLC	
MAKO CARE LLC	
MARIE MILLS CENTER, INC	83%
MENNA LLC	
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	
MV ADVANCEMENTS	85%
MY LIYU RESIDENTIAL SERVICES LLC	
NAF CARE HOMES, LLC	
NAFF CENTURY LLC	
NEW DAY ENTERPRISES	91%
NEW DAY NORTHWEST INC.	23%
NORTHWEST RESIDENTIAL LLC	
NURU'S ADULT FOSTER HOME	
NW COMMUNITY ALLIANCE, INC	46%
NW MENTAL HEALTH MGMT SVCS	
OHANA FIRST LLC	
OHANA LOVING CARE	
OPEN HEART YT, LLC	
OPPORTUNITY FOUNDATION CENTRAL OR	72%

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
OREGON FAMILY CARE HOME	
OREGON MENNONITE RES SVCS	58%
OREGON SUPPORTED LIVING PROGRAM	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	
PACIFIC NORTHWEST LIVING LLC	
PARTNERSHIPS IN COMMUNITY LIVING, INC	71%
PATHWAY ENTERPRISES, INC	100%
PERSONALIZED INDEPENDENCE, INC.	15%
PINNACLE DEVELOPMENTAL CARE, LLC	
PNH-COURT ADULT CARE HOME INC	
PORTLAND METRO RESIDENTIAL SERVICES	70%
PORTLAND RESIDENTIAL CARE SERVICES	
PREMIER COMMUNITY SUPPORTS, LLC	19%
PROF THERAPEUTIC COMMUNITY NETWORK	55%
PROVIDENT LIFE INC	
RACHEL'S GROUP HOME LLC	
RAIN KING PROPERTIES	75%
RAINBOW ADULT LIVING FACILITIES	92%
REDWOOD CARE, INC	
RENAISSANCE CARE, INC	
RENEW CONSULTING INC	52%
RESIDE RESIDENTIAL CARE	54%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	
RISE, INC	35%
RISING SUN SUPPORTED LIVING	
RIVERSIDE TRAINING CENTER, INC	78%
ROME 24 HOUR RESIDENTIAL LLC	
RON WILSON CENTER	63%
ROYALCARE, INC	
S & A RESIDENTIAL SERVICES, LLC	
S.A.C.U.	95%
S.I.S.O.	53%
SAFECARE RESIDENTIAL SERVICES, INC	
SCHMIDT COMMUNITY CARE, LLC	

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
SELAM 24HR RESIDENTIAL SERVICES LLC	
SERENTIY RESIDENTIAL SERVICES INC	
SHALOM 24 HOURS GROUP HOME	
SHANGRI-LA CORP	75%
SILVER SPRING GROUP HOME, INC	
SOLODA ACH INC.	
SOUTH COAST HORIZONS	100%
SOUTHERN OREGON ASPIRE	77%
ST. GABRIEL CARE HOME INC.	
STAR CORP GROUP HOME	
STAR OF HOPE ACTIVITY CENTER INC	
STEP FORWARD ACTIVITIES, INC	73%
STEPPING STONE 24 HOURS HOME INC	
STONEBROOKE RESIDENTIAL SERVICES	23%
SUNNY OAKS, INC	85%
TANDEM NORTHWEST	56%
TEME GH LLC	
THE GOOD LIFE GROUP HOME LLC	
THE NEIGHBORHOOD IN HOME CARE LLC	
THE OSBORN PROJECT	
THE WAY OF LIFE GROUP HOME LLC	
THRIVING LIVES CARE, INC	
TOTAL FREEDOM CARE	
TRU CARE LLC	
TRUE JOY RESIDENTIAL SERVICES LLC	
TRUECARE HOMES, LLC	
UMPQUA HOMES, INC.	50%
UNITY LIFE CARE LLC	
UP & OUT, INC	63%
VALOR ASSOCIATES, LLC	57%
VISION GROUP HOME	
WALKER SUPPORT SERVICES, INC	88%
WARD HOME CARE, INC	
WELLSPRING CARE L	

Agency name	Percentage of eligible DSPs who are enrolled in agency-offered health plan
WESTERN IDAHO TRAINING CO INC	86%
WESTSIDE COMMUNITY FOCUS	86%
WINGS OF HOPE	
WORK UNLIMITED, INC	65%
ZACHARY & ROOBLE LLC	
Report Average	63.4%

Table 26. Offer Dental Insurance/Vision Coverage³⁷ to some or all DSPs

Agency name	Dental coverage	Vision coverage
A.S.H., INC.	Yes	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No
ACHIEVE LLC	No	No
ADDISE MEMORIAL RESIDENTIAL	No	No
AEGIS RESIDENTIAL CARE, LLC	No	No
ALBERTINA KERR CENTERS	Yes	Yes
ALSAN RESIDENTIAL SERVICE LLC	No	No
ALSO	Yes	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes
ALVORD-TAYLOR, INC.	Yes	Yes
AMANI CARE HOMES	No	No
AMEN LLC	No	No
ARCADIAN INCLUSION MANAGEMENT	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes
AS PROMISED GROUP HOME	No	No
AWESOME GROUP HOME	No	No
BARCH, INC.	No	No
BEE LOVED CARE HOME, LLC	No	No
BEINGROUP, LLC	No	No
BENCO	Yes	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes
BEYOND ABILITY SUPPORT SERVICES	No	No
BIG HEARTS RESIDENTIAL CARE, LLC	No	No
BLESS RESIDENTIAL SERVICES LLC		
BLESSED RESIDENTIAL CARE LLC	No	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No
BRIDGE CARE LLC	No	No
BRIDGEPORT VILLAGE ACH	No	No
BRIDGES ENTERPRISE, LLC	Yes	Yes
BRIGHTSIDE LIVING, LLC	Yes	No

³⁷ If the coverage was included in health insurance coverage, respondents were asked to indicate that "yes," the coverage was offered.

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

Agency name	Dental coverage	Vision coverage
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	No
FREMONT ADULT CARE HOME, LLC	No	No
GENTLE HANDS LLC	No	No
GOLDEN TOUCH CARE, INC	No	No
GRACE GROUP HOME LLC	No	No
GRIFFITH 24 HR CARE, LLC	No	No
H&C HOPE LLC	No	No
HAPPY LIFE	No	No
HARMONY HOUSING, INC	No	No
HASSET FOR LIFE, LLC	No	No
HAVEN CENTER LLC	Yes	Yes
HEART OF HOPE LLC	No	No
HEART TO HEART CARE HOME, LLC	No	No
HEAVENLY HOME CARE LLC	No	No
HELEN'S-CARE, INC	No	No
HENDRICKSON RESIDENTIAL, INC	No	No
HIHANO GROUP HOME LLC	No	No
HILDAH AND KAY'S, LLC	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	No	No
HOME INC.	No	No
HOME LIFE, INC	Yes	Yes
HORIZON PROJECT, INC	Yes	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes
INFINITY CARE CORP	No	No
INTEGRITY-CARE LLC	No	No
IS LIVING	Yes	Yes
IZUFREM CORPORATION	No	No
JACOB'S LIGHTHOUSE, LLC	Yes	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	No	No
K&A RESIDENTIAL SERVICE LLC	No	No
KADMAK RESIDENTIAL SERVICES, LLC	No	No
KJ 24 - HOURS CARE HOME LLC	No	No

Agency name	Dental coverage	Vision coverage
KN RESIDENTIAL SERVICES	No	No
KOZA CARE LLC	Yes	Yes
LAILAH'S LIVING CENTER	No	No
LAILAHS LIVING CENTER II	No	No
LEMUEL, INC GROUP HOMES	Yes	Yes
LENSA RESIDENTIAL SERVICE LLC	No	No
LIA'S CARE HOME INC	No	No
LIBERTY LIVING LLC	Yes	Yes
LIMES ADULT FOSTER CARE	Yes	Yes
LIVING OPPORTUNITIES, INC	Yes	Yes
LOTUS CARE INC	No	No
LOVE HOPE CARE, INC	Yes	Yes
LOVING CARE LLC	No	No
LUXE RESIDENTIAL SERVICES LLC	No	No
MAKO CARE LLC	No	No
MARIE MILLS CENTER, INC	Yes	No
MENNA LLC	No	No
MID-VALLEY RESIDENTIAL CARE LLC	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No
MV ADVANCEMENTS	Yes	Yes
MY LIYU RESIDENTIAL SERVICES LLC	No	No
NAF CARE HOMES, LLC	No	No
NAFF CENTURY LLC	No	No
NEW DAY ENTERPRISES	Yes	Yes
NEW DAY NORTHWEST INC.	Yes	Yes
NORTHWEST RESIDENTIAL LLC	No	No
NURU'S ADULT FOSTER HOME	No	No
NW COMMUNITY ALLIANCE, INC	Yes	Yes
NW MENTAL HEALTH MGMT SVCS	Yes	Yes
OHANA FIRST LLC	Yes	Yes
OHANA LOVING CARE	No	No
OPEN HEART YT, LLC	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes
OREGON FAMILY CARE HOME	No	No

Agency name	Dental coverage	Vision coverage
OREGON MENNONITE RES SVCS	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No
PACIFIC NORTHWEST LIVING LLC	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	No	No
PNH-COURT ADULT CARE HOME INC	No	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No
PROVIDENT LIFE INC	No	No
RACHEL'S GROUP HOME LLC	No	No
RAIN KING PROPERTIES	Yes	Yes
RAINBOW ADULT LIVING FACILITIES	Yes	Yes
REDWOOD CARE, INC	No	No
RENAISSANCE CARE, INC	No	No
RENEW CONSULTING INC	Yes	No
RESIDE RESIDENTIAL CARE	Yes	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No
RISE, INC	Yes	Yes
RISING SUN SUPPORTED LIVING	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes
ROME 24 HOUR RESIDENTIAL LLC	No	No
RON WILSON CENTER	Yes	Yes
ROYALCARE, INC	No	No
S & A RESIDENTIAL SERVICES, LLC	No	No
S.A.C.U.	Yes	Yes
S.I.S.O.	Yes	Yes
SAFECARE RESIDENTIAL SERVICES, INC	No	No
SCHMIDT COMMUNITY CARE, LLC	No	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No

Agency name	Dental coverage	Vision coverage
SERENTIY RESIDENTIAL SERVICES INC	No	No
SHALOM 24 HOURS GROUP HOME	No	No
SHANGRI-LA CORP	Yes	No
SILVER SPRING GROUP HOME, INC	No	No
SOLODA ACH INC.	No	No
SOUTH COAST HORIZONS	Yes	Yes
SOUTHERN OREGON ASPIRE	Yes	Yes
ST. GABRIEL CARE HOME INC.	No	No
STAR CORP GROUP HOME	Yes	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes
STEP FORWARD ACTIVITIES, INC	No	No
STEPPING STONE 24 HOURS HOME INC	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes
SUNNY OAKS, INC	Yes	Yes
TANDEM NORTHWEST	Yes	Yes
TEME GH LLC		
THE GOOD LIFE GROUP HOME LLC	No	No
THE NEIGHBORHOOD IN HOME CARE LLC	No	No
THE OSBORN PROJECT	No	No
THE WAY OF LIFE GROUP HOME LLC	No	No
THRIVING LIVES CARE, INC	No	No
TOTAL FREEDOM CARE	No	No
TRU CARE LLC	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	No	No
TRUCARE HOMES, LLC	No	No
UMPQUA HOMES, INC.	Yes	Yes
UNITY LIFE CARE LLC	No	No
UP & OUT, INC	Yes	No
VALOR ASSOCIATES, LLC	Yes	Yes
VISION GROUP HOME	No	No
WALKER SUPPORT SERVICES, INC	Yes	Yes
WARD HOME CARE, INC	No	No
WELLSPRING CARE L	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes

Agency name	Dental coverage	Vision coverage
WESTSIDE COMMUNITY FOCUS	Yes	Yes
WINGS OF HOPE	Yes	Yes
WORK UNLIMITED, INC	Yes	Yes
ZACHARY & ROOBLE LLC	No	No
Report Average	Yes: 40.8%	Yes: 35.1%

Table 27. Offer employer-sponsored retirement plan (401K, 403b or other plan) (and Requirements for Eligibility)

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
A.S.H., INC.	Yes	No	No	No	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	No				
ACHIEVE LLC	No				
ADDISE MEMORIAL RESIDENTIAL	Yes	No	No	No	Yes
AEGIS RESIDENTIAL CARE, LLC	No				
ALBERTINA KERR CENTERS	Yes	No	No	No	Yes
ALSAN RESIDENTIAL SERVICE LLC	No				
ALSO	Yes	No	No	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	No	Yes	Yes	No
ALVORD-TAYLOR, INC.	Yes	No	No	Yes	No
AMANI CARE HOMES	No				
AMEN LLC	No				
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	No	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	No				
AS PROMISED GROUP HOME	Yes	No	No	Yes	No
AWESOME GROUP HOME	No				
BARCH, INC.	No				
BEE LOVED CARE HOME, LLC	No				
BEINGROUP, LLC	Yes	No	No	No	Yes
BENCO	Yes	No	Yes	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No	No	No	Yes
BEYOND ABILITY SUPPORT SERVICES	No				
BIG HEARTS RESIDENTIAL CARE, LLC	No				
BLESS RESIDENTIAL SERVICES LLC					
BLESSED RESIDENTIAL CARE LLC	No				
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No				
BRIDGE CARE LLC	No				
BRIDGEPORT VILLAGE ACH	No				

³⁸ There are 4 cases that did not report that they distinguish between full- and part-time DSPs but chose this option. They are included.

³⁹ For example, must work 35 hours/week, 18 days/month, etc.

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
BRIDGES ENTERPRISE, LLC	No				
BRIGHTSIDE LIVING, LLC	No				
BUENA VISTA GROUP HOME LLC	No				
CARETOWN, LLC	No				
CASCADE RESIDENTIAL CARE, INC.	Yes	No	No	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	No	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No				
CENTRAL OREGON COLLECTIVE	Yes	Yes	No	No	No
CHAMBERLIN HOUSE, INC.	Yes	No	Yes	Yes	No
CHOICES UNLIMITED, INC.	Yes	No	No	Yes	No
COFFELT CARE HOMES, INC	No				
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	Yes	No	No
COMMUNITY BASED GROUP HOME	No				
COMMUNITY LIFE LLC	Yes	Yes	No	No	No
COMMUNITY SERVICES, INC.	Yes	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	No				
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No	No	Yes	No
CORNERSTONE VALLEY INC	No				
CROSSROADS RESIDENTIAL HOME	Yes	No	No	Yes	No
D & D FOSTER CARE, LLC	No				
DAI S'LA	No				
DAIZY CORPORATION	No				
DANVILLE SERVICES OF OREGON, LLC	Yes	No	No	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No				
DEGES CARE INC.	No				
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	No	Yes	Yes	No
DUNGARVIN OREGON, LLC	Yes	No	No	Yes	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No				
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	Yes
EBENEZER GROUP HOME LLC	No				
EDWARDS CENTER, INC.	Yes	Yes	No	No	No

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC	No				
FAITH 24-HOUR RESIDENTIAL HOME INC	No				
FAMILY OWNED GROUP HOME LLC	Yes	Yes	Yes	Yes	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No				
FREMONT ADULT CARE HOME, LLC	No				
GENTLE HANDS LLC	No				
GOLDEN TOUCH CARE, INC	No				
GRACE GROUP HOME LLC	No				
GRIFFITH 24 HR CARE, LLC	No				
H&C HOPE LLC	No				
HAPPY LIFE	No				
HARMONY HOUSING, INC	No				
HASSET FOR LIFE, LLC	No				
HAVEN CENTER LLC	Yes	Yes	Yes	Yes	No
HEART OF HOPE LLC	No				
HEART TO HEART CARE HOME, LLC	Yes	No	No	No	Yes
HEAVENLY HOME CARE LLC	No				
HELEN'S-CARE, INC	No				
HENDRICKSON RESIDENTIAL, INC	Yes	No	No	Yes	No
HIHANO GROUP HOME LLC	No				
HILDAH AND KAY'S, LLC	Yes	Yes	No	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	No				
HOME INC.	No				
HOME LIFE, INC	Yes	No	No	No	Yes
HORIZON PROJECT, INC	No				
HUMMINGBIRD CARE HOME, LLC	Yes	No	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	Yes	No	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	No	No	No	Yes
INFINITY CARE CORP	No				
INTEGRITY-CARE LLC	No				
IS LIVING	Yes	No	No	Yes	No

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
IZUFREM CORPORATION	No				
JACOB'S LIGHTHOUSE, LLC	Yes	Yes	Yes	No	No
JEROME MODU COMMUNITY BASED LIVING CARE	No				
K&A RESIDENTIAL SERVICE LLC	No				
KADMAK RESIDENTIAL SERVICES, LLC	No				
KJ 24 - HOURS CARE HOME LLC	No				
KN RESIDENTIAL SERVICES	No				
KOZA CARE LLC	Yes	Yes	No	No	No
LAILAH'S LIVING CENTER	Yes	No	No	No	Yes
LAILAHS LIVING CENTER II	No				
LEMUEL, INC GROUP HOMES	No				
LENSA RESIDENTIAL SERVICE LLC	No				
LIA'S CARE HOME INC	No				
LIBERTY LIVING LLC	No				
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	No	No	Yes
LOTUS CARE INC	No				
LOVE HOPE CARE, INC	No				
LOVING CARE LLC	No				
LUXE RESIDENTIAL SERVICES LLC	No				
MAKO CARE LLC	No				
MARIE MILLS CENTER, INC	Yes	No	No	Yes	No
MENNA LLC	No				
MID-VALLEY RESIDENTIAL CARE LLC	No				
MIMI 24HRS RESIDENTIAL HOME 1 INC	No				
MV ADVANCEMENTS	Yes	No	No	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No				
NAF CARE HOMES, LLC	No				
NAFF CENTURY LLC	No				
NEW DAY ENTERPRISES	No				
NEW DAY NORTHWEST INC.	Yes	No	No	Yes	No
NORTHWEST RESIDENTIAL LLC	No				

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
NURU'S ADULT FOSTER HOME	Yes	Yes	No	No	No
NW COMMUNITY ALLIANCE, INC	Yes	No	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	No				
OHANA FIRST LLC	Yes	No	No	No	Yes
OHANA LOVING CARE	No				
OPEN HEART YT, LLC	No				
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	No	No	Yes
OREGON FAMILY CARE HOME	No				
OREGON MENNONITE RES SVCS	Yes	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	No				
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No				
PACIFIC NORTHWEST LIVING LLC	No				
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No	No	No	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	No	No	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	No				
PNH-COURT ADULT CARE HOME INC	Yes	No	No	No	Yes
PORTLAND METRO RESIDENTIAL SERVICES	No				
PORTLAND RESIDENTIAL CARE SERVICES	No				
PREMIER COMMUNITY SUPPORTS, LLC	Yes	No	No	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	Yes	No
PROVIDENT LIFE INC	No				
RACHEL'S GROUP HOME LLC	No				
RAIN KING PROPERTIES	No				
RAINBOW ADULT LIVING FACILITIES	Yes	No	Yes	Yes	No
REDWOOD CARE, INC	Yes	Yes	No	No	No
RENAISSANCE CARE, INC	No				
RENEW CONSULTING INC	Yes	No	Yes	Yes	No
RESIDE RESIDENTIAL CARE	Yes	No	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No				
RISE, INC	Yes	Yes	No	No	No
RISING SUN SUPPORTED LIVING	Yes	No	No	Yes	No

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
RIVERSIDE TRAINING CENTER, INC	Yes	No	Yes	Yes	No
ROME 24 HOUR RESIDENTIAL LLC	No				
RON WILSON CENTER	Yes	No	No	Yes	No
ROYALCARE, INC	No				
S & A RESIDENTIAL SERVICES, LLC	No				
S.A.C.U.	Yes	No	No	No	Yes
S.I.S.O.	Yes	No	No	No	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes	No	No	No	Yes
SCHMIDT COMMUNITY CARE, LLC	Yes	No	No	No	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	No				
SERENTIY RESIDENTIAL SERVICES INC	No				
SHALOM 24 HOURS GROUP HOME	No				
SHANGRI-LA CORP	No				
SILVER SPRING GROUP HOME, INC	No				
SOLODA ACH INC.	No				
SOUTH COAST HORIZONS	Yes	No	No	No	Yes
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	Yes	No	No	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	Yes	No	Yes	No
TANDEM NORTHWEST	Yes	Yes	No	Yes	No
TEME GH LLC					
THE GOOD LIFE GROUP HOME LLC	No				
THE NEIGHBORHOOD IN HOME CARE LLC					
THE OSBORN PROJECT	Yes	No	No	No	Yes
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes	Yes	Yes	No
THRIVING LIVES CARE, INC	No				
TOTAL FREEDOM CARE	No				

Agency name	Offer retirement to some or all DSPs	Must be full time ³⁸	Must work a minimum amount of time in a defined period ³⁹	Must be employed a minimum length of time	All DSPs are eligible
TRU CARE LLC	No				
TRUE JOY RESIDENTIAL SERVICES LLC	No				
TRUECARE 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	No	No	No	Yes
VISION GROUP HOME	No				
WALKER SUPPORT SERVICES, INC	No				
WARD HOME CARE, INC	No				
WELLSPRING CARE L	No				
WESTERN IDAHO TRAINING CO INC	Yes	No	Yes	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	No	Yes	Yes	No
WINGS OF HOPE	Yes	No	No	No	Yes
WORK UNLIMITED, INC	Yes	No	No	No	Yes
ZACHARY & ROOBLE LLC	No				
Report Average	Yes: 43.3%	Yes: 23.0%	Yes: 19.5%	Yes: 48.3%	Yes: 35.6%

Table 28. Offer Other Types of Benefits (categories are not mutually exclusive)

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
A.S.H., INC.	No	Yes	No	No	Yes	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No	No	No	No	No	No
ACHIEVE LLC	No	Yes	No	No	No	No	No
ADDISE MEMORIAL RESIDENTIAL	No	No	No	No	No	No	No
AEGIS RESIDENTIAL CARE, LLC	No	Yes	No	No	No	No	No
ALBERTINA KERR CENTERS	No	Yes	Yes	Yes	No	Yes	No
ALSAN RESIDENTIAL SERVICE LLC	No	Yes	No	No	No	No	No
ALSO	No	Yes	No	Yes	Yes	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	No	No	No	No	No	Yes	No
ALVORD-TAYLOR, INC.	Yes	Yes	Yes	Yes	No	Yes	Yes
AMANI CARE HOMES	No	No	No	No	No	No	No
AMEN LLC	No	No	No	No	No	No	No
ARCADIAN INCLUSION MANAGEMENT	No	Yes	No	No	No	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	Yes	No	No	No	No	No
AS PROMISED GROUP HOME	No	No	No	No	No	No	No
AWESOME GROUP HOME	No	No	No	No	No	No	No
BARCH, INC.	No	Yes	No	No	No	No	No
BEE LOVED CARE HOME, LLC	No	No	No	No	No	No	No
BEINGROUP, LLC	No	No	No	No	No	No	No
BENCO	No	Yes	No	No	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	Yes	Yes	No	Yes	No
BEYOND ABILITY SUPPORT SERVICES	No	Yes	No	No	No	No	No
BIG HEARTS RESIDENTIAL CARE, LLC	No	Yes	No	No	No	No	No
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	No	No	No	No	No	No	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No	No	No	No	No	No
BRIDGE CARE LLC	No	No	No	No	No	No	No
BRIDGEPORT VILLAGE ACH	No	No	No	No	No	No	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
BRIDGES ENTERPRISE, LLC	No	Yes	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	Yes	No	No	No	No	No
BUENA VISTA GROUP HOME LLC	No	Yes	No	No	No	No	No
CARETOWN, LLC	No	Yes	No	No	No	No	No
CASCADE RESIDENTIAL CARE, INC.	No	Yes	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	No	Yes	No	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes	No	No	No	No	No
CENTRAL OREGON COLLECTIVE	No	No	No	No	No	No	No
CHAMBERLIN HOUSE, INC.	Yes	Yes	Yes	No	Yes	Yes	No
CHOICES UNLIMITED, INC.	No	No	No	No	No	No	No
COFFELT CARE HOMES, INC	No	Yes	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	No	Yes	Yes	Yes	Yes	Yes	Yes
COMMUNITY BASED GROUP HOME	No	No	No	No	No	No	No
COMMUNITY LIFE LLC	No	Yes	No	No	No	No	No
COMMUNITY SERVICES, INC.	No	Yes	Yes	No	No	Yes	No
COMMUNITY SUPPORT SERVICES, INC.	No	Yes	Yes	No	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	No	Yes	No	No	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	No	No	No
CORNERSTONE VALLEY INC	No	No	No	No	No	No	No
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No	No	No
D & D FOSTER CARE, LLC	No	No	No	No	No	No	No
DAI S'LA	No	Yes	No	No	No	No	No
DAIZY CORPORATION	No	No	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	Yes	Yes	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC	No	No	No	No	No	No	No
DEGES CARE INC.	No	Yes	No	No	No	No	No
DOUGLAS RESIDENT TRAINING FACILITIES	No	No	No	No	No	Yes	No
DUNGARVIN OREGON, LLC	No	Yes	No	Yes	No	Yes	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	No	No	No
EBENEZER GROUP HOME LLC	No	Yes	No	No	No	No	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
EDWARDS CENTER, INC.	No	No	Yes	No	No	Yes	No
ELYSIAN PURSUIT INCORPORATED	No	Yes	No	No	No	No	No
FAFI RESIDENTIAL SERVICE LLC	No	No	No	No	No	No	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	No	Yes	No	No	No	No	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	Yes	No	No	No	No	No
FREMONT ADULT CARE HOME, LLC	No	No	No	No	No	No	No
GENTLE HANDS LLC	No	No	No	No	No	No	No
GOLDEN TOUCH CARE, INC	No	Yes	No	No	Yes	No	No
GRACE GROUP HOME LLC	No	Yes	No	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	Yes	No	No	No	No	No
H&C HOPE LLC	No	No	No	No	No	No	No
HAPPY LIFE	No	No	No	No	No	No	No
HARMONY HOUSING, INC	No	No	No	No	No	No	No
HASSET FOR LIFE, LLC	No	No	No	No	No	No	No
HAVEN CENTER LLC	No	No	Yes	Yes	Yes	Yes	No
HEART OF HOPE LLC	No	Yes	No	No	No	No	No
HEART TO HEART CARE HOME, LLC	No	Yes	No	No	Yes	No	No
HEAVENLY HOME CARE LLC	No	Yes	No	No	No	No	No
HELEN'S-CARE, INC	No	Yes	No	No	No	No	No
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No	No	No
HIHANO GROUP HOME LLC	No	No	No	No	No	No	No
HILDAH AND KAY'S, LLC	No	Yes	No	No	No	No	No
HOLISTIC RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
HOME INC.	No	No	No	No	No	No	No
HOME LIFE, INC	No	Yes	Yes	No	Yes	Yes	No
HORIZON PROJECT, INC	No	No	Yes	Yes	No	Yes	No
HUMMINGBIRD CARE HOME, LLC	No	Yes	No	No	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	No	No	No
INDEPENDENT ENVIRONMENTS, INC	No	Yes	Yes	No	No	Yes	No
INFINITY CARE CORP	No	Yes	No	No	No	No	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
INTEGRITY-CARE LLC	No	Yes	No	No	No	No	No
IS LIVING	No	No	No	Yes	No	Yes	No
IZUFREM CORPORATION	No	No	No	No	No	No	No
JACOB'S LIGHTHOUSE, LLC	No	Yes	No	No	No	No	No
JEROME MODU COMMUNITY BASED LIVING CARE	No	Yes	No	No	No	No	No
K&A RESIDENTIAL SERVICE LLC	No	No	No	No	No	No	No
KADMAK RESIDENTIAL SERVICES, LLC	No	Yes	No	No	No	No	No
KJ 24 - HOURS CARE HOME LLC	No	Yes	No	No	No	No	No
KN RESIDENTIAL SERVICES	No	No	No	No	No	No	No
KOZA CARE 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	No	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
LIVING OPPORTUNITIES, INC	Yes	Yes	No	Yes	No	Yes	No
LOTUS CARE INC	No	No	No	No	No	No	No
LOVE HOPE CARE, INC	No	No	No	No	No	No	No
LOVING CARE LLC	No	No	No	No	No	No	No
LUXE RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
MAKO CARE LLC	No	Yes	No	No	No	No	No
MARIE MILLS CENTER, INC	No	Yes	No	No	No	No	No
MENNA LLC	No	No	No	No	No	No	No
MID-VALLEY RESIDENTIAL CARE LLC	No	No	No	No	No	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No	No	No	No	No	No
MV ADVANCEMENTS	No	Yes	Yes	Yes	Yes	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
NAF CARE HOMES, LLC	No	Yes	No	No	No	No	No
NAFF CENTURY LLC	No	No	No	No	No	No	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
NEW DAY ENTERPRISES	No	No	No	No	Yes	No	No
NEW DAY NORTHWEST INC.	No	Yes	Yes	No	No	No	No
NORTHWEST RESIDENTIAL LLC	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	No	No	No	No	Yes	No
OHANA FIRST LLC	No	No	No	No	No	No	No
OHANA LOVING CARE	No	No	No	No	No	No	No
OPEN HEART YT, LLC	No	No	No	No	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	No	Yes	No	Yes	Yes	Yes
OREGON FAMILY CARE HOME	No	Yes	No	No	Yes	No	Yes
OREGON MENNONITE RES SVCS	No	No	Yes	Yes	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	No	Yes	Yes	No	No	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	No	No	No	No	No
PACIFIC NORTHWEST LIVING LLC	No	No	Yes	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes	No	Yes	Yes	Yes	No
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	No	Yes	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	No	No	No	No	No	No
PNH-COURT ADULT CARE HOME INC	Yes	Yes	No	No	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	No	Yes	No	No	No	Yes	No
PORTLAND RESIDENTIAL CARE SERVICES	No	No	No	No	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	Yes	No	No	No	Yes	No
PROF THERAPEUTIC COMMUNITY NETWORK	No	No	Yes	No	No	Yes	No
PROVIDENT LIFE INC	No	No	No	No	No	No	No
RACHEL'S GROUP HOME LLC	No	Yes	No	No	No	No	No
RAIN KING PROPERTIES	No	No	No	No	No	Yes	No
RAINBOW ADULT LIVING FACILITIES	No	Yes	No	No	No	No	No
REDWOOD CARE, INC	No	Yes	No	No	No	No	No
RENAISSANCE CARE, INC	Yes	Yes	No	No	No	No	No
RENEW CONSULTING INC	No	Yes	No	Yes	Yes	Yes	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
RESIDE RESIDENTIAL CARE	No	No	No	No	No	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	Yes	No	No	No	No	No
RISE, INC	Yes	Yes	Yes	Yes	Yes	Yes	No
RISING SUN SUPPORTED LIVING	No	Yes	No	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	No	Yes	Yes	Yes	Yes	Yes	No
ROME 24 HOUR RESIDENTIAL LLC	No	Yes	No	No	No	No	No
RON WILSON CENTER	No	Yes	Yes	No	Yes	Yes	No
ROYALCARE, INC	No	No	No	No	No	No	No
S & A RESIDENTIAL SERVICES, LLC	No	Yes	No	No	No	No	No
S.A.C.U.	Yes	Yes	Yes	Yes	Yes	Yes	No
S.I.S.O.	No	Yes	No	No	Yes	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	No	No	No
SCHMIDT COMMUNITY CARE, LLC	No	Yes	No	No	No	No	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No
SERENTIY RESIDENTIAL SERVICES INC	No	No	No	No	No	No	No
SHALOM 24 HOURS GROUP HOME	No	Yes	No	No	No	No	No
SHANGRI-LA CORP	No	Yes	No	Yes	No	Yes	No
SILVER SPRING GROUP HOME, INC	No	Yes	No	No	No	No	No
SOLODA ACH INC.	No	No	No	No	No	No	No
SOUTH COAST HORIZONS	No	No	No	No	No	Yes	No
SOUTHERN OREGON ASPIRE	No	Yes	Yes	Yes	No	Yes	No
ST. GABRIEL CARE HOME INC.	No	No	No	No	No	No	No
STAR CORP GROUP HOME	No	Yes	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	Yes	No	Yes	No
STEP FORWARD ACTIVITIES, INC	No	Yes	No	No	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	Yes	No	No	No	Yes	No
SUNNY OAKS, INC	No	No	Yes	Yes	Yes	Yes	No
TANDEM NORTHWEST	No	Yes	Yes	Yes	No	Yes	No
TEME GH LLC	No	No	No	No	No	No	No
THE GOOD LIFE GROUP HOME LLC	No	No	No	No	No	No	No

Agency name	Post-secondary education support*	Employer-paid job-related training	Employer-sponsored disability insurance	Flexible spending account	Health incentive programs	Life insurance	Other
THE NEIGHBORHOOD IN HOME CARE LLC	No	No	No	No	No	No	No
THE OSBORN PROJECT	No	Yes	No	No	No	No	No
THE WAY OF LIFE GROUP HOME LLC	No	Yes	No	No	No	No	No
THRIVING LIVES CARE, INC	No	Yes	No	No	No	No	No
TOTAL FREEDOM CARE	No	Yes	No	No	No	No	No
TRU CARE LLC	No	No	No	No	No	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	No	Yes	No	No	No	No	No
TRUECARE HOMES, LLC	No	Yes	No	Yes	No	No	No
UMPQUA HOMES, INC.	No	No	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	No
VALOR ASSOCIATES, LLC	No	Yes	Yes	No	No	Yes	No
VISION GROUP HOME	No	No	No	No	No	No	No
WALKER SUPPORT SERVICES, INC	No	Yes	No	No	No	No	No
WARD HOME CARE, INC	No	Yes	No	No	No	No	No
WELLSPRING CARE L	No	No	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	No	Yes	No
WESTSIDE COMMUNITY FOCUS	No	No	Yes	Yes	No	Yes	No
WINGS OF HOPE	No	Yes	No	No	No	No	No
WORK UNLIMITED, INC	No	No	No	No	No	Yes	No
ZACHARY & ROOBLE LLC	No	No	No	No	No	No	No
Report Average	Yes: 6.9%	Yes: 55.9%	Yes: 16.2%	Yes: 14.7%	Yes: 12.3%	Yes: 26.0%	Yes: 2.5%

Recruitment and Retention

Table 29. *Recruitment and Retention Strategies – Agency provides a pay incentive or referral bonus programs for current DSP staff to bring in new recruits and incentive/bonus amount*

Agency name	Percent	Avg. pay incentive/bonus amount
A.S.H., INC.	Yes	\$200+
ABEL'S RESIDENTIAL SERVICES, LLC	No	
ACHIEVE LLC	No	
ADDISE MEMORIAL RESIDENTIAL	No	
AEGIS RESIDENTIAL CARE, LLC	No	
ALBERTINA KERR CENTERS	Yes	\$200+
ALSAN RESIDENTIAL SERVICE LLC	Yes	\$200+
ALSO	Yes	\$51-\$200
ALTERNATIVE SERVICES-OREGON, INC.	Yes	\$200+
ALVORD-TAYLOR, INC.	Yes	
AMANI CARE HOMES	No	
AMEN LLC	Yes	\$200+
ARCADIAN INCLUSION MANAGEMENT	Yes	\$51-\$200
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	\$200+
AS PROMISED GROUP HOME	No	
AWESOME GROUP HOME	No	
BARCH, INC.	No	
BEE LOVED CARE HOME, LLC	Yes	\$51-\$200
BEINGROUP, LLC	No	
BENCO	Yes	\$51-\$200
BETHESDA LUTHERAN COMMUNITIES	Yes	
BEYOND ABILITY SUPPORT SERVICES	No	
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	\$51-\$200
BLESS RESIDENTIAL SERVICES LLC		
BLESSED RESIDENTIAL CARE LLC	No	
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	
BRIDGE CARE LLC	No	
BRIDGEPORT VILLAGE ACH	No	
BRIDGES ENTERPRISE, LLC	Yes	\$200+
BRIGHTSIDE LIVING, LLC	Yes	\$51-\$200

Agency name	Percent	Avg. pay incentive/bonus amount
BUENA VISTA GROUP HOME LLC	Yes	\$51-\$200
CARETOWN, LLC	No	
CASCADE RESIDENTIAL CARE, INC.	Yes	\$200+
CATHOLIC COMMUNITY SERVICES	Yes	\$200+
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	\$200+
CENTRAL OREGON COLLECTIVE	Yes	\$200+
CHAMBERLIN HOUSE, INC.	Yes	\$200+
CHOICES UNLIMITED, INC.	Yes	\$200+
COFFELT CARE HOMES, INC	No	
COMMUNITY ACCESS SERVICES II, INC.	Yes	\$200+
COMMUNITY BASED GROUP HOME		
COMMUNITY LIFE LLC	No	
COMMUNITY SERVICES, INC.	Yes	\$200+
COMMUNITY SUPPORT SERVICES, INC.	Yes	\$200+
CONNECTIONS RESIDENTIAL SERVICES	Yes	\$51-\$200
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	\$200+
CORNERSTONE VALLEY INC	Yes	\$200+
CROSSROADS RESIDENTIAL HOME	Yes	\$200+
D & D FOSTER CARE, LLC	No	
DAI S'LA	No	
DAIZY CORPORATION	No	
DANVILLE SERVICES OF OREGON, LLC	Yes	\$200+
DEAR HEART SUPPORT SERVICES LLC	Yes	\$51-\$200
DEGES CARE INC.	Yes	\$51-\$200
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	\$51-\$200
DUNGARVIN OREGON, LLC	Yes	\$51-\$200
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	
EASTCO DIVERSIFIED SERVICES	Yes	\$51-\$200
EBENEZER GROUP HOME LLC	Yes	\$200+
EDWARDS CENTER, INC.	Yes	\$51-\$200
ELYSIAN PURSUIT INCORPORATED	Yes	\$1-\$50
FAFI RESIDENTIAL SERVICE LLC	No	
FAITH 24-HOUR RESIDENTIAL HOME INC	No	

Agency name	Percent	Avg. pay incentive/bonus amount
FAMILY OWNED GROUP HOME LLC	Yes	\$1-\$50
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	\$200+
FREMONT ADULT CARE HOME, LLC	No	
GENTLE HANDS LLC	No	
GOLDEN TOUCH CARE, INC	Yes	\$51-\$200
GRACE GROUP HOME LLC	No	
GRIFFITH 24 HR CARE, LLC	No	
H&C HOPE LLC	No	
HAPPY LIFE	No	
HARMONY HOUSING, INC	Yes	\$200+
HASSET FOR LIFE, LLC	No	
HAVEN CENTER LLC	Yes	\$200+
HEART OF HOPE LLC	Yes	\$200+
HEART TO HEART CARE HOME, LLC	Yes	\$200+
HEAVENLY HOME CARE LLC		
HELEN'S-CARE, INC	No	
HENDRICKSON RESIDENTIAL, INC	Yes	\$200+
HIHANO GROUP HOME LLC	No	
HILDAH AND KAY'S, LLC	No	
HOLISTIC RESIDENTIAL SERVICES LLC	No	
HOME INC.	No	
HOME LIFE, INC	Yes	\$200+
HORIZON PROJECT, INC	Yes	\$200+
HUMMINGBIRD CARE HOME, LLC	Yes	\$51-\$200
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC		
INDEPENDENT ENVIRONMENTS, INC	Yes	\$200+
INFINITY CARE CORP	No	
INTEGRITY-CARE LLC	Yes	\$200+
IS LIVING	Yes	\$1-\$50
IZUFREM CORPORATION	No	
JACOB'S LIGHTHOUSE, LLC	No	
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	\$200+
K&A RESIDENTIAL SERVICE LLC	Yes	\$200+

Agency name	Percent	Avg. pay incentive/bonus amount
KADMAK RESIDENTIAL SERVICES, LLC	Yes	\$200+
KJ 24 - HOURS CARE HOME LLC		
KN RESIDENTIAL SERVICES	No	
KOZA CARE LLC	Yes	\$200+
LAILAH'S LIVING CENTER	No	
LAILAHS LIVING CENTER II	No	
LEMUEL, INC GROUP HOMES	Yes	\$200+
LENSA RESIDENTIAL SERVICE LLC	No	
LIA'S CARE HOME INC	Yes	
LIBERTY LIVING LLC	Yes	\$200+
LIMES ADULT FOSTER CARE	No	
LIVING OPPORTUNITIES, INC	Yes	\$200+
LOTUS CARE INC	No	
LOVE HOPE CARE, INC	No	
LOVING CARE LLC	No	
LUXE RESIDENTIAL SERVICES LLC	Yes	\$200+
MAKO CARE LLC	No	
MARIE MILLS CENTER, INC	Yes	\$200+
MENNA LLC	No	
MID-VALLEY RESIDENTIAL CARE LLC	Yes	\$51-\$200
MIMI 24HRS RESIDENTIAL HOME 1 INC		
MV ADVANCEMENTS	Yes	\$200+
MY LIYU RESIDENTIAL SERVICES LLC	Yes	\$200+
NAF CARE HOMES, LLC	No	
NAFF CENTURY LLC	No	
NEW DAY ENTERPRISES	No	
NEW DAY NORTHWEST INC.	Yes	\$200+
NORTHWEST RESIDENTIAL LLC	Yes	\$51-\$200
NURU'S ADULT FOSTER HOME	Yes	\$51-\$200
NW COMMUNITY ALLIANCE, INC	Yes	\$200+
NW MENTAL HEALTH MGMT SVCS	Yes	\$200+
OHANA FIRST LLC	No	
OHANA LOVING CARE	Yes	\$1-\$50

Agency name	Percent	Avg. pay incentive/bonus amount
OPEN HEART YT, LLC	Yes	\$200+
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	\$200+
OREGON FAMILY CARE HOME	Yes	\$51-\$200
OREGON MENNONITE RES SVCS	Yes	\$51-\$200
OREGON SUPPORTED LIVING PROGRAM	No	
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	
PACIFIC NORTHWEST LIVING LLC	No	
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	\$200+
PATHWAY ENTERPRISES, INC	Yes	\$200+
PERSONALIZED INDEPENDENCE, INC.	Yes	\$200+
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	\$51-\$200
PNH-COURT ADULT CARE HOME INC	Yes	\$200+
PORTLAND METRO RESIDENTIAL SERVICES	Yes	\$51-\$200
PORTLAND RESIDENTIAL CARE SERVICES	No	
PREMIER COMMUNITY SUPPORTS, LLC	No	
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	\$200+
PROVIDENT LIFE INC	No	
RACHEL'S GROUP HOME LLC	No	
RAIN KING PROPERTIES	No	
RAINBOW ADULT LIVING FACILITIES	No	
REDWOOD CARE, INC	Yes	\$200+
RENAISSANCE CARE, INC	Yes	\$200+
RENEW CONSULTING INC	Yes	\$200+
RESIDE RESIDENTIAL CARE	Yes	\$200+
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	
RISE, INC	Yes	\$51-\$200
RISING SUN SUPPORTED LIVING	Yes	\$200+
RIVERSIDE TRAINING CENTER, INC	Yes	\$200+
ROME 24 HOUR RESIDENTIAL LLC	No	
RON WILSON CENTER	Yes	\$200+
ROYALCARE, INC	Yes	\$200+
S & A RESIDENTIAL SERVICES, LLC	No	
S.A.C.U.	No	

Agency name	Percent	Avg. pay incentive/bonus amount
S.I.S.O.	Yes	\$200+
SAFECARE RESIDENTIAL SERVICES, INC	No	
SCHMIDT COMMUNITY CARE, LLC	Yes	\$200+
SELAM 24HR RESIDENTIAL SERVICES LLC	No	
SERENTIY RESIDENTIAL SERVICES INC	No	
SHALOM 24 HOURS GROUP HOME	Yes	\$200+
SHANGRI-LA CORP	Yes	\$200+
SILVER SPRING GROUP HOME, INC	Yes	\$200+
SOLODA ACH INC.	No	
SOUTH COAST HORIZONS	No	
SOUTHERN OREGON ASPIRE	Yes	\$200+
ST. GABRIEL CARE HOME INC.	No	
STAR CORP GROUP HOME	Yes	\$1-\$50
STAR OF HOPE ACTIVITY CENTER INC	No	
STEP FORWARD ACTIVITIES, INC	No	
STEPPING STONE 24 HOURS HOME INC	Yes	\$51-\$200
STONEBROOKE RESIDENTIAL SERVICES	Yes	\$200+
SUNNY OAKS, INC	Yes	\$200+
TANDEM NORTHWEST	Yes	\$200+
TEME GH LLC		
THE GOOD LIFE GROUP HOME LLC	No	
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	\$200+
THE OSBORN PROJECT	Yes	\$200+
THE WAY OF LIFE GROUP HOME LLC	Yes	\$51-\$200
THRIVING LIVES CARE, INC	No	
TOTAL FREEDOM CARE	No	
TRU CARE LLC	No	
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	\$200+
TRUCARE HOMES, LLC	No	
UMPQUA HOMES, INC.	Yes	\$200+
UNITY LIFE CARE LLC	Yes	\$200+
UP & OUT, INC	Yes	\$200+
VALOR ASSOCIATES, LLC	No	

Agency name	Percent	Avg. pay incentive/bonus amount
VISION GROUP HOME	No	
WALKER SUPPORT SERVICES, INC	Yes	\$200+
WARD HOME CARE, INC	No	
WELLSPRING CARE L	No	
WESTERN IDAHO TRAINING CO INC	Yes	\$51-\$200
WESTSIDE COMMUNITY FOCUS	Yes	\$200+
WINGS OF HOPE	Yes	\$200+
WORK UNLIMITED, INC	Yes	\$200+
ZACHARY & ROOBLE LLC	No	
Report average	Yes: 57.9%	\$1-\$50: 4.5% \$51-\$200: 24.3% \$200+: 71.2%

Table 30. Additional Recruitment and Retention Strategies

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
A.S.H., INC.	Yes	Yes	Yes	No	No	No	Yes	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	Yes	Yes	No	No	No	No	No	No	No
ACHIEVE LLC	Yes	No	No	No	Yes	No	No	No	No
ADDISE MEMORIAL RESIDENTIAL	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes
AEGIS RESIDENTIAL CARE, LLC	Yes	Yes	No	No	No	Yes	No	No	No
ALBERTINA KERR CENTERS	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes	Yes	Yes	Yes	No	No	Yes	No	Yes
ALSO	No	Yes	Yes	No	Yes	Yes	Yes	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	No	Yes	No	No	No	No	Yes	No	Yes
ALVORD-TAYLOR, INC.	Yes	Yes	Yes	No	No	No	Yes	No	Yes
AMANI CARE HOMES	Yes	Yes	No	Yes	Yes	No	No	No	Yes
AMEN LLC	Yes	No	No	No	No	No	No	No	No
ARCADIAN INCLUSION MANAGEMENT	Yes	Yes	No	No	No	Yes	Yes	No	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes
AS PROMISED GROUP HOME	Yes	Yes	Yes	No	Yes	No	Yes	No	No
AWESOME GROUP HOME	Yes	Yes	Yes	Yes	No	No	No	No	No
BARCH, INC.	Yes	No	No	No	No	No	No	No	No
BEE LOVED CARE HOME, LLC	Yes	Yes	No	No	No	No	No	No	No
BEINGROUP, LLC	Yes	Yes	Yes	No	No	No	No	No	No
BENCO	No	Yes	No	No	No	Yes	Yes	No	Yes
BETHESDA LUTHERAN COMMUNITIES	No	No	No	No	No	Yes	Yes	No	No

⁴⁰ Through a state or nationally recognized professional organization. For example, Direct Course College of Direct Support through National Alliance for Direct Support Professionals, etc. Support may take the form of financial support to cover the cost of the credential, paying the DSP for the time needed to complete the credential, or other financial support.

⁴¹Or other survey efforts aimed at assessing DSP satisfaction and experience working for the agency.

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
BEYOND ABILITY SUPPORT SERVICES	Yes	Yes	No	No	No	No	No	No	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	Yes	No	No	No	No	Yes	No	No
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No	No	No	No	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No	Yes	Yes	Yes	No
BRIDGE CARE LLC	Yes	No	No	No	No	No	No	No	No
BRIDGEPORT VILLAGE ACH	Yes	Yes	Yes	Yes	No	No	No	No	No
BRIDGES ENTERPRISE, LLC	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes
BRIGHTSIDE LIVING, LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	No	No
BUENA VISTA GROUP HOME LLC	Yes	No	No	No	No	No	No	No	No
CARETOWN, LLC	Yes	Yes	No	Yes	No	No	Yes	No	No
CASCADE RESIDENTIAL CARE, INC.	No	Yes	Yes	Yes	Yes	No	Yes	No	No
CATHOLIC COMMUNITY SERVICES	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes	No	No	Yes	No	Yes	No	Yes
CENTRAL OREGON COLLECTIVE	Yes	Yes	Yes	No	No	No	Yes	No	Yes
CHAMBERLIN HOUSE, INC.	Yes	Yes	No	No	No	Yes	Yes	No	Yes
CHOICES UNLIMITED, INC.	Yes	Yes	No	No	No	No	Yes	No	Yes
COFFELT CARE HOMES, INC	Yes	Yes	Yes	No	No	No	Yes	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	No	Yes	No	Yes	No	Yes	No	Yes
COMMUNITY BASED GROUP HOME	No	Yes	Yes	No	No	No	No	No	No
COMMUNITY LIFE LLC	Yes	Yes	No	No	Yes	No	No	Yes	No
COMMUNITY SERVICES, INC.	Yes	Yes	No	No	Yes	Yes	Yes	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes	Yes	No	No	No	No	Yes	Yes	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes	Yes	No	No	No	No	No	No
CORNERSTONE VALLEY INC	Yes	Yes	Yes	Yes	No	Yes	Yes	No	Yes
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No	No	No	Yes	No

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
D & D FOSTER CARE, LLC	Yes	Yes	No	No	No	No	No	No	No
DAI S'LA	Yes	No	No	No	No	No	No	No	No
DAIZY CORPORATION	No	No	No	No	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No
DEAR HEART SUPPORT SERVICES LLC	Yes	Yes	No	No	No	No	No	No	Yes
DEGES CARE INC.	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes	No	Yes	No	No	Yes	No	No
DUNGARVIN OREGON, LLC	Yes	No	No	No	No	No	Yes	No	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Yes	No	No	No	No	No	No	No	Yes
EASTCO DIVERSIFIED SERVICES	No	Yes	No	No	No	Yes	No	No	No
EBENEZER GROUP HOME LLC	Yes	Yes	Yes	No	No	No	No	Yes	Yes
EDWARDS CENTER, INC.	Yes	Yes	No	No	No	No	No	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	Yes	Yes	No	Yes	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC	No	Yes	No	No	No	No	Yes	No	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	No	Yes	Yes	No	No	Yes	Yes	Yes	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes	No	No	No	No	Yes	No	Yes
FREMONT ADULT CARE HOME, LLC	Yes	Yes	Yes	Yes	Yes	No	No	No	No
GENTLE HANDS LLC	Yes	Yes	Yes	No	No	No	No	No	Yes
GOLDEN TOUCH CARE, INC	Yes	Yes	No	Yes	Yes	Yes	No	Yes	No
GRACE GROUP HOME LLC	Yes	Yes	No	No	No	No	No	No	No
GRIFFITH 24 HR CARE, LLC	Yes	Yes	No	No	No	No	No	No	No
H&C HOPE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
HAPPY LIFE	Yes	Yes	No	Yes	No	Yes	No	Yes	Yes
HARMONY HOUSING, INC	Yes	Yes	No	No	No	No	No	No	No
HASSET FOR LIFE, LLC	Yes	Yes	No	No	No	No	No	No	Yes
HAVEN CENTER LLC	Yes	Yes	Yes	No	No	Yes	Yes	No	No
HEART OF HOPE LLC	Yes	Yes	Yes	Yes	No	No	Yes	Yes	Yes

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
HEART TO HEART CARE HOME, LLC	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes
HEAVENLY HOME CARE LLC	Yes	No	Yes	No	No	No	No	No	No
HELEN'S-CARE, INC	Yes	No	No	Yes	Yes	No	No	No	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	Yes	No	No	No	No	No	No	No
HIHANO GROUP HOME LLC	No	Yes	No	No	Yes	No	No	No	Yes
HILDAH AND KAY'S, LLC	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
HOME INC.	Yes	Yes	No	No	No	No	No	No	No
HOME LIFE, INC	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes
HORIZON PROJECT, INC	No	Yes	Yes	No	Yes	Yes	Yes	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	No	No	Yes	Yes	Yes	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	Yes	Yes	No	No	Yes	Yes	No	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes	Yes	No	Yes	Yes	No	No	Yes
INFINITY CARE CORP	Yes	Yes	No	Yes	No	No	Yes	Yes	Yes
INTEGRITY-CARE LLC	Yes	Yes	Yes	Yes	No	No	Yes	No	No
IS LIVING	Yes	Yes	No	No	No	No	Yes	No	No
IZUFREM CORPORATION	No	No	Yes	Yes	No	No	No	No	No
JACOB'S LIGHTHOUSE, LLC	Yes	Yes	No	No	No	No	Yes	No	No
JEROME MODU COMMUNITY BASED LIVING CARE	No	Yes	No	No	Yes	No	No	No	Yes
K&A RESIDENTIAL SERVICE LLC	Yes	Yes	No	Yes	No	No	Yes	No	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes	Yes	No	Yes	No	No	No	Yes
KJ 24 - HOURS CARE HOME LLC	Yes	Yes	No	Yes	Yes	No	No	No	Yes
KN RESIDENTIAL SERVICES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KOZA CARE LLC	Yes	Yes	Yes	No	No	Yes	Yes	No	No
LAILAH'S LIVING CENTER	Yes	Yes	No	No	No	No	No	No	Yes
LAILAHS LIVING CENTER II	Yes	Yes	No	No	No	No	No	No	Yes
LEMUEL, INC GROUP HOMES	Yes	Yes	No	No	Yes	No	Yes	No	No

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
LENSA RESIDENTIAL SERVICE LLC	Yes	Yes	No	No	Yes	No	No	No	Yes
LIA'S CARE HOME INC	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
LIBERTY LIVING LLC	Yes	Yes	Yes	No	No	Yes	Yes	No	No
LIMES ADULT FOSTER CARE	Yes	Yes	No	No	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
LOTUS CARE INC	Yes	Yes	No	Yes	No	No	No	No	Yes
LOVE HOPE CARE, INC	Yes	No	No	Yes	Yes	No	No	No	No
LOVING CARE LLC	No	Yes	No	No	No	No	Yes	No	No
LUXE RESIDENTIAL SERVICES LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes
MAKO CARE LLC	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
MARIE MILLS CENTER, INC	No	Yes	No	No	No	No	Yes	No	No
MENNA LLC	Yes	Yes	No	Yes	Yes	No	No	No	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes	No	Yes	No	Yes	Yes	Yes	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	Yes	Yes	No	Yes	No	No	No	Yes
MV ADVANCEMENTS	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	No
NAF CARE HOMES, LLC	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No
NAFF CENTURY LLC	No	Yes	Yes	No	Yes	No	No	No	No
NEW DAY ENTERPRISES	Yes	Yes	No	No	No	No	No	No	No
NEW DAY NORTHWEST INC.	Yes	Yes	No	No	Yes	No	Yes	No	Yes
NORTHWEST RESIDENTIAL LLC	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
NURU'S ADULT FOSTER HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
NW COMMUNITY ALLIANCE, INC	No	Yes	No	No	No	No	Yes	No	Yes
NW MENTAL HEALTH MGMT SVCS	No	No	No	No	No	No	No	No	Yes
OHANA FIRST LLC	Yes	Yes	No	No	No	No	No	No	No
OHANA LOVING CARE	Yes	Yes	No	No	No	No	Yes	Yes	No
OPEN HEART YT, LLC	No	Yes	Yes	No	Yes	No	No	No	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	No	Yes	Yes	Yes	Yes	No	Yes

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
OREGON FAMILY CARE HOME	Yes	Yes	No	Yes	No	No	Yes	No	Yes
OREGON MENNONITE RES SVCS	No	Yes	Yes	No	No	Yes	Yes	No	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes	No	No	No	Yes	Yes	No	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	Yes	Yes	Yes	No	No	No	No	No
PACIFIC NORTHWEST LIVING LLC	Yes	Yes	No	No	Yes	No	No	No	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	Yes	Yes	No	No	No	Yes	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
PNH-COURT ADULT CARE HOME INC	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	No	No	No	No	Yes	Yes	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No	No	Yes	No	Yes	No	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	Yes	No	No	No	No	No	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	No	No	No	Yes	No	No
PROVIDENT LIFE INC	No	Yes	No	No	No	No	No	No	Yes
RACHEL'S GROUP HOME LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No
RAIN KING PROPERTIES	Yes	Yes	No	No	No	No	No	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes	No	No	No	No	No	No	No
REDWOOD CARE, INC	Yes	Yes	Yes	No	No	No	Yes	No	Yes
RENAISSANCE CARE, INC	Yes	Yes	Yes	No	Yes	Yes	No	Yes	Yes
RENEW CONSULTING INC	Yes	Yes	Yes	No	No	No	No	No	No
RESIDE RESIDENTIAL CARE	Yes	Yes	No	No	Yes	No	Yes	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	Yes	No	No	No	No	No	No	No
RISE, INC	Yes	Yes	No	No	No	Yes	Yes	No	Yes
RISING SUN SUPPORTED LIVING	Yes	Yes	Yes	No	Yes	No	No	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	No	Yes	No	Yes	Yes	No	No
ROME 24 HOUR RESIDENTIAL LLC	Yes	Yes	Yes	No	No	No	Yes	No	No

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
RON WILSON CENTER	Yes	Yes	No	No	No	Yes	Yes	Yes	Yes
ROYALCARE, INC	No	No	No	No	No	No	No	No	No
S & A RESIDENTIAL SERVICES, LLC	No	Yes	Yes	No	No	No	No	No	No
S.A.C.U.	Yes	Yes	Yes	Yes	Yes	No	No	No	No
S.I.S.O.	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes	Yes	Yes	No	No	No	Yes	No	No
SCHMIDT COMMUNITY CARE, LLC	Yes	No	No	No	No	No	No	No	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No	No	No
SERENTIY RESIDENTIAL SERVICES INC	Yes	Yes	No	No	No	No	No	No	No
SHALOM 24 HOURS GROUP HOME	Yes	Yes	Yes	Yes	No	Yes	Yes	No	No
SHANGRI-LA CORP	Yes	Yes	No	No	No	Yes	No	Yes	Yes
SILVER SPRING GROUP HOME, INC	Yes	No	No	No	Yes	No	No	No	No
SOLODA ACH INC.	Yes	Yes	Yes	No	No	No	No	Yes	Yes
SOUTH COAST HORIZONS	Yes	Yes	Yes	No	No	No	No	No	No
SOUTHERN OREGON ASPIRE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
ST. GABRIEL CARE HOME INC.	Yes	Yes	No	Yes	Yes	No	Yes	No	Yes
STAR CORP GROUP HOME	Yes	Yes	No	No	No	No	Yes	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes	Yes	No	Yes	Yes	Yes	No	Yes
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	No	No	Yes	No	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	Yes	Yes	No	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	Yes	No	No	No	Yes	Yes	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes
TANDEM NORTHWEST	Yes	No	No	No	Yes	No	Yes	No	No
TEME GH LLC	Yes	Yes	No	Yes	Yes	No	Yes	No	No
THE GOOD LIFE GROUP HOME LLC	Yes	No	No	No	No	No	No	No	No
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes
THE OSBORN PROJECT	Yes	No	No	No	No	No	Yes	No	Yes
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes

Agency name	Realistic job preview	Train on code of ethics	DSP ladder to retain highly skilled workers	Staff supported to acquire credential ⁴⁰	Bonus/stipend/raise provided to DSPs as they complete key stages of, or completion of a credentialing process	Employee engagement surveys ⁴¹	Employee recognition programs	DSPs in agency governance	Require any training for DSPs above and beyond those required by state regulation
THRIVING LIVES CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No
TOTAL FREEDOM CARE	Yes	No	No	No	Yes	No	Yes	No	No
TRU CARE LLC	No	No	No	No	No	No	No	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
TRUECARE HOMES, LLC	Yes	Yes	No	Yes	Yes	No	No	Yes	No
UMPQUA HOMES, INC.	No	Yes	No	No	No	Yes	Yes	No	No
UNITY LIFE CARE LLC	Yes	Yes	No	No	Yes	No	Yes	Yes	No
UP & OUT, INC	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
VALOR ASSOCIATES, LLC	No	Yes	No	No	Yes	No	Yes	No	No
VISION GROUP HOME	Yes	Yes	Yes	No	No	No	Yes	No	Yes
WALKER SUPPORT SERVICES, INC	Yes	No	Yes	No	No	Yes	Yes	No	Yes
WARD HOME CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No	No
WELLSPRING CARE L	No	Yes	No	No	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes
WESTSIDE COMMUNITY FOCUS	Yes	No	No	No	No	Yes	Yes	No	Yes
WINGS OF HOPE	Yes	Yes	Yes	Yes	No	No	No	No	Yes
WORK UNLIMITED, INC	Yes	No	No	No	No	Yes	Yes	No	Yes
ZACHARY & ROOBLE LLC	No	Yes	Yes	Yes	Yes	No	No	No	Yes
Report Average	Yes: 81.9%	Yes: 83.8%	Yes: 44.6%	Yes: 28.4%	Yes: 36.8%	Yes: 33.3%	Yes: 52.9%	Yes: 18.6%	Yes: 45.1%

Frontline Supervisors

Frontline supervisors (FLS) 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 31. Number of Frontline Supervisors on staff and DSP to Frontline Supervisor ratio.

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
A.S.H., INC.	4	6
ABEL'S RESIDENTIAL SERVICES, LLC	1	10
ACHIEVE LLC	2	9
ADDISE MEMORIAL RESIDENTIAL	1	6
AEGIS RESIDENTIAL CARE, LLC	3	7
ALBERTINA KERR CENTERS	21	12
ALSAN RESIDENTIAL SERVICE LLC	3	3
ALSO	31	12
ALTERNATIVE SERVICES-OREGON, INC.	40	5
ALVORD-TAYLOR, INC.	22	5
AMANI CARE HOMES	2	2
AMEN LLC	2	4
ARCADIAN INCLUSION MANAGEMENT	2	9
AROUND THE CLOCK SUPPORT SERVICES, LLC	13	4
AS PROMISED GROUP HOME	3	4
AWESOME GROUP HOME	0	0
BARCH, INC.	3	4
BEE LOVED CARE HOME, LLC	2	11
BEINGROUP, LLC	1	5
BENCO	11	6
BETHESDA LUTHERAN COMMUNITIES	14	10
BEYOND ABILITY SUPPORT SERVICES	3	5
BIG HEARTS RESIDENTIAL CARE, LLC	1	5
BLESS RESIDENTIAL SERVICES LLC		
BLESSED RESIDENTIAL CARE LLC	1	14
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	0	0
BRIDGE CARE LLC	1	6
BRIDGEPORT VILLAGE ACH	1	5
BRIDGES ENTERPRISE, LLC	2	4
BRIGHTSIDE LIVING, LLC	6	4

⁴² Calculated as Total number of DSPs on payroll as of Dec. 31, 2021, DIVIDED BY Total number of Frontline Supervisors on payroll as of Dec. 31, 2021.

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
BUENA VISTA GROUP HOME LLC	1	7
CARETOWN, LLC	1	10
CASCADE RESIDENTIAL CARE, INC.	2	9
CATHOLIC COMMUNITY SERVICES	15	6
CENTER FOR CONTINUOUS IMPROVEMENT, INC	5	8
CENTRAL OREGON COLLECTIVE	5	6
CHAMBERLIN HOUSE, INC.	5	11
CHOICES UNLIMITED, INC.	2	5
COFFELT CARE HOMES, INC	3	6
COMMUNITY ACCESS SERVICES II, INC.	22	9
COMMUNITY BASED GROUP HOME	1	5
COMMUNITY LIFE LLC	5	2
COMMUNITY SERVICES, INC.	14	10
COMMUNITY SUPPORT SERVICES, INC.	4	8
CONNECTIONS RESIDENTIAL SERVICES	2	8
COOPER HOLLOW RESIDENTIAL SERVICES, INC	5	7
CORNERSTONE VALLEY INC	10	11
CROSSROADS RESIDENTIAL HOME	4	4
D & D FOSTER CARE, LLC	2	3
DAI S'LA	1	5
DAIZY CORPORATION	3	6
DANVILLE SERVICES OF OREGON, LLC	21	3
DEAR HEART SUPPORT SERVICES LLC	1	7
DEGES CARE INC.	2	5
DOUGLAS RESIDENT TRAINING FACILITIES	10	9
DUNGARVIN OREGON, LLC	8	19
EAGLES CLIFF RESIDENTIAL SERVICES LLC	0	0
EASTCO DIVERSIFIED SERVICES	4	9
EBENEZER GROUP HOME LLC	4	4
EDWARDS CENTER, INC.	20	6
ELYSIAN PURSUIT INCORPORATED	4	8
FAFI RESIDENTIAL SERVICE LLC	1	6
FAITH 24-HOUR RESIDENTIAL HOME INC		
FAMILY OWNED GROUP HOME LLC	2	4

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	1	4
FREMONT ADULT CARE HOME, LLC	0	0
GENTLE HANDS LLC	1	4
GOLDEN TOUCH CARE, INC	5	4
GRACE GROUP HOME LLC	4	1
GRIFFITH 24 HR CARE, LLC	1	6
H&C HOPE LLC	1	2
HAPPY LIFE	0	0
HARMONY HOUSING, INC	3	6
HASSET FOR LIFE, LLC	0	0
HAVEN CENTER LLC	14	7
HEART OF HOPE LLC	2	5
HEART TO HEART CARE HOME, LLC	1	6
HEAVENLY HOME CARE LLC		
HELEN'S-CARE, INC	1	5
HENDRICKSON RESIDENTIAL, INC	2	7
HIHANO GROUP HOME LLC	2	4
HILDAH AND KAY'S, LLC	1	5
HOLISTIC RESIDENTIAL SERVICES LLC	0	0
HOME INC.	2	3
HOME LIFE, INC	16	5
HORIZON PROJECT, INC	12	11
HUMMINGBIRD CARE HOME, LLC	12	6
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	1	6
INDEPENDENT ENVIRONMENTS, INC	2	38
INFINITY CARE CORP	2	3
INTEGRITY-CARE LLC	1	5
IS LIVING	4	12
IZUFREM CORPORATION	1	8
JACOB'S LIGHTHOUSE, LLC	1	4
JEROME MODU COMMUNITY BASED LIVING CARE	0	0
K&A RESIDENTIAL SERVICE LLC	1	5
KADMAK RESIDENTIAL SERVICES, LLC	2	4
KJ 24 - HOURS CARE HOME LLC	3	3

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
KN RESIDENTIAL SERVICES	4	1
KOZA CARE LLC	10	5
LAILAH'S LIVING CENTER	3	3
LAILAHS LIVING CENTER II	3	2
LEMUEL, INC GROUP HOMES	2	12
LENSA RESIDENTIAL SERVICE LLC	2	9
LIA'S CARE HOME INC	1	7
LIBERTY LIVING LLC	3	4
LIMES ADULT FOSTER CARE	1	5
LIVING OPPORTUNITIES, INC	13	7
LOTUS CARE INC	0	0
LOVE HOPE CARE, INC	1	6
LOVING CARE LLC	1	6
LUXE RESIDENTIAL SERVICES LLC	2	3
MAKO CARE LLC	2	3
MARIE MILLS CENTER, INC	4	10
MENNA LLC	0	0
MID-VALLEY RESIDENTIAL CARE LLC	2	3
MIMI 24HRS RESIDENTIAL HOME 1 INC	1	5
MV ADVANCEMENTS	5	14
MY LIYU RESIDENTIAL SERVICES LLC	3	5
NAF CARE HOMES, LLC	1	6
NAFF CENTURY LLC	1	5
NEW DAY ENTERPRISES	5	7
NEW DAY NORTHWEST INC.	3	7
NORTHWEST RESIDENTIAL LLC	2	5
NURU'S ADULT FOSTER HOME	2	2
NW COMMUNITY ALLIANCE, INC	12	8
NW MENTAL HEALTH MGMT SVCS	7	9
OHANA FIRST LLC	2	4
OHANA LOVING CARE	1	11
OPEN HEART YT, LLC	1	8
OPPORTUNITY FOUNDATION CENTRAL OR	10	8
OREGON FAMILY CARE HOME	1	6

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
OREGON MENNONITE RES SVCS	13	7
OREGON SUPPORTED LIVING PROGRAM	15	10
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	1	1
PACIFIC NORTHWEST LIVING LLC	2	3
PARTNERSHIPS IN COMMUNITY LIVING, INC	44	7
PATHWAY ENTERPRISES, INC	12	5
PERSONALIZED INDEPENDENCE, INC.	4	7
PINNACLE DEVELOPMENTAL CARE, LLC	2	6
PNH-COURT ADULT CARE HOME INC	6	4
PORTLAND METRO RESIDENTIAL SERVICES	8	6
PORTLAND RESIDENTIAL CARE SERVICES	0	0
PREMIER COMMUNITY SUPPORTS, LLC	7	104
PROF THERAPEUTIC COMMUNITY NETWORK	5	9
PROVIDENT LIFE INC	4	2
RACHEL'S GROUP HOME LLC	1	4
RAIN KING PROPERTIES	0	0
RAINBOW ADULT LIVING FACILITIES	4	6
REDWOOD CARE, INC	2	3
RENAISSANCE CARE, INC	1	8
RENEW CONSULTING INC	9	7
RESIDE RESIDENTIAL CARE	6	6
REVA'S NEW BEGINNINGS CARE HOMES, INC.	3	5
RISE, INC	39	13
RISING SUN SUPPORTED LIVING	2	5
RIVERSIDE TRAINING CENTER, INC	8	5
ROME 24 HOUR RESIDENTIAL LLC	1	5
RON WILSON CENTER	15	6
ROYALCARE, INC		
S & A RESIDENTIAL SERVICES, LLC	6	1
S.A.C.U.	36	15
S.I.S.O.	10	6
SAFECARE RESIDENTIAL SERVICES, INC	3	7
SCHMIDT COMMUNITY CARE, LLC	0	0
SELAM 24HR RESIDENTIAL SERVICES LLC		

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
SERENTIY RESIDENTIAL SERVICES INC	0	0
SHALOM 24 HOURS GROUP HOME	2	3
SHANGRI-LA CORP	16	9
SILVER SPRING GROUP HOME, INC	2	4
SOLODA ACH INC.	1	4
SOUTH COAST HORIZONS	5	5
SOUTHERN OREGON ASPIRE	7	10
ST. GABRIEL CARE HOME INC.		
STAR CORP GROUP HOME	2	5
STAR OF HOPE ACTIVITY CENTER INC	15	9
STEP FORWARD ACTIVITIES, INC	6	6
STEPPING STONE 24 HOURS HOME INC	3	4
STONEBROOKE RESIDENTIAL SERVICES	3	11
SUNNY OAKS, INC	16	5
TANDEM NORTHWEST	15	6
TEME GH LLC	2	3
THE GOOD LIFE GROUP HOME LLC	1	5
THE NEIGHBORHOOD IN HOME CARE LLC	3	4
THE OSBORN PROJECT	0	0
THE WAY OF LIFE GROUP HOME LLC		
THRIVING LIVES CARE, INC	3	10
TOTAL FREEDOM CARE	1	4
TRU CARE LLC		
TRUE JOY RESIDENTIAL SERVICES LLC	1	4
TRUECARE HOMES, LLC	2	3
UMPQUA HOMES, INC.	13	9
UNITY LIFE CARE LLC	1	7
UP & OUT, INC	6	4
VALOR ASSOCIATES, LLC	2	9
VISION GROUP HOME	1	8
WALKER SUPPORT SERVICES, INC	7	5
WARD HOME CARE, INC	1	3
WELLSPRING CARE L	1	2
WESTERN IDAHO TRAINING CO INC	5	4

Agency name	Number of FLS on payroll as of Dec. 31, 2021	DSP to Frontline Supervisor ratio ⁴²
WESTSIDE COMMUNITY FOCUS	4	11
WINGS OF HOPE	2	3
WORK UNLIMITED, INC	11	9
ZACHARY & ROOBLE LLC	1	4
Report Average	5.2	6.3 ⁴³

⁴³ Includes only providers with more than 0 FLS on payroll

Table 32. Of all reporting agencies in the state, the average percent of Frontline Supervisors⁴⁴ identifying as each race/ethnicity⁴⁵

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
A.S.H., INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%
ABEL'S RESIDENTIAL SERVICES, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
ACHIEVE LLC	50%	0%	0%	0%	0%	50%	0%	0%	0%
ADDISE MEMORIAL RESIDENTIAL	10%	0%	100%	0%	0%	0%	0%	0%	0%
AEGIS RESIDENTIAL CARE, LLC	10%	0%	0%	0%	0%	0%	0%	0%	100%
ALBERTINA KERR CENTERS	10%	0%	0%	0%	76%	14%	0%	0%	10%
ALSAN RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
ALSO	0%	0%	10%	6%	65%	6%	13%	0%	0%
ALTERNATIVE SERVICES-OREGON, INC.	3%	0%	18%	3%	65%	8%	5%	0%	0%
ALVORD-TAYLOR, INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%
AMANI CARE HOMES	0%	0%	100%	0%	0%	0%	0%	0%	0%
AMEN LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
ARCADIAN INCLUSION MANAGEMENT	0%	0%	0%	0%	100%	0%	0%	0%	0%
AROUND THE CLOCK SUPPORT SERVICES, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
AS PROMISED GROUP HOME	0%	33%	33%	0%	33%	0%	0%	0%	0%
AWESOME GROUP HOME									
BARCH, INC.	0%	0%	0%	0%	67%	33%	0%	0%	0%
BEE LOVED CARE HOME, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
BEINGROUP, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
BENCO	0%	0%	9%	0%	73%	0%	18%	0%	0%
BETHESDA LUTHERAN COMMUNITIES	0%	7%	7%	7%	71%	7%	0%	0%	0%
BEYOND ABILITY SUPPORT SERVICES	0%	0%	0%	33%	33%	33%	0%	0%	0%
BIG HEARTS RESIDENTIAL CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%

⁴⁴ Agencies that reported 0 Frontline Supervisors were not included in this table

⁴⁵ Those agencies that left this question blank are denoted by 0% for all categories

⁴⁶ Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, or Other Asian

⁴⁷ Native Hawaiian, Guamanian or Chamorro, Samoan, or Other Pacific Islander

⁴⁸ Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
BLESS RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
BLESSED RESIDENTIAL CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC									
BRIDGE CARE LLC	0%	0%	0%	0%	0%	0%	100%	0%	0%
BRIDGEPORT VILLAGE ACH	0%	0%	100%	0%	0%	0%	0%	0%	0%
BRIDGES ENTERPRISE, LLC	0%	50%	0%	0%	50%	0%	0%	0%	0%
BRIGHTSIDE LIVING, LLC	0%	0%	0%	0%	83%	17%	0%	0%	0%
BUENA VISTA GROUP HOME LLC	0%	0%	0%	0%	0%	100%	0%	0%	0%
CARETOWN, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
CASCADE RESIDENTIAL CARE, INC.	0%	0%	0%	0%	100%	0%	0%	0%	0%
CATHOLIC COMMUNITY SERVICES	0%	0%	0%	0%	53%	7%	0%	0%	40%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	0%	0%	60%	0%	20%	20%	0%	0%	0%
CENTRAL OREGON COLLECTIVE	0%	0%	0%	0%	100%	0%	0%	0%	0%
CHAMBERLIN HOUSE, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%
CHOICES UNLIMITED, INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%
COFFELT CARE HOMES, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%
COMMUNITY ACCESS SERVICES II, INC.	5%	5%	9%	5%	64%	5%	9%	0%	0%
COMMUNITY BASED GROUP HOME	0%	0%	0%	0%	100%	0%	0%	0%	0%
COMMUNITY LIFE LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
COMMUNITY SERVICES, INC.	0%	0%	21%	0%	50%	21%	7%	0%	0%
COMMUNITY SUPPORT SERVICES, INC.	0%	0%	0%	0%	0%	0%	0%	0%	100%
CONNECTIONS RESIDENTIAL SERVICES	0%	0%	0%	0%	100%	0%	0%	0%	0%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%
CORNERSTONE VALLEY INC	0%	0%	0%	0%	0%	0%	0%	0%	100%
CROSSROADS RESIDENTIAL HOME	0%	0%	25%	0%	0%	0%	0%	0%	75%
D & D FOSTER CARE, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
DAI S'LA	100%	0%	0%	0%	0%	0%	0%	0%	0%
DAIZY CORPORATION	0%	0%	100%	0%	0%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
DANVILLE SERVICES OF OREGON, LLC	5%	5%	5%	5%	38%	10%	24%	10%	0%
DEAR HEART SUPPORT SERVICES LLC	0%	100%	0%	0%	0%	0%	0%	0%	0%
DEGES CARE INC.	0%	0%	100%	0%	0%	0%	0%	0%	0%
DOUGLAS RESIDENT TRAINING FACILITIES	0%	0%	0%	0%	0%	0%	0%	0%	100%
DUNGARVIN OREGON, LLC	0%	0%	13%	0%	75%	0%	13%	0%	0%
EAGLES CLIFF RESIDENTIAL SERVICES LLC									
EASTCO DIVERSIFIED SERVICES	0%	0%	0%	0%	0%	0%	0%	0%	0%
EBENEZER GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
EDWARDS CENTER, INC.	0%	0%	15%	0%	75%	10%	0%	0%	0%
ELYSIAN PURSUIT INCORPORATED	0%	0%	0%	0%	75%	25%	0%	0%	0%
FAFI RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
FAITH 24-HOUR RESIDENTIAL HOME INC	0%	0%	0%	0%	0%	0%	0%	0%	0%
FAMILY OWNED GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
FREMONT ADULT CARE HOME, LLC									
GENTLE HANDS LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
GOLDEN TOUCH CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
GRACE GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
GRIFFITH 24 HR CARE, LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
H&C HOPE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
HAPPY LIFE									
HARMONY HOUSING, INC	0%	0%	0%	0%	67%	33%	0%	0%	0%
HASSET FOR LIFE, LLC									
HAVEN CENTER LLC	0%	64%	7%	7%	7%	14%	0%	0%	0%
HEART OF HOPE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
HEART TO HEART CARE HOME, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
HEAVENLY HOME CARE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
HELEN'S-CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
HENDRICKSON RESIDENTIAL, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
HIHANO GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
HILDAH AND KAY'S, LLC	0%	0%	0%	0%	0%	0%	100%	0%	0%
HOLISTIC RESIDENTIAL SERVICES LLC									
HOME INC.	0%	0%	0%	0%	50%	0%	0%	0%	50%
HOME LIFE, INC	0%	0%	0%	0%	75%	6%	19%	0%	0%
HORIZON PROJECT, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%
HUMMINGBIRD CARE HOME, LLC	0%	0%	8%	0%	58%	25%	8%	0%	0%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
INDEPENDENT ENVIRONMENTS, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%
INFINITY CARE CORP	0%	0%	0%	0%	0%	0%	0%	0%	0%
INTEGRITY-CARE LLC	0%	0%	0%	0%	0%	0%	0%	100%	0%
IS LIVING	0%	0%	0%	0%	0%	0%	0%	0%	100%
IZUFREM CORPORATION	0%	0%	100%	0%	0%	0%	0%	0%	0%
JACOB'S LIGHTHOUSE, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
JEROME MODU COMMUNITY BASED LIVING CARE									
K&A RESIDENTIAL SERVICE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
KADMAK RESIDENTIAL SERVICES, LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
KJ 24 - HOURS CARE HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
KN RESIDENTIAL SERVICES	0%	0%	100%	0%	0%	0%	0%	0%	0%
KOZA CARE LLC	0%	0%	0%	0%	90%	10%	0%	0%	0%
LAILAH'S LIVING CENTER	0%	0%	0%	0%	0%	0%	0%	0%	0%
LAILAHS LIVING CENTER II	0%	0%	0%	0%	0%	0%	0%	0%	0%
LEMUEL, INC GROUP HOMES	0%	0%	0%	0%	100%	0%	0%	0%	0%
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%	33%	67%	0%	0%	0%	0%
LIMES ADULT FOSTER CARE	0%	0%	0%	0%	100%	0%	0%	0%	0%
LIVING OPPORTUNITIES, INC	0%	0%	0%	0%	92%	8%	0%	0%	0%
LOTUS CARE INC									
LOVE HOPE CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
LOVING CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
LUXE RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
MAKO CARE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
MARIE MILLS CENTER, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%
MENNA LLC									
MID-VALLEY RESIDENTIAL CARE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
MIMI 24HRS RESIDENTIAL HOME 1 INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
MV ADVANCEMENTS	0%	0%	0%	0%	80%	0%	20%	0%	0%
MY LIYU RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
NAF CARE HOMES, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
NAFF CENTURY LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
NEW DAY ENTERPRISES	0%	0%	0%	0%	0%	0%	0%	0%	0%
NEW DAY NORTHWEST INC.	0%	0%	0%	0%	33%	67%	0%	0%	0%
NORTHWEST RESIDENTIAL LLC	0%	0%	0%	0%	0%	0%	0%	0%	100%
NURU'S ADULT FOSTER HOME	0%	0%	50%	0%	50%	0%	0%	0%	0%
NW COMMUNITY ALLIANCE, INC	0%	8%	0%	0%	58%	17%	17%	0%	0%
NW MENTAL HEALTH MGMT SVCS	0%	0%	0%	0%	0%	0%	0%	0%	100%
OHANA FIRST LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
OHANA LOVING CARE	0%	0%	0%	100%	0%	0%	0%	0%	0%
OPEN HEART YT, LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
OPPORTUNITY FOUNDATION CENTRAL OR	10%	0%	0%	0%	60%	0%	10%	0%	20%
OREGON FAMILY CARE HOME	0%	0%	100%	0%	0%	0%	0%	0%	0%
OREGON MENNONITE RES SVCS	0%	0%	0%	0%	69%	31%	0%	0%	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%
PACIFIC NORTHWEST LIVING LLC	0%	50%	0%	0%	50%	0%	0%	0%	0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	0%	2%	0%	0%	77%	9%	7%	0%	5%
PATHWAY ENTERPRISES, INC	0%	0%	0%	8%	83%	0%	8%	0%	0%

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
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%
PNH-COURT ADULT CARE HOME INC	0%	0%	0%	0%	0%	100%	0%	0%	0%
PORTLAND METRO RESIDENTIAL SERVICES	13%	0%	25%	0%	63%	0%	0%	0%	0%
PORTLAND RESIDENTIAL CARE SERVICES									
PREMIER COMMUNITY SUPPORTS, LLC	0%	0%	0%	0%	71%	29%	0%	0%	0%
PROF THERAPEUTIC COMMUNITY NETWORK	0%	0%	0%	0%	100%	0%	0%	0%	0%
PROVIDENT LIFE INC	25%	0%	25%	0%	25%	25%	0%	0%	0%
RACHEL'S GROUP HOME LLC	0%	0%	0%	0%	0%	0%	0%	100%	0%
RAIN KING PROPERTIES									
RAINBOW ADULT LIVING FACILITIES	0%	0%	0%	0%	0%	0%	0%	0%	100%
REDWOOD CARE, INC	0%	0%	0%	0%	0%	0%	100%	0%	0%
RENAISSANCE CARE, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%
RENEW CONSULTING INC	0%	0%	0%	0%	89%	0%	11%	0%	0%
RESIDE RESIDENTIAL CARE	0%	0%	33%	0%	50%	0%	17%	0%	0%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	33%	0%	0%	0%	67%	0%	0%	0%	0%
RISE, INC	0%	0%	3%	0%	74%	8%	8%	0%	8%
RISING SUN SUPPORTED LIVING	50%	0%	0%	0%	50%	0%	0%	0%	0%
RIVERSIDE TRAINING CENTER, INC	0%	0%	0%	0%	63%	0%	13%	0%	25%
ROME 24 HOUR RESIDENTIAL LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
RON WILSON CENTER	0%	0%	0%	0%	73%	20%	7%	0%	0%
ROYALCARE, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%
S & A RESIDENTIAL SERVICES, LLC	0%	0%	67%	0%	0%	0%	33%	0%	0%
S.A.C.U.	6%	6%	6%	8%	67%	6%	3%	0%	0%
S.I.S.O.	0%	0%	0%	0%	70%	0%	0%	30%	0%
SAFECARE RESIDENTIAL SERVICES, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%
SCHMIDT COMMUNITY CARE, LLC									
SELAM 24HR RESIDENTIAL SERVICES LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian ⁴⁶	Black or African American	Pacific Islander ⁴⁷	White	Hispanic/Latino ⁴⁸	More than one race/ethnicity	Other	Don't know
SERENTIY RESIDENTIAL SERVICES INC									
SHALOM 24 HOURS GROUP HOME	0%	0%	100%	0%	0%	0%	0%	0%	0%
SHANGRI-LA CORP	0%	0%	0%	0%	88%	6%	0%	6%	0%
SILVER SPRING GROUP HOME, INC	0%	0%	0%	0%	0%	0%	0%	0%	0%
SOLODA ACH INC.	0%	0%	100%	0%	0%	0%	0%	0%	0%
SOUTH COAST HORIZONS	0%	0%	20%	0%	80%	0%	0%	0%	0%
SOUTHERN OREGON ASPIRE	14%	0%	0%	0%	71%	14%	0%	0%	0%
ST. GABRIEL CARE HOME INC.	0%	0%	0%	0%	0%	0%	0%	0%	0%
STAR CORP GROUP HOME	0%	0%	0%	0%	100%	0%	0%	0%	0%
STAR OF HOPE ACTIVITY CENTER INC	0%	0%	0%	0%	0%	0%	0%	0%	100%
STEP FORWARD ACTIVITIES, INC	0%	0%	0%	0%	0%	0%	0%	0%	100%
STEPPING STONE 24 HOURS HOME INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
STONEBROOKE RESIDENTIAL SERVICES	0%	0%	0%	0%	100%	0%	0%	0%	0%
SUNNY OAKS, INC	0%	0%	0%	0%	31%	0%	63%	6%	0%
TANDEM NORTHWEST	13%	0%	0%	7%	60%	7%	13%	0%	0%
TEME GH LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
THE GOOD LIFE GROUP HOME LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
THE NEIGHBORHOOD IN HOME CARE LLC	0%	0%	67%	0%	33%	0%	0%	0%	0%
THE OSBORN PROJECT									
THE WAY OF LIFE GROUP HOME LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
THRIVING LIVES CARE, INC	0%	0%	0%	0%	100%	0%	0%	0%	0%
TOTAL FREEDOM CARE	0%	0%	100%	0%	0%	0%	0%	0%	0%
TRU CARE LLC	0%	0%	0%	0%	0%	0%	0%	0%	0%
TRUE JOY RESIDENTIAL SERVICES LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
TRUECARE HOMES, LLC	50%	0%	0%	0%	50%	0%	0%	0%	0%
UMPQUA HOMES, INC.	0%	0%	0%	0%	85%	8%	8%	0%	0%
UNITY LIFE CARE LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
UP & OUT, INC	17%	0%	0%	0%	83%	0%	0%	0%	0%
VALOR ASSOCIATES, LLC	0%	0%	0%	0%	100%	0%	0%	0%	0%
VISION GROUP HOME	0%	0%	0%	0%	0%	0%	0%	0%	0%

Agency name	American Indian or Alaska Native	Asian⁴⁶	Black or African American	Pacific Islander⁴⁷	White	Hispanic/Latino⁴⁸	More than one race/ethnicity	Other	Don't know
WALKER SUPPORT SERVICES, INC	0%	0%	0%	29%	29%	43%	0%	0%	0%
WARD HOME CARE, INC	0%	0%	100%	0%	0%	0%	0%	0%	0%
WELLSPRING CARE L	0%	0%	100%	0%	0%	0%	0%	0%	0%
WESTERN IDAHO TRAINING CO INC	0%	0%	0%	0%	80%	0%	20%	0%	0%
WESTSIDE COMMUNITY FOCUS	0%	25%	25%	0%	50%	0%	0%	0%	0%
WINGS OF HOPE	0%	0%	0%	0%	50%	50%	0%	0%	0%
WORK UNLIMITED, INC	0%	0%	9%	0%	91%	0%	0%	0%	0%
ZACHARY & ROOBLE LLC	0%	0%	100%	0%	0%	0%	0%	0%	0%
Report Average⁴⁹	2.4%	2.2%	31.3%	1.5%	36.8%	6.1%	4.1%	1.5%	14.1%

⁴⁹ Averages do not include providers that did not respond to this question (and have 0% noted for all response options)

Table 33. Of all reporting agencies in the state, the average percent of Frontline Supervisors⁵⁰ identifying as each gender identity

Agency name	Male	Female	Non-conforming	Don't know
A.S.H., INC.	0%	0%	0%	100%
ABEL'S RESIDENTIAL SERVICES, LLC	100%	0%	0%	0%
ACHIEVE LLC	0%	100%	0%	0%
ADDISE MEMORIAL RESIDENTIAL	100%	0%	0%	0%
AEGIS RESIDENTIAL CARE, LLC	33%	67%	0%	0%
ALBERTINA KERR CENTERS	24%	76%	0%	0%
ALSAN RESIDENTIAL SERVICE LLC	33%	67%	0%	0%
ALSO	23%	77%	0%	0%
ALTERNATIVE SERVICES-OREGON, INC.	23%	78%	0%	0%
ALVORD-TAYLOR, INC.	0%	0%	0%	0%
AMANI CARE HOMES	50%	50%	0%	0%
AMEN LLC	50%	50%	0%	0%
ARCADIAN INCLUSION MANAGEMENT	0%	100%	0%	0%
AROUND THE CLOCK SUPPORT SERVICES, LLC	31%	69%	0%	0%
AS PROMISED GROUP HOME	67%	33%	0%	0%
AWESOME GROUP HOME				
BARCH, INC.	0%	100%	0%	0%
BEE LOVED CARE HOME, LLC	50%	50%	0%	0%
BEINGROUP, LLC	100%	0%	0%	0%
BENCO	45%	55%	0%	0%
BETHESDA LUTHERAN COMMUNITIES	7%	93%	0%	0%
BEYOND ABILITY SUPPORT SERVICES	67%	33%	0%	0%
BIG HEARTS RESIDENTIAL CARE, LLC	0%	100%	0%	0%
BLESS RESIDENTIAL SERVICES LLC	0%	0%	0%	0%
BLESSED RESIDENTIAL CARE LLC	100%	0%	0%	0%
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC				
BRIDGE CARE LLC	100%	0%	0%	0%
BRIDGEPORT VILLAGE ACH	100%	0%	0%	0%
BRIDGES ENTERPRISE, LLC	50%	50%	0%	0%
BRIGHTSIDE LIVING, LLC	17%	83%	0%	0%

⁵⁰ Agencies that reported 0 Frontline Supervisors were not included in this table

Agency name	Male	Female	Non-conforming	Don't know
BUENA VISTA GROUP HOME LLC	0%	0%	0%	0%
CARETOWN, LLC	100%	0%	0%	0%
CASCADE RESIDENTIAL CARE, INC.	50%	50%	0%	0%
CATHOLIC COMMUNITY SERVICES	7%	93%	0%	0%
CENTER FOR CONTINUOUS IMPROVEMENT, INC	40%	60%	0%	0%
CENTRAL OREGON COLLECTIVE	20%	80%	0%	0%
CHAMBERLIN HOUSE, INC.	0%	0%	0%	100%
CHOICES UNLIMITED, INC.	0%	100%	0%	0%
COFFELT CARE HOMES, INC	33%	67%	0%	0%
COMMUNITY ACCESS SERVICES II, INC.	18%	82%	0%	0%
COMMUNITY BASED GROUP HOME	0%	100%	0%	0%
COMMUNITY LIFE LLC	20%	80%	0%	0%
COMMUNITY SERVICES, INC.	0%	100%	0%	0%
COMMUNITY SUPPORT SERVICES, INC.	0%	100%	0%	0%
CONNECTIONS RESIDENTIAL SERVICES	0%	100%	0%	0%
COOPER HOLLOW RESIDENTIAL SERVICES, INC	20%	60%	0%	20%
CORNERSTONE VALLEY INC	0%	0%	0%	100%
CROSSROADS RESIDENTIAL HOME	75%	25%	0%	0%
D & D FOSTER CARE, LLC	0%	100%	0%	0%
DAI S'LA	0%	100%	0%	0%
DAIZY CORPORATION	33%	67%	0%	0%
DANVILLE SERVICES OF OREGON, LLC	14%	71%	10%	0%
DEAR HEART SUPPORT SERVICES LLC	100%	0%	0%	0%
DEGES CARE INC.	100%	0%	0%	0%
DOUGLAS RESIDENT TRAINING FACILITIES	0%	0%	0%	100%
DUNGARVIN OREGON, LLC	25%	75%	0%	0%
EAGLES CLIFF RESIDENTIAL SERVICES LLC				
EASTCO DIVERSIFIED SERVICES	0%	0%	0%	0%
EBENEZER GROUP HOME LLC	50%	50%	0%	0%
EDWARDS CENTER, INC.	15%	85%	0%	0%
ELYSIAN PURSUIT INCORPORATED	25%	75%	0%	0%
FAFI RESIDENTIAL SERVICE LLC	100%	0%	0%	0%
FAITH 24-HOUR RESIDENTIAL HOME INC	0%	0%	0%	0%

Agency name	Male	Female	Non-conforming	Don't know
FAMILY OWNED GROUP HOME LLC	50%	50%	0%	0%
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	0%	100%	0%	0%
FREMONT ADULT CARE HOME, LLC				
GENTLE HANDS LLC	100%	0%	0%	0%
GOLDEN TOUCH CARE, INC	80%	20%	0%	0%
GRACE GROUP HOME LLC	50%	50%	0%	0%
GRIFFITH 24 HR CARE, LLC	0%	100%	0%	0%
H&C HOPE LLC	100%	0%	0%	0%
HAPPY LIFE				
HARMONY HOUSING, INC	0%	100%	0%	0%
HASSET FOR LIFE, LLC				
HAVEN CENTER LLC	21%	79%	0%	0%
HEART OF HOPE LLC	0%	0%	0%	0%
HEART TO HEART CARE HOME, LLC	100%	0%	0%	0%
HEAVENLY HOME CARE LLC	0%	0%	0%	0%
HELEN'S-CARE, INC	0%	100%	0%	0%
HENDRICKSON RESIDENTIAL, INC	100%	0%	0%	0%
HIHANO GROUP HOME LLC	50%	50%	0%	0%
HILDAH AND KAY'S, LLC	0%	100%	0%	0%
HOLISTIC RESIDENTIAL SERVICES LLC				
HOME INC.	100%	0%	0%	0%
HOME LIFE, INC	19%	81%	0%	0%
HORIZON PROJECT, INC	92%	8%	0%	0%
HUMMINGBIRD CARE HOME, LLC	42%	58%	0%	0%
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	0%	100%	0%	0%
INDEPENDENT ENVIRONMENTS, INC	50%	50%	0%	0%
INFINITY CARE CORP	100%	0%	0%	0%
INTEGRITY-CARE LLC	0%	100%	0%	0%
IS LIVING	0%	0%	0%	100%
IZUFREM CORPORATION	100%	0%	0%	0%
JACOB'S LIGHTHOUSE, LLC	0%	0%	0%	0%
JEROME MODU COMMUNITY BASED LIVING CARE				
K&A RESIDENTIAL SERVICE LLC	0%	100%	0%	0%

Agency name	Male	Female	Non-conforming	Don't know
KADMAK RESIDENTIAL SERVICES, LLC	0%	0%	0%	0%
KJ 24 - HOURS CARE HOME LLC	67%	33%	0%	0%
KN RESIDENTIAL SERVICES	100%	0%	0%	0%
KOZA CARE LLC	20%	80%	0%	0%
LAILAH'S LIVING CENTER	0%	0%	0%	0%
LAILAHS LIVING CENTER II	0%	0%	0%	0%
LEMUEL, INC GROUP HOMES	0%	100%	0%	0%
LENSA RESIDENTIAL SERVICE LLC	100%	0%	0%	0%
LIA'S CARE HOME INC	0%	0%	0%	0%
LIBERTY LIVING LLC	33%	67%	0%	0%
LIMES ADULT FOSTER CARE	0%	100%	0%	0%
LIVING OPPORTUNITIES, INC	23%	77%	0%	0%
LOTUS CARE INC				
LOVE HOPE CARE, INC	0%	100%	0%	0%
LOVING CARE LLC	0%	100%	0%	0%
LUXE RESIDENTIAL SERVICES LLC	50%	50%	0%	0%
MAKO CARE LLC	0%	0%	0%	0%
MARIE MILLS CENTER, INC	0%	0%	0%	100%
MENNA LLC				
MID-VALLEY RESIDENTIAL CARE LLC	50%	50%	0%	0%
MIMI 24HRS RESIDENTIAL HOME 1 INC	100%	0%	0%	0%
MV ADVANCEMENTS	40%	60%	0%	0%
MY LIYU RESIDENTIAL SERVICES LLC	33%	67%	0%	0%
NAF CARE HOMES, LLC	0%	100%	0%	0%
NAFF CENTURY LLC	0%	100%	0%	0%
NEW DAY ENTERPRISES	0%	100%	0%	0%
NEW DAY NORTHWEST INC.	67%	33%	0%	0%
NORTHWEST RESIDENTIAL LLC	0%	100%	0%	0%
NURU'S ADULT FOSTER HOME	50%	50%	0%	0%
NW COMMUNITY ALLIANCE, INC	25%	75%	0%	0%
NW MENTAL HEALTH MGMT SVCS	14%	86%	0%	0%
OHANA FIRST LLC	0%	100%	0%	0%
OHANA LOVING CARE	0%	100%	0%	0%

Agency name	Male	Female	Non-conforming	Don't know
OPEN HEART YT, LLC	0%	100%	0%	0%
OPPORTUNITY FOUNDATION CENTRAL OR	20%	80%	0%	0%
OREGON FAMILY CARE HOME	100%	0%	0%	0%
OREGON MENNONITE RES SVCS	15%	85%	0%	0%
OREGON SUPPORTED LIVING PROGRAM	20%	73%	0%	7%
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	100%	0%	0%	0%
PACIFIC NORTHWEST LIVING LLC	50%	50%	0%	0%
PARTNERSHIPS IN COMMUNITY LIVING, INC	18%	77%	0%	5%
PATHWAY ENTERPRISES, INC	8%	92%	0%	0%
PERSONALIZED INDEPENDENCE, INC.	0%	0%	0%	100%
PINNACLE DEVELOPMENTAL CARE, LLC	0%	100%	0%	0%
PNH-COURT ADULT CARE HOME INC	17%	83%	0%	0%
PORTLAND METRO RESIDENTIAL SERVICES	38%	63%	0%	0%
PORTLAND RESIDENTIAL CARE SERVICES				
PREMIER COMMUNITY SUPPORTS, LLC	29%	71%	0%	0%
PROF THERAPEUTIC COMMUNITY NETWORK	40%	60%	0%	0%
PROVIDENT LIFE INC	50%	50%	0%	0%
RACHEL'S GROUP HOME LLC	0%	100%	0%	0%
RAIN KING PROPERTIES				
RAINBOW ADULT LIVING FACILITIES	0%	0%	0%	100%
REDWOOD CARE, INC	0%	100%	0%	0%
RENAISSANCE CARE, INC	100%	0%	0%	0%
RENEW CONSULTING INC	33%	67%	0%	0%
RESIDE RESIDENTIAL CARE	0%	100%	0%	0%
REVA'S NEW BEGINNINGS CARE HOMES, INC.	33%	67%	0%	0%
RISE, INC	23%	77%	0%	0%
RISING SUN SUPPORTED LIVING	0%	100%	0%	0%
RIVERSIDE TRAINING CENTER, INC	0%	100%	0%	0%
ROME 24 HOUR RESIDENTIAL LLC	0%	100%	0%	0%
RON WILSON CENTER	27%	73%	0%	0%
ROYALCARE, INC	0%	0%	0%	0%
S & A RESIDENTIAL SERVICES, LLC	67%	33%	0%	0%
S.A.C.U.	50%	50%	0%	0%

Agency name	Male	Female	Non-conforming	Don't know
S.I.S.O.	20%	80%	0%	0%
SAFECARE RESIDENTIAL SERVICES, INC	33%	67%	0%	0%
SCHMIDT COMMUNITY CARE, LLC				
SELAM 24HR RESIDENTIAL SERVICES LLC	0%	0%	0%	0%
SERENTIY RESIDENTIAL SERVICES INC				
SHALOM 24 HOURS GROUP HOME	50%	50%	0%	0%
SHANGRI-LA CORP	6%	44%	0%	50%
SILVER SPRING GROUP HOME, INC	50%	50%	0%	0%
SOLODA ACH INC.	100%	0%	0%	0%
SOUTH COAST HORIZONS	60%	40%	0%	0%
SOUTHERN OREGON ASPIRE	29%	71%	0%	0%
ST. GABRIEL CARE HOME INC.	0%	0%	0%	0%
STAR CORP GROUP HOME	0%	100%	0%	0%
STAR OF HOPE ACTIVITY CENTER INC	40%	60%	0%	0%
STEP FORWARD ACTIVITIES, INC	0%	100%	0%	0%
STEPPING STONE 24 HOURS HOME INC	100%	0%	0%	0%
STONEBROOKE RESIDENTIAL SERVICES	0%	100%	0%	0%
SUNNY OAKS, INC	25%	50%	25%	0%
TANDEM NORTHWEST	33%	67%	0%	0%
TEME GH LLC	100%	0%	0%	0%
THE GOOD LIFE GROUP HOME LLC	0%	100%	0%	0%
THE NEIGHBORHOOD IN HOME CARE LLC	67%	33%	0%	0%
THE OSBORN PROJECT				
THE WAY OF LIFE GROUP HOME LLC	0%	0%	0%	0%
THRIVING LIVES CARE, INC	33%	67%	0%	0%
TOTAL FREEDOM CARE	0%	100%	0%	0%
TRU CARE LLC	0%	0%	0%	0%
TRUE JOY RESIDENTIAL SERVICES LLC	100%	0%	0%	0%
TRUCCARE HOMES, LLC	100%	0%	0%	0%
UMPQUA HOMES, INC.	15%	85%	0%	0%
UNITY LIFE CARE LLC	0%	100%	0%	0%
UP & OUT, INC	50%	50%	0%	0%
VALOR ASSOCIATES, LLC	0%	100%	0%	0%

Agency name	Male	Female	Non-conforming	Don't know
VISION GROUP HOME	0%	0%	0%	0%
WALKER SUPPORT SERVICES, INC	43%	57%	0%	0%
WARD HOME CARE, INC	100%	0%	0%	0%
WELLSPRING CARE L	0%	100%	0%	0%
WESTERN IDAHO TRAINING CO INC	0%	100%	0%	0%
WESTSIDE COMMUNITY FOCUS	25%	75%	0%	0%
WINGS OF HOPE	0%	100%	0%	0%
WORK UNLIMITED, INC	27%	73%	0%	0%
ZACHARY & ROOBLE LLC	0%	100%	0%	0%
Report Average	35.2%	59.4%	0.2%	5.2%

Emergency Management

Table 34. Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders (for example, those related to hurricanes, fires, or pandemics), Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
A.S.H., INC.	Yes	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	Yes	Yes
ACHIEVE LLC	Yes	Yes
ADDISE MEMORIAL RESIDENTIAL	Yes	Yes
AEGIS RESIDENTIAL CARE, LLC	Yes	Yes
ALBERTINA KERR CENTERS	Yes	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes	Yes
ALSO	No	
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes
ALVORD-TAYLOR, INC.	Yes	Yes
AMANI CARE HOMES	Yes	Yes
AMEN LLC	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes
AS PROMISED GROUP HOME	Yes	Yes
AWESOME GROUP HOME	Yes	Yes
BARCH, INC.	Yes	Yes
BEE LOVED CARE HOME, LLC	Yes	Yes
BEINGROUP, LLC	Yes	Yes
BENCO	Yes	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes	Yes
BIG HEARTS RESIDENTIAL CARE, LLC		
BLESS RESIDENTIAL SERVICES LLC	Yes	Yes
BLESSED RESIDENTIAL CARE LLC	Yes	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Yes	Yes
BRIDGE CARE LLC	Yes	No

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
BRIDGEPORT VILLAGE ACH	Yes	Yes
BRIDGES ENTERPRISE, LLC	Yes	Yes
BRIGHTSIDE LIVING, LLC	Yes	Yes
BUENA VISTA GROUP HOME LLC	Yes	Yes
CARETOWN, LLC	Yes	Yes
CASCADE RESIDENTIAL CARE, INC.	Yes	Yes
CATHOLIC COMMUNITY SERVICES	Yes	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes
CENTRAL OREGON COLLECTIVE	Yes	Yes
CHAMBERLIN HOUSE, INC.	Yes	Yes
CHOICES UNLIMITED, INC.	Yes	Yes
COFFELT CARE HOMES, INC	Yes	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes
COMMUNITY BASED GROUP HOME	Yes	Yes
COMMUNITY LIFE LLC	Yes	Yes
COMMUNITY SERVICES, INC.	Yes	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes
CORNERSTONE VALLEY INC	Yes	Yes
CROSSROADS RESIDENTIAL HOME	Yes	Yes
D & D FOSTER CARE, LLC	Yes	Yes
DAI S'LA	Yes	Yes
DAIZY CORPORATION	Yes	Yes
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes	Yes
DEGES CARE INC.	Yes	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes
DUNGARVIN OREGON, LLC	Yes	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Yes	Yes
EASTCO DIVERSIFIED SERVICES	Yes	Yes
EBENEZER GROUP HOME LLC	Yes	Yes

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
EDWARDS CENTER, INC.	Yes	Yes
ELYSIAN PURSUIT INCORPORATED	Yes	Yes
FAFI RESIDENTIAL SERVICE LLC	Yes	Yes
FAITH 24-HOUR RESIDENTIAL HOME INC		
FAMILY OWNED GROUP HOME LLC	Yes	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes
FREMONT ADULT CARE HOME, LLC	Yes	Yes
GENTLE HANDS LLC	Yes	Yes
GOLDEN TOUCH CARE, INC	Yes	Yes
GRACE GROUP HOME LLC	Yes	Yes
GRIFFITH 24 HR CARE, LLC	Yes	No
H&C HOPE LLC	Yes	Yes
HAPPY LIFE	Yes	Yes
HARMONY HOUSING, INC	Yes	Yes
HASSET FOR LIFE, LLC	Yes	Yes
HAVEN CENTER LLC	Yes	Yes
HEART OF HOPE LLC	Yes	Yes
HEART TO HEART CARE HOME, LLC	Yes	Yes
HEAVENLY HOME CARE LLC	Yes	Yes
HELEN'S-CARE, INC	Yes	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	Yes
HIHANO GROUP HOME LLC	Yes	Yes
HILDAH AND KAY'S, LLC	Yes	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	Yes
HOME INC.	Yes	Yes
HOME LIFE, INC	Yes	Yes
HORIZON PROJECT, INC	Yes	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes
INFINITY CARE CORP	Yes	Yes
INTEGRITY-CARE LLC	Yes	Yes

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
IS LIVING	Yes	Yes
IZUFREM CORPORATION	Yes	Yes
JACOB'S LIGHTHOUSE, LLC	Yes	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	Yes
K&A RESIDENTIAL SERVICE LLC	Yes	
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes
KJ 24 - HOURS CARE HOME LLC	Yes	Yes
KN RESIDENTIAL SERVICES	Yes	Yes
KOZA CARE LLC	Yes	Yes
LAILAH'S LIVING CENTER	Yes	Yes
LAILAHS LIVING CENTER II	Yes	Yes
LEMUEL, INC GROUP HOMES	Yes	Yes
LENSA RESIDENTIAL SERVICE LLC	Yes	Yes
LIA'S CARE HOME INC	Yes	Yes
LIBERTY LIVING LLC	Yes	Yes
LIMES ADULT FOSTER CARE	Yes	Yes
LIVING OPPORTUNITIES, INC	Yes	Yes
LOTUS CARE INC	No	
LOVE HOPE CARE, INC	Yes	Yes
LOVING CARE LLC	Yes	Yes
LUXE RESIDENTIAL SERVICES LLC	Yes	Yes
MAKO CARE LLC	Yes	Yes
MARIE MILLS CENTER, INC	Yes	Yes
MENNA LLC	Yes	Yes
MID-VALLEY RESIDENTIAL CARE LLC		
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	Yes
MV ADVANCEMENTS	Yes	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes
NAF CARE HOMES, LLC	Yes	Yes
NAFF CENTURY LLC	Yes	Yes
NEW DAY ENTERPRISES	Yes	Yes
NEW DAY NORTHWEST INC.	Yes	Yes

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
NORTHWEST RESIDENTIAL LLC	Yes	Yes
NURU'S ADULT FOSTER HOME	Yes	Yes
NW COMMUNITY ALLIANCE, INC	Yes	Yes
NW MENTAL HEALTH MGMT SVCS	Yes	Yes
OHANA FIRST LLC	Yes	Yes
OHANA LOVING CARE	Yes	Yes
OPEN HEART YT, LLC	Yes	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes
OREGON FAMILY CARE HOME	Yes	Yes
OREGON MENNONITE RES SVCS	Yes	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	Yes
PACIFIC NORTHWEST LIVING LLC	Yes	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes
PNH-COURT ADULT CARE HOME INC	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes
PORTLAND RESIDENTIAL CARE SERVICES	Yes	Yes
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes
PROVIDENT LIFE INC	Yes	Yes
RACHEL'S GROUP HOME LLC	Yes	Yes
RAIN KING PROPERTIES	Yes	Yes
RAINBOW ADULT LIVING FACILITIES	Yes	Yes
REDWOOD CARE, INC	Yes	Yes
RENAISSANCE CARE, INC	Yes	Yes
RENEW CONSULTING INC	Yes	Yes
RESIDE RESIDENTIAL CARE	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	Yes
RISE, INC	Yes	Yes

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
RISING SUN SUPPORTED LIVING	Yes	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	Yes
ROME 24 HOUR RESIDENTIAL LLC	Yes	Yes
RON WILSON CENTER	Yes	Yes
ROYALCARE, INC	Yes	Yes
S & A RESIDENTIAL SERVICES, LLC	Yes	Yes
S.A.C.U.	Yes	Yes
S.I.S.O.	Yes	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes	Yes
SCHMIDT COMMUNITY CARE, LLC	Yes	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	Yes	Yes
SERENTIY RESIDENTIAL SERVICES INC	Yes	Yes
SHALOM 24 HOURS GROUP HOME	Yes	Yes
SHANGRI-LA CORP	Yes	Yes
SILVER SPRING GROUP HOME, INC	Yes	Yes
SOLODA ACH INC.	Yes	Yes
SOUTH COAST HORIZONS	Yes	Yes
SOUTHERN OREGON ASPIRE	Yes	Yes
ST. GABRIEL CARE HOME INC.	Yes	Yes
STAR CORP GROUP HOME	Yes	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes
STEP FORWARD ACTIVITIES, INC	Yes	Yes
STEPPING STONE 24 HOURS HOME INC	Yes	Yes
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes
SUNNY OAKS, INC	Yes	Yes
TANDEM NORTHWEST	Yes	Yes
TEME GH LLC	Yes	Yes
THE GOOD LIFE GROUP HOME LLC	Yes	Yes
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	Yes
THE OSBORN PROJECT	Yes	Yes
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes
THRIVING LIVES CARE, INC	Yes	Yes

Emergency Management

Agency name	Agency has an emergency management and/or disaster preparedness plan for potential future evacuations or shelter-in-place orders	Agency's emergency management and/pr disaster preparedness plan include actions to take in case of potential DSP staffing shortages
TOTAL FREEDOM CARE	Yes	Yes
TRU CARE LLC	Yes	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes
TRUECARE HOMES, LLC	Yes	Yes
UMPQUA HOMES, INC.	Yes	No
UNITY LIFE CARE LLC	Yes	Yes
UP & OUT, INC	Yes	Yes
VALOR ASSOCIATES, LLC	Yes	Yes
VISION GROUP HOME	Yes	Yes
WALKER SUPPORT SERVICES, INC	Yes	Yes
WARD HOME CARE, INC	Yes	Yes
WELLSPRING CARE L	Yes	Yes
WESTERN IDAHO TRAINING CO INC	Yes	Yes
WESTSIDE COMMUNITY FOCUS	Yes	Yes
WINGS OF HOPE	Yes	No
WORK UNLIMITED, INC	Yes	Yes
ZACHARY & ROOBLE LLC	Yes	Yes
Report Average	Yes: 99.0%	Yes: 95.5%

COVID-19 Supplement for the NCI-IDD State of the Workforce Survey

The COVID-19 pandemic had a significant impact on the Direct Support Professional workforce and providers nationwide. States could choose to include an optional COVID-19 Supplement to their 2021 State of the Workforce Survey administration to assess different ways provider agencies and DSPs were impacted by the pandemic.

Table 35. *Pandemic-related measures/changes in operations put in place by agencies in 2021*

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
A.S.H., INC.	Yes	No	Yes	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No	No	No	No
ACHIEVE LLC	No	No	No	No	Yes
ADDISE MEMORIAL RESIDENTIAL	No	No	No	No	Yes
AEGIS RESIDENTIAL CARE, LLC	No	No	No	No	No
ALBERTINA KERR CENTERS	Yes	Yes	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC	No	No	Yes	No	No
ALSO	Yes	No	Yes	No	No
ALTERNATIVE SERVICES-OREGON, INC.	No	No	Yes	No	Yes
ALVORD-TAYLOR, INC.	No	No	No	No	No
AMANI CARE HOMES	No	No	No	No	No
AMEN LLC	No	No	No	No	No
ARCADIAN INCLUSION MANAGEMENT	No	Yes	Yes	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	Yes	No	No	No
AS PROMISED GROUP HOME	No	No	Yes	No	No
AWESOME GROUP HOME	No	No	No	No	No
BARCH, INC.	No	No	No	No	No
BEE LOVED CARE HOME, LLC	No	No	Yes	No	No
BEINGROUP, LLC	No	No	No	No	No
BENCO	No	No	Yes	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	Yes	Yes	No
BEYOND ABILITY SUPPORT SERVICES	No	No	Yes	No	No
BIG HEARTS RESIDENTIAL CARE, LLC	No	No	No	No	Yes
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	Yes	No	Yes	No	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No	Yes	No	No
BRIDGE CARE LLC	No	No	Yes	No	No
BRIDGEPORT VILLAGE ACH	No	No	No	No	No
BRIDGES ENTERPRISE, LLC	No	No	No	No	No
BRIGHTSIDE LIVING, LLC	No	No	No	Yes	No

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
BUENA VISTA GROUP HOME LLC	No	No	Yes	No	No
CARETOWN, LLC	No	No	Yes	No	Yes
CASCADE RESIDENTIAL CARE, INC.	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	No	No	No	No	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	No	No	No	Yes
CENTRAL OREGON COLLECTIVE	No	Yes	Yes	No	No
CHAMBERLIN HOUSE, INC.	No	No	No	No	No
CHOICES UNLIMITED, INC.	No	No	No	No	No
COFFELT CARE HOMES, INC	No	No	No	No	No
COMMUNITY ACCESS SERVICES II, INC.	No	No	Yes	No	Yes
COMMUNITY BASED GROUP HOME	No	No	No	No	No
COMMUNITY LIFE LLC	No	No	Yes	No	No
COMMUNITY SERVICES, INC.	Yes	Yes	Yes	No	No
COMMUNITY SUPPORT SERVICES, INC.	No	No	Yes	No	Yes
CONNECTIONS RESIDENTIAL SERVICES	No	No	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	Yes	No	No	No
CORNERSTONE VALLEY INC	No	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No
D & D FOSTER CARE, LLC	No	No	No	No	No
DAI S'LA	No	No	No	No	No
DAIZY CORPORATION	No	No	No	No	No
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	No	No	No
DEAR HEART SUPPORT SERVICES LLC	No	No	No	No	No
DEGES CARE INC.	No	No	Yes	No	No
DOUGLAS RESIDENT TRAINING FACILITIES	No	No	No	No	No
DUNGARVIN OREGON, LLC	No	No	Yes	No	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	No	No	No	No
EASTCO DIVERSIFIED SERVICES	No	Yes	No	Yes	No
EBENEZER GROUP HOME LLC	No	No	Yes	No	No
EDWARDS CENTER, INC.	Yes	No	No	No	No
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	No
FAFI RESIDENTIAL SERVICE LLC	No	No	No	No	Yes

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	No	No	Yes	Yes	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	No	No	No	Yes
FREMONT ADULT CARE HOME, LLC	No	No	Yes	No	No
GENTLE HANDS LLC	No	No	Yes	No	No
GOLDEN TOUCH CARE, INC	No	No	Yes	No	No
GRACE GROUP HOME LLC	No	No	No	No	No
GRIFFITH 24 HR CARE, LLC	No	No	Yes	No	No
H&C HOPE LLC	No	No	No	No	Yes
HAPPY LIFE	No	No	No	No	No
HARMONY HOUSING, INC	Yes	Yes	No	No	Yes
HASSET FOR LIFE, LLC	No	No	No	No	No
HAVEN CENTER LLC	No	No	No	Yes	No
HEART OF HOPE LLC	No	No	No	No	No
HEART TO HEART CARE HOME, LLC	Yes	Yes	Yes	No	Yes
HEAVENLY HOME CARE LLC	Yes	No	Yes	No	No
HELEN'S-CARE, INC	Yes	No	Yes	No	No
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	No
HIHANO GROUP HOME LLC	No	No	No	No	Yes
HILDAH AND KAY'S, LLC	No	No	No	No	No
HOLISTIC RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
HOME INC.	No	No	No	No	No
HOME LIFE, INC	No	Yes	Yes	No	No
HORIZON PROJECT, INC	Yes	Yes	Yes	Yes	Yes
HUMMINGBIRD CARE HOME, LLC	No	No	No	No	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	Yes	No	Yes
INDEPENDENT ENVIRONMENTS, INC	Yes	No	Yes	No	Yes
INFINITY CARE CORP	No	No	Yes	No	No
INTEGRITY-CARE LLC	No	No	Yes	No	No
IS LIVING	No	No	No	No	No
IZUFREM CORPORATION	No	No	No	No	No
JACOB'S LIGHTHOUSE, LLC	No	No	Yes	No	Yes

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
JEROME MODU COMMUNITY BASED LIVING CARE	No	Yes	No	No	No
K&A RESIDENTIAL SERVICE LLC	No	No	No	No	No
KADMAK RESIDENTIAL SERVICES, LLC	No	No	Yes	No	No
KJ 24 - HOURS CARE HOME LLC	No	No	Yes	No	No
KN RESIDENTIAL SERVICES	No	No	Yes	No	No
KOZA CARE LLC	No	No	No	No	Yes
LAILAH'S LIVING CENTER	No	No	No	No	No
LAILAHS LIVING CENTER II	No	No	No	No	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No
LENSA RESIDENTIAL SERVICE LLC	No	No	No	No	Yes
LIA'S CARE HOME INC	No	No	No	No	No
LIBERTY LIVING LLC	No	No	No	No	Yes
LIMES ADULT FOSTER CARE	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	No	Yes	No	No
LOTUS CARE INC	No	No	Yes	No	No
LOVE HOPE CARE, INC	No	No	No	No	No
LOVING CARE LLC	No	No	No	No	Yes
LUXE RESIDENTIAL SERVICES LLC	No	No	Yes	No	No
MAKO CARE LLC	No	No	Yes	No	Yes
MARIE MILLS CENTER, INC	Yes	No	No	Yes	No
MENNA LLC	No	No	Yes	No	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes	No	Yes	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No	No	No	No
MV ADVANCEMENTS	No	No	Yes	No	No
MY LIYU RESIDENTIAL SERVICES LLC	No	No	Yes	No	No
NAF CARE HOMES, LLC	No	No	Yes	No	No
NAFF CENTURY LLC	No	No	Yes	No	No
NEW DAY ENTERPRISES	Yes	No	Yes	Yes	Yes
NEW DAY NORTHWEST INC.	No	No	No	No	No
NORTHWEST RESIDENTIAL LLC	No	No	No	No	No
NURU'S ADULT FOSTER HOME	No	No	No	No	Yes
NW COMMUNITY ALLIANCE, INC	Yes	Yes	No	No	No

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
NW MENTAL HEALTH MGMT SVCS	Yes	No	No	No	No
OHANA FIRST LLC	No	No	No	No	No
OHANA LOVING CARE	No	No	No	No	No
OPEN HEART YT, LLC	No	No	No	No	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	No	No	No	No	Yes
OREGON FAMILY CARE HOME	No	No	Yes	No	Yes
OREGON MENNONITE RES SVCS	No	No	Yes	No	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes	No	Yes	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	No	No	No
PACIFIC NORTHWEST LIVING LLC	No	No	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	Yes	No	No
PATHWAY ENTERPRISES, INC	Yes	No	Yes	No	No
PERSONALIZED INDEPENDENCE, INC.	No	No	Yes	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No	Yes	No	Yes
PNH-COURT ADULT CARE HOME INC	No	No	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	No	No	No	Yes	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No	No	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	No	Yes	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	Yes	No
PROVIDENT LIFE INC	No	No	Yes	No	No
RACHEL'S GROUP HOME LLC	No	No	Yes	No	No
RAIN KING PROPERTIES	No	No	Yes	No	No
RAINBOW ADULT LIVING FACILITIES	No	No	No	No	No
REDWOOD CARE, INC	Yes	Yes	No	No	Yes
RENAISSANCE CARE, INC	No	No	No	No	No
RENEW CONSULTING INC	No	No	No	No	No
RESIDE RESIDENTIAL CARE	No	No	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	Yes	No	No
RISE, INC	Yes	Yes	Yes	Yes	No
RISING SUN SUPPORTED LIVING	Yes	Yes	No	No	No
RIVERSIDE TRAINING CENTER, INC	Yes	No	Yes	Yes	No
ROME 24 HOUR RESIDENTIAL LLC	No	No	No	No	No

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
RON WILSON CENTER	Yes	Yes	Yes	No	No
ROYALCARE, INC	No	No	Yes	Yes	No
S & A RESIDENTIAL SERVICES, LLC	No	No	No	No	No
S.A.C.U.	No	No	Yes	No	No
S.I.S.O.	Yes	No	No	No	No
SAFECARE RESIDENTIAL SERVICES, INC	No	No	Yes	No	No
SCHMIDT COMMUNITY CARE, LLC	No	No	Yes	No	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No	No	No	No
SERENTIY RESIDENTIAL SERVICES INC	No	No	Yes	No	No
SHALOM 24 HOURS GROUP HOME	No	No	Yes	No	No
SHANGRI-LA CORP	Yes	Yes	No	No	Yes
SILVER SPRING GROUP HOME, INC	No	No	No	No	No
SOLODA ACH INC.	No	No	No	No	No
SOUTH COAST HORIZONS	Yes	No	No	No	No
SOUTHERN OREGON ASPIRE	Yes	No	Yes	No	No
ST. GABRIEL CARE HOME INC.	No	No	No	No	No
STAR CORP GROUP HOME	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	Yes	No	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	No	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	No	No	No	No	Yes
SUNNY OAKS, INC	Yes	No	Yes	No	Yes
TANDEM NORTHWEST	No	No	No	No	Yes
TEME GH LLC	No	No	Yes	No	No
THE GOOD LIFE GROUP HOME LLC	No	No	No	No	No
THE NEIGHBORHOOD IN HOME CARE LLC	No	No	Yes	No	Yes
THE OSBORN PROJECT	No	No	Yes	No	No
THE WAY OF LIFE GROUP HOME LLC	No	No	No	No	No
THRIVING LIVES CARE, INC	No	No	Yes	Yes	No
TOTAL FREEDOM CARE	No	No	Yes	No	No
TRU CARE LLC	No	No	No	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	No	No	No	No	Yes

Agency name	Discontinued programs or service offerings in 2021	Permanently closed locations/sites in 2021	Made changes in how some supports were delivered (begin changes in 2021, or continued changes made in 2021)	Requested increase in home/site licensed capacity	Other
TRUECARE HOMES, LLC	Yes	No	Yes	No	No
UMPQUA HOMES, INC.	Yes	No	Yes	No	No
UNITY LIFE CARE LLC	No	No	No	No	No
UP & OUT, INC	Yes	No	No	No	No
VALOR ASSOCIATES, LLC	No	No	No	No	No
VISION GROUP HOME	No	No	Yes	No	No
WALKER SUPPORT SERVICES, INC	No	No	No	No	No
WARD HOME CARE, INC	No	No	Yes	No	No
WELLSPRING CARE L	No	No	Yes	No	No
WESTERN IDAHO TRAINING CO INC	No	No	Yes	No	Yes
WESTSIDE COMMUNITY FOCUS	No	No	Yes	No	No
WINGS OF HOPE	Yes	No	Yes	No	No
WORK UNLIMITED, INC	Yes	No	No	No	No
ZACHARY & ROOBLE LLC	No	No	No	No	Yes
Report Average	Yes: 20.6%	Yes: 11.3%	Yes: 44.6%	Yes: 7.8%	Yes 21.6%

Table 36. Pandemic-related measures/changes in health and safety protocols at agencies in 2021

Agency name	Had in place pandemic-related visitor policy/protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
A.S.H., INC.	Yes	Yes	Yes	Yes	Yes	No	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No	No	No	No	Yes	Yes	Yes
ACHIEVE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
ADDISE MEMORIAL RESIDENTIAL	Yes	Yes	No	Yes	Yes	Yes	Yes	No
AEGIS RESIDENTIAL CARE, LLC	Yes	Yes	Yes	Yes	Yes	No	No	No
ALBERTINA KERR CENTERS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
ALSAN RESIDENTIAL SERVICE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
ALSO	Yes	Yes	Yes	Yes	Yes	No	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
ALVORD-TAYLOR, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
AMANI CARE HOMES	No	No	No	Yes	Yes	No	Yes	Yes
AMEN LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	Yes	No	Yes	Yes	No	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
AS PROMISED GROUP HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
AWESOME GROUP HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
BARCH, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
BEE LOVED CARE HOME, LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
BEINGROUP, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
BENCO	Yes	Yes	Yes	Yes	Yes	No	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	Yes	Yes	Yes	No	Yes	No
BEYOND ABILITY SUPPORT SERVICES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Yes	Yes	No	Yes	No	No	Yes	Yes
BRIDGE CARE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
BRIDGEPORT VILLAGE ACH	Yes	Yes	Yes	Yes	Yes	No	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
BRIDGES ENTERPRISE, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
BUENA VISTA GROUP HOME LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
CARETOWN, LLC	Yes	Yes	Yes	Yes	Yes	No	No	No
CASCADE RESIDENTIAL CARE, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	Yes	No	Yes	Yes	Yes	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
CHAMBERLIN HOUSE, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
CHOICES UNLIMITED, INC.	Yes	Yes	Yes	Yes	Yes	No	Yes	No
COFFELT CARE HOMES, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
COMMUNITY BASED GROUP HOME	Yes	Yes	Yes	Yes	Yes	No	Yes	No
COMMUNITY LIFE LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
COMMUNITY SERVICES, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	Yes	Yes	Yes	No	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	Yes	Yes	Yes	Yes	Yes	No	Yes	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	Yes	No	Yes	Yes	No	Yes	No
CORNERSTONE VALLEY INC	Yes	Yes	Yes	Yes	Yes	No	No	Yes
CROSSROADS RESIDENTIAL HOME	Yes	Yes	No	Yes	Yes	No	Yes	No
D & D FOSTER CARE, LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
DAI S'LA	Yes	Yes	Yes	Yes	Yes	No	Yes	No
DAIZY CORPORATION	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
DANVILLE SERVICES OF OREGON, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
DEAR HEART SUPPORT SERVICES LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
DEGES CARE INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
DUNGARVIN OREGON, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Yes	No	No	No	Yes	No	Yes	No
EASTCO DIVERSIFIED SERVICES	Yes	Yes	No	Yes	Yes	No	Yes	No
EBENEZER GROUP HOME LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
EDWARDS CENTER, INC.	Yes	Yes	No	Yes	No	Yes	Yes	No
ELYSIAN PURSUIT INCORPORATED	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
FAFI RESIDENTIAL SERVICE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
FREMONT ADULT CARE HOME, LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
GENTLE HANDS LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
GOLDEN TOUCH CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
GRACE GROUP HOME LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
GRIFFITH 24 HR CARE, LLC	Yes	Yes	Yes	Yes	Yes	No	No	No
H&C HOPE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HAPPY LIFE	Yes	Yes	No	Yes	Yes	No	Yes	No
HARMONY HOUSING, INC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
HASSET FOR LIFE, LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
HAVEN CENTER LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HEART OF HOPE LLC	No	No	No	No	No	No	No	No
HEART TO HEART CARE HOME, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HEAVENLY HOME CARE LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
HELEN'S-CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
HENDRICKSON RESIDENTIAL, INC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
HIHANO GROUP HOME LLC	Yes	Yes	No	Yes	Yes	No	Yes	Yes
HILDAH AND KAY'S, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HOLISTIC RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HOME INC.	Yes	Yes	No	Yes	Yes	No	Yes	No
HOME LIFE, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
HORIZON PROJECT, INC	Yes	Yes	Yes	Yes	Yes	No	No	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	Yes	Yes	Yes	Yes	No	No	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
INFINITY CARE CORP	Yes	Yes	Yes	Yes	Yes	No	Yes	No
INTEGRITY-CARE LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
IS LIVING	Yes	Yes	No	Yes	Yes	No	Yes	No
IZUFREM CORPORATION	Yes	Yes	Yes	Yes	Yes	No	Yes	No
JACOB'S LIGHTHOUSE, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
K&A RESIDENTIAL SERVICE LLC	Yes	No	No	Yes	Yes	Yes	Yes	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
KJ 24 - HOURS CARE HOME LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
KN RESIDENTIAL SERVICES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
KOZA CARE LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
LAILAH'S LIVING CENTER	Yes	Yes	No	Yes	Yes	No	Yes	No
LAILAHS LIVING CENTER II	Yes	No	No	Yes	Yes	No	Yes	No
LEMUEL, INC GROUP HOMES	Yes	Yes	No	Yes	Yes	No	Yes	No
LENSA RESIDENTIAL SERVICE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
LIA'S CARE HOME INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
LIBERTY LIVING LLC	Yes	Yes	Yes	Yes	Yes	No	No	No
LIMES ADULT FOSTER CARE	No	No	No	No	No	No	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
LOTUS CARE INC	No	No	No	No	No	No	No	No
LOVE HOPE CARE, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
LOVING CARE LLC	Yes	Yes	No	Yes	Yes	No	Yes	No
LUXE RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
MAKO CARE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MARIE MILLS CENTER, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MENNA LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MV ADVANCEMENTS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
NAF CARE HOMES, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
NAFF CENTURY LLC	Yes	Yes	Yes	Yes	Yes	No	No	No
NEW DAY ENTERPRISES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
NEW DAY NORTHWEST INC.	Yes	Yes	No	Yes	Yes	Yes	Yes	No
NORTHWEST RESIDENTIAL LLC	Yes	No	Yes	Yes	Yes	Yes	No	Yes
NURU'S ADULT FOSTER HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
NW COMMUNITY ALLIANCE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
OHANA FIRST LLC	No	No	No	Yes	Yes	No	Yes	No
OHANA LOVING CARE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
OPEN HEART YT, LLC	No	Yes	No	No	No	No	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes	Yes	Yes	Yes	No	Yes	No
OREGON FAMILY CARE HOME	Yes	Yes	Yes	Yes	Yes	No	Yes	No
OREGON MENNONITE RES SVCS	Yes	Yes	No	Yes	Yes	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	Yes	Yes	Yes	Yes	Yes	No	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
PACIFIC NORTHWEST LIVING LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
PERSONALIZED INDEPENDENCE, INC.	Yes	Yes	Yes	Yes	Yes	No	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
PNH-COURT ADULT CARE HOME INC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
PORTLAND RESIDENTIAL CARE SERVICES	Yes	Yes	Yes	Yes	Yes	No	No	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
PROVIDENT LIFE INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
RACHEL'S GROUP HOME LLC	Yes	No	No	Yes	Yes	No	Yes	No
RAIN KING PROPERTIES	Yes	Yes	No	Yes	Yes	Yes	Yes	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes	No	Yes	Yes	No	Yes	No
REDWOOD CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
RENAISSANCE CARE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
RENEW CONSULTING INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
RESIDE RESIDENTIAL CARE	Yes	Yes	No	Yes	Yes	Yes	Yes	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes	Yes	No	Yes	No	No	Yes	No
RISE, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
RISING SUN SUPPORTED LIVING	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
ROME 24 HOUR RESIDENTIAL LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
RON WILSON CENTER	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
ROYALCARE, INC	No	No	No	No	No	No	No	No
S & A RESIDENTIAL SERVICES, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
S.A.C.U.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
S.I.S.O.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
SAFECARE RESIDENTIAL SERVICES, INC	Yes	Yes	No	Yes	Yes	No	Yes	No
SCHMIDT COMMUNITY CARE, LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
SELAM 24HR RESIDENTIAL SERVICES LLC	Yes	Yes	No	Yes	Yes	No	No	No
SERENTIY RESIDENTIAL SERVICES INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
SHALOM 24 HOURS GROUP HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
SHANGRI-LA CORP	Yes	Yes	No	Yes	Yes	Yes	Yes	No
SILVER SPRING GROUP HOME, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
SOLODA ACH INC.	Yes	Yes	Yes	Yes	Yes	No	Yes	No
SOUTH COAST HORIZONS	Yes	Yes	No	Yes	Yes	No	Yes	No
SOUTHERN OREGON ASPIRE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
ST. GABRIEL CARE HOME INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
STAR CORP GROUP HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
STEP FORWARD ACTIVITIES, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
STEPPING STONE 24 HOURS HOME INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
SUNNY OAKS, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
TANDEM NORTHWEST	Yes	Yes	Yes	Yes	Yes	No	Yes	No

Agency name	Had in place pandemic-related visitor policy/ protocol	Implemented or continued COVID-19-related DSP training on health and safety	Made new changes or maintained changes to physical sites to optimize social distancing and/or quarantine requirements	Required DSPs to wear masks and/or other PPE	Required additional cleaning of sites to prevent the spread of COVID-19	Required regular COVID-19 testing for some or all DSPs	COVID-19 vaccination was required for some or all DSPs	Other
TEME GH LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
THE GOOD LIFE GROUP HOME LLC	Yes	Yes	No	Yes	Yes	No	Yes	Yes
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
THE OSBORN PROJECT	Yes	Yes	No	Yes	Yes	No	Yes	No
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes	No	Yes	Yes	No	Yes	Yes
THRIVING LIVES CARE, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
TOTAL FREEDOM CARE	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
TRU CARE LLC	No	No	No	Yes	Yes	Yes	Yes	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
TRUECARE HOMES, LLC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
UMPQUA HOMES, INC.	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
UNITY LIFE CARE LLC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
UP & OUT, INC	Yes	Yes	No	Yes	Yes	Yes	Yes	No
VALOR ASSOCIATES, LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
VISION GROUP HOME	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
WALKER SUPPORT SERVICES, INC	Yes	Yes	No	Yes	Yes	No	No	No
WARD HOME CARE, INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
WELLSPRING CARE L	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
WESTSIDE COMMUNITY FOCUS	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes
WINGS OF HOPE	Yes	Yes	No	Yes	Yes	Yes	Yes	No
WORK UNLIMITED, INC	Yes	Yes	Yes	Yes	Yes	No	Yes	No
ZACHARY & ROOBLE LLC	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Report Average	Yes: 94.6%	Yes: 92.6%	Yes: 70.6%	Yes: 95.6%	Yes: 94.6%	Yes: 49.5%	Yes: 90.7%	Yes: 18.1%

Table 37. COVID-19 tracking practices in place in 2021

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	Yes
ADDISE MEMORIAL RESIDENTIAL	Yes
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	Yes
AMEN LLC	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	No
BEINGROUP, LLC	Yes
BENCO	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	No
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	Yes
BOUNTIFUL No4 HOUR RESIDENTIAL CARE LLC	Yes
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	Yes
BRIDGES ENTERPRISE, LLC	Yes
BRIGHTSIDE LIVING, LLC	Yes

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
BUENA VISTA GROUP HOME LLC	Yes
CARETOWN, LLC	Yes
CASCADE RESIDENTIAL CARE, INC.	Yes
CATHOLIC COMMUNITY SERVICES	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	No
CHOICES UNLIMITED, INC.	Yes
COFFELT CARE HOMES, INC	No
COMMUNITY ACCESS SERVICES II, INC.	Yes
COMMUNITY BASED GROUP HOME	Yes
COMMUNITY LIFE LLC	No
COMMUNITY SERVICES, INC.	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes
CORNERSTONE VALLEY INC	Yes
CROSSROADS RESIDENTIAL HOME	Yes
D & D FOSTER CARE, LLC	Yes
DAI S'LA	Yes
DAIZY CORPORATION	Yes
DANVILLE SERVICES OF OREGON, LLC	Yes
DEAR HEART SUPPORT SERVICES LLC	Yes
DEGES CARE INC.	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	No
DUNGARVIN OREGON, LLC	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	Yes
EBENEZER GROUP HOME LLC	Yes
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	Yes
FAFI RESIDENTIAL SERVICE LLC	Yes
FAITH No4-HOUR RESIDENTIAL HOME INC	

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
FAMILY OWNED GROUP HOME LLC	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes
FREMONT ADULT CARE HOME, LLC	Yes
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	Yes
GRACE GROUP HOME LLC	Yes
GRIFFITH No4 HR CARE, LLC	Yes
H&C HOPE LLC	Yes
HAPPY LIFE	Yes
HARMONY HOUSING, INC	Yes
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	Yes
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	Yes
HELEN'S-CARE, INC	Yes
HENDRICKSON RESIDENTIAL, INC	Yes
HIHANO GROUP HOME LLC	Yes
HILDAH AND KAY'S, LLC	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	Yes
HOME INC.	Yes
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes
INDEPENDENT ENVIRONMENTS, INC	Yes
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	Yes
IS LIVING	Yes
IZUFREM CORPORATION	Yes
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	Yes

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
KADMAK RESIDENTIAL SERVICES, LLC	Yes
KJ No4 - HOURS CARE HOME LLC	Yes
KN RESIDENTIAL SERVICES	Yes
KOZA CARE LLC	Yes
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	
LEMUEL, INC GROUP HOMES	Yes
LENSA RESIDENTIAL SERVICE LLC	Yes
LIA'S CARE HOME INC	Yes
LIBERTY LIVING LLC	Yes
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	Yes
LOVE HOPE CARE, INC	No
LOVING CARE LLC	Yes
LUXE RESIDENTIAL SERVICES LLC	Yes
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	Yes
MENNA LLC	Yes
MID-VALLEY RESIDENTIAL CARE LLC	Yes
MIMI No4HRS RESIDENTIAL HOME Yes INC	No
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	Yes
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NORTHWEST RESIDENTIAL LLC	Yes
NURU'S ADULT FOSTER HOME	Yes
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	No
OHANA LOVING CARE	Yes

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	Yes
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Yes
PACIFIC NORTHWEST LIVING LLC	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PNH-COURT ADULT CARE HOME INC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC	Yes
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	Yes
RAINBOW ADULT LIVING FACILITIES	Yes
REDWOOD CARE, INC	Yes
RENAISSANCE CARE, INC	Yes
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Yes
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
ROME No4 HOUR RESIDENTIAL LLC	Yes
RON WILSON CENTER	Yes
ROYALCARE, INC	Yes
S & A RESIDENTIAL SERVICES, LLC	Yes
S.A.C.U.	Yes

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
S.I.S.O.	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes
SCHMIDT COMMUNITY CARE, LLC	Yes
SELAM No4HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	Yes
SHALOM No4 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 No4 HOURS HOME INC	Yes
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
TEME GH LLC	
THE GOOD LIFE GROUP HOME LLC	Yes
THE NEIGHBORHOOD IN HOME CARE LLC	Yes
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	Yes
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	Yes
TRU CARE LLC	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	Yes
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	Yes
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes

Agency name	Agency tracked how many DSPs tested positive or were presumed positive for COVID-19 while on your agency's payroll in 2021
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	Yes
WELLSPRING CARE L	Yes
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes
WINGS OF HOPE	Yes
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	Yes
Report average	Yes: 80.5%

Table 38. Agencies that reported that DSPs separated or left employment at agency as a result of vaccine and/or testing requirements

Agency name	Agencies that reported that DSPs separated or left employment at agency as a result of vaccine and/or testing requirements
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	Yes
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	Yes
ALTERNATIVE SERVICES-OREGON, INC.	Yes
ALVORD-TAYLOR, INC.	Yes
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	Yes
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes
AS PROMISED GROUP HOME	No
AWESOME GROUP HOME	No
BARCH, INC.	No
BEE LOVED CARE HOME, LLC	Yes
BEINGROUP, LLC	No
BENCO	No
BETHESDA LUTHERAN COMMUNITIES	Yes
BEYOND ABILITY SUPPORT SERVICES	No
BIG HEARTS RESIDENTIAL CARE, LLC	No
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	Yes
BUENA VISTA GROUP HOME LLC	No
CARETOWN, LLC	No

Agency name**Agencies that reported that DSPs separated or left employment at agency as a result of vaccine and/or testing requirements**

CASCADE RESIDENTIAL CARE, INC.	Yes
CATHOLIC COMMUNITY SERVICES	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes
CENTRAL OREGON COLLECTIVE	Yes
CHAMBERLIN HOUSE, INC.	Yes
CHOICES UNLIMITED, INC.	No
COFFELT CARE HOMES, INC	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes
COMMUNITY BASED GROUP HOME	No
COMMUNITY LIFE LLC	No
COMMUNITY SERVICES, INC.	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes
CONNECTIONS RESIDENTIAL SERVICES	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes
CORNERSTONE VALLEY INC	No
CROSSROADS RESIDENTIAL HOME	Yes
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.	No
DOUGLAS RESIDENT TRAINING FACILITIES	No
DUNGARVIN OREGON, LLC	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	Yes
EDWARDS CENTER, INC.	Yes
ELYSIAN PURSUIT INCORPORATED	Yes
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	
FAMILY OWNED GROUP HOME LLC	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes
FREMONT ADULT CARE HOME, LLC	No

Agency name**Agencies that reported that DSPs separated or left employment at agency as a result of vaccine and/or testing requirements**

GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	Yes
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	Yes
HAVEN CENTER LLC	Yes
HEART OF HOPE LLC	Yes
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	Yes
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	Yes
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	Yes
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes
INDEPENDENT ENVIRONMENTS, INC	Yes
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	Yes
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	Yes
KN RESIDENTIAL SERVICES	No

Agency name**Agencies that reported that DSPs separated or left employment
at agency as a result of vaccine and/or testing requirements**

KOZA CARE LLC	No
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	Yes
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	Yes
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	Yes
MARIE MILLS CENTER, INC	Yes
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	Yes
NEW DAY NORTHWEST INC.	Yes
NORTHWEST RESIDENTIAL LLC	No
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	Yes
NW MENTAL HEALTH MGMT SVCS	Yes
OHANA FIRST LLC	No
OHANA LOVING CARE	No
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	Yes
OREGON FAMILY CARE HOME	Yes
OREGON MENNONITE RES SVCS	Yes

Agency name**Agencies that reported that DSPs separated or left employment
at agency as a result of vaccine and/or testing requirements**

OREGON SUPPORTED LIVING PROGRAM	Yes
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes
PATHWAY ENTERPRISES, INC	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes
PNH-COURT ADULT CARE HOME INC	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes
PROVIDENT LIFE INC	Yes
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	Yes
REDWOOD CARE, INC	No
RENAISSANCE CARE, INC	No
RENEW CONSULTING INC	Yes
RESIDE RESIDENTIAL CARE	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No
RISE, INC	Yes
RISING SUN SUPPORTED LIVING	Yes
RIVERSIDE TRAINING CENTER, INC	Yes
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	Yes
ROYALCARE, INC	Yes
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	Yes
S.I.S.O.	Yes
SAFECARE RESIDENTIAL SERVICES, INC	Yes
SCHMIDT COMMUNITY CARE, LLC	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No

Agency name	Agencies that reported that DSPs separated or left employment at agency as a result of vaccine and/or testing requirements
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	Yes
SILVER SPRING GROUP HOME, INC	Yes
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	No
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	No
STONEBROOKE RESIDENTIAL SERVICES	Yes
SUNNY OAKS, INC	Yes
TANDEM NORTHWEST	Yes
TEME GH LLC	Yes
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUCARE HOMES, LLC	No
UMPQUA HOMES, INC.	Yes
UNITY LIFE CARE LLC	No
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	Yes
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	Yes
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	Yes
WESTSIDE COMMUNITY FOCUS	Yes

Agency name**Agencies that reported that DSPs separated or left employment
at agency as a result of vaccine and/or testing requirements**

WINGS OF HOPE	No
WORK UNLIMITED, INC	Yes
ZACHARY & ROOBLE LLC	No
Report average	Yes: 48.5%

Table 39. COVID-19 vaccination incentives

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
A.S.H., INC.	Yes	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No
ACHIEVE LLC	Yes	Yes
ADDISE MEMORIAL RESIDENTIAL	No	No
AEGIS RESIDENTIAL CARE, LLC	No	No
ALBERTINA KERR CENTERS	No	Yes
ALSAN RESIDENTIAL SERVICE LLC	Yes	Yes
ALSO	Yes	No
ALTERNATIVE SERVICES-OREGON, INC.	No	Yes
ALVORD-TAYLOR, INC.	Yes	Yes
AMANI CARE HOMES	No	No
AMEN LLC	Yes	Yes
ARCADIAN INCLUSION MANAGEMENT	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No
AS PROMISED GROUP HOME	No	No
AWESOME GROUP HOME	No	No
BARCH, INC.	No	No
BEE LOVED CARE HOME, LLC	No	No
BEINGROUP, LLC	No	Yes
BENCO	No	Yes
BETHESDA LUTHERAN COMMUNITIES	No	No
BEYOND ABILITY SUPPORT SERVICES	Yes	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	Yes
BLESS RESIDENTIAL SERVICES LLC	No	No
BLESSED RESIDENTIAL CARE LLC	Yes	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No
BRIDGE CARE LLC	No	No
BRIDGEPORT VILLAGE ACH	No	No
BRIDGES ENTERPRISE, LLC	No	No
BRIGHTSIDE LIVING, LLC	No	Yes
BUENA VISTA GROUP HOME LLC	Yes	No
CARETOWN, LLC	No	Yes

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
CASCADE RESIDENTIAL CARE, INC.	Yes	Yes
CATHOLIC COMMUNITY SERVICES	Yes	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No
CENTRAL OREGON COLLECTIVE	No	Yes
CHAMBERLIN HOUSE, INC.	Yes	No
CHOICES UNLIMITED, INC.	No	Yes
COFFELT CARE HOMES, INC	No	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes
COMMUNITY BASED GROUP HOME	No	No
COMMUNITY LIFE LLC	Yes	Yes
COMMUNITY SERVICES, INC.	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	Yes	No
CONNECTIONS RESIDENTIAL SERVICES	No	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No
CORNERSTONE VALLEY INC	No	No
CROSSROADS RESIDENTIAL HOME	No	
D & D FOSTER CARE, LLC	Yes	Yes
DAI S'LA	Yes	No
DAIZY CORPORATION	Yes	No
DANVILLE SERVICES OF OREGON, LLC	No	No
DEAR HEART SUPPORT SERVICES LLC	Yes	No
DEGES CARE INC.	Yes	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	No	No
DUNGARVIN OREGON, LLC	No	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	No
EASTCO DIVERSIFIED SERVICES	No	No
EBENEZER GROUP HOME LLC	Yes	Yes
EDWARDS CENTER, INC.	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	Yes
FAFI RESIDENTIAL SERVICE LLC	No	No
FAITH 24-HOUR RESIDENTIAL HOME INC		
FAMILY OWNED GROUP HOME LLC	Yes	Yes
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	Yes
FREMONT ADULT CARE HOME, LLC	Yes	No

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
GENTLE HANDS LLC	No	Yes
GOLDEN TOUCH CARE, INC	No	Yes
GRACE GROUP HOME LLC	No	No
GRIFFITH 24 HR CARE, LLC	No	No
H&C HOPE LLC	Yes	Yes
HAPPY LIFE	No	No
HARMONY HOUSING, INC	Yes	Yes
HASSET FOR LIFE, LLC	Yes	No
HAVEN CENTER LLC	Yes	No
HEART OF HOPE LLC	Yes	No
HEART TO HEART CARE HOME, LLC	No	No
HEAVENLY HOME CARE LLC	No	No
HELEN'S-CARE, INC	Yes	Yes
HENDRICKSON RESIDENTIAL, INC	Yes	Yes
HIHANO GROUP HOME LLC	No	Yes
HILDAH AND KAY'S, LLC	No	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	No	No
HOME INC.	No	Yes
HOME LIFE, INC	No	Yes
HORIZON PROJECT, INC	No	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	Yes
INFINITY CARE CORP	No	No
INTEGRITY-CARE LLC	Yes	Yes
IS LIVING	Yes	No
IZUFREM CORPORATION	No	No
JACOB'S LIGHTHOUSE, LLC	No	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	Yes
K&A RESIDENTIAL SERVICE LLC	Yes	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	Yes
KJ 24 - HOURS CARE HOME LLC	Yes	Yes
KN RESIDENTIAL SERVICES	Yes	No
KOZA CARE LLC	No	No

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
LAILAH'S LIVING CENTER		
LAILAHS LIVING CENTER II	No	
LEMUEL, INC GROUP HOMES	Yes	No
LENSA RESIDENTIAL SERVICE LLC	No	No
LIA'S CARE HOME INC	No	No
LIBERTY LIVING LLC	No	Yes
LIMES ADULT FOSTER CARE	No	No
LIVING OPPORTUNITIES, INC	Yes	Yes
LOTUS CARE INC	No	No
LOVE HOPE CARE, INC	No	No
LOVING CARE LLC	No	No
LUXE RESIDENTIAL SERVICES LLC	No	No
MAKO CARE LLC	Yes	Yes
MARIE MILLS CENTER, INC	No	No
MENNA LLC	No	No
MID-VALLEY RESIDENTIAL CARE LLC	No	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No
MV ADVANCEMENTS	No	Yes
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes
NAF CARE HOMES, LLC	No	No
NAFF CENTURY LLC	Yes	No
NEW DAY ENTERPRISES	No	No
NEW DAY NORTHWEST INC.	No	Yes
NORTHWEST RESIDENTIAL LLC	Yes	No
NURU'S ADULT FOSTER HOME	Yes	Yes
NW COMMUNITY ALLIANCE, INC	No	Yes
NW MENTAL HEALTH MGMT SVCS	No	No
OHANA FIRST LLC	No	No
OHANA LOVING CARE	Yes	No
OPEN HEART YT, LLC	Yes	No
OPPORTUNITY FOUNDATION CENTRAL OR	No	Yes
OREGON FAMILY CARE HOME	Yes	Yes
OREGON MENNONITE RES SVCS	Yes	No
OREGON SUPPORTED LIVING PROGRAM	No	Yes

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No
PACIFIC NORTHWEST LIVING LLC	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	Yes
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	Yes
PNH-COURT ADULT CARE HOME INC	Yes	Yes
PORTLAND METRO RESIDENTIAL SERVICES	Yes	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No
PROVIDENT LIFE INC	No	No
RACHEL'S GROUP HOME LLC	No	Yes
RAIN KING PROPERTIES	No	Yes
RAINBOW ADULT LIVING FACILITIES	No	No
REDWOOD CARE, INC	No	Yes
RENAISSANCE CARE, INC	No	Yes
RENEW CONSULTING INC	No	No
RESIDE RESIDENTIAL CARE	No	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No
RISE, INC	No	Yes
RISING SUN SUPPORTED LIVING	Yes	Yes
RIVERSIDE TRAINING CENTER, INC	Yes	No
ROME 24 HOUR RESIDENTIAL LLC	No	No
RON WILSON CENTER	No	No
ROYALCARE, INC	Yes	Yes
S & A RESIDENTIAL SERVICES, LLC	Yes	Yes
S.A.C.U.	Yes	Yes
S.I.S.O.	Yes	Yes
SAFECARE RESIDENTIAL SERVICES, INC	No	No
SCHMIDT COMMUNITY CARE, LLC	No	No
SELAM 24HR RESIDENTIAL SERVICES LLC		No
SERENTIY RESIDENTIAL SERVICES INC	No	Yes
SHALOM 24 HOURS GROUP HOME	Yes	Yes

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
SHANGRI-LA CORP	Yes	Yes
SILVER SPRING GROUP HOME, INC	No	No
SOLODA ACH INC.	No	Yes
SOUTH COAST HORIZONS	No	No
SOUTHERN OREGON ASPIRE	No	Yes
ST. GABRIEL CARE HOME INC.	No	Yes
STAR CORP GROUP HOME	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	Yes	No
STEP FORWARD ACTIVITIES, INC	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	Yes
SUNNY OAKS, INC	Yes	Yes
TANDEM NORTHWEST	Yes	Yes
TEME GH LLC	Yes	Yes
THE GOOD LIFE GROUP HOME LLC	Yes	No
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	Yes
THE OSBORN PROJECT	Yes	No
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes
THRIVING LIVES CARE, INC	Yes	Yes
TOTAL FREEDOM CARE	No	No
TRU CARE LLC	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	Yes
TRUECARE HOMES, LLC	Yes	No
UMPQUA HOMES, INC.	Yes	No
UNITY LIFE CARE LLC	No	Yes
UP & OUT, INC	Yes	No
VALOR ASSOCIATES, LLC	No	No
VISION GROUP HOME	No	No
WALKER SUPPORT SERVICES, INC	No	No
WARD HOME CARE, INC	Yes	Yes
WELLSPRING CARE L	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes
WESTSIDE COMMUNITY FOCUS	No	No
WINGS OF HOPE	No	No

Agency name	Agencies that offered a financial incentive for DSPs who were fully vaccinated	Agencies that offered paid time off to DSPs to receive and recover from the vaccine
WORK UNLIMITED, INC	No	Yes
ZACHARY & ROOBLE LLC	No	No
Report average	Yes: 42.8%	Yes: 45.0%

Table 40. Bonuses or wage increases

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
A.S.H., INC.	Yes	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No
ACHIEVE LLC	Yes	No
ADDISE MEMORIAL RESIDENTIAL	No	No
AEGIS RESIDENTIAL CARE, LLC	Yes	No
ALBERTINA KERR CENTERS	Yes	No
ALSAN RESIDENTIAL SERVICE LLC	Yes	No
ALSO	No	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	Yes
ALVORD-TAYLOR, INC.	Yes	Yes
AMANI CARE HOMES	Yes	No
AMEN LLC	Yes	No
ARCADIAN INCLUSION MANAGEMENT	Yes	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	Yes	No
AS PROMISED GROUP HOME	No	Yes
AWESOME GROUP HOME	No	No
BARCH, INC.	No	No
BEE LOVED CARE HOME, LLC	No	No
BEINGROUP, LLC	No	No
BENCO	Yes	No
BETHESDA LUTHERAN COMMUNITIES	Yes	No
BEYOND ABILITY SUPPORT SERVICES	Yes	No
BIG HEARTS RESIDENTIAL CARE, LLC	Yes	No
BLESS RESIDENTIAL SERVICES LLC	No	No
BLESSED RESIDENTIAL CARE LLC	No	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No
BRIDGE CARE LLC	Yes	No
BRIDGEPORT VILLAGE ACH	No	Yes
BRIDGES ENTERPRISE, LLC	Yes	No
BRIGHTSIDE LIVING, LLC	Yes	Yes
BUENA VISTA GROUP HOME LLC	Yes	No

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
CARETOWN, LLC	Yes	No
CASCADE RESIDENTIAL CARE, INC.	Yes	No
CATHOLIC COMMUNITY SERVICES	Yes	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Yes	No
CENTRAL OREGON COLLECTIVE	Yes	No
CHAMBERLIN HOUSE, INC.	No	No
CHOICES UNLIMITED, INC.	Yes	No
COFFELT CARE HOMES, INC	Yes	No
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes
COMMUNITY BASED GROUP HOME	No	No
COMMUNITY LIFE LLC	Yes	Yes
COMMUNITY SERVICES, INC.	Yes	Yes
COMMUNITY SUPPORT SERVICES, INC.	No	No
CONNECTIONS RESIDENTIAL SERVICES	Yes	Yes
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Yes	No
CORNERSTONE VALLEY INC	Yes	No
CROSSROADS RESIDENTIAL HOME	Yes	Yes
D & D FOSTER CARE, LLC	Yes	No
DAI S'LA	Yes	No
DAIZY CORPORATION	Yes	No
DANVILLE SERVICES OF OREGON, LLC	Yes	No
DEAR HEART SUPPORT SERVICES LLC	Yes	No
DEGES CARE INC.	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES	Yes	Yes
DUNGARVIN OREGON, LLC	Yes	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	No
EASTCO DIVERSIFIED SERVICES	Yes	No
EBENEZER GROUP HOME LLC	Yes	No
EDWARDS CENTER, INC.	Yes	No
ELYSIAN PURSUIT INCORPORATED	Yes	No
FAFI RESIDENTIAL SERVICE LLC	Yes	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No
FAMILY OWNED GROUP HOME LLC	Yes	Yes

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes	Yes
FREMONT ADULT CARE HOME, LLC	Yes	No
GENTLE HANDS LLC	No	No
GOLDEN TOUCH CARE, INC	Yes	No
GRACE GROUP HOME LLC	No	No
GRIFFITH 24 HR CARE, LLC	Yes	No
H&C HOPE LLC	Yes	No
HAPPY LIFE	No	No
HARMONY HOUSING, INC	Yes	Yes
HASSET FOR LIFE, LLC	Yes	No
HAVEN CENTER LLC	Yes	Yes
HEART OF HOPE LLC	No	No
HEART TO HEART CARE HOME, LLC	Yes	No
HEAVENLY HOME CARE LLC	No	No
HELEN'S-CARE, INC	Yes	No
HENDRICKSON RESIDENTIAL, INC	Yes	No
HIHANO GROUP HOME LLC	Yes	No
HILDAH AND KAY'S, LLC	No	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	No	No
HOME INC.	Yes	No
HOME LIFE, INC	Yes	No
HORIZON PROJECT, INC	Yes	Yes
HUMMINGBIRD CARE HOME, LLC	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	No
INFINITY CARE CORP	No	No
INTEGRITY-CARE LLC	Yes	No
IS LIVING	Yes	No
IZUFREM CORPORATION	No	No
JACOB'S LIGHTHOUSE, LLC	No	No
JEROME MODU COMMUNITY BASED LIVING CARE	No	No
K&A RESIDENTIAL SERVICE LLC	No	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	No

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
KJ 24 - HOURS CARE HOME LLC	Yes	No
KN RESIDENTIAL SERVICES	Yes	No
KOZA CARE LLC	Yes	No
LAILAH'S LIVING CENTER	No	No
LAILAHS LIVING CENTER II	Yes	Yes
LEMUEL, INC GROUP HOMES	Yes	No
LENSA RESIDENTIAL SERVICE LLC	Yes	No
LIA'S CARE HOME INC	Yes	No
LIBERTY LIVING LLC	Yes	No
LIMES ADULT FOSTER CARE	Yes	No
LIVING OPPORTUNITIES, INC	Yes	Yes
LOTUS CARE INC	No	Yes
LOVE HOPE CARE, INC	No	No
LOVING CARE LLC	Yes	No
LUXE RESIDENTIAL SERVICES LLC	Yes	No
MAKO CARE LLC	Yes	No
MARIE MILLS CENTER, INC	Yes	Yes
MENNA LLC	Yes	No
MID-VALLEY RESIDENTIAL CARE LLC	Yes	Yes
MIMI 24HRS RESIDENTIAL HOME Yes INC	No	No
MV ADVANCEMENTS	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	Yes	Yes
NAF CARE HOMES, LLC	No	No
NAFF CENTURY LLC	Yes	No
NEW DAY ENTERPRISES	Yes	No
NEW DAY NORTHWEST INC.	Yes	No
NORTHWEST RESIDENTIAL LLC	Yes	No
NURU'S ADULT FOSTER HOME	Yes	No
NW COMMUNITY ALLIANCE, INC	Yes	No
NW MENTAL HEALTH MGMT SVCS	Yes	Yes
OHANA FIRST LLC	No	No
OHANA LOVING CARE	Yes	No
OPEN HEART YT, LLC	Yes	No

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
OPPORTUNITY FOUNDATION CENTRAL OR	Yes	Yes
OREGON FAMILY CARE HOME	Yes	No
OREGON MENNONITE RES SVCS	Yes	Yes
OREGON SUPPORTED LIVING PROGRAM	Yes	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No
PACIFIC NORTHWEST LIVING LLC	Yes	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	Yes	No
PATHWAY ENTERPRISES, INC	Yes	Yes
PERSONALIZED INDEPENDENCE, INC.	Yes	Yes
PINNACLE DEVELOPMENTAL CARE, LLC	Yes	No
PNH-COURT ADULT CARE HOME INC	Yes	No
PORTLAND METRO RESIDENTIAL SERVICES	Yes	No
PORTLAND RESIDENTIAL CARE SERVICES	No	No
PREMIER COMMUNITY SUPPORTS, LLC	No	No
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No
PROVIDENT LIFE INC	Yes	No
RACHEL'S GROUP HOME LLC	Yes	No
RAIN KING PROPERTIES	No	No
RAINBOW ADULT LIVING FACILITIES	Yes	Yes
REDWOOD CARE, INC	Yes	No
RENAISSANCE CARE, INC	Yes	No
RENEW CONSULTING INC	Yes	Yes
RESIDE RESIDENTIAL CARE	Yes	Yes
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No
RISE, INC	Yes	Yes
RISING SUN SUPPORTED LIVING	Yes	No
RIVERSIDE TRAINING CENTER, INC	Yes	Yes
ROME 24 HOUR RESIDENTIAL LLC	No	No
RON WILSON CENTER	Yes	Yes
ROYALCARE, INC	No	No
S & A RESIDENTIAL SERVICES, LLC	Yes	Yes
S.A.C.U.	Yes	Yes
S.I.S.O.	Yes	Yes

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
SAFECARE RESIDENTIAL SERVICES, INC	Yes	No
SCHMIDT COMMUNITY CARE, LLC	Yes	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No
SERENTIY RESIDENTIAL SERVICES INC	No	No
SHALOM 24 HOURS GROUP HOME	No	No
SHANGRI-LA CORP	Yes	No
SILVER SPRING GROUP HOME, INC	Yes	No
SOLODA ACH INC.	Yes	No
SOUTH COAST HORIZONS	No	No
SOUTHERN OREGON ASPIRE	Yes	No
ST. GABRIEL CARE HOME INC.	No	No
STAR CORP GROUP HOME	Yes	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No
STEP FORWARD ACTIVITIES, INC	Yes	No
STEPPING STONE 24 HOURS HOME INC	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	No
SUNNY OAKS, INC	Yes	Yes
TANDEM NORTHWEST	Yes	Yes
TEME GH LLC	Yes	Yes
THE GOOD LIFE GROUP HOME LLC	No	No
THE NEIGHBORHOOD IN HOME CARE LLC	Yes	Yes
THE OSBORN PROJECT	Yes	No
THE WAY OF LIFE GROUP HOME LLC	Yes	Yes
THRIVING LIVES CARE, INC	Yes	No
TOTAL FREEDOM CARE	Yes	No
TRU CARE LLC	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	Yes	No
TRUECARE HOMES, LLC	Yes	No
UMPQUA HOMES, INC.	Yes	No
UNITY LIFE CARE LLC	Yes	No
UP & OUT, INC	Yes	Yes
VALOR ASSOCIATES, LLC	No	No
VISION GROUP HOME	No	No

Agency name	Agency gave bonuses to SOME OR ALL DSPs supporting adults with IDD	Agency gave temporary hourly wage increases to SOME OR ALL DSPs supporting adults with IDD
WALKER SUPPORT SERVICES, INC	Yes	No
WARD HOME CARE, INC	Yes	No
WELLSPRING CARE L	Yes	No
WESTERN IDAHO TRAINING CO INC	Yes	No
WESTSIDE COMMUNITY FOCUS	Yes	No
WINGS OF HOPE	No	No
WORK UNLIMITED, INC	Yes	Yes
ZACHARY & ROOBLE LLC	No	No
Report average	Yes: 73.5%	Yes: 22.1%

Table 41. Changes made in 2021 to DSP employment requirements

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
A.S.H., INC.	No	No	No	No	Yes
ABEL'S RESIDENTIAL SERVICES, LLC	No	No	No	No	Yes
ACHIEVE LLC	No	No	No	Yes	No
ADDISE MEMORIAL RESIDENTIAL	No	No	No	No	Yes
AEGIS RESIDENTIAL CARE, LLC	No	No	No	No	Yes
ALBERTINA KERR CENTERS	No	No	No	No	Yes
ALSAN RESIDENTIAL SERVICE LLC	No	Yes	No	No	No
ALSO	No	No	No	No	Yes
ALTERNATIVE SERVICES-OREGON, INC.	No	No	No	No	Yes
ALVORD-TAYLOR, INC.	No	No	No	Yes	No
AMANI CARE HOMES	No	No	No	No	Yes
AMEN LLC	No	No	No	No	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	No	No	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	No	No	No	Yes
AS PROMISED GROUP HOME	No	No	No	Yes	No
AWESOME GROUP HOME	No	No	No	No	No
BARCH, INC.	No	No	No	No	Yes
BEE LOVED CARE HOME, LLC	No	No	No	No	Yes
BEINGROUP, LLC	No	No	No	No	Yes
BENCO	No	No	No	No	Yes
BETHESDA LUTHERAN COMMUNITIES	Yes	No	No	No	No
BEYOND ABILITY SUPPORT SERVICES	No	No	No	No	Yes
BIG HEARTS RESIDENTIAL CARE, LLC	No	No	No	No	Yes
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	No	No	No	No	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No	No	No	No	Yes
BRIDGE CARE LLC	No	No	No	No	Yes
BRIDGEPORT VILLAGE ACH	No	No	No	No	Yes
BRIDGES ENTERPRISE, LLC	No	No	No	No	Yes
BRIGHTSIDE LIVING, LLC	No	No	No	No	Yes
BUENA VISTA GROUP HOME LLC	No	No	No	No	Yes
CARETOWN, LLC	No	No	No	No	Yes

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
CASCADE RESIDENTIAL CARE, INC.	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	No	No	No	No	Yes
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	No	No	No	Yes
CENTRAL OREGON COLLECTIVE	No	No	No	No	Yes
CHAMBERLIN HOUSE, INC.	No	No	No	No	Yes
CHOICES UNLIMITED, INC.	No	No	No	No	Yes
COFFELT CARE HOMES, INC	No	No	No	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	No	No	No	No	Yes
COMMUNITY BASED GROUP HOME	No	No	No	No	Yes
COMMUNITY LIFE LLC	No	No	No	No	Yes
COMMUNITY SERVICES, INC.	No	No	No	No	Yes
COMMUNITY SUPPORT SERVICES, INC.	No	No	No	No	Yes
CONNECTIONS RESIDENTIAL SERVICES	No	No	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	Yes
CORNERSTONE VALLEY INC	No	No	No	No	Yes
CROSSROADS RESIDENTIAL HOME	No	No	No	No	Yes
D & D FOSTER CARE, LLC	No	No	No	No	Yes
DAI S'LA	No	No	No	No	Yes
DAIZY CORPORATION	No	No	No	No	Yes
DANVILLE SERVICES OF OREGON, LLC	Yes	No	No	No	No
DEAR HEART SUPPORT SERVICES LLC	No	No	No	No	Yes
DEGES CARE INC.	No	No	No	No	Yes
DOUGLAS RESIDENT TRAINING FACILITIES	No	No	No	No	Yes
DUNGARVIN OREGON, LLC	No	No	No	No	Yes
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
EASTCO DIVERSIFIED SERVICES	No	No	No	No	Yes
EBENEZER GROUP HOME LLC	No	No	No	No	Yes
EDWARDS CENTER, INC.	No	No	No	No	Yes
ELYSIAN PURSUIT INCORPORATED	No	No	No	No	Yes
FAFI RESIDENTIAL SERVICE LLC	No	No	No	No	Yes
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	Yes	No	No	No	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	No	No	No	Yes

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
FREMONT ADULT CARE HOME, LLC	No	No	No	No	Yes
GENTLE HANDS LLC	No	No	No	No	Yes
GOLDEN TOUCH CARE, INC	No	No	No	No	Yes
GRACE GROUP HOME LLC	No	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	No	No	No	Yes
H&C HOPE LLC	No	No	No	No	Yes
HAPPY LIFE	No	No	No	No	Yes
HARMONY HOUSING, INC	No	No	No	No	Yes
HASSET FOR LIFE, LLC	No	No	No	No	Yes
HAVEN CENTER LLC	Yes	Yes	No	No	No
HEART OF HOPE LLC	No	No	No	No	No
HEART TO HEART CARE HOME, LLC	No	No	Yes	No	No
HEAVENLY HOME CARE LLC	No	No	No	No	No
HELEN'S-CARE, INC	No	No	No	No	Yes
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	Yes
HIHANO GROUP HOME LLC	No	No	No	Yes	No
HILDAH AND KAY'S, LLC	No	No	No	No	Yes
HOLISTIC RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
HOME INC.	No	No	No	No	Yes
HOME LIFE, INC	No	No	No	No	Yes
HORIZON PROJECT, INC	No	No	No	No	Yes
HUMMINGBIRD CARE HOME, LLC	No	No	No	No	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	Yes
INDEPENDENT ENVIRONMENTS, INC	No	No	No	No	Yes
INFINITY CARE CORP	No	No	No	No	Yes
INTEGRITY-CARE LLC	No	No	No	No	Yes
IS LIVING	No	No	No	No	Yes
IZUFREM CORPORATION	No	No	No	No	Yes
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	Yes	No	No	No	No
K&A RESIDENTIAL SERVICE LLC	No	No	No	No	Yes
KADMAK RESIDENTIAL SERVICES, LLC	No	No	No	No	No
KJ 24 - HOURS CARE HOME LLC	No	No	No	No	Yes

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
KN RESIDENTIAL SERVICES	No	No	No	No	Yes
KOZA CARE LLC	No	No	No	No	Yes
LAILAH'S LIVING CENTER	No	No	No	No	No
LAILAHS LIVING CENTER II	No	No	No	No	No
LEMUEL, INC GROUP HOMES	No	No	No	No	No
LENSA RESIDENTIAL SERVICE LLC	Yes	No	No	No	No
LIA'S CARE HOME INC	Yes	No	No	Yes	No
LIBERTY LIVING LLC	No	Yes	No	Yes	No
LIMES ADULT FOSTER CARE	No	No	No	No	Yes
LIVING OPPORTUNITIES, INC	No	No	No	No	Yes
LOTUS CARE INC	No	No	No	No	Yes
LOVE HOPE CARE, INC	No	No	No	No	Yes
LOVING CARE LLC	No	No	No	No	Yes
LUXE RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
MAKO CARE LLC	No	No	No	No	Yes
MARIE MILLS CENTER, INC	No	No	No	No	Yes
MENNA LLC	No	No	No	No	Yes
MID-VALLEY RESIDENTIAL CARE LLC	No	No	No	Yes	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No	No	No	No	Yes
MV ADVANCEMENTS	No	No	No	Yes	No
MY LIYU RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
NAF CARE HOMES, LLC	No	No	No	No	No
NAFF CENTURY LLC	No	No	No	No	Yes
NEW DAY ENTERPRISES	No	Yes	No	No	No
NEW DAY NORTHWEST INC.	No	No	No	No	Yes
NORTHWEST RESIDENTIAL LLC	No	No	No	No	Yes
NURU'S ADULT FOSTER HOME	No	No	No	No	Yes
NW COMMUNITY ALLIANCE, INC	No	Yes	No	No	No
NW MENTAL HEALTH MGMT SVCS	No	No	No	No	Yes
OHANA FIRST LLC	No	No	No	No	Yes
OHANA LOVING CARE	No	No	No	No	Yes
OPEN HEART YT, LLC	No	No	No	No	Yes
OPPORTUNITY FOUNDATION CENTRAL OR	No	No	No	Yes	No

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
OREGON FAMILY CARE HOME	No	No	No	No	Yes
OREGON MENNONITE RES SVCS	No	No	No	Yes	No
OREGON SUPPORTED LIVING PROGRAM	No	No	No	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	No	No	Yes
PACIFIC NORTHWEST LIVING LLC	No	No	No	No	Yes
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	No	No	No	Yes
PATHWAY ENTERPRISES, INC	No	Yes	No	Yes	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	No	No	No	Yes
PNH-COURT ADULT CARE HOME INC	No	Yes	No	No	No
PORTLAND METRO RESIDENTIAL SERVICES	No	No	No	No	Yes
PORTLAND RESIDENTIAL CARE SERVICES	No	No	No	No	Yes
PREMIER COMMUNITY SUPPORTS, LLC	No	No	No	No	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	No	No	No	No	Yes
PROVIDENT LIFE INC	Yes	No	No	Yes	No
RACHEL'S GROUP HOME LLC	No	No	No	No	Yes
RAIN KING PROPERTIES	No	No	No	No	Yes
RAINBOW ADULT LIVING FACILITIES	No	No	No	No	Yes
REDWOOD CARE, INC	No	No	No	No	Yes
RENAISSANCE CARE, INC	No	No	No	No	Yes
RENEW CONSULTING INC	No	No	No	No	Yes
RESIDE RESIDENTIAL CARE	Yes	No	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	No	No	Yes
RISE, INC	No	Yes	No	No	No
RISING SUN SUPPORTED LIVING	No	No	No	No	Yes
RIVERSIDE TRAINING CENTER, INC	No	No	No	No	Yes
ROME 24 HOUR RESIDENTIAL LLC	No	No	No	No	Yes
RON WILSON CENTER	No	No	No	Yes	No
ROYALCARE, INC	No	No	No	No	No
S & A RESIDENTIAL SERVICES, LLC	No	No	No	Yes	No
S.A.C.U.	No	Yes	No	Yes	No
S.I.S.O.	No	No	No	No	Yes
SAFECARE RESIDENTIAL SERVICES, INC	No	No	No	No	Yes

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
SCHMIDT COMMUNITY CARE, LLC	No	No	No	No	Yes
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
SERENTIY RESIDENTIAL SERVICES INC	No	No	No	No	Yes
SHALOM 24 HOURS GROUP HOME	No	No	No	No	Yes
SHANGRI-LA CORP	No	No	No	No	Yes
SILVER SPRING GROUP HOME, INC	No	Yes	No	No	No
SOLODA ACH INC.	No	No	No	No	Yes
SOUTH COAST HORIZONS	No	No	No	No	Yes
SOUTHERN OREGON ASPIRE	No	No	No	Yes	No
ST. GABRIEL CARE HOME INC.	No	No	No	No	Yes
STAR CORP GROUP HOME	No	No	No	No	Yes
STAR OF HOPE ACTIVITY CENTER INC	No	No	No	No	Yes
STEP FORWARD ACTIVITIES, INC	No	No	No	No	Yes
STEPPING STONE 24 HOURS HOME INC	No	No	No	No	Yes
STONEBROOKE RESIDENTIAL SERVICES	No	No	No	No	Yes
SUNNY OAKS, INC	No	No	No	No	Yes
TANDEM NORTHWEST	No	No	No	No	Yes
TEME GH LLC	Yes	Yes	No	No	No
THE GOOD LIFE GROUP HOME LLC	Yes	Yes	No	Yes	No
THE NEIGHBORHOOD IN HOME CARE LLC	No	No	No	No	Yes
THE OSBORN PROJECT	No	No	No	No	Yes
THE WAY OF LIFE GROUP HOME LLC	No	No	No	No	No
THRIVING LIVES CARE, INC	No	No	No	No	Yes
TOTAL FREEDOM CARE	No	No	No	No	Yes
TRU CARE LLC	No	No	No	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	No	No	No	No	Yes
TRUECARE HOMES, LLC	No	No	No	No	Yes
UMPQUA HOMES, INC.	No	No	No	No	Yes
UNITY LIFE CARE LLC	No	No	No	No	Yes
UP & OUT, INC	No	No	No	Yes	No
VALOR ASSOCIATES, LLC	No	No	No	No	Yes
VISION GROUP HOME	No	No	No	No	Yes
WALKER SUPPORT SERVICES, INC	No	Yes	No	No	No

Agency name	Reduced required level of formal education	Reduced requirements related to background checks	Paid families to provide supports in non-self-directed programs	Changed other requirements	Maintained same requirements for DSP employment
WARD HOME CARE, INC	No	No	No	No	Yes
WELLSPRING CARE L	No	No	No	No	Yes
WESTERN IDAHO TRAINING CO INC	No	No	No	Yes	No
WESTSIDE COMMUNITY FOCUS	No	No	No	No	Yes
WINGS OF HOPE	No	No	No	No	Yes
WORK UNLIMITED, INC	No	Yes	No	No	No
ZACHARY & ROOBLE LLC	No	No	No	No	Yes
Report Average	Yes: 5.9%	Yes: 6.9%	Yes: 0.5%	Yes: 9.3%	Yes: 73.5%

Table 42. Percentage of agencies reporting that they consistently had an adequate supply of PPE (personal protective equipment, specifically masks and gloves) for DSPs and people receiving services in 2021

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
A.S.H., INC.	Always had enough access to PPE for DSPs and people receiving services
ABEL'S RESIDENTIAL SERVICES, LLC	Always had enough access to PPE for DSPs and people receiving services
ACHIEVE LLC	Always had enough access to PPE for DSPs and people receiving services
ADDISE MEMORIAL RESIDENTIAL	Always had enough access to PPE for DSPs and people receiving services
AEGIS RESIDENTIAL CARE, LLC	Always had enough access to PPE for DSPs and people receiving services
ALBERTINA KERR CENTERS	Always had enough access to PPE for DSPs and people receiving services
ALSAN RESIDENTIAL SERVICE LLC	Always had enough access to PPE for DSPs and people receiving services
ALSO	Always had enough access to PPE for DSPs and people receiving services
ALTERNATIVE SERVICES-OREGON, INC.	Always had enough access to PPE for DSPs and people receiving services
ALVORD-TAYLOR, INC.	Always had enough access to PPE for DSPs and people receiving services
AMANI CARE HOMES	Always had enough access to PPE for DSPs and people receiving services
AMEN LLC	Did not always have enough access to PPE for DSPs and people receiving services
ARCADIAN INCLUSION MANAGEMENT	Always had enough access to PPE for DSPs and people receiving services
AROUND THE CLOCK SUPPORT SERVICES, LLC	Always had enough access to PPE for DSPs and people receiving services
AS PROMISED GROUP HOME	Did not always have enough access to PPE for DSPs and people receiving services
AWESOME GROUP HOME	Always had enough access to PPE for DSPs and people receiving services
BARCH, INC.	Always had enough access to PPE for DSPs and people receiving services
BEE LOVED CARE HOME, LLC	Always had enough access to PPE for DSPs and people receiving services
BEINGROUP, LLC	Always had enough access to PPE for DSPs and people receiving services
BENCO	Did not always have enough access to PPE for DSPs and people receiving services
BETHESDA LUTHERAN COMMUNITIES	Always had enough access to PPE for DSPs and people receiving services
BEYOND ABILITY SUPPORT SERVICES	Always had enough access to PPE for DSPs and people receiving services
BIG HEARTS RESIDENTIAL CARE, LLC	Always had enough access to PPE for DSPs and people receiving services
BLESS RESIDENTIAL SERVICES LLC	
BLESSED RESIDENTIAL CARE LLC	Always had enough access to PPE for DSPs and people receiving services
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Always had enough access to PPE for DSPs and people receiving services
BRIDGE CARE LLC	Always had enough access to PPE for DSPs and people receiving services
BRIDGEPORT VILLAGE ACH	Did not always have enough access to PPE for DSPs and people receiving services
BRIDGES ENTERPRISE, LLC	Always had enough access to PPE for DSPs and people receiving services
BRIGHTSIDE LIVING, LLC	Always had enough access to PPE for DSPs and people receiving services
BUENA VISTA GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
CARETOWN, LLC	Always had enough access to PPE for DSPs and people receiving services

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
CASCADE RESIDENTIAL CARE, INC.	Always had enough access to PPE for DSPs and people receiving services
CATHOLIC COMMUNITY SERVICES	Always had enough access to PPE for DSPs and people receiving services
CENTER FOR CONTINUOUS IMPROVEMENT, INC	Always had enough access to PPE for DSPs and people receiving services
CENTRAL OREGON COLLECTIVE	Always had enough access to PPE for DSPs and people receiving services
CHAMBERLIN HOUSE, INC.	Always had enough access to PPE for DSPs and people receiving services
CHOICES UNLIMITED, INC.	Did not always have enough access to PPE for DSPs and people receiving services
COFFELT CARE HOMES, INC	Always had enough access to PPE for DSPs and people receiving services
COMMUNITY ACCESS SERVICES II, INC.	Always had enough access to PPE for DSPs and people receiving services
COMMUNITY BASED GROUP HOME	Always had enough access to PPE for DSPs and people receiving services
COMMUNITY LIFE LLC	Always had enough access to PPE for DSPs and people receiving services
COMMUNITY SERVICES, INC.	Always had enough access to PPE for DSPs and people receiving services
COMMUNITY SUPPORT SERVICES, INC.	Always had enough access to PPE for DSPs and people receiving services
CONNECTIONS RESIDENTIAL SERVICES	Always had enough access to PPE for DSPs and people receiving services
COOPER HOLLOW RESIDENTIAL SERVICES, INC	Always had enough access to PPE for DSPs and people receiving services
CORNERSTONE VALLEY INC	Always had enough access to PPE for DSPs and people receiving services
CROSSROADS RESIDENTIAL HOME	Did not always have enough access to PPE for DSPs and people receiving services
D & D FOSTER CARE, LLC	Always had enough access to PPE for DSPs and people receiving services
DAI S'LA	
DAIZY CORPORATION	Always had enough access to PPE for DSPs and people receiving services
DANVILLE SERVICES OF OREGON, LLC	Always had enough access to PPE for DSPs and people receiving services
DEAR HEART SUPPORT SERVICES LLC	Always had enough access to PPE for DSPs and people receiving services
DEGES CARE INC.	Always had enough access to PPE for DSPs and people receiving services
DOUGLAS RESIDENT TRAINING FACILITIES	Always had enough access to PPE for DSPs and people receiving services
DUNGARVIN OREGON, LLC	Always had enough access to PPE for DSPs and people receiving services
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Always had enough access to PPE for DSPs and people receiving services
EASTCO DIVERSIFIED SERVICES	Always had enough access to PPE for DSPs and people receiving services
EBENEZER GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
EDWARDS CENTER, INC.	Always had enough access to PPE for DSPs and people receiving services
ELYSIAN PURSUIT INCORPORATED	Always had enough access to PPE for DSPs and people receiving services
FAFI RESIDENTIAL SERVICE LLC	Always had enough access to PPE for DSPs and people receiving services
FAITH 24-HOUR RESIDENTIAL HOME INC	
FAMILY OWNED GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Always had enough access to PPE for DSPs and people receiving services
FREMONT ADULT CARE HOME, LLC	Always had enough access to PPE for DSPs and people receiving services
GENTLE HANDS LLC	Always had enough access to PPE for DSPs and people receiving services

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
GOLDEN TOUCH CARE, INC	Always had enough access to PPE for DSPs and people receiving services
GRACE GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
GRIFFITH 24 HR CARE, LLC	Did not always have enough access to PPE for DSPs and people receiving services
H&C HOPE LLC	Always had enough access to PPE for DSPs and people receiving services
HAPPY LIFE	Always had enough access to PPE for DSPs and people receiving services
HARMONY HOUSING, INC	Always had enough access to PPE for DSPs and people receiving services
HASSET FOR LIFE, LLC	Always had enough access to PPE for DSPs and people receiving services
HAVEN CENTER LLC	Did not always have enough access to PPE for DSPs and people receiving services
HEART OF HOPE LLC	
HEART TO HEART CARE HOME, LLC	Did not always have enough access to PPE for DSPs and people receiving services
HEAVENLY HOME CARE LLC	Always had enough access to PPE for DSPs and people receiving services
HELEN'S-CARE, INC	Always had enough access to PPE for DSPs and people receiving services
HENDRICKSON RESIDENTIAL, INC	Always had enough access to PPE for DSPs and people receiving services
HIHANO GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
HILDAH AND KAY'S, LLC	Always had enough access to PPE for DSPs and people receiving services
HOLISTIC RESIDENTIAL SERVICES LLC	Always had enough access to PPE for DSPs and people receiving services
HOME INC.	Always had enough access to PPE for DSPs and people receiving services
HOME LIFE, INC	Always had enough access to PPE for DSPs and people receiving services
HORIZON PROJECT, INC	Did not always have enough access to PPE for DSPs and people receiving services
HUMMINGBIRD CARE HOME, LLC	Always had enough access to PPE for DSPs and people receiving services
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	Always had enough access to PPE for DSPs and people receiving services
INDEPENDENT ENVIRONMENTS, INC	Always had enough access to PPE for DSPs and people receiving services
INFINITY CARE CORP	Always had enough access to PPE for DSPs and people receiving services
INTEGRITY-CARE LLC	Always had enough access to PPE for DSPs and people receiving services
IS LIVING	Always had enough access to PPE for DSPs and people receiving services
IZUFREM CORPORATION	Always had enough access to PPE for DSPs and people receiving services
JACOB'S LIGHTHOUSE, LLC	Always had enough access to PPE for DSPs and people receiving services
JEROME MODU COMMUNITY BASED LIVING CARE	Always had enough access to PPE for DSPs and people receiving services
K&A RESIDENTIAL SERVICE LLC	Always had enough access to PPE for DSPs and people receiving services
KADMAK RESIDENTIAL SERVICES, LLC	Did not always have enough access to PPE for DSPs and people receiving services
KJ 24 - HOURS CARE HOME LLC	Always had enough access to PPE for DSPs and people receiving services
KN RESIDENTIAL SERVICES	Always had enough access to PPE for DSPs and people receiving services
KOZA CARE LLC	Always had enough access to PPE for DSPs and people receiving services
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
LEMUEL, INC GROUP HOMES	Always had enough access to PPE for DSPs and people receiving services
LENSA RESIDENTIAL SERVICE LLC	Always had enough access to PPE for DSPs and people receiving services
LIA'S CARE HOME INC	Always had enough access to PPE for DSPs and people receiving services
LIBERTY LIVING LLC	Always had enough access to PPE for DSPs and people receiving services
LIMES ADULT FOSTER CARE	Always had enough access to PPE for DSPs and people receiving services
LIVING OPPORTUNITIES, INC	Always had enough access to PPE for DSPs and people receiving services
LOTUS CARE INC	Did not always have enough access to PPE for DSPs and people receiving services
LOVE HOPE CARE, INC	Always had enough access to PPE for DSPs and people receiving services
LOVING CARE LLC	Always had enough access to PPE for DSPs and people receiving services
LUXE RESIDENTIAL SERVICES LLC	Always had enough access to PPE for DSPs and people receiving services
MAKO CARE LLC	Did not always have enough access to PPE for DSPs and people receiving services
MARIE MILLS CENTER, INC	Always had enough access to PPE for DSPs and people receiving services
MENNA LLC	Always had enough access to PPE for DSPs and people receiving services
MID-VALLEY RESIDENTIAL CARE LLC	Did not always have enough access to PPE for DSPs and people receiving services
MIMI 24HRS RESIDENTIAL HOME 1 INC	Did not always have enough access to PPE for DSPs and people receiving services
MV ADVANCEMENTS	Always had enough access to PPE for DSPs and people receiving services
MY LIYU RESIDENTIAL SERVICES LLC	Did not always have enough access to PPE for DSPs and people receiving services
NAF CARE HOMES, LLC	Always had enough access to PPE for DSPs and people receiving services
NAFF CENTURY LLC	Always had enough access to PPE for DSPs and people receiving services
NEW DAY ENTERPRISES	Always had enough access to PPE for DSPs and people receiving services
NEW DAY NORTHWEST INC.	Always had enough access to PPE for DSPs and people receiving services
NORTHWEST RESIDENTIAL LLC	Always had enough access to PPE for DSPs and people receiving services
NURU'S ADULT FOSTER HOME	Did not always have enough access to PPE for DSPs and people receiving services
NW COMMUNITY ALLIANCE, INC	Always had enough access to PPE for DSPs and people receiving services
NW MENTAL HEALTH MGMT SVCS	Always had enough access to PPE for DSPs and people receiving services
OHANA FIRST LLC	Always had enough access to PPE for DSPs and people receiving services
OHANA LOVING CARE	Always had enough access to PPE for DSPs and people receiving services
OPEN HEART YT, LLC	Always had enough access to PPE for DSPs and people receiving services
OPPORTUNITY FOUNDATION CENTRAL OR	Did not always have enough access to PPE for DSPs and people receiving services
OREGON FAMILY CARE HOME	Did not always have enough access to PPE for DSPs and people receiving services
OREGON MENNONITE RES SVCS	Did not always have enough access to PPE for DSPs and people receiving services
OREGON SUPPORTED LIVING PROGRAM	Always had enough access to PPE for DSPs and people receiving services
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	Always had enough access to PPE for DSPs and people receiving services
PACIFIC NORTHWEST LIVING LLC	Always had enough access to PPE for DSPs and people receiving services
PARTNERSHIPS IN COMMUNITY LIVING, INC	Always had enough access to PPE for DSPs and people receiving services

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
PATHWAY ENTERPRISES, INC	Always had enough access to PPE for DSPs and people receiving services
PERSONALIZED INDEPENDENCE, INC.	Always had enough access to PPE for DSPs and people receiving services
PINNACLE DEVELOPMENTAL CARE, LLC	Always had enough access to PPE for DSPs and people receiving services
PNH-COURT ADULT CARE HOME INC	Always had enough access to PPE for DSPs and people receiving services
PORTLAND METRO RESIDENTIAL SERVICES	Always had enough access to PPE for DSPs and people receiving services
PORTLAND RESIDENTIAL CARE SERVICES	Always had enough access to PPE for DSPs and people receiving services
PREMIER COMMUNITY SUPPORTS, LLC	Always had enough access to PPE for DSPs and people receiving services
PROF THERAPEUTIC COMMUNITY NETWORK	Always had enough access to PPE for DSPs and people receiving services
PROVIDENT LIFE INC	Always had enough access to PPE for DSPs and people receiving services
RACHEL'S GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
RAIN KING PROPERTIES	Always had enough access to PPE for DSPs and people receiving services
RAINBOW ADULT LIVING FACILITIES	Always had enough access to PPE for DSPs and people receiving services
REDWOOD CARE, INC	Did not always have enough access to PPE for DSPs and people receiving services
RENAISSANCE CARE, INC	Always had enough access to PPE for DSPs and people receiving services
RENEW CONSULTING INC	Always had enough access to PPE for DSPs and people receiving services
RESIDE RESIDENTIAL CARE	Always had enough access to PPE for DSPs and people receiving services
REVA'S NEW BEGINNINGS CARE HOMES, INC.	Always had enough access to PPE for DSPs and people receiving services
RISE, INC	Always had enough access to PPE for DSPs and people receiving services
RISING SUN SUPPORTED LIVING	Did not always have enough access to PPE for DSPs and people receiving services
RIVERSIDE TRAINING CENTER, INC	Did not always have enough access to PPE for DSPs and people receiving services
ROME 24 HOUR RESIDENTIAL LLC	Always had enough access to PPE for DSPs and people receiving services
RON WILSON CENTER	Always had enough access to PPE for DSPs and people receiving services
ROYALCARE, INC	
S & A RESIDENTIAL SERVICES, LLC	Always had enough access to PPE for DSPs and people receiving services
S.A.C.U.	Always had enough access to PPE for DSPs and people receiving services
S.I.S.O.	Did not always have enough access to PPE for DSPs and people receiving services
SAFECARE RESIDENTIAL SERVICES, INC	Always had enough access to PPE for DSPs and people receiving services
SCHMIDT COMMUNITY CARE, LLC	Always had enough access to PPE for DSPs and people receiving services
SELAM 24HR RESIDENTIAL SERVICES LLC	
SERENTIY RESIDENTIAL SERVICES INC	Always had enough access to PPE for DSPs and people receiving services
SHALOM 24 HOURS GROUP HOME	Always had enough access to PPE for DSPs and people receiving services
SHANGRI-LA CORP	Always had enough access to PPE for DSPs and people receiving services
SILVER SPRING GROUP HOME, INC	Did not always have enough access to PPE for DSPs and people receiving services
SOLODA ACH INC.	Always had enough access to PPE for DSPs and people receiving services
SOUTH COAST HORIZONS	Always had enough access to PPE for DSPs and people receiving services

Agency name	Agencies reporting that they consistently had an adequate supply of PPE in 2021
SOUTHERN OREGON ASPIRE	Always had enough access to PPE for DSPs and people receiving services
ST. GABRIEL CARE HOME INC.	Always had enough access to PPE for DSPs and people receiving services
STAR CORP GROUP HOME	Did not always have enough access to PPE for DSPs and people receiving services
STAR OF HOPE ACTIVITY CENTER INC	Always had enough access to PPE for DSPs and people receiving services
STEP FORWARD ACTIVITIES, INC	Always had enough access to PPE for DSPs and people receiving services
STEPPING STONE 24 HOURS HOME INC	Always had enough access to PPE for DSPs and people receiving services
STONEBROOKE RESIDENTIAL SERVICES	Always had enough access to PPE for DSPs and people receiving services
SUNNY OAKS, INC	Always had enough access to PPE for DSPs and people receiving services
TANDEM NORTHWEST	Always had enough access to PPE for DSPs and people receiving services
TEME GH LLC	Always had enough access to PPE for DSPs and people receiving services
THE GOOD LIFE GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
THE NEIGHBORHOOD IN HOME CARE LLC	Always had enough access to PPE for DSPs and people receiving services
THE OSBORN PROJECT	Always had enough access to PPE for DSPs and people receiving services
THE WAY OF LIFE GROUP HOME LLC	Always had enough access to PPE for DSPs and people receiving services
THRIVING LIVES CARE, INC	Always had enough access to PPE for DSPs and people receiving services
TOTAL FREEDOM CARE	Always had enough access to PPE for DSPs and people receiving services
TRU CARE LLC	
TRUE JOY RESIDENTIAL SERVICES LLC	Always had enough access to PPE for DSPs and people receiving services
TRUCARE HOMES, LLC	Always had enough access to PPE for DSPs and people receiving services
UMPQUA HOMES, INC.	Always had enough access to PPE for DSPs and people receiving services
UNITY LIFE CARE LLC	Always had enough access to PPE for DSPs and people receiving services
UP & OUT, INC	Did not always have enough access to PPE for DSPs and people receiving services
VALOR ASSOCIATES, LLC	Always had enough access to PPE for DSPs and people receiving services
VISION GROUP HOME	Always had enough access to PPE for DSPs and people receiving services
WALKER SUPPORT SERVICES, INC	Did not always have enough access to PPE for DSPs and people receiving services
WARD HOME CARE, INC	Always had enough access to PPE for DSPs and people receiving services
WELLSPRING CARE L	Always had enough access to PPE for DSPs and people receiving services
WESTERN IDAHO TRAINING CO INC	Always had enough access to PPE for DSPs and people receiving services
WESTSIDE COMMUNITY FOCUS	Always had enough access to PPE for DSPs and people receiving services
WINGS OF HOPE	Always had enough access to PPE for DSPs and people receiving services
WORK UNLIMITED, INC	Did not always have enough access to PPE for DSPs and people receiving services
ZACHARY & ROOBLE LLC	Always had enough access to PPE for DSPs and people receiving services
Report Average	Always had enough access to PPE for DSPs and people receiving services: 85.1% Did not always have enough access to PPE for DSPs and people receiving services: 14.9%

Table 43. Percentage of agencies reporting having received funds from each of four sources during 2021

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
A.S.H., INC.	Yes	Yes	Yes	No	No	No
ABEL'S RESIDENTIAL SERVICES, LLC	No	No	No	No	Yes	No
ACHIEVE LLC	No	No	No	No	Yes	No
ADDISE MEMORIAL RESIDENTIAL	No	No	No	No	No	Yes
AEGIS RESIDENTIAL CARE, LLC	No	No	No	No	Yes	No
ALBERTINA KERR CENTERS	No	Yes	Yes	Yes	No	No
ALSAN RESIDENTIAL SERVICE LLC	No	No	Yes	No	No	No
ALSO	Yes	No	No	No	No	No
ALTERNATIVE SERVICES-OREGON, INC.	Yes	No	No	No	No	No
ALVORD-TAYLOR, INC.	Yes	No	No	No	No	No
AMANI CARE HOMES	No	No	Yes	No	No	No
AMEN LLC	No	No	No	No	No	Yes
ARCADIAN INCLUSION MANAGEMENT	Yes	Yes	No	No	No	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No	No	No	No	Yes	No
AS PROMISED GROUP HOME	No	No	Yes	No	No	No
AWESOME GROUP HOME	No	No	Yes	No	No	No
BARCH, INC.	No	No	No	No	No	Yes
BEE LOVED CARE HOME, LLC	No	No	No	No	No	Yes
BEINGROUP, LLC	No	No	No	No	Yes	No
BENCO	Yes	Yes	No	No	No	No
BETHESDA LUTHERAN COMMUNITIES	Yes	Yes	No	Yes	No	No
BEYOND ABILITY SUPPORT SERVICES	No	No	Yes	No	No	No
BIG HEARTS RESIDENTIAL CARE, LLC	No	No	No	No	Yes	No
BLESS RESIDENTIAL SERVICES LLC	No	No	No	No	No	No
BLESSED RESIDENTIAL CARE LLC	No	No	No	No	No	Yes
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	Yes	No	No	No	No	No
BRIDGE CARE LLC	No	No	Yes	No	No	No
BRIDGEPORT VILLAGE ACH	No	No	No	No	No	Yes
BRIDGES ENTERPRISE, LLC	No	No	No	No	Yes	No
BRIGHTSIDE LIVING, LLC	No	No	Yes	No	No	No
BUENA VISTA GROUP HOME LLC	No	Yes	No	No	No	No
CARETOWN, LLC	Yes	No	No	No	No	No

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
CASCADE RESIDENTIAL CARE, INC.	Yes	No	No	No	No	No
CATHOLIC COMMUNITY SERVICES	Yes	Yes	No	No	No	No
CENTER FOR CONTINUOUS IMPROVEMENT, INC	No	Yes	Yes	No	No	No
CENTRAL OREGON COLLECTIVE	Yes	No	Yes	Yes	No	No
CHAMBERLIN HOUSE, INC.	No	Yes	No	No	No	No
CHOICES UNLIMITED, INC.	No	No	No	No	Yes	No
COFFELT CARE HOMES, INC	No	No	No	No	No	Yes
COMMUNITY ACCESS SERVICES II, INC.	Yes	Yes	Yes	Yes	No	No
COMMUNITY BASED GROUP HOME	No	No	No	No	No	Yes
COMMUNITY LIFE LLC	No	No	No	No	Yes	No
COMMUNITY SERVICES, INC.	Yes	Yes	No	Yes	No	No
COMMUNITY SUPPORT SERVICES, INC.	Yes	Yes	Yes	Yes	No	No
CONNECTIONS RESIDENTIAL SERVICES	Yes	No	No	No	No	No
COOPER HOLLOW RESIDENTIAL SERVICES, INC	No	No	No	No	Yes	No
CORNERSTONE VALLEY INC	No	No	No	Yes	No	No
CROSSROADS RESIDENTIAL HOME	No	No	No	No	No	Yes
D & D FOSTER CARE, LLC	Yes	No	Yes	No	No	No
DAI S'LA	No	No	No	No	Yes	No
DAIZY CORPORATION	No	No	Yes	No	No	No
DANVILLE SERVICES OF OREGON, LLC	No	No	No	No	No	Yes
DEAR HEART SUPPORT SERVICES LLC	No	Yes	Yes	No	No	No
DEGES CARE INC.	No	No	No	No	Yes	No
DOUGLAS RESIDENT TRAINING FACILITIES	No	No	No	No	No	Yes
DUNGARVIN OREGON, LLC	No	No	No	Yes	No	No
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No	No	No	No	No	Yes
EASTCO DIVERSIFIED SERVICES	Yes	No	No	No	No	No
EBENEZER GROUP HOME LLC	Yes	Yes	No	No	No	No
EDWARDS CENTER, INC.	Yes	No	Yes	Yes	No	No
ELYSIAN PURSUIT INCORPORATED	Yes	No	No	No	No	No
FAFI RESIDENTIAL SERVICE LLC	No	No	No	No	No	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No	No	No	No	No	No
FAMILY OWNED GROUP HOME LLC	No	No	Yes	No	No	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No	No	No	No	No	Yes

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
FREMONT ADULT CARE HOME, LLC	No	No	No	No	No	Yes
GENTLE HANDS LLC	No	No	No	No	No	Yes
GOLDEN TOUCH CARE, INC	Yes	Yes	No	No	No	No
GRACE GROUP HOME LLC	No	No	No	No	No	Yes
GRIFFITH 24 HR CARE, LLC	No	No	No	No	No	Yes
H&C HOPE LLC	No	No	No	No	No	Yes
HAPPY LIFE	No	No	No	No	No	Yes
HARMONY HOUSING, INC	No	Yes	No	No	No	No
HASSET FOR LIFE, LLC	Yes	No	No	No	No	No
HAVEN CENTER LLC	Yes	Yes	No	No	No	No
HEART OF HOPE LLC	No	No	No	No	No	No
HEART TO HEART CARE HOME, LLC	No	No	No	No	No	Yes
HEAVENLY HOME CARE LLC	No	No	No	No	No	Yes
HELEN'S-CARE, INC	No	Yes	No	No	No	No
HENDRICKSON RESIDENTIAL, INC	No	No	No	No	Yes	No
HIHANO GROUP HOME LLC	Yes	Yes	No	No	No	No
HILDAH AND KAY'S, LLC	No	No	Yes	No	No	No
HOLISTIC RESIDENTIAL SERVICES LLC	No	No	No	No	No	Yes
HOME INC.	Yes	No	No	Yes	No	No
HOME LIFE, INC	Yes	Yes	Yes	Yes	No	No
HORIZON PROJECT, INC	Yes	Yes	No	No	No	No
HUMMINGBIRD CARE HOME, LLC	Yes	No	No	No	Yes	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No	No	No	No	Yes	No
INDEPENDENT ENVIRONMENTS, INC	Yes	No	Yes	Yes	No	No
INFINITY CARE CORP	No	No	No	No	No	Yes
INTEGRITY-CARE LLC	No	No	Yes	No	No	No
IS LIVING	Yes	No	Yes	Yes	Yes	No
IZUFREM CORPORATION	No	No	No	No	No	Yes
JACOB'S LIGHTHOUSE, LLC	No	No	No	No	No	Yes
JEROME MODU COMMUNITY BASED LIVING CARE	No	No	No	No	No	Yes
K&A RESIDENTIAL SERVICE LLC	No	No	No	No	No	No
KADMAK RESIDENTIAL SERVICES, LLC	Yes	No	Yes	No	No	No

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
KJ 24 - HOURS CARE HOME LLC	Yes	Yes	No	No	No	No
KN RESIDENTIAL SERVICES	No	No	Yes	No	No	No
KOZA CARE LLC	No	Yes	No	No	Yes	No
LAILAH'S LIVING CENTER	No	No	No	No	No	No
LAILAHS LIVING CENTER II	No	No	No	No	No	No
LEMUEL, INC GROUP HOMES	Yes	No	No	No	No	No
LENSA RESIDENTIAL SERVICE LLC	No	No	No	No	No	Yes
LIA'S CARE HOME INC	No	No	No	No	No	Yes
LIBERTY LIVING LLC	Yes	Yes	No	No	No	No
LIMES ADULT FOSTER CARE	No	No	No	No	No	Yes
LIVING OPPORTUNITIES, INC	Yes	No	Yes	Yes	No	No
LOTUS CARE INC	No	No	No	Yes	No	No
LOVE HOPE CARE, INC	No	No	No	No	No	Yes
LOVING CARE LLC	Yes	No	No	No	No	No
LUXE RESIDENTIAL SERVICES LLC	No	No	No	No	No	Yes
MAKO CARE LLC	No	No	No	No	No	Yes
MARIE MILLS CENTER, INC	Yes	No	No	Yes	No	No
MENNA LLC	No	No	No	No	No	No
MID-VALLEY RESIDENTIAL CARE LLC	No	No	No	No	No	Yes
MIMI 24HRS RESIDENTIAL HOME Yes INC	Yes	Yes	No	No	No	No
MV ADVANCEMENTS	No	Yes	Yes	No	No	No
MY LIYU RESIDENTIAL SERVICES LLC	No	No	No	No	Yes	No
NAF CARE HOMES, LLC	No	No	No	No	No	No
NAFF CENTURY LLC	No	No	Yes	No	No	No
NEW DAY ENTERPRISES	Yes	No	No	Yes	Yes	No
NEW DAY NORTHWEST INC.	No	Yes	No	No	No	No
NORTHWEST RESIDENTIAL LLC	No	No	No	No	No	Yes
NURU'S ADULT FOSTER HOME	Yes	No	Yes	No	No	No
NW COMMUNITY ALLIANCE, INC	Yes	No	Yes	No	No	No
NW MENTAL HEALTH MGMT SVCS	No	Yes	No	No	No	No
OHANA FIRST LLC	No	No	No	No	No	Yes
OHANA LOVING CARE	No	No	Yes	No	No	No
OPEN HEART YT, LLC	No	No	Yes	No	No	No

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
OPPORTUNITY FOUNDATION CENTRAL OR	No	Yes	Yes	No	Yes	No
OREGON FAMILY CARE HOME	No	Yes	No	No	No	No
OREGON MENNONITE RES SVCS	Yes	Yes	No	Yes	No	No
OREGON SUPPORTED LIVING PROGRAM	Yes	No	Yes	No	No	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No	No	No	No	No	Yes
PACIFIC NORTHWEST LIVING LLC	No	No	Yes	No	No	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No	Yes	Yes	Yes	No	No
PATHWAY ENTERPRISES, INC	Yes	No	Yes	No	No	No
PERSONALIZED INDEPENDENCE, INC.	No	No	No	No	Yes	No
PINNACLE DEVELOPMENTAL CARE, LLC	No	No	No	No	No	Yes
PNH-COURT ADULT CARE HOME INC	No	No	No	No	No	Yes
PORTLAND METRO RESIDENTIAL SERVICES	No	Yes	No	No	No	No
PORTLAND RESIDENTIAL CARE SERVICES	No	No	No	No	No	Yes
PREMIER COMMUNITY SUPPORTS, LLC	No	No	No	No	No	Yes
PROF THERAPEUTIC COMMUNITY NETWORK	Yes	No	Yes	No	No	No
PROVIDENT LIFE INC	No	No	No	No	No	Yes
RACHEL'S GROUP HOME LLC	No	No	No	No	No	Yes
RAIN KING PROPERTIES	No	No	No	No	No	Yes
RAINBOW ADULT LIVING FACILITIES	No	No	No	No	Yes	No
REDWOOD CARE, INC	No	No	Yes	No	No	No
RENAISSANCE CARE, INC	No	No	No	No	No	Yes
RENEW CONSULTING INC	Yes	No	No	No	No	No
RESIDE RESIDENTIAL CARE	No	No	No	No	No	No
REVA'S NEW BEGINNINGS CARE HOMES, INC.	No	No	No	No	No	Yes
RISE, INC	Yes	Yes	Yes	Yes	No	No
RISING SUN SUPPORTED LIVING	No	No	Yes	No	No	No
RIVERSIDE TRAINING CENTER, INC	No	No	Yes	No	No	No
ROME 24 HOUR RESIDENTIAL LLC	No	No	No	No	No	Yes
RON WILSON CENTER	Yes	Yes	Yes	Yes	No	No
ROYALCARE, INC	No	No	No	No	No	No
S & A RESIDENTIAL SERVICES, LLC	Yes	No	Yes	No	No	No
S.A.C.U.	No	No	No	Yes	No	No
S.I.S.O.	Yes	No	No	Yes	No	No

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
SAFECARE RESIDENTIAL SERVICES, INC	Yes	No	Yes	No	No	No
SCHMIDT COMMUNITY CARE, LLC	Yes	No	No	No	No	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No	No	No	No	No	Yes
SERENTIY RESIDENTIAL SERVICES INC	No	No	No	No	No	Yes
SHALOM 24 HOURS GROUP HOME	Yes	No	Yes	No	No	No
SHANGRI-LA CORP	Yes	No	Yes	No	No	No
SILVER SPRING GROUP HOME, INC	No	No	Yes	No	No	No
SOLODA ACH INC.	No	No	No	No	No	Yes
SOUTH COAST HORIZONS	No	No	No	No	No	Yes
SOUTHERN OREGON ASPIRE	Yes	No	No	Yes	No	No
ST. GABRIEL CARE HOME INC.	No	No	No	No	No	Yes
STAR CORP GROUP HOME	Yes	No	No	No	No	No
STAR OF HOPE ACTIVITY CENTER INC	Yes	No	No	No	No	No
STEP FORWARD ACTIVITIES, INC	Yes	No	No	No	No	No
STEPPING STONE 24 HOURS HOME INC	Yes	No	No	No	No	No
STONEBROOKE RESIDENTIAL SERVICES	Yes	No	No	Yes	No	No
SUNNY OAKS, INC	Yes	No	Yes	Yes	No	No
TANDEM NORTHWEST	No	No	Yes	No	Yes	No
TEME GH LLC	No	No	No	No	No	No
THE GOOD LIFE GROUP HOME LLC	No	No	No	No	Yes	No
THE NEIGHBORHOOD IN HOME CARE LLC	No	Yes	No	No	No	No
THE OSBORN PROJECT	No	Yes	No	Yes	No	No
THE WAY OF LIFE GROUP HOME LLC	No	No	No	No	No	No
THRIVING LIVES CARE, INC	No	Yes	No	No	Yes	No
TOTAL FREEDOM CARE	No	No	No	Yes	No	No
TRU CARE LLC	No	No	No	No	No	No
TRUE JOY RESIDENTIAL SERVICES LLC	No	No	Yes	No	No	No
TRUCARE HOMES, LLC	No	No	Yes	No	No	No
UMPQUA HOMES, INC.	Yes	No	No	No	Yes	No
UNITY LIFE CARE LLC	No	No	Yes	No	No	No
UP & OUT, INC	No	No	No	Yes	No	No
VALOR ASSOCIATES, LLC	No	No	No	No	No	Yes
VISION GROUP HOME	No	No	Yes	No	No	No

Agency name	CARES Act	Medicaid Provider Relief Funds	Retainer payments from state agency	American Rescue Plan Funds	Don't know	None of the above
WALKER SUPPORT SERVICES, INC	Yes	No	No	No	No	No
WARD HOME CARE, INC	Yes	No	No	No	No	No
WELLSPRING CARE L	Yes	No	No	No	No	No
WESTERN IDAHO TRAINING CO INC	Yes	Yes	Yes	Yes	No	No
WESTSIDE COMMUNITY FOCUS	Yes	No	No	No	Yes	No
WINGS OF HOPE	No	No	No	No	No	No
WORK UNLIMITED, INC	No	No	No	No	No	Yes
ZACHARY & ROOBLE LLC	No	No	No	No	No	Yes
Report average	Yes: 33.3%	Yes: 19.1%	Yes: 27.0%	Yes: 14.7%	Yes: 13.2%	Yes: 26.5%

Oregon State-Specific Questions

Table 44. Agency collected expanded categories of race/ethnicity data for your DSP staff

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
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
BIG HEARTS RESIDENTIAL CARE, LLC	
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
BUENA VISTA GROUP HOME 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.	
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	Yes
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	Yes
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	Yes

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	No

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
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
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	No
NURU'S ADULT FOSTER HOME	No
NW COMMUNITY ALLIANCE, INC	No
NW MENTAL HEALTH MGMT SVCS	
OHANA FIRST LLC	No
OHANA LOVING CARE	No
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	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	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	No

Agency name	Agency collected expanded categories of race/ethnicity data for DSP staff
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	No
STEP FORWARD ACTIVITIES, INC	No
STEPPING STONE 24 HOURS HOME INC	No
STONEBROOKE RESIDENTIAL SERVICES	
SUNNY OAKS, INC	No
TANDEM NORTHWEST	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	No
TOTAL FREEDOM CARE	No
TRU CARE LLC	
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	
UNITY LIFE CARE LLC	No
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	Yes
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	
ZACHARY & ROOBLE LLC	No
Report average	Yes: 2.1%

Table 45. Number of DSPs on the payroll as of Dec. 31, 2021 identifying as each expanded race/ethnicity category

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
A.S.H., INC.							
ABEL'S RESIDENTIAL SERVICES, LLC							
ACHIEVE LLC							
ADDISE MEMORIAL RESIDENTIAL							
AEGIS RESIDENTIAL CARE, LLC							
ALBERTINA KERR CENTERS							
ALSAN RESIDENTIAL SERVICE LLC							
ALSO							
ALTERNATIVE SERVICES-OREGON, INC.							
ALVORD-TAYLOR, INC.							
AMANI CARE HOMES							
AMEN LLC							
ARCADIAN INCLUSION MANAGEMENT							
AROUND THE CLOCK SUPPORT SERVICES, LLC							
AS PROMISED GROUP HOME							
AWESOME GROUP HOME							
BARCH, INC.							
BEE LOVED CARE HOME, LLC							
BEINGROUP, LLC							
BENCO							
BETHESDA LUTHERAN COMMUNITIES							
BEYOND ABILITY SUPPORT SERVICES							
BIG HEARTS RESIDENTIAL CARE, LLC							
BLESS RESIDENTIAL SERVICES LLC							
BLESSED RESIDENTIAL CARE LLC							
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
BRIDGE CARE LLC							
BRIDGEPORT VILLAGE ACH							
BRIDGES ENTERPRISE, LLC							
BRIGHTSIDE LIVING, LLC							
BUENA VISTA GROUP HOME LLC							
CARETOWN, LLC							
CASCADE RESIDENTIAL CARE, INC.							
CATHOLIC COMMUNITY SERVICES							
CENTER FOR CONTINUOUS IMPROVEMENT, INC							
CENTRAL OREGON COLLECTIVE							
CHAMBERLIN HOUSE, INC.							
CHOICES UNLIMITED, INC.							
COFFELT CARE HOMES, INC							
COMMUNITY ACCESS SERVICES II, INC.							
COMMUNITY BASED GROUP HOME							
COMMUNITY LIFE LLC							
COMMUNITY SERVICES, INC.							
COMMUNITY SUPPORT SERVICES, INC.							
CONNECTIONS RESIDENTIAL SERVICES							
COOPER HOLLOW RESIDENTIAL SERVICES, INC							
CORNERSTONE VALLEY INC							
CROSSROADS RESIDENTIAL HOME							
D & D FOSTER CARE, LLC							
DAI S'LA							
DAIZY CORPORATION				18			
DANVILLE SERVICES OF OREGON, LLC							
DEAR HEART SUPPORT SERVICES LLC							
DEGES CARE INC.							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesian Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
DOUGLAS RESIDENT TRAINING FACILITIES							
DUNGARVIN OREGON, LLC							
EAGLES CLIFF RESIDENTIAL SERVICES LLC			2				
EASTCO DIVERSIFIED SERVICES							
EBENEZER GROUP HOME LLC							
EDWARDS CENTER, INC.							
ELYSIAN PURSUIT INCORPORATED							
FAFI RESIDENTIAL SERVICE LLC							
FAITH 24-HOUR RESIDENTIAL HOME INC							
FAMILY OWNED GROUP HOME LLC							
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	0	0	3	1	0	0	0
FREMONT ADULT CARE HOME, LLC							
GENTLE HANDS LLC							
GOLDEN TOUCH CARE, INC							
GRACE GROUP HOME LLC							
GRIFFITH 24 HR CARE, LLC							
H&C HOPE LLC							
HAPPY LIFE							
HARMONY HOUSING, INC							
HASSET FOR LIFE, LLC							
HAVEN CENTER LLC							
HEART OF HOPE LLC							
HEART TO HEART CARE HOME, LLC							
HEAVENLY HOME CARE LLC							
HELEN'S-CARE, INC							
HENDRICKSON RESIDENTIAL, INC							
HIHANO GROUP HOME LLC							
HILDAH AND KAY'S, LLC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
HOLISTIC RESIDENTIAL SERVICES LLC							
HOME INC.							
HOME LIFE, INC							
HORIZON PROJECT, INC							
HUMMINGBIRD CARE HOME, LLC							
INDEPENDENT COMMUNITY LIVING SUPPORTS LLC							
INDEPENDENT ENVIRONMENTS, INC							
INFINITY CARE CORP							
INTEGRITY-CARE LLC							
IS LIVING							
IZUFREM CORPORATION							
JACOB'S LIGHTHOUSE, LLC							
JEROME MODU COMMUNITY BASED LIVING CARE							
K&A RESIDENTIAL SERVICE LLC							
KADMAK RESIDENTIAL SERVICES, LLC							
KJ 24 - HOURS CARE HOME LLC							
KN RESIDENTIAL SERVICES							
KOZA CARE LLC							
LAILAH'S LIVING CENTER							
LAILAHS LIVING CENTER II							
LEMUEL, INC GROUP HOMES							
LENSA RESIDENTIAL SERVICE LLC							
LIA'S CARE HOME INC							
LIBERTY LIVING LLC							
LIMES ADULT FOSTER CARE							
LIVING OPPORTUNITIES, INC							
LOTUS CARE INC							
LOVE HOPE CARE, INC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
LOVING CARE LLC							
LUXE RESIDENTIAL SERVICES LLC							
MAKO CARE LLC							
MARIE MILLS CENTER, INC							
MENNA LLC							
MID-VALLEY RESIDENTIAL CARE LLC							
MIMI 24HRS RESIDENTIAL HOME 1 INC							
MV ADVANCEMENTS							
MY LIYU RESIDENTIAL SERVICES LLC							
NAF CARE HOMES, LLC							
NAFF CENTURY LLC							
NEW DAY ENTERPRISES							
NEW DAY NORTHWEST INC.							
NORTHWEST RESIDENTIAL LLC							
NURU'S ADULT FOSTER HOME							
NW COMMUNITY ALLIANCE, INC							
NW MENTAL HEALTH MGMT SVCS							
OHANA FIRST LLC							
OHANA LOVING CARE							
OPEN HEART YT, LLC							
OPPORTUNITY FOUNDATION CENTRAL OR							
OREGON FAMILY CARE HOME							
OREGON MENNONITE RES SVCS							
OREGON SUPPORTED LIVING PROGRAM							
PACIFIC NORTHWEST ADULT FOSTER HOME LLC							
PACIFIC NORTHWEST LIVING LLC							
PARTNERSHIPS IN COMMUNITY LIVING, INC							
PATHWAY ENTERPRISES, INC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesian Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
PERSONALIZED INDEPENDENCE, INC.							
PINNACLE DEVELOPMENTAL CARE, LLC							
PNH-COURT ADULT CARE HOME INC							
PORTLAND METRO RESIDENTIAL SERVICES							
PORTLAND RESIDENTIAL CARE SERVICES							
PREMIER COMMUNITY SUPPORTS, LLC							
PROF THERAPEUTIC COMMUNITY NETWORK							
PROVIDENT LIFE INC							
RACHEL'S GROUP HOME LLC							
RAIN KING PROPERTIES							
RAINBOW ADULT LIVING FACILITIES							
REDWOOD CARE, INC							
RENAISSANCE CARE, INC							
RENEW CONSULTING INC							
RESIDE RESIDENTIAL CARE							
REVA'S NEW BEGINNINGS CARE HOMES, INC.							
RISE, INC							
RISING SUN SUPPORTED LIVING							
RIVERSIDE TRAINING CENTER, INC							
ROME 24 HOUR RESIDENTIAL LLC							
RON WILSON CENTER							
ROYALCARE, INC							
S & A RESIDENTIAL SERVICES, LLC							
S.A.C.U.							
S.I.S.O.							
SAFECARE RESIDENTIAL SERVICES, INC							
SCHMIDT COMMUNITY CARE, LLC							
SELAM 24HR RESIDENTIAL SERVICES LLC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesian Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
SERENTIY RESIDENTIAL SERVICES INC							
SHALOM 24 HOURS GROUP HOME							
SHANGRI-LA CORP							
SILVER SPRING GROUP HOME, INC							
SOLODA ACH INC.							
SOUTH COAST HORIZONS							
SOUTHERN OREGON ASPIRE							
ST. GABRIEL CARE HOME INC.							
STAR CORP GROUP HOME							
STAR OF HOPE ACTIVITY CENTER INC							
STEP FORWARD ACTIVITIES, INC							
STEPPING STONE 24 HOURS HOME INC							
STONEBROOKE RESIDENTIAL SERVICES							
SUNNY OAKS, INC							
TANDEM NORTHWEST							
TEME GH LLC							
THE GOOD LIFE GROUP HOME LLC							
THE NEIGHBORHOOD IN HOME CARE LLC							
THE OSBORN PROJECT							
THE WAY OF LIFE GROUP HOME LLC							
THRIVING LIVES CARE, INC							
TOTAL FREEDOM CARE							
TRU CARE LLC							
TRUE JOY RESIDENTIAL SERVICES LLC							
TRUCARE HOMES, LLC							
UMPQUA HOMES, INC.							
UNITY LIFE CARE LLC							
UP & OUT, INC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican-American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
VALOR ASSOCIATES, LLC							
VISION GROUP HOME			8				
WALKER SUPPORT SERVICES, INC							
WARD HOME CARE, INC							
WELLSPRING CARE L							
WESTERN IDAHO TRAINING CO INC							
WESTSIDE COMMUNITY FOCUS							
WINGS OF HOPE							
WORK UNLIMITED, INC							
ZACHARY & ROOBLE LLC							
Report Average							

Table 46. Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
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
BIG HEARTS RESIDENTIAL CARE, LLC	
BLESS RESIDENTIAL SERVICES LLC	No
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No
BUENA VISTA GROUP HOME LLC	No
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	No

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
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	Yes
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	Yes
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	No
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	No

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	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
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	Yes

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	No
S & A RESIDENTIAL SERVICES, LLC	No
S.A.C.U.	
S.I.S.O.	No
SAFECARE RESIDENTIAL SERVICES, INC	No
SCHMIDT COMMUNITY CARE, LLC	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
SHALOM 24 HOURS GROUP HOME	No
SHANGRI-LA CORP	No
SILVER SPRING GROUP HOME, INC	No
SOLODA ACH INC.	No
SOUTH COAST HORIZONS	Yes
SOUTHERN OREGON ASPIRE	No

Agency name	Agency collected data on the number of DSP staff who identify as Transgender or Non-Binary
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	No
TANDEM NORTHWEST	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	Yes
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	No
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUCCARE HOMES, LLC	No
UMPQUA HOMES, INC.	No
UNITY LIFE CARE LLC	No
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	No
ZACHARY & ROOBLE LLC	No
Report average	Yes 4.6%

Table 47. Number of DSPs on the payroll as of Dec. 31, 2021, identifying as each expanded gender category

Agency name	Transgender Male	Transgender Female	Non-Binary
A.S.H., INC.			
ABEL'S RESIDENTIAL SERVICES, LLC			
ACHIEVE LLC			
ADDISE MEMORIAL RESIDENTIAL			
AEGIS RESIDENTIAL CARE, LLC			
ALBERTINA KERR CENTERS			3
ALSAN RESIDENTIAL SERVICE LLC			
ALSO			
ALTERNATIVE SERVICES-OREGON, INC.			
ALVORD-TAYLOR, INC.			
AMANI CARE HOMES			
AMEN LLC			
ARCADIAN INCLUSION MANAGEMENT			
AROUND THE CLOCK SUPPORT SERVICES, LLC			
AS PROMISED GROUP HOME			
AWESOME GROUP HOME			
BARCH, INC.			
BEE LOVED CARE HOME, LLC			
BEINGROUP, LLC			
BENCO			
BETHESDA LUTHERAN COMMUNITIES			
BEYOND ABILITY SUPPORT SERVICES			
BIG HEARTS RESIDENTIAL CARE, LLC			
BLESS RESIDENTIAL SERVICES LLC			
BLESSED RESIDENTIAL CARE LLC			
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC			
BRIDGE CARE LLC			
BRIDGEPORT VILLAGE ACH			
BRIDGES ENTERPRISE, LLC			
BRIGHTSIDE LIVING, LLC			
BUENA VISTA GROUP HOME LLC			
CARETOWN, LLC			
CASCADE RESIDENTIAL CARE, INC.			

Agency name	Transgender Male	Transgender Female	Non-Binary
CATHOLIC COMMUNITY SERVICES			
CENTER FOR CONTINUOUS IMPROVEMENT, INC			
CENTRAL OREGON COLLECTIVE			
CHAMBERLIN HOUSE, INC.			
CHOICES UNLIMITED, INC.			
COFFELT CARE HOMES, INC			
COMMUNITY ACCESS SERVICES II, INC.			
COMMUNITY BASED GROUP HOME			
COMMUNITY LIFE LLC			
COMMUNITY SERVICES, INC.			
COMMUNITY SUPPORT SERVICES, INC.			
CONNECTIONS RESIDENTIAL SERVICES			
COOPER HOLLOW RESIDENTIAL SERVICES, INC			
CORNERSTONE VALLEY INC			
CROSSROADS RESIDENTIAL HOME		1	
D & D FOSTER CARE, LLC			
DAI S'LA			
DAIZY CORPORATION			
DANVILLE SERVICES OF OREGON, LLC			
DEAR HEART SUPPORT SERVICES LLC			
DEGES CARE INC.			
DOUGLAS RESIDENT TRAINING FACILITIES			
DUNGARVIN OREGON, LLC			
EAGLES CLIFF RESIDENTIAL SERVICES LLC			
EASTCO DIVERSIFIED SERVICES			
EBENEZER GROUP HOME LLC			
EDWARDS CENTER, INC.			
ELYSIAN PURSUIT INCORPORATED			
FAFI RESIDENTIAL SERVICE LLC			
FAITH 24-HOUR RESIDENTIAL HOME INC			
FAMILY OWNED GROUP HOME LLC			
FOUNTAIN OF JOY RESIDENTIAL CARE LLC			
FREMONT ADULT CARE HOME, LLC			
GENTLE HANDS LLC			
GOLDEN TOUCH CARE, INC			

Agency name	Transgender Male	Transgender Female	Non-Binary
GRACE GROUP HOME LLC			
GRIFFITH 24 HR CARE, LLC			
H&C HOPE LLC			
HAPPY LIFE			
HARMONY HOUSING, INC			
HASSET FOR LIFE, LLC			
HAVEN CENTER LLC			
HEART OF HOPE LLC			
HEART TO HEART CARE HOME, LLC			
HEAVENLY HOME CARE LLC			
HELEN'S-CARE, INC			
HENDRICKSON RESIDENTIAL, INC			
HIHANO GROUP HOME LLC			
HILDAH AND KAY'S, LLC			
HOLISTIC RESIDENTIAL SERVICES LLC			
HOME INC.			
HOME LIFE, INC	0	0	2
HORIZON PROJECT, INC			
HUMMINGBIRD CARE HOME, LLC	1		
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC			
INDEPENDENT ENVIRONMENTS, INC			
INFINITY CARE CORP			
INTEGRITY-CARE LLC			
IS LIVING			
IZUFREM CORPORATION			
JACOB'S LIGHTHOUSE, LLC			
JEROME MODU COMMUNITY BASED LIVING CARE			
K&A RESIDENTIAL SERVICE LLC			
KADMAK RESIDENTIAL SERVICES, LLC			
KJ 24 - HOURS CARE HOME LLC			
KN RESIDENTIAL SERVICES			
KOZA CARE LLC			
LAILAH'S LIVING CENTER			
LAILAHS LIVING CENTER II			
LEMUEL, INC GROUP HOMES			

Agency name	Transgender Male	Transgender Female	Non-Binary
LENSA RESIDENTIAL SERVICE LLC			
LIA'S CARE HOME INC			
LIBERTY LIVING LLC			
LIMES ADULT FOSTER CARE			
LIVING OPPORTUNITIES, INC	0	0	0
LOTUS CARE INC			
LOVE HOPE CARE, INC			
LOVING CARE LLC			
LUXE RESIDENTIAL SERVICES LLC			
MAKO CARE LLC			
MARIE MILLS CENTER, INC			
MENNA LLC			
MID-VALLEY RESIDENTIAL CARE LLC			
MIMI 24HRS RESIDENTIAL HOME 1 INC			
MV ADVANCEMENTS			
MY LIYU RESIDENTIAL SERVICES LLC			
NAF CARE HOMES, LLC			
NAFF CENTURY LLC			
NEW DAY ENTERPRISES			
NEW DAY NORTHWEST INC.			
NORTHWEST RESIDENTIAL LLC			
NURU'S ADULT FOSTER HOME			
NW COMMUNITY ALLIANCE, INC			
NW MENTAL HEALTH MGMT SVCS			
OHANA FIRST LLC			
OHANA LOVING CARE			
OPEN HEART YT, LLC			
OPPORTUNITY FOUNDATION CENTRAL OR			
OREGON FAMILY CARE HOME			
OREGON MENNONITE RES SVCS			
OREGON SUPPORTED LIVING PROGRAM			
PACIFIC NORTHWEST ADULT FOSTER HOME LLC			
PACIFIC NORTHWEST LIVING LLC			
PARTNERSHIPS IN COMMUNITY LIVING, INC			
PATHWAY ENTERPRISES, INC	0	0	0

Agency name	Transgender Male	Transgender Female	Non-Binary
PERSONALIZED INDEPENDENCE, INC.			
PINNACLE DEVELOPMENTAL CARE, LLC			
PNH-COURT ADULT CARE HOME INC			
PORTLAND METRO RESIDENTIAL SERVICES			
PORTLAND RESIDENTIAL CARE SERVICES			
PREMIER COMMUNITY SUPPORTS, LLC			
PROF THERAPEUTIC COMMUNITY NETWORK			
PROVIDENT LIFE INC			
RACHEL'S GROUP HOME LLC			
RAIN KING PROPERTIES			
RAINBOW ADULT LIVING FACILITIES			
REDWOOD CARE, INC			
RENAISSANCE CARE, INC			
RENEW CONSULTING INC			
RESIDE RESIDENTIAL CARE			
REVA'S NEW BEGINNINGS CARE HOMES, INC.			
RISE, INC			
RISING SUN SUPPORTED LIVING			
RIVERSIDE TRAINING CENTER, INC			
ROME 24 HOUR RESIDENTIAL LLC			
RON WILSON CENTER			
ROYALCARE, INC			
S & A RESIDENTIAL SERVICES, LLC			
S.A.C.U.			
S.I.S.O.			
SAFECARE RESIDENTIAL SERVICES, INC			
SCHMIDT COMMUNITY CARE, LLC			
SELAM 24HR RESIDENTIAL SERVICES LLC			
SERENTIY RESIDENTIAL SERVICES INC			
SHALOM 24 HOURS GROUP HOME			
SHANGRI-LA CORP			
SILVER SPRING GROUP HOME, INC			
SOLODA ACH INC.			
SOUTH COAST HORIZONS	0	0	0
SOUTHERN OREGON ASPIRE			

Agency name	Transgender Male	Transgender Female	Non-Binary
ST. GABRIEL CARE HOME INC.			
STAR CORP GROUP HOME			
STAR OF HOPE ACTIVITY CENTER INC			
STEP FORWARD ACTIVITIES, INC			
STEPPING STONE 24 HOURS HOME INC			
STONEBROOKE RESIDENTIAL SERVICES			
SUNNY OAKS, INC			
TANDEM NORTHWEST			
TEME GH LLC			
THE GOOD LIFE GROUP HOME LLC	0	0	0
THE NEIGHBORHOOD IN HOME CARE LLC			
THE OSBORN PROJECT			
THE WAY OF LIFE GROUP HOME LLC			
THRIVING LIVES CARE, INC	0	0	0
TOTAL FREEDOM CARE			
TRU CARE LLC			
TRUE JOY RESIDENTIAL SERVICES LLC			
TRUECARE HOMES, LLC			
UMPQUA HOMES, INC.			
UNITY LIFE CARE LLC			
UP & OUT, INC			
VALOR ASSOCIATES, LLC			
VISION GROUP HOME			
WALKER SUPPORT SERVICES, INC			
WARD HOME CARE, INC			
WELLSPRING CARE L			
WESTERN IDAHO TRAINING CO INC			
WESTSIDE COMMUNITY FOCUS			
WINGS OF HOPE			
WORK UNLIMITED, INC			
ZACHARY & ROOBLE LLC			

Table 48. Agency collects expanded categories of race/ethnicity data for frontline supervisor staff

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	No
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
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
BIG HEARTS RESIDENTIAL CARE, LLC	
BLESS RESIDENTIAL SERVICES LLC	
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No
BUENA VISTA GROUP HOME LLC	
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	No

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
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	
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	Yes
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	Yes
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	No
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	Yes
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	
KJ 24 - HOURS CARE HOME LLC	
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	Yes
LAILAH'S LIVING CENTER	
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	No

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	No
LOTUS CARE INC	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	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
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	No

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
PERSONALIZED INDEPENDENCE, INC.	
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	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	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
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

Agency name	Agency collects expanded categories of race/ethnicity data for frontline supervisor staff
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	Yes
SUNNY OAKS, INC	No
TANDEM NORTHWEST	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	Yes
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	No
TOTAL FREEDOM CARE	No
TRU CARE LLC	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	
UNITY LIFE CARE LLC	No
UP & OUT, INC	No
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	
ZACHARY & ROOBLE LLC	No
Report Average	Yes: 3.7%

Table 49. Number of FLS on the payroll as of Dec. 31, 2021 identifying as each expanded race/ethnicity category

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
A.S.H., INC.							
ABEL'S RESIDENTIAL SERVICES, LLC							
ACHIEVE LLC							
ADDISE MEMORIAL RESIDENTIAL							
AEGIS RESIDENTIAL CARE, LLC							
ALBERTINA KERR CENTERS							
ALSAN RESIDENTIAL SERVICE LLC							
ALSO							
ALTERNATIVE SERVICES-OREGON, INC.							
ALVORD-TAYLOR, INC.							
AMANI CARE HOMES							
AMEN LLC							
ARCADIAN INCLUSION MANAGEMENT							
AROUND THE CLOCK SUPPORT SERVICES, LLC							
AS PROMISED GROUP HOME							
AWESOME GROUP HOME							
BARCH, INC.							
BEE LOVED CARE HOME, LLC							
BEINGROUP, LLC							
BENCO							
BETHESDA LUTHERAN COMMUNITIES							
BEYOND ABILITY SUPPORT SERVICES							
BIG HEARTS RESIDENTIAL CARE, LLC							
BLESS RESIDENTIAL SERVICES LLC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
BLESSED RESIDENTIAL CARE LLC							
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC							
BRIDGE CARE LLC							
BRIDGEPORT VILLAGE ACH							
BRIDGES ENTERPRISE, LLC							
BRIGHTSIDE LIVING, LLC							
BUENA VISTA GROUP HOME LLC							
CARETOWN, LLC							
CASCADE RESIDENTIAL CARE, INC.							
CATHOLIC COMMUNITY SERVICES							
CENTER FOR CONTINUOUS IMPROVEMENT, INC							
CENTRAL OREGON COLLECTIVE							
CHAMBERLIN HOUSE, INC.							
CHOICES UNLIMITED, INC.							
COFFELT CARE HOMES, INC							
COMMUNITY ACCESS SERVICES II, INC.							
COMMUNITY BASED GROUP HOME							
COMMUNITY LIFE LLC							
COMMUNITY SERVICES, INC.							
COMMUNITY SUPPORT SERVICES, INC.							
CONNECTIONS RESIDENTIAL SERVICES							
COOPER HOLLOW RESIDENTIAL SERVICES, INC							
CORNERSTONE VALLEY INC							
CROSSROADS RESIDENTIAL HOME							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
D & D FOSTER CARE, LLC							
DAI S'LA							
DAIZY CORPORATION							
DANVILLE SERVICES OF OREGON, LLC							
DEAR HEART SUPPORT SERVICES LLC							
DEGES CARE INC.							
DOUGLAS RESIDENT TRAINING FACILITIES							
DUNGARVIN OREGON, LLC							
EAGLES CLIFF RESIDENTIAL SERVICES LLC							
EASTCO DIVERSIFIED SERVICES							
EBENEZER GROUP HOME LLC							
EDWARDS CENTER, INC.							
ELYSIAN PURSUIT INCORPORATED							
FAFI RESIDENTIAL SERVICE LLC							
FAITH 24-HOUR RESIDENTIAL HOME INC							
FAMILY OWNED GROUP HOME LLC							
FOUNTAIN OF JOY RESIDENTIAL CARE LLC							
FREMONT ADULT CARE HOME, LLC							
GENTLE HANDS LLC							
GOLDEN TOUCH CARE, INC							
GRACE GROUP HOME LLC							
GRIFFITH 24 HR CARE, LLC							
H&C HOPE LLC							
HAPPY LIFE	0	0	0	0	0	0	0
HARMONY HOUSING, INC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
HASSET FOR LIFE, LLC							
HAVEN CENTER LLC							
HEART OF HOPE LLC							
HEART TO HEART CARE HOME, LLC							
HEAVENLY HOME CARE LLC							
HELEN'S-CARE, INC							
HENDRICKSON RESIDENTIAL, INC							
HIHANO GROUP HOME LLC	0	0					
HILDAH AND KAY'S, LLC							
HOLISTIC RESIDENTIAL SERVICES LLC							
HOME INC.							
HOME LIFE, INC							
HORIZON PROJECT, INC							
HUMMINGBIRD CARE HOME, LLC							
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC							
INDEPENDENT ENVIRONMENTS, INC							
INFINITY CARE CORP							
INTEGRITY-CARE LLC							
IS LIVING							
IZUFREM CORPORATION							
JACOB'S LIGHTHOUSE, LLC							
JEROME MODU COMMUNITY BASED LIVING CARE	0	0	0	0	0	0	0
K&A RESIDENTIAL SERVICE LLC							
KADMAK RESIDENTIAL SERVICES, LLC							
KJ 24 - HOURS CARE HOME LLC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
KN RESIDENTIAL SERVICES							
KOZA CARE LLC						9	1
LAILAH'S LIVING CENTER							
LAILAHS LIVING CENTER II							
LEMUEL, INC GROUP HOMES							
LENSA RESIDENTIAL SERVICE LLC							
LIA'S CARE HOME INC							
LIBERTY LIVING LLC							
LIMES ADULT FOSTER CARE							
LIVING OPPORTUNITIES, INC							
LOTUS CARE INC							
LOVE HOPE CARE, INC							
LOVING CARE LLC							
LUXE RESIDENTIAL SERVICES LLC							
MAKO CARE LLC							
MARIE MILLS CENTER, INC							
MENNA LLC							
MID-VALLEY RESIDENTIAL CARE LLC							
MIMI 24HRS RESIDENTIAL HOME 1 INC							
MV ADVANCEMENTS							
MY LIYU RESIDENTIAL SERVICES LLC							
NAF CARE HOMES, LLC							
NAFF CENTURY LLC							
NEW DAY ENTERPRISES							
NEW DAY NORTHWEST INC.							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
NORTHWEST RESIDENTIAL LLC							
NURU'S ADULT FOSTER HOME							
NW COMMUNITY ALLIANCE, INC							
NW MENTAL HEALTH MGMT SVCS							
OHANA FIRST LLC							
OHANA LOVING CARE							
OPEN HEART YT, LLC							
OPPORTUNITY FOUNDATION CENTRAL OR							
OREGON FAMILY CARE HOME							
OREGON MENNONITE RES SVCS							
OREGON SUPPORTED LIVING PROGRAM							
PACIFIC NORTHWEST ADULT FOSTER HOME LLC							
PACIFIC NORTHWEST LIVING LLC							
PARTNERSHIPS IN COMMUNITY LIVING, INC							
PATHWAY ENTERPRISES, INC							
PERSONALIZED INDEPENDENCE, INC.							
PINNACLE DEVELOPMENTAL CARE, LLC							
PNH-COURT ADULT CARE HOME INC							
PORTLAND METRO RESIDENTIAL SERVICES							
PORTLAND RESIDENTIAL CARE SERVICES							
PREMIER COMMUNITY SUPPORTS, LLC							
PROF THERAPEUTIC COMMUNITY NETWORK							
PROVIDENT LIFE INC							
RACHEL'S GROUP HOME LLC							
RAIN KING PROPERTIES							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
RAINBOW ADULT LIVING FACILITIES							
REDWOOD CARE, INC							
RENAISSANCE CARE, INC							
RENEW CONSULTING INC							
RESIDE RESIDENTIAL CARE							
REVA'S NEW BEGINNINGS CARE HOMES, INC.							
RISE, INC							
RISING SUN SUPPORTED LIVING							
RIVERSIDE TRAINING CENTER, INC							
ROME 24 HOUR RESIDENTIAL LLC							
RON WILSON CENTER							
ROYALCARE, INC							
S & A RESIDENTIAL SERVICES, LLC							
S.A.C.U.							
S.I.S.O.							
SAFECARE RESIDENTIAL SERVICES, INC							
SCHMIDT COMMUNITY CARE, LLC							
SELAM 24HR RESIDENTIAL SERVICES LLC							
SERENTIY RESIDENTIAL SERVICES INC							
SHALOM 24 HOURS GROUP HOME							
SHANGRI-LA CORP							
SILVER SPRING GROUP HOME, INC							
SOLODA ACH INC.							
SOUTH COAST HORIZONS							
SOUTHERN OREGON ASPIRE							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
ST. GABRIEL CARE HOME INC.							
STAR CORP GROUP HOME							
STAR OF HOPE ACTIVITY CENTER INC							
STEP FORWARD ACTIVITIES, INC							
STEPPING STONE 24 HOURS HOME INC							
STONEBROOKE RESIDENTIAL SERVICES						3	
SUNNY OAKS, INC							
TANDEM NORTHWEST							
TEME GH LLC							
THE GOOD LIFE GROUP HOME LLC							
THE NEIGHBORHOOD IN HOME CARE LLC			2			1	
THE OSBORN PROJECT							
THE WAY OF LIFE GROUP HOME LLC							
THRIVING LIVES CARE, INC							
TOTAL FREEDOM CARE							
TRU CARE LLC							
TRUE JOY RESIDENTIAL SERVICES LLC							
TRUCARE HOMES, LLC							
UMPQUA HOMES, INC.							
UNITY LIFE CARE LLC							
UP & OUT, INC							
VALOR ASSOCIATES, LLC							
VISION GROUP HOME							
WALKER SUPPORT SERVICES, INC							
WARD HOME CARE, INC							

Agency name	American Indian; Alaska Native; Canadian Inuit, Metis or First Nation; Indigenous Mexican, Central American, or South American	Asian, Asian Indian, Cambodian, Chinese, Communities of Myanmar, Filipino/a, Hmong, Japanese, Korean, Laotian, South Asian, Vietnamese, other Asian	Black or African American, Afro-Caribbean, Ethiopian, Somali, Other African (Black), Other Black	Middle Eastern or North African	Pacific Islander; Chamoru (Chamorro), Marshallese, Communities of the Micronesia Region, Native Hawaiian, Samoan, Other Pacific Islander	White; Eastern European, Slavic, Western European, Other White	Hispanic/Latino; Mexican, Mexican American, Chicano, Puerto Rican, Cuban, or Other Spanish/Hispanic/Latino/a/x
WELLSPRING CARE L							
WESTERN IDAHO TRAINING CO INC							
WESTSIDE COMMUNITY FOCUS							
WINGS OF HOPE							
WORK UNLIMITED, INC							
ZACHARY & ROOBLE LLC							

Table 50. Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
A.S.H., INC.	No
ABEL'S RESIDENTIAL SERVICES, LLC	No
ACHIEVE LLC	No
ADDISE MEMORIAL RESIDENTIAL	No
AEGIS RESIDENTIAL CARE, LLC	No
ALBERTINA KERR CENTERS	Yes
ALSAN RESIDENTIAL SERVICE LLC	No
ALSO	No
ALTERNATIVE SERVICES-OREGON, INC.	No
ALVORD-TAYLOR, INC.	No
AMANI CARE HOMES	No
AMEN LLC	No
ARCADIAN INCLUSION MANAGEMENT	No
AROUND THE CLOCK SUPPORT SERVICES, LLC	No
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
BIG HEARTS RESIDENTIAL CARE, LLC	
BLESS RESIDENTIAL SERVICES LLC	
BLESSED RESIDENTIAL CARE LLC	No
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC	No
BRIDGE CARE LLC	No
BRIDGEPORT VILLAGE ACH	No
BRIDGES ENTERPRISE, LLC	No
BRIGHTSIDE LIVING, LLC	No
BUENA VISTA GROUP HOME LLC	No
CARETOWN, LLC	No
CASCADE RESIDENTIAL CARE, INC.	No

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
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
EAGLES CLIFF RESIDENTIAL SERVICES LLC	No
EASTCO DIVERSIFIED SERVICES	No
EBENEZER GROUP HOME LLC	No
EDWARDS CENTER, INC.	No
ELYSIAN PURSUIT INCORPORATED	No
FAFI RESIDENTIAL SERVICE LLC	No
FAITH 24-HOUR RESIDENTIAL HOME INC	No
FAMILY OWNED GROUP HOME LLC	No
FOUNTAIN OF JOY RESIDENTIAL CARE LLC	No
FREMONT ADULT CARE HOME, LLC	No
GENTLE HANDS LLC	No
GOLDEN TOUCH CARE, INC	No

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
GRACE GROUP HOME LLC	No
GRIFFITH 24 HR CARE, LLC	No
H&C HOPE LLC	No
HAPPY LIFE	No
HARMONY HOUSING, INC	No
HASSET FOR LIFE, LLC	No
HAVEN CENTER LLC	No
HEART OF HOPE LLC	No
HEART TO HEART CARE HOME, LLC	No
HEAVENLY HOME CARE LLC	No
HELEN'S-CARE, INC	No
HENDRICKSON RESIDENTIAL, INC	No
HIHANO GROUP HOME LLC	No
HILDAH AND KAY'S, LLC	No
HOLISTIC RESIDENTIAL SERVICES LLC	No
HOME INC.	No
HOME LIFE, INC	Yes
HORIZON PROJECT, INC	No
HUMMINGBIRD CARE HOME, LLC	No
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC	No
INDEPENDENT ENVIRONMENTS, INC	No
INFINITY CARE CORP	No
INTEGRITY-CARE LLC	No
IS LIVING	No
IZUFREM CORPORATION	No
JACOB'S LIGHTHOUSE, LLC	No
JEROME MODU COMMUNITY BASED LIVING CARE	No
K&A RESIDENTIAL SERVICE LLC	No
KADMAK RESIDENTIAL SERVICES, LLC	No
KJ 24 - HOURS CARE HOME LLC	No
KN RESIDENTIAL SERVICES	No
KOZA CARE LLC	No
LAILAH'S LIVING CENTER	No
LAILAHS LIVING CENTER II	No
LEMUEL, INC GROUP HOMES	No

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
LENSA RESIDENTIAL SERVICE LLC	No
LIA'S CARE HOME INC	No
LIBERTY LIVING LLC	No
LIMES ADULT FOSTER CARE	No
LIVING OPPORTUNITIES, INC	Yes
LOTUS CARE INC	No
LOVE HOPE CARE, INC	No
LOVING CARE LLC	No
LUXE RESIDENTIAL SERVICES LLC	No
MAKO CARE LLC	No
MARIE MILLS CENTER, INC	No
MENNA LLC	No
MID-VALLEY RESIDENTIAL CARE LLC	No
MIMI 24HRS RESIDENTIAL HOME 1 INC	No
MV ADVANCEMENTS	No
MY LIYU RESIDENTIAL SERVICES LLC	No
NAF CARE HOMES, LLC	No
NAFF CENTURY LLC	No
NEW DAY ENTERPRISES	No
NEW DAY NORTHWEST INC.	No
NORTHWEST RESIDENTIAL LLC	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
OPEN HEART YT, LLC	No
OPPORTUNITY FOUNDATION CENTRAL OR	No
OREGON FAMILY CARE HOME	No
OREGON MENNONITE RES SVCS	No
OREGON SUPPORTED LIVING PROGRAM	No
PACIFIC NORTHWEST ADULT FOSTER HOME LLC	No
PACIFIC NORTHWEST LIVING LLC	No
PARTNERSHIPS IN COMMUNITY LIVING, INC	No
PATHWAY ENTERPRISES, INC	Yes

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
PERSONALIZED INDEPENDENCE, INC.	No
PINNACLE DEVELOPMENTAL CARE, LLC	No
PNH-COURT ADULT CARE HOME INC	No
PORTLAND METRO RESIDENTIAL SERVICES	No
PORTLAND RESIDENTIAL CARE SERVICES	No
PREMIER COMMUNITY SUPPORTS, LLC	No
PROF THERAPEUTIC COMMUNITY NETWORK	No
PROVIDENT LIFE INC	No
RACHEL'S GROUP HOME LLC	No
RAIN KING PROPERTIES	No
RAINBOW ADULT LIVING FACILITIES	No
REDWOOD CARE, INC	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
RIVERSIDE TRAINING CENTER, INC	No
ROME 24 HOUR RESIDENTIAL LLC	No
RON WILSON CENTER	No
ROYALCARE, INC	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	No
SELAM 24HR RESIDENTIAL SERVICES LLC	No
SERENTIY RESIDENTIAL SERVICES INC	No
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

Agency name	Agency collected data on the number of FLS staff who identify as Transgender or Non-Binary
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	No
TEME GH LLC	No
THE GOOD LIFE GROUP HOME LLC	No
THE NEIGHBORHOOD IN HOME CARE LLC	No
THE OSBORN PROJECT	No
THE WAY OF LIFE GROUP HOME LLC	No
THRIVING LIVES CARE, INC	Yes
TOTAL FREEDOM CARE	No
TRU CARE LLC	Yes
TRUE JOY RESIDENTIAL SERVICES LLC	No
TRUECARE HOMES, LLC	No
UMPQUA HOMES, INC.	
UNITY LIFE CARE LLC	No
UP & OUT, INC	Yes
VALOR ASSOCIATES, LLC	No
VISION GROUP HOME	No
WALKER SUPPORT SERVICES, INC	No
WARD HOME CARE, INC	No
WELLSPRING CARE L	No
WESTERN IDAHO TRAINING CO INC	No
WESTSIDE COMMUNITY FOCUS	No
WINGS OF HOPE	No
WORK UNLIMITED, INC	No
ZACHARY & ROOBLE LLC	No
Report average	Yes: 3.5%

Table 51. Number of DSPs on the payroll as of Dec. 31, 2021, identifying as each expanded gender category

Agency name	Transgender Male	Transgender female	Non-binary
A.S.H., INC.			
ABEL'S RESIDENTIAL SERVICES, LLC			
ACHIEVE LLC			
ADDISE MEMORIAL RESIDENTIAL			
AEGIS RESIDENTIAL CARE, LLC			
ALBERTINA KERR CENTERS			
ALSAN RESIDENTIAL SERVICE LLC			
ALSO			
ALTERNATIVE SERVICES-OREGON, INC.			
ALVORD-TAYLOR, INC.			
AMANI CARE HOMES			
AMEN LLC			
ARCADIAN INCLUSION MANAGEMENT			
AROUND THE CLOCK SUPPORT SERVICES, LLC			
AS PROMISED GROUP HOME			
AWESOME GROUP HOME			
BARCH, INC.			
BEE LOVED CARE HOME, LLC			
BEINGROUP, LLC			
BENCO			
BETHESDA LUTHERAN COMMUNITIES			
BEYOND ABILITY SUPPORT SERVICES			
BIG HEARTS RESIDENTIAL CARE, LLC			
BLESS RESIDENTIAL SERVICES LLC			
BLESSED RESIDENTIAL CARE LLC			
BOUNTIFUL 24 HOUR RESIDENTIAL CARE LLC			
BRIDGE CARE LLC			
BRIDGEPORT VILLAGE ACH			
BRIDGES ENTERPRISE, LLC			
BRIGHTSIDE LIVING, LLC			
BUENA VISTA GROUP HOME LLC			
CARETOWN, LLC			
CASCADE RESIDENTIAL CARE, INC.			

Agency name	Transgender Male	Transgender female	Non-binary
CATHOLIC COMMUNITY SERVICES			
CENTER FOR CONTINUOUS IMPROVEMENT, INC			
CENTRAL OREGON COLLECTIVE			
CHAMBERLIN HOUSE, INC.			
CHOICES UNLIMITED, INC.			
COFFELT CARE HOMES, INC			
COMMUNITY ACCESS SERVICES II, INC.			
COMMUNITY BASED GROUP HOME			
COMMUNITY LIFE LLC			
COMMUNITY SERVICES, INC.			
COMMUNITY SUPPORT SERVICES, INC.			
CONNECTIONS RESIDENTIAL SERVICES			
COOPER HOLLOW RESIDENTIAL SERVICES, INC			
CORNERSTONE VALLEY INC			
CROSSROADS RESIDENTIAL HOME			
D & D FOSTER CARE, LLC			
DAI S'LA			
DAIZY CORPORATION			
DANVILLE SERVICES OF OREGON, LLC			
DEAR HEART SUPPORT SERVICES LLC			
DEGES CARE INC.			
DOUGLAS RESIDENT TRAINING FACILITIES			
DUNGARVIN OREGON, LLC			
EAGLES CLIFF RESIDENTIAL SERVICES LLC			
EASTCO DIVERSIFIED SERVICES			
EBENEZER GROUP HOME LLC			
EDWARDS CENTER, INC.			
ELYSIAN PURSUIT INCORPORATED			
FAFI RESIDENTIAL SERVICE LLC			
FAITH 24-HOUR RESIDENTIAL HOME INC			
FAMILY OWNED GROUP HOME LLC			
FOUNTAIN OF JOY RESIDENTIAL CARE LLC			
FREMONT ADULT CARE HOME, LLC			
GENTLE HANDS LLC			
GOLDEN TOUCH CARE, INC			

Agency name	Transgender Male	Transgender female	Non-binary
GRACE GROUP HOME LLC			
GRIFFITH 24 HR CARE, LLC			
H&C HOPE LLC			
HAPPY LIFE			
HARMONY HOUSING, INC			
HASSET FOR LIFE, LLC			
HAVEN CENTER LLC			
HEART OF HOPE LLC			
HEART TO HEART CARE HOME, LLC			
HEAVENLY HOME CARE LLC			
HELEN'S-CARE, INC			
HENDRICKSON RESIDENTIAL, INC			
HIHANO GROUP HOME LLC			
HILDAH AND KAY'S, LLC			
HOLISTIC RESIDENTIAL SERVICES LLC			
HOME INC.			
HOME LIFE, INC	0	0	0
HORIZON PROJECT, INC			
HUMMINGBIRD CARE HOME, LLC			
INDEPENDENT COMMUNITY LIVING SUPPORTS, LLC			
INDEPENDENT ENVIRONMENTS, INC			
INFINITY CARE CORP			
INTEGRITY-CARE LLC			
IS LIVING			
IZUFREM CORPORATION			
JACOB'S LIGHTHOUSE, LLC			
JEROME MODU COMMUNITY BASED LIVING CARE			
K&A RESIDENTIAL SERVICE LLC			
KADMAK RESIDENTIAL SERVICES, LLC			
KJ 24 - HOURS CARE HOME LLC			
KN RESIDENTIAL SERVICES			
KOZA CARE LLC			
LAILAH'S LIVING CENTER			
LAILAHS LIVING CENTER II			
LEMUEL, INC GROUP HOMES			

Agency name	Transgender Male	Transgender female	Non-binary
LENSA RESIDENTIAL SERVICE LLC			
LIA'S CARE HOME INC			
LIBERTY LIVING LLC			
LIMES ADULT FOSTER CARE			
LIVING OPPORTUNITIES, INC	0	0	0
LOTUS CARE INC			
LOVE HOPE CARE, INC			
LOVING CARE LLC			
LUXE RESIDENTIAL SERVICES LLC			
MAKO CARE LLC			
MARIE MILLS CENTER, INC			
MENNA LLC			
MID-VALLEY RESIDENTIAL CARE LLC			
MIMI 24HRS RESIDENTIAL HOME 1 INC			
MV ADVANCEMENTS			
MY LIYU RESIDENTIAL SERVICES LLC			
NAF CARE HOMES, LLC			
NAFF CENTURY LLC			
NEW DAY ENTERPRISES			
NEW DAY NORTHWEST INC.			
NORTHWEST RESIDENTIAL LLC			
NURU'S ADULT FOSTER HOME			
NW COMMUNITY ALLIANCE, INC			
NW MENTAL HEALTH MGMT SVCS			
OHANA FIRST LLC			
OHANA LOVING CARE			
OPEN HEART YT, LLC			
OPPORTUNITY FOUNDATION CENTRAL OR			
OREGON FAMILY CARE HOME			
OREGON MENNONITE RES SVCS			
OREGON SUPPORTED LIVING PROGRAM			
PACIFIC NORTHWEST ADULT FOSTER HOME LLC			
PACIFIC NORTHWEST LIVING LLC			
PARTNERSHIPS IN COMMUNITY LIVING, INC			
PATHWAY ENTERPRISES, INC	0	0	0

Agency name	Transgender Male	Transgender female	Non-binary
PERSONALIZED INDEPENDENCE, INC.			
PINNACLE DEVELOPMENTAL CARE, LLC			
PNH-COURT ADULT CARE HOME INC			
PORTLAND METRO RESIDENTIAL SERVICES			
PORTLAND RESIDENTIAL CARE SERVICES			
PREMIER COMMUNITY SUPPORTS, LLC			
PROF THERAPEUTIC COMMUNITY NETWORK			
PROVIDENT LIFE INC			
RACHEL'S GROUP HOME LLC			
RAIN KING PROPERTIES			
RAINBOW ADULT LIVING FACILITIES			
REDWOOD CARE, INC			
RENAISSANCE CARE, INC			
RENEW CONSULTING INC			
RESIDE RESIDENTIAL CARE			
REVA'S NEW BEGINNINGS CARE HOMES, INC.			
RISE, INC			
RISING SUN SUPPORTED LIVING			
RIVERSIDE TRAINING CENTER, INC			
ROME 24 HOUR RESIDENTIAL LLC			
RON WILSON CENTER			
ROYALCARE, INC			
S & A RESIDENTIAL SERVICES, LLC			
S.A.C.U.			
S.I.S.O.			
SAFECARE RESIDENTIAL SERVICES, INC			
SCHMIDT COMMUNITY CARE, LLC			
SELAM 24HR RESIDENTIAL SERVICES LLC			
SERENTIY RESIDENTIAL SERVICES INC			
SHALOM 24 HOURS GROUP HOME			
SHANGRI-LA CORP			
SILVER SPRING GROUP HOME, INC			
SOLODA ACH INC.			
SOUTH COAST HORIZONS			
SOUTHERN OREGON ASPIRE			

Agency name	Transgender Male	Transgender female	Non-binary
ST. GABRIEL CARE HOME INC.			
STAR CORP GROUP HOME			
STAR OF HOPE ACTIVITY CENTER INC			
STEP FORWARD ACTIVITIES, INC			
STEPPING STONE 24 HOURS HOME INC			
STONEBROOKE RESIDENTIAL SERVICES			
SUNNY OAKS, INC			
TANDEM NORTHWEST			
TEME GH LLC			
THE GOOD LIFE GROUP HOME LLC			
THE NEIGHBORHOOD IN HOME CARE LLC			
THE OSBORN PROJECT			
THE WAY OF LIFE GROUP HOME LLC			
THRIVING LIVES CARE, INC	1	0	0
TOTAL FREEDOM CARE			
TRU CARE LLC			
TRUE JOY RESIDENTIAL SERVICES LLC			
TRUECARE HOMES, LLC			
UMPQUA HOMES, INC.			
UNITY LIFE CARE LLC			
UP & OUT, INC	0	0	0
VALOR ASSOCIATES, LLC			
VISION GROUP HOME			
WALKER SUPPORT SERVICES, INC			
WARD HOME CARE, INC			
WELLSPRING CARE L			
WESTERN IDAHO TRAINING CO INC			
WESTSIDE COMMUNITY FOCUS			
WINGS OF HOPE			
WORK UNLIMITED, INC			
ZACHARY & ROOBLE LLC			

Cover Art

Jane Tarlow. "Untitled."

Jane Tarlow was raised in Brockton, Mass. She has been working at Gateway Arts since February 1996.

Tarlow remembers enjoying drawing ever since early childhood. When she began working at Gateway, Tarlow was primarily a decorative craft artist. Since then, Tarlow has spent considerable time focusing on fine art. Tarlow's work deals with the themes of nature, human relationships, and emotional conflict, and her "Roots" series explores connections between past and present.

Tarlow's work has been showcased in many exhibitions at The Gateway Gallery. She has also shown her work at the Lincoln Gallery at Beaver County Day School in Chestnut Hill, Mass.; The Clark Gallery in Lincoln, Mass.; and The Sherrill House in Boston. She also contributed to an art/fashion show at Avalon-Boston, and participated in Brookline Open Studios in Brookline.

Learn more about Tarlow's work at www.gatewayarts.org/art/artists/jane-tarlow.



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