The Energy to Thrive™

CORE ELECTRIC COOPERATIVE

Haycamp Parcel 64
Strasburg, CO

CORE Electric Cooperative
5496 N. U.S. Highway 85
Sedalia, CO 80135
(800) 332-9540
www.**core**.coop

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From Our Business Development Director

We are honored to provide you with an overview of CORE Electric Cooperative!

CORE Electric Cooperative is a not-for-profit, member-owned utility. We are the largest cooperative and the second-largest electric utility in the state of Colorado. We proudly serve electricity to 5,000 square miles around the Denver Metro region with service in 11 counties. CORE is ready to serve your client with available load capacity, a healthy and growing renewable energy mix, available verified real estate sites, and competitive rates.

We recognize that large-load users take time to ramp up operations. As a nonregulated utility, CORE can work with members and prospective members to design development rate options or make consideration to system improvement investments. Unlike other utilities in Colorado that must file applications to the Colorado Public Utilities Commission, potentially taking years, we can do this with approval from our Board of Directors, which can be accomplished in rapid time.

CORE has a history of strong credit and operational excellence. CORE recently received an “AA-” credit rating from Fitch Ratings with a “Stable” outlook. “AA-” is in the highest public rating tier achieved for electric distribution cooperatives rated by Fitch Ratings.

CORE is leading an energy transformation that will increase renewable options for our members. The energy mix information provided in this notebook shows this transition, which is rate neutral meaning CORE will not increase rates, to make our renewable commitments a reality for our members. Our partnership with Invenergy, starting in 2026, will provide CORE with over 1.2 terawatt-hours of renewable energy per year, which includes approximately 400 MW of new solar and wind energy projects and 100 MW of battery storage, backed up by over 300 MW of existing reliable natural gas resources. These agreements pave the way for CORE’s future as the cleanest, most reliable electric company in Colorado, and signal CORE’s transformation to a fully independent electric utility with control of its power supply future.

CORE can also work with members on battery storage options. In locations where a large load requires resiliency, CORE will collaborate with members to define an investment and deployment program that mutually benefits the member and the utility.

We look forward to working with you and providing your client with The Energy to Thrive!

Sincerely,

Robert Osborn, Esq.
Director of Business Development
rosborn@core.coop

SITE OVERVIEW AND CONTACT INFORMATION

Site Name	Haycamp Parcel 64
Site Address	Not yet designated
Site Contact (Owner / Broker)	Camp B Land Company LLC Krissy Kennedy, COO O: 303.578.9947 C: 720.280.7199 E: KKennedy@haycamp.com P.O. Box 1016 Golden, CO 80402
Local City or Economic Development Contact	Lucas Workman, Adams County Economic Development Manager O: 720.523.6820 C: 970.302.1879 E: LWorkman@adcogov.org
CORE Electric Cooperative Contact	Robert Osborn, Esq. Business Development Director O: 720.733.5543 C: 303.437.0668 E: rosborn@core.coop 5496 N U.S. Highway 85 Sedalia, CO 80135

GENERAL SITE INFORMATION

Location	Located between Wolf Creek Road (west), past Piggott Road / halfway to Strasburg Road (east), E 72nd Avenue (north), E 80th Avenue (south)
Owner	Camp B Land Company LLC
Size	960 acres
Current and Previous Use	Vacant land / Agriculture
Land use adjacent to site	Vacant land / Agriculture
Zoning	Zoned: A-3 (Agriculture) Map: Adams County Colorado Mapping (adcogov.org) HQ Haycamp Zoning Map with Adjacent Land.jpg
Asking Price	Negotiable
Highway Access	8.8 miles to I-70; 39 miles to I-25
Air Access	~30 miles to DEN; 16 miles to Colorado Air & Spaceport
Rail Access	No rail access.

UTILITIES

Electric

Electric power provider contact name, address, phone	Robert Osborn, Esq. Business Development Director rosborn@core.coop Office: 720.733.5543 Mobile: 303.437.0668 5496 N U.S. Highway 85 Sedalia, CO 80135
Distance from the site to electric power service	Strasburg is ~7 miles away and Victory is ~5.5 miles
Electric service type and voltage serving the site	Underground, overhead extension to the edge of the property is an option.
Distance to and name of the substation(s) servicing the site	Strasburg is ~7 miles away and Victory is ~5.5 miles
Largest power demand that can currently be served at the site	3MW from Strasburg and 14MW from Victory with feeder extensions.
Dual feed service potential	Yes, if there is interest in doing a major extension from ~7 miles away.
Planned electric power system upgrades that would impact this site (substation capacity, line improvement, etc.)	Upgrade is expected in the next 5 years, adding an additional 30MW, feeder extensions would be required to access.

Natural Gas provided by Colorado Natural Gas **– Propane is currently used on the site.**

Water, Wastewater, and Storm Water **would be provided by the designation of a Metro District organized by the landowner, Camp B Land Company LLC. Water rights for the site are owned by Camp B Land Company LLC.**

Fiber / Telecom **provided by Eastern Rural Technologies.**

MAPS


E 72nd Ave
E 72nd Ave
Wolf Creek Rd
HayCamp Parcel 64
Strasburg Rd
E 64th Ave
E 64th Ave
HayCamp HQ


Denver International Airport
Pena Blvd
Imboden Rd
Kiowa-Bennett
E 88th Ave
Strasburg Rd
79
E Colfax Ave
36
70
287

DOCUMENTATION: ANALYSES AND STUDIES

ENDORSEMENT

Attached to Policy No. OX70552753.2515762

Our Order No. 70552753

Issued By

Old Republic National Title Insurance Company

The Company insures against loss or damage sustained by the Insured by reason of:

1. those portions of the Land identified below not being assessed for real estate taxes under the listed tax identification numbers or those tax identification numbers including any additional land:

   0173100000063
   0181300000010
   0181300000012
   0181300000013
   0181300000018
   0181300000052
   0181300000145
   0181300000171
   0181300000172
   0181300000173
   0181300000176
   0181300000177
   0181316100003
   0181316100004
   0181300000175
   0181300000174

2. the easements, if any, described in Schedule A being cut off or disturbed by the nonpayment of real estate taxes, assessments or other charges imposed on the servient estate by a governmental authority.

This endorsement is issued as part of the policy. Except as it expressly states, it does not (i) modify any of the terms and provisions of the policy, (ii) modify any prior endorsements, (iii) extend the Date of Policy, or (iv) increase the Amount of Insurance. To the extent a provision of the policy or a previous endorsement is inconsistent with an express provision of this endorsement, this endorsement controls. Otherwise, this endorsement is subject to all of the terms and provisions of the policy and of any prior endorsements.

Old Republic National Title Insurance Company

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AMERICAN LAND TITLE ASSOCIATION

ENDORSEMENT

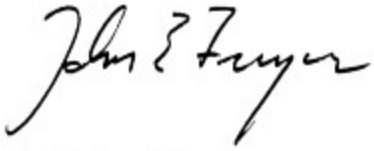
Attached to Policy No. OX70552753.2515762

Our Order No. 70552753

Issued By

Old Republic National Title Insurance Company

By: **Land Title Guarantee Company**

By: 

Authorized Signature

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AMERICAN LAND TITLE ASSOCIATION

Land Title Guarantee Company

Date:**July 18, 2023**

CAMP B LAND COMPANY, LLC
7300 YULLE ROAD
STRASBURG, CO 80136

Subject: Attached Title Policy **OX70552753.2515762**
for **5155 STRASBURG ROAD (BOWEN TRACT 9)**
56400 EAST 56TH AVENUE (BOWEN TRACT 10)
VACANT LAND (BOWEN TRACTS 1 - 8 & 11 - 17 & 19)), STRASBURG, CO 80136

Enclosed please find the Owner's Title Insurance Policy for your purchase of the property listed above.

This title policy is the final step in your real estate transaction, and we want to take a moment to remind you of its importance. Please review all information in this document carefully and be sure to safeguard this policy along with your other legal documents.

Your owner's policy insures you as long as you own the property and requires no additional premium payments.

Please feel free to contact any member of our staff if you have questions or concerns regarding your policy, or you may contact the Final Policy Department at Phone: 303-850-4158 or Email Address: finals@ltgc.com

As a Colorado-owned and operated title company for over 45 years, with offices throughout the state, we take pride in serving our customers one transaction at a time. We sincerely appreciate your business and welcome the opportunity to assist you with any future real estate needs. Not only will Land Title be able to provide you with the title services quickly and professionally, but you may also be entitled to a discount on title premiums if you sell or refinance the property described in the enclosed policy.

Thank you for giving us the opportunity to work with you on this transaction. We look forward to serving you again in the future.

Sincerely,

Land Title Guarantee Company

OWNER'S POLICY OF TITLE INSURANCE

ANY NOTICE OF CLAIM AND ANY OTHER NOTICE OR STATEMENT IN WRITING REQUIRED TO BE GIVEN TO THE COMPANY UNDER THIS POLICY MUST BE GIVEN TO THE COMPANY AT THE ADDRESS SHOWN IN SECTION 18 OF THE CONDITIONS.

COVERED RISKS

SUBJECT TO THE EXCLUSIONS FROM COVERAGE, THE EXCEPTIONS FROM COVERAGE CONTAINED IN SCHEDULE B AND THE CONDITIONS, OLD REPUBLIC NATIONAL TITLE INSURANCE COMPANY, a Minnesota corporation, (the "Company"), insures, as of Date of Policy and, to the extent stated in Covered Risks 9 and 10, after Date of Policy, against loss or damage, not exceeding the Amount of Insurance, sustained or incurred by the Insured by reason of:

1. Title being vested other than as stated in Schedule A.
2. Any defect in or lien or encumbrance on the title; This covered Risk includes but is not limited to insurance against loss from
   (a) A defect in the Title caused by
      (i) forgery, fraud, undue influence, duress, incompetency, incapacity, or impersonation; (ii) failure of any person or Entity to have authorized a transfer or conveyance;
      (iii) a document affecting Title not properly created, executed, witnessed, sealed, acknowledged, notarized, or delivered; (iv) failure to perform those acts necessary to create a document by electronic means authorized by law;
      (v) a document executed under a falsified, expired, or otherwise invalid power of attorney;
      (vi) a document not properly filed, recorded, or indexed in the Public Records including failure to perform those acts by electronic means authorized by law; or
      (vii) a defective judicial or administrative proceeding.
   (b) The lien of real estate taxes or assessments imposed on the Title by a governmental authority due or payable, but unpaid.
   (c) Any encroachment, encumbrance, violation, variation, or adverse circumstance affecting the Title that would be disclosed by an accurate and complete land survey of the Land. The term "encroachment" includes encroachments of existing improvements located on the Land onto adjoining land, and encroachments onto the Land of existing improvements located on adjoining land.
3. Unmarketable Title.
4. No right of access to and from the Land.
5. The violation or enforcement of any law, ordinance, permit, or governmental regulation (including those relating to building and zoning) restricting, regulating, prohibiting, or relating to
   (a) the occupancy, use or enjoyment of the Land;
   (b) the character, dimensions, or location of any improvement erected on the Land;
   (c) the subdivision of land; or
   (d) environmental protection
   if a notice, describing any part of the Land, is recorded in the Public Records setting forth the violation or intention to enforce, but only to the extent of the violation or enforcement referred to in that notice.
6. An enforcement action based on the exercise of a governmental police power not covered by Covered Risk 5 if a notice of the enforcement action, describing any part of the Land, is recorded in the Public Records, but only to the extent of the enforcement referred to in that notice.
7. The exercise of the rights of eminent domain if a notice of the exercise, describing any part of the Land, is recorded in the Public Records.
8. Any taking by a governmental body that has occurred and is binding on the rights of a purchaser for value without Knowledge.
9. Title being vested other than as stated in Schedule A or being defective
   (a) as a result of the avoidance in whole or in part, or from a court order providing an alternative remedy, of a transfer of all or any part of the title to or any interest in the Land occurring prior to the transaction vesting Title as shown in Schedule A because that prior transfer constituted a fraudulent or preferential transfer under federal bankruptcy, state insolvency, or similar creditors' rights laws; or
   (b) because the instrument of transfer vesting Title as shown in Schedule A constitutes a preferential transfer under federal bankruptcy, state insolvency, or similar creditors' rights laws by reason of the failure of its recording in the Public Records
      (i) to be timely, or
      (ii) to impart notice of its existence to a purchaser for value or to a judgment or lien creditor.
10. Any defect in or lien or encumbrance on the Title or other matter included in Covered Risks 1 through 9 that has been created or attached or has been filed or recorded in the Public Records subsequent to Date of Policy and prior to the recording of the deed or other instrument of transfer in the Public Records that vests Title as shown in Schedule A.

The Company will also pay the costs, attorneys' fees, and expenses incurred in defense of any matter insured against by this Policy, but only to the extent provided in the Conditions.

OLD REPUBLIC NATIONAL TITLE INSURANCE COMPANY
a Stock Company
400 Second Avenue South
Minneapolis, Minnesota 55401
612) 371-1111

Issued through the Office of:
LAND TITLE GUARANTEE COMPANY
3033 E 1ST AVE #600
DENVER, CO 80206
303-850-4165

John E. Freyer, Jr., President

Mark Bilbrey, President

Rande Yeager, Secretary

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EXCLUSIONS FROM COVERAGE

The following matters are expressly excluded from the coverage of this policy, and the Company will not pay loss or damage, costs, attorneys' fees, or expenses that arise by reason of:

1. (a) Any law, ordinance, permit, or governmental regulation (including those relating to building and zoning) restricting, regulating, prohibiting or relating to
   (i) the occupancy, use, or enjoyment of the Land;
   (ii) the character, dimensions, or location of any improvement erected on the Land;
   (iii) the subdivision of land; or
   (iv) environmental protection;
   or the effect of any violation of these laws, ordinances, or governmental regulations. This Exclusion 1(a) does not modify or limit the coverage provided under Covered Risk 5.
   (b) Any governmental police power. This Exclusion 1(b) does not modify or limit the coverage provided under Covered Risk 6.
2. Rights of eminent domain. This Exclusion does not modify or limit the coverage provided under Covered Risk 7 or 8.
3. Defects, liens, encumbrances, adverse claims, or other matters
   (a) created, suffered, assumed, or agreed to by the Insured Claimant;
   (b) not Known to the Company, not recorded in the Public Records at Date of Policy, but Known to the Insured Claimant and not disclosed in writing to the Company by the Insured Claimant prior to the date the Insured Claimant became an Insured under this policy;
   (c) resulting in no loss or damage to the Insured Claimant;
   (d) attaching or created subsequent to Date of Policy (however, this does not modify or limit the coverage provided under Covered Risk 9 and 10); or
   (e) resulting in loss or damage that would not have been sustained if the Insured Claimant had paid value for the Title.
4. 4. Any claim, by reason of the operation of federal bankruptcy, state insolvency, or similar creditors' rights laws, that the transaction vesting the Title as shown in Schedule A, is
   (a) a fraudulent conveyance or fraudulent transfer; or
   (b) a preferential transfer for any reason not stated in Covered Risk 9 of this policy.
5. Any lien on the Title for real estate taxes or assessments imposed by governmental authority and created or attaching between Date of Policy and the date of recording of the deed or other instrument of transfer in the Public Records that vests Title as shown in Schedule A.

CONDITIONS

1. DEFINITION OF TERMS

The following terms when used in this policy mean:

(a) "Amount of Insurance": The amount stated in Schedule A, as may be increased or decreased by endorsement to this policy, increased by Section 8(b) or decreased by Sections 10 and 11 of these Conditions.
(b) "Date of Policy": The date designated as "Date of Policy" in Schedule A.
(c) "Entity": A corporation, partnership, trust, limited liability company, or other similar legal entity.
(d) "Insured": The Insured named in Schedule A.
(i) The term "Insured" also includes
(A) successors to the Title of the Insured by operation of law as distinguished from purchase, including heirs, devisees, survivors, personal representatives, or next of kin;
(B) successors to an Insured by dissolution, merger, consolidation, distribution, or reorganization; (C) successors to an Insured by its conversion to another kind of Entity;
(D) a grantee of an Insured under a deed delivered without payment of actual valuable consideration conveying the Title
(1) if the stock, shares, memberships, or other equity interests of the grantee are wholly-owned by the named Insured.
(2) if the grantee wholly owns the named Insured,
(3) if the grantee is wholly-owned by an affiliated Entity of the named Insured, provided the affiliated Entity and the named Insured are
both wholly-owned by the same person or Entity, or
(4) if the grantee is a trustee or beneficiary of a trust created by a written instrument established by the Insured named in Schedule A for estate planning purposes.
(ii) With regard to (A), (B), (C), and (D) reserving, however, all rights and defensed as to any successor that the Company would have had against any predecessor Insured.
(e) "Insured Claimant": An Insured claiming loss or damage.
(f) "Knowledge" or "Known": Actual knowledge, not constructive knowledge or notice that may be imputed to an Insured by reason of the Public Records or any other records that impart constructive notice of matters affecting the Title.
(g) "Land": The land described in Schedule A, and affixed improvements that by law constitute real property. The term "Land" does not include any property beyond the lines of the area described in Schedule A, nor any right, title, interest, estate, or easement in abutting streets, roads, avenue, alleys, lanes, ways, or waterways, but this does not modify or limit the extent that a right of access to and from the Land is insured by this policy.
(h) "Mortgage": Mortgage, deed of trust, trust deed, or other security instrument, including one evidenced by electronic means authorized by law.
(i) "Public Records": Records established under state statutes at Date of Policy for the purpose of imparting constructive notice of matters relating to real property to purchasers for value and without Knowledge. With respect to Covered Risk 5(d), "Public Records" shall also include environmental protection liens filed in the records of the clerk of the United States District Court for the district where the Land is located.
(j) "Title": The estate or interest described in Schedule A.
"Unmarketable Title": Title affected by an alleged or apparent matter that would permit a prospective purchaser or lessee of the Title or lender on the Title to be released from the obligation to purchase, lease, or lend if there is a contractual condition requiring the delivery of marketable title.

2. CONTINUATION OF INSURANCE

The coverage of this policy shall continue in force as of Date of Policy in favor of an Insured, but only so long as the Insured retains an estate or interest in the Land, or holds an obligation secured by a purchase money Mortgage given by a purchaser from the Insured, or only so long as the Insured shall have liability by reason of warranties in any transfer or conveyance of the Title. This policy shall not continue in force in favor of any purchaser from the Insured of either (i) an estate or interest in the Land, or (ii) an obligation secured by a purchase money Mortgage given to the Insured.

3. NOTICE OF CLAIM TO BE GIVEN BY INSURED CLAIMANT

The Insured shall notify the Company promptly in writing (i) in case of any litigation as set forth in Section 5(a) of these Conditions, (ii) in case Knowledge shall come to an Insured hereunder of any claim of title or interest that is adverse to the Title, as insured, and that might cause loss or damage for which the Company may be liable by virtue of this policy, or (iii) if the Title, as insured, is rejected as Unmarketable Title. If the Company is prejudiced by the failure of the Insured Claimant to provide prompt notice, the Company's liability to the Insured Claimant under the policy shall be reduced to the extent of the prejudice.

4. PROOF OF LOSS

In the event the Company is unable to determine the amount of loss or damage, the Company may, at its option, require as a condition of payment that the Insured Claimant furnish a signed proof of loss. The proof of loss must describe the defect, lien, encumbrance, or other matter insured against by this policy that constitutes the basis of loss or damage and shall state, to the extent possible, the basis of calculating the amount of the loss or damage.

5. DEFENSE AND PROSECUTION OF ACTIONS

(a) Upon written request by the Insured, and subject to the options contained in Section 7 of these Conditions, the Company, at its own cost and without unreasonable delay, shall provide for the defense of an Insured in litigation in which any third party asserts a claim covered by this policy adverse to the Insured. This obligation is limited to only those stated causes of action alleging matters insured against by this policy. The Company shall have the right to select counsel of its choice (subject to the right of the Insured to object for reasonable cause) to represent the Insured as to those stated causes of action. It shall not be liable for and will not pay the fees of any other counsel. The Company will not pay any fees, costs, or expenses incurred by the Insured in the defense of those causes of action that allege matters not

insured against by this policy.
(b) The Company shall have the right, in addition to the options contained in Section 7 of these Conditions, at its own cost, to institute and prosecute any action or proceeding or to do any other act that in its opinion may be necessary or desirable to establish the Title, as insured, or to prevent or reduce loss or damage to the Insured. The Company may take any appropriate action under the terms of this policy, whether or not it shall be liable to the Insured. The exercise of these rights shall not be an admission of liability or waiver of any provision of this policy. If the Company exercises its rights under this subsection, it must to so diligently.
(c) Whenever the Company brings an action or asserts a defense as required or permitted by this policy, the Company may pursue the litigation to a final determination by a court of competent jurisdiction, and it expressly reserves the right, in its sole discretion, to appeal any adverse judgment or order.

6. DUTY OF INSURED CLAIMANT TO COOPERATE

(a) In all cases where this policy permits or requires the Company to prosecute or provide for the defense of any action or proceeding and any appeals, the Insured shall secure to the Company the right to so prosecute or provide defense in the action or proceeding, including the right to use, at its option, the name of the Insured for this purpose. Whenever requested by the Company, the Insured, at the Company's expense, shall give the Company all reasonable aid (i) in securing evidence, obtaining witnesses, prosecuting or defending the action or proceeding, or effecting settlement, and (ii) in any other lawful act that in the opinion of the Company may be necessary or desirable to establish the Title or any other matter as insured. If the Company is prejudiced by the failure of the Insured to furnish the required cooperation, the Company's obligation to the Insured under the policy shall terminate, including any liability or obligation to defend, prosecute, or continue any litigation, with regard to the matter or matters requiring such cooperation.
(b) The Company may reasonably require the Insured Claimant to submit to examination under oath by any authorized representative of the Company and to produce for examination, inspection, and copying, at such reasonable times and places as may be designated by the authorized representative of the Company, all records, in whatever medium maintained, including books, ledgers, checks, memoranda, correspondence, reports, e-mails, disks, tapes, and videos whether bearing a date before or after Date of Policy, that reasonably pertain to the loss or damage. Further, if requested by any authorized representative of the Company, the Insured Claimant shall grant its permission, in writing, for any authorized representative of the Company to examine, inspect, and copy all of these records in the custody or control of a third party that reasonably pertain to the loss or damage. All information designated as confidential by the Insured Claimant provided to the Company pursuant to this Section shall not be disclosed to others unless, in the reasonable judgment of the Company, it is necessary in the administration of the claim. Failure of the Insured Claimant to submit for examination under oath produce any reasonably requested information, or grant permission to secure reasonably necessary information from third parties as required in this subsection, unless prohibited by law or governmental regulation, shall terminate any liability of the Company under this policy as to that claim.

7. OPTIONS TO PAY OR OTHERWISE SETTLE CLAIMS; TERMINATION OF LIABILITY

In case of a claim under this policy, the Company shall have the following additional options:

(a) To Pay or Tender Payment of the Amount of Insurance.

To pay or tender payment of the Amount of Insurance under this policy together with any costs, attorneys' fees, and expenses incurred by the Insured Claimant that were authorized by the Company up to the time of payment or tender of payment and that the Company is obligated to pay. Upon the exercise by the Company of this option, all liability and obligations of the Company to the Insured under this policy, other than to make the payment required in the subsection, shall terminate, including any liability or obligation to defend, prosecute, or continue any litigation.

(b) To Pay or Otherwise Settle With Parties Other Than the Insured or With the Insured Claimant.

(i) To pay or otherwise settle with other parties for or in the name of an Insured Claimant any claim insured against under this policy. In addition, the Company will pay any costs, attorneys' fees, and expenses incurred by the Insured Claimant that were authorized by the Company up to the time of payment and that the Company is obligated to pay; or

(ii) To pay or otherwise settle with the Insured Claimant the loss or damage provided for under this policy, together with any costs, attorneys' fees, and expensed incurred by the Insured Claimant that were authorized by the Company up to the time of payment and that the Company is obligated to pay.

Upon the exercise by the Company of either of the options provided for in subsections (b)(i) or (ii), the Company's obligations to the Insured under this policy for the claimed loss or damage, other than the payments required to be made, shall terminate, including any liability or obligation to defend, prosecute, or continue any litigation.

8. DETERMINATION AND EXTENT OF LIABILITY

This policy is a contract of indemnity against actual monetary loss or damage sustained or incurred by the Insured Claimant who has suffered loss or damage by reason of matters insured against by this policy.

(a) The extent of liability of the Company for loss or damage under this policy shall not exceed the lesser of

(i) the Amount of Insurance; or

(ii) the difference between the value of the Title as insured and the value of the Title subject to the risk insured against by this policy.

(b) If the Company pursues its rights under Section 5 of these Conditions and is unsuccessful in establishing the Title, as insured,

(i) the Amount of Insurance shall be increased by 10%, and

(ii) the Insured Claimant shall have the right to have the loss or damage determined either as of the date the claim was made by the Insured Claimant or as of the date it is settled and paid.

(c) In addition to the extent of liability under (a) and (b), the Company will also pay those costs, attorneys' fees, and expenses incurred in accordance with Sections 5 and 7 of these Conditions.

9. LIMITATION OF LIABILITY

(a) If the Company establishes the Title, or removes the alleged defect, lien, or encumbrance, or cures the lack of a right of access to or from the Land, or cures the claim of Unmarketable Title, all as insured, in a reasonably diligent manner by any method, including litigation and the completion of any appeals, it shall have fully performed its obligations with respect to that matter and shall not be liable for any loss or damage caused to the Insured.
(b) In the event of any litigation, including litigation by the Company or with the Company's consent, the Company shall have no liability for loss or damage until there has been a final determination by a court of competent jurisdiction, and disposition of all appeals, adverse to the Title, as insured.
(c) The Company shall not be liable for loss or damage to the Insured for liability voluntarily assumed by the Insured in settling any claim or suit without the prior written consent of the Company.

10. REDUCTION OF INSURANCE; REDUCTION OR TERMINATION OF LIABILITY

All payments under this policy, except payments made for costs, attorneys' fees, and expenses, shall reduce the Amount of Insurance by the amount of the payment.

11. LIABILITY NONCUMULATIVE

The Amount of Insurance shall be reduced by any amount the Company pays under any policy insuring a Mortgage to which exception is taken in Schedule B or to which the Insured has agreed, assumed, or taken subject, or which is executed by an Insured after Date of Policy and which is a charge or lien on the Title, and the amount so paid shall be deemed a payment to the Insured under this policy.

12. PAYMENT OF LOSS

When liability and the extent of loss or damage have been definitely fixed in accordance with these Conditions, the payment shall be made within 30 days.

13. RIGHTS OF RECOVERY UPON PAYMENT OR SETTLEMENT

(a) Whenever the Company shall have settled and paid a claim under this policy, it shall be subrogated and entitled to the rights of the Insured Claimant in the Title and all other rights and remedies in respect to the claim that the Insured Claimant has against any person or property, to the extent of the amount of any loss, costs, attorneys' fees, and expenses paid by the Company. If requested by the Company, the Insured Claimant shall execute documents to evidence the transfer to the Company of these rights and remedies. The Insured Claimant shall permit the Company to sue, compromise, or settle in the name of the Insured Claimant and to use the name of the Insured Claimant in any transaction or litigation involving these rights and remedies. If a payment on account of a claim does not fully cover the loss of the Insured Claimant, the Company shall defer the exercise of its right to recover until after the Insured Claimant shall have recovered its loss.
(b) The Company's right of subrogation includes the rights of the Insured to indemnities, guaranties, other policies of insurance, or bonds, notwithstanding any terms or conditions contained in those instruments that address subrogation rights.

14. ARBITRATION

Either the Company or the Insured may demand that the claim or controversy shall be submitted to arbitration pursuant to the Title Insurance Arbitration Rules of the American Land Title Association ("Rules"). Except as provided in the Rules, there shall be no joinder or consolidation with claims or controversies of other persons, Arbitrable matters may include, but are not limited to, any controversy or claim between the Company and the Insured arising out of or relating to this policy, any service in connection with its issuance or the breach of a policy provision, or to any other controversy or claim arising out of the transaction giving rise to this policy. All arbitrable matters when the Amount of Insurance is $2,000,000 or less shall be arbitrated at the option of either the Company or the Insured. All arbitrable matters when the Amount of Insurance is in excess of $2,000,000 shall be arbitrated only when agreed to by both the Company and the Insured. Arbitration pursuant to this policy and under the Rules shall be binding upon the parties. Judgment upon the award rendered by the Arbitrator(s) may be entered in any court of competent jurisdiction.

15. LIABILITY LIMITED TO THIS POLICY; POLICY ENTIRE CONTRACT

(a) This policy together with all endorsements, if any, attached to it by the Company is the entire policy and contract between the Insured and the Company. In interpreting any provision of this policy, this policy shall be construed as a whole.

(b) Any claim or loss or damage that arises out of the status of the Title or by any action asserting such claim shall be restricted to this policy.

(c) Any amendment of or endorsement to this policy must be in writing and authenticated by an authorized person, or expressly incorporated by Schedule A of this policy.

(d) Each endorsement to this policy issued at any time is made a part of this policy and is subject to all of its terms and provisions. Except as the endorsement expressly states, it does not (i) modify any of the terms and provisions of the policy, (ii) modify any prior endorsement, (iii) extend the Date of Policy, or (iv) increase the Amount of Insurance.

16. SEVERABILITY

In the event any provision of this policy, in whole or in part, is held invalid or unenforceable under applicable law, the policy shall be deemed not to include that provision or such part held to be invalid, but all other provisions shall remain in full force and effect.

17. CHOICE OF LAW; FORUM

(a) Choice of Law; The Insured acknowledges the Company has underwritten the risks covered by this policy and determined the premium charged therefor in reliance upon the law affecting interests in real property and applicable to the interpretation, rights, remedies, or enforcement of policies of title insurance of the jurisdiction where the Land is located.

Therefore, the court or an arbitrator shall apply the law of the jurisdiction where the Land is located to determine the validity of claims against the Title that are adverse to the Insured and to interpret and enforce the terms of this policy. In neither case shall the court or arbitrator apply its conflicts of law principles to determine the applicable law.

(b) Choice of Forum; Any litigation or other proceeding brought by the Insured against the Company must be filed only in a state or federal court within the United States of America or its territories having appropriate jurisdiction.

18. NOTICES, WHERE SENT

Any notice of claim and any other notice or statement in writing required to be given to the Company under this policy must be given to the Company at: 400 Second Avenue South, Minneapolis, Minnesota 55401, (612) 371-1111.

ANTI-FRAUD STATEMENT: Pursuant to CRS 10-1-128(6)(a), it is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado division of insurance within the department of regulatory agencies.

This anti-fraud statement is affixed to and made a part of this policy.

AMERICAN LAND TITLE ASSOCIATION OWNER'S POLICY Adopted 6-17-06

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Land Title Guarantee Company Representing Old Republic National Title Insurance Company

Schedule A

Order Number: ABN 70552753 **Policy Number:** OX70552753.2515762

Amount of Insurance: $5,200,000.00

Property Address:

5155 STRASBURG ROAD (BOWEN TRACT 9)
56400 EAST 56TH AVENUE (BOWEN TRACT 10)
VACANT LAND (BOWEN TRACTS 1 - 8 & 11 - 17 & 19)), STRASBURG, CO 80136

1. **Policy Date:**

   December 12, 2017 at 5:00 P.M.

2. **Name of Insured:**

   CAMP B LAND COMPANY, LLC, A COLORADO LIMITED LIABILITY COMPANY

3. **The estate or interest in the Land described or referred to in this Schedule and which is covered by this policy is:**

   A FEE SIMPLE

4. **Title to the estate or interest covered by this policy at the date is vested in:**

   CAMP B LAND COMPANY, LLC, A COLORADO LIMITED LIABILITY COMPANY

5. **The Land referred to in this Policy is described as follows:**

   PARCEL 1 (BOWEN TRACTS 1 - 5):

   THE NORTH HALF OF SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT THAT PORTION THEREOF LYING WITHIN EXISTING COUNTY ROADS, COUNTY OF ADAMS, STATE OF COLORADO.

   PARCEL 2: (BOWEN TRACTS 6 - 8)

   THE SOUTHWEST QUARTER OF SECTION 7, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED, COUNTY OF ADAMS, STATE OF COLORADO.

   PARCEL 3: (BOWEN TRACT 9)

   THE EAST HALF OF SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT THAT PORTION THEREOF LYING WITHIN EXISTING COUNTY ROADS AND HIGHWAYS, AND EXCEPT THAT PORTION DESCRIBED IN QUIT CLAIM DEED RECORDED MARCH 11, 2010 UNDER RECEPTION NO. 2010000016195, COUNTY OF ADAMS, STATE OF COLORADO.

   PARCEL 4: (BOWEN TRACT 10)

   THAT PART OF THE NORTHEAST ¼ OF SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, COUNTY OF ADAMS, STATE OF COLORADO, DESCRIBED AS

Schedule A

FOLLOWS:BEGINNING AT THE NORTHWEST CORNER OF THE NORTHEAST QUARTER OF SAID SECTION 16; THENCE S00°47'42"E ALONG THE WEST LINE OF SAID NORTHEAST QUARTER, A DISTANCE OF 660.00 FEET; TO THE POINT OF BEGINNING; THENCE N89°12'18"E ON A LINE PERPENDICULAR TO THE AFOREMENTIONED WEST LINE , A DISTANCE OF 600.00 FEET; THENCE N00°47'42"W PARALLEL WITH SAID WEST LINE, A DISTANCE OF 585.39 FEET TO A POINT ON THE SOUTH RIGHT-OF-WAY LINE OF EAST 56TH AVENUE; THENCE N89°38'43"E ALONG SAID SOUTH RIGHT-OF-WAY LINE, BEING 70.00 FEET SOUTH AND PARALLEL WITH THE NORTH LINE OF SAID NORTHEAST QUARTER, A DISTANCE OF 720.02 FEET; THENCE S00°47'42"E PARALLEL WITH SAID WEST LINE, A DISTANCE OF 1899.86 FEET; THENCE S89°12'18"W ALONG A LINE BEING PERPENDICULAR TO SAID WEST LINE, A DISTANCE OF 1320.00 FEET TO A POINT ON SAID WEST LINE; THENCE N00°47'42"W ALONG SAID WEST LINE, A DISTANCE OF 1320.00 FEET TO THE POINT OF BEGINNING.

BEARINGS ARE BASED UPON THE NORTH-SOUTH CENTER LINE OF SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, AS SHOWN ON THE LAND SURVEY PLAT BY CHARLES RUSSELL AS DEPOSITED IN SURVEY BOOK 1 AT PAGE 926 OF THE RECORDS OF THE COUNTY OF ADAMS, WHICH BEARS N00°47'42"W AND IS MONUMENTED BY A 2" ALUMINUM CAP AT THE NORTH QUARTER CORNER AND BY A 2" ALUMINUM CAP MARKED WC 40S, 40° NORTH OF THE SOUTH QUARTER CORNER LS 23519.

PARCEL 5: (BOWEN TRACT 11)

PARCEL 5A:

BEGINNING AT THE SW CORNER OF THE SE¼ OF SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN; THENCE EAST 815 FEET; THENCE NORTH 375 FEET; THENCE WEST 815 FEET; THENCE SOUTH 375 FEET TO THE POINT OF BEGINNING, EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED;

PARCEL 5B:

BEGINNING AT THE SE CORNER OF THE SW¼ OF SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN; THENCE WEST 3,252 FEET; THENCE NORTH 375 FEET; THENCE EAST 3,252 FEET; THENCE SOUTH 375 FEET TO THE POINT OF BEGINNING, EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED;

PARCEL 5C:

THE SOUTHEAST QUARTER OF SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT THAT PORTION CONVEYED IN DEED RECORDED IN THE RECORDS OF ADAMS COUNTY, OCTOBER 2, 1979, IN BOOK 2391 AT PAGE 959 AND EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED;

PARCEL 5D:

THE NW¼ OF THE NW¼ OF THE NE¼ OF SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, MORE PARTICULARLY DESCRIBED AS FOLLOWS:BEGINNING AT THE NORTHWEST CORNER OF THE NORTHEAST QUARTER OF SAID SECTION 16; THENCE S00°47'42"E ALONG THE WEST LINE OF SAID NORTHEAST QUARTER, A DISTANCE OF 660.00 FEET; THENCE N89°12'18"E ON A LINE PERPENDICULAR TO THE AFOREMENTIONED WEST LINE, A DISTANCE OF 600.00 FEET; THENCE NORTHERLY PARALLEL TO THE WEST LINE OF SAID NORTHEAST QUARTER TO A POINT ON THE NORTH LINE OF SAID NORTHEAST QUARTER, THENCE WESTERLY ON THE NORTH LINE OF SAID NORTHEAST QUARTER TO THE POINT OF BEGINNING, EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED.

Schedule A

BEARINGS ARE BASED UPON THE NORTH-SOUTH CENTER LINE OF SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, AS SHOWN ON THE LAND SURVEY PLAT BY CHARLES RUSSELL AS DEPOSITED IN SURVEY BOOK 1 AT PAGE 926 OF THE RECORDS OF THE COUNTY OF ADAMS, WHICH BEARS N00°47'42"W AND IS MONUMENTED BY A 2" ALUMINUM CAP AT THE NORTH QUARTER CORNER AND BY A 2" ALUMINUM CAP MARKED WC 40S, 40' NORTH OF THE SOUTH QUARTER CORNER LS 23519

ALL IN THE COUNTY OF ADAMS, STATE OF COLORADO.

PARCEL 6: (BOWEN TRACT 12)

THE NORTH HALF AND THE SOUTHWEST QUARTER, IN SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT FOR THAT PORTION THEREOF DESCRIBED IN WARRANTY DEED RECORDED IN THE RECORD OF THE COUNTY OF ADAMS, OCTOBER 2, 1979 IN BOOK 2391 AT PAGE 959, AND EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED, COUNTY OF ADAMS, STATE OF COLORADO.

PARCEL 7: (BOWEN TRACT 13)

ALL OF SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT FOR THAT PORTION THEREOF DESCRIBED IN WARRANTY DEED RECORDED IN THE RECORD OF THE COUNTY OF ADAMS, OCTOBER 2, 1979 IN BOOK 2391 AT PAGE 959, AND EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED, COUNTY OF ADAMS, STATE OF COLORADO.

PARCEL 8 (BOWEN TRACTS 14, 15 AND 16)

ALL OF SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT RIGHTS OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED, COUNTY OF ADAMS, STATE OF COLORADO.

PARCEL 9 (BOWEN TRACT 17)

THE WEST ONE-HALF OF SECTION 4, TOWNSHIP 3 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT RIGHT OF WAY FOR ROADS AND HIGHWAYS AS NOW ESTABLISHED, COUNTY OF ADAMS, STATE OF COLORADO.

PARCEL 10: (BOWEN TRACT 19)

ALL OF SECTION 29, TOWNSHIP 2 SOUTH, RANGE 62 WEST OF THE 6TH PRINCIPAL MERIDIAN, EXCEPT ANY PORTIONS THEREOF LYING WITHIN THE COUNTY ROADS ON THE NORTHERLY AND EASTERLY BOUNDARIES, COUNTY OF ADAMS, STATE OF COLORADO.

This Policy Valid only if Schedule B is attached.

Land Title Guarantee Company Representing Old Republic National Title Insurance Company

(Schedule B)

Policy Number OX70552753.2515762

Order Number 70552753

THIS POLICY DOES NOT INSURE AGAINST LOSS OR DAMAGE BY REASON OF THE FOLLOWING:

1) ANY FACTS, RIGHTS, INTERESTS, OR CLAIMS THEREOF, NOT SHOWN BY THE PUBLIC RECORDS BUT THAT COULD BE ASCERTAINED BY AN INSPECTION OF THE LAND OR THAT MAY BE ASSERTED BY PERSONS IN POSSESSION OF THE LAND.

2) EASEMENTS, LIENS OR ENCUMBRANCES, OR CLAIMS THEREOF, NOT SHOWN BY THE PUBLIC RECORDS.

3) ANY ENCROACHMENT, ENCUMBRANCE, VIOLATION, VARIATION, OR ADVERSE CIRCUMSTANCE AFFECTING THE TITLE THAT WOULD BE DISCLOSED BY AN ACCURATE AND COMPLETE LAND SURVEY OF THE LAND AND NOT SHOWN BY THE PUBLIC RECORDS.

4) ANY LIEN, OR RIGHT TO A LIEN, FOR SERVICES, LABOR OR MATERIAL HERETOFORE OR HEREAFTER FURNISHED, IMPOSED BY LAW AND NOT SHOWN BY THE PUBLIC RECORDS.

5) (A) UNPATENTED MINING CLAIMS; (B) RESERVATIONS OR EXCEPTIONS IN PATENTS OR IN ACTS AUTHORIZING THE ISSUANCE THEREOF; (C) WATER RIGHTS, CLAIMS OR TITLE TO WATER.

ITEM NO. 4 OF THE ABOVE EXCEPTIONS IS DELETED AS TO ANY LIENS OR FUTURE LIENS RESULTING FROM WORK OR MATERIAL FURNISHED AT THE SPECIFIC, DIRECT REQUEST, AND WITH THE ACTUAL KNOWLEDGE OF JOHN W BOWEN AND BECKY M BOWEN, AS TO PARCEL 4, DANIEL J BOWEN AND CHERYL A BOWEN, AS TO REMAINDER PARCELS .
OLD REPUBLIC NATIONAL TITLE INSURANCE COMPANY SHALL HAVE NO LIABILITY FOR ANY LIENS ARISING FROM WORK OR MATERIAL FURNISHED AT THE SPECIFIC, DIRECT REQUEST, AND WITH THE ACTUAL KNOWLEDGE OF CAMP B LAND COMPANY, LLC, A COLORADO LIMITED LIABILITY COMPANY.

ITEM NOS. 5 (A) AND (B) OF THE ABOVE EXCEPTIONS ARE HEREBY DELETED.

6) TAXES AND ASSESSMENTS FOR THE YEAR 2017 AND SUBSEQUENT YEARS, A LIEN NOT YET DUE AND PAYABLE.

7) EXISTING LEASES AND TENANCIES, IF ANY.

8) RESERVATIONS BY THE UNION PACIFIC LAND COMPANY OF (1) ALL OIL, COAL AND OTHER MINERALS UNDERLYING SUBJECT PROPERTY, (2) THE EXCLUSIVE RIGHT TO PROSPECT FOR, MINE AND REMOVE OIL, COAL AND OTHER MINERALS, AND (3) THE RIGHT OF INGRESS AND EGRESS AND EGRESS TO PROSPECT FOR MINE AND REMOVE OIL, COAL AND OTHER MINERALS AND (4) THE RIGHT TO MAINTAIN AND OPERATE THE RAILROAD IN ITS PRESENT FORM AND TO MAKE ANY CHANGES ALL AS CONTAINED IN DEED RECORDED JULY 19, 1906 IN BOOK 25 AT PAGE 157 (AFFECTS SECTION 19) AND DECEMBER 14, 1902 IN BOOK 25 AT PAGE 167
(AFFECTS ALL OF SECTION 9).

NOTE: BY INSTRUMENT RECORDED APRIL 14, 1971 IN BOOK 1684 AT PAGE 281 SAID UNION PACIFIC RAILROAD COMPANY CONVEYED ITS INTEREST IN SAID MINERALS TO UNION PACIFIC LAND RESOURCES CORPORATION.

NOTE: BY INSTRUMENT RECORDED MAY 20, 1976, IN BOOK 2064 AT PAGE 801, UNION PACIFIC LAND RESOURCES CORPORATION CONVEYED ITS INTEREST IN SAID OIL AND GAS TO CHAMPLIN PETROLEUM COMPANY.

NOTE: BY INSTRUMENT RECORDED DECEMBER 17, 1976, IN BOOK 2110 AT PAGE 453 CHAMPLIN COMPANY CONVEYED ITS INTEREST IN SAID OIL AND GAS TO UNION PACIFIC LAND RESOURCES CORPORATION.

Land Title Guarantee Company Representing Old Republic National Title Insurance Company

(Schedule B)

Policy Number OX70552753.2515762

Order Number 70552753

NOTE: BY INSTRUMENT RECORDED JUNE 27, 1979, IN BOOK 2360 AT PAGE 650, UNION PACIFIC LAND RESOURCES CORPORATION CONVEYED ITS INTEREST IN SAID OIL AND GAS TO CHAMPLIN PETROLEUM COMPANY

NOTE: RELEASE AND QUIT CLAIM DEED RECORDED NOVEMBER 23, 1998, UNDER RECEPTION NO. C0470914.

9) THE EFFECT OF INCLUSION OF THE SUBJECT PROPERTY IN THE STRASBURG FIRE PROTECTION DISTRICT IN INSTRUMENT RECORDED OCTOBER 02, 1962 IN BOOK 1018 AT PAGE 157.

(AFFECTS ALL PARCELS)

10) THE EFFECT OF INCLUSION OF SUBJECT PROPERTY IN THE NORTH KIOWA-BIJOU GROUND WATER MANAGEMENT DISTRICT, AS EVIDENCED BY INSTRUMENT RECORDED APRIL 27, 1967, UNDER RECEPTION NO. 809148.

(AFFECTS ALL PARCELS)

11) THE EFFECT OF THE INCLUSION OF THE SUBJECT PROPERTY IN THE STRASBURG METROPOLITAN PARK AND RECREATION DISTRICT AS EVIDENCED BY INSTRUMENT RECORDED SEPTEMBER 23, 1974 IN BOOK 2277 AT PAGE 175 OF THE ARAPAHOE COUNTY RECORDS, AND SEPTEMBER 27, 1974 IN BOOK 1956, UNDER RECEPTION NO. A057325 OF THE ADAMS COUNTY RECORDS.

(AFFECTS ALL PARCELS)

12) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED JULY 06, 1979 IN BOOK 2363 AT PAGE 873.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

13) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN RIGHT-OF-WAY CONTRACT RECORDED JULY 25, 1979 IN BOOK 2370 AT PAGE 89 AND RECORDED NOVEMBER 19, 1979 IN BOOK 2407 AT PAGE 134.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

14) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN RIGHT-OF-WAY GRANT RECORDED SEPTEMBER 24, 1981 IN BOOK 2588 AT PAGE 912.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

15) NOTICE OF GENERAL DESCRIBED OF AREA SERVED BY PANHANDLE EASTERN PIPE LINE COMPANY CONCERNING UNDERGROUND FACILITIES RECORDED JUNE 25, 1986 IN BOOK 3162 AT PAGE 961

LOCATION NOT SPECIFIED

16) EASEMENT GRANTED TO KOCH HYDROCARBON COMPANY, FOR PIPELINE EASEMENT, AND INCIDENTAL PURPOSES, BY INSTRUMENT RECORDED OCTOBER 23, 1989, IN BOOK 3613 AT PAGE 975

NOTE: LOCATION NOT SPECIFIED.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

17) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN NATURAL GAS RIGHT OF WAY AGREEMENT RECORDED OCTOBER 25, 2000 IN BOOK 6300 AT PAGE 483.

Land Title Guarantee Company Representing Old Republic National Title Insurance Company

(Schedule B)

Policy Number OX70552753.2515762

Order Number 70552753

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

18) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT AS EVIDENCED BY INSTRUMENT RECORDED MAY 20, 2002 UNDER RECEPTION NO. 971864.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

19) RATIFICATION, GRANT AND AMENDMENT OF OIL AND GAS LEASES BETWEEN NOBLE ENERGY, INC., A DELAWARE CORPORATION AND ANADARKO LAND CORP, A NEBRASKA CORPORATION, ANADARKO E&P ONSHORE LLC, A DELAWARE LIMITED LIABILITY COMPANY (AND SUCCESSOR TO ANADARKO E&P COMPANY LP), ANADARKO PETROLEUM CORPORATION, A DELAWARE CORPORATION AND KEER-MCGEE OIL & GAS ONSHORE LP, A DELAWARE A LIMITED PARTNERSHIP, RECORDED OCTOBER 23, 2013 UNDER RECEPTION NO. 2013000091950 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

20) RESERVATIONS BY THE UNION PACIFIC (RAILROAD) COMPANY OF (1) ALL OIL, COAL AND OTHER MINERALS UNDERLYING SUBJECT PROPERTY, (2) THE EXCLUSIVE RIGHTS TO PROSPECT FOR, MINE AND REMOVE OIL, COAL AND OTHER MINERALS, AND (3) THE RIGHT OF INGRESS AND EGRESS TO PROSPECT FOR MINE AND REMOVE OIL, COAL AND OTHER MINERALS AND (4) THE RIGHT TO MAINTAIN AND OPERATE THE RAILROAD IN ITS PRESENT FORM AND TO MAKE ANY CHANGES ALL AS CONTAINED IN DEED RECORDED JANUARY 31, 1902 IN BOOK A64 AT PAGE 488.

BY INSTRUMENT RECORDED APRIL 14, 1971 IN BOOK 1684 AT PAGE 281 UNION PACIFIC RAILROAD COMPANY CONVEYED ITS INTEREST IN SAID MINERALS TO UNION PACIFIC LAND RESOURCES CORPORATION.

BY INSTRUMENT RECORDED JUNE 6, 1974 IN BOOK 1793 AT PAGE 441, UNION PACIFIC LAND RESOURCES CORPORATION CONVEYED ITS INTEREST IN SAID MINERALS TO CHAMPLIN PETROLEUM COMPANY.

BY INSTRUMENT RECORDED JANUARY 8, 1996 IN BOOK 4659 AT PAGE 485, UNION PACIFIC RESOURCES COMPANY CONVEYED ITS INTEREST IN SAID MINERALS TO UNION PACIFIC LAND RESOURCES CORPORATION.

BY INSTRUMENT RECORDED NOVEMBER 23, 1998 IN BOOK 5547 AT PAGE 272, UNION PACIFIC RAILROAD COMPANY CONVEYED ITS INTEREST IN SAID MINERALS TO UNION PACIFIC LAND RESOURCES CORPORATION.

(AFFECTS SECTIONS 5 AND 7, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

21) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED JUNE 6, 1972 IN BOOK 1800 AT PAGE 623.

(AFFECTS SECTIONS 7, AND 9 TOWNSHIP 3 SOUTH, RANGE 62 WEST)

22) OIL AND GAS LEASE RECORDED APRIL 27, 1972 IN BOOK 1793 AT PAGE 445 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

RATIFICATION OF LEASE IN CONNECTION WITH ABOVE RECORDED DECEMBER 10, 1990 IN BOOK 3735 AT PAGE 147.

PARTIAL RELEASE OF OIL AND GAS LEASE IN CONNECTION WITH ABOVE RECORDED OCTOBER 14, 2005 UNDER RECEPTION NO. 20051014001132970.

(AFFECTS SECTIONS 5, 7 AND 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

23) EASEMENT GRANTED TO VESSELS GAS PROCESSING COMPANY, FOR PIPELINES, AND INCIDENTAL PURPOSES, BY INSTRUMENT RECORDED AUGUST 13, 1979, IN BOOK 2376 AT PAGE 60.

(AFFECTS SECTIONS 4,5, AND 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

24) NOTICE OF GENERAL DESCRIBED OF AREA SERVED BY PANHANDLE EASTERN PIPE LINE COMPANY CONCERNING UNDERGROUND FACILITIES RECORDED JUNE 25, 1986 IN BOOK 3162 AT PAGE 961.

LOCATION NOT SPECIFIED.

(AFFECTS SECTIONS 7, 8 AND 19, TOWNSHIP 3 SOUTH, RANGE 62 WEST AND SECTION 29, TOWNSHIP 2 SOUTH, RANGE 62 WEST)

25) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT RECORDED MAY 20, 2002 UNDER RECEPTION NO. 971875.

(AFFECTS SECTION 7, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

26) ALL RIGHTS TO ANY AND ALL MINERALS, ORES, AND METALS OF EVERY KIND AND CHARACTER AND ALL COAL, ASPHALTUM, OIL AND OTHER LIKE SUBSTANCES IN OR UNDER SAID LAND AND THE RIGHT OF INGRESS AND EGRESS FOR THE PURPOSE OF MINING TOGETHER WITH ENOUGH OF THE SURFACE OF SAME AS MAY BE NECESSARY FOR THE PROPER AND CONVENIENT WORKING OF SUCH MINERALS AND SUBSTANCES AS RESERVED IN PATENT RECORDED FEBRUARY 8, 1922 IN BOOK 114 AT PAGE 83.

(AFFECTS SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

27) OIL AND GAS LEASE RECORDED FEBRUARY 20, 1990 IN BOOK 3648 AT PAGE 993 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

28) OIL AND GAS LEASE RECORDED AUGUST 05, 2011 UNDER RECEPTION NO. 2011000050358 AND RE-RECORDED FEBRUARY 14, 2012 UNDER RECEPTION NO. 2012000010858 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 16, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

29) EASEMENT GRANTED TO INTERMOUNTAIN RURAL ELECTRIC ASSOCIATION, FOR ELECTRIC TRANSMISSION AND DISTRIBUTION LINES, AND INCIDENTAL PURPOSES, BY INSTRUMENT RECORDED NOVEMBER 18, 1955, IN BOOK 581 AT PAGE 288.

LOCATION NOT SPECIFIED

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

30) MINERAL RESERVATIONS IN CONNECTIONS WITH WARRANTY DEED RECORDED OCTOBER 17, 1967 IN BOOK 1394 AT PAGE 438.

(AFFECTS SECTIONS 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

31) OIL AND GAS LEASE RECORDED JULY 20, 1969 IN BOOK 1534 AT PAGE 196 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

A SURFACE OWNER'S DAMAGE AND SETTLEMENT AGREEMENT IN CONNECTION WITH ABOVE RECORDED NOVEMBER 20, 1981 IN BOOK 2601 AT PAGE 905.

Land Title Guarantee Company Representing Old Republic National Title Insurance Company

(Schedule B)

Policy Number OX70552753.2515762

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(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

32) ONE-QUARTER INTEREST IN AND TO ALL OIL, GAS AND OTHER MINERALS AND MINING RIGHTS IN CONNECTION WITH WARRANTY DEED RECORDED FEBRUARY 8, 1972 IN BOOK 1779 AT PAGE 853.

DECLARATION AND STIPULATION OF INTEREST IN CONNECTION WITH ABOVE RECORDED JUNE 14, 1982 IN BOOK 2652 AT PAGE 444
AFFIDAVIT OF POSSESSION IN CONNECTION WITH ABOVE RECORDED JULY 12, 1982 IN BOOK 2659 AT PAGE 927.
DECLARATION AND STIPULATION OF INTERESTS IN CONNECTION WITH ABOVE RECORDED AUGUST 11, 1982 IN BOOK 2668 AT PAGE 336.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

33) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED JUNE 06, 1972 IN BOOK 1800 AT PAGE 623.

(AFFECTS SECTION 7 AND 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

34) OIL AND GAS LEASE RECORDED APRIL 13, 1977 IN BOOK 2135 AT PAGES 346 AND 348 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

35) OIL AND GAS LEASE RECORDED JULY 19, 1979 IN BOOK 2368 AT PAGE 234 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

36) TERMS, CONDITIONS, PROVISIONS, BURDENS, OBLIGATIONS AND EASEMENTS AS SET FORTH AND GRANTED IN EASEMENT, RIGHT-OF-WAY AND SURFACE USE RECORDED MAY 23, 1997 IN BOOK 5013 AT PAGE 751.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

37) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT RECORDED MARCH 31, 2006 UNDER RECEPTION NO. 20060331000327080.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

38) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED JULY 03, 1972 IN BOOK 1805 AT PAGE 24.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

39) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED MAY 16, 1997 IN BOOK 5008 AT PAGE 884.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

40) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN PIPELINE RIGHT-OF-WAY OPTION AGREEMENT RECORDED JANUARY 23, 1998 IN BOOK 5214 AT PAGE 371.

(AFFECTS SECTIONS 8 AND 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

41) OIL AND GAS LEASE RECORDED MAY 26, 1998 IN BOOK 5342 AT PAGE 267 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

42) OIL AND GAS LEASE RECORDED JUNE 06, 2001 UNDER RECEPTION NO. 810143 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

43) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT RECORDED MAY 20, 2002, UNDER RECEPTION NO. 971876 AND RECORDED OCTOBER 15, 2007 UNDER RECEPTION NO. 2007000097421.

(AFFECTS SECTION 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

44) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN PIPELINE RIGHT-OF-WAY OPTION AGREEMENT RECORDED DECEMBER 13, 2010 UNDER RECEPTION NO. 2010000086494.

(AFFECTS SECTIONS 8 AND 9, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

45) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN PIPELINE RIGHT-OF-WAY OPTION AGREEMENT RECORDED JANUARY 23, 1998 IN BOOK 5214 AT PAGE 374.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

46) OIL AND GAS LEASE RECORDED MARCH 06, 2015 UNDER RECEPTION NO. 2015000016239 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

47) ANY AND ALL RIGHTS RELATING TO THE UN NAMED CREEK/DITCH, WHICH TRAVERSES SUBJECT PROPERTY, INCLUDING BUT NOT LIMITED TO MAINTENANCE AND ACCESS RIGHTS TO LAND ADJOINING THE CREEK/DITCH AS DISCLOSED BY ADAMS COUNTY ASSESSOR'S MAP, ESI 34186385.

(AFFECTS SECTIONS 5 AND 8, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

48) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED JULY 03, 1972 IN BOOK 1804 AT PAGE 992.

(AFFECTS SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

49) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED AUGUST 04, 1972 IN BOOK 1811 AT PAGE 121 AND MAY 22, 1972 IN BOOK 1797 AT PAGE 413 AND APRIL 18, 1997 IN BOOK 4986 AT PAGE 252.

(AFFECTS SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

50) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN EASEMENT. RIGHT-OF-WAY AND SURFACE USE AGREEMENT RECORDED JUNE 11, 1997 IN BOOK 5028 AT PAGE 227.

(AFFECTS SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

51) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT RECORDED MAY 20, 2002 UNDER RECEPTION NO. 971874.

(AFFECTS SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

52) ANY AND ALL RIGHTS RELATING TO THE UN NAMED CREEK/DITCH, WHICH TRAVERSES SUBJECT PROPERTY, INCLUDING BUT NOT LIMITED TO MAINTENANCE AND ACCESS RIGHTS TO LAND ADJOINING THE CREEK/DITCH AS DISCLOSED BY ADAMS COUNTY ASSESSOR'S MAP, ESI 34048095.

(AFFECTS SECTION 5, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

53) ALL RIGHTS TO ANY AND ALL MINERALS, ORES, AND METALS OF EVERY KIND AND CHARACTER AND ALL COAL, ASPHALTUM, OIL AND OTHER LIKE SUBSTANCES IN OR UNDER SAID LAND AND THE RIGHT OF INGRESS AND EGRESS FOR THE PURPOSE OF MINING TOGETHER WITH ENOUGH OF THE SURFACE OF SAME AS MAY BE NECESSARY FOR THE PROPER AND CONVENIENT WORKING OF SUCH MINERALS AND SUBSTANCES AS RESERVED IN PATENT RECORDED SEPTEMBER 15, 1920 IN BOOK 106 AT PAGE 513.

(AFFECTS SECTION 4, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

54) OIL AND GAS LEASE BETWEEN THE STATE OF COLORADO AND BASELINE MINERALS, INC., RECORDED AUGUST 05, 2011 UNDER RECEPTION NO. 2011000050354 AND RE-RECORDED FEBRUARY 14, 2012 UNDER RECEPTION NO. 2012000010849 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

(AFFECTS SECTION 4, TOWNSHIP 3 SOUTH, RANGE 62 WEST)

55) RESERVATIONS BY THE UNION PACIFIC LAND COMPANY OF (1) ALL COAL AND OTHER MINERALS UNDERLYING SUBJECT PROPERTY, (2) THE EXCLUSIVE RIGHTS TO PROSPECT FOR, MINE AND REMOVE COAL AND OTHER MINERALS, AND (3) THE RIGHT OF INGRESS AND EGRESS TO PROSPECT FOR MINE AND REMOVE COAL AND OTHER MINERALS AND (4) THE RIGHT TO MAINTAIN AND OPERATE THE RAILROAD IN ITS PRESENT FORM AND TO MAKE ANY CHANGES ALL AS CONTAINED IN DEED RECORDED JULY 27, 1900 IN BOOK A33 AT PAGE 605.

BY INSTRUMENT RECORDED APRIL 14, 1971 IN BOOK 1684 AT PAGE 281 UNION PACIFIC RAILROAD COMPANY CONVEYED ITS INTEREST IN SAID MINERALS TO UNION PACIFIC LAND RESOURSES CORPORATION.

BY INSTRUMENT RECORDED APRIL 14, 1971 IN BOOK 1684 AT PAGE 254, UNION PACIFIC RAILROAD COMPANY CONVEYED ITS INTEREST IN SAID OIL AND GAS TO CHAMPLIN PETROLEUM COMPANY.

BY INSTRUMENT RECORDED JUNE 6, 1974 IN BOOK 1934 AT PAGE 440, UNION PACIFIC LAND RESOURCES CORPORATION CONVEYED ITS INTEREST IN OIL AND GAS TO CHAMPLIN PETROLEUM COMPANY.

RELEASE AND QUIT CLAIM DEED RECORDED NOVEMBER 23, 1998 IN BOOK 5547 AT PAGE 272.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

56) OIL AND GAS LEASE RECORDED DECEMBER 11, 1970 IN BOOK 1651 AT PAGE 6 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

AFFIDAVITS OF PRODUCTION RECORDED FEBRUARY 5, 1986 IN BOOK 3106 AT PAGES 723 AND 725.

RATIFICATION OF LEASE IN CONNECTION WITH ABOVE, RECORDED DECEMBER 10, 1990 IN BOOK 3735 AT PAGE 147.

PARTIAL RELEASE OF OIL AND GAS LEASE IN CONNECTION WITH ABOVE, RECORDED OCTOBER 14, 2005 UNDER RECEPTION NO. 20051014001132970.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

57) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED MAY 22, 1972 IN BOOK 1797 AT PAGE 406.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

58) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN RIGHT-OF-WAY CONTRACT RECORDED JULY 17, 1973 IN BOOK 1876 AT PAGE 503.

ASSIGNMENT OF RIGHT-OF-WAY CONTRACTS IN CONNECTION WITH ABOVE, RECORDED APRIL 12, 1982 IN BOOK 2635 AT PAGE 895.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

59) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN RIGHT-OF-WAY GRANT RECORDED OCTOBER 09, 1973 IN BOOK 1893 AT PAGE 88 AND RECORDED OCTOBER 31, 1975 IN BOOK 2026 AT PAGE 774.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

60) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED MAY 02, 1978 IN BOOK 2217 AT PAGE 844.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

61) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN RIGHT-OF-WAY CONTRACT RECORDED NOVEMBER 22, 1983 IN BOOK 2812 AT PAGE 842.

QUIT CLAIM DEED IN CONNECTION WITH ABOVE, RECORDED NOVEMBER 18, 1992 IN BOOK 3985 AT PAGE 697.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

62) EASEMENT GRANTED TO INTERMOUNTAIN RURAL ELECTRIC ASSOCIATION, FOR GENERAL RIGHT OF WAY EASEMENTS FOR ELECTRICAL TRANSMISSION AND DISTRIBUTION LINES, AND INCIDENTAL PURPOSES, BY INSTRUMENT RECORDED OCTOBER 25, 1988, IN BOOK 3503 AT PAGE 72.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

63) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN SURFACE OWNER'S AGREEMENT RECORDED FEBRUARY 26, 1990 IN BOOK 3650 AT PAGE 262.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

64) EASEMENT GRANTED TO KOCH HYDROCARBON COMPANY, FOR PIPELINE, AND INCIDENTAL PURPOSES, BY INSTRUMENT RECORDED AUGUST 03, 1993, IN BOOK 4123 AT PAGE 571 AND CORRECTED PIPELINE EASEMENT RECORDED MARCH 27, 1996 IN BOOK 4712 AT PAGE 119.

ASSIGNMENT OF SURFACE, SURFACE LEASES, EASEMENTS AND RIGHT-OF-WAY ADAMS COUNTY, COLORADO, IN CONNECTION WITH ABOVE, RECORDED AUGUST 23, 1996 IN BOOK 4822 AT PAGE 776.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

65) OIL AND GAS LEASE BETWEEN UNION PACIFIC RESOURCE COMPANY AND UNITED STATES EXPLORATION, INC, RECORDED MAY 26, 1998 IN BOOK 5342 AT PAGE 566 AND ANY AND ALL ASSIGNMENTS THEREOF, OR INTEREST THEREIN.

AFFIDAVIT OF PRODUCTION, IN CONNECTION WITH ABOVE, RECORDED MARCH 5, 2001 UNDER RECEPTION NO. 768084.

PARTIAL RELEASE OF OIL AND GAS LEASES, IN CONNECTION WITH ABOVE, RECORDED NOVEMBER 6, 2001 UNDER RECEPTION NO. 882694.

AFFIDAVIT OF PRODUCTION RECORDED AUGUST 11, 2003 UNDER RECEPTION NO. 1190780.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

66) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN DECLARATION OF POOLING RECORDED APRIL 30, 2001 UNDER RECEPTION NO. 793042.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

67) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN REQUEST OF NOTIFICATION OF SURFACE DEVELOPMENT RECORDED MAY 20, 2002 UNDER RECEPTION NO. 971616.

(AFFECTS SECTION 29, TOWNSHIP 2 SOUTH, RANGE 62 WEST)

68) REQUEST FOR NOTIFICATION OF SURFACE DEVELOPMENT AS EVIDENCED BY INSTRUMENT RECORDED OCTOBER 15, 2007 UNDER RECEPTION NO. 2007000097421.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

69) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN MEMORANDUM GIVING NOTICE OF EXISTENCE OF AGREEMENTS, TOTEM GAS STORAGE AREA, RECORDED DECEMBER 15, 2008 UNDER RECEPTION NO. 2008000096580.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

70) TERMS, CONDITIONS, PROVISIONS, BURDENS AND OBLIGATIONS AS SET FORTH IN GAS STORAGE LEASE & AGREEMENT RECORDED OCTOBER 07, 2010 UNDER RECEPTION NO. 2010000068679.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

71) ANY AND ALL RIGHTS RELATING TO THE KIOWA CREEK AND WOLF CREEK, WHICH TRAVERSES SUBJECT PROPERTY, INCLUDING BUT NOT LIMITED TO MAINTENANCE AND ACCESS RIGHTS TO LANDS ADJOINING THE CREEK AS DISCLOSED BY ADAMS COUNTY ASSESSOR'S MAP, ESI 34038219.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

72) RIGHTS AND EASEMENTS FOR NAVIGATION AND FISHERY IN FAVOR OF THE PUBLIC WHICH MAY EXIST OVER THAT PORTION OF SAID LAND LYING BENEATH THE WATER OF KIOWA CREEK.

(AFFECTS SECTION 29, RANGE 2 SOUTH, RANGE 62 WEST)

73) THE EFFECT OF ANY DAMAGE, FAILURE OF TITLE OR OTHER LOSS DIRECTLY OR INDIRECTLY ASSOCIATED WITH THE FACT THAT SUBJECT MOBILE HOME IS NOT AFFIXED TO THE LAND AND THAT TITLE HAS NOT BEEN PURGED PURSUANT TO CRS 38-29-112(1.5).

NOTE: THIS POLICY DOES NOT INSURE ANY MOBILE HOME(S) IN PLACE OR TO BE PLACED ON THE PREMISES INSURED HEREIN.

NOTE: THIS POLICY DOES NOT REFLECT THE STATUS OF TITLE TO WATER RIGHTS OR REPRESENTATION OF SAID RIGHTS.

Land Title Guarantee Company Representing Old Republic National Title Insurance Company

(Schedule B)

Policy Number OX70552753.2515762

Order Number 70552753

NOTE: THIS POLICY IS NOT A REPORT OR REPRESENTATION AS TO MINERAL INTERESTS, AND SHOULD NOT BE USED, OR RELIED UPON, IN CONNECTION WITH THE NOTICE REQUIREMENTS THAT ARE SET FORTH IN CRS 24-65.5-103.

ENDORSEMENT

Attached to Policy No. OX70552753.2515762

Our Order No. 70552753

Issued By

Old Republic National Title Insurance Company

1. The insurance provided by this endorsement is subject to the exclusions in Section 4 of this endorsement; and the Exclusions from Coverage, the Exceptions from Coverage contained in Schedule B, and the Conditions in the policy.

2. For the purposes of this endorsement only, “Covenant” means a covenant, condition, limitation or restriction in a document or instrument in effect at Date of Policy.

3. The Company insures against loss or damage sustained by the Insured by reason of:

   (a) A violation on the Land at Date of Policy of an enforceable Covenant, unless an exception in Schedule B of the policy identifies the violation; or

   (b) A notice of a violation, recorded in the Public Records at Date of Policy, of an enforceable Covenant relating to environmental protection describing any part of the Land and referring to that Covenant, but only to the extent of the violation of the Covenant referred to in that notice, unless an exception in Schedule B of the policy identifies the notice of the violation.

4. This endorsement does not insure against loss or damage (and the Company will not pay costs, attorneys' fees, or expenses) resulting from:

   (a) any Covenant contained in an instrument creating a lease;

   (b) any Covenant relating to obligations of any type to perform maintenance, repair, or remediation on the Land; or

   (c) except as provided in Section 3.b, any Covenant relating to environmental protection of any kind or nature, including hazardous or toxic matters, conditions, or substances.

This endorsement is issued as part of the policy. Except as it expressly states, it does not (i) modify any of the terms and provisions of the policy, (ii) modify any prior endorsements, (iii) extend the Date of Policy, or (iv) increase the Amount of Insurance. To the extent a provision of the policy or a previous endorsement is inconsistent with an express provision of this endorsement, this endorsement controls. Otherwise, this endorsement is subject to all of the terms and provisions of the policy and of any prior endorsements.

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AMERICAN LAND TITLE ASSOCIATION

ENDORSEMENT

Attached to Policy No. OX70552753.2515762

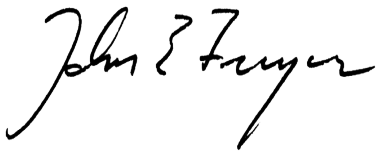
Our Order No. 70552753

Issued By

Old Republic National Title Insurance Company

Old Republic National Title Insurance Company

By: **Land Title Guarantee Company**

By: 

Authorized Signature

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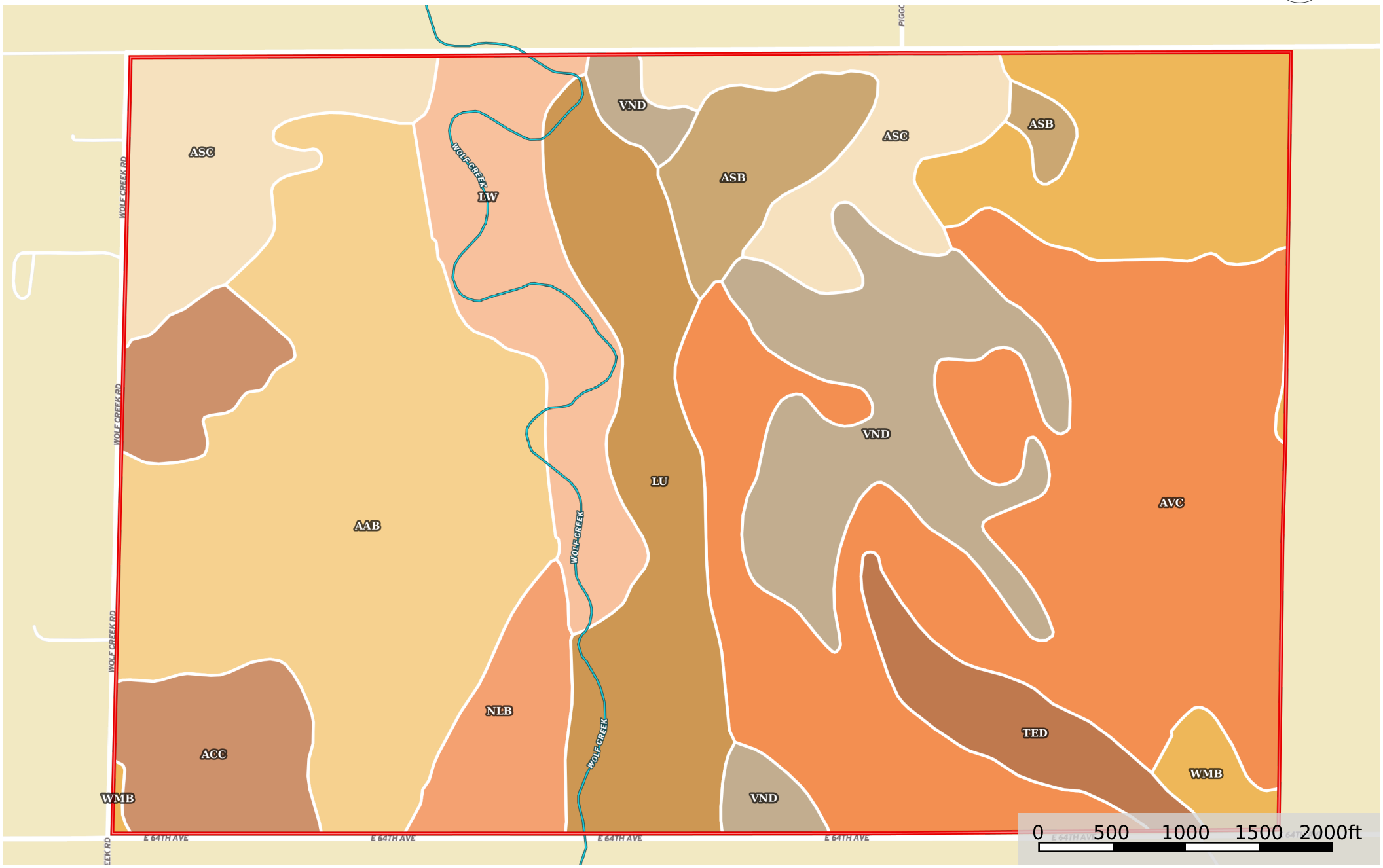
AMERICAN LAND TITLE ASSOCIATION

64 Parcel, Soils Report

Adams County, Colorado, 960 AC +/-



Edward Kennedy

P: 3034729732 www.HayCamp.com PO Box 1016, Golden CO 80402

The information contained herein was obtained from sources deemed to be reliable.
Land id™ Services makes no warranties or guarantees as to the completeness or accuracy thereof.

| Boundary 955.96 ac

SOIL CODE	SOIL DESCRIPTION	ACRES	%	CPI	NCCPI	CAP
AvC	Ascalon-Vona sandy loams, 1 to 5 percent slopes	232.8	24.35	0	25	4e
AaB	Adena loam, 0 to 3 percent slopes	191.69	20.05	0	18	4e
VnD	Vona loamy sand, 3 to 9 percent slopes	89.52	9.36	0	20	6e
AsC	Ascalon sandy loam, 3 to 5 percent slopes	87.42	9.14	0	21	4c
Lu	Loamy alluvial land	82.71	8.65	0	-	6w
WmB	Weld loam, 1 to 3 percent slopes	72.8	7.62	0	36	3c
Lw	Loamy alluvial land, moderately wet	60.79	6.36	0	-	4w
AcC	Adena-Colby association, gently sloping	52.53	5.49	0	17	4e
AsB	Ascalon sandy loam, 0 to 3 percent slopes	31.2	3.26	0	23	4c
NlB	Nunn loam, 1 to 3 percent slopes	27.85	2.91	0	35	4e
TeD	Terry fine sandy loam, 3 to 9 percent slopes	26.65	2.79	0	12	6e
TOTALS		955.96(*)	100%	-	19.27	4.34

(*) Total acres may differ in the second decimal compared to the sum of each acreage soil. This is due to a round error because we only show the acres of each soil with two decimal.

Capability Legend

Increased Limitations and Hazards

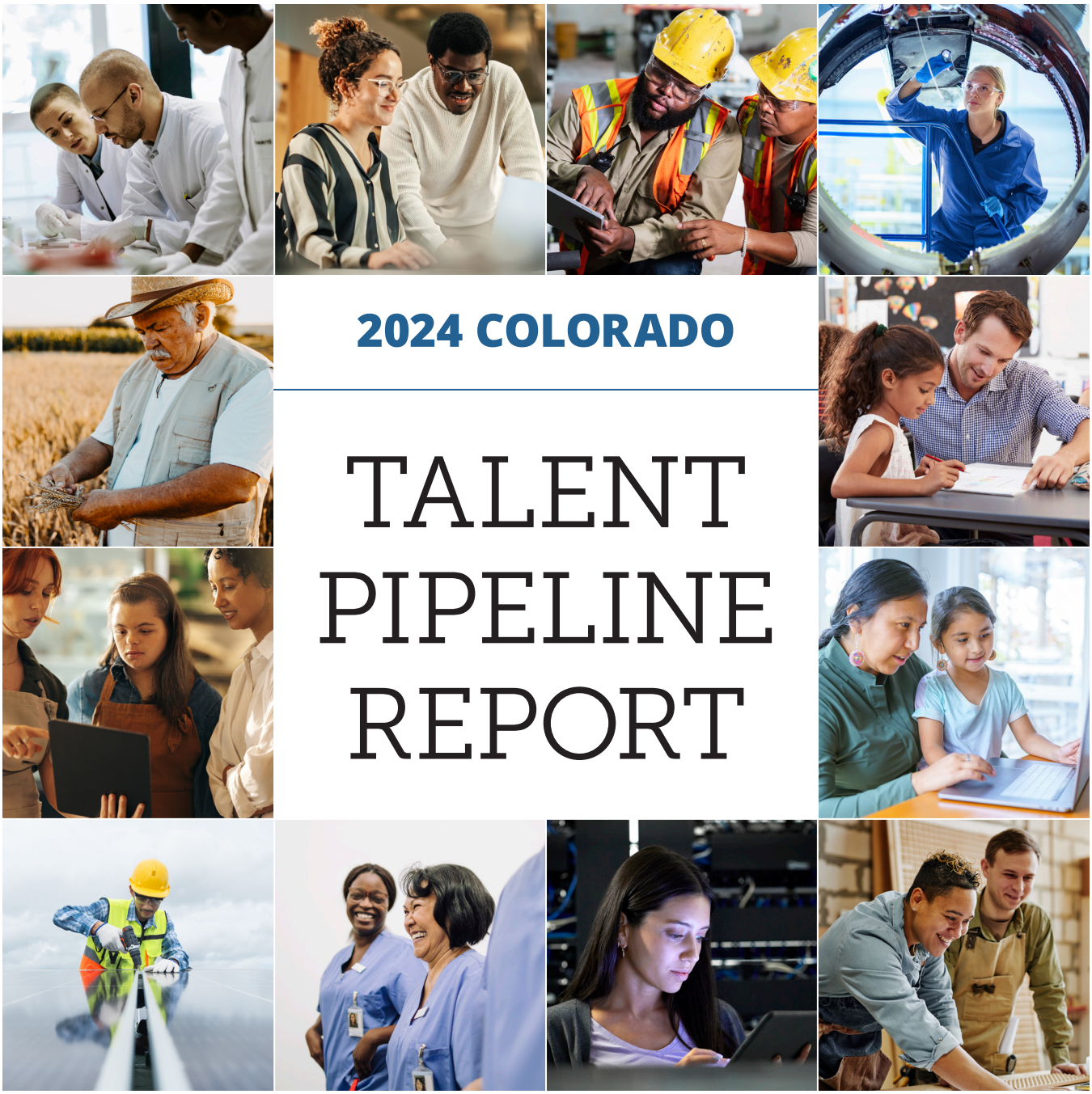
Decreased Adaptability and Freedom of Choice Users

Land, Capability	1	2	3	4	5	6	7	8
'Wild Life'	•	•	•	•	•	•	•	•
Forestry	•	•	•	•	•	•	•	
Limited	•	•	•	•	•	•	•	
Moderate	•	•	•	•	•	•		
Intense	•	•	•	•	•			
Limited	•	•	•	•				
Moderate	•	•	•					
Intense	•	•						
Very Intense	•							

Grazing **Cultivation**

(c) climatic limitations (e) susceptibility to erosion
(s) soil limitations within the rooting zone (w) excess of water

SUPPORTING INFORMATION



2024 COLORADO

TALENT PIPELINE REPORT

Colorado Workforce Development Council

talentFOUND

In accordance with C.R.S, 24-46.3-103, this Colorado Talent Pipeline Report was prepared by the Colorado Workforce Development Council (CWDC) in partnership with Colorado's Department of Higher Education (CDHE), Department of Education (CDE), Department of Labor and Employment (CDLE), including the CDLE's Labor Standards and Statistics division, Department of Human Services (CDHS), the Office of Economic Development and International Trade (OEDIT), and the Department of Local Affairs (DOLA) State Demography Office. Support was provided by the Governor's Office, the Colorado Community College System (CCCS), and other partners.

Any inquiries may be directed to: Lee Wheeler-Berliner, Managing Director, CWDC lee.wheeler-berliner@state.co.us or the CWDC at cwdc@state.co.us.

POWERED BY talentFOUND

Colorado Workforce Development Council

COLORADO Department of Labor and Employment

COLORADO Department of Higher Education

COLORADO Department of Education

COLORADO Department of Human Services

COLORADO Department of Local Affairs State Demography Office

COLORADO Office of Economic Development & International Trade

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- **Strategic Priority:** Increase AFFORDABILITY of career-connected education and training for Coloradans of all skill levels who have completed or left the K-12 education system
- **Strategic Priority:** Enhance ACCESS to programming by creating more seamless connections between high school, post-secondary education, and the workforce
- **Strategic Priority:** Increase the QUALITY of upskilling opportunities, jobs, and career pathways
- **Strategic Priority:** Increase EQUITABLE economic opportunity for individuals who experience barriers based on race, ethnicity, gender, ability, age, zip code, and/or socioeconomic status

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The Colorado Talent Pipeline Report has been published annually since 2014 by state agency partners as required by 24-46.3-103 C.R.S. as amended by SB14-205. It provides insights on the demand for and supply of talent in Colorado and strategies to align supply and demand. This information is used to inform potential legislation, develop and implement programs, and align partners around the current talent landscape. The report has sections on Colorado's current economic landscape, talent demand and supply, workforce development strategies, and potential policy interventions. There are also appendices containing additional details on topics discussed within the report.

Visit ColoradoTalentDashboard.com to examine the data in a more dynamic format.

COLORADO'S LABOR MARKET:

A HIGH-LEVEL OUTLOOK

In 2024, Colorado employment levels are higher than the national average, but not as strong as previous years.[1] Unemployment increased by 0.4% during the first two quarters of 2024, to 3.8% as of June.[2] This level is still lower than the national average of 4.1%.[3] Colorado's unemployment rate ranged between 3.1% and 3.8% between June 2023 and June 2024, while the U.S. range has been 3.5% to 4.1%.[4] The labor force participation rate (LFPR) as of June 2024 is, 67.9%, the lowest since December 2022.[5] The LFPR has fluctuated between this December rate and 68.5% over the 12 months between June 2023 and June 2024.

Despite the slight uptick in unemployment, Colorado continues to experience strong job growth. Forty thousand nine hundred new jobs were created in 2023,[6] approximately 2,800 fewer jobs created than the prior year. Colorado ranked 11th in the nation for job growth in 2023.[7]

In Colorado, the number of job openings per unemployed worker has dropped from 2.8 in 2023 to 1.2 as of August 2024.[8] The U.S. national ratio is 1.2 openings per unemployed person as of Q2 2024.[9] This suggests **more employers are able to find the talent they need, and that job seekers have fewer options in the job market relative to last year. With a labor market now closer to equilibrium with demand, Colorado demonstrates a continued need for talent because job postings still outpace the total number of people who are unemployed in the state.**

Average hourly earnings continued to climb into 2024, growing from $35.18 to $37.82 between June 2023 and June 2024. Colorado's average hourly earnings were $2.82 higher than average hourly earnings across the nation ($35.00 per hour).[10] [11] This outcome is likely driven by lingering high inflation rates and costs of living in Colorado. Leisure and Hospitality, Professional and Business Services, and Construction sectors have increased average wages the most since 2019, boosting Coloradans' average weekly earnings by approximately 26%, 20%, and 18%, respectively.[12]

Overall, 2024 data trends reported in this section demonstrate a tight labor market, high demand for workers, and lasting employment growth (although slower than 2023 growth rates), all of which will help the economy stay strong into 2025.

Lingering Tight Labor Market Conditions and Highly Skilled Talent Pools in Colorado

While Colorado continues to experience new job growth and high job openings, finding enough skilled talent is still a concern for many employers. Employers in 2024 are most concerned about finding **qualified** employees (i.e., having the proper skills to succeed in a particular role) who will remain working for the same company for a longer period of time.[13] Getting more people into credential and training programs for in-demand jobs will be essential to supporting Colorado's future workforce needs.

Data supplied by the Colorado State Demography Office estimates a projection of **400,000 retirees over the next 10 years in Colorado, resulting in** an average of **40,000 additional job openings per year that need to be filled**. This impact, along with lower in-migration (further detailed in the Supply Section), and a high school population expected to plateau and then decline in the upcoming decade (due largely to falling birth rates) compound the talent volume issue.

Having a competitive statewide labor market saturated with quality jobs could attract a larger number of individuals to the state for its workforce and help ease the current tight labor market conditions in the state on the horizon. Additionally, ensuring that the labor force already in Colorado is well prepared for the jobs available improves the efficiency of our labor market.

Post-secondary education and training, as opposed to direct entry into the workforce, have increasingly been seen as a primary means to ensure workers have the skills and qualifications required for their jobs. While there are anecdotal reports of a mismatch in employee qualifications and job requirements, available data show that Colorado's institutions of higher education (IHEs) have, for several years, been providing an educated workforce that remains in the state and enters industries related (or unrelated) to their training. According to the Post-secondary Employment Outcomes Explorer (PSEO) data, Colorado's IHEs have been successful in training and educating talent that remains in the state after graduation. Table 1 reports the percentage of Coloradan graduates to continue to live in Colorado: one year after graduation (row 2); five years after graduation (row 3); and 10 years after graduation (row 4). Excluding doctoral graduates, **77% of post-secondary completors in Colorado, on average, remain in the state and its workforce for at least one year after graduation.**

Table 1: Percentage (%) of Coloradan Post-secondary Graduates Who Remain in the State Over Time: 2001-2020

Source: Post-secondary Employment Outcomes Explorer (PSEO), 2024.

Supplemental data for Table 1: Percentage (%) of Coloradan Post-secondary Graduates Who Remain in the State Over Time: 2001-2020

Years after graduation	Post-secondary certificate <1 YR	Post-secondary certificate 1-2 YR	Associate Degree	Bachelor's Degree	Master's Degree	Doctoral
1 YR After Graduation	84%	74%	82%	75%	70%	53%
5 YR After Graduation	77%	70%	76%	67%	65%	52%
10 YR After Graduation	73%	67%	71%	63%	63%	52%

The percentage of Colorado post-secondary graduates remaining in the state by completion level has not experienced any major upswings or downswings over recent decades. For example, examining two-year cohorts (starting in 2001), the percentage of bachelor's degree earners who stay in Colorado for at least one year after completion ranges between 74% and 77% during those periods.

In addition, the top programs of study chosen by graduates have remained constant over the years. The top three areas of study Colorado learners choose to pursue a post-secondary credential in between 2001 and 2020 include:

- Education Services;
- Healthcare Professions and Related Programs; and
- Business and STEM Programs.

For those who studied and completed a post-secondary credential related to Education Services in Colorado, **75%** attain a job in the education sector and **74%** remain in the state and its workforce five years after graduation.[14] Out of the Coloradan graduates whose focus was in Health Professions and Related Programs, **72%** became employed in the Health Care and Social Assistance industry and **73%** remain in the state's labor market at least five years after completion.[15]

Out of the Coloradans who chose to study a STEM area of focus, **62%** of bachelor's completers across Engineering, Computer and Information, Mathematics and Statistics, and Engineering/ Engineering-Related fields chose to stay in Colorado and its labor market at least five years after graduation. It is also worth noting approximately **38%** of graduates attained a job in the related industries of: Professional, Scientific, or Technical Services (31%); Information (5%); and Finance and Insurance (2%), while the remaining graduates are employed in an array of other fields led by manufacturing (18%), construction (10%), and educational services (7%).[16]

According to Britannica's definition of STEM, a STEM field/curriculum is centered on education relating to the fields of science, technology, engineering, and mathematics (STEM).

Increased Turnover: Part of the New Normal

Colorado employers are facing headwinds in the labor market retaining employees. Many individuals are deciding at a higher rate to change their roles, company of employment, and/or embrace new career pathways entirely. According to the July 2024 State Job Openings and Labor Turnover Summary (JOLTS) released by the U.S. Bureau of Labor Statistics (BLS), during the second quarter of the year, Colorado ranked second in the nation (behind Alaska) in terms of job turnovers. National labor market data aligns with this state-level data: approximately 78% of workers under 40 in the U.S. have reconsidered their career pathway choice since the pandemic, and nearly 80% of workers currently working in person have considered changing to a role that provides the option of remote work. High turnover rates combined with a rise in unemployment this year has resulted in a more volatile labor market for businesses.

Higher turnover and difficulty hiring qualified workers gives qualified job seekers additional advantages in the labor market when negotiating for wages and flexible work conditions.[17] **Employers who offer higher wages are able to attract a more competitive talent pool; however, by offering higher wages, employers may be less likely to afford the same quantity of employees they had in the past.**

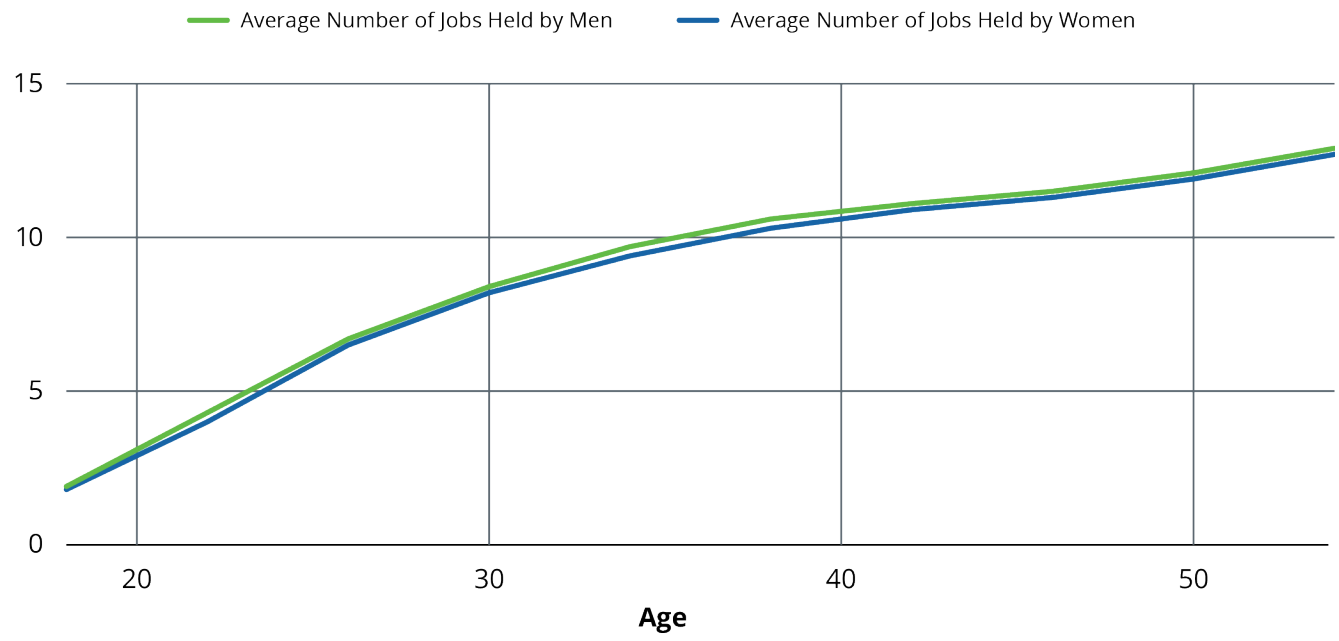
Based on the BLS's National Longitudinal Surveys, the average worker will change jobs nearly 13 times during their lifetime, with younger individuals being more likely to change jobs compared with workers in older age groups.[18]

Figure 1 below displays the number of job changes by the average U.S. worker by sex and age.

Figure 1: Average Number of Jobs Held by U.S. Workers between the Ages of 18 and 56 Disaggregated by Sex: 1978-2020

Source: Bureau of Labor Statistics (BLS), 2023.

Table alternative for Figure 1: Average Number of Jobs Held by U.S. Workers between the Ages of 18 and 56 Disaggregated by Sex: 1978-2020.





Based on historical data relating to sex, males tend to change jobs more often during the traditional working age brackets relative to females.[19] Data indicate males without a high school diploma or equivalent are more likely to experience more job changes on average relative to those with a bachelor's degree or higher (14.1 relative to 12.1), while females without a high school diploma or equivalent tend to hold 10.4 jobs between 18 and 56 relative to females with a bachelor's degree or higher in the workforce who held an average of 13.4 jobs during the same period.

Trends linked to job changes as well as new jobs driven largely by technological innovation mean it's more important than ever that workers learn new skills, improve their current skills, and prepare for future skills they will need.

DEMAND

Colorado's Top Jobs

Since 2014, this report has defined and identified Top Jobs in Colorado based on annual data. This list helps to inform job seekers, educate program creators, and guide employers to create quality work environments. These occupations are in high-demand, have above average projected growth over the next 10 years, and are capable of providing a livable wage for the regions.

In 2024, Colorado Top Jobs are occupations that are able to meet or surpass the following:

- Projected high net annual openings (equal to or greater than 40 per year)
- Above average growth rate over 10 years (>13%)
- A livable wage (as defined by the Massachusetts Institute of Technology (MIT) living wage calculator)

Colorado has diverse regions, and the cost of living can also vary greatly by county. Regional information on living wages can be seen using the MIT living wage calculator, and lists of Top Jobs based on regional data can be seen in Appendix B. A list of Top Jobs by Tier statewide can be found in Appendix A of this online report.

Tier 1 Jobs are benchmarked by an income that can support a family of three in Colorado, with two adults—one working—and one child. This year, MIT defines this amount at just more than **$84,489.60** per year.

Tier 2 Jobs are benchmarked by an income that can support one adult in Colorado. This year, MIT defines this amount at more than **$51,646.40** per year.

The wage threshold for a Tier 1 Top Job has increased by just over **9%** during the past 12 months. The wage threshold for a Tier 2 Top Job increased a notable **29%** in that same time. These increases have resulted in certain jobs falling off the Top Jobs list because wage gains cannot keep pace with the rising cost of living. The jobs are not paying less than they did previously, but rather the benchmark for a living wage from the MIT Living Wage Calculator has continued to increase due to inflation.

However, the median annual earnings for Top Jobs far exceed the income threshold to qualify as a Top Job. These jobs exceeded the benchmark significantly in 2024, with median salaries estimated at:

- **$103,208.50 per year for Tier 1 Top Jobs**; and
- **$64,182.00 per year for Tier 2 Top Jobs**.

In 2024, there are 62 qualifying Tier 1 Top Jobs and 119 qualifying Tier 2 Top Jobs in the state. Over the past 12 months, the Tier 1 and Tier 2 Top Jobs lists have each decreased by 14 occupations, which is a year-over-year decline of **-17.3%** and **-10.5%**, respectively (see Figure 2). Many jobs removed from the list in 2024 are **high-need, meaning the industry is experiencing a notable labor shortage, and high-demand, meaning the industry is quickly growing**.

The Top Jobs criteria that is most difficult to meet or exceed is the MIT livable wage standard. **Lingering inflation, elevated interest rates, and the high cost of living in Colorado are making it difficult for employers to satisfy the Top Jobs livable wage standard. Additionally, these pressures create a strain on Colorado's ability to attract and retain talent.**

Figure 2: Changes in Amount of Qualifying Top Jobs in Colorado: 2021-2024

Figure created using data from Colorado Department of Labor and Employment (CDLE); Office of Labor Market Information (LMI), 2024.

Table alternative for Figure 2: Changes in Amount of Qualifying Top Jobs in Colorado: 2021-2024

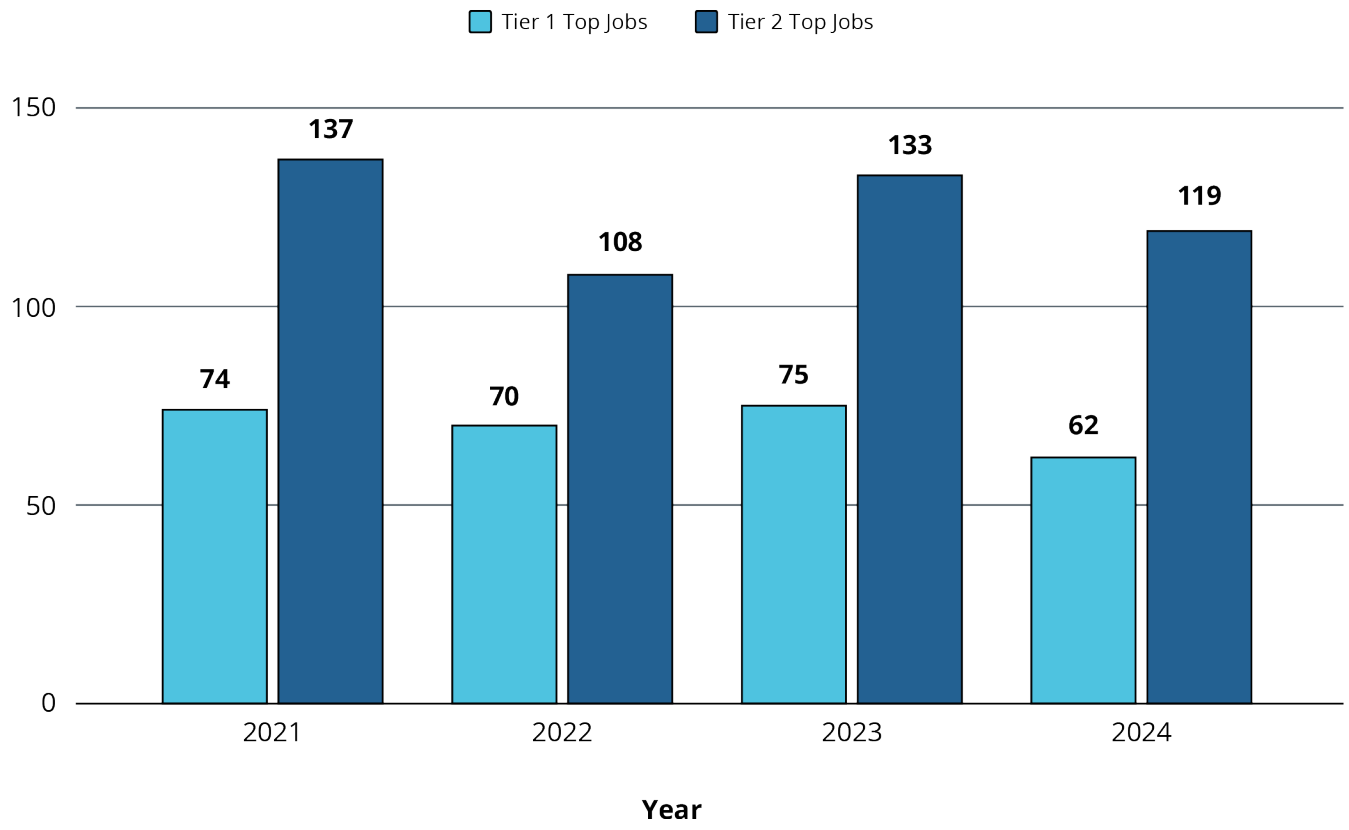


Table 2 displays the occupations added to the Top Jobs list this year. Projected annual openings over the upcoming decade are reported in column 3. Median annual salaries associated with each job are reported in column 4. Columns 5 through 7 provide information related to the typical educational attainment and training requirements associated with each role.

Table 2: New Top Jobs Added in 2024

Source: Table created using data from Colorado Department of Labor and Employment (CDLE); Office of Labor Market Information (LMI), 2024
Notes: Jobs reported in Table 2 are ordered by Top Tier rank and Security Operations Center (SOC) coding. For further information regarding SOC data, please see the Bureau of Labor Statistics (BLS) website.
Supplemental data for Table 2: New Top Jobs Added in 2024.

Top Jobs Tier	Occupation Title	Projected Annual Openings: 2024-2033	Median Annual Salary ($)	Typical Educational Attainment Required	Typical Work Experience Required	Typical Job Training Required
1	Cartographers and Photogrammetrists	127	$85,411	Bachelor's degree	None	None
1	Bioengineers and Biomedical Engineers	136	$107,281	Bachelor's degree	None	None
1	Aerospace Engineering and Operations Technologists and Technicians	40	$118,279	Associate's degree	None	None
1	Chemists	174	$92,896	Bachelor's degree	None	None
1	Family Medicine Physicians	170	$234,216	Doctoral or professional degree	None	Internship/ residency
1	Dental Hygienists	460	$103,607	Associate degree	None	None
1	Surgical Assistants	45	$89,785	non-degree award	None	None

Top Jobs Tier	Occupation Title	Projected Annual Openings: 2024-2033	Median Annual Salary ($)	Typical Educational Attainment Required	Typical Work Experience Required	Typical Job Training Required
1	Detectives and Criminal Investigators	191	$97,216	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
1	Elevator and Escalator Installers and Repairers	70	$109,131	High school diploma or equivalent	None	Apprenticeship
2	Compliance Officers	829	$80,245	Bachelor's degree	None	Moderate-term on-the-job training
2	Fundraisers	336	$68,992	Bachelor's degree	None	None
2	Compensation, Benefits, and Job Analysis Specialists	136	$80,339	Bachelor's degree	Less than 5 years	None
2	Accountants and Auditors	3,963	$84,202	Bachelor's degree	None	None
2	Property Appraisers and Assessors	4,003	$62,917	Bachelor's degree	None	Long-term on-the-job training
2	Tax Examiners and Collectors, and Revenue Agents	256	$64,236	Bachelor's degree	None	Moderate-term on-the-job training
2	Web Developers	336	$71,120	Bachelor's degree	None	None
2	Architectural and Civil Drafters	331	$83,097	Associate degree	None	None
2	Clinical and Counseling Psychologists	108	$61,761	Doctoral or professional degree	None	Internship/ residency
2	Health Education Specialists	156	$84,107	Bachelor's degree	None	None
2	Engineering Teachers	137	$81,614	Doctoral or professional degree	None	None

Top Jobs Tier	Occupation Title	Projected Annual Openings: 2024-2033	Median Annual Salary ($)	Typical Educational Attainment Required	Typical Work Experience Required	Typical Job Training Required
2	Nursing Instructors and Teachers	150	$51,834	Doctoral or professional degree	Less than 5 years	None
2	Museum Technicians and Conservators	47	$51,834	Bachelor's degree	None	None
2	Graphic Designers	633	$61,702	Bachelor's degree	None	None
2	Disc Jockeys, Except Radio	80	$74,194	High school diploma or equivalent	None	Short-term on-the-job training
2	Public Relations Specialists	981	$74,850	Bachelor's degree	None	None
2	Film and Video Editors	69	$53,502	Bachelor's degree	None	None
2	Chiropractors	79	$62,691	Doctoral or professional degree	None	None
2	Cardiovascular Technologists and Technicians	63	$83,302	Associate degree	None	None
2	Licensed Practical and Licensed Vocational Nurses	503	$64,716	non-degree award	None	None
2	Manicurists and Pedicurists	639	$57,659	non-degree award	None	None
2	Insurance Sales Agents	1,331	$60,857	High school diploma or equivalent	None	Moderate-term on-the-job training
2	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	4,908	$79,997	High school diploma or equivalent	None	Moderate-term on-the-job training

Top Jobs Tier	Occupation Title	Projected Annual Openings: 2024-2033	Median Annual Salary ($)	Typical Educational Attainment Required	Typical Work Experience Required	Typical Job Training Required
2	First-Line Supervisors of Construction Trades and Extraction Workers	2,653	$78,011	High school diploma or equivalent	5 years or more	None
2	Brickmasons and Blockmasons	114	$60,686	High school diploma or equivalent	None	Apprenticeship
2	Carpenters	2,313	$57,782	High school diploma or equivalent	None	Apprenticeship
2	Tile and Stone Setters	112	$55,211	No formal educational credential	None	Long-term on-the-job training
2	Cement Masons and Concrete Finishers	640	$58,714	No formal educational credential	None	Moderate-term on-the-job training
2	Operating Engineers and Other Construction Equipment Operators	1,417	$59,417	High school diploma or equivalent	None	Moderate-term on-the-job training
2	Insulation Workers, Mechanical	100	$52,463	High school diploma or equivalent	None	Apprenticeship
2	Plumbers, Pipefitters, and Steamfitters	1,298	$61,876	High school diploma or equivalent	None	Apprenticeship
2	Reinforcing Iron and Rebar Workers	49	$59,653	High school diploma or equivalent	None	Apprenticeship
2	Roofers	394	$52,012	No formal educational credential	None	Moderate-term on-the-job training

Top Jobs Tier	Occupation Title	Projected Annual Openings: 2024-2033	Median Annual Salary ($)	Typical Educational Attainment Required	Typical Work Experience Required	Typical Job Training Required
2	Sheet Metal Workers	275	$54,434	High school diploma or equivalent	None	Apprenticeship
2	Hazardous Materials Removal Workers	227	$58,835	High school diploma or equivalent	None	Long-term on-the-job training
2	Mobile Heavy Equipment Mechanics, Except Engines	408	$64,236	High school diploma or equivalent	None	Long-term on-the-job training
2	Rail Car Repairers	40	$78,240	High school diploma or equivalent	None	Long-term on-the-job training
2	Wind Turbine Service Technicians	55	$61,034	non-degree award	None	Long-term on-the-job training

Although the total number of Top Jobs has decreased this year, the list is not stagnant. Forty-seven new job titles met the Top Job criteria in 2024, aligning with ongoing job creation efforts across sectors. Nine new occupations are associated with Tier 1 Top Jobs, and 38 are associated with Tier 2 Top Jobs.

Most new jobs titles added this year within the Tier 1 category are linked to STEM, Health Care, and Social Assistance roles - nudging the importance of these high-need roles in the state. The largest share of Tier 2 Top Jobs titles new to the list in 2024 are associated with Professional, Scientific, and Technical; Health Care and Social Assistance; and Construction sectors.

Notably, occupations linked to the Creative Industries sector added several new job titles to the Tier 2 list **during the 12 months between July 2023 and July 2024**. These titles include: Museum Technicians and Conservators (associated with 47 job openings over the past 12 months); Graphic Designers (associated with 633 job openings over the past 12 months); Disk Jockeys, Except Radio (associated with 80 job openings over the past 12 months); Public Relations Specialists (associated with 981 job openings over the past 12 months); and Film and Video Editors (associated with 69 job openings over the past 12 months), and representing 1,804 jobs added to Colorado's labor market.

The creative industry is one of many that the state is watching, as it currently employs approximately **79,160** individuals within the state and has a projected growth rate of **15.24%** through 2023.[20] [21] Career pathways for this industry will be published in July 2025.



SPOTLIGHT:

Creative Industries Sector Partnership



The creative sector employs over 25,000 people in the Pikes Peak region. This is a growing industry that is key for business retention and attraction. Recognizing the need for a formalized business-arts collaboration in the community, the Pikes Peak Workforce Center, the Bee Vradenburg Foundation, and the Cultural Office of the Pikes Peak Region collaborated with local businesses and public partners to launch the Creative Sector Partnership in April 2024. This is the first creative industries sector partnership[22] in the state and works to ensure the creative sector's longevity and health in the Pikes Peak Region. Their business-led priorities led to the creation of two action groups: audience development and business development. Industry partners span the creative sector, from performing, visual, and educational artists, to marketing/PR professionals, small business retail, micro-preneurs, and arts nonprofits.

Colorado's 2024 Top Jobs and Associated Industries

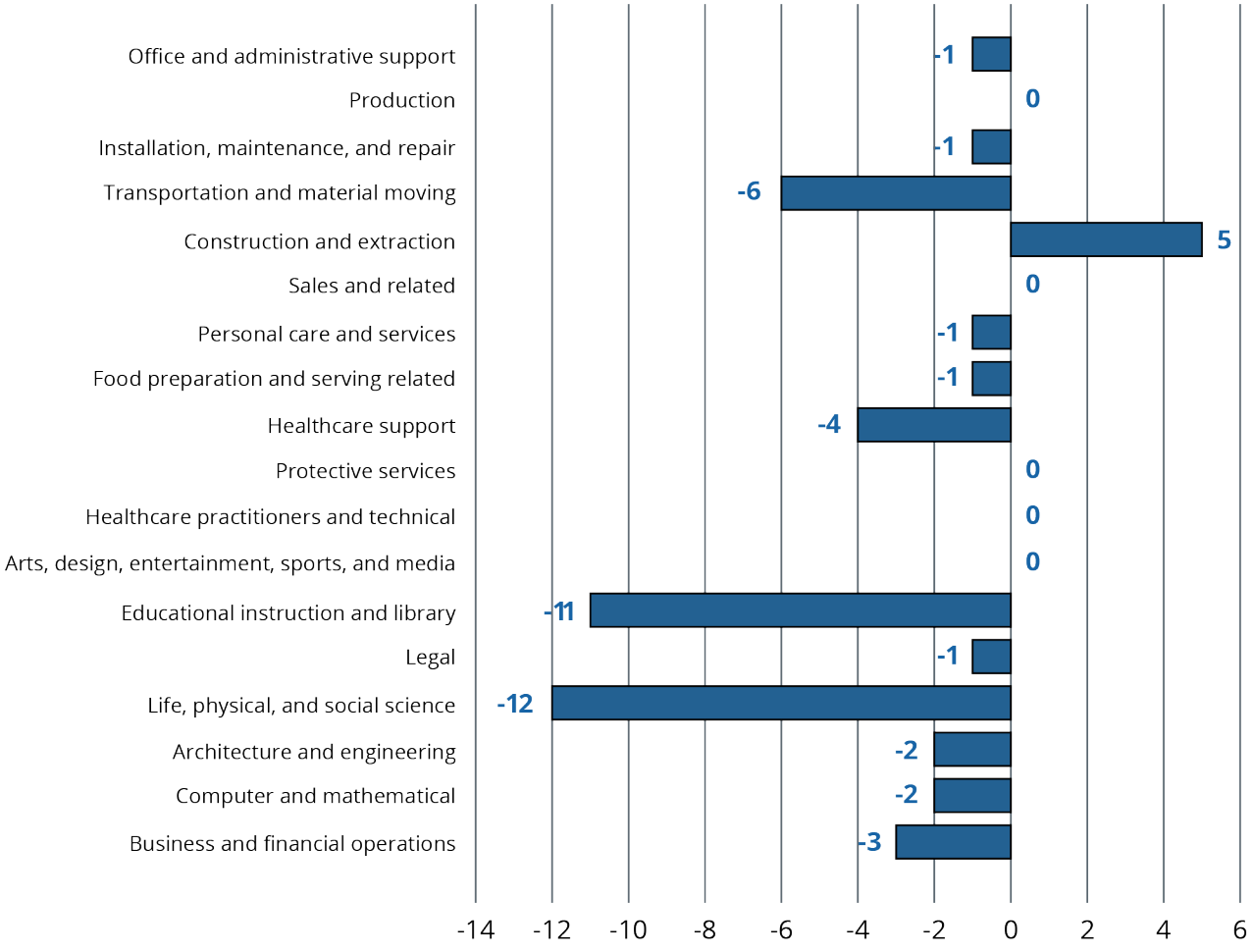
This year there are 21 industrial sectors[23] associated with 2024 Top Jobs. Figure 3 demonstrates the changes in the quantity of occupations by industry in 2024 relative to 2023. Twelve out of the 18 industries (or roughly 67%) experienced a decline in job titles this year while only one industry (Construction and Extraction) saw a positive change, gaining five more occupations in 2024 versus 2023 and containing a notable 16 occupations that made the list (see Table 3). Five industries reported no change across both years. Industries without a change in quantity between both years are represented by a "0" in Figure 3.

Figure 3: Change in the Quantity of Tier 1 and Tier 2 Occupations by Associated Industry: 2024 vs. 2023

Source: Figure created using data from Occupational Employment and Wage Statistics (OEWS); Colorado Department of Labor and Employment (CDLE), 2024.

Notes: Negative numbers indicate a quantity loss during 2024 relative to 2023 in terms of occupational titles. Positive numbers indicate a quantity gain. Industries associated with "0" signify the same level of occupation titles across both years.

Table alternative for Figure 3: Change in the Quantity of Tier 1 and Tier 2 Occupations by Associated Industry: 2024 vs. 2023



Two industries that had no job titles that met Top Jobs criteria in 2024 included Community and Social Services and Farming, Fishing, and Forestry.

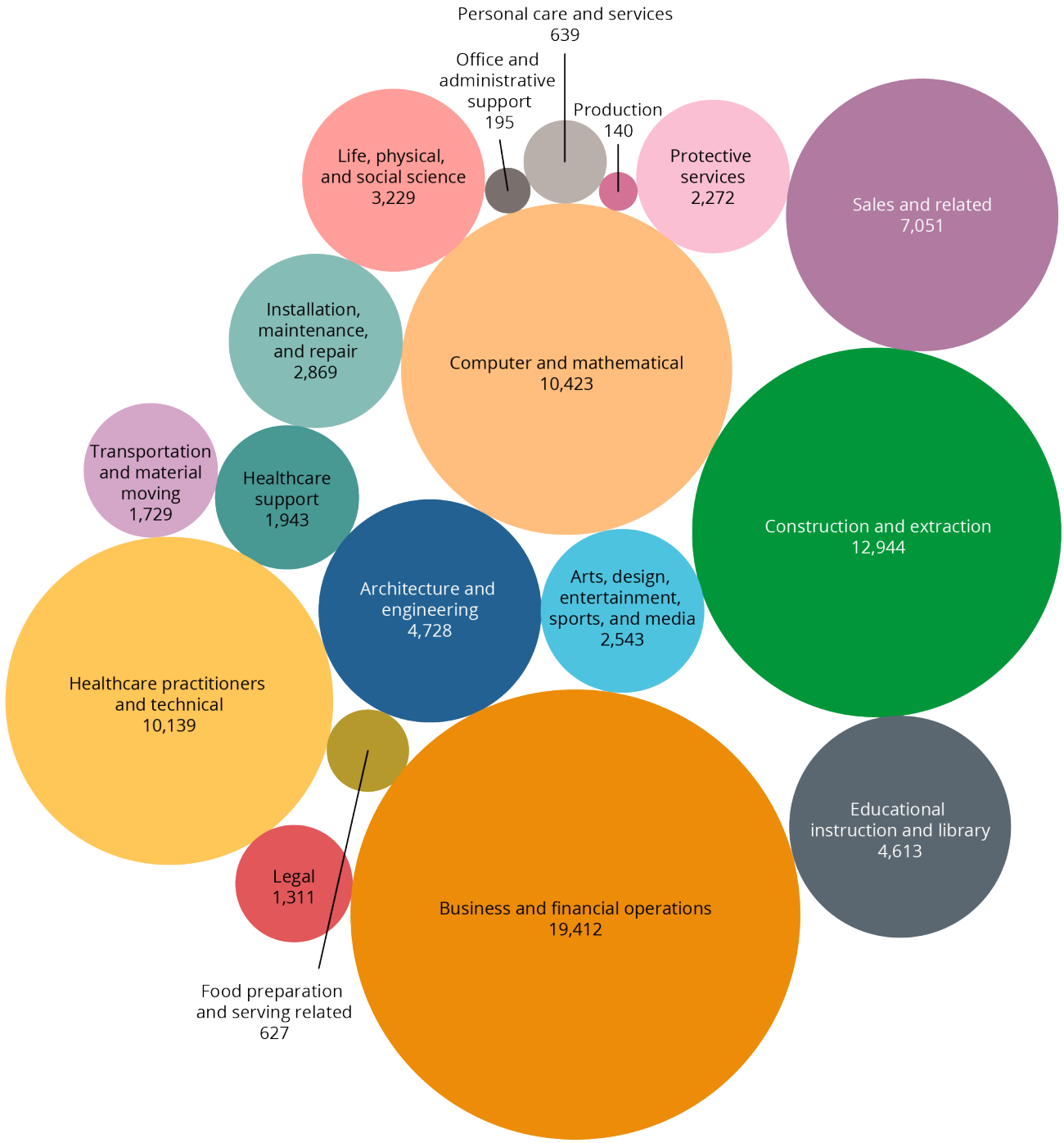
Figure 4 shows Colorado's estimated job openings by industry between August 2023 and August 2024. Business and Finance Operations; Construction and Extraction; Computer and Mathematical; Healthcare Practitioners and Technical Services; and Sales and Related are associated with the highest Tier 1 and Tier 2 Top Jobs opportunities in 2024.

Figure 4: Estimated Job Openings in Colorado by Industry: Aug. 2023 - Aug. 2024

Source: Figure created using data from Occupational Employment and Wage Statistics (OEWS); Colorado Department of Labor and Employment (CDLE), 2024.

Notes: To explore this graphic further, please visit CDHE Tableau.

Table alternative for Figure 4: Estimated Job Openings in Colorado by Industry: Aug. 2023 - Aug. 2024



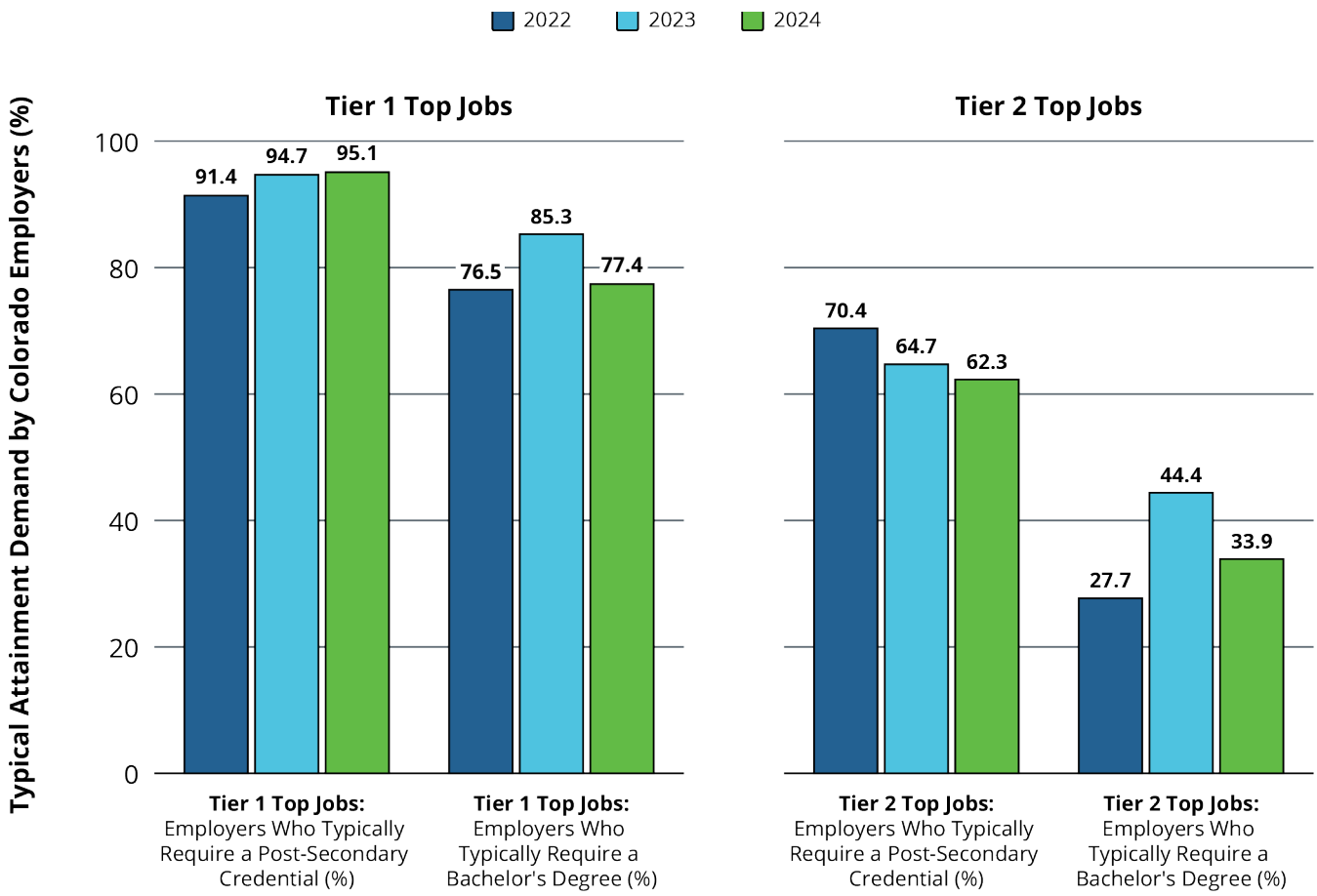
Educational Attainment Value in the Workplace

Ninety-five point one percent of Tier 1 Top Jobs and **62.3%** of Tier 2 Top Jobs required post-secondary education or training in 2024. This represents a 0.4% increase for Tier 1 Top Jobs and 2.4% decrease for Tier 2 Top Jobs compared to 2023. Figure 5 displays typical educational attainment prerequisites across recent years in Colorado.

Figure 5: Typical Post-secondary Attainment Requirements for Entry into Top Jobs in Colorado: 2022 - 2024

Source: Figure created using data from Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI), 2024.

Table alternative for Figure 5: Typical Post-secondary Attainment Requirements for Entry into Top Jobs in Colorado: 2022 - 2024



While many Colorado employers are continuing to feel the strains of labor shortages, Tier 1 Top Job employers have been simultaneously increasing their reliance on post-secondary attainment to fill high-need, higher-paying jobs. This annual upward trend in Tier 1 Top Jobs associated with post-secondary educational attainment is showcased on the left-hand side of Figure 5.

The slight decrease associated with Tier 2 Top Jobs demand for post-secondary attainment suggests that, in some cases, there is growth in the number of in-demand jobs openings that provide a living wage for one adult but not a family and do not have post-secondary education requirements.



Post-secondary Training and Workforce Preparedness

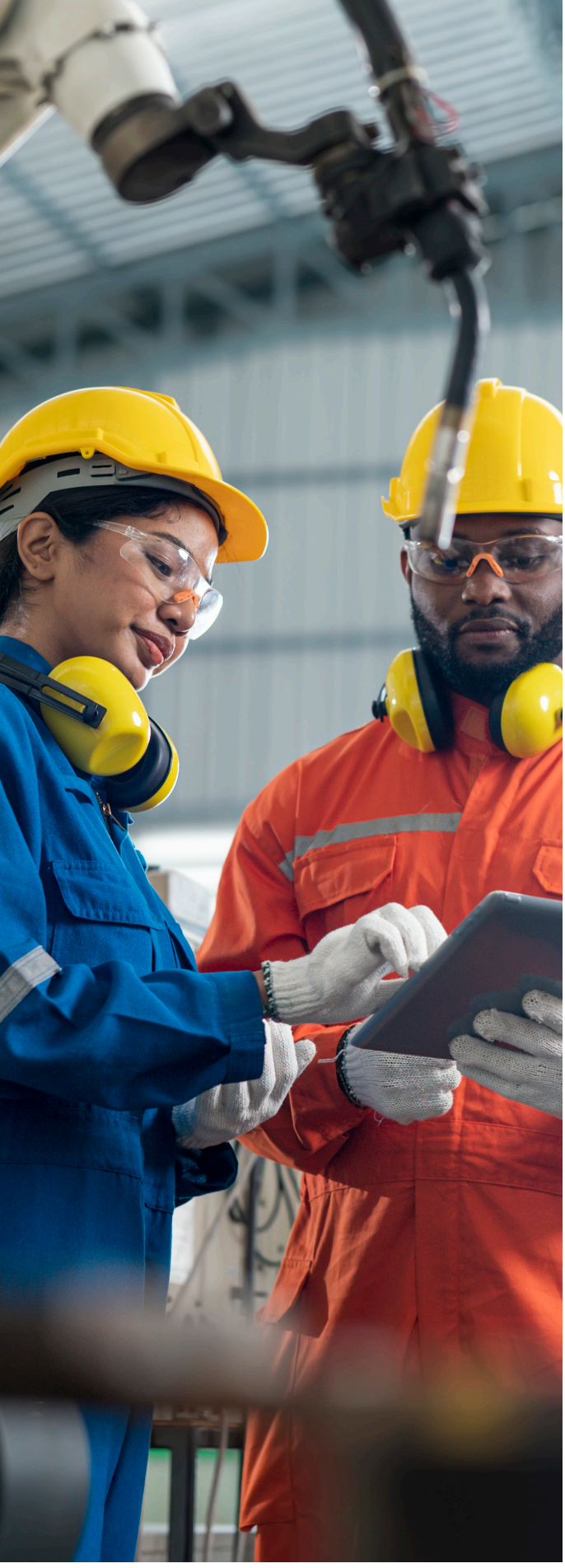
According to 2024 projections from Georgetown University, Colorado is one of the four states (not including Washington, D.C.) expected to have the lowest share of jobs for workers with a high school diploma (or equivalent) or less in 2031. By 2031, an estimated **73% of all job openings will be for workers with some type of post-secondary credential**. Roughly **30%** of these jobs are expected to require a bachelor's degree, ranking Colorado **second** in the nation for this projected demand. Strong demand for post-secondary education and training credentials in relation to Tier 1 and Tier 2 Top Job employers is likely to continue in the state's foreseeable future.

These findings suggest that completing post-secondary education or training is important in order to acquire a good paying job and to be considered competitive and workforce ready in Colorado.



SPOTLIGHT:

Registered Apprenticeship Programs



Registered Apprenticeship Programs (RAPs) are an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce. Through RAPs, individuals can obtain paid work experience, classroom instruction, and a portable, nationally-recognized credential. RAPs in Colorado are overseen by the State Apprenticeship Agency, also referred to as Apprenticeship Colorado. Learn more about the registered apprenticeship ecosystem by visiting Apprenticeship Colorado's Data Dashboard to explore apprentice demographics, top apprenticeship occupations, and program data.



SPOTLIGHT:

Work-based Learning

Work-based learning (WBL) is a powerful equity strategy that advances career pathways and builds professional skills that learners need to navigate and succeed in the workforce.

Work-based learning is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience. It combines skill development with training opportunities and is a key strategy in Colorado for developing talent and preparing Coloradans for the workforce and evolving labor market.

These programs equip students and job seekers with the industry-relevant skills, certifications, and credentials needed to pursue higher levels of education and employment.

While data suggests that the majority of post-secondary learners are employed while completing their studies, only an estimated 30% are employed in jobs that relate to their field of study. Learners may not have the credentials required to be qualified for employment related to their studies while in education or training. However real industry exposure serves two critical functions: one, it provides the learner with more information about the actual employment conditions of the industry they are preparing for; and, two, it prepares the student with entry-level skills for their industry of choice. Early work-based learning experiences ensure a learner is informed and prepared to enter their chosen field upon post-secondary credential completion.

Further research has demonstrated the importance of expanding work-based learning as well. Results from a 2024 Burning Glass Institute report concluded that **completing an internship during a post-secondary program is the biggest predictor of attaining employment after graduation**.

Specifically, the report shows that students who complete an internship during college are 49% less likely to be underemployed after earning their bachelor's degree.

Participation in work-based learning has a long-term return on investment for learners. However, to ensure more learners can access work-based learning, opportunities must be flexible enough to accommodate education and training obligations and financially comparable to other jobs a learner might take while in education and training.

According to the Colorado Department of Education (CDE), being workforce ready means students are prepared and have the in-demand skills to enter the workforce and meet the needs of businesses in Colorado.

Attainment and Labor Demand

To attract employers to the state and create more high-paying jobs, the number of individuals who have earned post-secondary credentials will need to drastically increase. The number of post-secondary credential holders sat at **62.9%** (or 1,445,510 Coloradans age 25 and older) in 2022. To boost this level by a minimum of **5.5%** by 2034, **Colorado's post-secondary education and training providers would need to supply approximately an additional 38,000 credential recipients over the next 10 years**.[24]

Based on the Colorado Department of Higher Education's completion data, between 2018 and 2022, there were an average of **70,000** graduates per year who graduated from a Coloradan institution of higher education. According to the University of Georgetown's 2024 projections, Colorado's labor market should expect approximately **355,000** job openings per year through 2031, largely due to new job creation and a high level of retirees leaving the workforce. The same report suggests that **73%** of all jobs in Colorado by 2031 will require some type of post-secondary credential as a prerequisite. Using these assumptions, out of the 355,000 job openings per year in the state roughly **259,150** will demand job seekers with a post-secondary credential.

There is a clear gap between the demand for talent with post-secondary credentials and the current number of graduates meeting that need. However, according to the Lumina Foundation's Stronger Nation Report, Colorado's post-secondary attainment rate increased from 60.5% in 2021 to 62.9% in 2022.[25] Data also show promising gains among Coloradans earning bachelor's and graduate degrees. Bachelor's degrees have increased from 24.5% in 2009 to 27.2% in 2018 and 30.5% in 2022. Graduate degree attainment has increased from 12.9% in 2009, 15.1% in 2018, and 16.6% in 2022.



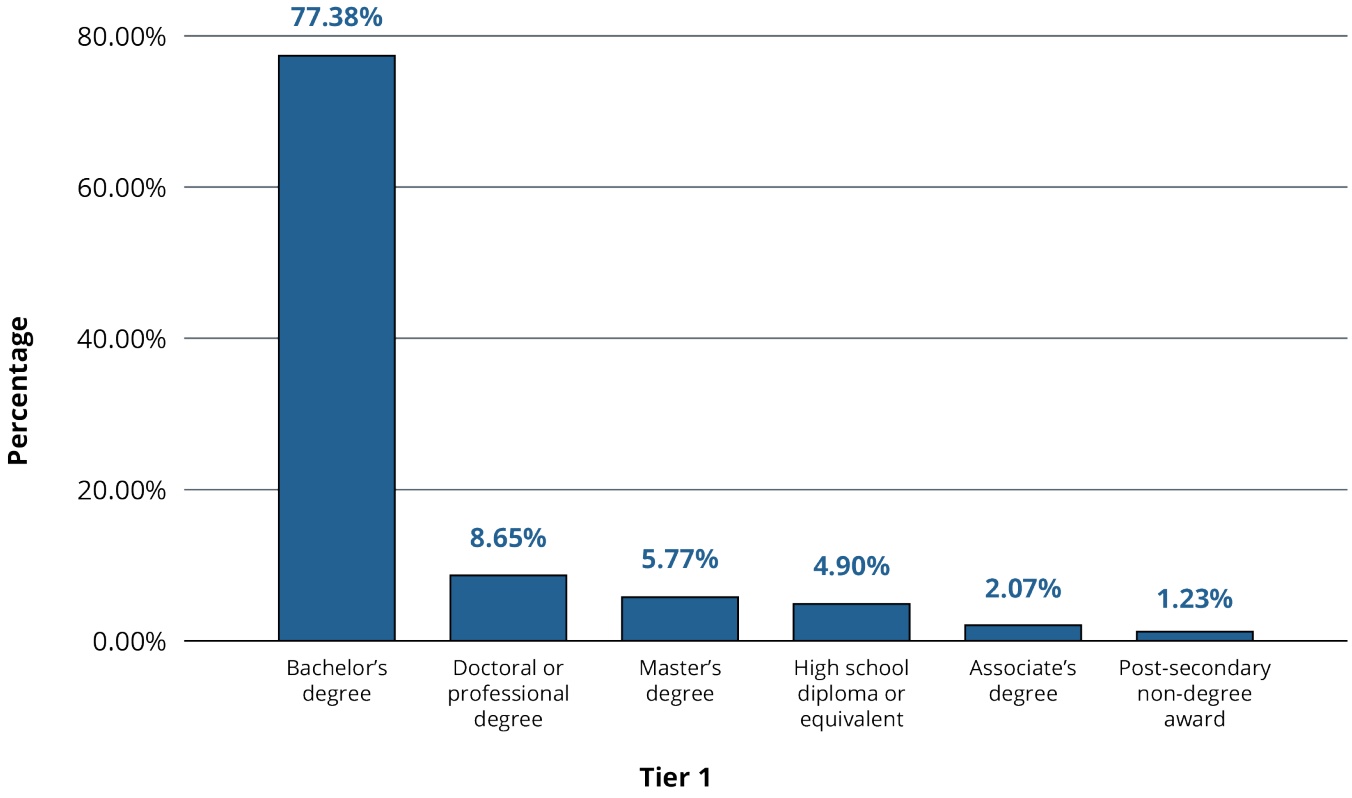
Figure 6 showcases the share of 2024 Tier 1 Top Job openings by educational attainment level. Over the past 12 months, more than three-quarters of these openings have required a bachelor's degree. Meanwhile, positions requiring doctoral, professional, or master's degrees account for over 14% of high-demand, high-paying jobs.

Associate's degrees (responsible for 2.1% of Tier 1 Top Jobs openings) and post-secondary non-degree awards (responsible for 1.2% of Tier 1 Top Jobs openings) are associated with the lowest Tier 1 employer demand this year.

Figure 6: Percent of 2024 Tier 1 Top Jobs Openings by Educational Attainment

Source: Figure created using data from Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI), 2024.

Table alternative for Figure 6: Percent of 2024 Tier 1 Top Jobs Openings by Educational Attainment



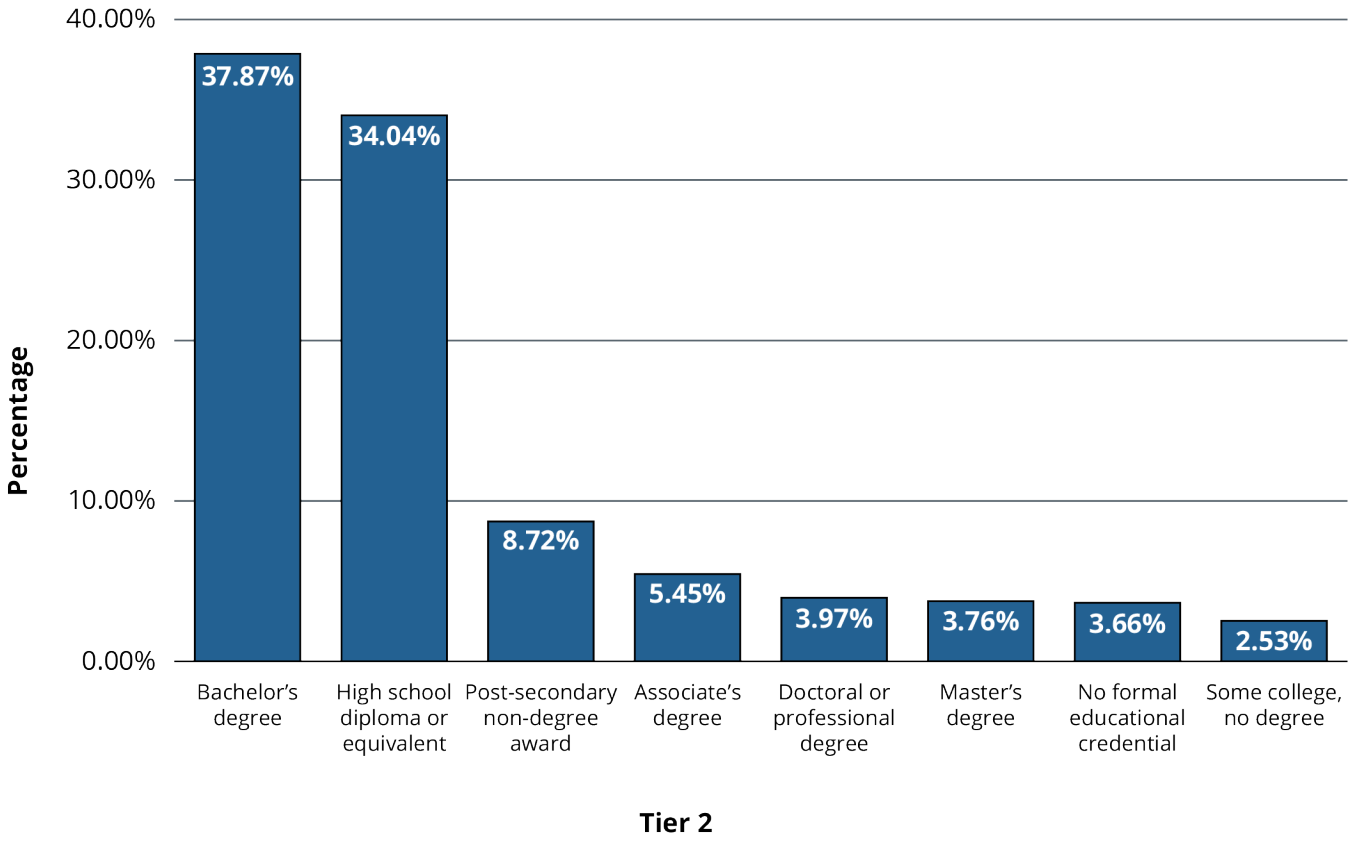
Compared to Tier 1, Tier 2 jobs have more diverse demand for post-secondary credentialing. While employer demand for bachelor's degrees is still the largest share of Tier 2 Top Job openings in 2024, roughly **34%** (or 5,203 openings) of Tier 2 Top Job roles only require a high school degree or equivalent for entry.

While a bachelor's degree is still the single most required prerequisite relating to Tier 2 Top Jobs, **the data about Tier 2 credential demand reflects a relatively higher appetite for short-term, non-degree credentials**. This year, nearly **10%** of Tier 2 Top Job openings required a post-secondary non-degree award and roughly **6%** required an associate's degree as a prerequisite for hiring. Tier 2 jobs that require a non-degree credential or an associate's degree made up an estimated **8,455 openings** in Colorado during the last 12 months.

Figure 7: Percent of 2024 Tier 2 Top Jobs Openings by Educational Attainment

Figure created using Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI), 2024.

Table alternative for Figure 7: Percent of 2024 Tier 2 Top Jobs Openings by Educational Attainment



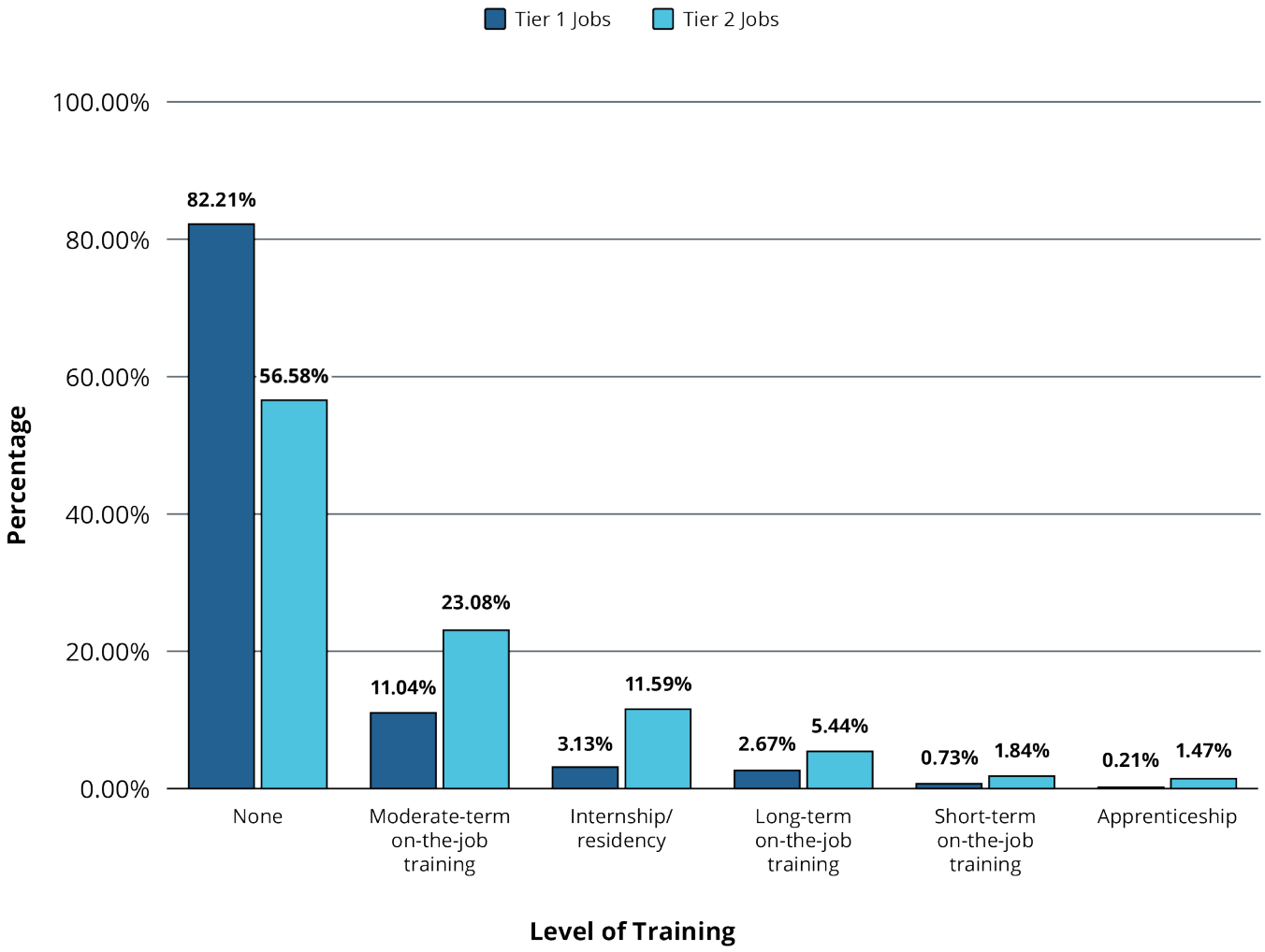
Workforce Training & High-paying, High-demand Jobs

Most Tier 1 and Tier 2 Top Jobs require no on-the-job training. Roughly **11%** of Tier 1 and nearly **25%** of Tier 2 job openings mandate on-the-job training once hired. Of those jobs ***with*** training requirements, moderate-term on-the-job training represents the largest Tier 1 and Tier 2 employer demand relative to other training levels (see Figure 8). This accounts for roughly **14,000** job openings in 2024.

Figure 8: 2024 Top Job Openings and On-the-job Training

Figure created using data from Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI), 2024.

Table alternative to Figure 8: 2024 Top Job Openings and On-the-job Training



Internships are the second most common training requirement among Colorado employers. Between June 2023 and June 2024, openings for positions requiring internship experience represented nearly **1,100** job opportunities in the state. Occupations associated with internship requirements often also require some type of post-secondary completion.

Colorado's Thriving and Surviving Industries

Between June 2023 and June 2024, Colorado's Government sector added 21,100 jobs, the most jobs added to the labor market during that period. Government roles are represented across most occupational categories, and thus can aid in bridging a share of the supply and demand gaps within the state's workforce. Private Healthcare and Social Assistance (+10,200); and Professional and Technical Services (+7,400) added the second and third most jobs, respectively, over that period.

These three industries accounted for 75% of total nonfarm payroll job increases amongst the 11 industries that experienced positive job growth over the period.

The industry sectors with the largest declines between June 2023 and June 2024 were:

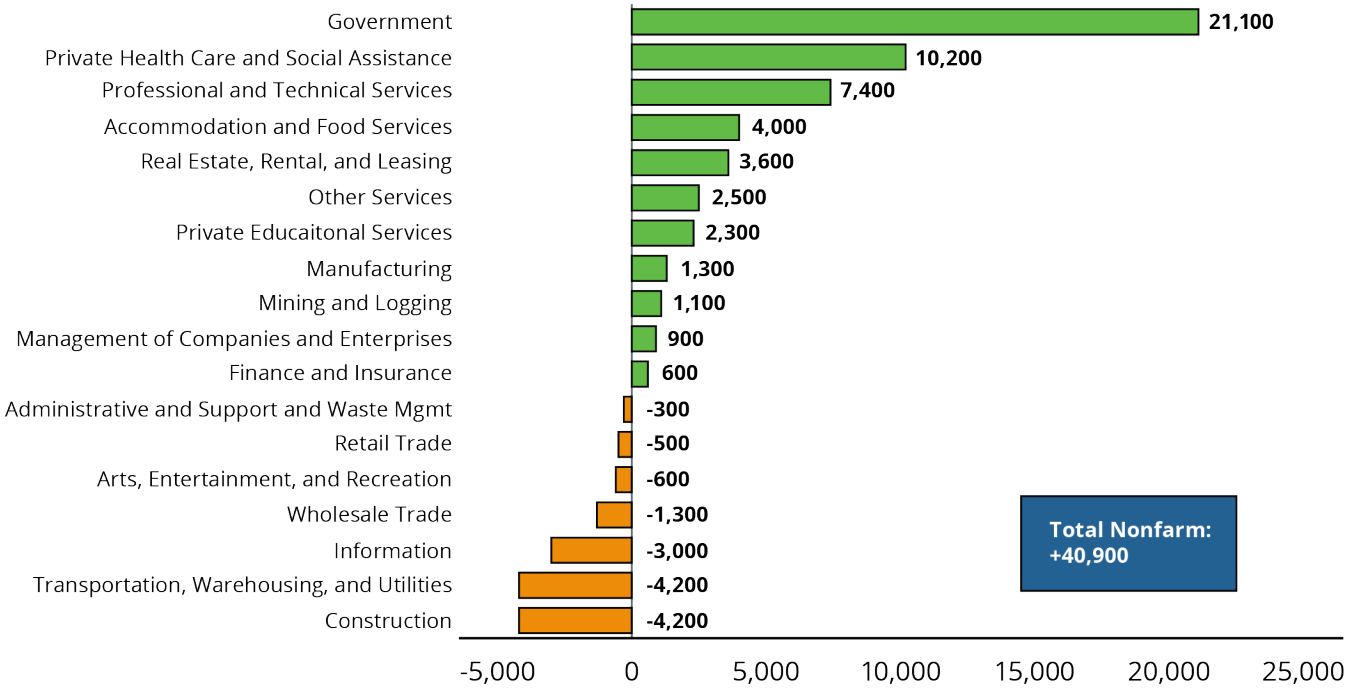
- Construction (-4,200);
- Transportation, Warehousing, and Utilities (-4,200); and
- Information (-3,000).

This marks a shift from data published in the 2023 Talent Pipeline Report, which showed Accommodation and Food Services as the top-growing sector with 23,000 new jobs; followed by Government (16,700 new jobs); and Professional, Scientific, and Technical Services (10,800 new jobs) between August 2022 and August 2023.

Figure 9 below displays the changes in statewide nonfarm payroll jobs[26] between June 2023 and June 2024.

Figure 9: Change in Job Growth by Sector: June 2023 - June 2024

Source: Colorado Employment Situation - June 2024 p. 12 published by the Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI); Bureau of Labor Statistics (BLS), 2024.
Notes: Data reported in Figure 9 is seasonally adjusted.
Table alternative for Figure 9: Change in Job Growth by Sector: June 2023 - June 2024



Growth Patterns in Colorado's High-Wage Industries: June 2022 - June 2024

Sectors classified by CDLE as high-wage industries in 2024 include: **Mining and Logging; Wholesale Trade; Information; Finance and Insurance; Professional, Scientific, and Technical Services; Management of Companies and Enterprises; and Federal Government** jobs. As of June 2024, five out of the seven sectors have experienced positive job growth relative to June 2022. Finance and Insurance and Information sectors experienced declines.[27] [28]

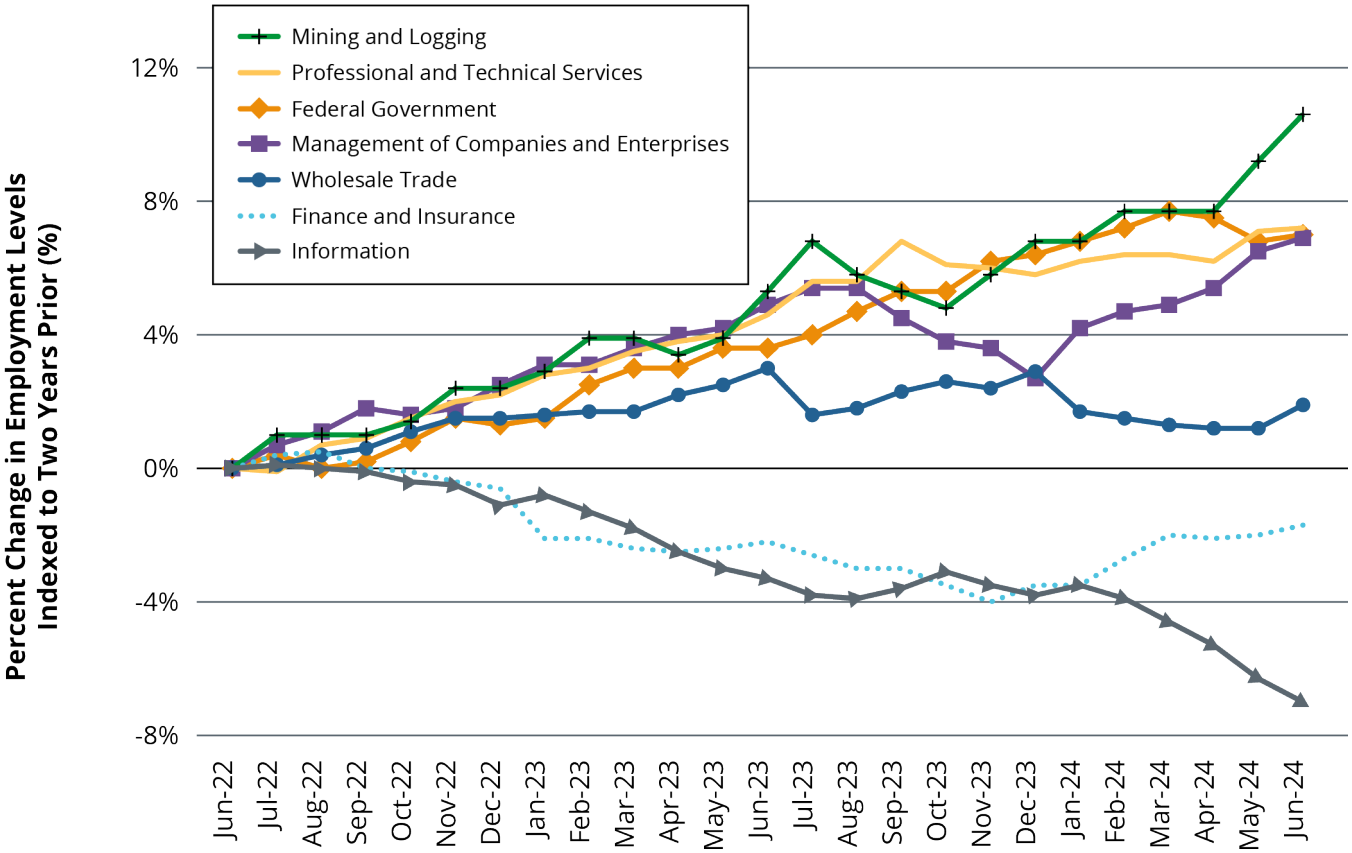
Figure 10 reports job growth trends for Colorado's high-wage industries across recent years. Values above zero percent indicate employment levels have increased relative to June 2022, while values below zero percent indicate employment levels have decreased.

Figure 10: Job Growth for Colorado High-Wage Industries: June 2022 - June 2024

Source: Colorado Employment Situation - June 2024 p. 17 published by the Colorado Department of Labor and Employment (CDLE), Office of Labor Market Information (LMI); Bureau of Labor Statistics (BLS), 2024.

Notes: Data reported in Figure 10 is seasonally adjusted. High-wage industries are determined by the 2019 state-level average weekly wage estimates from the Quarterly Census of Employment and Wages (QCEW).

Table alternative for Figure 10: Job Growth for Colorado High-Wage Industries: June 2022 - June 2024



Mining and Logging has the fastest growth rate for high-wage industries between June 2022 and June 2024, at **10.6%**. As a share of *total employment*, however, relative to 2020 levels, the Mining and Logging sector has fallen by 15.7%.[29]

Shifts in Colorado's Employment Demand by Occupation and Skill Need

The information in Table 3 is based on the average unique monthly online job postings that were active in Colorado between August 2023 and August 2024, according to Lightcast Econometric Modeling platform.

Table 3: Top 10 Occupation Titles Associated with Highest Average Unique Job Postings Compared to the Level of Average Monthly Hires: August 2023 - August 2024

Source: Lightcast Econometric Modeling, Q3 2024.

Notes: Lightcast Econometric Modeling platform ensures to the best of its ability that no "double-counting" errors are included in the data represented in Table 3. Through this methodology, job ads are counted once if they are indicated as "unique," meaning that this posting by specific employer and occupation title has not been reposted on hiring platforms during an estimated timeframe. Thus, if an employer reposts a job position due to not acquiring the talent needed, Lightcast will not recognize that observation as a new/unique posting.

Supplemental data for Table 3: Top 10 Occupation Titles Associated with Highest Average Unique Job Postings Compared to the Level of Average Monthly Hires: August 2023 - August 2024

Occupation Title	Average Monthly Unique Postings	Average Monthly Hires
Registered Nurses	4,529	1,668
Retail Salespersons	2,765	6,716
Computer Occupations, All Other	1,354	323
First-Line Supervisors of Retail Sales Workers	1,298	1,428
Heavy and Tractor-Trailer Truck Drivers	1,282	2,152
Customer Service Representatives	1,239	3,486
Software Developers	1,196	1,416
Maintenance and Repair Workers, General	1,008	1,467
General and Operation Managers	956	2,473
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	933	2,405



Registered Nurses continue to hold the top position for most active job postings for the third year in a row.

Relative to 2023, occupation titles that are new to the list of highest average unique postings this year includes:

- **Computer Occupations, All Other** (ranking 3rd out of the top job posting occupational titles in the state during 2024);
- **Heavy and Tractor-Trailer Truck Drivers** (ranking 5th out of the top job posting occupational titles in the state during 2024);
- **Customer Service Representatives** (ranking 6th out of the top job posting occupational titles in the state during 2024);
- **General and Operation Managers** (ranking 9th out of the top job posting occupational titles in the state during 2024); and
- **Secretaries and Administrative Assistants, Except Legal, Medical, and Executive** (ranking 10th out of the top job posting occupational titles in the state during 2024).

Based on current unique statewide job postings that specify a minimum educational attainment level, nearly 54% require a bachelor's degree or higher between August 2023 and August 2024.

Table 4 below reports the leading skills sought by Colorado employers between July 2023 and July 2024. Columns 1 and 2 report Colorado employer demand for technical skills columns 3 and 4 report Colorado employer demand for essential skills.

Table 4: Leading 10 In-demand Skills by Colorado Employers - Technical Skills vs. Essential Skills: June 2023 - June 2024

Source: Chmura Econometric Modeling, Q3 2024.

Notes: Churma Econometric Modeling platform ensures to the best of its ability that no "double-counting" errors are included in the data represented in Table 4. Through this methodology, job ads are counted once if they are indicated as "unique," meaning that this posting by specific employer and occupation title has not been reposted on hiring platforms during an estimated timeframe. Thus, if an employer reposts a job position due to not acquiring the talent needed, Chmura will not recognize that observation as a new/unique posting.

Supplemental data for Table 4: Leading 10 In-demand Skills by Colorado Employers - Technical Skills vs. Essential Skills: June 2023 - June 2024

Technical Skill Title	Active Job Postings	Essential Skill Title	Active Job Postings
Microsoft Platforms (in terms of demand level: Office; Excel; Outlook; Work; Powerpoint)	226,450	Communication (Verbal and written skills)	422,068
Sales	44,964	Cooperative/Team Player	267,666
Teaching/Training for the Workforce	34,793	Customer Service	184,976
Customer Relationship Management (CRM) and Hospitality	33,025	Organization	132,813
Presentation and Agility	32,502	Detail Oriented/Meticulous	115,143
Spanish	23,158	Self-Motivated/Ability to Work Independently/Self Leadership	111,252
English	18,370	Problem Solving	111,145
Teaching/Training, School	17,762	Adaptability/Flexibility/ Tolerance of Change and Uncertainty	106,354
Mathematics	17,213	Interpersonal Relationships/ Maintain Relationships	96,286
Python (Programming Language)	14,864	Ability to Work in a Fast-Paced Environment	94,401

Of the 10 most in-demand skills listed by Colorado employers in 2024, **essential skills account for nearly 72% of total demand**. This is in part due to the fact that essential skills transcend any particular industry and are foundational to success in the workplace. Essential skills are largely consistent across industries, as noted in the 2023 Talent Pipeline Report, meaning they are easily transferable.

Table 5 shows the leading software skills expected to see increased employer demand in Colorado between September 2024 and September 2026. These estimates are displayed in column 2. Column 3 of Table 5 reports the percentage of job seekers statewide who listed that specific skill on their online profiles.

Table 5: Top Projected Growing Software Skills by Coloradan Employer Demand vs. Percentage of Coloradan Job Seekers Profiles

Source: Lightcast Econometric Modeling, Q3 2024.

Notes: Lightcast Econometric Modeling platform's skill projection growth categories are determined by comparing the forecasted 2-year change in national demand of individual skills with the forecasted 2-year change in national demand for all skills. Categories are assigned based on the distribution of growth rates across all skills and the corresponding ranges that best represent the data. As distributions change over time, these definitions and ranges may also shift.

Supplemental data for Table 5: Top Projected Growing Software Skills by Coloradan Employer Demand vs. Percentage of Coloradan Job Seekers Profiles

Software Skill Title	Projected Skill Growth Demand (%): September 2024 - September 2026	Total Job Seeker Profiles that Satisfy Industry Demand (%): September 2023 - September 2024
Microsoft Azure	28.9%	0%
Microsoft PowerPoint	26.1%	7%
Microsoft Outlook	25.0%	2%
Dashboard	25.3%	1%
Python (Programming Language)	24.5%	2%
Salesforce	24.7%	2%
Microsoft Office	24.2%	12%
JIRA	24.1%	1%
Amazon Web Services	24.0%	1%
Operating Systems	22.6%	1%

Eight out of the top 10 technical skills projected to see the highest growth in employer demand over the next two years in Colorado were listed on only 0% to 2% of job seekers' online profiles between September 2023 and September 2024.

To see the leading technical skills as reported by job seekers in Colorado, go to the Supply Section of this report.

Industries to Look Out For in Colorado

Aerospace Product and Parts Manufacturing

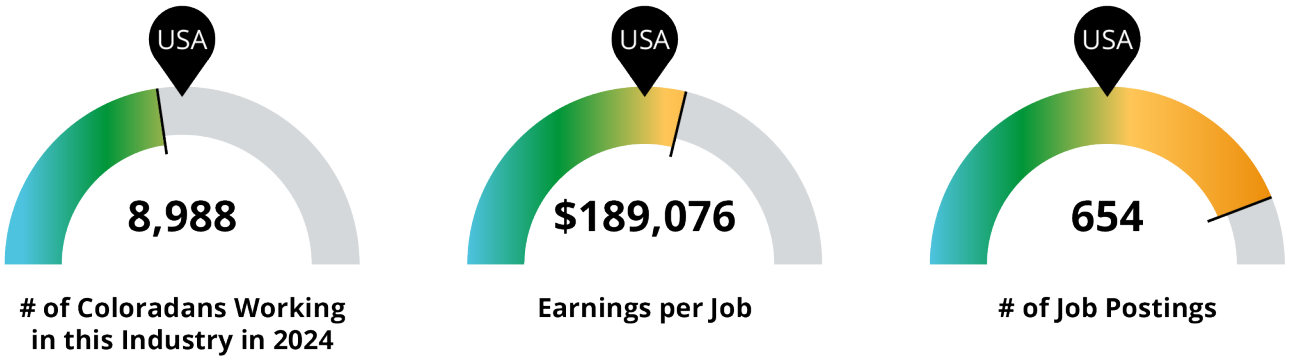
In 2024, **the aerospace industry saw intense competition among employers for talent**, indicating a need for more trained and skilled individuals in this sector. Figure 11 below showcases these trends in Colorado, relative to national averages, through supply, earnings, and demand channels.

Figure 11: Aerospace Product and Parts Manufacturing Trends in Colorado Compared to National Averages: September 2023 - September 2024

Source: Lightcast Econometric Modeling, Q3 2024.

Notes: Supply and demand numbers represent average monthly estimates between September 2023 and September 2024.

Table alternative for Figure 11: Aerospace Product and Parts Manufacturing Trends in Colorado Compared to National Averages: September 2023 - September 2024



Based on the national average, the data suggest that there are not enough Coloradans with the skills in the Aerospace Industry to keep up with demand. This indicates a **need for more aerospace-related training opportunities**, which are often associated with post-secondary attainment. For example, Aerospace Engineers - a Tier 1 Top Job in 2024 - typically require at least a bachelor's degree or higher. Aerospace Engineering and Operations Technologists and Technicians - another Tier 1 Top Job in 2024 - usually require at least an associate's degree or higher.

Earnings per job (i.e., the total industry earnings divided by the number of jobs in the industry) are above the national average. For regions with a similar workforce size to Colorado, the national average salary for Aerospace Product and Parts Manufacturing is $146,452. However, in Colorado it is $189,076.[30] This outpaces the national average by **$42,624** per year and surpasses thresholds associated with Tier 1 and Tier 2 Top Jobs in 2024 by **$105,076 and $138,076**, respectively.

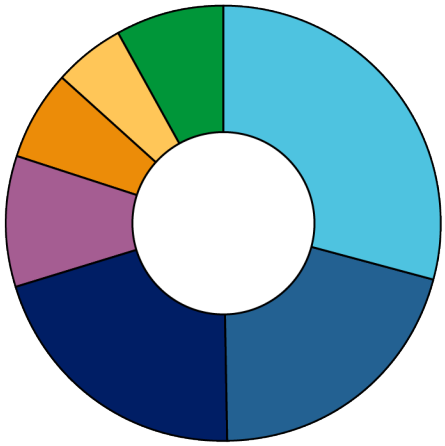
Demand is high for talent in the aerospace industry. This is based on unique online job postings specific to the Aerospace Product and Parts Manufacturing industry. The national average for an area of similar workforce size to Colorado's is 218 job postings per month. Colorado's monthly job postings specific to this industry are roughly **three-times higher than the national average**.

According to Lightcast Econometric Modeling, there were **52 employers** in Colorado who posted aerospace jobs between September 2023 and September 2024. The top employers include:

- **Lockheed Martin:** 2,613 unique postings;
- **Sierra Nevada Corporation:** 1,569 unique postings;
- **Blue Origin:** 950 unique postings;
- **Woodward:** 462 unique postings; and

The aerospace industry experienced a growth rate of **17%** in Colorado between 2018 and 2023 and is expected to grow by **7%** between 2023 and 2028. **Over half** of Colorado employees in this sector are between the ages of 25 and 44. Only **25.4%** are female and approximately **80.2%** identify as white or caucasian, indicating the need for further diversity. Most jobs falling into this category in Colorado are found in the Architecture and Engineering Occupations Industry Sector (see Figure 12).

Figure 12: Aerospace Occupations in Colorado
Source: Lightcast Econometric Modeling, Q3 2024.
Table alternative for Figure 12: Aerospace Occupations in Colorado



Occupation	% of Industry in Occupation (2023)
Architecture and Engineering Occupations	29.2%
Business and Financial Operations Occupations	20.7%
Production Occupations	20.6%
Computer and Mathematical Occupations	9.7%
Management Occupations	6.6%
Installation, Maintenance, and Repair Occupations	5.3%
Other	8.0%

Colorado is committed to developing intentional and strategic workforce efforts which ensure all Coloradans have the opportunity to thrive and access this sector. Recent efforts to support the aerospace talent pipeline have resulted in the creation of an aerospace career pathways map, investments in K-12 aerospace youth apprenticeships, and the growth of teacher externships in STEM fields.

Energy

Similar to national trends, Colorado's energy sector is experiencing contrasting outcomes, with renewable energy jobs growing rapidly while jobs in non-renewable energy decline as the global transition to clean energy accelerates. Figure 13 below displays these trends in Colorado as well as national averages. The first row shows workforce trends in Colorado for clean energy sectors including **Hydroelectric Power Generation; Solar Electric Power Generation; Wind Electric Power Generation; Geothermal Electric Power Generation; and Biomass Electric Power Generation. The second row shows workforce trends in Colorado for occupations in Fossil Fuel Electric Power Generation**.

Figure 13: Contrasting Trends in Colorado's Energy Generation Sector per Month Compared to National Averages: September 2023 - September 2024

Source: Lightcast Econometric Modeling, Q3 2024.

Notes: Supply and demand numbers represent average monthly estimates between September 2023 and September 2024.

Table alternative for Figure 13: Contrasting Trends in Colorado's Energy Generation Sector per Month Compared to National Averages: September 2023 - September 2024

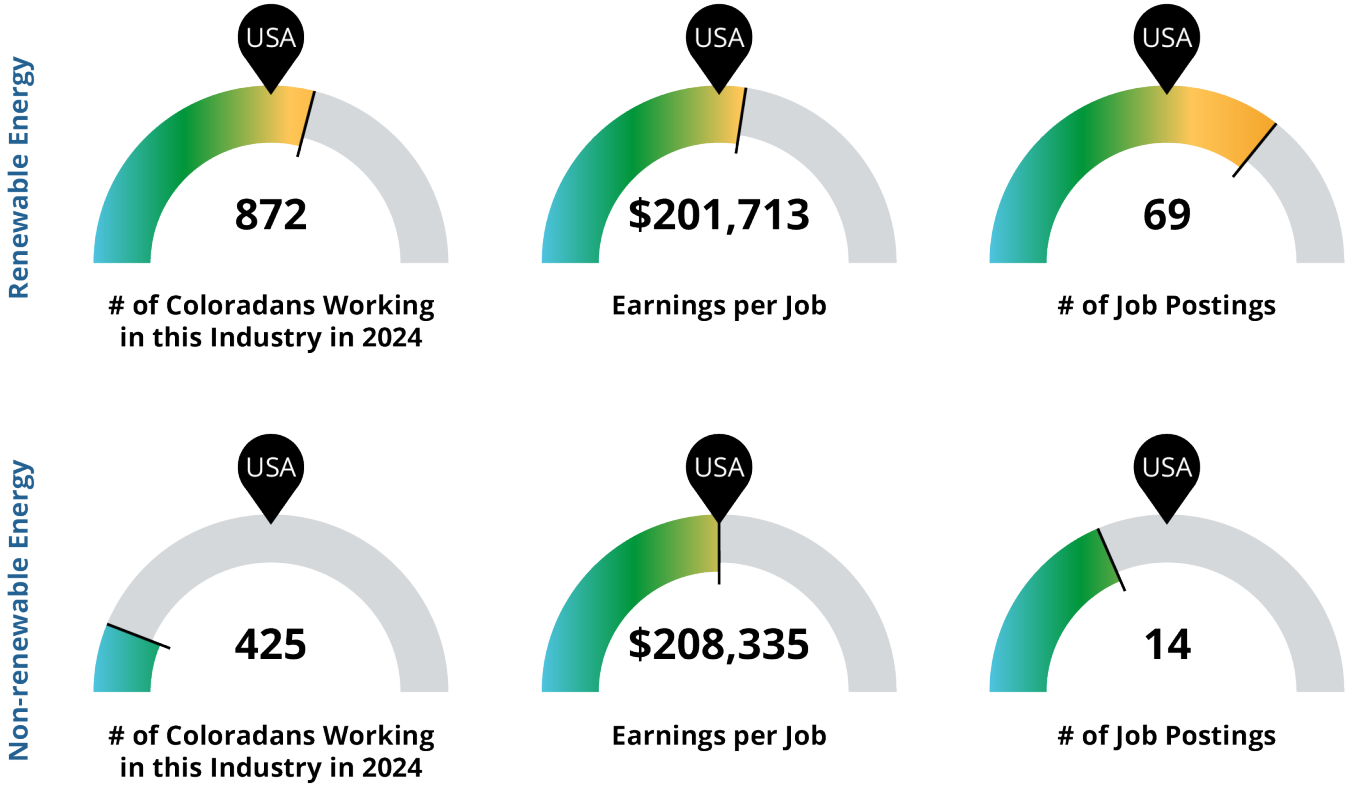


Figure 13 suggests that **renewable energy production is experiencing a robust boom in Colorado compared to non-renewable energy production**. Some of the key factors driving this trend are lower costs associated with renewable energy, supportive clean energy legislation, and shifting public perceptions that favor sustainability.[31]



Colorado's renewable energy sector outpaces national averages in terms of talent supply, annual wages, and employer demand, suggesting that the state is a hotspot of this kind of talent and the industry is thriving. There are **872 Colorado employees filling high-demand jobs in this sector who earn well above the annual thresholds that define Tier 1 and Tier 2 Top Jobs**. Retirement risk is lower than the national average, with **173 employees out of 872 who are 55 and older**.

The state's job market for these types of occupations is competitive, with unique job postings outpacing the national average by roughly double. **This sector experienced a notable growth rate of 141% between 2018 and 2023, and is projected to grow by an additional 42% between 2023 and 2028**. Between September 2023 and September 2024 there have been **879** unique monthly job postings related to this sector in the state.

State efforts to support workforce development in the clean energy sector include the creation of the Strengthening Photovoltaic and Renewable Careers (SPARC) Workforce Development Program, the development of a clean energy career pathways map, delivery of a Zero Emissions Vehicle (ZEV) Workforce Development Grant,[32] and cross agency partnerships between the Department of Labor and Employment and the Colorado Energy Office.



SPOTLIGHT:

Leveraging Federal Investments in Quantum

The U.S. Economic Development Administration (EDA) Tech Hubs Program was enacted as part of the CHIPS and Science Act of 2022. The Tech Hubs Program will invest directly in regions with the assets, resources, capacity, and potential to transform into globally competitive innovation centers in approximately 10 years, while catalyzing the creation of good jobs for American workers at all skill levels, equitably and inclusively.

In October 2023, President Biden announced the designation of the inaugural 31 Tech Hubs, including **Elevate Quantum**, a Colorado and New Mexico led Hub. Following this designation, EDA announced $504 million for 12 Tech Hubs, including a **$41 million award for Elevate Quantum in July 2024**.

> The Elevate Quantum Tech Hub seeks to solidify the region's global leadership in quantum information technology to enable progress in areas such as artificial intelligence, climate tech, and healthcare.

Tapping into regional expertise and assets, including leading national laboratories, this Tech Hub will bolster existing relationships between the regional research community and private sector to unlock transformative technologies needed to move quantum-based products to market.

The Elevate Quantum Tech Hub seeks to strengthen its quantum information technology sector by focusing on commercial-ready applications in sensing, computing, networking, and enabling hardware. The consortium aims to expedite lab-to-market translation by establishing globally unique quantum labs and fabrication facilities, reducing the time and cost of commercializing quantum innovation; lowering barriers to quantum entrepreneurship; and building a workforce ready to meet the needs of this growing sector.

EDA recommended this Tech Hubs receive grant funding of approximately $41 million to implement three projects, including:

- Constructing open-access quantum labs and fabs to enable rapid prototyping and low-volume manufacturing of critical quantum technologies;
- Providing inclusive workforce development programming across colleges, universities, and companies to ensure a skilled and diverse talent pool in the region; and
- Coordinating the consortium's overall strategy, stakeholder and investor engagement, and executive management to execute the Tech Hub's vision.

Elevate Quantum anticipates strong job growth to result from its efforts, with grants projected to support **11,000+ annual jobs** across Colorado, Wyoming, and New Mexico.[33] This will generate **~$910M in labor income**, positively impacting local families, and **~$1.2B in additional economic value**, yielding **over ~$2.1B in total output**.[34] [35]

Through its workforce development efforts, Elevate Quantum is focused on training individuals for jobs with family sustaining wages. Quantum is cutting-edge and requires a broad range of skills to sustain the quantum workforce. Nearly half of quantum jobs **don't require advanced degrees**.[36] Quantum-related jobs are high-paying, with the **average job paying over $125,000 per year**.[37] Elevate Quantum is partnering to dramatically expand community college and certification programs to provide access to quantum jobs.

In this next phase of work funded by the EDA and others, Elevate Quantum anticipates a variety of outcomes in advancing innovation, national security and clean energy applications, private sector successes and investment, as well as inclusion across all levels of the workforce and diverse areas of the state.

SUPPLY

Job Seekers in Colorado

Table 6 reports the leading skills that Colorado job seekers have between September 2023 and September 2024. Data reported is based on active online profiles statewide.

Table 6: Leading 10 Skills by Colorado Job Seekers - Technical Skills vs. Essential Skills: September 2023 - September 2024

Source: Chmura Econometric Modeling Platform, 2024.

Supplemental data for Table 6: Leading 10 Skills by Colorado Job Seekers - Technical Skills vs. Essential Skills: September 2023 - September 2024

Technical Skill Title	Online Profiles	Essential Skill Title	Online Profiles
Teaching/Training, Job	158,242	Supervision/Management	206,290
Sales	151,667	Communication (Verbal and written skills)	129,688
Marketing	105,040	Organization	119,992
Finance	85,979	Researching	96,415
Spanish	77,261	Customer Service	85,221
Health/Wellness	58,184	Cooperative/Team Player	76,215
Recruiting	54,045	Coaching/Mentoring	73,017
Social Media	41,947	Leadership	70,595
Accounting	36,128	Efficiency	63,319
Laboratory	36,023	Consulting	51,244

Relative to demand estimates reported in Table 5 in the previous section, many of the skills showcased by job seekers are misaligned with employer needs. Skills mismatches across Table 4 and Table 6 show supply and demand gaps across employers and job seekers. In terms of essential skills, data suggest deficiencies between labor market supply and demand.

Table 7 reports the top 10 software skills job seekers in Colorado have showcased on their online profiles between September 2022 and September 2024 (column 2) and compares them to the percentage of unique job postings with those listed skills during the same period (column 3).

Column 4 of Table 7 displays the projected growth rate in employer demand between September 2024 and September 2026. Any skills above 24% are considered to be **rapidly growing** as defined by Lightcast Econometric Modeling platform.[38] Skills with a projected growth rate between 15% and 24% are considered to be **growing**. Skills with a projected growth rate between 5% and 14% are considered to be **stable**.

Table 7: Leading Software Skills Showcased on Coloradan Job Seeker Profiles: Technical Skills vs. Essential Skills: September 2022 - September 2024

Source: Lightcast Econometric Modeling, Q3 2024.

Notes: Lightcast Econometric Modeling platform ensures to the best of its ability that no "double-counting" errors are included in the data represented in Table 7. Through this methodology, job ads are counted once if they are indicated as "unique," meaning that this posting by specific employer and occupation title has not been reposted on hiring platforms during an estimated timeframe. Thus, if an employer reposts a job position due to not acquiring the talent needed, Lightcast will not recognize that observation as a new/unique posting.

Supplemental data for Table 7: Leading Software Skills Showcased on Coloradan Job Seeker Profiles: Technical Skills vs. Essential Skills: September 2022 - September 2024

Technical Skill Title	% of Total Profiles	% of Total Postings	Projected Skill Growth: September 2024 - September 2026
Microsoft Office	12%	8%	18.5%
Microsoft Excel	10%	7%	17.7%
Microsoft Word	8%	2%	7.2%
Microsoft PowerPoint	7%	4%	26.1%
Microsoft Outlook	2%	4%	25.0%
Python (Programming Language)	2%	2%	24.5%
Salesforce	2%	1%	24.7%
SQL (Programming Language)	2%	1%	6.4%
Spreadsheets	1%	1%	22.2%
SAP Applications	1%	1%	21.6%

Certification Supply and Demand Across Job Seekers and Employers in Colorado

Certificates and short-term credentials offer unique educational and training opportunities that can meet individual advancement needs at different times throughout a worker's lifespan. Table 8 below reports the leading 15 certification data that job seekers showcase on their resumes relative to the certifications that employers require on job postings over this 12 month timeframe in Colorado.

Table 8: Leading 15 Certificates Attained by Colorado Job Seekers vs. Leading 15 Certificates in Demand by Employers: September 2024

Source: Chmura Econometric Modeling, Q3 2024.

Notes: Churma Econometric Modeling platform ensures to the best of its ability that no "double-counting" errors are included in the data represented in Table 8, Column 4. Through this methodology, job ads are counted once if they are indicated as "unique," meaning that this posting by specific employer and occupation title has not been reposted on hiring platforms during an estimated timeframe. Thus, if an employer reposts a job position due to not acquiring the talent needed, Chmura will not recognize that observation as a new/unique posting.

Supplemental data for Table 8: Leading 15 Certificates Attained by Colorado Job Seekers vs. Leading 15 Certificates in Demand by Employers: September 2024

Certificate Name - Attained by Job Seekers	Online Job Seeker Profiles (September 2024)	Certificate Name - Demand by Employers	Active Job Postings (September 2024)
Certification in Cardiopulmonary Resuscitation (CPR)	19,867	Basic Life Support (BLS)	27,631
First Aid Certification	16,529	Certification in Cardiopulmonary Resuscitation (CPR)	23,227
Basic Life Support (BLS)	10,261	Registered Nurse (RN)	19,407
Project Management Professional (PMP)	7,402	Secret Clearance	8,665
Certified Public Accountant (CPA)	5,761	Advanced Cardiac Life Support Certification (ACLS)	8,294
Registered Nurse (RN)	5,381	First Aid Certification	8,183
Certified ScrumMaster (CSM)	5,333	Commercial Driver's License (CDL)	5,215
CompTIA Security+ Certification	5,284	Certified Public Accountant (CPA)	4,447
Advanced Cardiac Life Support Certification (ACLS)	4,318	Licensed Practical Nurse (LPN)	4,264

Certificate Name - Attained by Job Seekers	Online Job Seeker Profiles (September 2024)	Certificate Name - Demand by Employers	Active Job Postings (September 2024)
Notary Public	4,005	Certified Nursing Assistant (CNA)	4,087
Licensed Professional Engineer	3,966	The American Registry of Radiologic Technologists (ARRT) Certification	3,617
Certified Nursing Assistant (CNA)	3,352	Licensed Clinical Social Worker (LCSW)	3,348
CompTIA A+ Certification (A+ Certification)	3,339	Licensed Professional Counselor (LPC)	2,994
Network+ Certification	3,139	Pediatric Advanced Life Support (PALS)	2,816
Six Sigma Green Belt Certification (SSGB)	3,057	Project Management Professional (PMP)	2,362

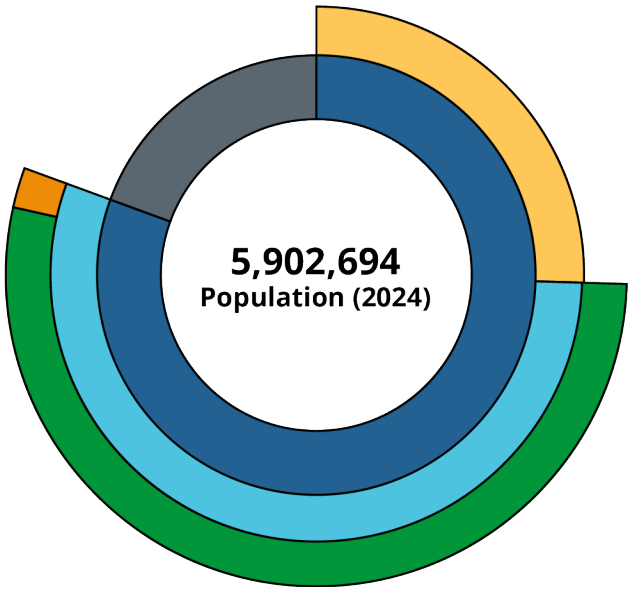
As of September 2024, 13 out of the top 15 in-demand certificates have demand greater than the supply of workers. The largest deficiencies are associated with the Health Care Industry. Project Management Professionals (PMP) and First Aid Certifications are the two certifications that stand out as surpluses across job seekers and employer demand.

Colorado's Labor Force & Population Update

Between 2018 and 2023, Colorado's population has increased by 3.1% , adding 178,684 new Coloradans. The population is expected to increase by roughly 2.2% between 2023 and 2028, adding 132,104 new Coloradans, with **the largest share of the population growth expected to be from the 65+ population. The high school aged population is expected to slow and decline over the next two decades due, in part, to declining birth rates**. Colorado is not unique in having an aging population. The United States is projected to, "shift the age structure of the population so that there will be more adults age 65 or older compared to children under age 18."[39]

As of June 2024, Colorado's population totals nearly 6 million, with 3,261,954 individuals participating in the labor force (see Figure 14 below).

Figure 14: Labor Force Breakdown: June 2024
Source: Lightcast Econometric Modeling, Q3 2024.
Table alternative for Figure 14: Labor Force Breakdown: June 2024



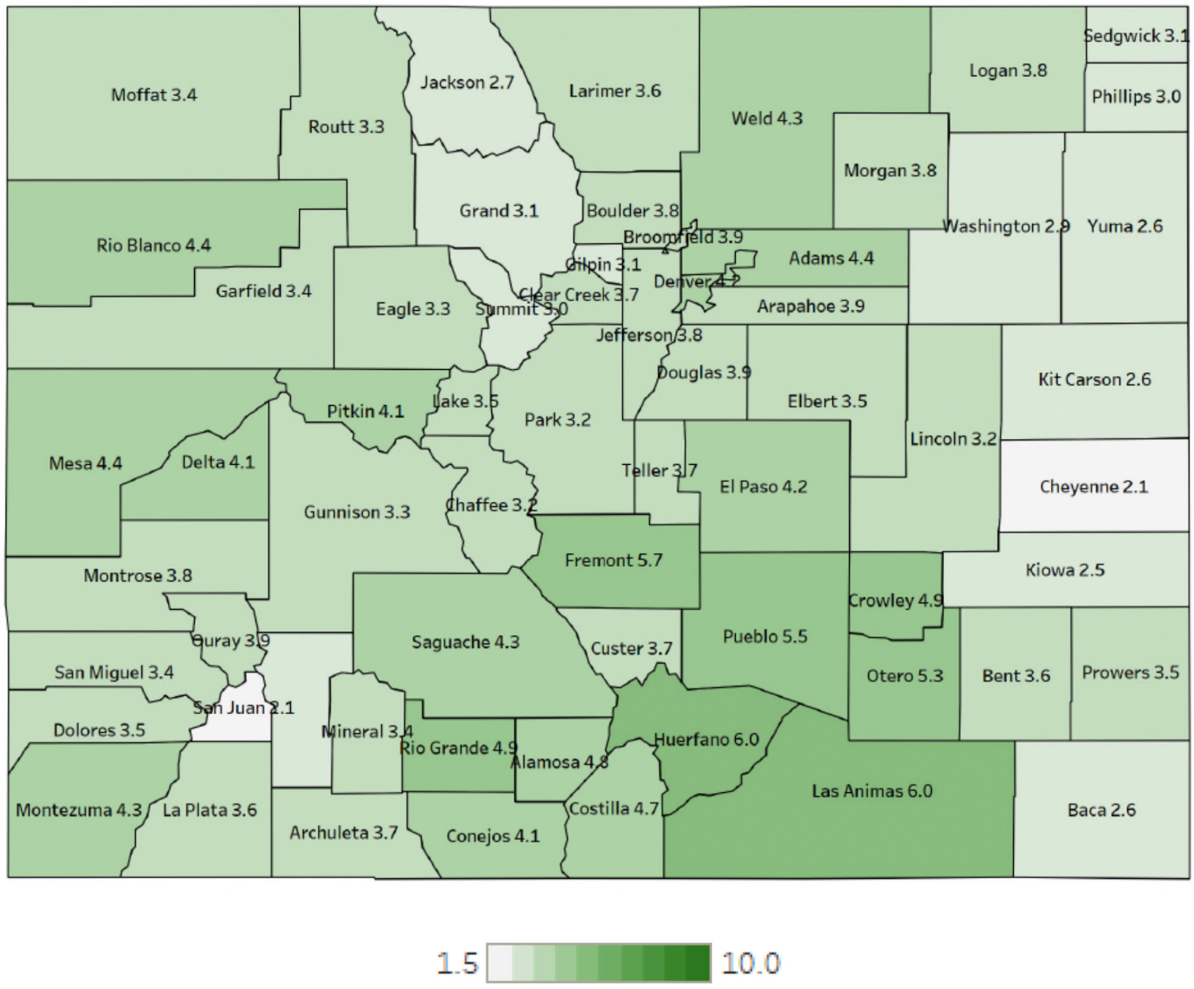
	Population
16+ Civilian Non-Institutionalized Population	4,756,102
Not in Labor Force (16+)	1,494,148
Labor Force	3,261,954
Employed	3,130,431
Unemployed	131,523
Under 16, Military, and Institutionalized Population	1,146,591

Unemployment rates are highest in rural areas of the state generally in the southeastern region (see Figure 15). Interestingly, the counties associated with the lowest unemployment rates are also considered rural, with San Juan and Cheyenne counties both reporting a **2.1%** unemployment rate. Data estimates also suggest that rural counties furthest east of the state have lower unemployment rates relative to other regions of Colorado, with many counties rates ranging between **2.1% and 2.9%**. Unemployment rates associated with metropolitan counties along the front range vary between **3.1% and 4.0%**.

Figure 15: County Unemployment Rates: June 2024

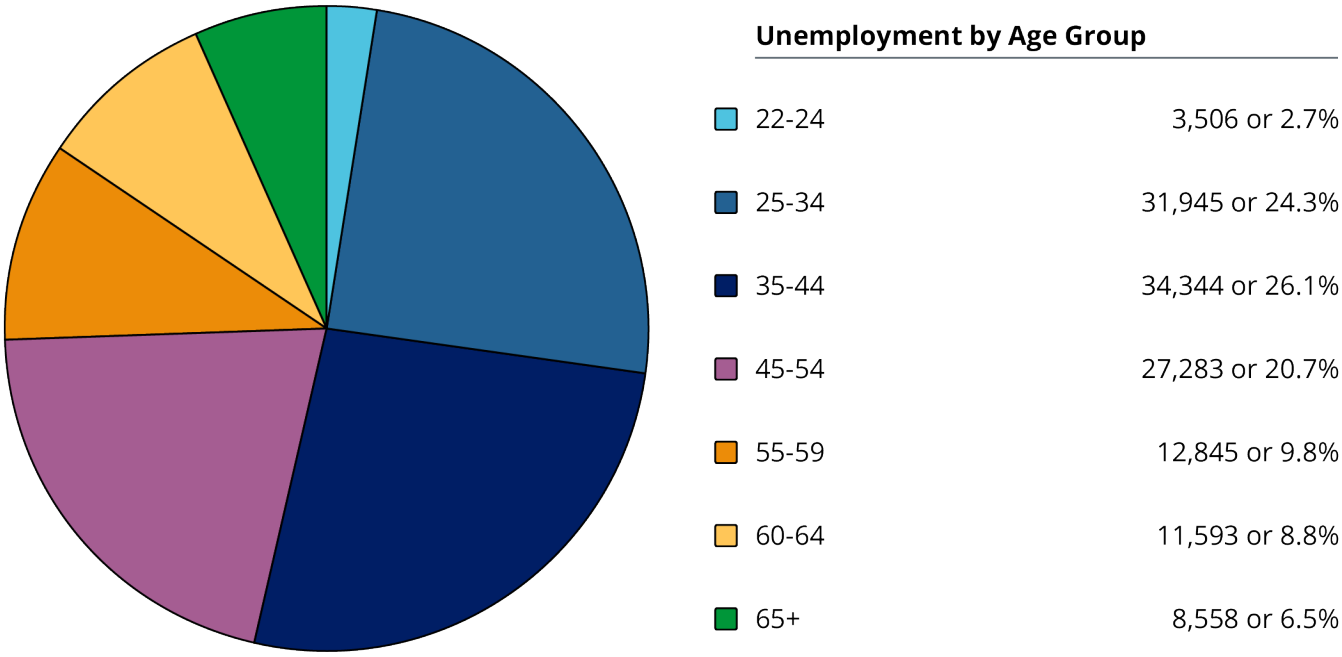
Source: Office of Labor Market Information (LMI), CDLE, 2024.

Notes: Data is not seasonally adjusted. Because the data has not been seasonally adjusted, some of the variance between counties may simply reflect seasonal variation. Explore CDLE's accessible unemployment rates by county in a table format.



When disaggregating unemployment by age groups, data indicates that the largest share of unemployed people is composed of individuals between **35-44** (see Figure 16).

Figure 16: Share of People Unemployed by Age: June 2024
Source: Lightcast Econometric Modeling, Q3 2024.
Table alternative for Figure 16: Share of People Unemployed by Age: June 2024



According to the Current Population Survey (CPS), when disaggregating unemployment by race and ethnicity,[40] unemployment rates by Coloradans ages 16+ between September 2023 and August 2024 are the following:

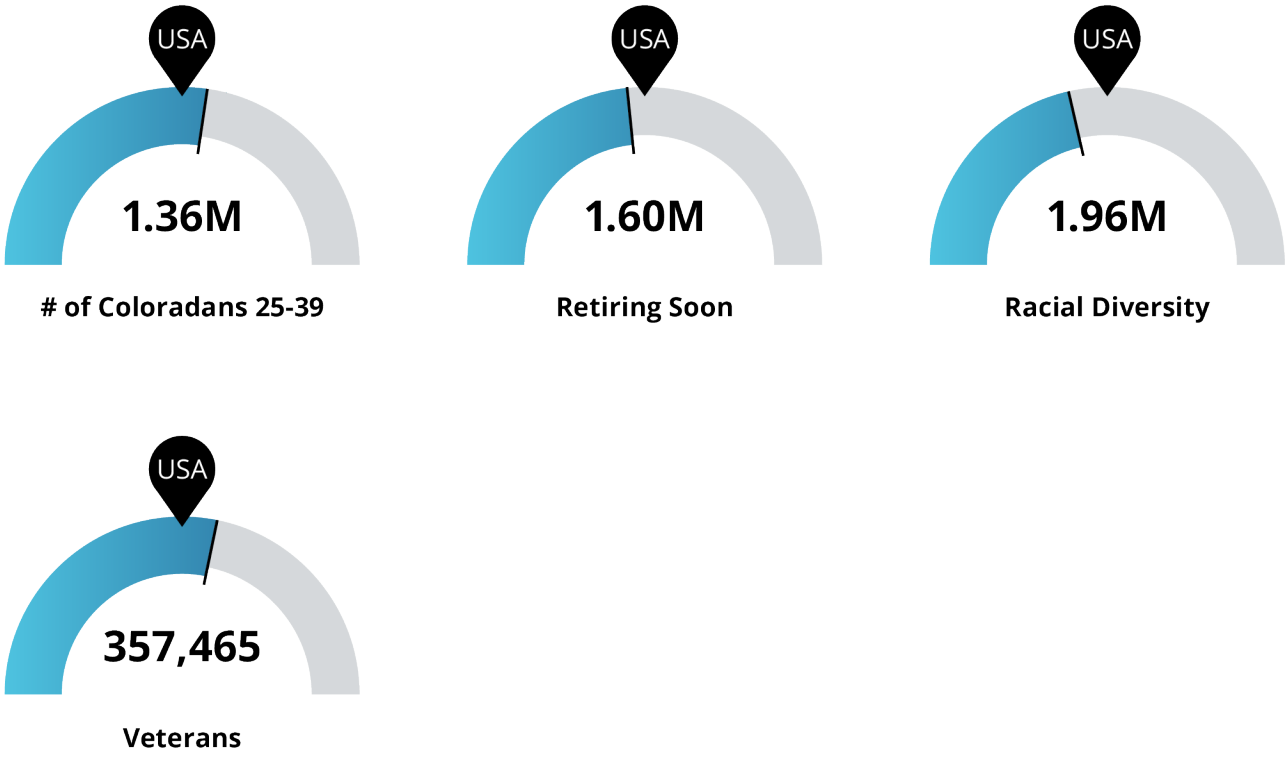
4.9%	7.6%	3.5%
Hispanic or Latino:	Black or African American:	White

Colorado's Population Characteristics

Figure 17 displays some prominent attributes of Colorado's population relative to national averages. As of September 2024, Colorado has 1,358,582 residents ages 25 through 39. This is an important group for Colorado's labor market, as individuals within this age group fall within the traditional "prime working age" bracket.[41] The national average for an area this size is 1,187,465. Thus, Colorado's 25 - 39 population is **13%** larger, on average, relative to other areas of similar size.

The national average of people 55 or older for an area this size is 1,750,121, while there are 1,597,894 here. That means the retirement risk in our workforce is about **average** in the state relative to the nation. While retirement levels are relatively normal as of 2024, projections from the Colorado State Demography Office estimate that over the **next five years, there will be 200,000 additional retirements in the state, as the share of Coloradans 55 years and older continues to increase**.

Figure 17: Colorado's Population Components Compared to National Averages: September 2024
Source: Lightcast Econometric Modeling, Q3 2024.
Table alternative for Figure 17: Colorado's Population Components Compared to National Averages: September 2024



Projections from the Colorado State Demography Office estimate that Colorado's population will grow significantly more racially and ethnically diverse in the upcoming decade. The national average for an area this size is 2,401,618 individuals who identify as Black or African American; Hispanic or Latino; Asian; American Indians or Alaska Native; or Native Hawaiian or Other Pacific Islander, while there are 1,958,048 in Colorado.

As of September 2024, Colorado has 357,465 veterans which represents about **9%** of the total state population.[42] Approximately **13,000 veterans in Colorado** are currently seeking employment and are unable to be placed in the workforce. The national average for an area this size is 298,557.

Inbound and Outbound Migration

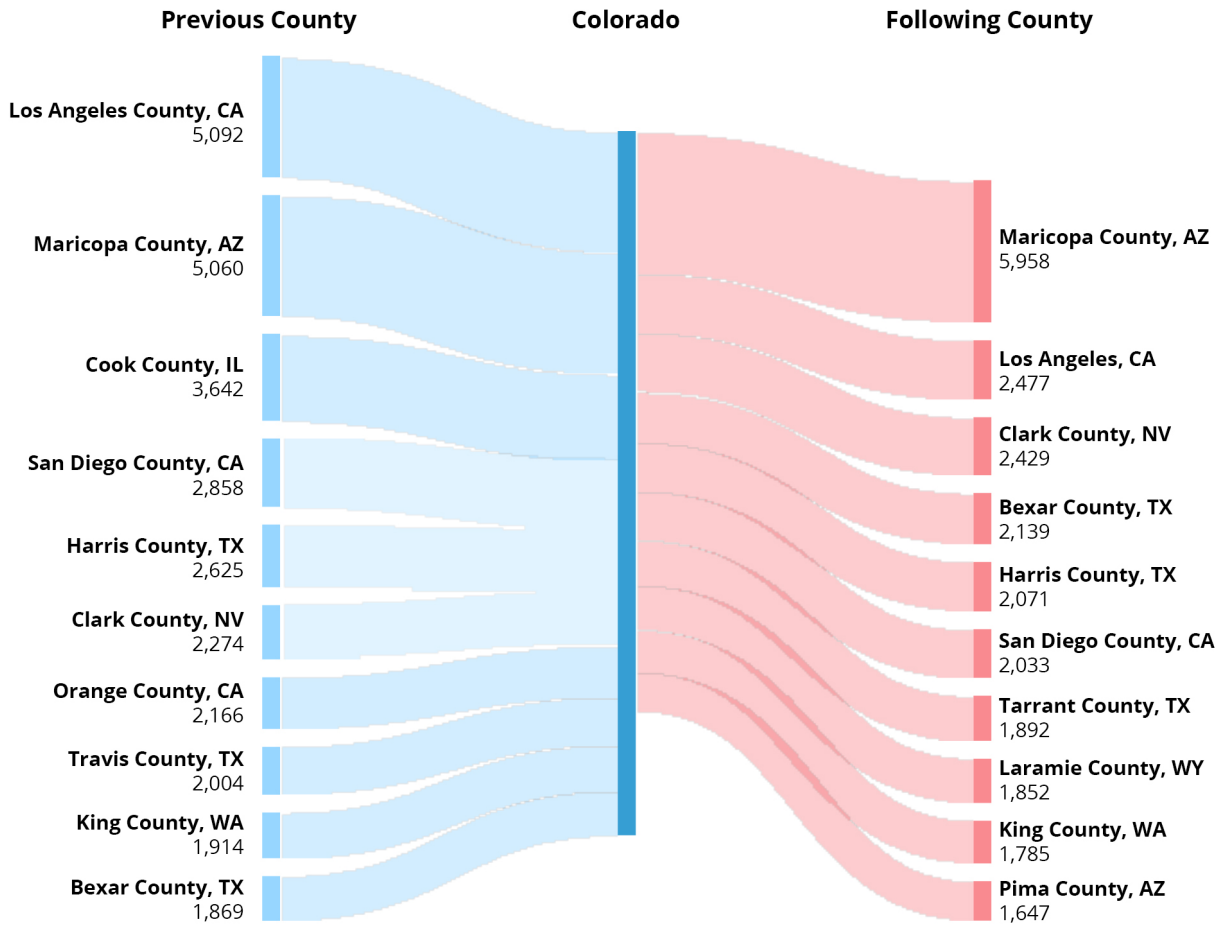
Figure 18 analyzes past and current residents of Colorado. The left column shows residents of other counties migrating to Colorado. The right column shows residents migrating from Colorado to other counties.

Figure 18: Inbound and Outbound Migration: 2021

Source: Lightcast Econometric Modeling, Q3 2024.

Note: Data used to populate this figure is sourced from 2021, which is the most recent year with data available.

Table alternative for Figure 18: Inbound and Outbound Migration: 2021



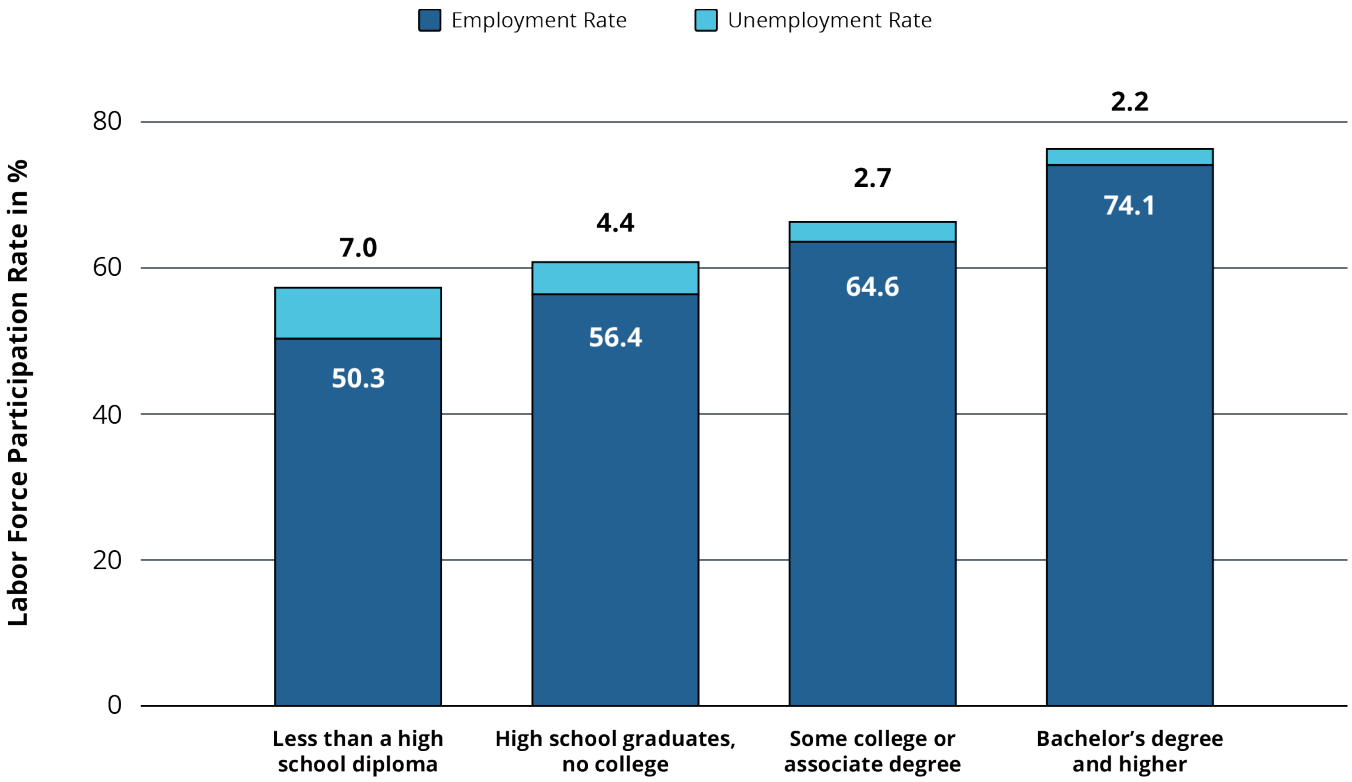
The total net migration for Colorado in 2021 was slower than prior years. During 2021, **5,092** people migrated from Los Angeles County, CA, to Colorado. In the same year, **5,958** people left Colorado migrating to Maricopa County, AZ.

As birth rates continue to slow in the state, there is **a greater need for higher net migration to satisfy the workforce demand and ensure long-term economic growth**. According to the State Demography Office, in-migration a decade ago averaged to 74,000 people per year and, as of October 2024, has declined to fewer than **27,000**. This is critical, given that Colorado has long been a net importer of talent.[43]

Post-secondary Educational Attainment and Training in Colorado's Talent Pool

Mirroring current national trends, statewide data collected by the Current Population Survey (CPS) illustrates a contrasting relationship between employment and education level. Figure 19 shows the Colorado employment and unemployment rates by post-secondary attainment. The data reported in this figure displays an inverse correlation between education and unemployment in Colorado during 2023 and 2024 – thus, **as Coloradans further their educational attainment, they are more likely to be employed and less likely to be unemployed**. This suggests that the more education and training a Coloradan gains, the more likely they are to participate in the labor force.

Figure 19: Employment Status of Coloradans Ages 25+ by Educational Attainment, April 2023 - March 2024
Current Population Survey (CPS), 2024.
Table alternative to Figure 19: Employment Status of Coloradans Ages 25+ by Educational Attainment, April 2023 - March 2024



Individuals with less than a high school diploma or equivalent are more than three times more likely to be unemployed compared to those with a bachelor's degree or higher. Coloradans who have completed a high school education or equivalent are two times more likely to be unemployed relative to those who have completed a bachelor's degree or higher.



SPOTLIGHT:

Career and Technical Education (CTE) Programs for Workforce Readiness



There are approximately **351,066** learners who are participating in Colorado's Career and Technical Education (CTE) programs that ready them to join the talent pool. This number is broken out by K-12 and adult students below:

276,290

students (K-12) are enrolled in CTE programs in 401 Coloradan high schools; and

74,776

students are enrolled in 18 community college CTE programs.

CTE programs train individuals to be workforce ready through the development of necessary knowledge, essential and industrial skills, and abilities required to succeed in the workplaces. Because these programs are specifically designed to create strong partnerships between learners and industry representatives while educating students on their local community's needs and future talent landscape, it is possible **many CTE completers will stay in Colorado and its workforce after graduating**.



SPOTLIGHT:

New Americans in Colorado

As defined by state law, New Americans are immigrants, refugees, and their children. This definition welcomes an inclusive and highly diverse representation of immigrants and refugees. New Americans in Colorado represent nearly 10% of the state's population and over 83% of Colorado's New Americans are of working age. New Americans have incredible talents and, if engaged, can fill critical workforce gaps to positively impact Colorado's economy.

Over 12% of Colorado entrepreneurs have immigrant or refugee backgrounds and their businesses hold approximately $1.8 billion in total business income. New Americans are educated; 34% of Colorado's immigrants and refugees aged 25 and older hold an advanced degree (bachelor's or higher) and 79% report being proficient in English.

New Americans working in Colorado represent:

- Nearly **21%** of the construction labor force
- Over **21%** of home health-aides and 8% of nurses
- Over **11%** of STEM workers

As our colleges and universities prepare for new cohorts of students, it is important to seriously consider the diversity of New Americans in Colorado. Nearly 10,000 international students in Colorado account for over $392 million in economic contributions to the economy and support over 3,600 jobs. Engaging with this talented pool of educated young professionals could present many opportunities.

Colorado's diverse New American-led households bring an estimated $2 billion in contributions to state and local taxes annually and hold a spending power of over $19 billion and there are opportunities to increase these numbers. States across the U.S. are seeking ways to improve career integration pathways for New Americans and Colorado continues to innovate and there are opportunities yet untapped. For example, Colorado's Integration of International Medical Graduates program creates a pathway for international medical professionals to address gaps in our healthcare workforce while honoring U.S. medical standards. With over 20% of Colorado's New Americans aged 25 and older with at least a bachelor's degree, there is an opportunity to innovatively integrate internationally trained professionals into various skilled or technically trained professions.

This past year, Colorado has experienced a migration influx, some of these individuals will migrate to other states and many will remain and establish Colorado as their new home. With Colorado's need to fill essential roles in many industries, there is opportunity for many of our new Coloradans to fill a range of critical workforce gaps and to positively impact Colorado's economy and growth.

STRATEGIES

PROGRESS UPDATE ON WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) STRATEGIES

In July of 2024 the US Departments of Labor, Education, and Health and Human Services approved Colorado's four year plan for talent development activities under the Workforce Innovation and Opportunity Act. While that act does not govern all of the education and workforce programs that are publicly funded in Colorado, the vision outlined by the WIOA state plan harmonizes many lanes of effort. Colorado has made progress toward that vision by pursuing workforce development strategies that advance Affordability, Equity, Quality, and Access goals.



Strategic Priority:

Increase AFFORDABILITY of career-connected education and training for Coloradans of all skill levels who have completed or left the K-12 education system

Challenges and perceptions around rising higher education costs have escalated statewide efforts to make **higher education within reach for all households regardless of income**. In 2024, legislative actions in Colorado have made it possible for middle- and lower-income households to have access to affordable/no-cost burden options for learners. Specifically, under HB24-1340, eligible students working towards their first 65 credits in certificate, associate, and bachelor's degree programs at Colorado's public institutions will benefit from a refundable state income tax credit (starting in the academic year 2024-25 and tax year 2025) that covers tuition and fees for those with annual family incomes of $90,000 or less. This legislation, called **Colorado Promise: Two Free Years of College Expanded, reimburses the cost of tuition and fees for the first two years of a post-secondary degree** for Colorado students who fall within this income bracket.

This funding is available for students who attend any public post-secondary institution within the state, including community colleges, four-year colleges and universities, area technical colleges, and local district colleges. In addition to this tax credit program, many public institutions have recently developed promise programs, which cover a student's tuition and/or fees up front for those who fall below a certain income threshold. Learn more about both the tax credit and institutional promise programs on the CDHE website.

Learn more about complementary legislation passed this year surrounding post-secondary affordability options available to all Colorado learners:

- **Student Educator Stipend Program** (HB24-1290); and
- **EmpowerEd** (HB24-1403) - Financial aid for students who experienced homelessness.

Strategic Priority:

Enhance ACCESS to programming by creating more seamless connections between high school, post-secondary education, and the workforce

Colorado is a national leader in connecting education and workforce systems. In recent years, the State has worked with educational and industry partners to diversify pathways between high school graduation and post-secondary enrollment. Starting with the students whose anticipated year of high school graduation is 2029,[44] 100% of graduating students will have achieved at least one of the following:

- Earned a quality, in-demand non-degree certification
- Earned 12 college credits that count toward a post-secondary credential
- Participated in one high-quality work-based learning (WBL) opportunity (from the Learning Through Work and Learning at Work sections of the Work-based Learning Continuum)

Now learners in high school are provided with vast opportunities to receive post-secondary education and industry-recognized quality credentials.

Career and technical education (CTE), Colorado's Concurrent Enrollment Programs, the Career Development Incentive Program, and other programs support Colorado K-12 learners with options to receive college credit, industry certifications, and work-based learning experiences while in high school.



Findings from a 2023 CDHE legislative report provided the following statistics:

- **Forty-four percent** of high school graduates completed a CTE program during their time as a K-12 learner, receiving a post-secondary and/or industry-recognized training credential.
- **Eighty-six percent** of dual enrollment students completed college credits as part of the state's Concurrent Enrollment program.
- A total of **2,172** graduates completed a credential in high school during 2021, with the number of high school graduates graduating with an industry-recognized credential increasing by more than **1,185%** in the past 13 years.

Embedding credential and credit attainment opportunities in high school is a critical strategy Colorado is pursuing to increase access to workforce development opportunities. During the 2024 legislative session, several new bills passed to increase access to high quality workforce development by blurring the lines between high school, post-secondary, and the workforce:

- **Education-Based Workforce Readiness** (HB24-1364) - funds the development of a statewide longitudinal data system to track the success of programs from early childhood education through college and into careers.
- **Credential Quality Apprenticeship Classification** (SB24-143) - requires the state to adopt the International Standard Classification of Education (ISCED) and align models of education and training to skill acquisition and competency. This will create equivalencies between traditional and non-traditional credentials and learning experiences that can translate to employers looking for skilled talent.
- **Financial Incentives Expand Apprenticeship Programs** (HB24-1439) - provides tax credits to employers in new and emerging industries who hire apprentices in Registered Apprenticeship Programs. It also provides funding for grants to Qualified Apprenticeship Intermediaries and to organizations looking to launch or expand a Registered Apprenticeship Program for employers who are scaling up these efforts.
- **Career & Technical Education & Apprenticeships** (SB24-104) - mandates that the Office of the Future of Work (OFW) at CDLE and the CTE Division of the Community College System work together to create statewide advisory boards to connect CTE Programs and competencies to Registered Apprenticeship Programs. This will expand the number of aligned pathways to get students into work-based learning and prioritizes fields identified in the Talent Pipeline Report.

> Aligning CTE and Registered Apprenticeship Programs provides seamless transitions between high school, post-secondary education, and the workforce in Colorado that ensures learners move from education and training to well-paying jobs.

Strategic Priority:

Increase the QUALITY of upskilling opportunities, jobs, and career pathways

Reskilling, Upskilling, Next-skilling

CDLE's Reskilling, Upskilling, Next-skilling (RUN) workers program helps COVID-impacted individuals access training to earn an industry-recognized credential, in accordance with HB21-1264. For some, this means returning to school to earn an additional credential or license to advance them in their current career—such as a Licensed Practical Nurse enrolling in training to become an RN, which increases both earning potential and career opportunities.

For others, the RUN program assists them in pursuing a new career path that allows them to earn more working in a field they love, which includes persons seeking training to receive a Commercial Driver's License, forest conservation work, or protective services. The only requirement to enroll? The individual must have experienced negative economic effects as a result of the pandemic, and have a desire to re-enter the workforce.

As of August 2024, **RUN programs have enrolled 5,710 individuals in vocational training, resulting in 4,629 Coloradans completing training programs**, and several hundred still working towards completion. RUN programs have an **81.1%** completion rate and have grown enrollment by nearly **4%** between June 2024 and August 2024. The majority of enrollments are associated with Heavy and Tractor-Trailer Truck Drivers, RNs, and Nursing Assistants - three occupations that are high-need, high-demand in Colorado.

RUN funding has also enabled many Coloradans to access digital literacy training, workforce readiness classes, and even programs to earn a high school equivalency diploma. While a large portion of RUN enrollees are based in metropolitan areas, the program has seen several hundred trainees in rural Colorado.



If you are interested in learning more about the RUN program, or to learn more about the comprehensive services offered in local workforce centers, visit this page to find the workforce center closest to you.

By the Numbers

Colorado's Public Workforce System Impact

137,928

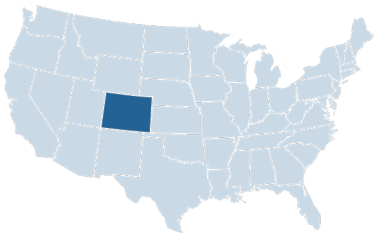
Job seekers utilized the public workforce system in PY2023

65%

of job seekers from the prior year were successfully employed six months after accessing services

6,320

Businesses were served by the public workforce system in PY2023



59,211

in-person services through our statewide network of workforce centers, such as resume assistance and interview skills in PY2023

6,761

individuals were enrolled in more extensive training programs in PY2023

660,504

jobs posted

71%

employment rate for individuals enrolled in WIOA programs in PY2023

If you are interested in learning more about the comprehensive services offered in local workforce centers, find the workforce center closest to you.

Paving Access to Careers and Employment (PACE)

Colorado's SNAP Employment and Training program, known as Employment First (EF), promotes long-term self-sufficiency and independence by preparing SNAP applicants and recipients for meaningful employment through work-related education and training activities. Every year, approximately 40,000 (0.1%) SNAP recipients and applicants in Colorado are determined to be work-ready by county human services department's eligibility technicians. These individuals receive information and referrals from their eligibility technician to employment and training resources, Including Employment First (EF). However, only 17.5% engage in the EF program. Currently, the EF program is administered in Colorado counties at local county human/social services offices and through community organizations around the state, known as Third-Party Partners.

The Colorado Department of Human Services (CDHS) and the Colorado Department of Labor and Employment (CDLE) have collaborated to develop and fund the Paving Access to Careers and Employment (PACE) Program utilizing [Workforce Enterprise Funds (WEF), formerly] Supplemental Employment Support Funds (ESF) and Colorado's Employment First funding.

This will enable Program Ambassadors to provide Supportive Services that will increase the number of SNAP applicants and recipients that engage and enroll in ESF or other local employment and training programs. PACE will leverage existing expertise in Colorado's workforce development system and build upon already established employment and training-focused partnerships to assist SNAP clients in reducing significant employment barriers, such as lack of childcare or stable housing, to become economically self-sufficient.

Engaging Businesses in Regional Solutions

Another recently-passed law that will enhance the quality of workforce training is **Opportunity Now Regional Talent Summits & Tax Credits** (HB24-1365). This law aims to support Colorado's workforce system by resolving labor market supply and demand gaps through regional talent summits hosted across the state where employers, training providers, economic developers, and educators can work collaboratively to outline the programs and resources needed to address industry-specific regional workforce shortages. This bill also created a workforce shortage tax credit to support employers with acute workforce demand as a result of the game changing federal investments of the IIJA, IRA, and CHIPS Act. The tax credit will help employers cover the costs of facilities and equipment needed to train the workforce that will deliver on our national construction, clean energy, and advanced manufacturing goals.



Strategic Priority:

Increase EQUITABLE economic opportunity for individuals who experience barriers based on race, ethnicity, gender, ability, age, zip code, and/or socioeconomic status

2024 Efforts from the Office of New Americans (ONA)

The Office of New Americans (ONA) at CDLE serves as the point of contact for state agencies, the business community, and the public to advance the seamless integration and inclusion of New Americans in Colorado.

It is estimated that just over 1% of individuals receiving WIOA services in Colorado are New Americans. With New Americans representing nearly 10% of Colorado's total population and nearly 83% of those are working age, ONA is dedicated to and actively engaged in implementing strategies across the state's workforce ecosystem to address this inequity.

POLICY RECOMMENDATIONS

Colorado has made significant investments in workforce development over the course of the last decade. These investments have blurred the lines between K-12, higher education, and workforce training; improved the accessibility of training by providing free credential opportunities and promoting additional modes of training like apprenticeship; and strengthened demand-driven approaches to talent development. The Colorado Talent Pipeline Report builds off of a portfolio of work across the public, private, and nonprofit sectors; makes sense of these efforts; and suggests where there are new opportunities to support Colorado learners and businesses succeed in the talent marketplace.

During the 2024 legislative session, Colorado lawmakers passed several bills to strengthen our state's talent development ecosystem. Items directly connected to the policy recommendations in last year's Talent Pipeline Report include authorizing a statewide longitudinal data system (HB24-1364) and expanding the Opportunity Now program through new tax credits and talent summits (HB24-1365). The themes brought forth last year continue to be relevant as state agencies move into implementation of these pieces of legislation, and two of those themes are carried forward this year: 1) Strengthen Support for Employers' Talent Development, and 2) Increase the Availability of Career-connected learning opportunities.

In order to continue expanding Colorado's talent pipeline and to support economic growth, three recommendations are being brought forward.

Recommendation One:

Strengthen support for employers' talent development

Colorado's strong record of economic growth over the past 15 years is due in part to our focus on demand-driven talent development strategies. The current pace of change and need for skill development can at times, however, run faster than the necessary timeline for curriculum development in many educational settings. Employers are often best positioned to inform upskilling programs for their specific industry, and our state benefits when business and industry are co-producers of talent with education and skill development partners.

The Regional Talent Summits Act, established by House Bill 24-1365, aims to address workforce shortages by convening state and regional stakeholders to discuss the economic and workforce needs of Colorado's diverse communities. This program will bring together regional industry, business associations, community-based organizations, talent development practitioners, local workforce centers, local education providers, institutions of higher education, and state agencies to identify and prioritize the skills needed in a particular community. These convenings will build important local relationships to ensure that skill development is aligned to economic development goals and real business needs. One objective of these convenings is to produce two and five year tactical plans that develop career pathways in specified fields facing regional workforce challenges. These plans will be shared in future Talent Pipeline Reports and used to inform additional state policy work.

In addition to strengthening business' voice in talent development, these summits will also help create stronger links between the state and local implementers. The summits will be led by regional hosts, who will help identify the right changemakers in their community and carry partnerships forward. Regional hosts will also contribute to an annual progress report by working with their local workforce board to track outcomes from the summits. By working in concert with well organized local contributors, the state will be better positioned to execute workforce policy in the future.

We recommend that legislators stay attuned to the work of these summits and the plans that will be developed to inform future policy work.

Recommendation Two:

Increase the availability of career-connected learning opportunities

Policy makers have championed several bills over the past four years that are transforming the pathways from secondary education to the workforce. We encourage the legislature to continue its support of the statewide longitudinal data system and to act on the recommendations that will be brought forth in the financial study on post-secondary and workforce readiness programs. The continuous improvement of programs that serve Colorado's youth will strengthen our supply of talent and enhance Colorado's economic competitiveness. As legislators consider additional actions beyond those already in motion, the report released in December 2023 by the Secondary, Post-secondary and Work-Based Learning Integration (1215) Task Force provides the best roadmap for actions supported by a wide array of stakeholders in the system.

Recommendation Three:

Ensure the Design of Colorado's talent development ecosystem is optimized for innovation, governance, and results

Federal and state legislation that guides workforce development, education, and skill development is scattered across multiple agencies, divisions, and offices. Guidance and funding then comes into our state through a web of agencies and service providers who are connected by formal and informal agreements. While Colorado's education and training system has helped thousands of Coloradans attain the skills they need for the jobs they want, there are opportunities to break down silos and make the system more efficient, high performing, responsive to industry, and user centered. Additional analysis should be done to identify where Colorado's education and training system can reduce barriers for learners, earners, and employers.

As chair of the National Governors Association, Governor Jared Polis announced his **Let's Get Ready! Initiative** in 2024. This initiative is helping Governors address economic opportunities and challenges in order to advance economic mobility for Americans. Let's Get Ready! focuses on how Governors can better measure outcomes in the education and workforce system to tackle shortages in the workforce, skills mismatches, and widening opportunity gaps. This initiative, much like the Talent Pipeline Report, asks thoughtful questions about how to evaluate an education and workforce development system that is more deeply connected, focused on outcomes, and aligned to the needs of our economy. Learn more about Governor Polis's NGA initiative.

APPENDICES

APPENDIX A:

2024 Colorado Top Jobs Statewide

APPENDIX B:

2024 Colorado Top Jobs by Region

APPENDIX C:

2024 Sector Strategies Update

APPENDIX D:

Career Development Incentive Program (CDIP) List of Approved Programs - HB16-1274

APPENDIX E:

Post-secondary and Workforce Readiness (PWR) Coordinator Update, HB15-1770

APPENDIX F:

Career Pathways Annual Report - HB15-1274

APPENDIX G:

2024 My Colorado Journey Progress Report

APPENDIX H:

PY23 Workforce Innovation and Opportunity Act (WIOA) Annual Report

APPENDIX I:

2024 Update on Reskilling, Upskilling, and Next-skilling (RUN) – HB21-1264

Please visit cwdc.colorado.gov/talent-pipeline-report to access this year's appendices.

REFERENCES

1. For comparison, total nonfarm employment growth rates for Colorado and the U.S. a year prior were 3.0 percent and 2.4 percent, respectively.
2. Office of Labor Market Information, CDLE, 2024.
3. Office of Labor Market Information, CDLE, 2024.
4. Office of Labor Market Information, CDLE, 2024.
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7. Job Growth by State, Seidman Institute, Arizona State University, 2024.
8. Office of Labor Market Information Tableau Dashboard, CDLE, 2024.
9. Colorado Sun, August 2024.
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12. Lightcast Econometric Modeling, Q3 2024; Bureau of Labor Statistics (BLS), 2024.
13. Colorado Sun, June 2024.
14. Post-secondary Employment Outcomes Explorer (PSEO), 2024.
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17. Colorado Sun, June 2024.
18. Bureau of Labor Statistics News Release, August, 2024.
19. Bureau of Labor Statistics News Release, August, 2024.
20. Chmura Econometric Modeling, Q3 2024.
21. Colorado Department of Labor and Employment, Office of Labor Market Information.
22. An industry-specific regional partnership led by business in partnership with economic development, education, and workforce development.
23. Based on the Standard Occupational Classification System (SOC) Code.

24. Lightcast Econometric Modeling, Q3 2024.

25. The Lumina Foundation defines post-secondary education as learning that takes place after high school, and includes degrees, certificates, and industry certifications.

26. Nonfarm payroll jobs estimates are based on a survey of business establishments and government agencies, and are intended to measure the number of jobs, not the number of people employed.

27. **Colorado's 2024 medium-wage industries include:** Construction; Manufacturing; Transportation, Warehousing, and Utilities; Real Estate, Rental, and Leasing; Private Health Care and Social Assistance; State Government; and Local Government.

28. **Colorado's 2024 low-wage industries include:** Retail Trade; Administrative and Support and Waste Management Services; Private Education Services; Arts, Entertainment, and Recreation; Accommodation and Food Services; and Other Services.

29. Common Sense Institute, August 2024.

30. Lightcast Econometric Modeling, Q3 2024.

31. From Xcel, the largest utility in Colorado, "We've added nation-leading amounts of clean energy to the grid, which saves customers money because wind and solar generate electricity without fuel costs. From 2017 through 2022, the company's wind farms alone saved customers $3 billion in avoided fuel costs and tax credits."

32. codot.gov/programs/innovativemobility/grants

33. Includes direct, indirect, and induced employment as measured in job-years. Job-years is a unit of measure used by BLS and BEA to capture the mix of full-time, part-time, and seasonal employment.

34. Economic impact estimates of output based on change in industry output from industry activities expressed based on different variables, such as jobs created, labor income, other property income, taxes on production and imports from IMPLAN software

35. OEDIT Press Release July 2, 2024

36. IMPLAN and validated with employer surveys

37. IMPLAN and validated with employer surveys

38. Lightcast skill projection growth categories are determined by comparing the forecasted 2-year change in national demand of individual skills with the forecasted 2-year change in national demand for all skills.

39. U.S. Census Bureau

40. Due to constraints of data demographics specific to the CPS, we are unable at this time to report on additional race/ethnicity demographics here.

41. Colorado's prime age (25-54 year olds) labor force participation rate is consistently higher than that of the United States, ranging between 1.2 percentage points higher (2000) and 4.2 percentage points higher (2017, 2019, and 2021).

42. Lightcast Econometric Modeling, August 2024.

43. Census Job-to-Job Explore (J2J), 2024.

44. Colorado Department of Education Strategic Plan



2024 Colorado Talent Pipeline Report

Produced by the Colorado Workforce Development Council

coworkforcecouncil.com | cwdc@state.co.us | @the_cwdc

INCENTIVES

As a business looking to expand in Colorado, we've got your back with these tax credit, funding, and job training programs to support your growth and expansion.

Job Growth Incentive Tax Credit: This program provides a state income tax credit equal to 50% of the Federal Insurance Contributions Act (FICA) paid by the business on the net new job growth for each calendar year in the credit period.

Location Neutral Employment Incentive: This program provides companies that will be approved for a Job Growth Incentive Tax Credit with an additional cash incentive for each remote worker employed in an eligible rural county.

Strategic Fund Job Growth Incentive: This incentive gives a cash payment to companies that create and maintain new permanent jobs in Colorado for one year.

Skill Advance Colorado Job Training Grant: A customized job training program that focuses on companies relocating to or expanding in Colorado and provides funds to net new hires.

Advanced Industries Accelerator Program: These programs support job creation and innovation for businesses creating advanced technologies and operating in one of Colorado's seven advanced industries.

Rural Jump-Start Tax Credit: This tax credit helps new businesses start in or move into rural, economically distressed areas and hire new employees.

Enterprise Zone Program: In designated enterprise zones, businesses are eligible for state income tax credits and sales and use tax exemptions for specific business investments.

We offer over 100 programs and funding opportunities to businesses within our state. Review our full directory of programs to get insight into the support we can provide your business after you have chosen Colorado as your home.

Job Growth Incentive Tax Credit | Colorado Office of Economic Development & International Trade (choosecolorado.com)

JOB GROWTH INCENTIVE TAX CREDIT

For: Businesses considering interstate competitive expansion or relocation projects in Colorado
Type: Tax credit
Amount: Up to 50% of FICA per net new job, subject to statutory considerations
Time period: 8 years

The Job Growth Incentive Tax Credit is an eight-year job creation incentive and provides a state income tax credit equal to 50% of the Federal Insurance Contributions Act (FICA). It is paid by the business on the net new job growth for each calendar year in the credit period.

This incentive supports competitive, multi-state or country relocation and expansion projects. It is performance-based, meaning companies that underperform in job creation or wages will not receive the total credit amount.

If the issued tax credits exceed the business's income tax liability for the tax year in which the credit is being claimed, the amount of the unused tax credit will not be given as a refund. However, it may be carried forward and applied in each of the 10 succeeding income tax years. The tax credit must be applied to the earliest tax return possible.

ELIGIBILITY

Companies need to:

- create at least 20 net new jobs in Colorado during the credit period with an average annual wage of at least 100% of the **county's average annual wage** where the project will be located
- consider at least one other state or international market for the project
- acknowledge receipt of the credit as major factor in its decision to locate in Colorado

To qualify, the project needs to:

- be able to reasonably and efficiently locate the project outside of Colorado
- have a reduced probability of commencing in the state without this incentive
- be actively considered in multiple states and/or countries, meaning additional qualitative and quantitative information that supports the competitiveness of the project may be requested

A business may not start or announce the proposed project in Colorado, including locating or expanding in the state, hiring employees related to this project, executing a lease agreement, or making material expenditures for this project, until a final application has been submitted and approved by the **Economic Development Commission** (EDC).

Once approved for the tax credit:

- all net new jobs must be maintained for at least one year after the positions are hired
- minimum average annual wage will be set when the project is approved and does not change for the term of the incentive and credit period

Businesses already receiving a **Strategic Fund Job Growth Incentive** may not receive a Job Growth Incentive Tax Credit for the same permanent net new jobs.

Enhanced Rural Enterprise Zones

If the company's project falls within an **Enhanced Rural Enterprise Zone**, the net new jobs requirement drops from 20 to 5.

HOW TO APPLY

Businesses interested in requesting a Job Growth Incentive Tax Credit commitment should contact our staff to preliminarily determine if the business meets the requirements. Businesses who ***have not yet received*** an incentive and are interested in applying should contact **Mike Landes**. Businesses who ***have already received*** their incentive should contact **Sean Gould**.

Location Neutral Employment (LONE) Incentive | Colorado Office of Economic Development & International Trade (choosecolorado.com)

LOCATION NEUTRAL EMPLOYMENT (LONE) INCENTIVE

For: Businesses considering interstate competitive expansion or relocation projects in Colorado
Type: Cash incentive
Amount: $300,000 per company
Time period: 5 consecutive years

The Location Neutral Employment (LONE) Incentive provides companies that will be approved for a **Job Growth Incentive Tax Credit** with an additional cash incentive for each remote worker employed in an eligible rural county outside the county where the project is based. Each LONE award is capped at $300,000 per company.

This performance-based cash incentive is a **Strategic Fund Job Growth Incentive**. As an additional perk, companies will not be required to have a $1-to-$1 local match to receive this funds.

The incentive term of the Strategic Fund cash portion of the LONE incentive is five consecutive years with one payment at the end of that term. The incentive term of the Job Growth Incentive Tax Credit portion of the LONE incentive is eight years and paid annually.

Incentive levels per eligible net new rural job vary based on the number of jobs created in rural areas.

Location of jobs	Cash per job
Rural Jump-Start	$2,500
Just Transition Rural Jump-Start	$5,000
Southern Ute Indian or Ute Mountain Ute Reservation lands	$5,000

Rural Jump-Start counties include Alamosa, Archuleta, Baca, Bent, Chaffee, Cheyenne, Clear Creek, Conejos, Costilla, Crowley, Custer, Dolores, Fremont, Garfield, Grand, Hinsdale, Huerfano, Jackson, Kiowa, Kit Carson, Lake, Las Animas, Lincoln, Logan, Mesa, Mineral, Montezuma, Otero, Ouray, Park, Phillips, Prowers, Rio Grande, Saguache, San Juan, San Miguel, Sedgwick, Washington, and Yuma.

Just Transition communities are diversifying away from coal-dependent economic development strategies. Just Transition counties included in this program are Delta, Gunnison, Moffat, Montrose, Morgan, Pueblo, Rio Blanco, and Routt.

The net new remote rural workers created through a project will count in the Job Growth Incentive Tax Credit job and average annual wage calculations.

ELIGIBILITY

Companies hoping to take advantage of LONE must receive a Job Growth Incentive Tax Credit.

All rural net new jobs must be full-time permanent positions and maintained for at least one year in each evaluation period. To qualify as an eligible remote rural worker, that employee must work at least three days per week on average in a rural remote location.

Rural jobs may be distributed geographically over a number of rural areas as long as the **county is currently eligible or has been eligible** for the Rural Jump-Start Program. As long as the total project average annual wage requirement is met, then the LONE average annual wage requirement is also met.

HOW TO APPLY

If you are considering applying for Job Growth Incentive Tax Credit, please follow that application process and let the following Global Business Development contact know that you

are interested in the LONE incentive during the application process. Businesses interested in applying should contact **Mike Landes**.

Strategic Fund Job Growth Incentive | Colorado Office of Economic Development & International Trade (choosecolorado.com)

STRATEGIC FUND JOB GROWTH INCENTIVE

Type: Cash incentive
For: Businesses considering interstate competitive expansion or relocation projects in Colorado
Amount: Up to $6,500 per net new job
Time period: 5 years

The Strategic Fund Job Growth Incentive supports and encourages new business development, business expansions and relocations that have generated new jobs throughout the state. In some cases, the Strategic Fund may also be able to provide support for initiatives led by non-profit entities pertaining to key industries or regional development.

ELIGIBILITY

A business may receive funding if it proposes to create new jobs in Colorado that are maintained for at least one year. A business must also meet the requirements below:

- Strong level of local matching commitments ($1:$1 requested)
- Potential for economic "spinoff" benefits, such as attracting suppliers, generating tourism/travel activity, high prestige, or a large expansion initiative
- Capital investment, relative to the number of jobs
- Responds to a special local economic event, such as replacing recent lay-offs
- Inter-state competitive factors

Additional consideration may be given to businesses that do not meet the **Economic Development Commission**'s minimum 100% annual average wage rate requirement if additional criteria is met.

HOW TO APPLY

Businesses interested in requesting a Strategic Fund commitment should contact our Global Business Development staff to preliminarily determine if the business meets the requirements. Businesses interested in applying should contact **Mike Landes**.

Colorado FIRST and Existing Industry Job Training Programs (CFEI) (choosecolorado.com)

SKILL ADVANCE COLORADO JOB TRAINING GRANT

The Skill Advance Colorado Job Training Grant (formerly the Colorado First and Existing Industry Grant) helps businesses and nonprofits create customized job training for employees.

This training:

- develops Colorado's workforce
- builds workers' transferable skills
- improves workers' resumes and long-term employment opportunities
- helps Colorado businesses remain competitive

The funds are broken down into Colorado First funds and Existing Industry funds. Colorado First grant funds customized training only for net new hires at companies relocating to or expanding in Colorado. Existing Industry grant funds customized training to help established Colorado companies and nonprofits remain competitive in their industry, adapt to new technology, and prevent layoffs.

We alongside the Colorado Community College System jointly administer this program. Participating colleges manage the program. To learn more, visit: Customized Workforce Training - Colorado Community College System (cccs.edu)

Colorado Business Incentives | Advanced Industries | OEDIT (choosecolorado.com)

ADVANCED INDUSTRIES ACCELERATOR PROGRAMS

For: Businesses in an Advanced Industry
Type: Grants and investment tax credits
Amount: Varies
Time period: Varies

The following programs are designed to support job creation and innovation in your field as a business operating in one of Colorado's seven advanced industries:

- Advanced manufacturing
- Aerospace
- Bioscience
- Electronics
- Energy and natural resources
- Infrastructure engineering
- Technology and information

Grants and investment tax credits make up the Advanced Industries Accelerator programs which are designed to promote growth and sustainability in these industries by helping accelerate commercialization, encourage public-private partnerships, increase access to early-stage capital and create a strong ecosystem that increases the state's global competitiveness.

ADVANCED INDUSTRIES PROGRAMS

Early-Stage Capital and Retention Grant: This grant helps Colorado-based advanced industries technology businesses develop and commercialize advanced technologies that will be created or manufactured in Colorado. Projects can receive up to $250,000.

Collaborative Infrastructure Grant: This grant helps teams of Colorado-based advanced industries technology businesses and nonprofits develop new large-scale projects. Projects need to cover gaps in the advanced industries and identify a matching fund of 2-to-1 non-State funding to State funding.

Advanced Industries Export Grant: This grant helps Colorado-based advanced industries technology businesses who want to export or are currently exporting. This grant is for small- and medium-sized businesses. It reimburses for international business development and marketing costs. Businesses can apply for up to $15,000 and up to 50% of the approved expenses.

Advanced Industries Investment Tax Credit: Investors can earn a state income tax credit for 25% of their investment up to $50,000 in credits on an investment of $200,000 or more. If the advanced industries business is in a Colorado enterprise zone, investors can earn a state income tax credit for 30% of their investment.

If you are a Colorado business looking to take advantage of these programs, please visit oedit.colorado.gov/ai to learn more about the application process for these programs.

Rural Jump-Start Tax Credit | Colorado Office of Economic Development & International Trade (choosecolorado.com)

RURAL JUMP-START TAX CREDIT

The Rural Jump-Start Tax Credit helps new businesses start in or move into rural, economically distressed areas and hire new employees. In a designated rural jump-start zone, benefits include relief from:

- state income taxes for the new business
- state sales and use tax for the business
- 100% of county personal property taxes for the business
- municipal personal property taxes for the business (in participating municipalities)
- 100% of state income taxes for the employee

Local governments also sometimes provide additional tax relief from other county or municipal taxes.

Approved companies and their employees have four years of tax relief, with the possibility of extending it another four years. Your business may use rural jump-start tax credits only for each year you receive them. These tax credits do not carry forward to future years.