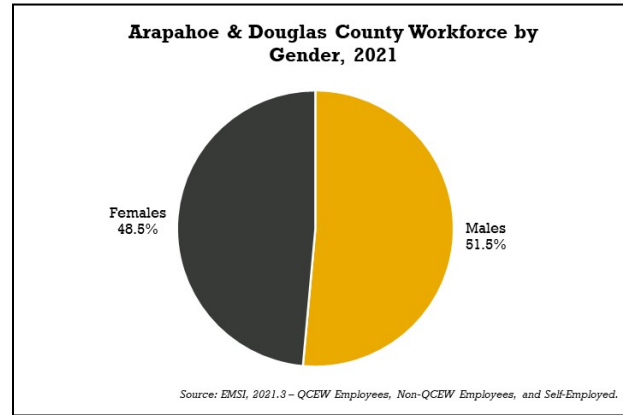


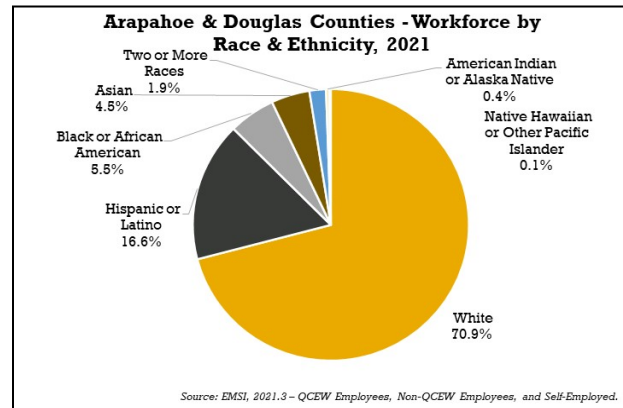
Employment

- The Denver South region has an employment base of nearly 234,500 workers, representing almost 15 percent of total Metro Denver employment.
- The workforce in Arapahoe and Douglas Counties is almost equally distributed between men and women. Men represented 51.5 percent of the Arapahoe and Douglas Counties workforce and females represented 48.5 percent.
- Whites represent 70.9 percent of the workforce in Arapahoe and Douglas Counties. Hispanic or Latino represented 16.6 percent of the workforce in the two-county region.



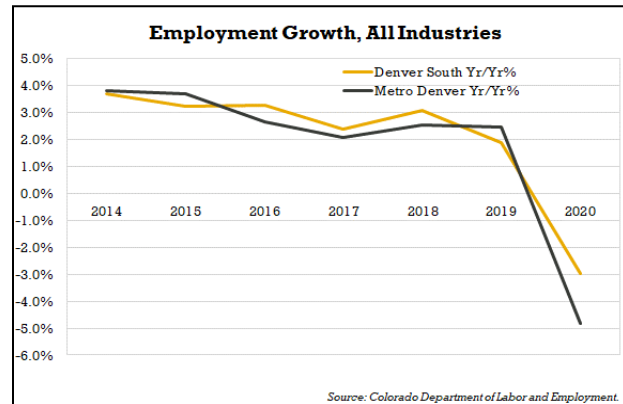
Historic Employment

- Employment decreased 3 percent in the Denver South region between 2019 and 2020, with about 7,200 fewer jobs.
- From 2012 to 2020, the Denver South region’s employment growth averaged 2.5 percent per year, higher than Metro Denver’s average (2 percent).



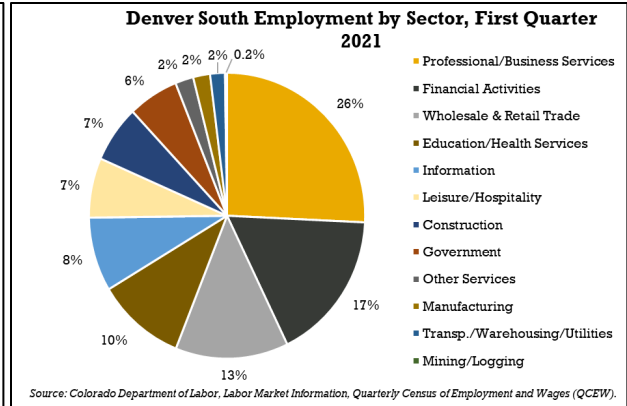
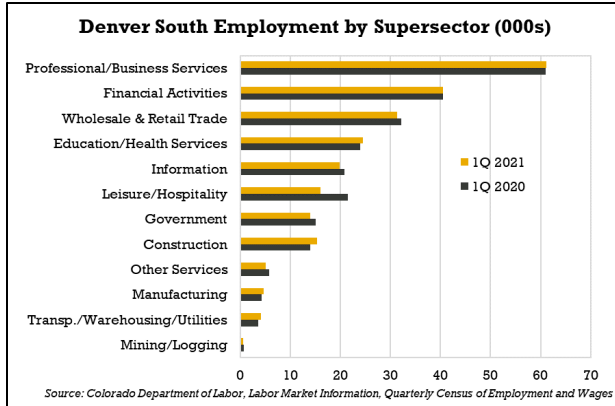
Current Employment

- Employment in the Denver South region fell 2.5 percent between the first quarters of 2020 and 2021, with nearly 6,160 fewer workers over the period. However, employment rose 0.3 percent between the fourth quarter of 2020 and the first quarter of 2021.
 - Metro Denver employment declined 4.4 percent over-the-year, which was 1.9 percentage points below the rate posted in the Denver South region.



	Employment by Sector										Metro Denver	
	2012	2013	2014	2015	2016	2017	2018	2019	2020	Avg. Ann % Change	Avg. Ann % Change	
Total All Industries	192,906	203,231	210,753	217,563	224,720	230,123	237,221	241,669	234,476	2.5%	2.0%	
Private Sector												
Mining & Logging	1,264	1,226	1,356	1,276	1,060	887	861	832	661	-7.8%	0.6%	
Construction	7,341	8,440	9,684	10,540	11,413	12,441	13,193	14,000	14,059	8.5%	5.9%	
Manufacturing	3,956	4,084	4,168	4,270	4,154	3,933	4,017	4,325	4,489	1.6%	1.4%	
Wholesale & Retail Trade	28,982	30,156	30,719	31,103	31,389	30,788	31,787	31,818	30,923	0.8%	1.0%	
Transp., Warehouse, & Utilities	2,029	2,146	2,301	2,354	2,377	2,957	3,021	3,231	3,671	7.7%	5.3%	
Information	17,925	17,908	17,761	17,896	18,512	18,875	20,134	20,019	20,584	1.7%	1.8%	
Financial Activities	32,661	34,287	34,893	36,994	38,985	40,033	40,493	40,244	40,169	2.6%	2.1%	
Professional & Business Services	48,766	52,008	53,410	54,109	56,064	58,251	59,601	61,317	60,633	2.8%	2.6%	
Education & Health Services	15,907	17,316	19,908	21,199	22,482	22,026	22,895	23,692	22,935	4.7%	2.3%	
Leisure & Hospitality	17,607	18,342	18,834	19,633	19,570	20,395	21,140	21,603	16,985	-0.4%	-0.3%	
Other Services	4,199	4,705	5,000	4,986	5,196	5,581	5,717	5,802	5,349	3.1%	1.4%	
Government	12,232	12,585	12,691	13,181	13,491	13,942	14,329	14,755	13,981	1.7%	1.5%	

Note: Industry data may not add to all industries total due to rounding, suppressed data, and employment that cannot be assigned to an industry.
Source: Colorado Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages (QCEW).



- Six of the 12 supersectors in the Denver South region reported over-the-year increases, with the largest increases recorded in transportation, warehousing and utilities (+16.3 percent) and construction (+9.1 percent).

- Only two of the 12 supersectors in Metro Denver recorded an over-the-year increase in employment. Transportation, warehousing and utilities (+4.6 percent) and financial activities (+0.3 percent) recorded increases.
- Professional and business services was the largest employment supersector in both the Denver South region and Metro Denver in the first quarter of 2021.

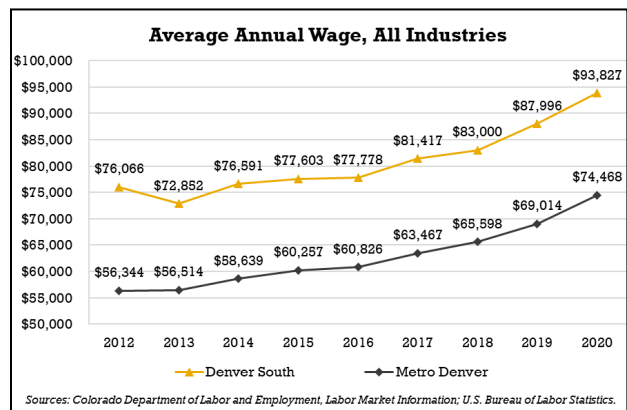
1Q 2021	Denver South	Yr/Yr % Change	Metro Denver	Yr/Yr % Change
Total All Industries	237,450	-2.5%	1,615,891	-4.4%
Private Sector				
Professional/Business Services	61,126	0.2%	313,878	-1.1%
Financial Activities	40,534	0.1%	116,002	0.3%
Wholesale and Retail Trade	31,406	-2.3%	231,871	-1.3%
Education/Health Services	24,572	2.5%	210,921	-1.9%
Information	19,906	-4.6%	60,207	-1.5%
Leisure/Hospitality	16,057	-25.3%	136,095	-25.4%
Construction	15,336	9.1%	100,988	-2.7%
Other Services	5,062	-13.0%	47,394	-8.4%
Manufacturing	4,697	8.0%	89,352	-1.4%
Transp./Warehousing/Utilities	4,116	16.3%	72,489	4.6%
Mining/Logging	574	-26.0%	13,101	-8.9%
Government	14,033	-6.7%	223,417	-4.4%

Note: Industry data may not add to all industries total due to rounding, suppressed data, and employment that cannot be assigned to an industry.
Source: Colorado Department of Labor, Labor Market Information, Quarterly Census of Employment and Wages (QCEW).

Wages

Historic Wages

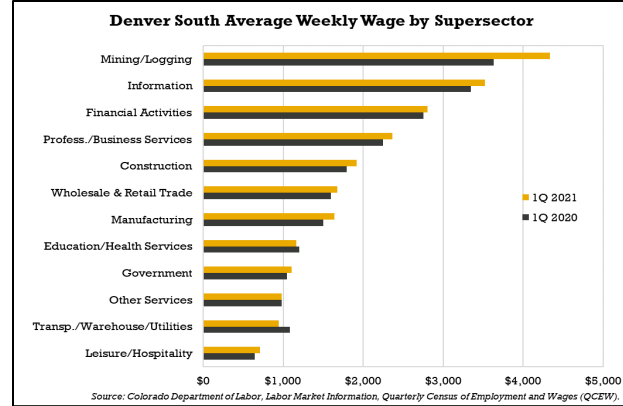
- The average annual salary in the Denver South region for all industries rose 2.7 percent per year from 2012 to 2020, while the average annual salary in Metro Denver (3.5 percent) grew at a faster pace.
- Since 2012, the average annual salaries in the Denver South region have averaged about \$18,000 higher than Metro Denver.



Current Wages

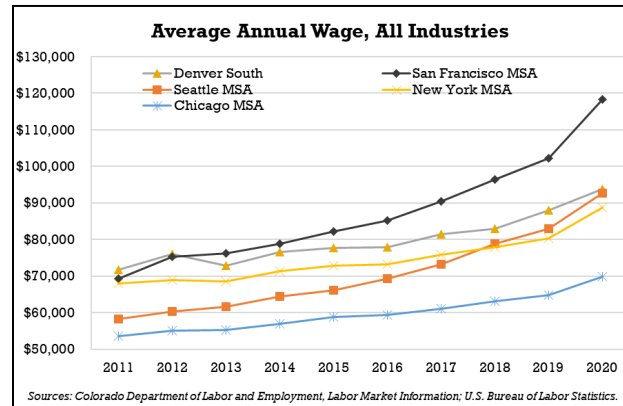
- The average weekly wage for all industries in the Denver South region was 5.3 percent higher in the first quarter of 2021, compared with one-year earlier.
- The average weekly wage for all industries was nearly \$520 higher in the Denver South region in the first quarter of 2021, compared with Metro Denver.

- Workers in the mining and logging and information supersectors in the Denver South region earned the highest average annual weekly wages, receiving \$4,340 per week and \$3,520 per week, respectively.
- Leisure and hospitality recorded the lowest annual salary at \$710. Metro Denver reported similar trends in the first quarter of 2021.
- Seven of the 12 supersectors earned more than \$1,500 per week in the Denver South region in the first quarter of 2021.



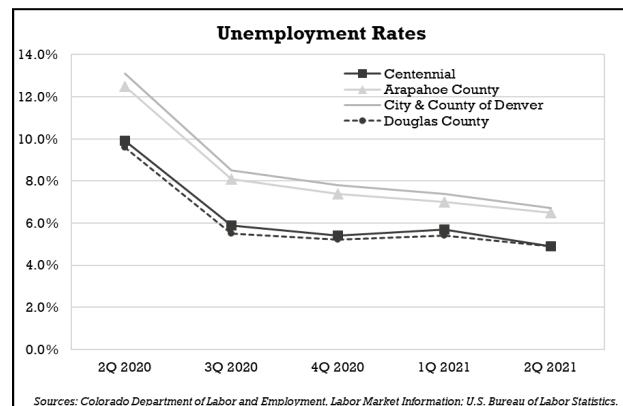
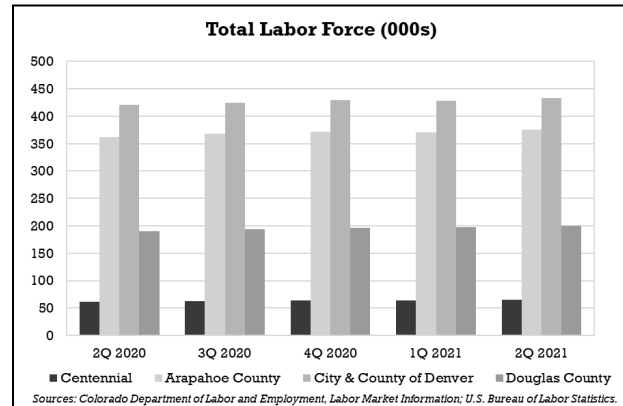
Wages by Competitor MSAs

- The Denver South region had the second-highest average annual salary among the competitor MSAs in 2020, totaling \$93,827.
- The San Francisco MSA has historically had the highest average annual salary among the competitor MSAs since 2013.



Labor Force and Unemployment

- The labor force was higher in all areas in the second quarter of 2021, compared with one-year earlier. The labor force in Douglas County (+5 percent) and Centennial (+4.8 percent) rose the fastest between the second quarters of 2020 and 2021.
 - Metro Denver’s labor force rose 3.6 percent over-the-year.
- The unemployment rates continued trending downward in the second quarter of 2021 for all areas, although the rates remain above pre-pandemic levels. The City and County of Denver recorded the highest unemployment rate of 6.7 percent in the second quarter of 2021, which was 6.4 percentage points lower than one-year earlier.



Largest Employers

The Denver South region is the home of seven *Fortune* 1,000 headquarters.

The largest employers represent a diverse mix of industries, as indicated in the table to the right.

Commuting Patterns

- More than 35 percent of Denver South’s residents live and work in the region, while 64.6 percent commute outside the region for jobs.

- The largest number of people who work but do not live in the Denver South region commuted to the region from the surrounding communities including Denver (17 percent) and Aurora (12.7 percent).

- Similarly, of the residents in the Denver South region who commuted elsewhere for work, the largest proportion commute to Denver (25.4 percent) and Centennial (8.5 percent).
- Of the population employed within the Denver South region, 21.1 percent also live within the region, while 78.9 percent live outside the region.

Denver South Region's Largest Private Employers

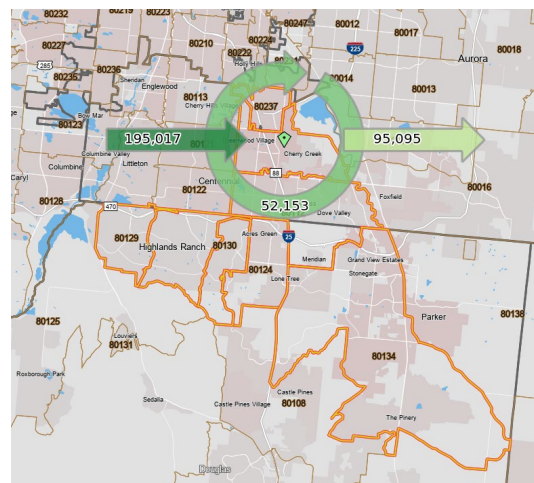
Company Name	Product	Employment
Comcast	Telecommunications	5,470
Charles Schwab	Financial Services	4,470
Charter Communications	Telecommunications	3,800
UnitedHealthcare	Insurance	2,770
Empower Retirement	Insurance & Retirement Savings Services	2,680
DISH Network	Satellite TV & Equipment	2,170
Arrow Electronics	Electronic Component Wholesaler	1,780
Centura Health	Healthcare	1,680
Jeppesen, A Boeing Company	Aerospace	1,390
HealthONE: Sky Ridge Medical Center & Area Clinics	Healthcare	1,360
United Launch Alliance (ULA)	Space Launch Systems	1,290
Western Union	Financial Services	1,200
Visa USA LLC	Business & Transaction Processing	1,200
Sierra Nevada Corporation	Aerospace	1,070
Kiewit Corporation	Construction Services	1,070
Kaiser Permanente	Healthcare	1,040
Cognizant	Healthcare Software Solutions	980
The Travelers Indemnity Co.	Insurance	900
Jacobs Engineering Group	Engineering & Architectural Services	890
Specialized Loan Servicing LLC	Debt Collection Services	840
CoBank	Financial Services	840
Oracle	Software & Network Computer Systems	830
IHS Markit	Indexed Technical Data	730
Fidelity Investments	Financial Services	730
AECOM	Engineering & Construction Services	700

Source: Development Research Partners, June 2021.

Denver South Commuting Patterns, 2018

Where Workers Live Who are Employed in Denver South		Where Workers are Employed Who Live in Denver South	
	Share		Share
Denver	17.0%	Denver	25.4%
Aurora	12.7%	Centennial	8.5%
Highlands Ranch	7.4%	Castle Rock	8.3%
Centennial	7.0%	Aurora	7.3%
Parker	4.1%	Greenwood Village	5.1%
Castle Rock	3.1%	Highlands Ranch	3.4%
Lakewood	2.7%	Parker	3.4%
Colorado Springs	2.6%	Littleton	3.3%
Littleton	1.9%	Lakewood	3.3%
Thornton	1.4%	Colorado Springs	2.8%
All Other Locations	40.1%	All Other Locations	29.2%

Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics.



Source: U.S. Census Bureau, OnTheMap Application and LEHD Origin-Destination Employment Statistics.