### AGENDA

### The Denver Public Library Commission Regular Bi-Monthly Meeting Thursday, February 15, 2024 8:30 a.m.–11:30 a.m. Gonzales Branch Library, 1498 Irving St, Denver, CO

Link to join virtual Zoom meeting: https://us02web.zoom.us/j/87262618273

- 1. Call to order.
- 2. Introductions.
- 3. Approval of Commission Minutes from December 21, 2023.
- 4. Public Comment Period.
- 5. Report of President and Members. Sonya Ulibarri
- 6. Report of the Friends Foundation. Jeff Riley
- 7. Approval of Named Spaces at Central and Woodbury Branch Libraries. Jeff Riley
- 8. Report of the City Librarian. Michelle Jeske
- 9. 2023 Action Plan Review and 2024 Action Plan. Kirsten Decker
- 10.4th Quarter Financial Report. Jina Dunn
- 11. Community Resources Presentation. Brianne Hanson
- 12.Other Business.
- 13. Overview and Tour of Gonzales Branch Library. Viviana Casillas
- 14.Adjournment.

#### **MINUTES**

The Denver Public Library Commission

#### Regular Bi-Monthly Meeting Thursday, December 21st, 8:30 a.m.-11:30 a.m.

Montbello Branch Library (3570 W 1st Ave, Denver, CO 80219)

Link to meeting recording:

https://us02web.zoom.us/rec/share/becL5SDsfntoj2VghUSHbgebo47EgsMHvSsbWkn83ZAg3eCfB J0zAqhJOxen13nA.j04HGybVrwT2TDgk

<u>Commissioners</u>: Laurie Mathews, Sonya Ulibarri, Jennifer Wolf, Cathy Lucas, Sean Montoya, Patty Salazar, Cedric Buchanon

<u>Staff:</u> Michelle Jeske, Stephanie Pinales, Zenzele Barnes, Olivia Piteša, Nicanor Diaz, Nikki Van Thiel, Sofi De La Mora, Tyler Gomes, Jay Torres Almodovar, Amber Lindberg, Jina Dunn, Karen Grissom, Will Weldon, Karen Lam, Jen Allison, Kirsten Decker, Zeth Lietzau, Danielle Brooks, Jeff Riley, Victoria Nava-Watson, Erika Martinez, Stacey Grijalva, Nadia Rendon

<u>Guests:</u> Teresa Sandoval, Virginia Sandoval, Diana Garcia, Alicia Wolf, Daisy Rocha Vasquez (virtual)

1. Call to order.

The meeting was called to order at 8:38 a.m.

2. Introductions.

Staff and guests present introduced themselves.

3. <u>Approval of Commission Minutes from October 19, 2023.</u>

The minutes were motioned for approval by Commissioner Buchanon, seconded by Commissioner Mathews, and approved by all.

4. Public Comment Period.

N/A

5. <u>Approval of Westwood Redeemer Branch Library Name. Daisy Rocha Vasquez from</u> <u>Council President Torres' Office, Victoria Nava Watson, Commissioner Jennifer Wolf</u>

Daisy Rocha Vasquez presented that the Westwood Library naming process began with assembling a community committee. The committee included representation from diverse voices from 17 community members, leaders, and business owners in the Westwood community. The primary focus of the committee was to create naming criteria in line with DPL's Recognition Policy, mission and values. Recommendations were organized by

meaningful names, space and place, neighborhood culture and intersectionality, geographical features, and people.

Phase 2 of the process involved community engagement. Victoria Nava-Watson shared that a multilingual name recommendation survey was developed and offered in both paper and online formats. Survey participants provided their recommendation, reasoning why, and could optionally upload supporting documents and opt-in to email updates. The survey was distributed by word of mouth, online, print flyers, events, and social media. The survey ran for 5 weeks and we collected 76 responses. Nava-Watson vetted the first round of responses against the DPL Recognition Policy and then sent the names to the Special Collections team to complete due diligence work, provide bios, and send the vetted recommendations back to the committee for scoring.

Phase 3 involved scoring and final recommendations. The committee convened on November 8,2023 to review the scores and hold discussion. Following a final vote, the committee unanimously approved the final name recommendation, Lena Archuleta.

Commissioner Mathews shared that she was impressed with the library's recognition process and Commissioner Ulibarri added praise that the process was intentional and collaborative.

The name of the new library in Westwood - Lena Archuleta Branch Library - was motioned for approval by Commissioner Lucas, seconded by Commissioner Ulibarri, and unanimously approved.

### 6. Overview of Montbello Branch Library. Sofi De La Mora

Montbello Branch Senior Librarian Sofi De La Mora introduced Commissioners to the branch. De La Mora shared highlights of the branch, noting the staff largely serves Hispanic and African American communities. Montbello also has a vibrant youth community and has updated its teen space with two gaming computers and new furniture. To meet the growing needs of this community, De La Mora shared that additional staff, especially those in support of teen programming and the Plaza program, will be needed in the future.

### 7. Election of 2024 Library Commission Officers. Nominating Committee

Commissioner Lucas presented the officer slate for 2024. The Nominating Committee proposed that Sonya Ulibarri serve as President, Laurie Mathews serve as Vice President, and Patty Salazar serve as Secretary. Upon motion by Commissioner Buchanon and second by Commissioner Montoya, the slate was approved.

#### 8. Finalize 2024 Library Commission Committees and Liaisons. Sonya Ulibarri

Commissioner Ulibarri reviewed Commissioner placements for the 2024 committees including Executive, Finance, Strategic Roadmap Ad-Hoc, Branch Naming, Friends Foundation Advocacy, Awards, and HR Policy Liaison.

### 9. Report of President and Members. Sonya Ulibarri

Commissioner Buchanon announced the Juanita Gray Community Service Awards

ceremony will be on Saturday, February 3, 2024 at Blair-Caldwell African American Research Library. The committee met to identify the award recipients as well as the three honorees for the Colorado Black Hall of Fame. Buchanon encouraged all to attend the fantastic program.

Commissioner Wolf shared that Michelle Jeske offered an archives tour to Wolf and her father to specifically share artifacts and maps related to Colorado's Native American history.

Commissioner Montoya shared his experiences attending DPL Staff Day alongside Commissioners Buchanon, Ulibarri, and Lucas. He had a great experience getting to engage with the library community and gave special thanks to all involved in planning.

Commissioner Ulibarri welcomed back Commissioner Mathews from her time as an interim leader at Denver Parks & Recreation. She also highlighted the significant work and growth that has been done across the system after 2i passing and gave thanks to staff for their work in this year of transition.

#### 10. Report of the Friends Foundation. Jeff Riley

Jeff Riley shared the Holiday Lighting Party, held at the McNichols Civic Center Building, was a success. Additionally, the Friends raised \$125,000 on Colorado Gives Day. Riley highlighted the primary goal of the campaign was participation; the Friends set a target of reaching 600 new donors and gained 588 donors. He gave a special thanks to Commissioner Montoya for volunteering to make donor thank you calls.

The 2024 Booklovers Ball will take place at the McNichols Civic Center Building with the theme of Black, White, and Read All Over. Initial plans are to celebrate the newspaper collections of the library. Riley also gave thanks to Commissioner Buchanon for his service and financial support of the Juanita Gray Awards. Lastly, Riley shared he will be bringing name space recommendations to the Commission for approval at the February 2024 meeting related to the Stories Still to Tell campaign.

### 11. Report of the City Librarian. Michelle Jeske

Michelle Jeske shared highlights from 2023; a more in-depth review and look ahead will take place at the February 2024 meeting. Successes include the creation and rebuilding of teams including Equity, Diversity, Inclusion and Engagement (EDI&E); HR; and Facilities and Capital Planning. In branch highlights, the Blair-Caldwell Library re-opened after a two-year closure and celebrated its 20th anniversary and the new library in Westwood has officially been named the Lena Archuleta Branch Library. Volunteer Services has also been revamped across the system. Additionally, stewardship of the DPL Fund has led to the creation of new positions, reduced wait times, new collections, and pay adjustments averaging at a 19% annualized wage increase for eligible staff.

Lastly, Jeske shared that the Winter of Reading program begins January 2 and will be available in English, Spanish, Vietnamese, and Arabic.

#### Questions:

- Q: How many bookmobiles does DPL have?

A: There are 3 Bookmobiles with plans to add 2 vehicles to support delivery services outside of DPL spaces. These vehicles will be rented and there are future plans for an electric fleet.

#### 12. Approval of Employee Guidebook Revision. Will Welden

Will Weldon began by sharing that the HR team will be working in collaboration with the EDI&E team to complete a more comprehensive overhaul of the guidebook in 2024. This overhaul will also include more staff education and engagement.

Weldon highlighted initial guidebook changes within the 10 sections. Under employment practices, detail was added to clarify recruiting, selection, and job offer processes. In staff conduct, wording has been updated to be in alignment with DPL's values. Additionally, there have been updates to DPL's corrective action policy to include a final warning and changes away from the term excessive in grounds for corrective action to maintain consistency and equity. Within pay practices, information was added to reflect the pay adjustments from 2023 and more information clarifying pay philosophy will be added in 2024. Additionally, there have been details added to explain candidate pay offers in connection to work experience. In benefits, information has been added around the Colorado Family Wellness Act and DPL wellness hours.

Weldon shared leave of absence information has been clarified and updated to match the City. There has also been information added on FMLA and the CARES Act leave benefits for employees. In staff development, there were updates on staff performance improvement plans to educate employees and managers. The EDI&E team has collaborated with HR to add relevant information on staff participation in committees, task forces, and liaisons under communication and involvement. A new staff intranet will also be added in 2024. Under safety and security, more information was added on emergency procedures as well as updates to video recordings of training resources. In the end of employment section, changes include clarifying voluntary versus involuntary terminations and follow up processes for a smoother transition.

The guidebook was motioned for approval by Commissioner Montoya, seconded by Commissioner Wolf, with all in favor.

#### Questions:

- Q: What are two position staff?
  - A: These are staff members that work part-time in two different positions (an example being a shelver and clerk or an on-call librarian). Clarity has been added in the guidebook to support staff with a potential conflict with two schedules.
- Q: What is the usual cadence of reviewing policies?
   A: Normally, guidebook updates happen annually to reflect changes at the City throughout the year and any legal changes.
- Q: How do these guidebook updates tie into the City, specifically relating to employee and library protections?

A: The library must follow City guidance as it relates to employee pay including classification, pay ranges, performance, and merit. Within this system, the library has some leeway as an independent agency, and there is alignment with City policies

but the guidebook is uniquely reflective of the library. HR works closely with the legal team to make sure all information is accurate.

Q: Does the Friends Foundation follow this handbook?
 A: No, the Friends have their own separate employee policies.

#### 13. Budget Introduction Presentation. Amber Lindberg, Jina Dunn, Kirsten Decker

Jina Dunn began by highlighting how the library operates as an independent agency from the City and manages an internal priority based budgeting process. Kirsten Decker shared that the governance structure is shaped by the library's autonomy from the City. The City Charter states that the Library Commission has exclusive control over the appropriated budget. The Commission approves financial recommendations and agrees on how funds are spent. Additionally, the library's fiscal policies give the team protection in how funds are leveraged and support accurate record keeping and prudent financial management.

The library operates under 8 different funds, which are a group of accounts with the same revenue source and regulations. There are two different types of funds, operating funds and reserves. Operating funds support day-to-day operations and annualized operations. Included in these are the General Fund, DPL Fund, Special Trust Fund, and Grant Funds. Capital Funds are reserved for the acquisition, repair, or maintenance of assets with over a 15 year lifespan and cost of more than \$10,000. Included in these funds are Capital Improvement, DPL Capital Fund, Facilities Improvement Fund, and General Obligation Bonds. Decker shared that reserve funds are used to address planned and unplanned circumstances. Operating reserves are maintained at a minimum of 15% of projected DPL Fund and Special Trust Fund revenue estimates. Designated reserves support future capital investments or long-term purchases.

Jen Allison shared that within the budget planning process, the Finance team works with DPL leadership to prioritize needs in alignment with the strategic roadmap, analyze past year's financial information, and create an annual action plan to be approved and managed by a budget manager. The Finance team develops a proposed budget for DPL which is then presented to the Chief Financial Officer, Mayor, and City Council. Once approved by the City, the proposed budget is presented to the Library Commision for final approval and implementation. The role of the Commission is engagement within the strategic planning process to inform the annual budget and taking action to approve the proposed budget.

Annually, the library creates an action plan to track progress through each department and their budget management plans. Budget managers put together departmental spending plans, manage the budget, track progress, and problem solve. Budget managers also respond to emergent financial needs and re-prioritize as needed. Dunn also shared that within this annual process the Commission is responsible for engagement through quarterly reports and taking action to approve reports and support accountability for the annual budget. In 2024, the Finance team will provide more information on capital planning, finalize the Fiscal Policy handbook, and develop long-range financial outlooks.

#### Questions:

- Q: Do funds for reserves come from the DPL Fund?

A: Yes, they do. Our revenue cannot outweigh our expenditures in any other fund. We work within the City's fiscal accountability rules and coordinate with a City Attorney to stay in alignment. Helping understand and explain how these reserves should be used will be the responsibility of the Commission and leadership.

#### 14. Approval of Final 2024 Budget. Amber Lindberg 22:50

Amber Lindberg began by highlighting the total FTE for 2024 is planned at 853, an increase of over 69 FTE. Total revenue is budgeted at \$102 million, an increase of \$7.5 million. Total expenditures are budgeted at \$96 million, a \$4.5 million increase. In the fund balance reserves, \$21 million will be allocated from fund balance reserves and broken out into operating and designated reserves.

Within the General Fund, there are 12 FTE allocations for the Lena Archuleta Branch Library staffing. Additionally, 4 Digital Navigator positions have been moved into the General Fund and are limited term through December 31, 2024. Also included in the personnel budget are increases for minimum wage going into effect January 1, 2024 as well as funding for an average 4% merit increase for employees. Supplies and Services will have a \$400,000 decrease due to start-up costs for the new Lena Archuleta Branch. Additionally, \$100,000 has been set for the risk pool contingency funds. Lindberg highlighted that departmental changes fluctuate year-to-year and the Finance team will continue to work with budget managers to manage annual plans.

The DPL Fund revenue is budgeted to increase \$5 million in 2024. The failure of Proposition HH last month and subsequent SB23B-001, approved post-election via a special legislative session to provide temporary residential property tax relief in 2024, leave uncertainties around future legislation that could impact DPL's property tax collections. In other revenue totaling \$480,000 is the expected income from investments. Within personnel, there will be an increase of 61.25 FTE mostly related to reopening Central Library and branch hours expansions. Merit and minimum wage increases are also built into the DPL Fund. Additionally, full year costs for positions hired in 2023 are reflected in this line. Within supplies and services, there will be one time investments in 2024 including additional collection materials, Plaza and EDI&E support, landscaping and contractual expenditures, and a new staff intranet. Additionally, in alignment with the Carry-Forward Policy, unspent budget will go into reserves.

Several multi-year grants are ending in 2024, including American Recovery Plan Act (ARPA), two IMLS grants, and a NEH grant. The focus is to stabilize existing programs and funding before seeking out new funding sources. The Plaza program was funded through a grant provided through the Friends Foundation and will be switching to the DPL Fund mid-2024. Additionally, Special Collections received a large donation in 2023 that is not expected for 2024. This revenue line decrease is also related to printing and photo sales with the Central Library being only partially open.

Capital Investment funds are mostly managed by other City agencies. \$1 million was received in Facilities and Improvement money to support fire alarm and HVAC upgrades. Additionally, \$5.4 million was allocated into designated reserves for deferred maintenance. No additional funding was received for capital improvements or bond projects for 2024.

Questions:

- Q: Is the commentary presented at the Commission meetings shared with the City Council and the Mayor? Specifically the rationale for the DPL Fund and communicating funds uses and supplementing and not supplanting the General Fund?

A: Michelle and Jeff have worked on education on the front end and throughout the annual budget process. These are all public documents and are sent to the Mayor's Office. In 2024, the Friends Foundation will continue to work on supporting education with the City, especially in a year of administrative transition.

The 2024 budget was motioned for approval by Commissioner Buchanon, seconded by Commissioner Mathews, with all in favor.

#### 15. Other Business.

Commissioner Ulibarri gave special thanks to the incredible work of all DPL staff in performing the roles and functions of their jobs. She also announced that Sofi De La Mora will lead a branch tour while the Commission undergoes the annual performance review in executive session for the City Librarian.

#### 16. Executive Session for City Librarian Performance Review.

The Commission convened an executive session at 11:17 a.m.

#### 17. <u>Adjournment.</u>

The meeting was adjourned at 12:45 p.m.

Minutes submitted by Zenzele Barnes on behalf of Secretary Mathews.



# Westwood Redeemer Naming Process Review

December 21, 2023

Victoria Nava-Watson, DPL Community Engagement Manager Jennifer Wolf, DPL Library Commissioner Daisy Rocha Vasquez, Senior Council Aide - Denver District 3

### **Today's Presentation**

- Our approach to the naming process
- Community committee
- How we engaged the Westwood community
- Final name recommendation



### Phase I - Assemble Community Committee

- Help ensure process is community-driven and community-informed
- Committee to represent the diverse voices and groups that make up the Westwood community
- Project co-chairs and outreach to assemble 17-member committee (which included Redeemer Campus Community Developer):

Westwood Residents & Community Leaders	<b>Community Partners &amp; Organizations</b>	DPL Staff
Angela Cobian	Councilwoman Jamie Torres, City Council - District 3	Delaine Martinez, Athmar Branch
Erika Rodarte	DPL Commissioner Jennifer Wolf, Project Mosaic	Lloyd Gomez, Hadley Branch
Estela Zuniga	Ahtziri Rodriguez, Westwood Family Nature Club	Miguel Romero, Westwood Branch
Sayuri Toribio	Daisy Rocha-Vasquez, City of Denver - District 3	
	Javier Martinez, Mi Casa Resource Center	
	Lydia Prado, Lifespan Local	
	Maricendi Jaimes, BuCu West	
	Mary Reyes, MOC Westwood Community Connector	
	Raven Payment, Denver American Indian Commission	
	Rosa Marie Vergil Garcia, Una Mano Una Esperanza	



### Phase I - Community Committee

- Primary focus- create naming criteria in line with DPL's Recognition Policy, mission, and values
- Criteria to help guide community with name recommendations
- Serve as a means to score recommendations
- Once criteria created and approved by committee - pivot to community engagement work

#### A "Meaningful" Name (Non-Person)

If you are recommending any type of lyrical name for the branch, please consider the following:

#### Space and Place

Words that describe:

- · Welcoming, safe, a refuge, belonging and connection.
- · Multi-generational, all ages and abilities.
- · Consider words in other languages to describe the space.

#### Neighborhood Culture and Intersectionality

Words that describe:

- Rich in cultural diversity- think of the values that we share that connect us and make us unique as a neighborhood.
- The sounds you hear around the neighborhood, the kind of music that fills the air, the aroma of different foods.
- Urban Relocation Program- consider the many tribes and individuals who have migrated through this area

#### Geographical Features

Words that describe:

- · Landmarks or natural features that are unique to the neighborhood.
- Specific or special view sites or corridors.

#### Naming Branch After a Person:

If you are recommending the branch be named after a person, please consider the following:

- The person must be deceased.
- · A Westwood resident or a champion of the Westwood community.
- A person who contributed significantly to the Westwood community and reflects the community's values.



### Phase II - Community Engagement

- Name Recommendation Survey to engage community in naming process
  - Multilingual- English, Spanish, and Vietnamese
  - Offered in both paper and online form (Alchemer)
  - Short and simple- recommendation? Why? Upload & email updates fields (optional).
- Distributed through a variety of channels including social media, print flyers, word of mouth, outreach/events, partner organizations, and leveraging committee networks
- Survey ran for 5 weeks 76 total responses
- First round vetted by Victoria against naming criteria
- Due diligence Special Collections Team to research historical figures and provide bios
- Material sent back to Community Committee for review and scoring



### Phase III - Scoring and Final Recommendation

- Committee reconvened last month (Nov. 8th) to review scores
- Project co-chairs facilitated a discussion highest scored name recommendation
- Moved to a final vote committee unanimously approved final name recommendation
- Branch name recommendation: Lena Archuleta





### **Phase IV- Final Name Recommendation**

- Lena (Lovato) Archuleta, born July 25, 1920 in Clapham, New Mexico (d. 2011)
- Scholarship to University of Denver, majored in Spanish and Education she wanted to become a Spanish teacher & always had a passion for children's welfare
- After earning master's degree in Library Science, worked as a Spanish teacher and librarian in elementary and middle schools across Denver
- Early 1960's DPL Librarian, eventually Community Relations
- Became first Hispanic woman to become school principal in Denver
- Helped create Latin American Research and Service Agency (LARASA)
- One of the "founding mothers" of the Mi Casa Resource Center
- Served as President of the Colorado Library Association
- 1985 made a member of the Colorado Women's Hall of Fame
- 2002- DPL created Lena Archuleta Community Service Award
- 2002 Lena L. Archuleta Elementary School in Montbello
- 2004 LARASA created Lena Archuleta Education Service Award





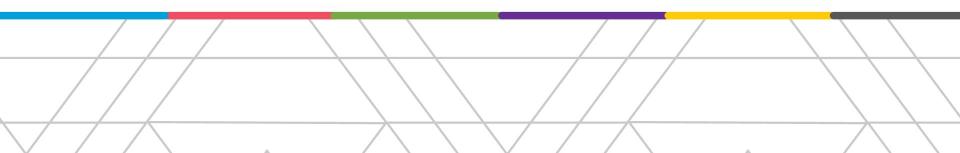
# Thank You

## **Questions/Discussion**





# HR Guidebook: 2023 Update



### **Process/Policy Update**

Updating the HR Guidebook will take place in 2 phases:

- 2023 Update
- 2024 Calibrate

<u>Where We Are:</u> The 2023 Update will address the immediate needs of clarity and updates needed to our current policies based on current employee relation inquiries and advisement from our legal team.

<u>Where We Are Going</u>: The 2024 Calibrate (Complete Revamp) will focus on better understanding of how we educate, develop, and meet the needs of our diverse employees. This will be completed in collaboration with EDI&E, Executive Team, employee feedback, and Marketing.

Revamped sections to the 2024 Calibrate will be submitted quarterly to the commission for approval.



### **Guidebook Overview**

The Guidebook is currently segmented into 10 sections. As it stands, we recognize that there are large opportunities to reorganize and restructure some topics that are listed under some of these segments. For 2023, we are keeping these sections and updating content of each based on changes in laws, current ER inquires, and changes in the business of the library.



### **Overview**

- Each section received updates for various subsections to clarify information and processes
- Updates are noted by comments in the "Copy of 2023 Updated Employee Guidebook" that was shared with the commission in advance
- The biggest change for the 2023 updates is the changing of the name of the guidebook from HR Guidebook to Employee Guidebook. This change reinforces that this guidebook is for everyone and upheld by all leadership of DPL.
- The following slides review the most notable updates for each section.



### Introduction

The following subsections had updates from clarification of language, focusing on current library needs since 2019, updating org structure, and contact information for the HR department.

- Welcome
- About This Guidebook
- Organization of The Library
- Relationship to the City and county of Denver
- Library Human Resources Office

The most noticeable change to this section was the information on how DPL is connected to the City which is often confusing to employees.



### **Employment Practices**

The following subsections had updates to connect back to DPL's vision, defining the recruitment, selection, and job offer process, and adding links to City and DPL information.

- Intro
- Section Big Changes
- Recruitment, Selection, and Job Offers
- Classification
- Schedules
- Two-Position Staff Members
- Employment References/Verifications

The most notable change to this section was grouping Recruitment, Selection, and Job Offers and defined clearer how DPL recruits and hires.

IBRARY

### Staff Conduct

The following subsections had updates to connect back to DPL's values, removed subsections that do not pertain to DPL, updated links and contact information, highlighted processes by combining titles, and updating the corrective action process and grounds for corrective action.

- Intro/Section Removals
- Code of Ethics
- Discrimination, Harassment, and Retaliation
- Attendance and Punctuality
- Corrective Action
- Grounds for Corrective Action

The most notable changes to this section was updating DPL's Corrective Action policy to include Final Warning and updating the term excessive in Grounds for Corrective Action to a number to maintain consistency and equity.



### **Pay Practices**

The following subsections had updates to connect back to DPL is connected to the City with pay, combined some topics into one section for better clarity, added updated links and contact information, updated timekeeping to Workday from Kronos, and updated processes of the City that we follow to current practices.

- Intro
- Pay Grades and Pay Ranges
- Overtime
- Pay When First Employed
- Workday Timekeeping
- Promotions, Transfers, and Demotions
- Working out of Class Assignment
- Pay Adjustments
- Mileage and Parking Reimbursement
- Bilingual Stipend



The most notable changes to this section was updating subsections about pay when first employed, working out of class, and changing

### **Benefits**

The following subsections had updates that created a subsection discussing insurance, a subsection discussing CHFWA, Wellness Hours, and updating paid holidays.

- Intro
- Insurance
- CFWA
- Wellness Hours
- Paid Holidays

The most noticeable changes to this section were adding the subsections to discuss insurance, CHFWA, and Wellness Hours. Both CHFWA and Wellness Hours both came after the 2019 guidebook update.



### Leave of Absence

The following subsections had updates that clarify information, update processes, and removed topics to create new subsections.

- Intro/Section Change
- ADA Interactive Process
- Exemplary Service
- Administrative Leave
- Bereavement Leave
- Election Leave
- FMLA
- Jury Duty/Court Leave
- Military/Military Training Leave
- Victim of Violence Leave
- Personal Leave of Absence (Unpaid)



### Staff Development

The following subsections had updates and clarification to processes, connections to City processes, and addition of a new subsection.

- New Employee Orientation
- Professional Development
- Professional Memberships
- Out of Town Travel
- Appreciation
- Performance @ DPL
- Performance Improvement Plan

The most noticeable change to this section is the addition of the subsection for Performance Improvement Plan that lays out the process.

IBRARY

### **Communication and Involvement**

The following subsections had changes with information removed, clarification on communication, and adding new subsections that address participation in work-related groups.

- Intro/Section Change
- Communication at DPL
- Employee Participation in Work-Related committees, Projects, and Task Forces, Etc.
- Staff Liaisons

The most notable change to this section is the guidance around participating in committees, projects, task forces, and being a liaison by the EDI&E team. The guidance helps employees stay engaged with their job responsibilities instead of additional work not in their scope.



### **Safety and Security**

The following subsections had updates and changes with information and processes and added links for information.

- Safety Classes
- Ergonomic and Safety Awareness
- Emergency
- Worker's Compensation
- Modified duty
- Video Recordings
- Personal Items and Searches
- Severe Weather

The most notable change to this section was adding information on how employees should handle an emergen and clarifying information on worker's compensation.

\_IBRARY

### End of Employment at the Library

The following subsections had updates to clarify categories for voluntary and involuntary terminations and processes to follow upon notice of termination.

- Intro
- Voluntary Termination
- Exit Interviews
- Involuntary Termination

The most notable change to this section is categorizing information under subsections for voluntary and involuntary terminations. Information is organized and clearer for employees and supervisors to understand.



# Employee Guidebook



### **Table of Contents**

INTRODUCTION	6
WELCOME	6
ABOUT THIS GUIDEBOOK	6
OUR VISION	7
OUR MISSION	7
OUR VALUES	7
ORGANIZATION OF THE LIBRARY	8
RELATIONSHIP TO THE CITY AND COUNTY OF DENVER	9
LIBRARY HUMAN RESOURCES OFFICE	9
EMPLOYMENT PRACTICES	10
RECRUITMENT, SELECTION, AND JOB OFFERS	10
EQUAL EMPLOYMENT EMPLOYER	10
AMERICANS WITH DISABILITIES ACT	11
JOB POSTINGS	11
INTERNAL APPLICANTS	11
INTERVIEW PROCESS	12
REFERENCE CHECKS	12
JOB OFFERS	12
ASSESSMENTS	13
EMPLOYMENT STATUS	13
CLASSIFICATION	13
SCHEDULES	14
FLEXIBLE SCHEDULES/TELECOMMUTING	14
ON-CALL STAFFING/ADDITIONAL HOURS	15
TWO-POSITION STAFF MEMBERS	15
DUAL INCUMBENCY	15
PERSONNEL RECORDS	15
EMPLOYMENT REFERENCES/VERIFICATIONS	16
Employment Verifications	16
STAFF CONDUCT	17
CODE OF ETHICS	17
DISCRIMINATION, HARASSMENT AND RETALIATION	19
DISCRIMINATION	19

		~~
	HARASSMENT	20
	RETALIATION	20
	REPORTING DISCRIMINATION, HARASSMENT, AND RETALIATION	20
	WHISTLEBLOWER PROTECTION	21
	DRUG AND ALCOHOL POLICY	21
	WEAPONS	22
	VIOLENCE IN THE WORKPLACE	22
	REPORTING OF CONVICTIONS	23
	CONFIDENTIALITY	23
	POLITICAL ACTIVITIES	23
	SELLING/SOLICITATION	24
	ATTENDANCE AND PUNCTUALITY	24
	DRESS	24
	STAFF LIBRARY CARDS	24
	SMOKING	25
	ELECTRONIC USE AT THE LIBRARY	25
	SOCIAL MEDIA	26
	CONFLICT TRANSFORMATION	27
	MEDIATION	27
	CORRECTIVE ACTION	28
	Verbal Warning:	28
	Written Warning:	28
	Final Warning:	28
	GROUNDS FOR CORRECTIVE ACTION	28
P	AY PRACTICES	31
	PAY GRADES AND PAY RANGES	31
	OVERTIME	31
	PAY WHEN FIRST EMPLOYED	32
	PAY PERIODS/PAY DAYS	32
	WORKDAY TIMEKEEPING	32
	BREAKS	33
	SHIFT DIFFERENTIAL	33
	Promotions, Transfers, and Demotions	33
	MERIT INCREASES	34
	WORKING OUT OF CLASS ASSIGNMENT	34

PAY ADJUSTMENTS	35
JOB AUDIT/REALLOCATION	36
REORGANIZATION	36
INTERRUPTION OF SCHEDULED WORK	36
STANDBY PAY	37
CALL-BACK PAY	37
MILEAGE AND PARKING REIMBURSEMENT	37
BILINGUAL STIPEND	38
LIBRARY-ISSUED MOBILE PHONES	38
BENEFITS	39
INSURANCE	39
PAID TIME OFF (PTO)	39
VACATION TIME	40
SICK TIME	41
COLORADO HEALTHY FAMILIES AND WORKPLACES ACT (CHFWA)	42
WELLNESS HOURS	42
DONATED TIME OFF	42
PAID HOLIDAYS	43
OTHER HOLIDAY-RELATED CLOSINGS	44
LEAVE OF ABSENCE	45
ADA INTERACTIVE PROCESS	45
ADMINISTRATIVE LEAVE	46
BEREAVEMENT LEAVE	46
FAMILY MEDICAL LEAVE ACT	47
JURY DUTY/COURT LEAVE	49
MILITARY/MILITARY TRAINING LEAVE	49
Military Leave with Pay:	49
Military Leave without Pay:	49
VICTIM OF VIOLENCE LEAVE	50
PERSONAL LEAVE OF ABSENCE (UNPAID)	50
STAFF DEVELOPMENT	51
LEARNING @ DPL	51
NEW EMPLOYEE ORIENTATION	51
PROFESSIONAL DEVELOPMENT	52
PROFESSIONAL MEMBERSHIPS	52

OUT OF TOWN TRAVEL	52
APPRECIATION	52
PERFORMANCE @ DPL	53
PERFORMANCE IMPROVEMENT PLAN	54
COMMUNICATION AND INVOLVEMENT	
COMMUNICATION AT DPL	56
Internal Communication Channels (with staff)	56
Bulletin Boards	56
External Communication Channels (Public-facing)	56
Department/Team Communication	57
STAFF VOLUNTEERS	57
EMPLOYEE PARTICIPATION IN WORK-RELATED COMMITTEES, PROJECTS, AND TASK FORCES, ETC.	57
STAFF LIAISONS	58
SAFETY AND SECURITY	60
SAFETY CLASSES	60
ERGONOMIC AND SAFETY AWARENESS	60
EMERGENCY	60
WORKER'S COMPENSATION	61
MODIFIED DUTY	62
VIDEO RECORDINGS	62
PERSONAL ITEMS AND SEARCHES	62
SEVERE WEATHER	62
END OF EMPLOYMENT AT THE LIBRARY	64
VOLUNTARY TERMINATION	64
EXIT INTERVIEWS	64
INVOLUNTARY TERMINATION	64
FINAL PAY, BENEFITS, & RETIREMENT	65

### INTRODUCTION

### WELCOME

Welcome to the Denver Public Library! We are delighted that you have chosen to join our organization and hope that you will enjoy a satisfying career with us. As you become familiar with our culture and mission, we hope you will take advantage of learning and development opportunities to grow your skills and knowledge and further the mission of the Denver Public Library.

You are joining an organization that serves our community in a wide variety of ways. With your active engagement in your team's work, we will be able to continue to serve our communities successfully. We sincerely hope you will take pride in being an important part of Denver Public Library's success.

Please take time to review the policies contained in this guidebook. If you have questions, feel free to ask the Human Resources Department or your supervisor.

Michelle Jeske, City Librarian

### **ABOUT THIS GUIDEBOOK**

This guidebook is the resource for employees about the library's employment policies and procedures. It provides a framework from which we can make decisions regarding employment-related situations. The guidebook also outlines our working philosophies and sets the stage for expectations for all of us.

It is impossible to anticipate every circumstance of employment at the library. If a topic concerns pay, job classification, accommodations, leave, or benefits and is not specifically covered in this guidebook, we default to the City and County of Denver's Rules. If there is anything else that comes up and is not specifically covered, please visit our Human Resources Office.

This guidebook is not a contract and does not create any contractual rights between the Denver Public Library/City and County of Denver or any of its staff members. The provisions of the Denver Public Library Policy Guidebook may only be modified, rescinded or revised, in writing, by the Library Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of the Denver Public Library Policy Eubrary Policy Guidebook at any time. No other organizational representative is authorized to modify this policy for any staff member, nor change the at-will employment relationship.

### **OUR VISION**

A strong community where everyone thrives.

### **OUR MISSION**

Together, we create welcoming spaces where all are free to explore and connect.

### **OUR VALUES**

<u>WELCOMING</u>: We make our resources, services and expertise accessible for all, recognize the inherent dignity in each person and provide safe places where everyone can be themselves.

<u>CURIOSITY</u>: We foster a culture of exploration, innovation and forward thinking by creating environments that support learning and growth.

<u>CONNECTION</u>: We are neighbors. We foster relationships, listen and act to build and strengthen our community. We bring people together to share information, ideas and experiences.

<u>EQUITY</u>: We work to change inequitable practices, structures and policies, and attitudes that drive them, to provide opportunities for every person in our community to thrive. As we do so, we actively examine our roles in perpetuating oppressive systems.

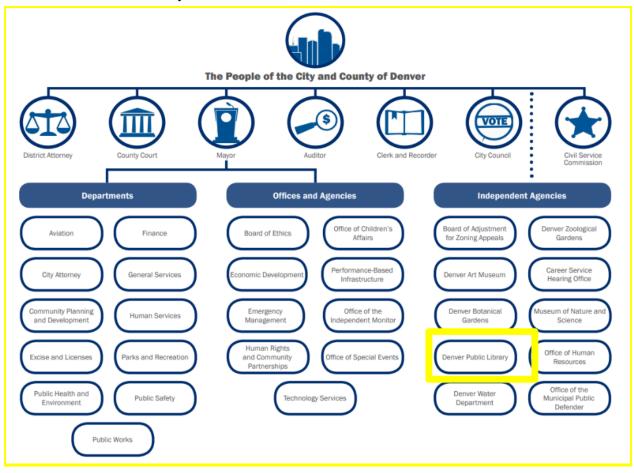
<u>STEWARDSHIP</u>: We are accountable to our community, using our resources responsibly. We lead with honesty and integrity, protect privacy and preserve and share the full history of our Denver community.

# **ORGANIZATION OF THE LIBRARY**

DPL is an independent agency created by the Charter of the City and County of Denver. The mayor does not oversee the library but appoints members of the library commission that have

the authority to set DPL policies. Members of the library commission are appointed to a four-year term.

The library commission selects a City Librarian that is responsible to oversee the library system. The below graphic clarifies how DPL is an independent agency that reports to the library commission versus the mayor.



# **RELATIONSHIP TO THE CITY AND COUNTY OF DENVER**

We are an independent agency, and differ from the City and County of Denver in some areas of hiring practices, employment practices (DPL employees are not Career Service or CSA Employees), staff conduct, staff development, communication and involvement, and safety and security. Per the City Charter and Denver Revised Municipal Code, the library is required to adhere to the City's classification and compensation practices. As such, DPL does not manage some logistical tasks in-house. Centralized divisions of the City manage the payroll, benefits and leave management functions.

# LIBRARY HUMAN RESOURCES OFFICE

DPL's Human Resources Office is focused on supporting organizational employees in the areas of pay (independent from payroll), benefit assistance, employee relations, recruitment, professional development and performance. The Human Resources office is located on the seventh floor of the Central Library.

The department is broken into two groups: HR Operations (HR Ops) and Learning & Development (L&D). HR Ops consists of an HR Manager, Human Resources Business Partners (HRBPs), and a Recruiter. HRBPs actively visit locations and departments to support the various needs of supervisors and employees. Learning and Development consists of an L&D Manager, L&D Specialists who focus on collaborating with department supervisors to create learning materials and a LMS Technician.

The department also includes an HR Director and an HR Data & Compensation Analyst. The HR Department supports all employees and can be contacted through the <u>HR Ticketing</u> <u>System</u>, direct messages, or emails. Discover the team by checking out the <u>HR page</u> on StaffWeb.

# **EMPLOYMENT PRACTICES**

DPL's vision is to create a community where everyone thrives. In order for DPL to meet this mission within the communities where our libraries reside, we must focus on establishing employment practices that guide us in recruiting amazing individuals to work at the library and employment structures for current and future employees to follow so they can provide services to our communities. The following information lays out DPL's recruitment and employment structures.

## **RECRUITMENT, SELECTION, AND JOB OFFERS**

In focusing on "all" in our mission statement, we consider ourselves to be an equal employment opportunity employer and conform to the Americans with Disabilities Act and strive to ensure that our facilities and services meet the Act's standards for applicants, staff and customers.

#### EQUAL EMPLOYMENT EMPLOYER

We provide equal employment opportunities to all staff and applicants for employment without regard to any protected characteristic including, but not limited to, race, color, religion, creed, national origin/ancestry, sex, sexual orientation, transgender status, gender identity and expression, disability, genetic information, military status, age, marital status, political affiliation, pregnancy or related conditions, or any other status protected by federal, state and local laws. All aspects of employment with the library are governed based on merit, competence and qualifications.

All decisions we make with respect to recruitment, hiring and promotion are made solely based on individual qualifications related to the requirements of the position. In addition, the administration of all other employment matters such as compensation, benefits, corrective action, training and development programs will be free from discrimination based on any protected status identified above.

#### AMERICANS WITH DISABILITIES ACT

The Americans with Disabilities Act (ADA), is a law that prohibits discrimination based on disability. Utilizing the guidelines from the ADA and in partnership with the

City's Leave/ADA Team, DPL will provide reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship for the library. This policy applies to all aspects of employment, including hiring, job assignment, training, pay, benefits, corrective action and termination.

For more information on the ADA, see the Interactive Process section of this guidebook in the section "Leave of Absence".

We manage our recruiting practices through Workday, which is a shared Human Resources Information System (HRIS) with the City of Denver.

#### **JOB POSTINGS**

Our job postings advertise open positions and are posted for 3 days to 30 days depending on the level of the role. Job postings can be posted internally only or internally and externally. The timeline and location of job postings are determined during the intake meeting held by an HRBP with a hiring supervisor.

Job Postings are found on the Denver Public Library website in addition to other outside job boards like ZipRecruiter, LinkedIn, etc., as determined by the HRBP and hiring supervisor. Job postings contain a job title, pay range and closing date, as well as minimum and preferred qualifications. An online application should be submitted for each position that an external or internal candidate is interested in.

#### **INTERNAL APPLICANTS**

We consider regular and on-call staff members as internal for the purpose of the application process. All internal applicants who meet the minimum requirements for the position, as well as completing 6 months of work in their current role, are invited to apply to positions that interest them. On-call employees may apply at any time. Employees should arrange their interview time outside of their scheduled working hours or request time off. If an employee has received a corrective action in the last year, they are not eligible to apply for posted positions.

#### **INTERVIEW PROCESS**

The interview process can consist of resume screening, phone screening, homework, pre-employment assessment, and interview panel(s). According to the level of the open position, the interview process can be adjusted under the guidance of the library HR Department. Hiring supervisors and the library HR Office will review and evaluate candidates through the interview process and determine the best-qualified candidate for a position within our library.

#### **REFERENCE CHECKS**

Hiring Supervisors and/or the library HR Office will complete reference checks on all hires, both external and internal. Hiring supervisors should only contact references provided by the candidate or current supervisors of internal candidates. Once all references have been contacted, the hiring supervisor, in collaboration with the library HR Office, will determine which candidate(s) to extend an offer of employment at DPL.

#### **JOB OFFERS**

The library HR Office will extend all offers. All offers of employment (both internal and external) are contingent on successful completion of a background check. Background checks will include a criminal history. Internal candidates will complete a background check if it has been more than a year from their original hire date or recent promotion/transfer/demotion.

Other verifications depend on the position offered and may include education, work history, licenses/certifications, legal work status, driving record, drug screen, reference checks and the verification of other credentials or information.

We do require a post-offer, pre-employment physical exam for positions that require specific physical capabilities to perform the essential functions of the job. We do not accept employment applications from individuals who were dismissed from the Denver Public Library or any other City agency within five years of the date of dismissal.

#### ASSESSMENTS

The HR Office is responsible for overseeing, developing, and/or approving all pre-employment assessments. If the hiring supervisor has a need for a pre-employment or on-the-job assessment, please let HR know and they will get the right assessment for them.

## **EMPLOYMENT STATUS**

The following terms are used to describe the employment status of employees. The regular (not on-call staffing) positions are scheduled for either 10, 20, 30 or 40 hours per week. All employees are at-will employees.

<u>Full-time</u>–Employee that is regularly scheduled to work 40 hours per week in a position that has no specified end date.

<u>Part-time</u>–Employee that is regularly scheduled to work 10, 20 or 30 hours per week in a position that has no specified end date.

<u>Limited Term</u>–An employee that works on a designated project for a specified, known duration. Limited term positions can be renewed based on funding and organizational needs. Limited term staff members regularly scheduled to work 20 hours or more per week are eligible for benefits.

<u>On-call</u>–An employee that works on an as-needed basis. On-call employees are not eligible for benefits. If an on-call employee is hired as a regular employee, the hire date, for purposes of seniority and benefits, is the first day of employment as a regular employee.

<u>Non-Exempt</u>–Employees that are usually paid on an hourly basis and are entitled to receive overtime pay.

<u>Exempt</u>—These employees are exempt from being paid overtime and are usually in a salaried position falling into three broad categories; administrative, professional or executive.

## **CLASSIFICATION**

As mentioned before, the City and County of Denver is responsible for developing, maintaining and administering classifications and related pay plans for the library. Changes to classification titles and pay rates require posting, a public hearing, and the approval of their Career Service Board.

All jobs are classified based on duties, responsibilities, knowledge, skills and competencies needed to perform the position. Each classification is assigned a pay grade and pay range. If employees have more specific classification questions, additional information can be found <u>here</u> or they can contact the library <u>HR</u> department.

As an Independent Agency, we tailor the City job classifications to our needs. The library uses "working titles" that do not necessarily match the official title used in the City's job classification system. For example, our Library Assistants I-V are Administrative Support Assistant I-V (ASA I-V) according to the City's classification system. Positions at the library may have two job descriptions, a very broad one published by the City and County of Denver, and a more specific one developed internally by us.

## **SCHEDULES**

The supervisors and managers of individual departments or branches set schedules. We schedule based on the needs of the library, the department/branch and the communities we serve. This may require you to work evenings, weekends and overnight hours and we ask that you maintain flexibility in your availability. We will make our best efforts to accommodate employee schedules for participation in religious events. Supervisors should work closely with the library HR Office when making accommodations to schedules.

## FLEXIBLE SCHEDULES/TELECOMMUTING

We want to provide employees with a healthy work/life balance and they are encouraged to explore alternative schedules with their supervisors, if desired. Alternative schedules cannot affect the library's priority of providing excellent customer service to internal and external customers.

Flexible scheduling may include, for instance, working more hours per day but fewer days per week. Just keep in mind that hourly staff members cannot enter into a flexible schedule that requires work in excess of 40 hours per week or 12 hours per day.

Flexible scheduling may also include telecommuting. Telecommuting is a practice that allows staff to work from a remote location, usually home, during all or part of their scheduled hours. Telecommuting is reserved for staff or assignments where a physical presence at work is not always required to meet the needs of the library. Anyone telecommuting still needs to be available by email and phone, just as if they were working at the library. Working out of state on a short-term basis is permissible on a case-by-case basis; however, long term out of state commuting may create tax implications for the City and DPL.

Alternative schedules, including flexible schedules and telecommuting, require supervisor approval in advance. Your supervisor can deny, revoke, or modify alternative schedules at any time.

## **ON-CALL STAFFING/ADDITIONAL HOURS**

The operation of our library may require additional staffing. The most common way to increase coverage levels is for part-time staff to voluntarily work hours over and above their regular weekly schedule. These additional hours are referred to as supplemental staffing. A staff member's regular hours plus their supplemental hours may not exceed 40 in a workweek unless approved by a supervisor.

There are two ways on-call staffing hours are administered. Individual departments may schedule strictly on-call staff or ask their part-time staff to pick up extra hours, when needed. The Public Services Division has its own pool that provides supplemental staffing for the positions of Library Assistants, Librarians and others. This pool is made up of both strictly on-call staff and regular, part-time staff members who are eligible and willing to work additional hours in their regular job title or another job title for which they are qualified, hired and trained. They may be asked to work in their home location or another location.

Supplemental hours must be approved by your supervisor or assigned by the Supplemental Staffing coordinator. In extenuating circumstances, we will require our part-time staff members to work extra hours.

## **TWO-POSITION STAFF MEMBERS**

Our staff members can have only one regular full-time position. However, it is possible to have more than one part-time or on-call staffing position as long as the total hours for the combined positions do not exceed 40 hours in a workweek and working both positions does not create a scheduling conflict.

## **DUAL INCUMBENCY**

Certain circumstances may require that two people share the same position number for a limited amount of time, e.g. so the incumbent can train their replacement. Dual incumbency in the same position number may not exceed three months.

## **PERSONNEL RECORDS**

Job-related and personal information about employees is retained in an official personnel record. It is important that we have accurate, up-to-date information, so any change of address, telephone number, family status or number of dependents should be updated in Workday by the employee as soon as practicable. Employees can review their own personnel record by making an appointment with the library Human Resources Office.

Our managers and supervisors can also view non-confidential personnel records to help in their selection decisions or to review a staff member's work record.

All personnel files of staff members are open to public inspection under the Colorado Open Records Act (CORA). Any person may submit a written CORA request for the information they are seeking.

## **EMPLOYMENT REFERENCES/VERIFICATIONS**

#### **Employment Verifications**

We provide employment verification for current staff members in connection with loan forgiveness for school loans. All other employment verification to provide income such as applying for a loan, requesting a reference check, leasing an apartment, etc. need to go through the Controller's Office at the City. The Payroll division has collaborated with an organization called Verifent to provide income and employment verification. To learn more about the process, contact Payroll at 720-913-5186. If a supervisor receives a verification request, they should direct them to our Human Resources Office.

#### Reference Letters

Reference letters, emails and phone calls seeking information that is not included in an employment verification (e.g. evaluation of an employee or former employee's performance, skills, or punctuality) are considered personal references and should not be written on library letterhead.

# **STAFF CONDUCT**

DPL expects all staff members to exhibit our values to not only our customers and the communities we serve, but to all fellow staff members as well. The following information defines our code of conduct, policies, solving workplace conflict, and the corrective action process.

# **CODE OF ETHICS**

The Code of Ethics guides the conduct of our staff so that our communities will have confidence that we are acting responsibly for their benefit. We ask that employees follow the letter and spirit of the City and County of Denver Code of Ethics and strive to avoid situations, which create impropriety or the appearance of impropriety. Private interests, financial or otherwise, should not affect an employee's objectivity, independence or honesty in performing their duties. The full Code of Ethics Handbook can be found at this link.

The Code of Ethics has general guidelines regarding the common topics of employment of family members, gifts to employees, outside employment or business activity and conflict of interest. In the event of a conflict between the Code of Ethics and this policy, the Code of Ethics controls. A summary follows:

<u>Employment of Immediate Family Members</u>–We accept employment applications from the immediate family of current staff members. However, no preference is given because of family relationships.

An employee may not work in the same department/branch as, be supervised by, or report up through the same supervisor as an immediate family member.

If an employee becomes an immediate family member of another staff member (i.e. marriage) and it violates one of the guidelines listed above, the employee has six months to resolve the situation. One staff member can apply for another vacant position within the library, arrange an acceptable transfer or resign. If the matter is not resolved within six months, the City Librarian will decide the matter based on the needs of the library.

For most of our policies (unless specifically noted), an immediate family member is defined as a spouse, child (and stepchild), parent (and stepparent), grandparent, grandchild, sibling, domestic partner, partner in a civil union, any person with whom they are cohabiting, and any person to whom they are engaged to be married.

<u>Gifts to Officers. Officials and Employees</u>–A gift is anything of value received without giving adequate and lawful compensation for it. A gift may include meals, tickets to events, travel

expenses, honoraria, services, loans, rebates and discounts (unless offered to the public or all city employees, officers and officials on the same terms and conditions). An employee, or their immediate family members, may not accept a gift if:

1. Any of the above persons are in a position to take direct official action toward the giver, AND

2. The giver has (or is about to have) a business, contract, or regulatory relationship with the library.

If an employee receives a gift over \$25 in value from any source during the course of employment, it must be reported on a Financial Disclosure Form. The library's Human Resources Office on an as-needed basis distributes this form.

<u>Outside Employment</u>–In most cases, outside jobs or business interests are not an issue. However, outside employment cannot conflict with the interests of the library or the City and County of Denver Code of Ethics. Additionally, outside employment may not interfere with scheduled or required overtime hours, the proper performance of library assignments or the meeting of deadlines. We can hire staff as independent contractors for outside functions, such as being in a musical ensemble that performs at events. The immediate supervisor needs to be notified prior to being hired for outside events as a contractor.

If any conflicts exist, as determined by the library or the City and County of Denver's Board of Ethics, the outside employment or business activity must be discontinued.

<u>Conflict of Interest</u>–If an employee or an immediate family member has a substantial employment, contractual or financial interest in a matter, direct official action on a matter before the library or City may not be taken.

For six months following termination of office or employment, former staff members may not obtain employment in which they will take direct advantage of matters on which they took direct official action during their service with the library or City. For one year following termination of service with the library, former staff members may not engage in any action or litigation on behalf of any other person or entity if the action or litigation involves an issue on which they took direct official action while in the service of the library.

# **DISCRIMINATION, HARASSMENT AND RETALIATION**

The Denver Public Library recognizes and declares that it is the right of all staff to work in an environment free of any form of discrimination, harassment, retaliation or intimidation based

on race, color, religion, creed, national origin/ancestry, sex, sexual orientation, transgender status, gender identity and expression, disability, genetic information, military status, age, marital status, political affiliation, pregnancy or related condition, or any other status protected by federal, state and local laws. These characteristics are referred to as "protected characteristics". All such harassment and discrimination is prohibited in any form, including verbal, physical and visual conduct.

Discrimination, harassment, retaliation and intimidation based on any status protected by policy or federal, state or local laws includes but is not limited to:

- Verbal conduct such as epithets, derogatory comments, intentional or persistent misgendering, slurs, mocking, jokes, sexual remarks or audio recordings containing any such verbal conduct.
- Visual or written conduct such as derogatory posters, photographs, writings, emails, cartoons, memes, drawings, gestures or video recordings containing such conduct.
- Physical conduct such as assault, unwelcome or inappropriate touching, blocking an employee's exit, or interfering with an employee's work.

#### DISCRIMINATION

Discrimination occurs when an employee experiences an adverse employment action based on one or more of the employee has protected characteristics. Adverse employment actions include, but are not limited to, separation, involuntary demotion and failure to promote. Adverse employment actions that are taken for any reason other than an employee's protected characteristic(s) are not discrimination.

#### HARASSMENT

Harassment based on one or more of an employee's protected characteristics is a form of prohibited discrimination. There are two types of harassment:

- Hostile Work Environment: This type of harassment exists when an employee is subjected to unwelcome and offensive conduct by someone the employee interacts with on the job when the conduct is based on a protected characteristic and is sufficiently severe or pervasive as to create an intimidating, hostile, or offensive work atmosphere. In order to constitute a hostile work environment, the conduct must be:
  - o based on one or more protected characteristics; and
  - $\circ$   $\;$  subjectively offensive to the employee; and
  - $\circ$   $\;$  objectively offensive to a reasonable person; and
  - severe or pervasive

However, harassing conduct does not need to rise to the level of a hostile work environment to warrant corrective action under this policy. An example of this is microaggressions. Microaggressions are the everyday slights, indignities, put-downs and insults towards marginalized folks that are experienced in their day-to-day interactions.

 <u>Quid Pro Quo (This for That)</u>: This type of harassment exists when a supervisor takes or threatens to take an adverse employment action or withholds, or threatens to withhold an employment benefit based upon a subordinate employee engaging or refusing to engage in certain behaviors (typically sexual favors). The behavior must be based on, or related to, a protected characteristic.

#### RETALIATION

Retaliation against a staff member for reporting harassment/discrimination, or participating in an investigation will not be tolerated. Retaliation includes any adverse action taken against a staff member for filing a complaint or supporting another employee's complaint. A staff member may not be fired, demoted, or otherwise retaliated against for making a complaint alleging discrimination or harassment, filing a charge of discrimination or harassment, or otherwise opposing discrimination or harassment.

#### **REPORTING DISCRIMINATION, HARASSMENT, AND RETALIATION**

If an employee experiences harassment or discrimination of any nature, we urge them to make it clear that the behavior is offensive and request it to stop. If an employee is uncomfortable talking to the harasser or if the behavior continues after a request to stop, the employee should report the behavior to their supervisor or the Human Resources Office in a timely manner.

If an employee believes they are being retaliated against, they should report the behavior to their supervisor or the Human Resources Office in a timely manner. Reporting a violation of the policies mentioned in this section to the library Human Resource Office will initiate a full, timely and confidential (to the extent possible) investigation of the complaint. Based on the outcome, appropriate action will be taken. We do our best during investigations to protect the rights of all parties concerned.

## WHISTLEBLOWER PROTECTION

The Whistleblower Protection Ordinance encourages and protects good faith reporting of official misconduct by City employees. The ordinance does not protect reports and disclosures that are made anonymously, are made in violation of any law, or are made without regard to the truthfulness of the reported information. In order to come within the

protection of the ordinance, you must make a good-faith attempt to report the information to an appropriate reporting authority.

The ordinance defines "official misconduct" to include the violation of any law, rule or regulation; the misuse or mismanagement of city assets; or an abuse of official authority. The ordinance defines "appropriate reporting authorities" to include elected officials, law enforcement agencies, the Denver Board of Ethics, or the appointment authority for the officer or staff who is being accused of official misconduct.

The ordinance prohibits supervisors and appointing authorities from taking any adverse employment action against staff in retaliation for the staff member reporting official misconduct. The ordinance defines "adverse employment action" to include actual or threatened disciplinary actions, adverse performance evaluations, or denial of compensation or benefits.

# **DRUG AND ALCOHOL POLICY**

Our library is a drug-free workplace that prohibits the use or distribution of alcohol, illegal drugs or controlled substances in any Library property or vehicle. In addition, being under the influence of alcohol, illegal drugs (including marijuana) or controlled substances while in a library facility or performing library business is not allowed and upheld not only by DPL policy but also by Executive Order 94 of the City.

Consumption of alcohol is prohibited unless consumed at an officially sanctioned private function such as the Book Lovers Ball.

We may require an employee to submit to an alcohol and/or drug screening if:

- An employee is reasonably suspected by a supervisor or safety officer of being under the influence of alcohol or drugs.
- An employee is involved in a workplace accident that may have been caused by human error which could have been drug or alcohol related, even if there are no observable symptoms of them being under the influence.
- An employee is involved in a vehicle or on-the-job accident where a supervisor or safety officer believes they are at fault.
- An employee is involved in a vehicle accident at work and is ticketed by the Denver police or someone involved in the accident is injured and treated away from the accident scene.
- Hold a position requiring a Commercial Driver's License.

An employee may refuse to take the test. We treat a refusal to test in the same manner as a positive result.

Reasonable suspicion is a reasonable belief that a staff member is using or under the influence of drugs or alcohol based on appearance, behavior, speech, odors, and other factors. Employees should report the use of prescription drugs that may affect their performance to their supervisor.

Additionally, the serving of alcohol at library functions must be approved in advance. Alcohol may be served at private, invitation-only events at the library; and a caterer for whom the library has proof of liquor liability can only dispense it. For more information regarding alcohol at library functions, contact the library Community Relations Office.

## **WEAPONS**

We want to ensure that our workplace is safe and free of violence for all staff members. The possession or use of dangerous weapons on library property is prohibited, which includes licensed concealed carry weapons. Weapons may be brought onto a work location only with written permission of the City Librarian.

## **VIOLENCE IN THE WORKPLACE**

We are committed to maintaining a safe work environment free from all forms of violence and threats of violence. Staff members who perpetrate violence, whether on-duty or off-duty, or otherwise violate this policy, is prohibited and will be subject to corrective action and/or possible criminal action and supported by Executive Order 112 of the City.

Behaviors such as intimidation, threatening or hostile actions, physical assault, vandalism, arson, sabotage, unauthorized use of weapons, bringing unauthorized weapons onto City/library property or other acts of this type that are clearly inappropriate in the workplace are not tolerated. Any actual or attempted threatening or abusive behavior, via any electronic communications or in person, on-duty or off-duty, are covered by this policy. In addition, jokes or comments regarding violent acts, which are reasonably perceived to be a threat of harm, or encouraging others to engage in the negative behaviors, are not allowed.

If you are in an emergency, call 911. Next, immediately notify the Security Department at 5-1102. For non-emergency situations, please report the incident to your supervisor or the Human Resources Office. In addition, please let us know if you are involved with an active restraining order. We take these issues seriously, and will conduct a full and timely

investigation of a good-faith complaint, as appropriate, regarding any violation of this policy. Based on the outcome, appropriate action will be taken. No employee acting in good faith who reports real or implied violent behavior will be subject to retaliation based upon a report.

# **REPORTING OF CONVICTIONS**

If an employee has been charged with or convicted of any crime, they should report it to the Human Resource Office within three calendar days of the occurrence. For our positions requiring the operation of a library motor vehicle as part of the job assignment, any traffic citations (except parking violations) must be reported, regardless of whether the citation was received while on duty or not. Failure to report charges may result in dismissal.

## CONFIDENTIALITY

We are passionate about protecting the privacy of both our customers and staff, so we go the extra mile to ensure information does not get into the wrong hands. Any information regarding our customers, stored in any form, is confidential and only made available to staff in the line of duty and to others only in response to a subpoena.

# **POLITICAL ACTIVITIES**

We love that our staff members want to be active participants in the communities we serve, and we highly encourage it during off-duty hours. We ask that during working hours, employees refrain from wearing political attire, having visible political tattoos, soliciting monetary political contributions from any staff member, engaging in solicitation or politically motivated behavior that is harassing or discriminatory, using our resources for political activities, or making any promise/ threat of action against any co-worker because of giving or withholding of a political contribution or service.

# **SELLING/SOLICITATION**

We have staff bulletin boards as well as the Classifieds section of Staffweb if you would like to post items for sale. This is a great way to connect with other staff members. Please keep in mind that any selling activities need to be outside scheduled working hours. Also, please do not solicit or distribute any non-job related material of any kind during working time on library property.

# ATTENDANCE AND PUNCTUALITY

We want to maintain great relationships with our customers, and part of keeping that commitment is being on time for our scheduled shifts. An employee's team also depends on you being on time and ready to serve! When we are unexpectedly absent or tardy, it places

additional burdens on the rest of the team to pick up tasks and may leave customers without assistance.

Employees may receive corrective action due to participation in deviation of clocking-in outside assigned schedule. If an employee is unable to work or will be late, they should let their supervisor (or other designated person) know with as much notice as possible so they can arrange to cover the shift. Each department or branch has specific reporting procedures set by the manager or supervisor. Employees who fail to report to work for three consecutive business days or shifts without notifying the company of the absence will be considered as having voluntarily resigned because of job abandonment.

Eligible employees should use accrued time to cover any missed shifts. Choosing to use or not use accrued time for absences is not an option. Unexcused absences may be subject to corrective action.

## DRESS

We trust that employees will dress appropriately and safely for the work that they do. The only exception to this are departments that require specific uniforms such as our Security Officers and Facility Workers to assist customers and for safety reasons. Additionally, we do expect all staff to wear a DPL assigned name badge while working. If an employee has any questions regarding dress, they should chat with their supervisor.

# **STAFF LIBRARY CARDS**

We issue all staff members, including supplemental staff, library cards using the Denver Patron Code at the time of hire, if you desire one. This Patron Code provides full access to our collections, even for staff residing outside of Denver. An employee's staff account needs to contain accurate information, including full name, date of birth and physical house address. Employees should be model customers when using their library card. Abuse of privileges, including excessive amounts of overdue or lost items on the library card record, tampering with hold queues or not promptly checking out materials placed on hold, are not acceptable and may result in cancellation of these privileges.

## **SMOKING**

Smoking needs to be on approved break times and outside, at least 25 feet from any entrance. We follow the Colorado Clean Indoor Air Act, and consider smoking to be the following:

The use of any device that can be used to deliver tobacco or nicotine to the person inhaling from the device, including electronic cigarettes, cigars, cigarillos or pipes, as well as vaporizers, hookah pens and

similar devices that use an atomizer or otherwise allow users to inhale nicotine vapor without the use of fire, smoke or ash.

# **ELECTRONIC USE AT THE LIBRARY**

We provide a wide variety of electronic equipment for business use. Limited, occasional use of electronic media for personal, non-business purposes is understandable as long as it is of a reasonable duration and frequency, and does not interfere with an employee's job duties or anyone else's job duties. Unless used for business purposes, personal cell phones and other personal electronic devices can be used during scheduled break times.

All regular staff members are given a denverlibrary.org email address and network username. We want to ensure that we protect the integrity of the library data and the systems we use. Please do not share your user ID or passphrase, nor use another staff member's login info to log onto a workstation computer, email, or online service for any reason. It is an employee's responsibility to practice adequate passphrase management by keeping all passwords confidential. Employees should keep all passwords physically secure, do not place a written list of passwords in plain view or anywhere easily discoverable (for example, posted under a computer keyboard). It is not a good idea to disclose system passwords to anyone, for any reason. IT should never ask for a staff member's password, and if asked, an employee should never provide their password to IT.

Email should be retained in a manner consistent with paper documents pursuant to the library's record retention policy. If an employee receives a Litigation Hold, all documents must be retained until they receive written notice that the Litigation Hold has been released. Email or any internally posted communications should be treated like written memoranda. If the contents of the communication would not be appropriate to put on library letterhead, it is not appropriate to send via email or post internally.

Personal devices issued to an employee by the library should be maintained using common sense security practices, including virus protection and regular and timely software updates. We do retain the right to revoke such devices and upon loss or theft of a device used for library email, may wipe the device remotely, which will erase all library and personal data from the device. It is your responsibility to notify the library's IT department upon the theft or loss of a device that is used for library purposes and/or contains library information. Library IT staff will work with an employee, their supervisor, and the library Human Resources Office to determine if a remote wipe is necessary. Upon loss or theft of a personal device containing library information, an employee may also request the library IT department perform a remote wipe.

We comply with all applicable City and County of Denver Information Security standards, practices, procedures, and regulations. DPL also complies with the standards laid out for government entities by the Federal Information Security Management Act. However, we do not guarantee protection of private data stored or transmitted using library equipment, software, Wi-Fi or the network. All networks have vulnerabilities to cyber-attacks, malware, viruses, equipment failure, software bugs, and other unforeseen risks. By using library equipment, employees accept this risk and it is their responsibility to protect themselves and their data.

## **SOCIAL MEDIA**

We have several social networking accounts to connect to our customers and engage them in conversations about materials, programs and library resources.

Our social networking sites follow the Social Networking Guidelines (found on Staffweb) and are approved by the library's Marketing and Communications Office. Only approved and authorized staff members can be administrators on any library social networking site and those staff members are responsible for the content that is published.

If an employee is on social media on a personal level, they can also participate in the conversations happening on the library's social media sites. However, it must be clear that the employees are speaking for themselves and not on behalf of the Denver Public Library.

Postings made by unauthorized staff members regarding library matters on any other blog, wiki or social networking site are considered personal communications and are not library communications. If an employee publishes or posts regarding library matters, they must include a disclaimer such as: The postings on this site are my own and do not necessarily represent library positions, strategies or opinions.

Please do not disclose any sensitive, proprietary or confidential information about the library or its customers. Please do not reference customers, partners or vendors without their advance express approval. In addition, we need to consider copyright and fair use laws. The library logo and branding is prohibited for personal use.

If an employee has a workplace complaint, they are encouraged to bring the matter to the HR Office, as they have the ability and authority to investigate and resolve such matters.

## **CONFLICT TRANSFORMATION**

We are committed to providing a harmonious work environment for all staff based on mutual respect and accountability. It is important that we all remember to recognize that most actions

are made with the best of intentions. Part of this commitment is encouraging an open and frank atmosphere in which any problem, complaint, suggestion, or question receives attention and a timely response from your supervisor. Such open discussion provides opportunities for constructive criticism, clarification, and feedback and can result in mutually beneficial solutions.

An employee's supervisor is an important resource to help with any workplace conflict, and can help settle most issues that arise. If issues cannot be resolved with an employee's supervisor's help, it may be escalated to their supervisor's supervisor or division director. Every reasonable attempt to reach agreement and understanding through open dialogue should be made as soon as possible after an incident.

If an employee believes it is inappropriate to discuss an issue with their supervisor, manager or director, or if open dialogue attempts do not satisfactorily resolve an issue, we encourage them to seek assistance from the library's Human Resources Office at any time.

## **MEDIATION**

If an employee cannot resolve issues that arise by speaking to the involved party or their supervisor, they may request a mediator to help resolve the issue. A HR professional from the library HR Office will help the different parties involved in communicating their different perspectives, discuss needs and interests, and explore ways to move forward in a mutually acceptable way.

# **CORRECTIVE ACTION**

DPL's corrective action policy and procedures are designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable employee behavior and/or performance offenses. To encourage employee job success, supervisors should:

- Establish and communicate clear expectations for successful performance
- Identify job performance or behavior that does not meet standards and offer feedback in a timely manner

When a supervisor is concerned with an employee's performance or behavior, they should collaborate with HR in determining if a corrective action should be taken. The following is the steps of corrective action an employee's supervisor should follow:

### Verbal Warning:

An employee's supervisor will discuss the performance issue with them, and what improvements are needed. The verbal coaching is an informal method of correction. The coaching should be documented for the employee's personnel file. Additional offenses may lead to further corrective action.

#### Written Warning:

An employee's supervisor will meet with them and provide written notice of the performance issue. The written warning defines the offense(s) and outlines the corrective actions to be taken. The warning will contain sufficient detail so that the employee understands the performance issue and what is expected of them. Written warnings become a permanent part of an employee's personnel file.

#### **Final Warning:**

An employee's supervisor will meet with them and provide written notice of the performance issue. The final warning defines the past offense(s), the latest offense and states that dismissal will result if there should be any future breach of DPL's disciplinary policies.

Depending on the nature of the offense, DPL and HR reserves the right to combine and/or omit steps or immediately issue a separation. Examples include just cause, unsatisfactory job performance, conduct, unacceptable personal conduct, false and misleading information on employment application, failure to maintain required credentials, internal investigation/refusal to cooperate, other criminal behavior, arrest, sexual harassment and other discriminatory behavior, physical violence or threats against other employees. This policy applies to all current DPL employees.

# **GROUNDS FOR CORRECTIVE ACTION**

Because it is impossible to list every unacceptable behavior, the following list is meant for illustrative purposes and is not all-inclusive.

- Neglect of duty or carelessness in performance of duties and responsibilities.
- Theft, destruction, or neglect in the use of library property; or property or materials of any other person or entity.
- Any act of dishonesty, which may include, but is not limited to, lying, or improperly altering or falsifying records, examination answers or work hours.
- Accepting, soliciting, or making a bribe, or using official position or authority for personal profit or advantage, including kickbacks.
- Failing to comply with the lawful orders of an authorized supervisor or failing to do assigned work a staff member is capable of performing.
- Failing to meet established standards of performance including either qualitative or quantitative standards.

- Intimidation or retaliation against anyone who has been identified as a witness, party, or representative of any party to any hearing or investigation relating to any disciplinary procedure, or any violation of a city, state, or federal rule, regulation or law, or against a staff member who has used the conflict transformation process in good faith. Retaliation or intimidation due to good faith reporting of official misconduct is also prohibited.
- Failure to maintain satisfactory working relationships with co-workers and other individuals the employee interacts with as part of their job. This may include unwillingness or inability to work in harmony with others, discourtesy or conduct inappropriate to our work environment.
- Being charged with or convicted of a crime, or entering a plea of guilty or nolo contendere to a crime.
- Failure to report charges of, pleas to, or convictions of crimes as required.
- Unauthorized deviation from scheduled shift including reporting to work after the scheduled start time of the shift, leaving work before the end time of the shift, working unauthorized overtime, or using the time clock rounding rule inappropriately.
- Three unexcused absences or tardiness.
- Unauthorized absence from work; or abuse of paid time off, sick leave, or other types of leave; or violation of any rules relating to any forms of leave.
- Divulging confidential or otherwise sensitive information in any format to inappropriate or unauthorized individuals.
- Refusal to cooperate, including refusing to provide requested information and materials relevant to an investigation or a work-related search.
- Unauthorized recording, including audio or video, while on library property or business, or when speaking to another staff member by phone.
- Conduct which violates library policy, the City and County of Denver Code of Ethics, the City Charter, the Denver Revised Municipal Code, or written regulations, policies, rules, or procedures.
- Discrimination, harassment, or retaliation as defined in the guidebook, based on protected characteristics, or any other status protected by federal, state, local laws, or library specific policy.
- Failure to use safety devices or failure to observe safety regulations.
- Conduct which is or could foreseeably affect the good order and effectiveness of the library, bring disrepute on or compromise the integrity of the library or be unbecoming of a library employee.

# **PAY PRACTICES**

As stated in the beginning of the guidebook, the City and County of Denver sets DPL's compensation structure, provides paychecks, and administers benefits. The following information provides more detail into DPL's pay practices.

## **PAY GRADES AND PAY RANGES**

All of DPL's jobs are based on duties and responsibilities as well as the knowledge, skills and competencies needed to perform the job. The City's Office of Human Resources conducts a market analysis on an annual basis to ensure that pay ranges are comparable to other Denver area organizations, given similar work. Any changes to pay ranges require City Council approval. The pay grades, pay ranges and job classifications can be viewed at this link.

## **OVERTIME**

We comply with the Fair Labor Standards Act (FLSA), and our library positions are defined as either exempt or non- exempt.

<u>Exempt Staff:</u> An exempt staff member is exempt from being paid overtime and is usually in a salaried position falling into three broad categories; administrative, professional or executive. Generally, exempt staff members are not eligible to receive overtime pay.

<u>Non-exempt Staff</u>: Non-exempt staff members are usually paid on an hourly basis and are entitled to receive overtime pay.

Overtime is authorized time worked that exceeds 40 hours in a workweek for non-exempt staff members. Unpaid leave is not counted as hours worked for the purposes of calculating overtime. Overtime is compensated at the rate of 1.5 times the staff member's hourly rate of pay. The overtime rate also applies to shift differential, if applicable.

## **PAY WHEN FIRST EMPLOYED**

All offers of employment are made by the library Human Resources Office. Our starting salary offers are based on the pay range of the job classification, market conditions, related experience, previous work record, salary history, education and internal equity. Job offers are dependent on how qualified a candidate is based on the direct requirements/experience needed for the role outlined in the job description.

## **PAY PERIODS/PAY DAYS**

There are twenty-six pay periods per year, and we are paid biweekly, on every other Friday. If a payday falls on a holiday, you will be paid the day before. Paychecks are processed and issued by the City and County of Denver's Payroll Office. Employees can view their pay slip at any time in Workday.

## WORKDAY TIMEKEEPING

We ask all staff to maintain an accurate record of time worked in the Workday timekeeping system. Employees must review and, if accurate, approve and submit their timecard in Workday at the end of the pay period, and their supervisor reviews and approves. If an employee's time card is inaccurate for any reason, employees should notify their supervisor as soon as possible. This ensures that they are being paid for the hours that they worked.

Our workweek begins at 12:00 a.m. Sunday and ends at 11:59 p.m. on Saturday. Supervisors cannot approve timecards after 10:00 am on the Monday after a pay period closes for processing.

We have a variety of options for accessing the Workday system including computer and cell phones. An employee's supervisor will let them know which method they are expected to use. To maintain consistent time reporting, Workday rounds punch times to the nearest 15-minute mark. The actual punch time appears in the timecard; however, the Shift, Daily and Cumulative totals are rounded. Rounding has no bearing on an employee's regularly scheduled work times, nor does it have bearing on early or late indicators in your timecard. In order to round to 15 minutes, the actual rounding occurs on punches between 7 and 8 minutes. Employees should be mindful of the rounding rule, and accurately record their time worked. We want to ensure that employees are being paid for actual time worked. To learn more about Workday timekeeping, follow this link to DenverHub.

## **BREAKS**

We want employees well rested and refreshed to be their best at work, so we provide a variety of breaks to support them.

For every four hours worked, employees should receive a 15-minute, paid break. An employee's supervisor will schedule these times to ensure proper coverage. Since these breaks are paid, we ask that employees do not leave the premises without supervisor approval.

For shifts lasting over five hours, a thirty minute unpaid mealtime is scheduled. If an employee is approved to voluntarily eat while working or if the library has a time-sensitive need that prevents an employee from taking a meal break, the meal period is added to the paid hours worked for

that day. If an employee's meal period is interrupted, they should notify their supervisor as soon as possible so they can make any necessary adjustments to our timecard in Workday.

## SHIFT DIFFERENTIAL

We provide shift differentials as a premium paid to employees in non-exempt, regular positions. Employees must work the assigned shift to be eligible for shift differential. We do not pay shift differential during any period of paid leave such as vacation, sick leave or holidays unless you are required to work such a holiday.

Shift differentials are paid for all hours worked by an eligible employee in a workday under the following conditions:

- <u>Night Rate:</u> If at least half of the hours worked, occur between 11 pm and 7 am, you will receive the rate of 12 percent.
- Evening Rate: If at least half of the hours worked, occur between 3 pm and 11 pm you will receive the rate of 7 percent, unless the other half of the hours worked, occur between 11 pm and 7 am, in which case you will receive the night rate.
- <u>If neither Night nor Evening are applicable</u>, but at least half of the hours worked occur between 3 pm and 7 am, employees will receive the applicable rate for the period in which a majority of the hours occur. If these hours are evenly divided between 3 pm and 11 pm, and 11pm and 7am, the employee(s) will receive the night rate.

# **Promotions, Transfers, and Demotions**

We consider a promotion a move into a position that is classified at a higher pay grade. Our pay offers are competitively compared to the local market and commensurate with the duties of the job along with the level of experience and education you have, and our internal pay equity.

Transfers are when an employee moves to another position within the same pay grade. Most transfers are voluntary and occur when an employee applies for and is selected to fill a position within the same pay grade as their current position. Transfers do not result in a pay increase or decrease.

If an employee is transferring from the library into another City agency, our library policies will no longer apply. The employee will keep their benefits, leave accrual and service dates. If the employee transfers from the City into the library, they will now be under our independent agency policies and the City policies will no longer apply. There are times when a demotion needs to happen. A voluntary demotion is a demotion initiated through the request or application of an employee. When an employee voluntarily demotes, pay shall be set by DPL HR and shall not be lower or decreased by more than the range minimum, or greater than the range maximum of the pay range for the new classification. Before the pay can be set at a rate, lower than the employee's current pay rate, the employee must agree to the reduction. If the parties cannot agree on the amount of the reduction, the voluntary demotion will not occur. If an employee applies for and is selected, for a position at a lower pay grade, or if the City Librarian approves a demotion for the good of the library, the employee's pay may be decreased.

An involuntary demotion is a demotion initiated through disciplinary action. The involuntary demotion will typically result in a pay decrease of at least eight percent (8%) or more of the employee's salary; however, pay shall not be lower than the range minimum or greater than the range maximum of the pay range of the new classification.

## **MERIT INCREASES**

Merit pay increases may be awarded annually. However, funding for the merit pay increases is entirely dependent on the City and County of Denver's budget. Merit increases may be prorated based on the number of months between an employee's hire date and the end of the year. If an employee were hired between October 1 and December 31 of any given year, they will not be eligible for that year's merit increase. Any merit pay increases are effective and retroactive to the first Sunday of the New Year.

## WORKING OUT OF CLASS ASSIGNMENT

Our Division Directors can approve an employee for a working out of class assignment in a higher-level classification when there is (1) a vacancy; (2) the employee holding that position is on an extended leave of absence; or (3) in other circumstances as deemed appropriate by the City Librarian. An employee can work out of class for up to 6 months but may be extended by a maximum of 6 additional months when justified by compelling circumstances and approved in writing by the OHR Executive Director and the City Attorney's Office.

These are the guidelines for assigning and paying for a working out of class assignment:

• The assigned employee must have a demonstrated ability to perform all the duties and accept all the responsibilities of the higher-level assignment.

- The additional work and additional pay for work outside of an employee's job classification shall start at the beginning of a workweek, which is the next available Sunday. The additional pay shall continue for the duration of the assignment.
- Working out-of-classification pay shall be set by the appointing authority at no less than 8% and no more than 12% above current salary, except that such pay shall not exceed the range maximum for the higher classification.
  - The vacant higher-level classification is 1 or 2 pay grades higher- 8%
  - The vacant higher-level classification is more than 2 pay grades higher-12%
- If the employee's current classification is non-exempt and the employee will perform higher-level duties of an exempt classification, the employee retains their non-exempt pay status for overtime purposes.
- The employee's job classification will not change because of a temporary assignment of higher-level job duties and responsibilities. Employees receiving additional pay for working outside of their assigned classification shall not be eligible for re-allocation to the higher-level classification.
- If an employee receives a merit increase during the temporary assignment, the pay for the work assignment outside of job classification shall be re-calculated based on the employee's base pay including the merit increase. The re- calculated pay shall be effective on the effective date of the merit increase
- Upon completion of the temporary assignment, the employee's pay shall return to the employee's base pay prior to the temporary assignment, including any merit increase awarded during the temporary assignment.

# **PAY ADJUSTMENTS**

Pay adjustments within a staff member's pay range may be made in order to eliminate a pay inequity created by internal or external conditions. Pay adjustments are conducted through the library Human Resources Office in collaboration with the City's Comp and Class team, DPL Finance, and approval from the City Librarian.

# JOB AUDIT/REALLOCATION

There are times when the duties of an existing position change to the extent that it is more similar to a position in another classification. When this happens, the position may be reallocated to a more appropriate classification. Reallocations are either done when a position is vacant, through a job audit request, or through a City classification maintenance study. Job audit requests are initiated by an employee and their supervisor, and need to go through the library's HR Office. The library's HR Office will submit the request to the City and County of Denver's HR office, as they are responsible for our pay structures. Both the employee and their

supervisor need to fill out the request in order for the City to start the job audit process. Please have a conversation with the library's HR Office before you get started.

If an employee's position is reallocated through a job audit or classification maintenance study, there is no resulting increase in pay unless the employee's current pay rate is below the pay range minimum in the new classification. In that case, we will increase their pay to the minimum of the new pay range. It is important to note that job audits do not always yield an increase in pay and may result in a lower classification.

## REORGANIZATION

As we grow as an organization, we might consider a reorganization of our jobs. If a job title is eliminated, we may re-assign an employee to a position in the same or a lower classification in lieu of a layoff.

In that case, the employee would receive the same pay in the new classification unless their pay exceeds the pay range of the new classification. In that event, the employee would retain their existing salary and it will remain the same until the pay range of the new classification meets their current pay rate.

## **INTERRUPTION OF SCHEDULED WORK**

Our City Librarian or designated leaders may close one or more library facilities due to an emergency, including severe weather. If a library facility is officially closed, staff may be temporarily reassigned to another library location. If excused from work for the day or any part of the day without a reassignment, employees will be paid for their scheduled shift.

## **STANDBY PAY**

We have a few teams that may schedule staff members to be on standby duty when there is reasonable anticipation that a staff member will have to respond and perform work immediately while off-duty. Our non-exempt staff members scheduled to stand by will receive pay for all hours worked. If no hours are worked, non-exempt staff will receive one and one-half hours of pay for each eight hours on standby duty.

To be eligible for standby pay, employees must be:

- Available by cell phone or phone;
- Required to respond to a call and perform work within a designated amount of time not to exceed two hours;
- In a non-impaired condition that allows you to safely perform job duty assignments;

• The staff member will be subject to disciplinary action if they do not respond to the call within the designated amount of time or respond in an impaired condition.

# **CALL-BACK PAY**

If an employee is a non-exempt staff member and gets called back to work by their supervisor, they will be paid for a minimum of two hours of work from the time you begin work and will be paid their regular rate of pay for any work performed beyond the first two hours.

## MILEAGE AND PARKING REIMBURSEMENT

If you are required to drive a personal vehicle while completing assigned job duties, a mileage and parking reimbursement is available. Reimbursements are paid on paychecks and are entered into Workday by employees if they are approved to do so, or by their supervisor.

Before driving for business use, employees need to:

- Submit a completed and authorized City Business Vehicle Request and Status Change Form.
- Attend the City's required Defensive Driving Training within the last three years.
- Have and maintain personal automobile insurance\* (if you drive your personal vehicle for library business).
- Carry liability and property damage insurance with at least the minimum coverage limits identified in Fiscal Accountability Rule 10.5 City Business Vehicle Use.

If an employee is eligible for mileage reimbursement, they may also be reimbursed for parking expenses incurred while completing their job duties. Please note that parking will not be reimbursed for parking at your primary job location or at the CEN location for training and meetings.

A parking receipt must be submitted to an employee's supervisor in order to receive reimbursement within the pay period the expense occurred. Meter parking without a receipt may be reimbursed to a maximum of \$2.00.

To learn more about creating an expense report for mileage reimbursement follow this link.

## **BILINGUAL STIPEND**

We provide a bilingual stipend for any regular staff member that uses non-English language skills over 35% of the time. Once an employee's supervisor verifies this, our HR office will give

the employee the information to complete the language test. If the employee passes, they will be compensated each pay period with a \$50 stipend.

The effective date of the bilingual stipend is the beginning of the first work week after the test is taken and the employee has passed.

If an employee changes to a position that does not require using a second language over 35% of the time, the stipend will stop. Also, staff members on an approved leave lasting one week or more may have their bilingual stipend suspended until they return to work.

## LIBRARY-ISSUED MOBILE PHONES

Some exempt level staff may be expected to carry and respond to mobile phone calls during off-duty hours as part of their responsibilities.

All non-exempt staff must turn their work cell phones off during off-duty hours and not respond to work-related calls unless otherwise directed by their supervisor. If a non-exempt staff member is directed to answer calls while off duty, he/she will be paid for all hours worked, which may result in overtime.



DPL offers a comprehensive benefits program that is administered by the City, and it is available to all regular and limited-term staff members scheduled to work 20 hours or more per week. A committee appointed by the Mayor's Office reviews and revises the benefits package on an annual basis.

## **INSURANCE**

All insurance, if elected, begins the first of the month following your hire date. You need to make your selections within 30 days of your hire date, a change in hours making you newly qualified for benefits, or a qualified life event.

A qualified life event is marriage/divorce, loss/gain in coverage, an ineligible dependent or a change in family size. Other changes may be made only during the annual Open Enrollment period in October. The benefits elected during the October Open Enrollment period are effective on January 1st of the following year.

Employees should visit the following resource <u>link</u> or contact the library <u>HR office</u> for more information on benefits.

# PAID TIME OFF (PTO)

Our PTO plan applies to all regular staff hired after 12/31/2009 and anyone hired before 12/31/2009 who opted into the plan. We ask that you make PTO requests to your supervisor at least two weeks in advance, except in cases of emergency, illness, or injury to you or an immediate family member. Your supervisor will make every effort to grant leave PTO requests, but the needs of the library are the first priority. The earlier you request leave, the more likely it is to be granted.

If you are scheduled to work 20 hours per week or more, you accrue PTO as follows:

PTO Accrual			
Years of Service	Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)
0-6 months	5 hours	7.5 hours	10 hours
6 mos-5 yrs.	6 hours	9 hours	12 hours
5-10 years	7.5 hours	11.25 hours	15 hours

10-15 years	9 hours	13.5 hours	18 hours
15+ years	9.5 hours	14.25 hours	19 hours

PTO is credited on the first of the month for the previous month of work. You can view your PTO balance in Workday. PTO is prorated if you began employment at the library after the first day of the month or separate from employment before the last day of the month.

Your PTO can be accrued to a maximum bank of 400 hours. Your PTO can't be used after a last day of actual work except in approved leave situations. If you separate your employment from the library, any unused PTO will be paid to you at your regular rate of pay.

## **VACATION TIME**

Our vacation time applies to regular staff hired before 12/31/2009 that did not opt into the PTO plan. We ask that employees submit requests for vacation time to their supervisor at least two weeks in advance. An employee's supervisor will make every effort to grant vacation leave requests, but the needs of the library are the first priority. The earlier an employee requests leave, the more likely it is to be granted.

If an employee scheduled to work 20 hours or more per week, they will accrue vacation time as follows:

Vacation Accrual			
Years of Service	Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)
5-10 years	5 hours	7.5 hours	10 hours
10-15 years	6 hours	9 hours	12 hours
15+ years	7 hours	10.5 hours	14 hours

# SICK TIME

The sick time benefit applies to regular staff hired before 12/31/2009 that did not opt into the PTO plan. Except in cases of illness or injury to you or an immediate family member, sick leave requests should be approved in advance by their supervisor. Sick time accruals do not increase based on years of service. Regular employees who are scheduled to work 20 hours or more per week accrue sick time as follows:

Sick Time Accrual			
Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)	
4 hours	6 hours	8 hours	

Sick time is credited on the first of the month for the previous month of work. Sick leave is prorated for staff members who separate from employment before the last day of the month. We allow a maximum of 960 hours of sick time to be accrued. When there are more than 880 hours in your sick time bank, up to 80 hours will automatically be placed in a sick-as-vacation bank. It will be replenished automatically by any accrued sick hours over 880.

Full sick time balances are not paid out upon separation. Payment for the unused balance of accrued sick leave is as follows:

Full Years of Service		
9 years	Sick leave balance minus	360 hours
10+ years	Sick leave balance minus	400 hours

Upon retirement or death, a staff member is paid at their regular rate of pay for one-half of all accrued sick leave credits existing or in accordance with the method as described above, whichever is higher, but not to exceed 560 working hours.

Sick time may not be used after the last day of actual work except in approved leave situations. In order to begin the process of determining eligibility for job-protected leave under the Family Medical Leave Act (FMLA), the Library Human Resources Office must be notified after three consecutive days of absence due to illness or injury. See the FMLA section of the guidebook for additional information.

# COLORADO HEALTHY FAMILIES AND WORKPLACES ACT (CHFWA)

The Healthy Families and Workplaces Act (CHFWA) is a new Colorado state law that went into effect Friday, January 1, 2021. CHFWA creates paid family and medical leave obligations for all employers in the state. Most employees, including those who receive sick leave or PTO, will not see a change in the amount of time accrued to take sick leave. On-call employees and those employees who work part-time (fewer than 20 hours per week) will accrue sick leave at the rate

of one hour per every thirty hours worked. CHFWA also provides public health emergency leave for employees who did not have 80 hours of leave as of 1/1/21.

Employees should follow this <u>link</u> to learn more about the Colorado Healthy Families and Workplaces Act (CHFWA) or contact the library <u>HR office</u>.

## WELLNESS HOURS

At DPL, we are committed to prioritizing employee wellness because employee wellbeing is integral to our organizational health. To support our efforts, the library created Wellness Hours that every employee may take each quarter. The following information shows how many hours each employee earns per quarter based on their positions and hours worked:

Regular, limited or unlimited staff working 20-40 hrs/week	8 hours per quarter
On-call staff* (included regularly scheduled on-call staff and supplemental staff)	2 hours per quarter
Volunteers, supplemental, interns, and other non-paid staff	Not eligible

Wellness hours are issued at the beginning of every quarter. Wellness hours do not roll over. Unused wellness hours will be forfeited if not used within the same quarter. Employees should follow this <u>link</u> to learn more about the Wellness Hours Program or contact the library <u>HR office</u>.

# DONATED TIME OFF

We have a great way to help our fellow co-workers in their time of need. We have the option of donating time off! Employees may donate time to another staff member if:

- The employee has been earning sick time continuously for the last five years and has a sick time balance of at least 240 hours after the donation or a PTO balance of at least 80 hours after the donation.
   AND
- The recipient is on an approved medical leave and has exhausted all of their sick time, vacation time and/ or PTO.
- The recipient (or their representative) submits a Request for Donation form to OHR Payroll.
- The recipient does not use over 600 hours of donated time in a calendar year.

Donated leave balances are not paid out upon separation from employment. Unused donated leave cannot be donated to another staff member nor is it returned to the donor.

### PAID HOLIDAYS

There are 13 paid holidays observed by the library. All regular and limited-term staff members scheduled to work 20 or more hours per week have these paid days. Holiday pay is prorated in accordance with your regularly scheduled hours.

If it's necessary to maintain essential services, we may ask employees to work on a holiday. If an employee is scheduled to work on a holiday or the holiday falls on a scheduled day off, they will be given an alternate day off in that holiday week. Below is a list of paid holidays:

.. .. . \_

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Cesar E. Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day
- Personal Holiday One personal holiday that must be used between January 1 and December 31 of each year. If not used, it is forfeited. You need to obtain supervisor approval when scheduling this day off.

When a paid holiday occurs on a Saturday, the holiday is observed on the preceding Friday. When a paid holiday occurs on a Sunday, the holiday is observed on the following Monday.

### **OTHER HOLIDAY-RELATED CLOSINGS**

We may close to the public in conjunction with other paid holidays, including:

- Thanksgiving Eve (close at 4 p.m.)
- Christmas Eve (close at 4 p.m.) New Year's Eve (close at 4 p.m.)

For closings other than paid holidays, staff schedules will be rearranged so you will receive a full complement of time worked during these short weeks. For an annual list of library-scheduled closings, please see Staffweb.

### LEAVE OF ABSENCE

We understand that employees may have unique personal and professional needs during their career at DPL. The following information explains our accommodation process and the various leaves that employees may be placed on or use. For specific information on taking any of the leaves listed below, please contact the library Human Resources Office.

#### ADA INTERACTIVE PROCESS

If an employee needs accommodations in order to perform the essential functions of their job, they should notify DPL HR immediately through an <u>HR Ticket</u> in order to initiate an Interactive Process (IAP) with the City's ADA/Leave Team.

The IAP is a flexible dialogue designed to determine if an employee is disabled as defined by the ADA and if there is a reasonable accommodation that will enable the employee to perform the essential functions of their job with or without accommodation. The outcome of an interactive process could include a reasonable accommodation such as physical modification to a workspace, job reassignment, leave, or medical disqualification. DPL has a Memorandum of Understanding (MOU) regarding reassignments between the library and the City's OHR that outlines the reassignment process. A City ADA Administrator assigned to the case will walk employees and leadership through the process.

Additionally, leave provided under the ADA is unpaid unless you opt to use accrued vacation, sick, PTO or donated time. It can also be taken as leave without pay or a combination of both. It is the responsibility of the employee to notify HR on how they would like to apply accrued vacation, sick, PTO or donated time.

Employees on any type of ADA Leave are responsible for payment of their portion of benefit premiums. A lapse in payment of premiums may result in a cancellation of benefits by the City. If an employee is covered by Short Term Disability, the amount will be applied to benefits payments.

To learn more about ADA and the ADA Interactive Process, check out this link to DenverHub.

#### **EXEMPLARY SERVICE**

Exemplary time is paid time awarded to employees to recognize their outstanding contribution to the agency by their supervisor for exceptional work. Supervisors/Managers can only grant up to 20 hours of compensatory time per calendar year to an employee.

#### **ADMINISTRATIVE LEAVE**

Paid administrative leave temporarily relieves an employee of their normal job responsibilities. The employee is asked to remain at home during regular work hours but continues to receive regular pay and benefits. Administrative leave may be only needed for a couple of days, weeks or months depending on the circumstances. The most common reason that DPL utilizes this leave is to remove an employee from the workplace so DPL's HR is able to investigate allegations of misconduct. In all situations, the first priority is the operation of the library. Supervisors who believe there may be a need for administrative leave should speak with HR by submitting a "<u>HR General Question</u>" ticket. Administrative leave must be requested and approved in advance.

#### **BEREAVEMENT LEAVE**

DPL recognizes the personal loss employees experience with the death of a family member and helps ensure that employees do not have a loss in pay during that time. The following information explains how much time employees may take based on the benefit time they earn:

- Employees who earn sick and vacation, may use accrued sick or vacation time for up to 48 work hours upon the death of an immediate family member (spouse, child, parent, sibling, grandparent, grandchild, in-laws, domestic partner, and parent/child of domestic partner).
- Employees who earn PTO, may use up to 40 work hours of paid bereavement leave upon the death of an immediate family member (spouse, child, parent, sibling, grandparent, grandchild, in-laws, domestic partner, parent/child of domestic partner). Bereavement time taken will not be deducted from PTO accruals.

Employees should provide their supervisor with bereavement documentation after returning to work so the supervisor can approve time within Workday. Documentation can be an obituary, funeral notice, or written leave request that discloses the deceased name, date of death, city of death and the relationship of the deceased to the employee requesting leave.

#### **ELECTION LEAVE**

DPL promotes the civic duty of our employees. Employees that are eligible voters in an election are allowed to take up to two hours of paid leave to vote when employees don't have at least three hours off work time while the polls are open. Employees should request Election Leave in advance with their supervisor. Supervisors may specify the hours during which employees can be absent due to the business need of the library.

#### FAMILY MEDICAL LEAVE ACT

The Family Medical Leave Act (FMLA) is a federal law that entitles eligible employees to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Qualifying reasons for FMLA, contact the Office of Human Resources (OHR) Leave Team or your independent department/agency HR team for:

- Your own serious health condition.
- A family member's serious health condition.
- Bonding for the birth of a child, adoption or placement of a foster child.
- Care for a military family member due to injury or deployment.

Employees employed by the library for at least 12 months (does not necessarily need to be 12 consecutive months), and have worked at least 1,250 hours in the preceding 12 months are eligible for FMLA. Eligible staff are entitled to up to 12 work weeks of FMLA leave each year, based on the first day of use. A continuous, intermittent or a reduced-schedule FMLA leave may be granted depending on the circumstances.

Employees should contact <u>DPL HR</u> with their request for FMLA. DPL works closely with the City's FMLA Leave Team in coordinating communication and FMLA requests. There is paperwork that the City's FMLA Leave Team will need to give you to provide certain information, including the reason for the FMLA request and the anticipated beginning/end date. A medical certification form from your healthcare provider is also required.

Requests that do not satisfy the conditions of the FMLA can be denied. An approved Personal Leave of Absence (mentioned in the section above) through DPL may still be granted if FMLA leave is denied. Employees should contact DPL HR if their request for FMLA is denied to gain more information on applying for a Personal Leave of Absence.

Although FMLA is an unpaid leave, employees may elect to use accrued vacation, sick, PTO or donated time. It may also be taken as leave without pay or a combination of both. The City offers an enhanced benefit called Care Bank that is a paid bank of hours available for self-care or the care of a family member. In order to participate in the Care benefit, employees must be eligible for FMLA or other specific circumstances. Eligible employees would be entitled to eight weeks, or 320 hours, of leave paid for by the City. Employees who apply for FMLA are automatically considered for the Care Bank. Learn more about <u>Care Bank</u> on Denver Hub.

Employees are responsible for payment of their portion of benefit premiums while on FMLA. If employees are covered by Short Term Disability (STD) and are on FMLA for their own serious health condition, STD will be applied if applicable.

The following information applies to employees that are eligible for FMLA leave:

- Employees using scheduled intermittent FMLA leave may be required to transfer temporarily to another position with the same pay and equivalent duties.
- When returning from FMLA leave, employees may be placed in the same position they held when leave began or, when necessary, be placed in an equivalent position with equivalent benefits, pay, duties, and substantially similar terms and conditions of employment.
- Employees will not be disciplined or penalized on their performance review for approved FMLA absences, and any merit increase (if applicable) will not be prorated as a result of taking FMLA leave.
- If an employee has suffered a work-related injury/illness, FMLA leave will run concurrently with Workers' Compensation.

To learn more about the FMLA process, check out this link to DenverHub.

#### JURY DUTY/COURT LEAVE

DPL encourages employees to serve as a juror or witness when requested to do so through a court notice, such as a Jury Summons. When employees are called for jury service, they should let their supervisor know immediately. This will allow time to find coverage if required.

Employees who are called to jury duty on the days they are scheduled to work will receive pay for the time spent at the courthouse. If employees are released right away, i.e. after 30 minutes or two hours, they should report to their work location to complete their scheduled shift. Employees should enter their time spent at the courthouse as "Jury Day" in Workday. However, when an employee is a plaintiff, respondent or defendant in a non-work related case, Paid Time Off (PTO) must be taken if work is missed.

When employees are selected to serve as a juror, they can be granted court leave with full pay to serve in that capacity. This is in addition to the pay they will receive from the court. Employees must present the original summons to their supervisor, as well as a signed

statement from the Clerk of the Court, showing the actual time of attendance at court if they are called to serve on a jury.

#### MILITARY/MILITARY TRAINING LEAVE

DPL values the service of employees who are engaged in the military and provides the following support.

#### Military Leave with Pay:

All regular staff scheduled to work 20 hours or more per week who are engaged in military training or service are eligible for up to 15 days, but not to exceed 120 hours, of paid military leave each calendar year. Paid military leave will not affect eligibility for a merit increase or time off accruals.

#### Military Leave without Pay:

Staff who continue in military service beyond the 120 hours of paid leave will be placed on military leave without pay. Military leave without pay will not extend beyond five years plus 90 days from the date of discharge (unless required to serve longer due to war or national emergency). Military leave without pay will not constitute a break in service but affects benefits and leave accruals after 30 days.

A staff member who is ordered to active duty for over 179 days is eligible for a military pay differential. If you are called to active military duty in a time of war or national emergency with written orders for military service of 180 days or more, you are eligible for a military pay differential as provided by the Denver Revised Municipal Code. DPL's HR Office must receive a written request for the differential and be provided with verification in support of the request.

#### VICTIM OF VIOLENCE LEAVE

DPL offers up to three days of leave per calendar year to address issues arising from domestic violence or other violence employees may have suffered. The leave may be used to take care of issues that may arise due to an abusive situation, such as filing a restraining order, attending court or securing safe housing. This leave can be taken as paid sick, vacation or PTO, or as a combination. Supervisors and employees should contact DPL HR if they need help with this leave.

#### PERSONAL LEAVE OF ABSENCE (UNPAID)

Occasionally, an unpaid personal leave of absence can be granted to an employee for any good reason when it is in the interest of the library to do so. An employee's manager and

division director can grant an employee a personal leave in increments of 30 days and not to exceed 365 days.

A personal leave of absence does not constitute a break in service but affects benefits and leave accruals after 30 days of unpaid leave. Any merit increase will be prorated to reflect the dates of an unpaid personal leave exceeding 30 days. It's also important to note that returning from a personal leave may require returning to another position within the same pay grade.

### STAFF DEVELOPMENT

We have a wide variety of internal and external learning and development opportunities for staff at all levels and phases of their careers. For more information on any of the opportunities listed below, please contact the Learning & Development Team.

#### LEARNING @ DPL

We have an internal learning management system that is available to all staff and covers not only job-specific learning needs but also a wide range of personal and professional needs, including a vast array of wellness-related resources. Employees will get paid for all job-related, or required, learning and development opportunities that happen on work time. Employee supervisors will determine if the opportunity is job-related, and should approve these events before employees are scheduled. If there is a cost associated with it, the library may fund the request. If an employee chooses to participate in a learning and development opportunity that is not job-related and/or is not supported by the library, the employee may do so on their own time and at their own expense.

#### **NEW EMPLOYEE ORIENTATION**

We have a plethora of ways to orient employees to the library culture and mission. One of our favorite ways is through a blended approach to New Employee Orientation (instructor-led sessions and eLearning). We cover a wide variety of topics, all to help employees understand the library a bit better! Each employee's individual branch or department will also provide a customized orientation to acquaint new employees with their duties, responsibilities and role within their department.

In addition to our New Employee Orientation, new employees will be attending various learning opportunities, both in person and on demand, over their first year to set them up to be a successful staff member at the library. We have several required courses linked to our set of all staff competencies.

#### **PROFESSIONAL DEVELOPMENT**

We have a centralized budget to support staff professional development. Each fall, requests are collected for both external and internal professional development opportunities such as local training workshops, on-demand courses, and national conferences. The Learning & Development and Equity, Diversity, Inclusion & Engagement teams review requests for funding the following year considering various factors including, but not limited to, their connection and support of our Strategic Plan and how funds are distributed within individual teams and across the organization as a whole. Limited funding for emergent requests is also set aside. Job-specific training necessary for certifications and licenses required in certain job roles will be funded through department budgets.

#### **PROFESSIONAL MEMBERSHIPS**

We want employees to be well informed on important industry topics and practices, so we will consider paying for professional association memberships. The library also has several organizational memberships that may be of benefit to employees. Individual membership requests need to be approved by the employee's supervisor and Service Director prior to enrollment/renewal.

#### **OUT OF TOWN TRAVEL**

We may subsidize out of town travel for a variety of reasons, including job related learning, conferences, conventions, educational courses, meetings or institutes. Non-exempt staff who are on library-subsidized travel must be paid for travel time in accordance with the Fair Labor Standards Act. Please reach out to the HR Office for details. We have certain fiscal reporting requirements for out of town travel.

#### **APPRECIATION**

The library uses a broad appreciation strategy tied directly to our DPL mission and values. This inclusive, ongoing program is designed to enhance employee engagement and encourage exemplary performance.

Our objective for the DPL Appreciation Program is to create an equitable ongoing recognition program supporting DPL values where each person feels appreciated. The scope and design of our appreciation strategy includes flexibility to award teams or individuals (addressing the variety of our work and cultural differences that appear in our work) and a component for recognition of all staffing types and levels, including our on-call staff and volunteers.

We have multiple annual Appreciation Awards tied to our mission and values and recognize these winners at system-wide staff events throughout the year. In addition to organizational appreciation we also have varied ways to support peer-to-peer appreciation which employees will experience at team level and at a broader organization-wide level.

Every supervisor is allocated funds for team and individual appreciation of their direct reports. They are encouraged to speak with their employees individually to learn more about their individual appreciation preferences too - we know what works for one person may not be what another finds value in. In addition to this, they also have a set number of exemplary performance hours to award staff.

We also focus on ongoing appreciation, looking at the appreciation moments that regularly occur during an employee's career such as how we welcome new hires, celebrate service milestones, retirements and other substantial moments in an employee's career.

We have a staff team that helps us coordinate and provide meaningful appreciation experiences for the library.

#### **PERFORMANCE @ DPL**

Here at DPL, we take an ongoing approach to performance management. Supervisors and employees have ongoing dialogue throughout the year to discuss goals, performance expectations, and progress. Toward the end of the year, all employees engage in an annual review process. This process is in direct connection to the City, which utilizes a pay for performance program that includes both an annual performance review and a merit increase. When available, eligible staff will receive a merit increase based on their overall performance rating.

Goals should be set for new employees within the first 90 days. This includes both performance and development goals, which are not rated. Supervisors are required to meet, at a minimum, once per month with staff to hold one-on-one meetings where they can review progress, expectations, provide support, and adjust as needed. In addition to this we support multi-directional feedback in this process with skip-level meetings in the first and third quarters of the year. At mid-year, the supervisor will hold a more formal check in with staff to update progress on annual goals in preparation for the annual review.

The annual review process begins in the fall with your self-evaluation, which gives employees the opportunity to reflect on their performance and highlight their achievements. Employees may also have additional reviewers give feedback on their performance from their perspective. An employee's supervisor will rate each individual performance goal and provide their feedback on the employee's performance and share the complete review with their supervisor for reviewing rater approval. Reviewing raters will participate in calibration meetings to limit the impact of rater bias. The completion of the annual review will take place in the Workday Performance software. Once the online portion of an employee's annual review is complete, the employee will meet with their supervisor to have one final discussion about their performance for the year. Following this, new performance and development goals will be set for the upcoming year, as well.

#### PERFORMANCE IMPROVEMENT PLAN

There are times when an employee may be struggling with their performance in improving their actions to meet expectations and objectives of their job responsibilities. This requires the creation of a Performance Improvement Plan that will clarify what is expected of the employee and offer suggestions to help motivate the employee's progress toward the outlined standards.

A Performance Improvement Plan (PIP) is a supervisor tool used to work with an employee to improve the employee's performance or behavior and to address performance discrepancies identified in a performance management process.

When a supervisor identifies a performance inquiry with an employee, they should follow these steps:

- Meet with HR and share concern to determine if the concern is a behavior or performance issue
- If the concern is a performance issue, then the supervisor will collaborate with HR in developing PIP for the employee
- If the concern is a behavior issue, then the supervisor will follow the corrective action process in collaboration with HR

The creation of a PIP is to create a plan that allows continuing dialogue between supervisors and employees for improved employee work performance. The following procedure should be followed by the supervisor in developing a PIP:

- 1. Identify the problem
- 2. Define the tasks, skills, or behaviors where improvement is required.
- 3. Establish priorities of the areas requiring improvement based on frequency of occurrence, relationship to all aspects of the position, and the consequence of an error
- 4. Identify the expectations upon which performance will be measured for each area requiring improvement.
- 5. Meets with the employee to develop a mutually agreeable action plan that specifies how to meet the expectations.
- 6. Establishes timetables for accomplishing change in performance or behavior with the employee.
- 7. Employee and supervisor sign the PIP.
- 8. Establish frequent review dates (weekly).
- 9. Conduct a final evaluation with the employee and determine if the plan was successful.
  - a. If the plan is not successful, the supervisor will apply corrective action that is applicable.

### **COMMUNICATION AND INVOLVEMENT**

DPL is conscious of how it is represented in the branch locations and communities we serve. The following information outlines the communication norms that all employees must follow and guidelines to participate in committees, task forces, and liaison positions that drive DPL initiatives.

#### COMMUNICATION AT DPL

DPL uses various tools and channels to communicate internally and externally to ensure all of our audiences are apprised and informed about important information. The following information addresses communication from DPL and communication within departments/teams:

#### Internal Communication Channels (with staff)

Internal Communications at DPL is dedicated to making sure staff are in the loop about our organization's most important information so they are both connected and informed. As a function, the role of internal communications is to curate, enable and advise on best practices for DPL to communicate effectively, efficiently and in an engaging way.

Effective internal communication is a shared responsibility. All DPL staff are considered communicators and audiences. As such, it is the responsibility of staff to engage with and review organizational communications on a regular basis.

The internal communications channels available to DPL staff are available here.

#### **Bulletin Boards**

Traditional bulletin boards are located in non-public, staff areas of library departments and branches for both official and unofficial notices. Mandatory notices of all Federal, State and local labor laws are posted here.

#### External Communication Channels (Public-facing)

External Communications at DPL works to publicize the library as an organization, inform the public and the library's stakeholders of organizational news and services, and manage the organization's reputation. External Communication Channels include but are not limited to: Our public website denverlibrary.org (multiple content managers), electronic newsletters (managed by communications), monthly magazines (managed by marketing), press releases/advisories (managed by communications), social media (managed by marketing), paid advertising (managed by marketing), public events (managed by communications).

#### **Department/Team Communication**

Each department or team utilizes their team-specific expectations for communication. Communication may be used through the Google Application platform, Email, Slack, Text, or Microsoft Teams. It is important that managers/supervisors set clear expectations of communication norms with their teams.

#### **STAFF VOLUNTEERS**

We are grateful to have a robust volunteer program and we have many opportunities for staff members to participate. Special voluntary activity undertaken outside of scheduled work hours and the scope of your duties, such as staffing booths at community fairs that do not require your participation by DPL, attendance at programs or visiting other organizations, will be at your discretion and not required or treated as paid time or overtime.

Additionally, we have a few guidelines around non-exempt staff volunteering at library events:

- You may not volunteer to do something that is part of your regular job duties.
- You may not work unpaid if the event is during your scheduled work shift. You may volunteer (unpaid) during your 30-minute unpaid lunch break or before or after your scheduled shift.
- If you are required to work outreach events or are assigned an outreach event by your supervisor, you must be paid for your time.
- If volunteering (unpaid) at events, you are library representatives and must present yourselves as such at all times.
- We do not allow staff or their immediate family to complete court-mandated community service hours at any location.

## EMPLOYEE PARTICIPATION IN WORK-RELATED COMMITTEES, PROJECTS, AND TASK FORCES, ETC.

DPL is fortunate to have engaged employees interested in supporting the organization in various ways! DPL values input from employees on strategic and operational matters. Additionally, participation in these groups is seen as opportunities for professional growth and development.

This work also has to be balanced with performing job duties. Other duties as assigned within job descriptions shall account for no more than 10% of an employee's work time. Therefore, in order to allow for other miscellaneous job-related duties, if an employee would like to participate in a committee, project, or task force unrelated to an employee's job description, participation in these activities should account for no more than 5% total of a full-time employee's work schedule. If the work needed to participate in a single group takes 5% of an employee's time then that is the only group the employee can participate in.

Participation in committees, projects, workgroups, and task forces (and all other groups performing library work outside of one's specific job) must adhere to the following guidelines:

- There must be documented approval from the employee's direct supervisor.
- A commitment of more than six months participation may not exceed a total of 5% of a full time employees work time per month.
  - For example: This is a total of eight hours per month for a 40 hour employee, not per group.
- Participation should not be listed as a performance goal but may be listed as a development goal that is not weighted.
- If job performance for an employee becomes an issue, the supervisor can rescind their

approval for participating in the group.

For more information about the various committees, projects, and task forces, please see Staffweb.

#### **STAFF LIAISONS**

DPL has a number of employee liaison opportunities that can potentially take more than 5% of an employee's time. If an employee would like to participate in that work the following needs to occur:

- Documented approval from the supervisor and HR.
- A written scope of work with clear objectives that are included in a performance goal with a weight.
- Participation is required to be annual.
- If job performance for an employee becomes an issue, the supervisor can rescind their approval for participating as a liaison.

If an employee serving as a liaison is interested in participating in another group that is not directly tied to their job duties, this requires additional approval from the supervisor and speaking with HR. At any time, the supervisor may ask the employee to limit or cease participation in these activities.

### SAFETY AND SECURITY

It is DPL's policy for all employees to perform their work in the safest manner possible, consistent with safe work practices, and according to all governing laws and regulations. The safety and health of all staff and customers is paramount.

The following information gives employees guidance on safety classes; best ergonomic practices to perform their duties; the event of an emergency, workplace accident, injury, or illness; modified duty; surveillance; personal items and searches; and severe weather.

#### **SAFETY CLASSES**

DPL offers a wide variety of safety classes depending on the roles of each employee. Some are required; some are to help create a better awareness of the communities we serve. Employees can find safety classes and content through Learning@DPL.

#### **ERGONOMIC AND SAFETY AWARENESS**

Part of what makes the library so special is that it is a safe place for everyone. Creating a safe workspace involves everyone, from the person who budgets for chairs to the person sitting in

them. At DPL, many of the tasks we do are specialized. We have created some resources (exercises, how to adjust workstation equipment, and more...) to help employees learn how to do those specialized tasks safely. We also have eLearning and other resources available on every DPL computer's desktop (just click the Healthy U icon!).

All of these resources will help employees maintain awareness about their surroundings and help them perform their duties safely throughout the day.

#### **EMERGENCY**

In the event of an emergency, please call **911**. If an employee is in a non-emergency situation that is perceived to be a threat to the safety or security of library staff, customers or property, Security should be immediately alerted at extension **5-1102**.

At Central, Security Officers carry radios and are available for emergencies as well as routine security tasks. In addition, some branch libraries have Security staff members who are trained in security protocol. Every branch location has a Preparedness Ambassador versed in procedures.

#### WORKER'S COMPENSATION

DPL offers Workers' Compensation coverage for medical expenses and partial wage replacement if an employee's claim is approved. Benefits for an on-the-job injury or illness are determined by the City's Risk Management Department.

If an employee experiences a workplace accident, injury or illness, they should call the **OUCH Line at 303.436.6824.** For workplace accidents, injuries, or illnesses that require immediate medical assistance, call 911. In that case, an immediate supervisor is expected to call the OUCH Line at 303.436.6824 for their injured staff member. We ask that the OUCH line be notified within four days of the incident.

If medical treatment is needed, employees can use accrued vacation, sick or PTO time for the initial visit to an approved medical provider. Employees are responsible for their transportation to the medical facility for treatment.

Follow-up appointments should be scheduled outside of the employee's regular shifts. If this is not possible, appointments should be scheduled at the beginning or end of a shift. Up to two hours may be paid for the appointment.

If the employee is not allowed to work, until Risk Management approves the claim, the initial

three days of work loss are not paid by Workers' Compensation. You are welcome to use accrued vacation, sick or PTO time.

If it is determined that the employee will remain out of the workplace, the employee may be provided with paid disability leave at 80% of your gross earnings for up to 90 consecutive calendar days from the date of the on-the-job injury or illness and runs concurrently with Family Medical Leave. For leaves beyond 90 days, the Risk Management Department may approve paid disability leave at 66 2/3% of gross earnings.

Staff on this type of leave may not use accrued time to make up the difference in their salary and are responsible for payment of their portion of benefit premiums while on Workers' Compensation.

#### **MODIFIED DUTY**

DPL offers modified duty to regular staff members, which is a temporary reduction, restructuring or reassignment of duties necessary to meet physical restrictions as a result of an approved Workers' Compensation claim, or as an approved accommodation through the City's ADA team. Most often, the modified duty assignments are available through the Workers' Compensation program, only when a staff member has temporary work restrictions and has not reached maximum medical improvement (MMI). Modified duty assignments are not permanent jobs. If we are unable to assign temporary duties at the library or within the City, the staff member may be placed on leave.

Modified duty will continue until the treating physician releases the staff member to full duty or the staff member has reached MMI and cannot perform the essential functions of their job with or without reasonable accommodation. An employee who has reached MMI may either be reassigned to a different position or medically disqualified.

#### **VIDEO RECORDINGS**

DPL uses video recording equipment in order to monitor security/safety and facilities operations, as well as to investigate disturbances or crime. In addition, some security staff are required to wear body cameras. All of these measures help us provide a safe and secure environment for customers and staff alike. For more information, please refer to the DPL's <u>Photo and Video</u> policy.

#### PERSONAL ITEMS AND SEARCHES

Each library facility is a public building. Employees are responsible for finding a safe,

secure spot for their personal possessions. The library does not assume responsibility for the loss or theft of personal items.

DPL maintains the right to conduct workplace inspections. All areas of the library, including library vehicles, parking lots, lockers, desks, files, email, voice- mail, computer files and other library property, can be subject to work-related searches. With reasonable cause, DPL also reserves the right to inspect personal items such as backpacks, purses, tote bags etc.

#### **SEVERE WEATHER**

Weather in Denver can often be unpredictable. If weather conditions make it necessary to open a facility later than the regularly scheduled time, close a facility earlier than the regularly scheduled time, or close for the day, DPL will communicate that change in schedule to all employees. Employees may receive notification from the City, but they should wait for DPL's notification.

If employees are not notified, DPL expects all employees to make a reasonable effort to report to work in severe weather situations.

### END OF EMPLOYMENT AT THE LIBRARY

There are different ways employees or DPL may end employment. They are categorized as either voluntary (resignation, retirement, or job abandonment) or involuntary terminations (dismissal, disqualification, and death).

#### **VOLUNTARY TERMINATION**

DPL considers **Resignations**, **Retirement**, and **Job Abandonment** as voluntary terminations due to employees leaving on their own accord. When an employee chooses to resign or retire, they must provide their supervisor with a notice of their last day. This ensures that the transition for the employee and their team goes well. Once the employee's supervisor/manager is notified of the employee's resignation or retirement, it is their responsibility to send the employee's notice of resignation or retirement to HR. HR will send an "End of Employment Checklist" to the supervisor to guide them on items to collect and tasks to be completed by the employee.

The effective date of any end of employment will be the last day of regular hours worked unless the employee is on an approved leave of absence. Vacation, sick or PTO may not be used in lieu of working the last day. Failing to report to work for three consecutive scheduled shifts without proper notification is job abandonment, which will be considered a resignation.

We consider employees for future employment with the on-call staffing pool as long as employees provide at least two weeks' notice.

#### EXIT INTERVIEWS

For voluntary terminations, a HR representative will send a meeting notice prior to an employee's last day to conduct an exit interview. The information shared in the interview will help DPL to strengthen and improve the library's employment processes and programs and overall customer service.

#### INVOLUNTARY TERMINATION

DPL considers Dismissal, Disqualification, and Death as involuntary terminations (separations). A termination is the involuntary termination of a staff member by the library.

Causes of dismissal range from the final stage of the formal corrective action process to failure to satisfactorily complete a performance improvement plan (PIP). In these cases, DPL will give written notice on or before an employee's last day.

Disqualification of employment at DPL may happen for the following reasons:

- A mental or physical impairment or incapacity occurs or is discovered after you were hired that prevents you from performing the essential functions of the job, with or without accommodation. Before a staff member is disqualified, the library will enter an ADA interactive process with you. Please see the Interactive Process section of the guidebook for more information.
- A disqualification may also occur based on the inability to acquire or maintain a certification or license required to perform the essential functions of a position as mandated by federal, state or local governmental laws and/or regulations.
- If an employee is under a restriction (e.g. a restraining order) in connection with a criminal proceeding and the employee cannot perform their job without violating that restriction, they may be disqualified.

It is important to note that employment at the Denver Public Library is on an at-will basis. This means that either the staff member or the organization may terminate the employment relationship at any time, for any reason, with or without notice. If an employee is separated from employment for disciplinary or performance-based issues, they are not eligible for future employment at the library or the City and County of Denver for a minimum of five years following the separation.

#### FINAL PAY, BENEFITS, & RETIREMENT

An employee's final paycheck, including payment for all accrued, unused vacation or PTO, will be issued within 60 days of the last day worked by the city. Employees should contact Payroll at <u>payrolldivision@denvergov.org</u> or 720-913-5186 if they have further questions about their final pay.

Benefits will continue to the last day of the month in which the employee's employment ends. If an employee's last day of work is the last day of the month, their benefits will end on that day.

For information regarding retirement benefits through the Denver Employees Retirement Plan (DERP), contact DERP at 303-839-5419 or at <u>www.derp.org.</u> HR at DPL and the City's HR does not manage employee retirement plans.

Agenda Item 7 Requested Action: Approval





## Recommendation for Named Space Donor Recognition

## **Wiberg Signage** To be placed in the Woodbury Branch



## **Background - Larry Wiberg and Family**

- Larry is a retired psychiatrist. He worked with homeless people and people in correctional facilities and saw a lot of people experiencing substance use and other mental health challenges.
- He and his wife, Katie, raised three children-they are now all in their 50's. His wife passed away about 10 years ago. He currently lives in Lowry.
- His mother, Ruth Eloise Wiberg, was a well-known Denver-based author, and wrote a book called *Rediscovering Northwest Denver*. His dad's name was Ted.
- He'd previously donated some of his mother's things to DPL so they could process the papers and add them to the Western History collection.
- Ruth did most of her research for the book in Western History.
- His mother loved DPL and took Larry and his brother, Paul, to the Children's Library at Central and Woodbury and Smiley. He also wrote several college papers when home for Christmas break at the Central branch.
- Larry's donation is for \$25,000 and he has already paid \$16,000. \$9k remaining balance. \$5k of the gift is helping Woodbury refresh their Children's Library, which takes up about half of the 1st Floor.
- Due diligence has been completed on both Larry Wiberg and on Ruth Eloise Wiberg, and no concerns exist about their suitability for named space recognition.

# Epstein Signage

### To be placed at the Central Library



## Background - Jody Epstein-Yale and Family

#### **Jody Epstein**

- Provided a \$25,000 gift to A Story Still to Tell from the Lulu Frankel Weisberg Fund at the Rose Community Foundation.
- Jody's husband is Donald Yale who also has been approved for a named space at the Central Library.
- Jody Epstein-Yale was born Peggy Jo Weisberg in Denver. Her great grandmother, Lulu Frankel was born in Denver in 1865.
- Jody attended George Washington High School and the University of Arizona.
- She married G. David Epstein and has three children and 5 grandchildren. She was widowed in 1998 and married Donald Yale in 2018.
- Jody started working retail while in high school selling clothes for Miss Cates and modeling at the Denver Tea Room at the Denver Dry Goods Company. She worked for International Villa selling fine china and other tabletop items. She also worked in the family business, Frankel Carbon and Ribbon, founded by her grandfather Henry Frankel whose mother was Lulu Kline Frankel. Her father, Gene Weisberg served as President of the Company.

## Background - Jody Epstein-Yale and Family

Jody Epstein-Yale (continued)

- Jody has volunteered for many organizations including serving as President of the Rose Women's Auxiliary and worked in the Rose Gift Shop. She served on the Boards of Temple Emanuel, Jewish Federation, and volunteered in the library of Cherry Creek High School. She also worked for organizations helping women in abusive relationships.
- She has been paying the \$25,000 pledge in regular installments and DPLFF expects her to complete the pledge in 2024 or 2025.
- Due diligence has been completed on Jody and no concerns exist about her or her family's suitability for named space recognition.

## **Process for Approval & Status**

- 1. Friends Foundation develops and gets approval from the City Librarian on the inventory and pricing of named spaces so that they can be offered to donors on a preliminary basis.
  - This was done when we started the A Story Still to Tell campaign in 2019 and has been updated since then. The entire document is regularly updated.
- 2. Friends Foundation Executive Director nominates a donor for naming recognition to the City Librarian and includes a due diligence report on the donor.
  - This was done periodically as donors and naming opportunities arose throughout the campaign.
- 3. City Librarian decides to accept or decline the nomination.
  - Michelle has accepted these nominations.
- 4. If accepted, the Friends Foundation shares the naming opportunity with the donor to determine acceptability, language, and signage; and documents this in a recognition agreement for execution if approved.
  - This is in process.

# **Process (continued)**

- 5. If accepted by both the City Librarian and the donor, the nomination goes to the Friends Board for recommendation (or not) to the Library Commission.
  - This is taking place at the 1/31/24 Friends' Board meeting.
- 6. If recommended, the Library Commission decides whether or not to approve the recommendation of the Friends Foundation Board.
  - This is will take place at the 2/15/24 Library Commission meeting.
- 7. If Commission approves, the donor signs the approved recognition agreement, and execution of the agreement is performed.
  - This will be executed in preparation for the renovation completion in Q1 2024 Central Library reopening date.

NOTE: We are still collecting payment on pledges from Larry Wiberg and Jody Epstein-Yale.

Any approval or recommendation made at this time is contingent upon payment completion and upon completion of Donor Recognition agreements.

#### Agenda Item 8

Requested Action: Receive Report

#### February 2024 City Librarian Report



#### Get to the Heart Of...

Learn, grow, and explore this month as we get to the heart of... Black History Today | Winter of Reading | Library Love | Lunar New Year with events, suggested books and media, research databases, and more.

#### **Black History Today**

Throughout February, the Denver Public Library (DPL) commemorates Black History Today with a series of events dedicated to acknowledging leaders, artists, and creatives within the Black community, past and present.

For more information, more events and programs, and to access Black History Month book lists for kids, adults and teens visit <u>denverlibrary.org/heart</u>

## Juanita Gray Community Service Awards and Blacks in Colorado Hall of Fame Induction

The Denver Public Library honored community members at its annual Juanita Gray Community Service Awards and Blacks in Colorado Hall of Fame induction. The event, held at Blair-Caldwell African American Research Library, kicks off the library's Black History Month celebration.

Annually, Denver Public Library along with the Library Commission and the Juanita Gray Community Service Awards Community Committee honors Black men, women, and youth who have made outstanding contributions to the Denver Metro area through the Juanita Gray Community Service Awards.

The 2023 Juanita Gray Community Service Award winners are Jawana Norris and Chandra Thomas Whitfield. The 2024 Blacks in Colorado Hall of Fame Inductees are Adrian Miller, Retired Division Chief Charles Thomas Smith, and William H. Whitsell (posthumous award).

Read full bios of nominees and inductees here.

#### Winter of Reading Continues

Take part in our adult reading challenge, Winter of Reading, to find your next favorite book, explore the library's offerings, and connect with other readers around Denver!

Pick up an activity brochure at any DPL location or download an accessible PDF version below, complete five of the activities, and then trade in your brochure for a limited edition scarf or travel mug. Winter of Reading runs all of January and February. It is available in English, Spanish, and Vietnamese. Additional activities are available in Arabic. It is open to anyone 18 or older.

#### Strong Library, Strong Denver Brings More Access to the Community More Extended Hours

Three more branch libraries now have increased hours thanks to Strong Library, Strong Denver, supported by the DPL Fund. The Ross-Barnum Branch Library, Valdez-Perry Branch Library, and Westwood Branch Library are all now open six days a week. View branch hours here.



#### Engage With Us

Check out the current issue of *Engage!* to find out what's

happening virtually and in person at your local branch. Did you know that *Conexiones* - our Spanish language version of *Engage*! - is now available digitally and in print monthly? <u>Check it out</u>

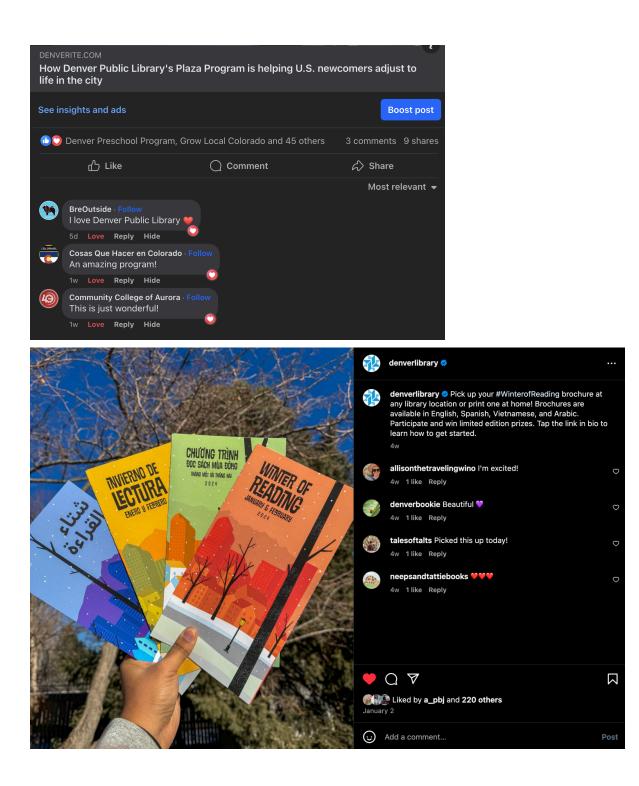
#### Spread the Word About DPL

Access <u>this month's toolkit</u> for DPL content and images to use in newsletters and social media.

#### **Denver Public Library Bookmobiles & Outreach - Upcoming Dates**

Our Bookmobile team continues to conduct outreach across the city. Check out our schedule of upcoming outreach events <u>here</u> and please share this information with your constituents.

Library Love



# Q4 2023 Financial Report

This report includes unaudited financial statements for the Denver Public Library (DPL) year-to-date activity as of December 31, 2023. The purpose of these statements is to inform the Library Commission of DPL's financial activities and to demonstrate compliance with the 2023 Budget approved by the Library Commission.

Budgetary funds managed by the library include the General Fund, Denver Public Library Fund (DPL Fund), DPL Capital Fund, Special Trust Fund, and several grant funds.This report provides information on budget and actual activities for all DPL funds for the 2023 fiscal year. Library management has authority to make budgetary adjustments between lines in the General, DPL and Special Trust funds during the fiscal year to reflect operational changes. However, grantor approval is generally necessary prior to making budgetary adjustments between lines in grant funds, and City Council must approve budgetary adjustments for the DPL Capital Fund.

The total amount of the General Fund budget remains unchanged throughout the fiscal year unless a formal budget amendment is adopted by City Council. The DPL Fund budget is based on estimates provided by the City Department of Finance and varies annually based on property tax assessments. At the end of each fiscal year, DPL and the City will reconcile actual revenues with projected and adjust our fund balance accordingly. The DPL Capital Fund requires City Council approval to appropriate budget into projects or establish new projects during the year. Library management may adjust the total amount of the Special Trust Fund budget, though total changes of 10% or greater require approval by the Library Commission. Grant fund budgets may change during the course of the fiscal year as new grants are received.

One indicator of sound budget management is spending as close to our allocated General Fund budget as possible without overspending. All remaining General Fund budget is returned to the City on December 31, and excessive over- or under-spending of the total budget allocation may imply ineffective resource management. Any unspent funds in the DPL Fund and Special Trust Fund are retained by the library which can be budgeted in a future year. The DPL Capital Fund is also able to retain unspent budget at the end of the calendar year; projects budgeted in this fund are often multi-year investments.

#### 2023 Financial Reports

The first financial report is a summary of the 2023 actual activity for all library funds including revenue sources and expenditures by operational division.

Denver Public Library Statement of Revenue, Expenditures and Changes in Fund Balance For the period ending December 31, 2023											
							General Fund	DPL Fund	Special Trust Fund	Grant Funds	Total Library Funds
						Revenue					
Distribution from City and County of Denver	\$ 56,827,491	\$	\$	\$	\$ 56,827,491						
Property Tax Revenue		32,351,237			32,351,237						
Friends Foundation Transfers			341,400		341,400						
Endowment Distribution			271,455		271,455						
Other Revenue	2,511	496,049	313,823	1,509,077	2,321,460						
Total Revenue	56,830,001	32,847,287	926,678	1,509,077	92,113,043						
Expenditures											
Neighborhood Services	20,008,965	1,470,341	592,245	1,187,733	23,259,284						
Collection, Technology & Strategy	13,385,155	2,829,401	210,942	181,577	16,607,076						
Central Library	8,245,591	644,028	354,507	54,154	9,298,279						
Finance, Facilities & Security	7,249,217	1,163,829	6,111		8,419,157						
Administration	4,590,955	1,319,921	14,334	32,772	5,957,983						
Communication & Community Engagement	2,412,109	219,926	19,602		2,651,637						
Human Resources	935,498	303,063	22,283		1,260,844						
DPL Capital Fund		77,352			77,352						
Total Expenditures	56,827,491	8,027,861	1,220,024	1,456,236	67,531,611						
Change in Fund Balance		24,819,426	(293,346)	52,841	24,581,432						
Fund Balance, Beginning			3,068,671	(92,317)	2,976,354						
Fund Balance, Ending	\$	\$ 24,819,426	\$ 2,775,325	\$ (39,476)	\$ 27,557,786						

This next financial report displays the 2023 budget and actual activity for the General Fund only. Revenues and expenditures are shown by type for the library as a whole, and the 2023 Revised Budget is shown alongside the Original Budget for comparative purposes. Additional details are provided in the *Notes* section below.

		Denver I	Public Library	Y		
	Budge	t to Actual V	ariance - Ge	neral Fund		
For the period ending December 31, 2023						
		2023 B	udget			_
		Original	Revised	2023 Actual	\$ Remain	% Rema
evenue						
Distribution from City an Denver	d County of					
Personnel		\$ 48,755,853	\$ 48,792,200	\$ 46,824,471	\$ 1,967,729	4.0
Supplies and Services		10,284,798	10,189,176	9,865,190	\$ 323,986	3.2
Capital Equipment		43,813	139,607	137,829	\$ 1,778	1.3
Other		0	0	2,511	\$ (2,511)	(
Total Revenue		59,084,464	59,120,983	56,830,001	2,290,982	3.9
penditures						
Personnel						
Salaries		36,115,447	36,142,370	33,109,986	3,032,384	8.4
Benefits		12,640,406	12,649,830	13,714,485	(1,064,656)	-8.4
Supplies and Services						
Books and Education	Materials	5,830,440	5,651,740	5,646,574	5,166	0.
Maintenance Agreeme	ents	1,283,041	1,273,841	1,318,393	(44,552)	-3.
Professional Services		798,305	814,497	664,121	150,376	18.
Administrative Expense	ses	412,387	180,273	168,463	11,810	6.0
Leases and Rentals		412,038	414,570	296,826	117,744	28.4
Office Supplies and Fu	urniture	403,297	511,062	430,989	80,073	15.7
Technology Supplies a Equipment	ind	344,536	290,436	138,653	151,783	52.3
Repair, Maintenance a Construction	nd	244,500	426,532	362,623	63,909	15.0
Utilities		225,673	250,769	420,265	(169,496)	-67.
Operational Supplies a Materials	and	176,004	154,821	172,552	(17,731)	-11.
Travel and Training		154,577	220,634	245,731	(25,097)	-11.4
Capital Equipment		43,813	139,607	137,829	1,778	1.3
Total Expenditur	es	\$ 59,084,464	\$ 59,120,983	\$ 56,827,491	\$ 2,293,492	3.9

The next financial report displays the 2023 budget and actual activity for the Denver Public Library Fund (DPL Fund) only. Revenues and expenditures are shown by type for the library as a whole, and the 2023 Revised Budget is shown alongside the Original Budget for comparative purposes. Additional details are provided in the *Notes* section below.

		Denver I	Public Librar	y		
	Budget to Ac	tual Varianc	e - Denver P	ublic Library	Fund	
	For the	e period end	ing Decembe	er 31, 2023		
		2023 B	udget			
		Original	Revised	2023 Actual	\$ Remain	% Remain
levenue						
Property	' Tax	\$	\$ 32,161,008	\$ 32,351,237	\$ (190,229)	-0.6%
Other				\$ 496,049	\$ (496,049)	0%
Тс	otal Revenue		32,161,008	32,847,287	(686,279)	-2.1%
xpenditu	res					
Person	nel					
Salar	ies		5,913,331	2,912,291	3,001,040	50.8%
Bene	fits		2,069,666	592,648	1,477,018	71.4%
Supplie	s and Services					
Lease	es and Rentals		2,625,000	184,527	2,440,473	93.0%
Profe	ssional Services		4,760,472	620,546	4,139,926	87.0%
Book	s and Education Materials		1,707,179	1,924,713	(217,534)	-12.7%
	nology Supplies and oment		1,254,331	42,527	1,211,804	96.6%
Office	e Supplies and Furniture		459,342	209,290	250,052	54.4%
	ir, Maintenance and truction		694,000	213,905	480,095	69.2%
Maint	enance Agreements		375,000	422,486	(47,486)	-12.7%
Admi	nistrative Expenses		204,000	65,432	138,568	67.9%
Trave	l and Training		89,657	159,340	(69,683)	-77.7%
Utiliti	es			128,467	(128,467)	0%
Opera Mater	ational Supplies and rials			13,588	(13,588)	0%
Capit	al Equipment		2,425,120	460,748	1,964,372	81.0%
DPL Ca	pital Fund		8,450,000	77,352	8,372,648	99.1%
То	otal Expenditures	\$	\$ 31,027,098	\$ 8,027,861	\$ 22,999,237	74.1%

This final financial report contains the 2023 budget and actual activity for the Special Trust and grant funds. Original and Revised Budgetary information is provided and additional details are provided in the following *Notes* section.

	Denver Pub	lic Library			
Budget t	o Actual Var	iance - Oth	er Funds		
For the p	eriod ending	December	31, 2023		
	2023 B	Budget	2023		
	Original	Revised	Actual	\$ Variance	% Variance
evenue					
Grant Revenue	\$ 1,829,569	\$ 1,653,487	\$ 1,509,077	\$ (144,410)	-8.7%
DPL Friends Foundation Transfers	979,379	979,379	341,400	(637,979)	-65.1%
Endowment Distribution	300,000	300,000	271,455	(28,545)	-9.5%
Other Revenue	261,000	261,000	313,823	52,823	20.2%
Total Revenue	3,369,948	3,193,866	2,435,755	(758,111)	-23.7%
penditures					
Special Trust Fund					
Restricted					
Neighborhood Services	557,000	596,247	574,233	22,014	3.7%
Central Library	198,000	173,078	174,579	(1,501)	-0.9%
Collection, Technology & Strategy	57,500	57,500	57,500	0	0.0%
Human Resources	0	8,400	0	8,400	100.0%
Communication & Community Engagement	0	0	0	0	0%
Finance, Facilities & Security	0	0	0	0	0%
Administration	0	0	0	0	0%
Unrestricted					
Central Library	230,000	130,000	179,928	(49,928)	-38.4%
Collection, Technology & Strategy	35,000	122,053	153,442	(31,389)	-25.7%
Human Resources	0	33,700	22,283	11,417	33.9%
Neighborhood Services	26,000	26,450	18,012	8,438	31.9%
Communication & Community Engagement	0	26,515	19,602	6,913	26.1%
Finance, Facilities & Security	4,000	7,000	6,111	889	12.7%
Administration	900	900	861	39	4.3%
Undesignated	200,000	126,557	13,473	113,084	89.4%
Subtotal	1,308,400	1,308,400	1,220,024	88,376	6.8%

Grar	nt Funds					
	nstitute for Museums and Library ervices	126,000	198,328	86,926	111,402	56.2%
St	tate Grant for Libraries	180,000	181,577	181,577	0	0.0%
Na	ational Endowment for the Humanities	80,000	195,388	146,141	49,247	25.2%
A	merican Recovery Plan Act - CCD	680,000	1,078,194	1,041,592	36,602	3.4%
	Total	1,066,000	1,653,487	1,456,236	197,251	11.9%
	Total Expenditures	\$ 2,374,400	\$ 2,961,887	\$ 2,676,260	\$ 285,627	9.6%

#### Notes

The city allows two months to pay invoices for any supplies and services rendered in 2023. The preceding reports are preliminary through January 31,2024 and are subject to change as additional 2023 invoices are paid in February.

#### **General Fund**

The General Fund will end the 2023 fiscal year returning approximately \$2.3M equating to 3.9% of the total appropriated budget.

The majority of our budget return is in personnel expenditures due to the library's participation in the Position Review Committee in response to the strain on resources related to the influx of migrant and asylum seekers in Denver. In 2023 we are proud to support this effort with a savings of almost \$2 million.

As of this report the library is projected to return 3% of the supplies and services budget. This is slightly higher than previous years (2021-1.3% & 2022-2.7%) and efforts will be made to bring this closer to a desired 2% return in 2024. As a reminder, DPL is able to shift budget between lines in the Supplies and Services category as long as the bottom line remains constant. Expenditures coded differently from budget when paid account for much of the over- or under-spend in line items, most notably the underspend in Technology Supplies that is offset by the overspend in Utilities. We continue to work with budget managers to better match budgets with purchases. The library anticipates additional invoices to be paid for Professional Services and Leases and Rentals in February reducing the remaining budget in these line items.

#### **Denver Public Library Fund (DPL Fund)**

The DPL Fund property tax revenue came in very close to the initial revenue estimate provided by the city's Department of Finance. Since this was the first year for this fund we were prepared for this estimate to be off but are encouraged that we will be able to confidently use the projections in future budgets. Investment income added close to \$500,000 to fund balance and will be budgeted moving forward.

During the 2023 budget process 140.25 FTE were approved to be funded by the DPL Fund. Throughout the fiscal year 95.2 FTE of these positions were filled but at year's end there still remain 60.0 FTE not in any stage of recruitment. Additionally, there was a duplication error resulting in the creation of 34.5 FTE. As a result the personnel budget is significantly underspent by 54% in 2023 and approximately \$4.5M will be rolled into fund balance. As we continue to navigate budgeting this new revenue source we are confident that we can create strategic plans that better match our actual needs in future years.

In supplies and services the current underspend is \$10M. In February, after the year end close, the library will finalize the 2023 budget carry forward according to the fiscal policy. The current estimate of \$3.2M for supplies and services will be moved into 2024 budgets and approximately \$7M will be rolled into fund balance for reserves and designated projects such as Central Library Reopening and Facilities Capital Equipment. This information will be provided to the Library Commission as part of the 2024 Quarter 1 financial report along with Reserve balances.

#### **Other Funds**

The Special Trust Fund expenditures came in very close to revised budgets in 2023. Both Collection Services and Special Collections elected to utilize a portion of their unbudgeted cash balance resulting in a slight overspend. As a reminder the Undesignated line is used as a contingency for emerging projects and went largely unused in 2023.

Grant expenditures progressed as expected throughout the year.

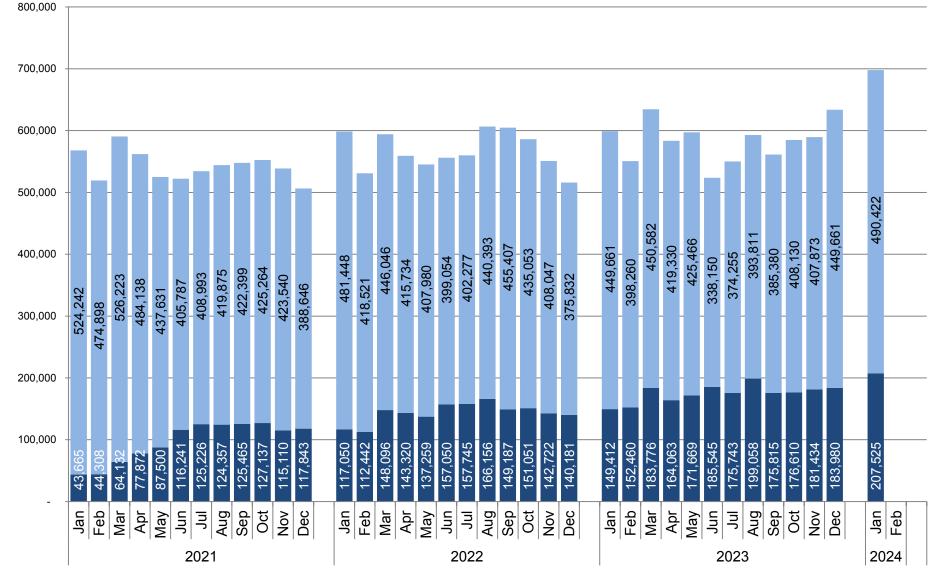
#### **Capital Investments**

As of the end of 2023 \$8,450,000 has been allocated to the DPL Capital Fund with very modest expenditures occurring during the year. Unspent capital fund budget will remain designated in capital programs (Library Facilities Deferred Maintenance - \$650,000, Library Facilities Life Cycle Sustainment - \$875,000, & Library Bond Funded Project Supplemental - \$6,847,648) until completion of identified projects or reallocation to new projects.

# **Denver Public Library Total Visits By Month**

Online

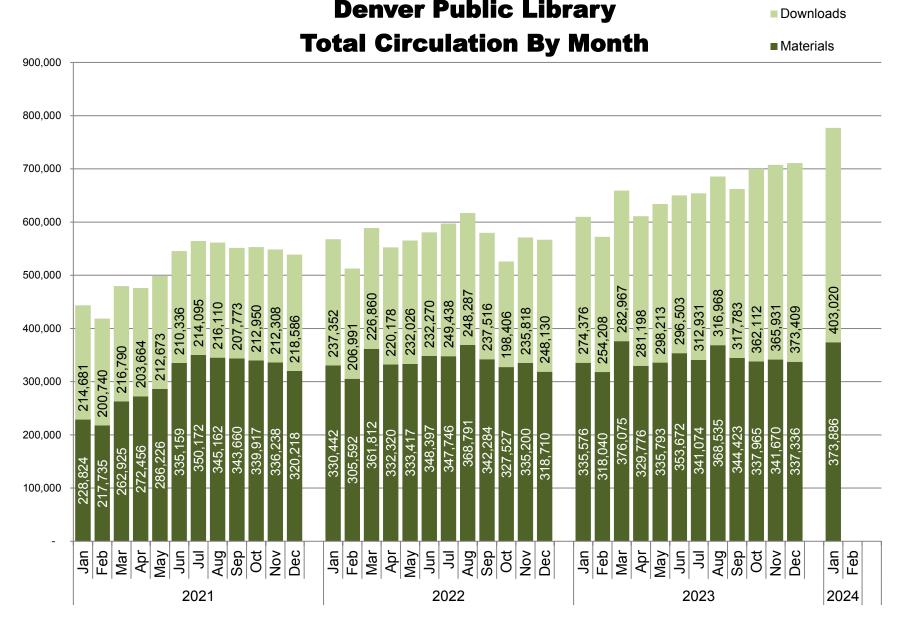
In Person



→All locations closed March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020, except Smiley & Thunderbird Man which opened 2/1/2021 and 7/1/2021 respectively.

9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).

Online visits - total website visits by session, from G4 (formerly known as Google Analytics) In Person visits - total door count from all locations, as collected by Trafsys doorcounter system.



→9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).

→ Smiley Branch Library resumed service February 1, 2021. Thunderbird Man Branch Library resumed service July 1, 2021.

Downloads - total downloads, including electronic books, movies, magazines, and music, as reported by CDO Materials - total circulation of physical materials at all locations, including auto-renewals from Polaris ILS

Location	Total Circulation	+/-	· Previous Month		2023/2022 (ear/Year	YTD Y/Y
Bob Ragland (formerly Art Park)	794	$\rightarrow$	(21)		(246)	-23.7%
Athmar Park	7		(10)	•	(2,197)	-99.7%
Bear Valley*	14,222	▶	(515)		1,097	8.4%
Blair-Caldwell African American Research Library	2,096		(60)	ſ	2,076	10380.0%
Thunderbird Man (formerly Byers)	1,523	$\Rightarrow$	(124)	T	259	20.5%
Central Library	18,119	↓	(667)	▶	(1,715)	-8.6%
Decker	9,329		(133)		534	6.1%
Eugene Field	17,906	•	(1,986)	•	(2,904)	-14.0%
Ford-Warren	10,191	$\rightarrow$	(170)		645	6.8%
Green Valley Ranch*	14,911	•	(848)		2,072	16.1%
Hadley	6,722	$\rightarrow$	(118)		2,164	47.5%
Hampden*	16,975	▶	(867)		464	2.8%
Mobile Services (Bookmobiles)	6,016		(134)		1,004	20.0%
Montbello	3,511	1	427		565	19.2%
Park Hill	24,305	•	(696)	¢	403	1.7%
Pauline Robinson	3		(11)	•	(2,566)	-99.9%
Rodolfo "Corky" Gonzales*	12,146	→	(676)		2,015	19.9%
Ross-Barnum	3,828	1	246		137	3.7%
Ross-Broadway	9,078	•	(719)	•	(506)	-5.3%
Ross-Cherry Creek*	8,162	1	4,993		8,162	100.0%
Ross-University Hills*	32,188	1	466		(409)	-1.3%
Sam Gary*	47,136	1	100	1	6,196	15.1%
Schlessman Family	29,519	→	(1,332)	•	(2,531)	-7.9%
Smiley	12,146		(495)	1	1,160	10.6%
Valdez-Perry*	1,623		(346)		(45)	-2.7%
Virginia Village	19,414	•	(504)		1,133	6.2%
Westwood*	1,390		(91)	Ł	376	37.1%
Woodbury	14,070		(46)	¢	1,287	10.1%
Denverlibrary.org Downloadables	373,409	T	55,626		125,279	50.5%
Total	710,739		51,289	$\mathbf{\hat{T}}$	143,909	

→ The Athmar Park Branch Library and the Pauline Robinson Branch Library closed on August 27, 2023 for renovations.

→Bob Ragland (Art Park) location opened to the public on February 15, 2022.

→ Cherry Creek closed January 18, 2022 for extended building repairs. Smiley closed July 7, 2020 - February 2, 2021 and Thunderbird Man closed July 7, 2020 - June 30, 2021 for building renovations.
\*9 locations reopened for half-day in building service Tue-Sat beginning March 9, 2021. These locations added full days Tue-Sat beginning April 13, while all other locations but Smiley, Byers, and Central began half days. Smiley opened for half days on April 28; Byers on June 15, 2021. All branches except Central and Byers were open full days as of May 19, 2021. Westwood is only open Tue-Fri 10-5. Central reopened with very limited service on Floor 1 on July 18,2021. In November 2021, the former Byers Branch Library was renamed as John "Thunderbird Man" Emhoolah, Jr. Branch Library.

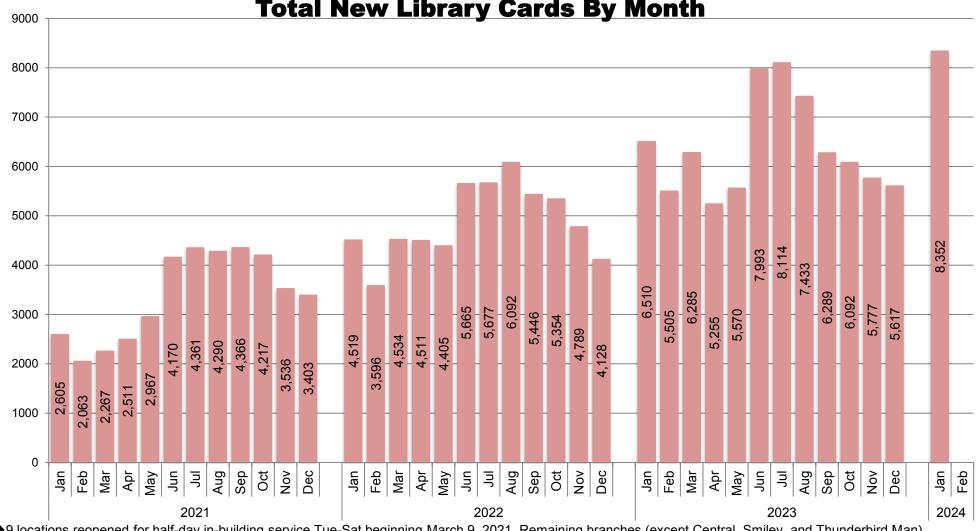
Location	Total Circulation	+	/- Previous Month		2024/2023 Year/Year	YTD Y/Y
Bob Ragland (formerly Art Park)	963	♠	169	$\rightarrow$	(58)	-5.7%
Athmar Park	0		(7)	<i>✓</i>	(3,361)	-100.0%
Bear Valley*	16,364		2,142		2,388	17.1%
Blair-Caldwell African American Research Library	2,512		416		2,496	15600.0%
Thunderbird Man (formerly Byers)	1,658	Ŷ	135	$\mathbf{r}$	269	19.4%
Central Library	19,501		1,382		560	3.0%
Decker	10,246	T	917		641	6.7%
Eugene Field	19,705	Ŷ	1,799	↓	(1,505)	-7.1%
Ford-Warren	11,121	Ŷ	930		364	3.4%
Green Valley Ranch*	17,029	1	2,118	$\mathbf{r}$	3,281	23.9%
Hadley	6,927	1	205	Ŷ	2,037	41.7%
Hampden*	19,025	Ŷ	2,050		3,162	19.9%
Mobile Services (Bookmobiles)	7,510	1	1,494	$\mathbf{r}$	1,991	36.1%
Montbello	3,681	1	170	Ŷ	683	22.8%
Park Hill	25,704	1	1,399	->>	(128)	-0.5%
Pauline Robinson	4	T	1	↓	(3,251)	-99.9%
Rodolfo "Corky" Gonzales*	13,563	1	1,417	1	3,296	32.1%
Ross-Barnum	4,387	ſ	559	T	445	11.3%
Ross-Broadway	10,286	ſ	1,208	$\mathbf{r}$	474	4.8%
Ross-Cherry Creek*	11,728	T	3,566		11,727	100.0%
Ross-University Hills*	39,344	1	7,156		5,104	14.9%
Sam Gary*	51,668	1	4,532		9,148	21.5%
Schlessman Family	32,971	1	3,452	➡	(1,109)	-3.3%
Smiley	13,302	1	1,156		1,340	11.2%
Valdez-Perry*	1,754	T	131		206	13.3%
Virginia Village	14,913	↓	(4,501)	↓	(4,793)	-24.3%
Westwood*	1,752	1	362		269	18.1%
Woodbury	16,229	1	2,159	1	16,216	124738.5%
Denverlibrary.org Downloadables	403,020		29,611	1	128,644	46.9%
Total	776,867	1	66,128	$\mathbf{\hat{T}}$	180,536	

 $\rightarrow$  The Athmar Park Branch Library and the Pauline Robinson Branch Library closed on August 27, 2023 for renovations.  $\rightarrow$  Bob

Ragland (Art Park) location opened to the public on February 15, 2022.

→Cherry Creek closed January 18, 2022 for extended building repairs. Smiley closed July 7, 2020 - February 2, 2021 and Thunderbird Man closed July 7, 2020 - June 30, 2021 for building renovations.

→\*9 locations reopened for half-day in building service Tue-Sat beginning March 9, 2021. These locations added full days Tue-Sat beginning April 13, while all other locations but Smiley, Byers, and Central began half days. Smiley opened for half days on April 28; Byers on June 15, 2021. All branches except Central and Byers were open full days as of May 19, 2021. Westwood is only open Tue-Fri 10-5. Central reopened with very limited service on Floor 1 on July 18,2021. In November 2021, the former Byers Branch Library was renamed as John "Thunderbird Man" Emhoolah, Jr. Branch Library.

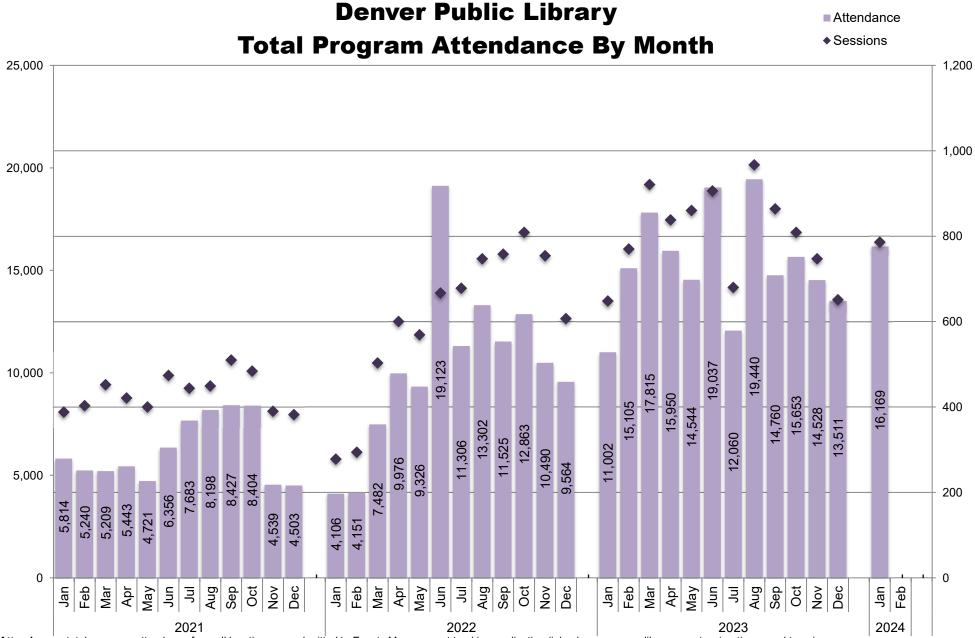


# Denver Public Library Total New Library Cards By Month

→9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).
 → Smiley Branch Library resumed service February 1, 2021. Thunderbird Man Branch Library resumed service July 1, 2021.

New Cards - total number of new library card registrations (including computer user only cards), from Polaris.

New Cards



Attendance - total program attendance from all locations, as submitted to Events Management tracking application (inlcudes programs, library events, storytimes, and tours). Sessions - total number of program sessions offered (as defined in Attendance), as submitted to Events Management tracking application

# **DPL Media Commission** Packet: 1/1 - 2/8/2024

#### January 1st 2024 to February 8th 2024

Generated on February 8th 2024 at 5:22 PM EST.



**COVERAGE REPORT** 

ARTICLES 215

Alameda Post

TOTAL ENGAGEMENT 98

AVG. ENGAGEMENT 0

\$7,192,482.63

TOTAL AVE

JOURNALIST SHARES 1

**JOURNALIST REACH** 1,424

UVM 766,678,349 Insights by Similarweb

# Today's Alameda Treasure – 1125 Morton

https://alamedapost.com/history/todays-alamedatreasure-1125-morton-street-the-baldwin-pell-house-p...

Street, The Baldwin-Pell House, Part 3 -

The passed-down oral history had indicated that both parents died in car crashes, but a 2013 article on the Denver Public Library's Genealogy and Western History page tells the story of the Pell Oyster and Fish House, which operated for 56 years in Denver. ... While his mother and wife did apparently die in automobile accidents, he actually died of a stroke-at least if the reporting of the **Denver Public Library** is correct. When it comes to history, you sometimes have to consider multiple sources and decide which one is more likely to be correct.

MEDIA OUTLET	Alameda Post
PUBLISHED	Feb. 8, 2024, 11 a.m.
SIMILARWEB UVM 🔇	18,717
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$173.13

### **Chuck Zukowski: Mysterious cattle mutilations**

https://nexusnewsfeed.com/article/unexplained/chuckzukowski-mysterious-cattle-mutilations/

The following is newspaper clip from the Denver Public Library. Newspaper clipping from the **Denver Public Library**. Link below. Snippy's skeleton, or should I say, Lady's skeleton, is on display at the UFO Watch Tower in Hooper, Colorado.

MEDIA OUTLET	NexusNewsfeed.com
PUBLISHED	Feb. 7, 2024, 9:16 a.m.
SIMILARWEB UVM 🕥	25,337
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$234.37

### **Denver Public Library's Blacks in Colorado** Hall of Fame has new member

MEDIA OUTLET PUBLISHED

Auburn Citizen Feb. 6, 2024, 9:12 p.m.

https://auburnpub.com/partners/cnn/denver-public-

librarys-blacks-in-colorado-hall-of-fame-has-new-m...

SIMILARWEB UVM 🌖	257,325
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,380.26

# Rep. Ken DeGraaf Becomes Third CO Elected Official to Publicly Deny Evolution

#### **By Ari Armstrong**

https://coloradotimesrecorder.com/2024/02/rep-kendegraaf-becomes-third-co-elected-official-to-publ...

The **Denver Public Library** is less than a mile from the capitol. DeGraaf easily could learn the basics of biological evolution if he wanted. He remains ignorant by choice.

MEDIA OUTLET	Colorado Times Recorder
PUBLISHED	Feb. 6, 2024, 4:59 p.m.
SIMILARWEB UVM 🌖	23,482
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$217.21

### Casa Bonita Serves Up Inspiration for Next Gallery's Annual Show: "How Do You Like Me Now?"

#### **By Patricia Calhoun**

https://www.westword.com/arts/casa-bonita-servesinspiration-for-next-gallerys-annual-denver-show-1...

According to the **Denver Public Library**, Casa Bonita opened on March 25, 1974 — but then, the Historic Lakewood plaque on the building has the year 1973, when the renovation of an old Joslin's department store into a fantasy land began.

MEDIA OUTLET	Westword
PUBLISHED	Feb. 6, 2024, 1:54 p.m.
SIMILARWEB UVM 🌖	1,979,835
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$18,313.47

# **Denver Forum -**

https://denveriaforum.com/Story.php?story=4495

The **Denver Public Library** is hosting a Valentine Card Workshop for all ages on Saturday, Feb. 10 from 10:00 to 11:30 a.m. at the library. Kids and adults will be able to make and take eight cute and clever cards to give to friends and family.

MEDIA OUTLET	Denver Forum
PUBLISHED	Feb. 6, 2024, 12:01 p.m.
SIMILARWEB UVM 🔇	277
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	

SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.56

### Ten Things to Do for Black History Month In and Around Denver

#### By Toni Tresca

https://www.westword.com/arts/things-to-do-blackhistory-month-in-denver-19197597

Denver Library's Black History Month Programming All of February All **Denver Public Library** locations The **Denver Public Library** embraces Black History Month with a diverse array of programs that highlight the historical and contemporary achievements of African Americans.

MEDIA OUTLET	Westword
PUBLISHED	Feb. 6, 2024, 10:30 a.m.
SIMILARWEB UVM 🌖	1,979,835
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$18,313.47

# Casa Bonita Serves Up Inspiration for Next Gallery's Annual Show: "How Do You Like Me Now?"

#### **By Patricia Calhoun**

https://dpl.muckrack.com/link/gcC0QT/casa-bonita-servesup-inspiration-for-next-gallerys-annual-sho...

According to the **Denver Public Library**, Casa Bonita opened on March 25, 1974 but then, the Historic Lakewood plaque on the building has the year 1973, when the renovation of an old Joslin's department store into a fantasy land began.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Feb. 6, 2024, 7 a.m.
SIMILARWEB UVM 🌖	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,800.00

#### Denver library talk on 'Rosie Riveters'

https://dpl.muckrack.com/link/gcoVeb/denver-library-talkon-rosie-riveters

DENVER The **Denver Public Library** will host lowa author and historian Linda Betsinger McCann for a program at 2 p.m. Feb. 20 at the library. McCann will discuss her new book, "The Rosie Riveters of Iowa." The program is free, and refreshments will be served. Preregistration is not needed.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Feb. 6, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$4,357.00

# Ten Things to Do for Black History Month In and Around Denver

#### By Toni Tresca

https://dpl.muckrack.com/link/gc9zDg/ten-things-to-dofor-black-history-month-in-and-around-denver

Denver Library's Black History Month Programming All of February All **Denver Public Library** locations The **Denver Public Library** embraces Black History Month with a diverse array of programs that highlight the historical and contemporary achievements of African Americans.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Feb. 6, 2024, 7 a.m.
SIMILARWEB UVM 🌖	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,800.00

#### 'Rosie Riveters of Iowa' program offered at Denver Library

https://www.communitynewspapergroup.com/ waverly\_newspapers/rosie-riveters-of-iowa-programoffered-a...

The **Denver Public Library** will host lowa author and historian Linda Betsinger McCann for a program on "The Rosie Riveters of lowa" which is the topic of her new book. The program will take place on Tuesday, Feb. 20 at 2 p.m. at the library.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Feb. 5, 2024, 7:12 p.m.
SIMILARWEB UVM 🌖	18,393
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$170.14

# Denver Public Library honors first Black person born in Colorado in special ceremony

#### **By Jesse Sarles**

https://www.cbsnews.com/colorado/news/denver-public-librarys-distinguished-blacks-in-colorado-hall-...

William Whitsell was inducted into the **Denver Public** Library's Blacks in Colorado Hall of Fame on Saturday afternoon. "We're just here to honor such a great man," said Damon Jones, who is Whitsell's great great grandson.

MEDIA OUTLET	KCNC-TV (Denver, CO)
PUBLISHED	Feb. 5, 2024, 1:15 p.m.
SIMILARWEB UVM 🌑	43,843,683
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$405,554.07

### Denver Public Library's Blacks in Colorado Hall of Fame has new member

https://newspub.live/west/colorado/denver-public-librarys-blacks-in-colorado-hall-of-fame-has-new-m...

MEDIA OUTLET	NewsPub
PUBLISHED	Feb. 5, 2024, 11:29 a.m.
SIMILARWEB UVM 🌖	1,821
JOURNALIST SHARES	0

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$16.84

#### Denver Public Library's Blacks in Colorado Hall of Fame has new member

https://www.cbsnews.com/colorado/video/denver-public-librarys-blacks-in-colorado-hall-of-fame-has-n...

Watch CBS News **Denver Public Library's** Blacks in Colorado Hall of Fame has new member Damon Jones was surprised when he learned that his great great grandfather was William Whitsell, the first Black male born in Colorado.

MEDIA OUTLET	KCNC-TV (Denver, CO)
PUBLISHED	Feb. 5, 2024, 11:05 a.m.
SIMILARWEB UVM 🌖	43,843,683
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$405,554.07

### William Whitsell, first African American male born in Colorado, honored during ceremony

#### **By Jessica Crawford**

https://www.koaa.com/news/covering-colorado/williamwhitsell-first-african-american-male-born-in-co...

According to the **Denver Public Library**, Whitsell was the first African-American male born in Colorado. "It probably didn't even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.

MEDIA OUTLET	KOAA-TV (Pueblo, CO)
PUBLISHED	Feb. 5, 2024, 10:19 a.m.
SIMILARWEB UVM 🔇	266,770
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,467.62

# Quarterra Multifamily Announces the Start of Leasing at 224-Unit Kindred Apartment Homes in Denver's Golden Triangle Neighborhood | MultifamilyBiz.com

https://www.multifamilybiz.com/news/10777/ quarterra\_multifamily\_announces\_the\_start\_of\_leasi...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	MultifamilyBiz
PUBLISHED	Feb. 5, 2024, 7:27 a.m.
SIMILARWEB UVM 🄇	6,255
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	

### Fort Collins pioneer being added to Colorado Business Hall of Fame

#### **By Erin Udell**

https://dpl.muckrack.com/link/g7vDjr/fort-collins-pioneerbeing-added-to-colorado-business-hall-of-...

formerly enslaved woman who used her investments made during Colorado's Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver's Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the **Denver** ... **Public Library**.

MEDIA OUTLET	Fort Collins Coloradoan
PUBLISHED	Feb. 4, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$11,879.00

\$57.86

# William Whitsell, first African American male born in Colorado, honored during ceremony

https://www.akh99.com/2024/02/04/william-whitsellfirst-african-american-male-born-in-colorado-hono...

According to the **Denver Public Library**, Whitsell was the first African-American male born in Colorado. "It probably didn't even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.

MEDIA OUTLET	Akh99.com
PUBLISHED	Feb. 3, 2024, 7:25 p.m.
I ODEISTIED	reb. 5, 2024, 7.25 p.m.
SIMILARWEB UVM 🌑	103
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$0.95

### William Whitsell, first African American male born in Colorado, honored during ceremony

#### **By Jessica Crawford**

https://www.denver7.com/news/local-news/williamwhitsell-first-african-american-male-born-in-colora...

According to the **Denver Public Library**, Whitsell was the first African-American male born in Colorado. "It probably didn't even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.

MEDIA OUTLET	KMGH-TV (Denver, CO)
PUBLISHED	Feb. 3, 2024, 6:13 p.m.
SIMILARWEB UVM 🔇	895,730
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$8,285.50

AVE

# 'Rosie Riveters of Iowa' topic of Denver Public Library presentation Feb. 20

https://ourcommunitynow.com/news/rosie-riveters-ofiowa-topic-of-denver-public-library-presentation...

MEDIA OUTLET	Our Community Now
PUBLISHED	Feb. 3, 2024, 12:37 p.m.
SIMILARWEB UVM 🔇	37,562
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	
PITCH PLACEMENT	
AVE	\$347.45

#### 'Rosie Riveters of Iowa' topic of Denver Public Library presentation Feb. 20

https://wcfcourier.com/news/local/rosie-riveters-of-iowatopic-of-denver-public-library-presentatio...

DENVER -- The **Denver Public Library** will host lowa author and historian Linda Betsinger McCann for a program at 2 p.m. Feb. 20 at the library. McCann will discuss her new book, "The Rosie Riveters of Iowa." The program is free, and refreshments will be served. Preregistration is not needed.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Feb. 3, 2024, 9:41 a.m.
SIMILARWEB UVM 🌑	185,995
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$1,720.45

# 'Rosie Riveters of Iowa' topic of DenverPublic Library presentation Feb. 20

https://dpl.muckrack.com/link/g74qkL/rosie-riveters-ofiowa-topic-of-denver-public-library-presenta...

DENVER -- The **Denver Public Library** will host lowa author and historian Linda Betsinger McCann for a program at 2 p.m. Feb. 20 at the library. McCann will discuss her new book, "The Rosie Riveters of Iowa." The program is free, and refreshments will be served. Preregistration is not needed.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Feb. 3, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$4,357.00

# OUTDOORS; Win free skiing at A-Basin through the Denver Public Library

**By Michael Braithwaite** 

MEDIA OUTLETThe Denver PostPUBLISHEDFeb. 3, 2024, 7 a.m.SIMILARWEB UVM (S)Data Not Applicable

https://dpl.muckrack.com/link/g7I0D1/outdoors-win-free-skiing-at-a-basin-through-the-denver-public-...

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library's website. ... "The freedom to explore and connect is a huge piece of (our) mission," Denver Public Library's Manager of Strategic Partnerships Beth Warren said Thursday afternoon. "One of the things we want to do is provide experiences and services for free, using only your library card."

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$18,000.00

# Nearly 80 dogs rescued from unlicensed animal facility in Lyons

https://usa-today-news.com/news/nearly-80-dogs-rescued-from-unlicensed-animal-facility-in-lyons/

Related Articles Lauren Boebert's election switch is shifting money game in Colorado's two largest congressional districts How to win free skiing at A-Basin through the Denver Public Library

MEDIA OUTLET	Usa-today-news.com
PUBLISHED	Feb. 2, 2024, 8:12 a.m.
SIMILARWEB UVM 🌖	876
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$8.10

# 'Founding mother' of Fort Collins to be inducted into Colorado Business Hall of Fame

#### **By Erin Udell**

https://www.yahoo.com/lifestyle/founding-mother-fort-collins-inducted-124515016.html

formerly enslaved woman who used her investments made during Colorado's Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver's Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the **Denver** ... **Public Library**.

### 'Founding mother' of Fort Collins to be inducted into Colorado Business Hall of Fame

#### **By Erin Udell**

https://www.coloradoan.com/story/life/2024/02/02/fort-collins-pioneer-being-added-to-colorado-busin...

formerly enslaved woman who used her investments made

MEDIA OUTLET	Yahoo Life
PUBLISHED	Feb. 2, 2024, 7:45 a.m.
SIMILARWEB UVM 🌖	421,900,135
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,902,576.25

MEDIA OUTLET	Fort Collins Coloradoan
PUBLISHED	Feb. 2, 2024, 7:45 a.m.
SIMILARWEB UVM 🌖	460,722
JOURNALIST SHARES	0
JOURNALIST REACH	0

during Colorado's Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver's Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the **Denver** ... **Public Library**.

TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4,261.68

# Things to do in Denver this weekend, Feb. 2-4

#### By Cassidy Ritter, Kevin Beaty, Desiree Mathurin, Isaac Vargas

https://denverite.com/2024/02/02/things-to-do-in-denver-this-weekend-february-2-4/

**Denver Public Library** at ReCreative Denver, 765 Santa Fe Dr. 6:15-9 p.m. Free. All ages. Comedy and theater The Sklar Brothers. Comedy Works South, 5345 Landmark Place, Greenwood Village. 7:15 p.m. and 9:45 p.m. \$28. Rotating Tap Comedy.

MEDIA OUTLET	Denverite
PUBLISHED	Feb. 2, 2024, 7:06 a.m.
SIMILARWEB UVM 🌑	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$3,899.39

# Founding mother' of Fort Collins to be inducted into Colorado Business Hall of Fame

#### **By Erin Udell**

https://dpl.muckrack.com/link/g7AY65/founding-motherof-fort-collins-to-be-inducted-into-colorado-b...

formerly enslaved woman who used her investments made during Colorado's Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver's Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the Denver ... Public Library.

MEDIA OUTLET	Fort Collins Coloradoan
PUBLISHED	Feb. 2, 2024, 7 a.m.
SIMILARWEB UVM 🌑	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$11,879.00

# How to win free skiing at A-Basin through the Denver Public Library

#### **By Michael Braithwaite**

https://dpl.muckrack.com/link/g78s8V/how-to-win-free-skiing-at-a-basin-through-the-denver-public-li...

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library's website. ... "The freedom to explore and connect is a huge piece of (our) mission," Denver Public Library's Manager of Strategic Partnerships Beth Warren said Thursday afternoon. "One of the things we

MEDIA OUTLET	The Denver Post: Web Edition Articles (Colorado)
PUBLISHED	Feb. 2, 2024, 7 a.m.
SIMILARWEB UVM 🌖	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable

want to do is provide experiences and services for free, using only your library card."

#### Denver Public Library, Arapahoe Basin team up to give away free skiing

https://metajaunnews.com/denver-public-library-arapahoebasin-team-up-to-give-away-free-skiing/

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library's website. ... "The freedom to explore and connect is a huge piece of (our) mission," Denver Public Library's Manager of Strategic Partnerships Beth Warren said Thursday afternoon. "One of the things we want to do is provide experiences and services for free, using only your library card."

# How to win a free day of skiing at A-Basin through the Denver Public Library

#### **By Michael Braithwaite**

https://www.denverpost.com/2024/02/01/win-free-skiing-arapahoe-basin-denver-library/

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library's website. ... "The freedom to explore and connect is a huge piece of (our) mission," Denver Public Library's Manager of Strategic Partnerships Beth Warren said Thursday afternoon. "One of the things we want to do is provide experiences and services for free, using only your library card."

e SIMILARWEB UV pm/2024/02/01/win-freeer-library/ JOURNALIST SHA olders just got another freebie. mbers can enter to win a free day asin, including lift tickets, ski

	PITCH PLACEMENT
huge piece of (our) mission,"	FITCHFEACEMENT
anager of Strategic Partnerships	AVE
afternoon. "One of the things we	
riences and services for free, using	

# More than rooftops: How Iván Anaya plans to redevelop the Auraria neighborhood -Denver Business Journal

#### By Kate Tracy

https://www.bizjournals.com/denver/news/2024/02/01/ ivan-anaya-columbia-ventures-auraria.html

His clients at Astucia included the Emily Griffith Technical College, the Littleton Housing Authority, the **Denver Public Library** and Denver Public Schools. He started his current role as Mountain West president at Columbia Ventures in 2022. There, he's been a part of multiple projects.

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Feb. 1, 2024, 4:41 p.m.
SIMILARWEB UVM 🕥	5,704,262
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$52,764.42

MEDIA OUTLET	Meta Jaun News
PUBLISHED	Feb. 1, 2024, 7:37 p.m.
SIMILARWEB UVM 🌖	4,800
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$44.40

MEDIA OUTLET	The Denver Post
PUBLISHED	Feb. 1, 2024, 7:06 p.m.
SIMILARWEB UVM 🔇	3,507,013
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$32,439.87

AVF

\$18,000.00

# Win a ski day with a pro skier from Peak skis | Whiteout

#### By Jonathan Ingraham

https://denvergazette.com/outdoors/whiteout/pro-skiday-win-peak-skis/article\_20d33566-bee4-11ee-8e...

• Arapahoe Basin and the **Denver Public Library** have teamed up to provide library cardholders a chance to win an allexpense-paid ski trip to the ski area on the south slopes of Loveland Pass. The first winners spent a day at the resort on Sunday, but the next drawing will occur in February.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Feb. 1, 2024, 8:08 a.m.
SIMILARWEB UVM 🌖	1,205,729
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$11,152.99

# A Complex Landscape; Budgets Grew Across All Areas In 2023, And While It's Too Early To Predict What Those Gains Bode, The

#### **By Lisa PeetLisa Peet**

https://dpl.muckrack.com/link/gc3hT5/a-complexlandscape-budgets-grew-across-all-areas-in-2023-and-...

tax-based funding that isn't dependent on economic fluctuations or the politics of elected officials—even more so if tax-based revenue is mandated by legislature, such as Denver's Ballot Measure 2I, passed in fall 2022, which increased the property tax rate by 1.5 mills and dedicated those funds to **Denver** ... **Public Library**.

# More than rooftops: How Iván Anaya plans to redevelop the Auraria neighborhood

#### **By Kate Tracy**

https://dpl.muckrack.com/link/g7zT29/more-than-rooftops-how-ivan-anaya-plans-to-redevelop-the-aurar...

His clients at Astucia included the Emily Griffith Technical College, the Littleton Housing Authority, the **Denver Public Library** and Denver Public Schools. He started his current role as Mountain West president at Columbia Ventures in 2022. There, he's been a part of multiple projects.

# Win a ski day with a pro skier from Peak skis | Whiteout

#### By Jonathan Ingraham

https://gazette.com/life/skiing-snowboarding/pro-ski-day-

MEDIA OUTLET	Library Journal
PUBLISHED	Feb. 1, 2024, 7 a.m.
SIMILARWEB UVM 🄇	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$4,420.00

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Feb. 1, 2024, 7 a.m.
SIMILARWEB UVM 🔇	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable
AVE	\$9,590.00

MEDIA OUTLET	The Gazette (Colorado Springs, CO)
PUBLISHED	Feb. 1, 2024, midnight
SIMILARWEB UVM 🌖	1,003,608

#### win-peak-skis/article\_d8920456-1c65-5884-9...

• Arapahoe Basin and the **Denver Public Library** have teamed up to provide library cardholders a chance to win an allexpense-paid ski trip to the ski area on the south slopes of Loveland Pass. The first winners spent a day at the resort on Sunday, but the next drawing will occur in February.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9,283.37

# Colorado Ski Area Giving Library Cardholders Chance To Win All-Expenses-Paid Trip

#### By Ella Boyd

https://www.powder.com/trending-news/arapahoe-basinlibrary-trip

A-Basin, CO, and the **Denver Public Library** have teamed up to provide library cardholders a chance to win an all-expensepaid ski trip, and it's for a good cause. "The first winners came to spend a day at our resort on Sunday, January 28 and the next drawing will occur in February."

MEDIA OUTLET	POWDER Magazine
PUBLISHED	Jan. 31, 2024, 3:58 p.m.
SIMILARWEB UVM 🕥	1,517,799
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	3
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$14,039.64

# Arapahoe Basin Ski Area, CO, and Denver Public Library Team Up to Bring the Joy of the Mountains to All

https://snowbrains.com/arapahoe-basin-ski-area-and-denver-public-library-team-up-to-bring-the-joy-o...

Arapahoe Basin Ski Area, Colorado, has partnered with the **Denver Public Library** to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin.

MEDIA OUTLET	SnowBrains
PUBLISHED	Jan. 31, 2024, 9:27 a.m.
SIMILARWEB UVM 🔇	413,422
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,824.15

# Denver Celebrates Black History Month with a Series of Cultural Events and Activities

https://bnnbreaking.com/arts/denver-celebrates-blackhistory-month-with-a-series-of-cultural-events...

Further intensifying the exploration, the **Denver Public Library** has curated a list of resources for a deeper dive into the historical contributions of African Americans.

MEDIA OUTLET	BNN Breaking
PUBLISHED	Jan. 31, 2024, 8:26 a.m.
SIMILARWEB UVM 🌖	1,218,697
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive

#### **PITCH PLACEMENT**

AVE

\$11,272.95

# A-Basin partners with Denver Public Library to give cardholders a chance to win a ski trip

#### **By Cody Jones**

https://dpl.muckrack.com/link/gZmss8/a-basin-partnerswith-denver-public-library-to-give-cardholder...

This winter, Arapahoe Basin Ski Area has partnered with the **Denver Public Library** to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin. In the partnership, one winner will be selected at random each month in January, February and March.

MEDIA OUTLET	Summit Daily News
PUBLISHED	Jan. 31, 2024, 7 a.m.
SIMILARWEB UVM 🌖	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,320.00

# Denver Public Library calls for community input on Baker-area library ahead of renovations

#### **By Janelle Finch**

https://www.9news.com/article/news/community/denverpublic-library-seeks-community-input-renovation...

DENVER — The **Denver Public Library** is looking for community engagement as they prepare to renovate the Ross-Broadway Branch Library in the Baker area. Right now, they're encouraging library users to provide feedback through an open survey.

MEDIA OUTLET	KUSA-TV (Denver, CO)
PUBLISHED	Jan. 30, 2024, 7:37 p.m.
SIMILARWEB UVM 🌖	2,948,964
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$27,277.92

# A-Basin partners with Denver Public Library to give cardholders a chance to win a ski trip

#### **By Cody Jones**

https://www.summitdaily.com/news/a-basin-partners-withdenver-public-library-to-give-cardholders-a-...

This winter, Arapahoe Basin Ski Area has partnered with the **Denver Public Library** to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin. In the partnership, one winner will be selected at random each month in January, February and March.

MEDIA OUTLET	Summit Daily News
PUBLISHED	Jan. 30, 2024, 7:37 p.m.
SIMILARWEB UVM 🕥	256,739
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,374.84

#### **Denver Forum -**

https://denveriaforum.com/Story.php?story=4489

The **Denver Public Library** is hosting a Valentine Card Workshop for all ages on Saturday, Feb. 10 from 10:00 to 11:30 a.m. at the library. Kids and adults will be able to make and take eight cute and clever cards to give to friends and family.

MEDIA OUTLET	Denver Forum
PUBLISHED	Jan. 30, 2024, 11:01 a.m.
SIMILARWEB UVM 🛇	277
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.56

# Colorado Con Artists: Denver Crypto Pastor Isn't the State's First Famous Fraudster

#### **By Hannah Metzger**

https://www.westword.com/news/colorado-con-artists-eliregalado-joins-long-line-of-state-scammers-1...

**Denver Public Library** Special Collections Smith operated a saloon and gambling hall in Denver, paying off law enforcement and politicians to get away with his illegal activity.

MEDIA OUTLET	Westword
PUBLISHED	Jan. 30, 2024, 9:01 a.m.
SIMILARWEB UVM 🌖	1,979,835
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$18,313.47

# MediaPost Agency Daily: Who Will Replace WPP Chairman Roberto Quarta? ...Madison Avenue's 'Avengers'

https://deal.town/mediapost/mediapost-agency-daily-whowill-replace-wpp-chairman-roberto-quarta-mad...

Ben Jankowski by Bill Duggan Google Cookies Crumble With Results Better Than Apple, But Not Good Enough by Laurie Sullivan Advertisement Place your brand in the spotlight Reuters is where professionals and C-suite leaders power their decisions Discover advertising solutions today Out To Launch Denver ... Public Library Brings Skiing To Lower-Income Families Denver Public Library card holders can win a ski trip to the Arapahoe Basin resort.

MEDIA OUTLET	Deal Town
PUBLISHED	Jan. 30, 2024, midnight
SIMILARWEB UVM 🌑	766,922
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$7,094.03

# Denver Public Library Brings Skiing To Lower-Income Families

#### **By Fern Siegel**

https://www.mediapost.com/publications/article/393003/ denver-public-library-brings-skiing-to-lower-...

MEDIA OUTLET	MediaPost
PUBLISHED	Jan. 29, 2024, 10:58 a.m.
SIMILARWEB UVM 🔇	153,173
JOURNALIST SHARES	0

The **Denver Public Library** and the Arapahoe Basin ski resort are hoping to dent that perception — bringing the joy of skiing to lower-income Colorado families. And they are doing it via the library.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$1,416.85

# The story behind Lulu City, Rocky Mountain National Park's ghost town

#### **By Stephanie Butzer**

https://www.newsbreak.com/grand-county-co/ 3312710052695-the-story-behind-lulu-city-rocky-mountainn...

**Denver Public Library** Special Collections [X-3704] View of the remains of a log cabin along an overgrown road in Lulu City (Grand County), Colorado; shows a sign with "Lulu City," engraved on it; (probably) Lulu Mountain in the background.

MEDIA OUTLET	NewsBreak
PUBLISHED	Jan. 27, 2024, 11:42 a.m.
SIMILARWEB UVM 🌖	10,615,061
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$98,189.31

# The 'Cliffs are on their way to becoming the next ghost town, not the next Aspen

https://wetmountaintribune.com/2024/01/27/the-cliffsare-on-their-way-to-becoming-the-next-ghost-to...

**Denver Public Library** Special Collections, Z-12892, publication rights purchased) (Originally published 01/18/2023) Editorial by Jordan Hedberg For half a century, local sentiment has focused on wringing its hands about avoiding becoming the next Aspen, Breckenridge, or Vail.

MEDIA OUTLET	Wet Mountain Tribune
PUBLISHED	Jan. 27, 2024, 11:07 a.m.
SIMILARWEB UVM 🔇	6,422
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	16
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$59.40

# **Friday Stir**

#### By Kyle O'Brien

https://www.adweek.com/agencyspy/friday-stir-185/

-Denver agency Cactus is working with the Arapahoe Basin ski resort and the **Denver Public Library** to bring the joy of skiing to lower-income Colorado families. Library card holders enter their names through the Museum & Cultural Passes portal on the library's website.

MEDIA OUTLET	AgencySpy
PUBLISHED	Jan. 26, 2024, 8:32 a.m.
SIMILARWEB UVM 🌖	788,679
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

# How do you get teens to visit the library? Maybe with a librarian focused on them and an open space where they can just exist

#### By Kyle Harris, Rebecca Tauber, Desiree Mathurin, Isaac Vargas

https://denverite.com/2024/01/26/denver-public-library-teen-librarian-services/

Kling is one of three teen librarians within the **Denver Public Library** system, a position and set of programming the system is trying to grow in the next few years. From an

"administrative perspective," increasing teen programming is a way to keep the whole family interested in the library.

# Arapahoe Basin,, Denver Public Library Denver & Agency Cactus Team Up To Bring Ultimate Skiing Experience To Everyone

https://www.snowindustrynews.com/articles/2024/ january/arapahoe-basin-denver-public-library-denver-...

In a first-of-its-kind partnership between the popular Arapahoe Basinski resort, and the **Denver Public Library**, the two are teaming up to bring the joy of skiing to lower-income Colorado families.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 26, 2024, 7:45 a.m.
SIMILARWEB UVM 🔇	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,899.39

\$7,295.28

AVE

MEDIA OUTLET	Snow Industry News
PUBLISHED	Jan. 25, 2024, midnight
SIMILARWEB UVM 🌖	6,525
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$60.36

# Denver offering free radon testing kits to residents

#### By Samantha Jarpe

https://kdvr.com/news/local/denver-offering-free-radon-testing-kits-to-residents/

The testing kits will be offered from 11 a.m. until 3 p.m. and are on a first-come, first-served basis: Thursday, Jan. 25 at **Denver Public Library** – Hadley Branch at 1890 South Grove Street Friday, Jan. 26 at **Denver Public Library** – Hampden Branch at 9755 East Girard Avenue. What is radon?

MEDIA OUTLET	KDVR-TV (Denver, CO)
PUBLISHED	Jan. 24, 2024, 6:09 p.m.
SIMILARWEB UVM 🕥	2,007,306
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$18,567.58

# NABWIC Talks Denver Airport Strategic Programs with Michelle Sandoval

https://www.blogtalkradio.com/nabwic/2024/01/24/ nabwic-talks-denver-airport-strategic-programs-with...

She's also involved with the Society of American Military Engineers, **Denver Public Library** Latino Awards Committee, and many more Available when logged-in to Facebook and if Targeting Cookies are enabled

MEDIA OUTLET	NABWIC
PUBLISHED	Jan. 24, 2024, 12:57 a.m.
SIMILARWEB UVM 🔇	222,946
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,062.25

# NABWIC Talks with Michelle Sandoval, Director of Strategic Outreach and Engageme

https://www.ivoox.com/en/nabwic-talks-with-michellesandoval-director-of-strategic-audios-mp3\_rf\_12...

She's also involved with the Society of American Military Engineers, **Denver Public Library** Latino Awards Committee, and many more. Tune in to discover Michelle's insights on construction, community service, and leadership. Don't miss this enlightening episode.

MEDIA OUTLET	iVoox Podcast and Radio
PUBLISHED	Jan. 23, 2024, 10:42 p.m.
SIMILARWEB UVM 🌖	1,645,045
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$15,216.67

# NABWIC talks with Michelle Sandoval, Director of Strategic Outreach & Engagement

https://www.blogtalkradio.com/nabwic/2024/01/22/ nabwic-talks-with-michelle-sandoval-director-of-str...

She's also involved with the Society of American Military Engineers, Denver Public Library Latino Awards Committee, and many more. Tune in to discover Michelle's insights on construction, community service, and leadership.

MEDIA OUTLET	NABWIC
PUBLISHED	Jan. 22, 2024, 1:16 p.m.
SIMILARWEB UVM 🔇	222,946
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,062.25

# Help Protect Your Family with a Free Radon Test Kit

https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Dire...

.-3 p.m. at Denver Public Library (DPL) – Sam Gary Branch

MEDIA OUTLET	denvergov.org
PUBLISHED	Jan. 22, 2024, midnight
SIMILARWEB UVM 🕥	
JOURNALIST SHARES	

(2961 Roslyn St.) Wednesday, Jan. 24 between 11 a.m.-3 p.m. at DPL - Green Valley Ranch Branch (4856 Andes Ct.) Thursday, Jan. 25 between 11 a.m.-3 p.m. at DPL – Hadley Branch (1890 S. Grove St.) Friday, Jan. 26 between 11 a.m.-3 p.m.

JOURNALIST REACH TOTAL ENGAGEMENT SENTIMENT **PITCH PLACEMENT** 

AVE

Positive

# How to Get Free Access to Udemy Courses

#### By L. Salazar Flynn

https://medium.com/@elsalazarflynn/how-to-get-freeaccess-to-udemy-courses-5d80cfd56751

I'm a member of the **Denver Public Library**, and I used my card to set up an account. In about two minutes, I had almost total access to the site where I'd initially considered spending \$80 for a single course. The possibilities seemed endless.

MEDIA OUTLET	Medium
PUBLISHED	Jan. 21, 2024, 12:52 p.m.
SIMILARWEB UVM 🔇	77,646,340
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$718,228.64

# 2024 Dartmouth Medal Winner Announced

#### **By Ninah Moore**

https://rusaupdate.org/2024/01/2024-dartmouth-medalwinner-announced/

.); Lauren Seegmiller, Denver Public Library, and Kaite Mediatore Stover, Kansas City Public Library.

MEDIA OUTLET	rusaupdate.org
PUBLISHED	Jan. 20, 2024, 10:32 a.m.
SIMILARWEB UVM 🄇	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

# **Essential Cookbooks 2024: The CODES** List

#### **By Ninah Moore**

https://rusaupdate.org/2024/01/essentialcookbooks-2024-the-codes-list/

Gardiner, Wake County Public Libraries, NC, chair; Dodie Ownes, Denver Public Library, CO, vice-chair; Ron Block, Cuyahoga County Public Library, OH; Jessica Jones, Takoma Park Maryland Library, MD; Edward Kownslar, Stephen F.

MEDIA OUTLET	rusaupdate.org
PUBLISHED	Jan. 20, 2024, 10:27 a.m.
SIMILARWEB UVM 🔇	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

### Things to do in Denver this weekend, Jan. 19-21

#### By Cassidy Ritter, Rebecca Tauber, Caitlyn Kim, Paolo Zialcita

https://denverite.com/2024/01/19/things-to-do-in-denverthis-weekend-jan-19-21/

**Denver Public Library** at Fiction Beer Co., 7101 E. Colfax Ave. 5:45-7:30 p.m. Free. An Evening of Dancing Horses. National Western Events Center, 4655 Humboldt St. 7 p.m. \$30-\$51. Pro Rodeo – CU Performance. Denver Coliseum, 4600 Humboldt St. 8 p.m. \$42-\$89.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 19, 2024, 7:04 a.m.
SIMILARWEB UVM 🔇	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$3,899.39

#### Colorado lawmakers remember former state Rep. Alice Borodkin of Denver

#### **By Marianne Goodland**

https://www.coloradopolitics.com/news/coloradolawmakers-remember-former-state-rep-alice-borodkin-o...

Her papers are housed at the **Denver Public Library**.

MEDIA OUTLET	Colorado Politics
PUBLISHED	Jan. 18, 2024, 1:53 p.m.
SIMILARWEB UVM 🔇	133,981
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$1,239.32

# Colorado lawmakers remember former state Rep. Alice Borodkin of Denver

#### By Marianne Goodland

https://denvergazette.com/news/colorado-lawmakersremember-former-state-rep-alice-borodkin-of-denve...

Her papers are housed at the **Denver Public Library**. Your morning rundown of the latest news from overnight and the stories to follow throughout the day.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Jan. 18, 2024, midnight
SIMILARWEB UVM 🌖	1,205,729
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$11,152.99

# Colorado lawmakers remember former state Rep. Alice Borodkin of Denver

#### By Marianne Goodland

https://gazette.com/colorado\_politics/coloradolawmakers-remember-former-state-rep-alice-borodkin-o...

Her papers are housed at the **Denver Public Library**.

MEDIA OUTLET	The Gazette (Colorado Springs, CO)
PUBLISHED	Jan. 18, 2024, midnight
SIMILARWEB UVM 🄇	1,003,608
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$9,283.37

# LaVozColorado has a permanent home at the Denver Public Library

#### **By Ernest Gurulé**

https://lavozcolorado.com/2024/01/17/lavozcolorado-hasa-permanent-home-at-the-denver-public-librar...

Besides recording the biggest events in Denver and Colorado for a half century, LaVozColorado will soon have a permanent, archived home at the Denver Public Library. The Colorado Trust has awarded the Denver Public Library a grant to digitize the state's largest and oldest bilingual newspaper.

MEDIA OUTLET	La Voz Bilingüe (Denver, CO)
PUBLISHED	Jan. 17, 2024, 2:04 a.m.
SIMILARWEB UVM 🌖	1,368
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$12.65

# Denver Public Library's Plaza Program: A Beacon for Immigrants

https://bnnbreaking.com/breaking-news/education/ denver-public-librarys-plaza-program-a-beacon-for-i...

Denver Public Library's Plaza Program: A Beacon for Immigrants Since 2008, the Denver Public Library's Plaza Program has been a lifeline for immigrants seeking to acclimate to their new life in Denver and the United States. ... This initiative, free and open to all, extends a variety of services through multiple branches of the Denver Public Library (DPL) system. These services include English conversation groups, computer assistance, citizenship and legal aid navigation classes, and networking opportunities.

MEDIA OUTLET	BNN Breaking
PUBLISHED	Jan. 16, 2024, 8:19 p.m.
SIMILARWEB UVM 🌖	1,218,697
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$11,272.95

# How Denver Public Library's Plaza Program is helping U.S. newcomers adjust to life in the city

### By Rebecca Tauber, Kyle Harris, John Daley, Paolo Zialcita

https://denverite.com/2024/01/16/how-denver-public-librarys-plaza-program-is-helping-u-s-newcomers-...

Newcomers to the United States and the people trying to help them are finding a crucial resource available in a very obvious place: the **Denver Public Library**. ... **Denver Public Library's** Ross-Barnum branch on 1st Avenue. June 22, 2023. Kevin J.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 16, 2024, 7:35 p.m.
SIMILARWEB UVM 🔇	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,899.39

# Here's how to help get someone into an emergency overnight winter shelter in Denver

#### By John Daley, Rebecca Tauber, Paolo Zialcita, Kyle Harris

https://denverite.com/2024/01/16/heres-how-to-help-getsomeone-into-an-emergency-overnight-winter-s...

Find your nearest **Denver Public Library** here.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 16, 2024, 1:22 p.m.
SIMILARWEB UVM 🔇	421,556
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$3,899.39

# The Best Food + Drink Events in Denver This week, January 15th. - 21st.

#### **By Steph Wilson**

https://diningout.com/events/the-best-food-drink-eventsin-denver-this-week-january-15th-21st/

Expect a rapid-fire round of insights from experts at DMNS, Denver Botanic Gardens, and **Denver Public Library**. They've got just seconds to spill secrets on preserving the past, all over cocktails.

MEDIA OUTLET	DiningOut
PUBLISHED	Jan. 15, 2024, 3:04 p.m.
SIMILARWEB UVM 🌖	2,680
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	3
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$24.79

# Photos: Top five Denver snowstorms in history

#### **By Maddie Rhodes**

https://kdvr.com/weather/photos-top-five-denversnowstorms-in-history/

MEDIA OUTLET	KDVR-TV (Denver, CO)
PUBLISHED	Jan. 15, 2024, 9:21 a.m.
SIMILARWEB UVM 🔇	2,007,306
JOURNALIST SHARES	0

(Credit: **Denver Public Library**) The largest snowstorm in Denver history dates back over 100 years. Within less than a week, Denver totaled 45.7 inches of snow. According to the **Denver Public Library**, during this time, the entire streetcar system was stopped.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$18,567.58

# Exploring Martin Luther King Jr.'s connections to Colorado through Denver Library's archives

#### **By Elaine Tassy**

https://www.cpr.org/2024/01/15/exploring-martin-luther-king-jr-s-connections-to-colorado-through-de...

., and then there's what can be found at the **Denver Public** Library's Central Library branch. Among the findings are newspaper clippings, including one with a picture of a statue of the slain civil rights leader, made in the 1970's.

MEDIA OUTLET	Colorado Public Radio
PUBLISHED	Jan. 15, 2024, 6 a.m.
SIMILARWEB UVM 🌖	1,224,039
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$11,322.36

# 'It was like a refuge:' Neighbors remember Martin Luther King, Jr. Boulevard history, then and now

#### By Alison Berg, Peter Vo

https://www.rmpbs.org/blogs/rocky-mountain-pbs/ denver-martin-luther-king-blvd/

Black families were excluded from downtown Denver, Howard said, and were pushed northeast into Five Points, according to archives from Denver Public Libraries. As Black families tried to push east of Downing Street, they ran into a practice known as redlining, Howard said.

MEDIA OUTLET	KRMA-TV (Denver, CO)
PUBLISHED	Jan. 15, 2024, midnight
SIMILARWEB UVM 🌖	94,403
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	37
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$873.23

# "it's impossible to make it here"; More generations living together

#### **By Elizabeth Hernandez**

https://dpl.muckrack.com/link/ghzD4k/its-impossible-tomake-it-here-more-generations-living-together

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee at least to afford rent in the city where he grew up.

MEDIA OUTLET	The Denver Post
PUBLISHED	Jan. 14, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable

### More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://www.greeleytribune.com/2024/01/13/ multigenerational-households-increasing-colorado-cost-of-...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	Greeley Tribune
PUBLISHED	Jan. 13, 2024, 9:11 a.m.
SIMILARWEB UVM 🔇	277,775
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$2,569.42

\$5,925.00

AVE

### Checking Out: 'With Love, From Cold World'

#### **By Wendy Thomas**

https://www.denvernorthstar.com/checking-out-with-love-from-cold-world/

A fun read for a chilly day, check out "With Love, From Cold World" at a **Denver Public Library** branch near you. Looking for a way to expand your reading life? Sign up for **Denver Public Library's** Winter of Reading. Participants ages 18 and up complete library-related challenges to earn library swag.

MEDIA OUTLET	The Denver North Star
PUBLISHED	Jan. 13, 2024, 7:56 a.m.
SIMILARWEB UVM 🌖	
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### Denver Braces for Arctic Blast: Extends Cold Weather Shelter Hours

#### **By Nitish Verma**

https://bnnbreaking.com/world/us/denver-braces-forarctic-blast-extends-cold-weather-shelter-hours/

Additionally, selected **Denver Public Library** locations offer indoor relief from the cold. The Glenarm Recreation Center is set to function solely as a daytime shelter and warming center on Martin Luther King Jr. Day.

MEDIA OUTLET	BNN Breaking
PUBLISHED	Jan. 12, 2024, 7:07 p.m.
SIMILARWEB UVM 🕥	1,218,697
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$11,272.95

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

https://newspub.live/west/colorado/more-generations-living-under-one-roof-as-coloradans-battle-high...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	NewsPub
PUBLISHED	Jan. 12, 2024, 12:12 p.m.
SIMILARWEB UVM 🔇	1,821
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$16.84

# Multigenerational households increase in Colorado due to high costs

#### **By Helen Gray**

https://technoblender.com/multigenerational-households-increase-in-colorado-due-to-high-costs/

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	TechnoBlender
PUBLISHED	Jan. 12, 2024, 11:16 a.m.
SIMILARWEB UVM 🔇	607
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$5.61

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://www.canoncitydailyrecord.com/2024/01/12/ multigenerational-households-increasing-colorado-co...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	Canon City Daily Record
PUBLISHED	Jan. 12, 2024, 11:02 a.m.
SIMILARWEB UVM 🔇	36,518
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$337.79

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://www.denverpost.com/2024/01/12/

MEDIA OUTLET	The Denver Post
PUBLISHED	Jan. 12, 2024, 10:55 a.m.
SIMILARWEB UVM 🌖	3,507,013
JOURNALIST SHARES	0

multigenerational-households-increasing-colorado-cost-of-livi...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

### More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://www.fortmorgantimes.com/2024/01/12/ multigenerational-households-increasing-colorado-cost-of...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://www.journal-advocate.com/2024/01/12/ multigenerational-households-increasing-colorado-cost-o...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	Sterling Journal-Advocate
PUBLISHED	Jan. 12, 2024, 10:54 a.m.
SIMILARWEB UVM 🌖	24,790
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	

AVE

\$229.31

# Things to do in Denver this weekend, Jan. 12-14

#### By Cassidy Ritter, Tony Gorman, Desiree Mathurin, Rebecca Tauber

https://denverite.com/2024/01/12/things-to-do-in-denverthis-weekend-jan-12-14/

Denver Public Library, online. 10-11 a.m. Free. Advanced registration required. Denver Nuggets vs. New Orleans Pelicans. Ball Arena, 1000 Chopper Circle. Watch on Altitude or ESPN, or listen at 92.5 FM. 8 p.m. Prices vary. Saturday, Jan. 13 Just for fun Pro Rodeo – CSU Performance.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 12, 2024, 7:04 a.m.
SIMILARWEB UVM 🔇	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$32,439.87

MEDIA OUTLET	Fort Morgan Times
PUBLISHED	Jan. 12, 2024, 10:54 a.m.
SIMILARWEB UVM 🔇	23,523
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$217.59

### More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://dpl.muckrack.com/link/gkS6fe/more-generationsliving-under-one-roof-as-coloradans-battle-hi...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee at least to afford rent in the city where he grew up.

MEDIA OUTLET	Fort Morgan Times
PUBLISHED	Jan. 12, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,609.00

\$3,899.39

## More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://dpl.muckrack.com/link/gkEBF0/more-generationsliving-under-one-roof-as-coloradans-battle-hi...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee at least to afford rent in the city where he grew up.

MEDIA OUTLET	The Denver Post: Web Edition Articles (Colorado)
PUBLISHED	Jan. 12, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### By Elizabeth Hernandez

https://dpl.muckrack.com/link/gkSlj6/more-generationsliving-under-one-roof-as-coloradans-battle-hi...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee at least to afford rent in the city where he grew up.

MEDIA OUTLET	Sterling Journal-Advocate
PUBLISHED	Jan. 12, 2024, 7 a.m.
SIMILARWEB UVM 🔇	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,386.00

AVE

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

#### **By Elizabeth Hernandez**

https://dpl.muckrack.com/link/gk5TgP/more-generationsliving-under-one-roof-as-coloradans-battle-hi...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee at least to afford rent in the city where he grew up.

MEDIA OUTLET	Canon City Daily Record
PUBLISHED	Jan. 12, 2024, 7 a.m.
SIMILARWEB UVM 🌖	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,386.00

# Severe Weather Shelter Extended to 24 Hours

https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Dire...

While not designated as warming centers, open **Denver Public Library** locations are available to the public as an indoor reprieve from the cold. Double-check library hours in advance: denverlibrary.org/locations.

MEDIA OUTLET	denvergov.org
PUBLISHED	Jan. 12, 2024, midnight
SIMILARWEB UVM 💊	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	

# So you want to read more in 2024? The Denver Public Library's interactive Winter of Reading program might help

### By Rebecca Tauber, Isaac Vargas, Desiree Mathurin, Kyle Harris

https://denverite.com/2024/01/11/denver-public-librarywinter-of-reading/

The **Denver Public Library** may help keep you on track. DPL's Winter of Reading program is now up and running and continues through Feb. 28. The goal of the program is to increase engagement with the public through reading challenges, meet and greets and some fun decorating.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 11, 2024, 7:05 p.m.
SIMILARWEB UVM 🌖	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,899.39

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.news-journal.com/quarterra-multifamilyannounces-the-start-of-leasing-at-kindred-apartm...

Mint and Denver Public Library. The community is also just a

MEDIA OUTLET	Longview News-Journal
PUBLISHED	Jan. 11, 2024, 2:55 p.m.
SIMILARWEB UVM 🔇	222,446
JOURNALIST SHARES	0

short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,057.63

### **News - Full Story**

http://www.profitquotes.com/ cgi/?a=news&ticker=a&w=&story=202401202401111340PR \_NEWS\_USPR\_\_\_\_DA10045

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Profitquotes.com
PUBLISHED	Jan. 11, 2024, 1:45 p.m.
SIMILARWEB UVM 🄇	1,009
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9.33

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.prnewswire.com/news-releases/quarterramultifamily-announces-the-start-of-leasing-at-ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	PR Newswire
PUBLISHED	Jan. 11, 2024, 1:44 p.m.
SIMILARWEB UVM 🔇	5,240,710
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$48,476.57

### **Ashland - Local Town Pages**

https://pr.ashlandtownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

MEDIA OUTLET	Ashland Town News
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	998
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

## Draper Journal | Educating | Entertaining | Informing | Press Releases

https://pr.draperjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Draper Journal
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	5,288
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$48.91

\$9.23

### Elmore County's Oldest Newspaper

https://smb.thewetumpkaherald.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Wetumpka Herald
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	17,380
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$160.76

# Frankfort blood donor center has collected 1,225 pints

https://smb.state-journal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Frankfort State Journal
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🌖	28,075
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$259.69

AVE

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://es-us.finanzas.yahoo.com/news/quarterramultifamily-announces-start-leasing-184000330.html

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Yahoo Finanzas
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	2,839,485
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$26,265.24

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://sg.finance.yahoo.com/news/quarterra-multifamilyannounces-start-leasing-184000330.html

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Yahoo Finance Singapore
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 💊	812,496
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$7,515.59

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://finance.yahoo.com/news/quarterra-multifamilyannounces-start-leasing-184000330.html

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Yahoo Finance
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🕥	46,919,838
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$434,008.50

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.stocktitan.net/news/LEN/quarterramultifamily-announces-the-start-of-leasing-at-kindred...

Mint and Denver Public Library. The community is also just a

MEDIA OUTLET	StockTitan
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🌖	179,527
JOURNALIST SHARES	0

short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$1,660.62

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://uk.finance.yahoo.com/news/quarterra-multifamilyannounces-start-leasing-184000330.html

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Yahoo Finance UK
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🌖	1,655,104
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$15,309.71

## Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments - Lennar (NYSE:LEN)

https://www.benzinga.com/pressreleases/24/01/ n36599624/quarterra-multifamily-announces-the-start-of...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Check out these featured investments from Benzinga's Real Estate Offerings Screener.

MEDIA OUTLET	Benzinga
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	3,864,771
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$35,749.13

# South Jordan Journal | Educating | Entertaining | Informing | Press Releases

https://pr.southjordanjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

MEDIA OUTLET	South Jordan Journal
PUBLISHED	Jan. 11, 2024, 1:40 p.m.
SIMILARWEB UVM 🔇	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

# Martin Luther King Jr. Day Events

#### By Arvida Rascón

https://www.kuvo.org/martin-luther-king-jr-day-events-2/

The program begins with bilingual story time in English and Spanish and movement activities in the galleries led by a librarian from **Denver Public Library**. Then, they will move to The Making Space hands-on art studio to create. Rev. Dr. Martin Luther King Jr.

MEDIA OUTLET	KUVO-FM (Denver, CO)
PUBLISHED	Jan. 11, 2024, 1:32 p.m.
SIMILARWEB UVM 🔇	32,015
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$296.14

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.finanzen.net/nachricht/aktien/quarterramultifamily-announces-the-start-of-leasing-at-k...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Finanzen.net
PUBLISHED	Jan. 11, 2024, 12:40 p.m.
SIMILARWEB UVM 🕥	4,709,631
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$43,564.09

# **Connect Fayetteville | Press Releases**

https://pr.fayettevilleconnect.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

MEDIA OUTLET	Fayetteville Connect
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	328
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3.03

# Chester County Press | The Community Newspaper of Southern Chester County | Press Releases

https://pr.chestercounty.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Chester County Press
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	8,839
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$81.76

## Claiborne Progress | Claiborne Progress | Press Releases

https://smb.claiborneprogress.net/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Claiborne Progress
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	10,532
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$97.42

# Columbia Business Monthly | Your Business Resource for Columbia & The Midlands | Press Releases

https://pr.columbiabusinessmonthly.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Columbia Business Monthly
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	833
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$7.71

## **Concord Clayton Pioneer News**

https://pr.pioneerpublishers.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment

MEDIA OUTLET	Concord Clayton Pioneer News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	9,903

venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$91.60

### **Connect Iredell | Press Releases**

https://pr.connectiredell.net/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	pr.connectiredell.net
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### Cottonwood Heights Journal | Educating | Entertaining | Informing | Press Releases

https://pr.cottonwoodheightsjournal.com/article/ Quarterra-Multifamily-Announces-the-Start-of-Leasin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Cottonwood Heights Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	310
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.87

### Franklin - Local Town Pages

https://pr.franklintownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

MEDIA OUTLET	Franklin Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	247
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0

SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.28

### Greenville Business Magazine | Your Business Resource for Greenville Metro & Upstate South Carolina | Press Releases

https://pr.greenvillebusinessmag.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-a...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Greenville Business Magazine
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	3,631
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$33.59

### **Gulf & Main Magazine**

https://pr.gulfmainmagazine.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Gulf & Main
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	59
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$0.55

#### Hattiesburg MS news and directory

https://pr.hattiesburg.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-...

MEDIA OUTLET	pr.hattiesburg.com
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

# Herriman, Utah News | Educating | Entertaining | Informing | Press Releases

https://pr.herrimanjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Herriman Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	4,045
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$37.42

# Holladay Journal | Educating | Entertaining | Informing | Press Releases

https://pr.holladayjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Holladay Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	900
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$8.32

### Holliston - Local Town Pages

https://pr.hollistontownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Holliston Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	395
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3.65

### Hopedale - Local Town Pages

https://pr.hopedaletownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors

MEDIA OUTLET	Hopedale Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	0
JOURNALIST SHARES	0

Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### Jewish Link, Jewish Link of New Jersey, News, Press Releases

https://pr.jewishlink.news/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Jewish Link of New Jersey
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	89,597
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$828.77

### Manhattan Beach CA - Manhattan Beach News - MB News

https://pr.thembnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Ap...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	MB News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	5,821
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$53.84

### Midvale Journal | Educating | Entertaining | Informing | Press Releases

https://pr.midvalejournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

MEDIA OUTLET	Midvale Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	2,877
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

#### **PITCH PLACEMENT**

AVE

\$26.61

# Millcreek Journal | Educating | Entertaining | Informing | Press Releases

https://pr.millcreekjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Millcreek Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	497
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4.60

#### Millis/Medway - Local Town Pages

https://pr.millismedwaynews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Medway & Millis Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

# Murray Journal | Educating | Entertaining | Informing | Press Releases

https://pr.murrayjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

MEDIA OUTLET	Murray Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	1,214
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$11.23

### Natick - Local Town Pages

https://pr.naticktownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Natick Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### Norfolk/Wrentham - Local Town Pages

https://pr.norfolkwrenthamnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Norfolk & Wrentham News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	277
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.56

#### Norwood - Local Town Pages

https://pr.norwoodtownnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Norwood Town News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

# Press Releases for Readers of Times of San Diego

https://pr.timesofsandiego.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and Denver Public Library. The community is also just a

MEDIA OUTLET	Times of San Diego
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	335,518
JOURNALIST SHARES	0

short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,103.54

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

http://crweworld.com/article/news-provided-by-prnewswire/3276587/quarterra-multifamily-announces-t...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	CRWE World
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	8,852
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$81.88

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.advfn.com/stock-market/NYSE/LEN/stocknews/93021795/quarterra-multifamily-announces-the...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	ADVFN
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	686,138
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$6,346.78

# Quarterra Multifamily Announces The Start Of Leasing At Kindred Apartments

#### By Impersonating IPS Officer..

https://menafn.com/1107710486/Quarterra-Multifamily-Announces-The-Start-Of-Leasing-At-Kindred-Apart...

MEDIA OUTLET	MENAFN
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	221,588
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

http://de.advfn.com/borse/NYSE/LEN.B/nachrichten/ 93021794/quarterra-multifamily-announces-the-start...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	ADVFN
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	686,138
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$6,346.78

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.advfn.com/stock-market/NYSE/LEN.B/stocknews/93021794/quarterra-multifamily-announces-t...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

ADVFN
Jan. 11, 2024, midnight
686,138
0
0
0
Positive
\$6,346.78

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.placera.se/placera/pressmeddelanden/2024/ 01/11/lennar-quarterra-multifamily-announces-t...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field . Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Placerapodden
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	323,514
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,992.50

AVE

\$2,049.69

# Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.thebesttimes.com/financial/quarterramultifamily-announces-the-start-of-leasing-at-kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Best Times
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	1,059
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9.80

### **RSW Living Magazine | Sponsored Stories**

https://pr.rswliving.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Ap...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	RSW Living
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### **Small Business - Alabama Now**

https://smb.alabamanow.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Alabama Now
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	8,177
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$75.64

## Small Business - Americus Times-Recorder

https://smb.americustimesrecorder.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors

MEDIA OUTLET	Americus Times-Recorder
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	2,940
JOURNALIST SHARES	0

Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

#### **Small Business - Austin Daily Herald**

https://smb.austindailyherald.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Austin Daily Herald
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	32,082
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$296.76

#### **Small Business - Bluegrass Live**

https://smb.bluegrasslive.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Bluegrass Live
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	483
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4.47

#### **Small Business - clemmonscourier**

https://smb.clemmonscourier.net/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

MEDIA OUTLET	The Clemmons Courier
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	4,984
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

AVE

\$46.10

## **Small Business - Cordele Dispatch**

https://smb.cordeledispatch.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Cordele Dispatch
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	2,796
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$25.86

#### **Small Business - Daily Leader**

https://smb.dailyleader.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Daily Leader (Brookhaven, MS)
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	38,688
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$357.86

# Small Business - Davie County Enterprise Record

https://smb.ourdavie.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Ap...

MEDIA OUTLET	Davie County Enterprise Record
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 💊	8,127
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$75.17

#### **Small Business - Gates County Index**

https://smb.gatescountyindex.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Gates County Index
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	163
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$1.51

#### **Small Business - Harlan Enterprise**

https://smb.harlandaily.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Harlan Daily Enterprise
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	979
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9.06

### **Small Business - Jefferson Davis County**

https://smb.prentissheadlight.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Prentiss Headlight
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	2,317
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$21.43

### **Small Business - Jessamine Journal**

https://smb.jessaminejournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors

MEDIA OUTLET	Jessamine Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	26,355
JOURNALIST SHARES	0

Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$243.78

## Small Business - Kenbridge Victoria Dispatch

https://smb.kenbridgevictoriadispatch.com/article/ Quarterra-Multifamily-Announces-the-Start-of-Leas...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Kenbridge-Victoria Dispatch
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	15,759
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$145.77

#### **Small Business - LaGrange Daily News**

https://smb.lagrangenews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	La Grange News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	63,521
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$587.57

#### **Small Business - Lowndes Signal**

https://smb.lowndessignal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

MEDIA OUTLET	Lowndes Signal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	9,621
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

#### PITCH PLACEMENT

AVE

\$88.99

#### **Small Business - Magnolia State Live**

https://smb.magnoliastatelive.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Magnolia State Live
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	73,155
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$676.68

#### **Small Business - Picayune Item**

https://smb.picayuneitem.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Picayune Item
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	34,316
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$317.42

#### **Small Business - Port Arthur News**

https://smb.panews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Apar...

MEDIA OUTLET	Port Arthur News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	63,460
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$587.00

### **Small Business - Shelby County Reporter**

https://smb.shelbycountyreporter.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-a...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Shelby County Reporter
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	66,693
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$616.91

#### **Small Business - Smithfield Times**

https://smb.smithfieldtimes.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Smithfield Times
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	30,522
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$282.33

#### **Small Business - Southwest Daily News**

https://smb.southwestdailynews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Southwest Daily News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

### Small Business - The Advocate-Messenger

https://smb.amnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Apar...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors

MEDIA OUTLET	The Advocate-Messenger
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	27,961
JOURNALIST SHARES	0

Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$258.64

### **Small Business - The Andalusia Star-News**

https://smb.andalusiastarnews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Andalusia Star-News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	18,132
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$167.72

#### **Small Business - The Atmore Advance**

https://smb.atmoreadvance.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Atmore Advance
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	10,628
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$98.31

#### **Small Business - The Bogalusa Daily News**

https://smb.bogalusadailynews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

MEDIA OUTLET	The Bogalusa Daily News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	15,341
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

### **Small Business - The Brewton Standard**

https://smb.brewtonstandard.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Brewton Standard
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	3,968
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$36.70

\$141.90

AVE

### **Small Business - The Charlotte Gazette**

https://smb.thecharlottegazette.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Charlotte Gazette
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	7,218
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$66.77

#### **Small Business - The Clanton Advertiser**

https://smb.clantonadvertiser.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Clanton Advertiser
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	11,130
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$102.95

### **Small Business - The Coastland Times**

MEDIA OUTLET

The Coastland Times

https://smb.thecoastlandtimes.com/article/Quarterra-

Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	47,938
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$443.43

#### **Small Business - The Demopolis Times**

https://smb.demopolistimes.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Demopolis Times
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	54,469
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$503.84

#### **Small Business - The Greenville Advocate**

https://smb.greenvilleadvocate.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Greenville Advocate
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	4,596
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$42.51

### **Small Business - The Interior Journal**

https://smb.theinteriorjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

MEDIA OUTLET	Interior Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	3,797
JOURNALIST SHARES	0
JOURNALIST REACH	0

#### historic Golden Triangle neighborhood.

TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$35.12

### **Small Business - The Panolian**

https://smb.panolian.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Ap...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Panolian
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	13,185
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$121.96

#### **Small Business - The Post-Searchlight**

https://smb.thepostsearchlight.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Post-Searchlight
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	8,705
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$80.52

### Small Business - The Roanoke-Chowan News-Herald

https://smb.roanoke-chowannewsherald.com/article/ Quarterra-Multifamily-Announces-the-Start-of-Leasi...

MEDIA OUTLET	Roanoke-Chowan News- Herald
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	19,874
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

11	1			
v		-		

A

### **Small Business - The Selma Times-Journal**

https://smb.selmatimesjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Selma Times Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	14,569
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$134.76

#### **Small Business - The Stanly News & Press**

https://smb.thesnaponline.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Stanly News & Press
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	13,459
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$124.50

#### **Small Business - The Tidewater News**

https://smb.thetidewaternews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Tidewater News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	6,572
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$60.79

#### **Small Business - The Troy Messenger**

MEDIA OUTLET

**Troy Messenger** 

https://smb.troymessenger.com/article/Quarterra-

Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	37,471
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$346.61

### **Small Business - The Tryon Daily Bulletin**

https://smb.tryondailybulletin.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Tryon Daily Bulletin
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	13,774
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$127.41

#### **Small Business - Valley Times-News**

https://smb.valleytimes-news.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Valley Times-News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	11,033
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$102.06

### **Small Business - Vicksburg Warren County**

https://smb.vicksburgpost.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

MEDIA OUTLET	The Vicksburg Post
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	58,421
JOURNALIST SHARES	0
JOURNALIST REACH	0

#### historic Golden Triangle neighborhood.

TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$540.39

#### **Small Business - Winchester Sun**

https://smb.winchestersun.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Winchester Sun
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	14,399
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$133.19

#### Small Business - www.elizabethton.com

https://smb.elizabethton.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Elizabethton Star
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	23,988
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$221.89

### Small Business | L'Observateur

https://smb.lobservateur.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

MEDIA OUTLET	L'Observateur
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🗳	25,554
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$236.37

### **Small Business | Leader Publications**

https://smb.leaderpub.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-A...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Leader Publications (Michigan)
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	38,743
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$358.37

### Small Business | The Oxford Eagle

https://smb.oxfordeagle.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Oxford Eagle
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	29,239
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$270.46

### Small Business | The Suffolk News-Herald

https://smb.suffolknewsherald.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-K...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Suffolk News Herald
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	28,706
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$265.53

## Small Business | The Tribune

https://smb.irontontribune.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment

MEDIA OUTLET	Ironton Tribune
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	24,073

venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

JOURNALIST SHARES	0
JOURNALIST REACH	0
,	•
TOTAL ENGAGEMENT	0
	<b>B</b> 111
SENTIMENT	Positive
SENTIMENT	Positive
	Positive
	Positive \$222.68

### **Small Business | Washington Daily News**

https://smb.thewashingtondailynews.com/article/ Quarterra-Multifamily-Announces-the-Start-of-Leasing...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Washington Daily News
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	37,408
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$346.02

#### South Salt Lake Journal

https://pr.southsaltlakejournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	South Salt Lake Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	540
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$5.00

### South Valley Journal | Educating | Entertaining | Informing | Press Releases

https://pr.rivertonjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

MEDIA OUTLET	Riverton Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	129
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

#### PITCH PLACEMENT

AVE

\$1.19

#### Stockwatch

http://www.stockwatch.com/News/Item/UprDA10045-U!LEN-20240111/U/LEN

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Stockwatch
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	60,629
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$560.82

# Style Magazine | Community, Dining, Home Design, Shopping, Local Events | Press Releases

https://pr.stylemg.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Apar...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Style Magazine (U.S)
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 💊	7,763
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$71.81

# Sugar House News | Educating | Entertaining | Informing | Press Releases

https://pr.mysugarhousejournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

MEDIA OUTLET	Sugar House Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🄇	498
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4.61

# Taylorsville Journal | Educating | Entertaining | Informing | Press Releases

https://pr.taylorsvillecityjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The City Journals (Taylorsville)
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

## The Chillicothe Voice | Press Releases

https://pr.chillicothevoice.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	The Chillicothe Hometown Voice
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	295
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.73

### **Times of the Islands Magazine**

https://pr.timesoftheislands.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Times of the Islands
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	604
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$5.59

## **Toti.com | Sponsored Stories**

https://pr.toti.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Apartme...

Mint and Denver Public Library. The community is also just a

MEDIA OUTLET	toti.com
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌖	465

short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

0
0
0
Positive
\$4.30

## Walnut Creek Magazine | Bringing you the latest culture, food, business, and travel news | Press Releases

https://pr.walnutcreekmagazine.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Walnut Creek Magazine
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🕥	4,027
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$37.25

## West Jordan Journal | Educating | Entertaining | Informing | Press Releases

https://pr.westjordanjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	West Jordan Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	495
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4.58

### West Valley Utah News

https://pr.wvcjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-A...

MEDIA OUTLET	West Valley City Journal
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🌑	0
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

**PITCH PLACEMENT** 

AVE

## What's Hot in Southwest Florida

https://pr.capecorallivingmagazine.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing...

Mint and **Denver Public Library**. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver's historic Golden Triangle neighborhood.

MEDIA OUTLET	Cape Coral Living
PUBLISHED	Jan. 11, 2024, midnight
SIMILARWEB UVM 🔇	2,184
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$20.20

# More generations living under one roof as Coloradans battle high housing costs, caregiving needs

https://usa-today-news.com/news/more-generationsliving-under-one-roof-as-coloradans-battle-high-ho...

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

MEDIA OUTLET	Usa-today-news.com
PUBLISHED	Jan. 10, 2024, midnight
SIMILARWEB UVM 🌖	876
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$8.10

# Earth Is at the Center of Gale's New Archival Collection

#### **By Terry Ballard**

https://newsbreaks.infotoday.com/NewsBreaks/Earth-Is-at-the-Center-of-Gales-New-Archival-Collection...

It has been in production for more than 7 years and is the result of partnerships with a number of libraries, notably the **Denver Public Library**, the Institute of Government Studies Library at the University of California–Berkeley, the New York City Bar Association, Yale University, and the National Archives

MEDIA OUTLET	Information Today
PUBLISHED	Jan. 9, 2024, 9:05 a.m.
SIMILARWEB UVM 🕥	7,184
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$66.45

# Strategy and Evaluation Leads to Trust and Better Decision-Making

https://www.gfoa.org/materials/gfr1223-denver-public-library

The work of the Strategy and Evaluation Team at the **Denver Public Library** (DPL) is based on collaboration and innovation.

MEDIA OUTLET	GFOA
PUBLISHED	Jan. 9, 2024, 8:05 a.m.
SIMILARWEB UVM 🌖	25,331
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$234.31

### How to help migrants arriving in Denver -and what they say they need

#### By Kevin Beaty, Rebecca Tauber, Kyle Harris, Paolo Zialcita

https://denverite.com/2024/01/09/how-to-help-denvermigrants/

**Denver Public Library** For people looking for information any and all information — the libraries are a great resource. They even publish the New American Resource Guide which includes information about housing, healthcare, taxes, employment, case management and more.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 9, 2024, 7:11 a.m.
SIMILARWEB UVM 🄇	421,556
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,899.39

# Denver extends activation of Cold Weather Shelters for the next week as temperatures drop in Colorado

https://www.cbsnews.com/colorado/news/denverextends-activation-cold-weather-shelters-next-week-tem...

Denver Parks and Recreation Rec Centers and **Denver Public** Library branches will be open during normal business hours to visitors/guests who are seeking relief from the cold. Families that are in need of shelter ahead of the cold weather should contact the Connection Center at 303-295-3366.

MEDIA OUTLET	KCNC-TV (Denver, CO)
PUBLISHED	Jan. 8, 2024, 6:03 p.m.
SIMILARWEB UVM 🔇	43,092,355
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$398,604.28

# Downtown Penrose Library to close for renovations, including security upgrades

#### **By Debbie Kelley**

https://gazette.com/news/local/downtown-penroselibrary-to-close-for-renovations-including-security...

MEDIA OUTLET	The Gazette (Colorado Springs, CO)
PUBLISHED	Jan. 8, 2024, 10:46 a.m.
SIMILARWEB UVM 🌖	1,072,744

**Denver Public Library** also abides by its library use policy that details how the organization interacts with the different populations that use the facility, said spokesperson Olivia Gallegos.

JOURNALIST SHARES	1
JOURNALIST REACH	1,424
TOTAL ENGAGEMENT	1
SENTIMENT	Positive
SENTIMENT PITCH PLACEMENT	Positive

#### **Meet Brittany Ballard**

https://canvasrebel.com/meet-brittany-ballard/

We work with clients such as **Denver Public Library** and Denver Public Schools, and I'm very excited to expand our offerings in 2024. I'm also a recording artist and DJ, "Baby Luck," with numerous songs and mixes released on prominent electronic record labels.

MEDIA OUTLET	Canvas Rebel Magazine
PUBLISHED	Jan. 7, 2024, 11:01 p.m.
SIMILARWEB UVM 🕥	319,976
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,959.78

# The historic fire that almost killed a developing Denver | OutThere Colorado

#### **By Piper Russell**

https://denvergazette.com/outtherecolorado/news/thehistoric-fire-that-almost-killed-a-developing-d...

According to the **Denver Public Library**, a small fire broke out in the early morning of April 19, at the rear of Cherokee House, an entertainment establishment on the southwest corner of Fifteenth and Blake. Due to a strong wind and an abundance of flammable buildings, the fire grew quickly.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Jan. 7, 2024, 6:28 p.m.
SIMILARWEB UVM 🔇	1,454,632
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$13,455.35

# Things to do in Denver this weekend, Jan. 5-7

### By Cassidy Ritter, Rebecca Tauber, Desiree Mathurin, Kyle Harris

https://denverite.com/2024/01/05/things-to-do-in-denver-this-weekend-jan-5-7/

**Denver Public Library**, online. 10-11 a.m. Free. Advanced registration required. Denver Nuggets vs. Orlando Magic. Ball Arena, 1000 Chopper Circle. Watch on Altitude or listen

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 5, 2024, 7:05 a.m.
SIMILARWEB UVM 💊	495,218
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral

at 92.5 FM. 7 p.m. Prices vary. Saturday, Jan. 6 Just for fun National Western Stock Show.

#### PITCH PLACEMENT

AVE

\$4,580.77

### Sip Rocky Mountain Oyster Stout at Wynkoop in Denver and More Beer News

#### **By Ryan Pachmayer**

https://www.westword.com/restaurants/rocky-mountainoyster-stout-wynkoop-2023-18635629

**Denver Public Library** Upcoming Events Winter of Reading Launch Party Saturday, January 6, 1 to 5 p.m. Fiction Beer 7101 East Colfax Avenue The **Denver Public Library** Friends Foundation is hosting this Winter of Reading Launch Party at Fiction Brewing.

MEDIA OUTLET	Westword
PUBLISHED	Jan. 4, 2024, 9:52 a.m.
SIMILARWEB UVM 🔇	1,061,987
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9,823.38

## This Week in Beer: Ball Out With Rocky Mountain Oyster Stout and More

#### By Ryan Pachmayer

https://dpl.muckrack.com/link/gl1kEP/this-week-in-beerball-out-with-rocky-mountain-oyster-stout-an...

Fiction Beer 7101 East Colfax Avenue The **Denver Public Library** Friends Foundation is hosting this Winter of Reading Launch Party at Fiction Brewing. Learn about the 2024 WOR program, sign up for a library card, make buttons and participate in trivia from 3 to 4 p.m.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Jan. 4, 2024, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

# The Sunriser | Cows, clowns and coffee: A guide to the Stock Show

https://www.nation.lk/online/the-sunriser-cows-clownsand-coffee-a-guide-to-the-stock-show-249321.h...

— 9News Free things you didn't know you could get from the Denver Public Library. Check out sewing machines, lawn mowers and book a recording studio. Free museum and state park passes. Meet with a librarian on how to start a business.
 — Denverite How do I cut back on drinking?

MEDIA OUTLET	nation.lk
PUBLISHED	Jan. 4, 2024, midnight
SIMILARWEB UVM 🔇	20,610
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$190.64
AVE	\$190.64

# Denver Public Library Amplifies Services and Resource Offerings

#### By Aqsa Younas Rana

https://bnnbreaking.com/breaking-news/education/ denver-public-library-amplifies-services-and-resour...

Denver Public Library Amplifies Services and Resource Offerings The Denver Public Library (DPL), thanks to a measure passed by Denver voters in 2022, has undergone significant upgrades and expanded its service offerings. ... Overall, the Denver Public Library's recent upgrades and expanded services demonstrate a commitment to serving the community's evolving needs, fostering learning, creativity, and personal growth. Sign up for our daily newsletter covering global breaking news around the world.

MEDIA OUTLET	BNN Breaking
PUBLISHED	Jan. 3, 2024, 2:53 p.m.
SIMILARWEB UVM 🌖	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

# Free things you didn't know you could get from the Denver Public Library

### By Kyle Harris, Rebecca Tauber, Desiree Mathurin, Isaac Vargas

https://denverite.com/2024/01/03/free-things-to-dodenver-library/

Colorado residents and students attending a Colorado college or university are eligible for a free **Denver Public Library** Card. Educators who reside or work in Denver may also apply for an Educator Card. Click here for info on how to get a library card.

MEDIA OUTLET	Denverite
PUBLISHED	Jan. 3, 2024, 2:42 p.m.
SIMILARWEB UVM 🔇	495,218
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4,580.77

# Winter Reading Program at Denver Public Library

https://www.9news.com/video/entertainment/television/ programs/colorado-and-company/73-e4d309b9-5a47...

MEDIA OUTLET	KUSA-TV (Denver, CO)
PUBLISHED	Jan. 3, 2024, 1:08 p.m.
SIMILARWEB UVM 🌖	2,883,028
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	33
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$26,668.01

Learn more about this data on <u>muckrack.com</u>.