



**CITY OF BOULDER
FLEXIBLE REBATE
PROGRAM 2025 APPLICATION**

<p align="center">Application Deadline: December 15, 2025</p>

The Flexible Rebate business incentive program was developed to encourage the growth and retention of primary employers in Boulder by offering rebates of certain fees and sales/use taxes paid to the city. To apply for the program, please provide the information requested below. **For detailed eligibility requirements and sustainability guidelines, see 2025 Flexible Rebate Application Instructions.** To submit an application, mail to Jennifer Pinsonneault, City of Boulder, City Manager's Office, 1777 Broadway, Boulder, CO 80302 or email to pinsonneaultj@bouldercolorado.gov.

Section 1: Company Information and Eligibility Confirmation

Company Information	
Company name _____	
Current street address _____	
(If applicable) New address _____	
Website _____	
Contact person _____ Title _____	
Phone _____ email _____	
City of Boulder Business License number (required) _____	
Industry (description of what company does) _____	
Current number of employees _____ Number of employees at Boulder facilities _____	
(If applicable) Parent company name _____	

Company Eligibility Confirmation (Please check boxes to confirm the company meets each of the eligibility requirements listed below. See instructions for detailed information.)	✓
Licensed business entity operating within the city limits of Boulder, Colorado	<input type="checkbox"/>
Primary employer (see instructions for definition)	<input type="checkbox"/>
Current on all fees and taxes owed to the City of Boulder	<input type="checkbox"/>
Anticipates paying permit fees or sales/use taxes eligible for rebate in 2025, 2026 or 2027	<input type="checkbox"/>
Will maintain facility in Boulder for minimum of three-year period covered by rebate agreement	<input type="checkbox"/>
Will meet selected sustainability guidelines for minimum of 3-year period covered by rebate agreement	<input type="checkbox"/>
Agrees to make internal information available upon request to confirm eligibility	<input type="checkbox"/>
Agrees to provide updated information for independent evaluation of program	<input type="checkbox"/>

OFFICIAL USE ONLY		2/21/25
Date Received	By	



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Section 2: Financial and Employment Information

Please provide information on your company's planned investment in Boulder for a return on investment analysis.

Estimated Investment in Boulder Facilities	2025	2026	2027
Facility Improvements <i>(estimated value of new construction, expansion or remodeling)</i>			
Capital Expenditures <i>(estimated value of fixed assets, i.e., furniture, computers, equipment)</i>			

Employment Estimates	2025		2026		2027	
	Full time	Part time	Full time	Part time	Full time	Part time
Total employees in Boulder						
Employees living in Boulder						
Average annual salary or wages						

Other Economic Impact Estimates	2025	2026	2027
Local sales <i>(taxable sales made directly by company to customers located in Boulder on which the company will collect and remit sales taxes to the City of Boulder)</i>			
Overnight visits to Boulder <i>(estimated hotel room nights spent in city by company visitors)</i>			

Section 3: Sustainability Checklists

Please indicate which of the following sustainability guidelines your company currently meets or is committed to meeting. See 2025 Flexible Rebate Application Instructions for detailed information about the guidelines.

To be eligible for a rebate, your company must meet Social Sustainability guidelines equivalent to 3 points and Environmental and Community Sustainability guidelines equivalent to 7 points. Total points will be considered in the determination of the amount of any rebate that may be approved.

Social Sustainability Guidelines <i>(Check boxes to indicate which sustainability guidelines your company meets or is committed to meeting. Minimum: 3 points)</i>	Points	√
Pays average annual wage that equals or exceeds Boulder County average of \$87,221	1	
Pays at least 50% of health insurance premiums for all full-time employees	1	
Supports Boulder County non-profits by donating \$25 or more each year per full-time employee; OR by offering at least one paid day off each year for employees to volunteer	1	
Encourages workforce diversity through proactive hiring or diversity training programs	1	
Offers at least \$50/month in dependent care assistance to employees	1	
Pays at least 50% of annual Boulder Parks & Recreation pass cost for full-time employees	2	
Offers financial assistance of \$1,000 or more to employees toward the purchase or rental of housing located in the city of Boulder	3	
Total Social Sustainability points selected <i>(Minimum of 3)</i>		



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Environmental and Community Sustainability Guidelines <i>(Check boxes to indicate the guidelines your company meets or plans to implement. Minimum: 7 points)</i>	Points	✓
PACE (Partners for a Clean Energy Environment) participant	1	
PACE energy efficiency assessment	2	
On-site energy audit through Xcel Energy's Energy Analysis Program	3	
Commercial building energy rating and reporting program	1	
Renewable energy credits OR installed on-site renewable energy	3 or 5	
Recycling and composting program (required by ordinance – see instructions for details)	*	
Environmentally preferred purchasing policy	2	
PACE Area of Excellence certification	3	
ENERGY STAR Certified Building status for Boulder facility	5	
LEED Certified rating for Boulder facility	5	
Commute Trip Reduction plan OR Commute Trip Reduction plan with financial incentives	2 or 3	
RTD's Corporate Eco Pass program participation	4	
Exceptional leadership in implementing sustainable business practices	1	
At least 25% of total purchases from Boulder businesses	1	
Data and Record Redundancy program	3	
Continuity of Operations Plan	3	
Total Environmental and Community Sustainability points selected <i>(Minimum of 7)</i>		

Section 4: Statement of Intent

To demonstrate that your company reflects the intent of the 2025 Flexible Rebate Program, please attach a detailed statement providing a **brief company history and description of proposed plans** for expansion, relocation, construction, equipment purchases or other investment, **and answers to the questions below.**

1. How would a flexible rebate incentive benefit your company?
2. What specific programs does your company have or plan to implement that demonstrate commitment to social, environmental and community sustainability? Provide specific examples of your company's programs that meet the sustainability guidelines you selected in this application.
3. How does your company support the local economy? Please include any additional information you would like us to consider such as estimated spending in the city of Boulder by your company (e.g., hotel accommodations, catering, restaurants, etc.) or your employees.
4. What additional information, if any, would you like us to consider in reviewing your application?

Section 5: Certification

Certification <i>(Must be completed by an authorized company representative)</i>	
<p>I certify that the information and exhibits herewith submitted are true and correct to the best of my knowledge. I understand that city staff may request additional information to complete the application process, and that all application materials are public record and subject to public inspection. By signing, I also give permission to the City of Boulder to use this company's name and any rebate granted to illustrate the success of this incentive program.</p>	
Name: _____	Title: _____
Signature: _____	Date: _____

Flexible rebates are granted at the city manager's discretion. Since there is a finite funding source, the city manager may weigh the community value of different applications. The city manager is not required to spend such funds and may consider such issues as appropriate timing and future economic development opportunities. Nothing contained in the program is intended to create any type of an entitlement or right to a flexible rebate. The city manager's decision is final and there is no appeal from such decision.