



**GLOBAL RECOVERY
INITIATIVES FOUNDATION**

2026

**NATIONAL
RECOVERY FRIENDLY
WORKPLACE REPORT**

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National Recovery Friendly Workplace Report

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Dear Colleagues and Partners,

It is with great pride that I introduce the **2026 National Recovery Friendly Workplace Report**, a reflection of the extraordinary growth and continued evolution of the Recovery Friendly Workplace movement across the United States. What began as a grassroots effort in New Hampshire, where I had the privilege of working on that initiative from the Governor's Office's end of operations, has evolved into a dynamic, collaborative, and increasingly essential component of our nation's response to substance use disorder (SUD) and the broader behavioral health landscape. This report captures that momentum in documenting where the movement started, how it has spread, and the volume of employers engaging in this important work.

Across the country, states have taken innovative approaches to designating employers as Recovery Friendly Workplaces. While models vary, they share a common purpose in reducing stigma, expanding access to recovery supports, and equipping employers with practical tools to respond to SUD with compassion and effectiveness.

At the national level, the National Recovery Friendly Workplace Institute (the Institute) was established to build upon and unify these efforts. Through the development of a standardized national certification program, the Institute is working to engage employers in a structured pathway to demonstrate excellence in supporting employees in recovery from, or otherwise affected by, SUD. At the same time, we remain committed to advancing and amplifying the work of state programs and strengthening the movement as a whole through collaboration and shared learning.

This report is a testament to that collective effort. It would not have been possible without the dedication and partnership of many individuals and organizations. I would like to extend my gratitude to Cathie Hartnett for her leadership, and to the Board of the Global Recovery Initiatives Foundation for their continued vision and support. I am also grateful to Tyler Meenach for eloquently authoring the content of this report and to Isabelle Wettergren for her thoughtful and thorough compilation of the data. We are deeply appreciative of the many organizations and programs across the country who contributed their data and insights, whose collaboration reflects the very spirit of this movement.

As you read this report, I hope you will see not only the progress we have made, but also the immense opportunity that lies ahead. The Recovery Friendly Workplace movement continues to gain traction because it works for employees, for employers, and for communities. Together, we are building a future where recovery is supported, stigma is reduced, and workplaces are stronger, safer, and more resilient.

Thank you for your partnership and your commitment to this vital work.

With appreciation,



Eliza Zarka
Program Director
National Recovery Friendly Workplace Institute
Global Recovery Initiatives Foundation



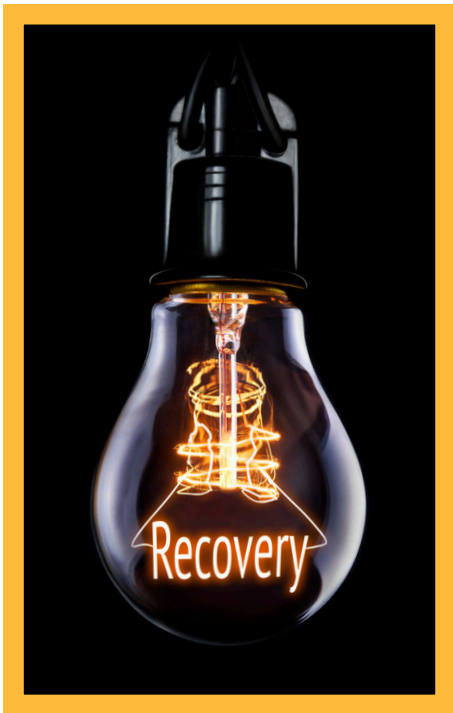
Recovery Friendly Workplace

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Introduction

It is estimated that over 60% of Americans aged 18 and older with a substance use disorder (SUD) are part of the workforce.¹ Employment, in turn, has been shown to be one of the strongest predictors of positive outcomes for individuals with SUD.² This reality presents both a challenge and a strategic opportunity for employers. The Recovery Friendly Workplace (RFW) movement plays a significant role in the overall strategic response, marking a transformative shift in workplace wellness practices & principles, focusing on providing support for employees—as well as their family members—with SUD or who are at any stage of the recovery process. This cultural and paradigmatic shift benefits both organizations and employees alike, delivering measurable returns such as increased productivity, enhanced performance, increased retention, higher job satisfaction, and other strong remunerative indicators of return on investment.³ Recovery Friendly Workplaces are therefore typified by good corporate citizenship and fiscal pragmatism. Indeed, for many workplaces, adopting RFW principles is not just the right thing to do, it's a smart business move.

In 1987, the American Medical Association officially termed “addiction”—also referred to as SUD—as a disease, a disease which changes the way the brain functions, prioritizing desires over responsibilities, and often interfering with the ability to work.⁴ Akin to diabetes or heart disease, SUD is a treatable health condition, and recovery is the anticipated outcome of medical intervention.⁵ At its core, the RFW movement envisions a future where the stigma of SUD and recovery are systemically eliminated, and where employees have access to treatment and recovery services for themselves and affected family members at parity with



Introduction, continued

all other chronic health conditions. With the growing ubiquity of the RFW paradigm, employers interested in reaping the sizable gains associated with RFW integration now have access to specialized advisers and certifying bodies nationwide. These specialists are ready to equip employers with the right tools to help them meet the challenges of SUD in the workplace head-on. The bulk of this report will be dedicated to mapping the scope of the national RFW movement via select profiles of existing programs and their forward-thinking employer constituencies. Interested employers are encouraged to pursue partnership with such RFW “certifying” and/or “designating” bodies in keeping with their core values, strategic vision, and eligibility.

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Recovery Friendly Workplace Origins



The RFW paradigm started as a grassroots movement of passionate employers, advocates, elected officials, and service providers. The now prolific enterprise traces its origins to New Hampshire, where in 2018 former Governor Chris Sununu spearheaded the development of a state-wide RFW designation program noted for its highly popular, low-barrier approach to engaging interested workplaces. The New Hampshire RFW model’s rapid spread—to date, they have reached over 300 workplaces—was formative, and led to extensive, yet divergent, replication across various states, counties, and municipalities countrywide.⁶ The groundswell of interest in their model led the administrators of the New Hampshire RFW to generate the Multi-State Community of Practice (COP), a multipronged, virtual networking and resource sharing hub for RFW practitioners, which quickly reached global proportions.¹ Members of the Multi-State COP often freely exchange proprietary assets and offer continual mentorship to one another to bolster the collective RFW mission. As the founding member of the Multi-State COP, the New Hampshire RFW widely and freely disseminates their programmatic assets and branding.⁷ As a result, the New Hampshire RFW’s logo has become emblematic of the broader movement, with many state and local program leaders adopting it for their respective initiatives.

“

These [RFW] specialists are ready to equip employers with the right tools to help them meet the challenges of SUD in the workplace head-on

”

04

Elements Common to “Designating” RFW Bodies

State and regional RFW programs often diverge from the original New Hampshire model in terms of their programming and degree of implementation.⁶ Indeed, some programs fashioned in the RFW mold may not refer to themselves with the “Recovery Friendly” moniker, instead opting for a title with regional or organization-specific significance.⁷ Despite these alterations from the New Hampshire prototype, those which follow a traditional RFW “designation” model have a similar range of requirements and offerings (as illustrated in the table below). Though robust in their offerings, “designation” models often differ from “certification” models respecting the rigidity of their stipulations. Several RFW initiatives offer both “designation” and “certification” programs via a tiered advancement system. The distinctions between “designation” and “certification” models will be expounded upon in subsequent portions of this report.



Common RFW Designation Program Requirements	Common RFW Designation Program Offerings
A letter of intent signifying the workplace’s official interest in joining the RFW program undersigned by one of the workplace’s decision-making executives.	Access to an RFW advisor for ad hoc consultation.
One or more “Orientation Trainings” encompassing the full scope of the program’s offerings and other fundamentals of SUD & Recovery. These training courses are typically designed for Human Resource (HR) professionals and other administrative personnel.	A suite of RFW-centric training courses accessible to fully designated partners.

Elements Common to “Designating” RFW Bodies, Continued

Common RFW Designation Program Requirements, Continued	Common RFW Designation Program Offerings, Continued
<p>A brand exchange which usually entails one or both entities publicly acknowledging the new partnership via social media and/or the host RFW organization’s website.</p>	<p>Workforce development tools including new talent acquisition pathways (i.e. career boards and recovery-centered job fairs).</p>
<p>A declaration of commitment made to all workplace personnel signifying the employer’s new RFW status. This declaration usually entails a notice regarding any new and/or preexisting resources to promote health, well-being and recovery for staff and their family members.</p>	<p>Digital “toolkits” including sample policy language/templates, evidence-based practice guidelines, and links to regional SUD & recovery resources.</p>
<p>Various additional requirements including advanced training for supervisors and line-level personnel, annual renewal procedures/checklists, internal policy review, engagement with local recovery support organizations, revision of orientation procedures to include RFW information, participation in survey research/data collection and more.</p>	<p>Various additional offerings including access to harm reduction supplies such as naloxone (Narcan®), RFW networking functions, and more.</p>

N.B. This list is not exhaustive. Program requirements and offerings will vary across distinct RFW programs. Interested workplaces should consult their state and/or regional RFW organization representatives regarding specific eligibility criteria and programmatic offerings.



Federal Support & The Evolving RFW Framework

Concurrent with the RFW movement’s steady, grassroots proliferation across American states, counties, and municipalities, the federal government—by way of the U.S. Department of Labor—was actively developing a framework for institutionalizing RFW practices. In 2022, the White House National Drug Control Strategy identified supporting recovery as a significant factor in the long-term response efforts to the issues of SUD and the national overdose crisis.⁸ Critically, the strategy identified the following salient actions in the pursuit of this goal: cross-agency federal government efforts to expand employment opportunities for people in recovery and the promotion of Recovery Ready Workplace (RRW) policies for both private and public sector workplaces. Consequently, the White House convened the Federal Recovery Ready Workplace Interagency Workgroup (Federal IWG) through which it developed an RRW toolkit and the RRW Resource Hub, an online resource hosted by the U.S. Department of Labor. On April 3, 2025, an updated statement of priorities from the Office of National Drug Control Policy (ONDCP) was released wherein the RRW framework is shown to have continued support under the current administration.⁹



To ensure adherence to the federal government’s stated objectives, in November 2023, the White House—in partnership with former New Hampshire Governor Chris Sununu—formally announced the creation of the National Recovery Friendly Workplace Institute (the Institute).¹⁰ The Institute is an initiative of the Global Recovery Initiatives Foundation (GRI or the Foundation), a 501(c)(3) not-for-profit organization. GRI via the Institute was thereby conferred the responsibility of becoming the first national public & private sector initiative tasked with equipping employers nationwide to become Recovery Friendly Workplaces. In addition to an independent RFW “certification” initiative, the Institute works directly with the already active grassroots movement of employers, advocates, elected officials, and service providers to build strategic synergy around the advancement of nationwide RFW work. In keeping with this collaborative mission, the Institute now runs the RFW Implementers Community, an iteration of the Multi-State COP formerly operated by the New Hampshire RFW program.

N.B. The terminology “Recovery Friendly” and “Recovery Ready” are viewed as synonymous, as noted in the federal toolkit



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National Recovery Friendly Workplace Institute Certification

Engaging major national businesses, professional associations, and multinational corporations with the RFW framework is one of GRI's chief operating concerns. Many of these selfsame entities are unable to seek either "designation" and/or "certification" with state and/or local initiatives due to their expansive base of operations which exceeds the scope of any one RFW program. In service to this objective, GRI promptly assembled a team of leading national experts in early 2024—referred to as the RFW Certification Working Group—to, among several other developmental activities, devise the uniform eligibility criteria and standards for what would become the Institute's multistate and multinational "certification" program. After systematic review of the extant resources and published literature on the RFW framework, as well as a thorough evaluation of established model business certification programs such as Mental Health America's Bell Seal for Workplace Mental Health, GRI published its formal National Recovery Friendly Workplace RFW certification standards on July 10, 2024 as a product of the Institute.⁷

GRI recognizes RFW "certification" as the next phase in the evolution of the RFW paradigm. Unlike "designation" programs, "certification" programs—such as the one offered by the Institute—typically require their interested applicants to undergo a structured application process to demonstrate an optimal level of competency with a particular skillset and corresponding knowledge base. Concerning the RFW framework, an employer should be able to formally demonstrate their aptitude with managing the complexities of SUD & recovery in the workplace to achieve certification. "Certification" procedures should have a level of stringency in keeping with the honor and responsibility that they confer upon the recipient thereof. This stringency becomes even more imperative considering the grave human and economic losses wrought by the disease of SUD in the workplace. Though "designation" strategies are an important, incipient development in the RFW framework—conveying commitment and action toward positive change—"certification" strategies will ideally set a higher bar via rigorous compliance standards and an ethos of continuous quality improvement.

The individual state and national profiles which follow were created with data provided directly by their corresponding RFW specialist(s). The data reflected is based on information shared with those specialists by their participating employers. Most data was collected as of January 2026, so if an employer or organization has been participating at the national and/or state levels more recently, it may not be reflected in this report. In this iteration of the report, there may be minor discrepancies in how data was reported, like industry, for example. The list of engaged employers reflects the format in which it was provided by RFW specialists and may not be reflected alphabetically. The Institute does not explicitly endorse any of these programs, but rather is producing this report to acknowledge these programs and the employers they have engaged thus far, to show the growth in the RFW movement.

GRI thanks each party who participated in the development of this report, with all contributors demonstrating enthusiastic willingness in keeping with the collaborative spirit of the RFW national movement. Each RFW profile briefly outlines the host institution, delineates “certification” and/or “designation” status, enumerates employer constituencies, and provides other key data points of particular interest to the business community. Only those institutions who responded to GRI’s request for data will be included in this report. This may not be an all-encompassing list, and some RFW initiatives may not be known to or connected with the Institute, as of yet. GRI and the Institute intend for this to be the first of many subsequent RFW profile reports, the continuation of which will likely be necessitated by the RFW movement’s unrelenting forward momentum. If your organization is facilitating an RFW initiative and is not reflected, please reach out to the Institute to learn how to be included in future communications and iterations of this report.

Profiles begin with the Institute’s national “certification” program and proceed alphabetically through participating U.S. states.



National



National Recovery Friendly Workplace Institute

The National Recovery Friendly Workplace Institute is administered by Global Recovery Initiatives Foundation (GRI), a 501(c)(3) nonprofit organization.

The Institute offers a national RFW certification to all employers seeking to obtain it.

Contact: Eliza Zarka, info@rfwinst.org

Established Jan 2024

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	23
Smallest Employer Engaged	4
Largest Employer Engaged	85,000
Approx. Number of Employees Covered by Certification*	207,282

Funding Source(s)

The National Recovery Friendly Workplace has received funding from the McMillen Family Foundation, certification fees, corporate engagement, consulting contracts, and private donations.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*
***Indicates employers are both certified at the national level, and designated at the state-level. Their employee numbers are represented just once in the total employee count in the "By The Numbers" section of this report (reflected on the following page)*



National Recovery Friendly Workplace Institute

Certified Workplaces	Industry
Associated Builders and Contractors	Construction
Association of Flight Attendants-CWA	Airline/Aviation
Comagine Health	Healthcare Consulting
Eliot Community Human Services	Health & Human Services
Fors Marsh	Consulting & Market Research
Foundation for Opioid Response Efforts	Philanthropy/Public Health
GoMo Health	HealthTech
The Gorilla Glue Company**	Manufacturing
Human Resources Certification Institute	Human Resources Services
Hypertherm Associates**	Manufacturing
Impact Life	Health & Human Services
Kimray, Inc.	Manufacturing
State of Minnesota	Government
National Drug & Alcohol Screening Association	Professional Services
National Safety Council	Occupational Health & Safety Training
Olympia Hospitality**	Hospitality
Oracle	Software & Technology
Premise Health	Healthcare
Recovery Jobs	Workforce Development
Shaw Industries	Manufacturing
Thermo-Kool	Manufacturing
Utah Support Advocates for Recovery Awareness	Health & Human Services
Wire Health	Healthcare

**see prior page

Colorado



Colorado Recovery Friendly Workplace Initiative®

Colorado Recovery Friendly Workplace® (CRFW) is administered by the Centers for Health, Work & Environment at the Colorado School of Public Health (CSPH). CSPH is a collaborative public health education organization comprised of three educational and research institutions: Colorado State University, University of Colorado, and the University of Northern Colorado.

Contact: David Shapiro, david.shapiro@cuanschutz.edu

Established July 2024

Key Highlights

Type of program	Participation, then Certification*
Total Number of Employers Participating/Certified	137
Smallest Employer Engaged	1
Largest Employer Engaged	12,649
Approx. Number of Employees Covered by Participation/Certification**	45,753

Funding Source(s)

- Colorado SB24-048, Substance Use Disorder Recovery Bill
- Colorado Opioid Abatement Council
- Boulder County (Colorado) Opioid Settlement Dollars
- Larimer County (Colorado) Behavioral Health Services Department

Notes:

*CRFW does not offer a “designation” program, but rather identifies constituent employers as either “certified” or “participating.”

**These numbers are approximations based upon the latest report provided by the partnering workplaces



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
5280 High School	Educational services
7670 Grill	Accommodation and food service
A Way Forward	Healthcare and social assistance
Absolute Caulking and Waterproofing Inc.	Construction
Acme Fine Goods	Retail/wholesale trade
Action Creates Change LLC	Healthcare and social assistance
Advocates for Recovery Colorado (🌟 CERTIFIED)	Healthcare and social assistance
AGC of Colorado (🌟 CERTIFIED)	Professional, Scientific & Technical Services
All Points North	Healthcare and social assistance
AllHealth Network	Healthcare and social assistance
American Subcontractors Association of Colorado (🌟 CERTIFIED)	Construction
Avid4 Adventure	Educational services
Baker Construction	Construction
Benchmark 5280	Accommodation and food service
Better Tomorrow	Healthcare and social assistance
Boulder Chamber	Professional, Scientific & Technical Services
Boulder County	Public administration
Bravo Vail	Art, entertainment, and recreation
Buenas Causes Studio	Information
Building Hope Summit County (🌟 CERTIFIED)	Information
Centers for Health, Work & Environment (🌟 CERTIFIED)	Healthcare and social assistance
Change Please (🌟 CERTIFIED)	Healthcare and social assistance



Colorado Recovery Friendly Workplace Initiative[®]

Certified/Desingated Workplaces	Industry
Children's Hospital Colorado (☼ CERTIFIED)	Healthcare and social assistance
Cimarron Coffee and Books	Accommodation and food service
Clear Path Recovery	Healthcare and social assistance
Colorado Consortium for Prescription Drug Abuse Prevention	Educational services
Colorado Department of Law (☼ CERTIFIED)	Public administration
Colorado Department of Public Health and Environment (☼ CERTIFIED)	Public administration
Colorado Division of Vocational Rehabilitation (☼ CERTIFIED)	Public administration
Colorado School of Public Health (☼ CERTIFIED)	Educational services
Colorado State University Career Center	Educational services
Community Compassion Outreach	Healthcare and social assistance
Culinary Hospitality Outreach Wellness (☼ CERTIFIED)	Healthcare and social assistance
Denver Public Schools (☼ CERTIFIED)	Educational services
District Attorney 20th Judicial District (☼ CERTIFIED)	Public administration
DPR Construction	Construction
Drunken Monkeys	Accommodation and food service
Dusky Grouse Coffee	Accommodation and food service
Eagle River Water & Sanitation District	Administration & support & waste management & remediation services
Elevations Credit Union	Finance & insurance
Encore Electric (☼ CERTIFIED)	Construction
Esters Denver	Accommodation and food service
Face It TOGETHER	Healthcare and social assistance
Fire on the Mountain (☼ CERTIFIED)	Accommodation and food service



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
Footers Catering (🌱 CERTIFIED)	Accommodation and food service
Foundry Treatment Center Steamboat	Healthcare and social assistance
Fransen Pittman General Contractors	Construction
Glacier Construction	Construction
Glenwood Spring Chamber Resort Association	Professional, Scientific & Technical Services
Grand County Rural Health Network	Healthcare and social assistance
Growing Our Mindset, LLC DbA Arntt Synergy Consulting	Healthcare and social assistance
Guarantee Electrical Construction Company	Construction
Hahns Peak Consulting	Professional, Scientific & Technical Services
Happiness Squad	Educational services
HardBeauty	Healthcare and social assistance
HardBeauty Foundation	Healthcare and social assistance
HardBeauty Mechanical	Construction
Hargrove and Kidd Construction Co	Construction
Hazelbrook Recovery	Healthcare and social assistance
Healthy Harvest	Manufacturing
Heggem-Lundquist Paint Company (🌱 CERTIFIED)	Construction
Helen & Arthur E. Johnson Depression Center, University of Colorado Anschutz Medical Campus	Healthcare and social assistance
High Rockies Harm Reduction	Healthcare and social assistance
Hinman Pie	Accommodation and food service
Hope COS	Healthcare and social assistance
Hope in the Valley	Healthcare and social assistance



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
Hospital Homies	Healthcare and social assistance
Hot Sulphur Springs Resort and Spa	Accommodation and food service
Huntington National Bank	Finance & insurance
Hyder Construction Inc.	Construction
iFurnish	Retail/wholesale trade
Indigenous Wellbriety	Healthcare and social assistance
Interstate Medical Licensure Compact Commission (⊕ CERTIFIED)	Healthcare and social assistance
JHL Constructors	Healthcare and social assistance
Key Bank	Construction
Kismet Cafe	Healthcare and social assistance
Lake & Lantern Cafe	Finance & insurance
Lift Up Routt County	Accommodation and food service
Little Piggy Hospitality (Blackbelly Boulder, Blackbelly Denver, Santo)	Accommodation and food service
Lived Experience Consult, LLC	Accommodation and food service
Louisville Chamber of Commerce	Professional, Scientific & Technical Services
Meritch	Professional, Scientific & Technical Services
Milestone Community Wellness, LLC	Healthcare and social assistance
MINES and Associates (⊕ CERTIFIED)	Healthcare and social assistance
Morris and Mae Food Hall	Healthcare and social assistance
Murphy Company	Manufacturing
NAMI Colorado (⊕ CERTIFIED)	Healthcare and social assistance
North Colorado Health Alliance (⊕ CERTIFIED)	Construction



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
North County	Accommodation and food service
Northpoint Recovery	Healthcare and social assistance
Odie B's (☼ CERTIFIED)	Healthcare and social assistance
Off the Beaten Path Bookstore and Cafe (☼ CERTIFIED)	Healthcare and social assistance
Olive and Finch Collective	Accommodation and food service
Omni Institute	Professional, Scientific & Technical Services
Otero County Health Department	Healthcare and social assistance
Partners for Youth	Healthcare and social assistance
Peak Abundance dba Nederland Food Pantry	Healthcare and social assistance
Peer 180 RCO	Construction
Pinkard Construction Co.	Public administration
Pitkin County Government (☼ CERTIFIED)	Accommodation and food service
Primrose	Healthcare and social assistance
Recovery Cafe Longmont	Healthcare and social assistance
Recovery Friendly Leader (☼ CERTIFIED)	Healthcare and social assistance
Red Rock Recovery Center (☼ CERTIFIED)	Healthcare and social assistance
Revolution Recovery Services	Healthcare and social assistance
Rocky Mountain Tap and Garden	Accommodation and food service
San Luis Valley Local Foods Coalition	Healthcare and social assistance
Serenity Recovery Connection (☼ CERTIFIED)	Healthcare and social assistance
Sister Carmen Community Center (☼ CERTIFIED)	Art, entertainment, and recreation
SOBER AF Entertainment	Healthcare and social assistance



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
Sober Outdoors, Inc.	Accommodation and food service
South Pole Bar	Accommodation and food service
Speedy Sparkle Car Wash	Transportation, warehousing, and utilities
Stoney's Bar & Grill	Accommodation and food service
Tag Restaurant Group	Healthcare and social assistance
The Art of Concrete	Construction
The Conflict Center	Educational services
The Health Partnership	Healthcare and social assistance
The Latino Chamber of Commerce (🌟 CERTIFIED)	Healthcare and social assistance
The Reentry Initiative	Professional, Scientific & Technical Services
The Steadman Group (🌟 CERTIFIED)	Healthcare and social assistance
The Yarn Consolery LLC	Healthcare and social assistance
Through the Looking Glass Recovery	Construction
Tilt Pinball	Art, entertainment, and recreation
Timberline Tax Group llc	Finance & insurance
Top Notch Plumbing	Accommodation and food service
Town Hall Collaborative	Accommodation and food service
Tupelo Honey	Accommodation and food service
Ute Trail Motel	Accommodation and food service
Velocity BioGroup	Professional, Scientific & Technical Services
W. E. O' Neil Construction Company	Construction
Work Rx	Healthcare and social assistance



Colorado Recovery Friendly Workplace Initiative®

Certified/Desingated Workplaces	Industry
YOLO Foundation (🌱 CERTIFIED)	Healthcare and social assistance
Young People in Recovery	Healthcare and social assistance
Your Story Recovery, LLC.	Healthcare and social assistance
Zumaya	Construction

Connecticut



Recovery Friendly Workplace Connecticut

RFW in CT is a collaborative initiative led by the Connecticut Department of Labor (DOL), Department of Mental Health and Addiction Services (DMHAS), and Department of Public Health (DPH), deployed through RFW Coordinators at the DMHAS five (5) Regional Behavioral Health Action Organizations (RBHAOs).

Contact: Sarju Shah, MPH, Sarju.Shah@ct.gov

Established July 2021

Key Highlights

Type of program	Designation
Total Number of Employers Participating/Certified	59
Smallest Employer Engaged	N/A
Largest Employer Engaged	N/A
Approx. Number of Employees Covered by Participation/Certification*	N/A

Funding Source(s)

- State Opioid Response (SOR)
- Substance Use Prevention, Treatment, and Recovery Services Block Grant (SUPTRS)

Notes:

*Recovery Friendly Workplace Connecticut does not track the number of employees of participating employers



Recovery Friendly Workplace Connecticut

Certified/Desingated Workplaces	Industry
Access Community Action Agency	Behavioral Health
Alarming Ideas	Security Equipment Retailer
Amplify	Behavioral Health
Aware Recovery Care (Fairfield County)	Behavioral Health
Beer'd Brewing Co.	Restaurant
Career Resources	Employment
Carelon	Behavioral Health
Carelon Behavioral Health CT	Behavioral Health
Catalyst CT	Health, Education, and Human Services
CCAR New London Recovery Community Center	Behavioral Health
CCAR Windham Recovery Community Center	Behavioral Health
Community Mindfulness Project	Behavioral Health
Community Speaks Out	Behavioral Health
Connecticut Certification Board	
Covenant Soup Kitchen	Human Services
Cozy Corner	Restaurant
Crossfit Westport	Fitness
Crossfit203	Fitness
CT Renaissance	Behavioral Health
Daydream Communications	Marketing
DOMUS Kids Inc	Behavioral Health
Dowler's Garage Inc.	Automotive Service



CT Recovery Friendly Workplace

Certified/Desingated Workplaces	Industry
East Hampton Social Services	Health, Education, and Human Services
El Camion	Restaurant
FRE Recovery Community Center	Recovery Center
Health Education Center	
Here for You	Retail (Clothing)
Keiths Appliances	Retailer
Kids in Crisis	Behavioral Health
Ledge Light Health District	Behavioral Health
Liberation Programs	Behavioral Health
Lighthouse Recovery Services	Behavioral Health
Madonna Place	Health, Education, and Human Services
McCall Center for Behavioral Health	Behavioral Health
Mountainside	Behavioral Health
Mountainside Recovery and Treatment Centers (Wilton)	Behavioral Health
Move to Heal (Norwalk-Westport/Trumbull)	Behavioral Health/Fitness
New Life II Recovery Community Center	Behavioral Health
New London Homeless Hospitality Center	Health, Education, and Human Services
Positive Directions	Behavioral Health
Recovery Network of Programs (Bridgeport/Stratford)	Behavioral Health
Ridge Recovery Center	Behavioral Health
Right of Way Solutions, LLC	Land Access Services
SCADD	Behavioral Health



CT Recovery Friendly Workplace

Certified/Desingated Workplaces	Industry
Silver Hill Hospital	Behavioral Health
Southeastern Regional Action Council	Behavioral Health
The Workplace	Employment
Thompson Board of Education	Education
Thompson Ecumenical Empowerment Group, Inc.	Human Services
Town of Coventry	Municipality
Town of Thompson	Municipality
Town of Windham	Municipality
Triangle Community Center	Health, Education, and Human Services
TriCircle Corporation	Behavioral Health
TriCircle Restoration LLC	Behavioral Health
Uncas Health District	Health, Education, and Human Services
United Way of Coastal and Western Connecticut	Health, Education, and Human Services
Wade's Dairy	Retail (Dairy)
Western CT Coalition	Behavioral Health

Indiana



Indiana Recovery Ready Workplace Badge Initiative

The Indiana Recovery Ready Workplace Badge Initiative is administered by the Wellness Council of Indiana, a 501(c)3 not-for-profit organization and subsidiary of the Indiana Chamber of Commerce.

Contact: Abby Glazier, info@wellnessindiana.org

Established Jan 2026

Key Highlights

Type of program	Recognition Program
Total Number of Employers Certified/Designated	4
Smallest Employer Engaged	4
Largest Employer Engaged	28
Approx. Number of Employees Covered by Certification/Designation*	62

Funding Source(s)

The Indiana Recovery Ready Workplace Badge Initiative is supported through a combination of statewide investments, funding streams, and strategic partnerships.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces
Given the recent establishment of this program, the participating employers will not be listed*

Maine



Recovery Friendly Workplace Maine

Recovery Friendly Workplace Maine is administered collaboratively by the Pinetree Institute, a 501(c)3 nonprofit, and the Portland Recovery Community Center, a recovery community organization.

Contact: Emily Davis, info@rfwmaine.org

Established July 2023

Key Highlights

Type of program	Designation, then Certification*
Total Number of Employers Certified/Designated	88
Smallest Employer Engaged	1
Largest Employer Engaged	12,000
Approx. Number of Employees Covered by Certification/Designation**	25,000

Funding Source(s)

Recovery Friendly Workplace Maine is funded by the State of Maine Prevention and Treatment Fund. The program is currently funded at \$300,000 per year and is now in the third of 4 years funded with the option to continue.

Notes:

* Designation occurs once declaration is made, certification occurs when all four required training modules are completed.

**These numbers are approximations based upon the latest report provided by the partnering workplaces

Recovery Friendly Workplace Maine

Certified/Designated Workplaces	Industry
Penquis	Social Services
State of Maine Executive Branch	Government
Higher Ground Counseling	SUD/MH
Big Tree Hospitality	Hospitality
Aubuchon Hardware	Retail
Lewiston Housing Authority	Government
Healthy Acadia	Social Services
Landmark Construction	Construction/Labor
JC moving	Construction/Labor
Southern Maine Fence	Construction/Labor
Southern Maine Temp	Construction/Labor
ABC Maine	Construction/Labor
SMCC	Education
NMCC	Education
Adcare Maine	Education
MaineWorks	Employment
Strengthen LA	Employment
Kennebunk Kennebunkport Arundel Chamber	Employment
Ignite Presque Isle	Employment
LA Metro CoC	Employment
Apex Youth Connection	Fitness/Wellness
Make Dough LLC (OTTO)	Restaurant
Healthy Lincoln County	Healthcare

Recovery Friendly Workplace Maine

Certified/Designated Workplaces	Industry
MCD Global	Healthcare
Serving up Support	Mental Health & Community Support
American Roots Wear	Manufacturing
Lepage Bakeries	Manufacturing
Panolam	Manufacturing
Pinetree Institute	Nonprofit
National Digital Equity Center	Science & Tech, Nonprofit
Bridging the Gap	Social Services
Coastal Recovery Community Center	Substance Use Disorder/Mental Health
Zysk House	Substance Use Disorder/Mental Health
Greater Portland Peer Services	Substance Use Disorder/Mental Health
AnAngelsWing Recovery	Substance Use Disorder/Mental Health
Fresh Start	Substance Use Disorder/Mental Health
Common Ground Friends	Substance Use Disorder/Mental Health
Recovery Organization Resources	Substance Use Disorder/Mental Health
Lifeline for ME	Substance Use Disorder/Mental Health
Milestone Recovery	Substance Use Disorder/Mental Health
The Family Restored	Substance Use Disorder/Mental Health
Commonspace	Substance Use Disorder/Mental Health
PRCC	Substance Use Disorder/Mental Health
Sweetser	Substance Use Disorder/Mental Health
BARN	Substance Use Disorder/Mental Health
Lakes Region Recovery Center	Substance Use Disorder/Mental Health



Recovery Friendly Workplace Maine

Certified/Designated Workplaces	Industry
Groups Recover Together	Social Services
Greater Portland Health	Healthcare
Sea Change Yoga	Fitness/Wellness
Better Life Partners	Substance Use Disorder/Mental Health
Kennebunk Savings	Finance
Nonantum Resort	Hospitality
United Way of Southern Maine	Philanthropy
Adecco	Employment
UMA	Education
Olympia Hospitality	Hospitality
YCCC	Education
Maine Tourism Association	Hospitality
Larry Labonte Recovery Center	Substance Use Disorder/Mental Health
Central Maine Healthcare	Healthcare
MARR	Substance Use Disorder/Mental Health
Healthy Androscoggin	Substance Use Disorder/Mental Health
Kennebec Valley Community College	Education
Eastern Maine Community College	Education
Kennebec Behavioral Health	Substance Use Disorder/Mental Health
Pineland Farms	Agriculture/Environmental
Central Maine Community College	Education
Maine Community College System	Education

Recovery Friendly Workplace Maine

Certified/Designated Workplaces	Industry
WMARI / The HILLS Recovery Center	Substance Use Disorder/Mental Health
Liberty Bay (Granite Recovery)	Substance Use Disorder/Mental Health
Recovery Wellness Community Center	Substance Use Disorder/Mental Health
1stMile Active Recovery	Substance Use Disorder/Mental Health
Pine Tree Recovery Center	Substance Use Disorder/Mental Health
Washington County Community College	Education
Washington County Adult & Community Education	Education
Sunrise County Economic Council	Community Organization
A.C. Inc. Shellfish	Food Services
Quoddy Spray Foam	Construction/Labor
AMHC	Community Organization
Cobscook Institute	Community Organization
Machias Savings Bank	Financial
Peabody Public Library	Library
Community Caring Collaborative	Community Organization
Cherryfield Foods Inc	Food Services & Production
Maine Wild Blueberry Company	Food Services & Production
Deezign	Art
Section Sign	Technology

Maryland



Maryland Recovery Friendly Workplace Program

The Maryland Recovery Friendly Workplace Program is a pilot initiative administered by the Maryland Department of Labor (DOL) which covers three areas of the state: Western Maryland (Allegany, Garrett, and Washington counties) the Susquehanna Region (Cecil and Harford Counties) and St. Mary's County.

Contact: Casey Tiefenwerth, DLWDALRFW_LABOR@maryland.gov

Established Dec 2023

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	75
Smallest Employer Engaged	2
Largest Employer Engaged	14,048
Approx. Number of Employees Covered by Certification/Designation*	17,000

Funding Source(s)

Maryland's Recovery Friendly Workplace Program is funded by SAMHSA's State Opioid Response Grant via a partnership between the Maryland Department of Labor and the Maryland Department of Health.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*

Maryland Recovery Friendly Workplace Program

Certified/Designated Workplaces	Industry
Ace of Maids	Maid services
Addiction Connection Resource	Outpatient Mental Health and Substance Abuse Centers
ARS Treatment Center of Aberdeen	Outpatient Mental Health and Substance Abuse Centers
AHEC West	Community health education services
Allegany County Health Department	Health program administration
Alpas Wellness Maryland Recovery Center	Outpatient Mental Health and Substance Abuse Centers
American Design and Build	Construction
A New Way of Wellness	n/a
Baltimore City	Local Government
Baltimore Harm Reduction Coalition	Community action service agencies
BJ's Custom Creations	Retail
Black Rock Integrative Medicine	Outpatient Mental Health and Substance Abuse Centers
Bodhi Counseling	Offices of Mental Health Practitioners
Brooke's House Coffee and Chocolate	Snack and Nonalcoholic Beverage Bars
Brooke's House Thrift Store	Retail
Char Hope Foundation	Nonprofit
Charles County Freedom Landing, Inc.	Residential Mental Health and Substance Abuse Facilities
Chesapeake Care Resources	Intellectual and developmental disability facilities
Community Mediation of St. Mary's County	Mediation, social service, family, agencies
Concerted Care Group	n/a

Maryland Recovery Friendly Workplace Program

Certified/Designated Workplaces	Industry
Conservit, Inc.	Recyclable materials recovery facilities
DAASSH	n/a
DA Block 2 The Board Room	n/a
DreamLife Treatment	n/a
Fabricated Extrusion Company of Maryland, LLC	Manufacturing
Good Shepherd Ministries	Ministries, religious
Greenwell State Park	Community action service agencies
Heavy Metal Playground	Outdoor adventure retreats with accommodation facilities
Helping Others Manage Emotions Therapeutic Services	n/a
Homewood Living Williamsport	Retirement homes with nursing care
Hon's Honey/Drink at the Well	n/a
H.O.P.E. Baltimore	n/a
Hub Labels, Inc.	Labels, commercial printing
K&I Healthcare Services	Mental health centers and clinics
Little Crossings Pantry	Other Specialty Food Retailers
Maryland Peer Advisory Council	Community action service agencies
Maryland Recovery	Outpatient Mental Health and Substance Abuse Centers
Maryland Wellness	Offices of Mental Health Practitioners
Mid Shore Behavioral Health	Offices of Mental Health Practitioners
MISHA House, LLC	Residential Mental Health and Substance Abuse Facilities
No Struggle, No Success, Inc	n/a

Maryland Recovery Friendly Workplace Program

Certified/Designated Workplaces	Industry
NuWave Health Services	n/a
Office of Consumer Advocates (Washington County)	Mental health centers and clinics
Parker Plastics	Manufacturing
Peace Healthcare, Inc.	Community health centers and clinics, outpatient
Penn-North, LLC	n/a
Platinum Paws Pet Services	Pet care
Productive Lives Mental Health	n/a
Pyramid Healthcare	Residential Mental Health and Substance Abuse Facilities
QCI Behavioral Health	n/a
Restorative Treatment Service	Outpatient Mental Health and Substance Abuse Centers
Right Step, LLC	n/a
Savage River Lodge	n/a
St. Mary's County Department of Social Services	Community social service program administration
St. Mary's County Health Department	Health program administration
St. Mary's County Library	Libraries
Summit Community Health	n/a
Susquehanna Workforce Network	Job training, vocational rehabilitation or habilitation
The Cornucopia Cafe	Limited-Service Restaurants
The Freedom Center	Residential Mental Health and Substance Abuse Facilities

Maryland Recovery Friendly Workplace Program

Certified/Designated Workplaces	Industry
The HOFFA Foundation	Residential Mental Health and Substance Abuse Facilities
The Jude House	Residential Mental Health and Substance Abuse Facilities
The Pride Center	n/a
The Trend Thrift & More	Retail
Three Oaks Center	Shelters, homeless
TIME Organization, Inc.	Outpatient Mental Health and Substance Abuse Centers
Tri-County Council for Southern Maryland	Job training, vocational rehabilitation or habilitation
TruHealing Treatment Centers	Residential Mental Health and Substance Abuse Facilities
Unlimited Bounds Human Services	n/a
Veni Vidi Vici Treatment Services	Drug addiction treatment centers and clinics
Voices of Hope	Drug addiction treatment centers and clinics
Washington Co. Health Department Behavioral Health	Health program administration
Western Maryland Consortium	Job training, vocational rehabilitation or habilitation

Massachusetts



Massachusetts Recovery Ready Workplace

Massachusetts Recovery Ready Workplace is a pledge program administered by Masshire Holyoke, a non-profit organization.

Contact: Ramona Reno, rreno@masshireholyoke.org

Established Mar 2022

Key Highlights

Type of program	Membership
Total Number of Employers Certified/Designated	18
Smallest Employer Engaged	1
Largest Employer Engaged	750
Approx. Number of Employees Covered by Certification/Designation*	2,276

Funding Source(s)

Massachusetts Recovery Ready Workplace is currently operating without dedicated funding.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Massachusetts Recovery Ready Workplace

Certified/Designated Workplaces	Industry
Choice Recovery	Nonprofit
City of Holyoke	Municipality
Commonwealth of Massachusetts Sen. Adam Gomez	Government
Commonwealth of Massachusetts Sen. John Velis	Government
Gary Rome Hyundai	Automotive
Hampden County Sherrif's Department	Criminal Justice
Hillside Pizza	Restaurant
Holyoke Chamber of Commerce	Nonprofit
Holyoke Community College	Education
Housing Management Resources, Inc.	Housing
Masshire Holyoke	Nonprofit
Masshire Springfield	Nonprofit
New North Citizens Council	Nonprofit
Rep Estela Reyes	Government
Rep Pat Duffy	Government
Rep. Kate Donaghue	Government
ROCA	Nonprofit
Sen Jacob Oliverira	Government

Michigan



Michigan Recovery Friendly Workplace

Michigan Recovery Friendly Workplace is administered by the Michigan Public Health Institute (MPHI), a private, nonprofit research and health policy institute.

Contact: Nicki Gabel, recoveryfriendlymi@mphi.org

Established Oct 2022

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	51
Smallest Employer Engaged	1
Largest Employer Engaged	8,000
Approx. Number of Employees Covered by Certification/Designation*	11,134

Funding Source(s)

Michigan Recovery Friendly Workplace is funded by SAMHSA State Opioid Response grant through Michigan Department of Health and Human Services.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Michigan Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
217 Recovery RCO	Nonprofit
7-Eleven - Traverse City	Retail
Addiction Treatment Services	Healthcare or Social Assistance
Angelheart Studio	Other: Holistic Wellness Center
BDAI (Before During and After Incarceration)	Nonprofit
Bliss Tanning and Wellness Studio	Other: Beauty and Wellness
Catholic Human Services	Nonprofit
Community Recovery Alliance, Inc. RCO (CRAMI)	Nonprofit
Drive Staffing Solutions	Other: Staffing
East Side Alano Club	Nonprofit
Father Fred Foundation	Nonprofit
Financial Health and Harmony Coaching	Education
Grand Traverse Industries	Healthcare or Social Assistance
Harbor Hall Inc	Healthcare or Social Assistance
Henry Ford Health St. John Hospital	Healthcare or Social Assistance
Holiday Inn of Midland	Accommodations or Food Services
Hungry Howie's Traverse City	Accommodations or Food Services
Keys to Freedom	Nonprofit
Kilwins - Petoskey	Accommodations or Food Services
Live Rite Structured Recovery Corp RCO	Nonprofit
Live Well Acupuncture	Healthcare or Social Assistance
Manthei Wood Products	Manufacturing



Michigan Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Meridian Health Services	Healthcare or Social Assistance
Michigan Certification Board for Addiction Professionals	Nonprofit
Mid-Michigan Recovery Services	Nonprofit
Mission Restaurant Group	Accommodations or Food Services
Montag Forward Solutions LLC	Other: SUD Prevention Consulting
MyCare Health Center	Healthcare or Social Assistance (includes Hospital, Clinic, Doctor Offices)
Networks Northwest/Northwest Michigan Works!	Nonprofit
New Paths, Inc.	Nonprofit
Northwoods Tattoo	Other: Tadoo/piercing
Passenger Recovery RCO	Nonprofit
Plato's Closet (Traverse City)	Retail
Rathbun Insurance	Financial Services, Real Estate, or Insurance
Recovery Mobile Clinic	Nonprofit
Safe Harbor	Nonprofit
SecondHand Social Club	Other Services (personal, civic, religious, etc.)
Serenity House Communities	Nonprofit
Slip Vintage	Retail
Spanglish	Accommodations or Food Services
TC Journey Church	Other Services (personal, civic, religious, etc.)
Ten16 Recovery	Nonprofit



Michigan Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
8th District Court of the State of Michigan	Government - State or Local
Child & Family Services of NW MI	Nonprofit
Grain Train Natural Foods Market	Retail
Lifeboat Addiction Recovery Services	Healthcare or Social Assistance (includes Hospital, Clinic, Doctor Offices)
Mike's Handymen	Construction
Moeller Aerospace	Manufacturing
Piast Institute	Nonprofit
The Legacy Center for Community Success	Education
Winner Fire Protection	Construction

Missouri



Recovery Friendly Workplace Missouri

Recovery Friendly Workplace Missouri is administered by the University of Missouri-Columbia, a public research university based in Columbia, MO.

Contact: Chiquita Chanay, chanays@health.missouri.edu

Recovery Friendly Workplace
MISSOURI

Established Mar 2021

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	50
Smallest Employer Engaged	1
Largest Employer Engaged	1,373
Approx. Number of Employees Covered by Certification/Designation*	3,179

Funding Source(s)

The Recovery Friendly Workplace Missouri Initiative is currently operating without dedicated funding.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Workplace
MISSOURI

Recovery Friendly Workplace Missouri

Certified/Designated Workplaces	Industry
A.M. Solutions, LLC	Administrative
Access Opportunities, Inc.	Healthcare
ACE Pipe Cleaning, Incorporated	Construction
Aviary Recovery Center	Healthcare
Aviary Residential Treatment Center	Healthcare
Better Life in Recovery	Healthcare
Boone County Animal Care	Other
Buddeez Manufacturing Company	Manufacturing
Cedar Creek Therapeutic Riding Center	Other
Citizens Memorial Hospital	Healthcare
Cockrell Farms, LLC	Agriculture
Community Asset Builders	Healthcare
CORE (Communities of Recovery, Inc.)	Healthcare
EXCEL Adult High School	Education
First Call KC	Healthcare
Gibbs Masonry WBE Certified	Construction
Hard Knocks, LLC Magnolia House Residential Care Facility	Healthcare
Headhunters Unisex Barber & Beauty Salon	Professional
Intensive Outpatient IOC (Aviary)	Healthcare
Jenny's Wildlife Wonderland	Other
Job Point	Administrative
Journey to New Life	Healthcare



Recovery Friendly Workplace
MISSOURI

Recovery Friendly Workplace Missouri

Certified/Designated Workplaces	Industry
Kunkel's Mufflers	Manufacturing
LBC Secret Garden Residential Care Center	Healthcare
LBRN Holdings, LLC	Healthcare
Local Motion	Other
Love, Inc.	Healthcare
Mission Missouri	Healthcare
Missouri Works Initiative	Healthcare
Missourians for Responsible Transportation	Other
Moon Yoga	Education
Pine Valley Recovery Center	Healthcare
PreventEd	Healthcare
Purpose Church	Other
Regeneration Salon and Spa	Professional
Sana Lake	Healthcare
The Excel Center Springfield	Education
The Excel Center St. Louis	Education
The Love Seat Furniture/Clothing Ministry and Resale Store	Retail
The Old Neighborhood Café	Food & Beverages
The Rest Stop at Katy Jailhouse	Food & Beverages

Montana



Recovery Friendly Montana

Recovery Friendly Montana is a standalone 501(c)3 nonprofit organization.

Contact: Shannan Sproull, RecoveryFriendlyMT@gmail.com

Established Jan 2023

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	52
Smallest Employer Engaged	1
Largest Employer Engaged	1,800
Approx. Number of Employees Covered by Certification/Designation*	3,710

Funding Source(s)

The Recovery Friendly Workplace initiative in Montana is funded by:

- A three-year Montana State Opioid Response (SOR) grant
- OD2A grant for training purposes

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Montana

Certified/Designated Workplaces	Industry
4th D Club	Nonprofit
Alliance for Youth	Nonprofit
Beautiful Minds Recovery	Nonprofit
Breaking Chains for Recovery	Nonprofit
Butte Native Wellness Center	Nonprofit
Butte Rescue Mission	Nonprofit
Community Medical Services (Billings)	Healthcare
Community Medical Services (Missoula)	Healthcare
Crosswinds Recovery	Healthcare
Daily's Premium Meats	Manufacturing
Disability Employment and Transitions Division	Government
DoubleTree Hotel (Helena)	Accommodations
Dynamic Recovery (Great Falls)	Nonprofit
Montana Coffee Traders	Manufacturing
Home ReSource	Nonprofit
Hope Rescue Mission	Nonprofit
Ideal Option	Healthcare
L'Asist Behavioral Health	Behavioral Health
LBM Concrete	Construction
Lewis & Clark Health Department	Health
Missoula Food Bank and Community Center	Nonprofit
Missoula Interfaith Collaborative	Nonprofit



Recovery Friendly Montana

Certified/Desingated Workplaces	Industry
Montana Two Spirit Society	Nonprofit
Mountain Home Montana	Nonprofit
Never Alone Recovery	Nonprofit
Pattee Creek Market	Grocery
PureView Health Center	Healthcare
Recovery Centers of Montana	Healthcare
Rimrock Foundation	Nonprofit
Rocky Mountain Twist	Manufacturing
St. Peter's Health	Healthcare
STEP, Inc.	Nonprofit
Stepping Stones Behavioral Health Services	Healthcare
SureStay Plus by Best Western Billings	Accommodations
The Poverello Center	Nonprofit
The Western Montana Community Center	Nonprofit
United Way of Missoula County	Nonprofit
Winds of Change	Nonprofit
YWCA (Helena)	Nonprofit
YWCA (Missoula)	Nonprofit
Beautiful Directions Counseling	Behavioral Health
Veterans Navigation Network	Non Profit/Service Org
Best Western Plus ClockTower Inn	Accommodations / Food Service



Recovery Friendly Montana

Certified/Desingated Workplaces	Industry
United Way of Yellowstone County	Nonprofit
Stella's Kitchen & Bakery	Food Service
Community Crisis Center (Billings)	Behavioral Health
DinoMart	Service industry (retail gas/grocery)
Fic's	Service industry (retail gas/grocery)
Fic's Plaza	Service industry (retail gas/grocery)
Golden Spike Casino	Service industry
Healing Rock Recovery	Behavioral Health

Nebraska



Nebraska Recovery Friendly Workplace Initiative

Nebraska Recovery Friendly Workplace Initiative is administered by Nebraska Department of Health and Human Services (DHHS).

Contact: Payton Shreves
DHHS.DBHRecoveryFriendlyWorkplace@Nebraska.gov

Established Mar 2025

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	5
Smallest Employer Engaged	20
Largest Employer Engaged	200
Approx. Number of Employees Covered by Certification/Designation*	328

Funding Source(s)

Recovery Friendly Workplace Nebraska is funded by Nebraska State General Funds.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Nebraska Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
Nebraska Chamber of Commerce	Business Association
The Center for People	Behavioral Health/Helping Others Field
The Well	Behavioral Health/Helping Others Field
CenterPoint	Behavioral Health/Helping Others Field
Wellbeing Initiative	Behavioral Health/Helping Others Field

Nevada



Nevada's Recovery Friendly Workplace Initiative

Nevada's Recovery Friendly Workplace Initiative is administered by The Foundation for Recovery. The Foundation for Recovery is a 501(c)(3) charitable organization.

Contact: Sarah Ayoub, workplace@forrecovery.org

Established Apr 2021

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	122
Smallest Employer Engaged	1
Largest Employer Engaged	3,400
Approx. Number of Employees Covered by Certification/Designation*	16,217

Funding Source(s)

- The Nevada Recovery Friendly Workplace Initiative has historically been funded by braiding General Funds and State Opioid Response (SOR) grants.
- Funded by the Nevada Division of Public and Behavioral Health, Bureau of Behavioral Health, Wellness, and Prevention.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
ACLU of Nevada	Nonprofit Organizations (Civil Rights)
BHG Cheyenne Treatment Center	Healthcare (Addiction Treatment)
Tuebor Security	Security Services
Novum Health	Healthcare (Behavioral Health)
Note-Able Music Therapy Services	Healthcare (Music Therapy)
The Way Foundation	Nonprofit Organizations (Social Services)
MOB Traffic Systems	Construction (Traffic Control)
RHP Mechanical Systems	Construction (Mechanical Systems)
Step2	Healthcare (Addiction Treatment)
Reconnect 180	Nonprofit Organizations (Reentry Services)
NN Hopes	Healthcare
Second Chances	Nonprofit Organizations (Employment Services)
Nevada Public Health Foundation	Nonprofit Organizations (Public Health)
Icarus Behavioral Health	Healthcare (Behavioral Health)
American Foundation for Suicide Prevention, NV Chapter	Nonprofit Organizations (Mental Health)
Las Vegas Comprehensive Treatment	Healthcare (Addiction Treatment)
Healthy Communities Coalition of Lyon & Storey County	Nonprofit Organizations (Community Health)
Professional Institute of Technology, Inc. of Las Vegas	Education (Vocational Training)
Desert Owl Construction LLC	Construction
IBEW 357	Labor Union
Keri Lowrey Consulting/M25 Initiative	Consulting Services
Guided Choice	Financial Services



Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
Mr Appliance	Repair Services
City of Sparks Attorneys Office	Government (Legal Services)
Southern Hills CTC	Healthcare
160 Driving Academy, Las Vegas	Education (Vocational Training)
160 Driving Academy	Education (Vocational Training)
Restoration 1	Reno/Tahoe - Restoration Services
Life Change Center Sparks	Healthcare (Addiction Treatment)
Desert Fire Protection	Construction (Fire Protection)
NAMI NN	Nonprofit Organizations (Mental Health)
Soulful Seeds	Nonprofit Organizations (Food Security)
Grand Sierra Resort	Hospitality
Jade Dispensary	Retail (Cannabis)
Washoe County	Government
Nye Community Coalition	Nonprofit Organizations (Community Development)
Las Vegas Rescue Mission	Nonprofit Organizations (Social Services)
General Operations Solutions	Staffing Services
Black Wall Street	Nonprofit Organizations (Economic Development)
USAREhabCenters.org	Healthcare (Information Services)
Comprehensive Men and Women's Health	Healthcare
The Cupcake Girls	Nonprofit Organizations (Social Services)
PACT Coalition	Nonprofit Organizations (Prevention)
Fig Tree Catering	Food Services (Catering)

Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
Two Men and a Truck	Transportation (Moving Services)
One Mind Wellness Center	Healthcare (Mental Health)
Tacotarian	Food Services (Restaurant)
Good Morning Kitchen	Food Services (Restaurant)
Hustle Partners	Consulting Services
Waste Management	Waste Management
Blossom Counseling	Healthcare (Counseling)
Rural Nevada Counseling	Healthcare (Counseling)
Nevada Homeless Alliance	Nonprofit Organizations (Homeless Services)
The Fearless Kind	Healthcare (Addiction Treatment)
Join Together Northern Nevada (JTNN)	Nonprofit Organizations (Prevention)
VRI/ KSG Research	Market Research
UNI Cares Project	Nonprofit Organizations (Social Services)
Tru Vista Foundation	Nonprofit Organizations (Social Services)
Manpower Staffing	Staffing Services
Adras & Altig Attorneys at Law	Legal Services
Life Changes, Inc	Healthcare (Recovery Services)
New Dawn Treatment Centers/Sierra Health and Wellness	Healthcare (Addiction Treatment)
Sky Fiber Internet	Telecommunications
Serenity Mental Health	Healthcare (Mental Health)
Jaguar Land Rover Las Vegas	Automotive
Western State Pain Inst.	Healthcare (Pain Management)



Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
Moderation of the Mind Counseling Svcs	Healthcare (Counseling)
Changing Minds Psychiatry	Healthcare (Psychiatry)
High Sierra AHEC	Nonprofit Organizations (Health Education)
RISE (Reno Initiative for Shelter and Equality)	Nonprofit Organizations (Homeless Services)
4th St Brewery Coffee Bar	Food Services (Cafe/Bar)
4th St Bar	Food Services (Bar)
Doughp	Food Services (Dessert)
The Boulevard by HGV	Hospitality
Polo Towers by HGV	Hospitality
The LGBTQ Center	Nonprofit Organizations (Community Services)
Crossroads S. NV	Healthcare
Elara by HGV	Hospitality
Empire Construction	Construction
Cancun by HGV	Hospitality
Clean Energy Project	Nonprofit Organizations (Environmental)
Camejo Safety	Consulting (Safety)
Social Entrepreneurs, INC	Consulting Services
Leach Logistics	Logistics
Sparrow & Wolf	Food Services (Restaurant)
Half Bird Chicken & Beer	Food Services (Restaurant)
Jim Marsh Kia	Automotive
Jim Marsh Body Shop Las Vegas	Automotive (Repair)



Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
Jim Marsh Chrysler Jeep	Automotive
Henderson CTC	Healthcare (Addiction Treatment)
Catholic Charities, NN	Nonprofit Organizations (Social Services)
Dam Roast Coffee & Browder Books	Food Services (Cafe)
Sunshine Minting	Manufacturing (Metals)
Bristlecone - Reno	Healthcare (Addiction Treatment)
Keolis	Transportation
Jackson Hewitt	Financial Services (Tax)
Sober Testing Services	Healthcare (Testing Services)
Desert Research Institute	Research
Ton's House	Nonprofit Organizations (Housing)
Arbys 1814	Food Services (Restaurant)
Arbys 8921	Food Services (Restaurant)
Faith Behavioral & Wellness Center	Healthcare (Behavioral Health)
RTC	Transportation
Keltic Fish LLC	Information Technology
Mt Grant General Hospital	Healthcare
Dolan Auto Group	Automotive
Vegas Stronger	Nonprofit Organizations (Healthcare/Social Services)
RoadSafe Traffic Systems	Construction (Traffic Safety)
Esoes Cosmetics	Retail (Cosmetics)
Great Full Gardens	Food Services (Restaurant)



Nevada's Recovery Friendly Workplace Initiative

Certified/Designated Workplaces	Industry
First Person Care Clinic	Healthcare
Patagonia Outlet Reno	Retail (Clothing)
Salvation Army of Southern Nevada	Nonprofit Organizations (Social Service)
Reps 4 Recovery	Nonprofit Organizations (Recovery Services)
Break You Enterprises LLC	Telecommunications
RDI Corp (Call Center)	Business Services (Call Center)
Behavioral Health Group	Healthcare (Addiction Treatment)
Ronald McDonald House-Reno	Nonprofit Organizations (Family Support)
PBS Reno	Media
City of Las Vegas	Government
SNV Chips	Nonprofit Organizations (Health)
Parking & Transportation Group LV	Transportation (Parking Services)

New Hampshire

Recovery Friendly Workplace New Hampshire

Founded in 2018 by Governor Chris Sununu, RFW is administered by Granite United Way (a nonprofit organization) and is a current initiative of Governor Kelly Ayotte.



Contact: info@recoveryfriendlyworkplace.com

Established Mar 2018

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	320
Smallest Employer Engaged	1
Largest Employer Engaged	20,000
Approx. Number of Employees Covered by Certification/Designation*	61,681

Funding Source(s)

RFW has been funded in a variety of ways since its inception in 2018, including through the State Workforce Innovation Board (SWIB), Governor’s Discretionary Funds, Governor’s Commission Funds, and the State of New Hampshire’s General Fund. Strong support for RFW continues under Governor Ayotte, whose budget continues to fully fund the program, with over \$1.5 million allocated through the State of New Hampshire’s Opioid Abatement Fund. At times, RFW has also secured additional grants (e.g., CARES Act and ARPA grants) to help complete a variety of strategic projects. Additionally, RFW is grateful and proud to have been able to fund many community partners over the years to expand the support offered by the initiative. Since the beginning of the initiative, RFW has allocated over \$2.2 million in funding to 18 non-profit partners across the Granite State, underscoring RFW’s strong belief in the power of partnerships.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces.*



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
1269 Cafe Ministries/The Twelve on Union	Accommodation and food services
369 - Salema Cart Systems Inc. 336177	Accommodation and food services
369 Management	Accommodation and food services
369-165 Donuts Inc. 335988	Accommodation and food services
369-Exeter Donuts Inc. 301734	Accommodation and food services
369-Hampton Donuts II LLC 340910	Accommodation and food services
369-Lafayette Donuts Inc. 306161	Accommodation and food services
369-Newfield Donuts LLC 347514	Accommodation and food services
369-Salema Cart Systems Inc. 330226	Accommodation and food services
369-Salema Cart Systems Inc. 342907	Accommodation and food services
369-Seabrook Donuts Inc. 330194	Accommodation and food services
369-Stratham Donuts Inc. 301677	Accommodation and food services
369-Stratham Donuts Inc. 35005	Accommodation and food services
36creative	Professional and Scientific Services
Acadia Healthcare West Lebanon CTC	Healthcare
Addiction Recovery Coalition of NH	Community support and services
Addiction Recovery Services	Community support and services
Admiral Property Management and Sales	Finance
Afford-A-Move	Other service sector
Affordable Housing Education And Development (AHEAD, Inc.)	Community support and services
AJ Letizio's	Accommodation and food services
All in One & Moore Building Systems	Construction/trades



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
American Civil Liberties Union of New Hampshire	State/local government
Anew Behavioral Health	Mental health services (SUD)
Archways of Franklin	Community support and services
Archways of Tilton	Community support and services
Arts In Reach	Community support and services
Associated Builders & Contractors NH/VT Chapter	Construction/trades
Auburn Tavern	Accommodation and food services
Austin17 House	Community support and services
Aware Recovery Care	Community support and services
Badger, Peabody and Smith	Finance
Ballard House Inn	Accommodation and food services
Bear Rock Adventures	Retail (wholesale, retail)
Berlin City Auto Group	Retail (wholesale, retail)
Better Life Partners	Healthcare
Bisson Builders & General Contractor LLC	Construction/trades
Bonfire Behavioral	Healthcare
Builders Installed Products - Hermon	Construction/trades
Builders Installed Products - Portland	Construction/trades
CADY, Inc	Community support and services
Capital Recovery Health	Mental health services (SUD)
Cargill Home Solutions LLC	Construction/trades
Casella Waste Systems Inc.	Other service sector



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Chameleon Group	Professional and Scientific Services
Chemistry Hair Studio	Other service sector
Children's Museum of New Hampshire	Arts/entertainment/recreation
Choices Trainings	Arts/entertainment/recreation
Chrysalis Recovery Center LLC	Mental health services (SUD)
Chucky's Fight	Arts/entertainment/recreation
City of Berlin	State/local government
City of Concord	State/local government
City of Dover	State/local government
City of Manchester	State/local government
City of Nashua	State/local government
City of Rochester	State/local government
City of Somersworth	State/local government
The Brunch Club	Accommodation and food services
Cloutier Construction LLC	Construction/trades
Community Action Partnership of Strafford County	Community support and services
Connections Peer Support	Mental health services (SUD)
Coos County Family Health Services	Healthcare
Cornerstone Visiting Nurses Association	Healthcare
Senior Helpers of Southern New Hampshire	Professional and Scientific Services
DCI, Inc.	Manufacturing
Derry Friendship Center	Community support and services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
DEW Construction	Construction/trades
Dirtaway	Other service sector
Dismas Home of NH	
Dover Children's Home	Community support and services
Dover Doorway	Community support and services
Dover Housing Authority	State/local government
Dover Mental Health Alliance	Mental health services (non-SUD)
Dover Public Library	State/local government
E&R Cleaners	Other service sector
Herbal Path Pharmacy	Retail (wholesale, retail)
East Coast HVAC	Construction/trades
Easter Seals	Community support and services
Embodied Directions	Mental health services (non-SUD)
EverProven Training & CrossFit	Other service sector
Express Employment Professionals	Professional and Scientific Services
Families in Transition	Community support and services
Farnum Center	Mental health services (SUD)
Firmus Transportation	Transportation/communication
First Baptist Church	Community support and services
First Seacoast Bank	Finance
Flaghill Winery and Vineyard, LLC	Accommodation and food services
Flip 'n' Furniture	Retail (wholesale, retail)



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Forge VFR	Mental health services (SUD)
Forward Merch LLC	Manufacturing
Foundation for Healthy Communities	Community support and services
Foundation Joy, LLC	Community support and services
Freemen House	Community support and services
FUJIFILM Dimatix, Inc.	Manufacturing
Fulcrum Associates, LLC	Construction/trades
GateHouse Treatment	Mental health services (SUD)
Gates Recovery Center	Community support and services
GH Recovery Solutions	Mental health services (SUD)
Graham Tire and Auto	Other service sector
Granite Pathways	Community support and services
Granite Recovery Centers	Community support and services
Granite United Way	Community support and services
Grappone Automotive Group	Retail (wholesale, retail)
Greater Manchester Chamber	State/local government
Greater Nashua Mental Health	Mental health services (non-SUD)
Greater Portsmouth Youth Wellness Coalition	Community support and services
Greater Seacoast Community Health - Families First of the Greater Seacoast	Healthcare
Greater Seacoast Community Health - Goodwin Community Health	Healthcare
Greater Seacoast Community Health - Lilac City Pediatrics	Healthcare
Groups Recover Together - New Hampshire	Community support and services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Groups Recover Together - Maine	Community support and services
Growth Partners LLC	Mental health services (non-SUD)
Hanover Consumer Cooperative Society	Community support and services
Harborcare, Inc.	Mental health services (SUD)
Harvard Pilgrim	Finance
Headrest	Community support and services
HealthFirst	Healthcare
Heartfelt Recovery Center	Community support and services
Hi-Fi Burritos	Accommodation and food services
HIV/HCV Resource Center	Community support and services
Home Sober Living	Community support and services
Homequest Real Estate LLC	Finance
Hope 2 Freedom Recovery Homes LLC	Community support and services
Hope for New Hampshire Recovery	Community support and services
Huggins Hospital	Healthcare
Hypertherm Associates	Manufacturing
Installed Building Products - Auburn	Construction/trades
Installed Building Products - Westmoreland	Construction/trades
Integrative Healthcare Center	Mental health services (SUD)
Into Action Sober Living	Community support and services
Jake's Market & Deli	Accommodation and food services
Joan G. Lovering Health Center	Healthcare



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
JSI New Hampshire/Community Health Institute	Professional and Scientific Services
Jumpp Chiropractic	Other service sector
Keene Family YMCA	Community support and services
Keene Serenity Center	Community support and services
Kendal at Hanover	Community support and services
Kennebunk Savings	Finance
Kent & Pelczar Funeral Home	Other service sector
Keslar Insurance	Finance
Key Heating and Air Conditioning Inc.	Other service sector
Kim LaMontagne, LLC	Mental health services (non-SUD)
Kriss Cosmetics	Retail (wholesale, retail)
Lakes Region Community Developers	Finance
Lakes Region Community Services	Community support and services
Lakes Region Mental Health Center	Mental health services (non-SUD)
Lane Memorial Library	State/local government
Latva Machine, LLC	Manufacturing
LEAP Works	Other service sector
Liberty Health Services	Community support and services
LifeBalance Counseling Coaching and Wellness PLLC	Community support and services
LISTEN Community Services	Community support and services
Littleton Food Coop	Retail (wholesale, retail)
Live Free Recovery Consultants	Community support and services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Live Free Recovery Services	Community support and services
Magnolia House NH Inc.	Community support and services
MaineWorks LLC	Construction/trades
Makin' It Happen	Community support and services
Makor Management	Finance
Malley Farm for Women	Community support and services
Manchester Comprehensive Treatment Center	Mental health services (SUD)
Marguerite's Place, Inc.	Community support and services
Mascoma Bank	Finance
MD Weaver the Pest Reliever	Other service sector
MegaFood	Manufacturing
Memorial Hospital	Healthcare
Merrimack Valley Assistance Program	Healthcare
Metro Walls, Inc	Construction/trades
Mid-State Health Center - Bristol	Healthcare
Mid-State Health Center - Plymouth	Healthcare
Middlesex Recovery	Community support and services
Milk & Honey Restorations LLC	Construction/trades
Monadnock Community Hospital	Healthcare
Monadnock Peer Support	Community support and services
Moneysworth & Best USA	Retail (wholesale, retail)
MTI Polyexe Inc	Manufacturing



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
MWV Supports Recovery Coalition	Community support and services
MY TURN, Inc.	Community support and services
NAMI NH	Community support and services
Nashua Soup Kitchen and Shelter	Community support and services
Navigating Recovery	Community support and services
New England Wire Technologies Corporation	Manufacturing
New Futures	Community support and services
New Generation	Community support and services
New Hampshire Harm Reduction Coalition	Mental health services (SUD)
New Hampshire Hospital Association	Healthcare
New Hampshire Housing Finance Authority	Finance
New Hampshire Lawyers Assistance	Professional and Scientific Services
New Hampshire Professionals Health Program (NHPHP)	Mental health services (SUD)
Newmarket Business Association	Professional and Scientific Services
Newmarket Community Church & Newmarket Community Church Thrift Shop	Community support and services
Newmarket Police Department	State/local government
NFI North Inc	Community support and services
NGP Dunkin Donuts Clanew	Accommodation and food services
NGP Dunkin Donuts DUNLEB	Accommodation and food services
NGP Dunkin Donuts GEFYRA	Accommodation and food services
NGP Dunkin' Donuts NAS	Accommodation and food services
NGP Dunkin' Donuts NSH	Accommodation and food services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
NGP Dunkins DUNCLAR	Accommodation and food services
NH Automobile Dealers Association	Other service sector
NH Charitable Foundation	Community support and services
NH Community Development Finance Authority	Finance
NH Judicial Branch, Administrative Office of the Courts	State/local government
NH Juvenile Court Diversion Network	State/local government
NH Teen Institute	Community support and services
Nonantum Resort	Accommodation and food services
North Country Community Radio	Arts/entertainment/recreation
North Country Health Consortium	Community support and services
North Country Healthcare	Healthcare
NorthEast Spray Insulation	Construction/trades
Northern Human Services	Community support and services
NuCar	Retail (wholesale, retail)
OCD New Hampshire	Mental health services (SUD)
Oliver Mechanical, Inc.	Other service sector
On The Bit Events LLC	Community support and services
On the Road to Wellness	Mental health services (SUD)
Outdoor Pride Landscaping and Snow Management	Construction/trades
Overhead Door Company of Burlington	Construction/trades
Overhead Door Company of Concord	Construction/trades
PAK Solutions LLC	Manufacturing



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Partnership for Public Health	Community support and services
Paugus Bay Behavioral Health	Healthcare
Pinetree Institute	Community support and services
Polly's Pancake Parlor	Accommodation and food services
Port City Pretzels	Manufacturing
Potters House Bakery and Cafe	Accommodation and food services
Preferred Building Systems	Construction/trades
Premier Rentals	Retail (wholesale, retail)
Primary Bank	Finance
Prime Source Foods	Retail (wholesale, retail)
Pro Dough Co	Accommodation and food services
PROCON	Construction/trades
Raymond Coalition for Youth	Community support and services
Reality Check	Community support and services
Restoration Church	Community support and services
Revive Recovery	Community support and services
Riverbend Community Health	Mental health services (non-SUD)
Rochester Child Care Center Inc.	Education and child care
Rochester Mental Health Alliance	Mental health services (non-SUD)
Rochester Recreation and Arena	Arts/entertainment/recreation
Roger's Pizza	Accommodation and food services
Ronaldo's Italian Restaurant	Accommodation and food services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
SBP Builders	Construction/trades
Seacoast Digital Computers	Other service sector
Seacoast Mental Health	Mental health services (SUD)
Seacoast Youth Services	Community support and services
Sheridan NH	Professional and Scientific Services
Sobriety Centers of New Hampshire	Mental health services (SUD)
SolutionHealth	Healthcare
Somersworth School District	Education and child care
SoRock Coalition for Healthy Youth	Community support and services
SOS Recovery Community Organization	Community support and services
Southeastern New Hampshire Drug and Alcohol Abuse Services	Professional and Scientific Services
Southern NH Drug Testing, LLC	Professional and Scientific Services
Spaulding Composites, Inc.	Manufacturing
Strafford Regional Planning Commission	State/local government
Strawbery Banke Musuem	Arts/entertainment/recreation
Summit Workplace Solutions, LLC	Community support and services
Sunset Furniture International	Retail (wholesale, retail)
Superior Insulation	Construction/trades
Teatotaller	Accommodation and food services
Tecnica Group USA Corp	Manufacturing
Tee's Cleaning	Other service sector
The Aubuchon Company	Retail (wholesale, retail)



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
The Barbara C. Harris Camp & Conference Center	Community support and services
The Bridge House	Community support and services
TLC Family Resource Center (AKA the Center for Recovery Resources)	Community support and services
The Center for Safer Communities	Community support and services
The Chamber Collaborative of Greater Portsmouth	Community support and services
The Falls Chamber of Commerce	State/local government
The Family Resource Center	Community support and services
The Farm Bar and Grille	Accommodation and food services
The Granite YMCA	Community support and services
The Green Griffin	Retail (wholesale, retail)
The Lawson Group	Finance
The Mental Health Center of Greater Manchester	Mental health services (SUD)
The Phoenix	Community support and services
The Process Recovery Center	Mental health services (SUD)
The Rack	Retail (wholesale, retail)
The Riverworks	Accommodation and food services
The State of New Hampshire	State/local government
The Store With No Name	Retail (wholesale, retail)
The Upper Room, a Family Resource Center	Community support and services
The Voice of Clay	Other service sector
Through Liberty Counseling	Community support and services
Tice's Automotive Services, LLC	Other service sector



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
Tinios - Grill 28 at Pease Golf Course	Accommodation and food services
Tinios - Kay's Cafe and Bakery	Accommodation and food services
Tinios - Popovers at Brickyard Square	Accommodation and food services
Tinios - Popovers on the Square	Accommodation and food services
Tinios - The Commissary	Accommodation and food services
Tinios - The Galley Hatch Restaurant and Tap Room	Accommodation and food services
Tinios - Tinos Kitchen and Bar	Accommodation and food services
Tinios Pro Hospitality	Accommodation and food services
Town of Alexandria	State/local government
Town of Raymond	State/local government
Turbocam	Manufacturing
Upper Connecticut Valley Hospital	Healthcare
USA Insulation of Southern NH	Construction/trades
V12 Marketing	Professional and Scientific Services
Venuti Resin Design, LLC	Retail (wholesale, retail)
W.H. Bagshaw Company, Inc.	Manufacturing
Waterville Valley Resort	Accommodation and food services
Waypoint	Community support and services
Wentworth-Douglass Hospital	Healthcare
West Central Behavioral Health	Healthcare
White Heron	Accommodation and food services
White Horse Recovery - Center Ossipee	Community support and services



Recovery Friendly Workplace New Hampshire

Certified/Designated Workplaces	Industry
White Horse Recovery - Littleton	Community support and services
White Horse Recovery - North Conway	Community support and services
White Horse Recovery - Berlin	Community support and services
White Mountain Footwear Group	Retail (wholesale, retail)
White Mountain Paper Company	Manufacturing
White Mountains Recovery Homes LLC	Community support and services
Wire Belt Company of America	Manufacturing
Woodstock Inn	Accommodation and food services
WorkPath Staffing LLC	Professional and Scientific Services
XMA Corp	Manufacturing
Yankee Electric & Co	Transportation/communication
Yoga in Action	

New Jersey



Recovery Friendly New Jersey

Recovery Friendly New Jersey (RFNJ) is a standalone 501(c)3 nonprofit organization.

Contact: David Martinak, davidm@recoveryfriendlynj.org

Established Dec 2024

Key Highlights

Type of program	Designation/Certification
Total Number of Employers Certified/Designated	13
Smallest Employer Engaged	2
Largest Employer Engaged	300
Approx. Number of Employees Covered by Certification/Designation*	1,800

Funding Source(s)

- Recovery Friendly Workplace New Jersey is funded through:
- NJ State & County Opioid Settlement Funds
 - Charitable Donations

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly New Jersey

Certified/Designated Workplaces	Industry
CiC - Prevention & Recovery	Community service
Habitat for Humanity	Retail
Home of Somerset County	Community service
Floors Direct	Construction
Coqui Insights	Personal services
Franklin Food Bank	Retail
Safe & Sound	Social services
Sky Sound Yoga	Personal services
Mannion's Pub & Restaurant	Hospitality
Olive Branch Therapy Group	Behavioral health
Empower Somerset	Behavioral health
Food Bank Network of Somerset County	Retail
Vollers	Construction



Recovery Friendly Workplaces of New Mexico

Recovery Friendly Workplaces of New Mexico (RFWNM) is a standalone 501(c)3 nonprofit organization.

Contact: Lorie Guthrie, recoveryfriendlywp@gmail.com

Established 2020

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	1
Smallest Employer Engaged	
Largest Employer Engaged	6
Approx. Number of Employees Covered by Certification/Designation*	6

Funding Source(s)

Recovery Friendly Workplaces of New Mexico currently operates without a dedicated funding source.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*

North Carolina



Recovery Friendly NC

Recovery Friendly NC is administered by Recovery Revolution, a 501(c)(3) nonprofit.

Contact: Michelle Daoust,
mdaoust@wilkesrecoveryrevolution.com

Established Feb 2022

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	51
Smallest Employer Engaged	1
Largest Employer Engaged	23
Approx. Number of Employees Covered by Certification/Designation*	925

Funding Source(s)

Recovery Friendly NC is funded through Connect Appalachia - Appalachian Regional Commission (ARC)

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly NC

Certified/Designated Workplaces	Industry
Wilkes Dental Clinic	Healthcare
NCWorks Career Center of Wilkes	Government / Workforce Development
NC Tech Paths	Education
Finley Properties	Real Estate
Biltmore Estate	Hospitality / Tourism
Hive Fitness	Health & Wellness
Anchor Coffee	Food & Beverage
Suncrest Farms	Food Manufacturing
Wilkes Wags & Wiggles	Pet Services
Midtown Market	Retail
Tyson Foods	Food Manufacturing
Wilkes Public Health Dental Clinic	Healthcare
Merles	Food & Beverage
Wilkes Chamber of Commerce	Economic Development
Wilkes Economic Development Corporation	Economic Development
North Wilkesboro Comprehensive Treatment Center	Healthcare
High Country Workforce Development Board	Government / Workforce Development
Wilkes Health Department	Healthcare
Statewide Adopter-- Novant Health	Healthcare
Wilkes Print and Ship	Printing / Shipping
Brushy Mountain Smokehouse	Food & Beverage
Taupe Gallery	Arts & Culture



Recovery Friendly NC

Certified/Designated Workplaces	Industry
Wilkes Community College	Higher Education
Dreamwalls	Manufacturing
Gardner Glass	Manufacturing
APNC	Behavioral Health
Chimney Rock Management	Hospitality / Tourism
Dayspring Foundation	Nonprofit
Dogwood Health Trust	Philanthropy
Employee Assistance Network	Mental Health
FIRST at Blue Ridge	Behavioral Health
Flat Creek Plant Farm	Agriculture
Givens Communities	Senior Living
Learning to Lead	Education
Love and Respect	Counseling
Mediation and Restorative Justice	Legal Services
NC Works- Macon County	Government / Workforce Development
Neurodivergent Ventures	Mental Health
No Wrong Door	Social Services
Operation Gateway	Veteran Services
Partners Behavioral Health	Behavioral Health
Pisgah Valley Retirement	Senior Living
Smokey Mountain Harm Reduction	Public Health
Southwestern Region Commission	Government / Regional Planning



Recovery Friendly NC

Certified/Designated Workplaces	Industry
Sunrise	Behavioral Health
The Free Clinics of Hendersonville	Healthcare
The Town of Waynesville	Government
UMOJA	Social Services
Vaya Health	Behavioral Health
Tri-City Tires	Automotive
Adult Life Programs	Senior Services

Ohio



Ohio Recovery Friendly Workplace

Ohio Recovery Friendly Workplace is administered by the Governor’s RecoveryOhio Initiative.

Contact: Carol Baden, Carol.Baden@odh.ohio.gov

Established Aug 2024

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	150
Smallest Employer Engaged	10
Largest Employer Engaged	45,000
Approx. Number of Employees Covered by Certification/Designation*	128,000

Funding Source(s)

Funding for Ohio Recovery Friendly Workplace was absorbed through the Governor’s RecoveryOhio Initiative’s allocated operating budget.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
180 Demo LLC	Construction
Alcohol Drug Addiction and Mental Health Board of Cuyahoga County	Government
Alkermes Incorporated	Manufacturing
Appalachian Ohio Manufacturers Coalition	Nonprofit
ARCHway Institute for Addictive Diseases and Co-Existing Mental Health Disorders	Nonprofit
Ashtabula County Health Department	Nonprofit
Ashtabula Mental Health & Recovery Services Board	Government
Athens-Hocking-Vinton 317 Board	Government
Bechtel	Construction
Burkins Ritchie & Associates LLC	Education
Caracole	Nonprofit
CHC Addiction Services	Nonprofit
Child Focus	Nonprofit
CleanTurn International LLC	Janitorial
Clermont Mental Health and Recovery Board	Government
Coleman Health Services	Healthcare
CommQuest	Nonprofit
Community Counseling Center of Ashtabula, OH	Nonprofit
Community Drug Board	Nonprofit
Community Family Care	Healthcare
Connexion West	Nonprofit

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Dayton Dream Center	Nonprofit
DeCoach Recovery Center	Healthcare
Delaware-Morrow Mental Health and Recovery Services Board	Political subdivision
Doc Spartan	Manufacturing
Eagle Healthworks	Healthcare
Emerge Recovery and Trade Initiative	Nonprofit
Fairfield County 2-1-1	Nonprofit
Fairfield County ADAMH Board	Government
Family Resource Center	Nonprofit
Field of Hope Community Campus	Nonprofit
Findlay Hancock Chamber of Commerce	Nonprofit
Focus Recovery and Wellness	Nonprofit
Footprint Acquisition, LLC	Service industry
Franklin County ADAMH Board	Government
Franklin County Board of Commissioners	Government
Free to Be You Residential Services LLC	Healthcare
Gathering Hope House	Nonprofit
Glenbeigh	Healthcare
Guernsey Health Choices	Nonprofit
Hamilton County Public Health	Government
Hancock County Board of Alcohol, Drug Addiction & Mental Health Services	Nonprofit
Healthcare Venture Partners, LLC	Healthcare

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Homeward Bound of Wooster and Wayne County	Nonprofit
Hope Spot	Nonprofit
Hope United-Tyler's Redemption Place	Recovery support
IBH Addiction Recovery	Nonprofit
JBM Packaging	Manufacturing
KAV Health Group	Healthcare
Laborers International Union	Construction
Lake Area Recovery Center	Nonprofit
Lake County Board of Alcohol, Drug Addiction and Mental Health Services (ADAMHS)	Government
Lawrence County Recovery Care	Substance use treatment and recovery
LEWCO	Manufacturing
Liquid Manufacturing Solutions	Manufacturing
Lower Lights Ministries	Nonprofit
Mahoning County Mental Health and Recovery Board/One Ohio Board member	Government
Marker Inc.	Construction
MCR Medical	Manufacturing
Mental Health America of NKY and SW Ohio	Nonprofit
Mental Health America of Ohio	Nonprofit
Mental Health Recovery Board Clark, Greene and Madison Counties	Government
Mid-Ohio Psychological Services, Incorporated	Healthcare
Morgan Behavioral Health Choices	Nonprofit

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Mighty Crow	Research, evaluation and professional services
NAMI (National Alliance on Mental Illness) Greater Toledo	Nonprofit
NAMI (National Alliance on Mental Illness) Wayne and Holmes Counties	Nonprofit
NAMI (National Association for Mental Illness) Stark County	Nonprofit
NAMI (National Association for Mental Illness) Urban Hamilton County	Healthcare
NAMI Clark, Greene, Madison County	Nonprofit
NAMI Hancock County	Nonprofit
Nationwide	Insurance and finance
New Day Recovery / 1500 McKinnley BLVD Niles	Healthcare
New Day Recovery / 266 Fleming Way	Healthcare
OCAAR (Ohio Citizens Advocating Addiction Recovery)	Nonprofit
Ohio Bureau of Workers' Compensation	Government
Ohio Department of Administrative Services	Government
Ohio Department of Aging	Government
Ohio Department of Agriculture	Government
Ohio Department of Children and Youth	Government
Ohio Department of Commerce	Government
Ohio Department of Development	Government
Ohio Department of Developmental Disabilities	Government
Ohio Department of Education and Workforce	Government
Ohio Department of Health	Government

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Ohio Department of Higher Education	Government
Ohio Department of Insurance	Government
Ohio Department of Jobs and Family Services	Government
Ohio Department of Medicaid	Government
Ohio Department of Natural Resources	Government
Ohio Department of Public Safety	Government
Ohio Department of Rehabilitation and Corrections	Government
Ohio Department of Taxation	Government
Ohio Department of Transportation	Government
Ohio Department of Veteran Services	Government
Ohio Department of Youth Services	Government
Ohio Environmental Protection Agency	Government
Ohio Lottery Commission	Government
Ohio Mental Health and Addiction Services	Government
Ohio National Guard	Military and government
Ohio Office of Budget and Management	Government
Ohio Professionals Health Program	Nonprofit
Ohio Public Utilities Commission	Government
Ohio Suicide Prevention Foundation	Nonprofit
On Demand Counseling	Healthcare
On Demand Occupational Medicine	Healthcare
On Our Way Home, Incorporated	Nonprofit

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
One Morning	Healthcare
OneOhio Recovery Foundation	Foundation
Open Church	Nonprofit
Opportunities for Ohioans with Disabilities	Government
Perry Behavioral Health Choices	Nonprofit
Pit Stop Tire	Service industry
Power 3PL	Trucking and warehousing
Premier Investment Casting Group LLC / dba BIMAC Precision Casting	Manufacturing
Quick Pro Staffing	Staffing/employment agency
R&R Handyman	Construction
Racing for Recovery	Substance use treatment and recovery
Sandusky County Public Health	Government
Second Chance Staffing	Service industry
Smurfit Westrock	Manufacturing
Solace at Vivian's	Healthcare
STAR Community Justice Center	Community Based Correctional Facility
Sunrise Treatment Center	Healthcare
Talbert House	Nonprofit
Team Recovery Ohio, LLC.	Healthcare
The Counseling Center	Nonprofit
The Foodbank	Nonprofit
The Hope Resource Center	Nonprofit

Ohio Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
The Lighthouse Incorporated	Nonprofit
The Ohio Board of Pharmacy	Government
The P.E.E.R. Center	Nonprofit
The Recovery Center	Nonprofit
The SOAR Initiative+A137:A152	Nonprofit
The Trades Institute	Education
Thrive Peer Recovery Support	Healthcare
Torchlight Youth Mentoring Alliance	Nonprofit
United Family Recovery	Community behavioral health
University of Cincinnati Medical Center, LLC	Healthcare
University of Cincinnati Physician Center, LLC	Healthcare
Van Martin Roofing	Construction
Washington County Behavioral Health Board	Government
Washington Township	Government
Welcome to a New Life	Nonprofit
Werner G. Smith, Incorporated	Manufacturing
Whole Truth Ministries	Nonprofit
Your Recovery Counseling	For profit community behavioral health
Zepf Center	Nonprofit
Zuppaman	Service industry

Ohio



Recovery Friendly Hamilton County

Recovery Friendly Hamilton County is administered by Hamilton County Public Health (HCPH), a county governmental public health organization.

Contact: Tyler Meenach, recoveryfriendly@hamilton-co.org

Established Jun 2022

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	77
Smallest Employer Engaged	2
Largest Employer Engaged	6,400
Approx. Number of Employees Covered by Certification/Designation*	20,646

Funding Source(s)

Recovery Friendly Hamilton County is funded through the Center for Disease Control and Prevention's (CDC) Overdose Data to Actions: Limiting Overdose through Collaborative Actions in Localities (OD2A) cooperative agreement.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*

Recovery Friendly Hamilton County

Certified/Designated Workplaces	Industry
3CDC	Public Administration
Addiction Services Council	Healthcare and Social Assistance
Animal Companion Counseling	Healthcare and Social Assistance
Bru Brothers Coffee	Accommodation and Food Services
Café Alma	Accommodation and Food Services
Caracole	Healthcare and Social Assistance
Center for Addiction Treatment	Healthcare and Social Assistance
Children’s Law Center	Professional
Cincinnati Hamilton County Public Library	Public Administration
Cincinnati Museum Center/NURFC	Entertainment
Cincinnati Reds	Entertainment
Cincinnati Shakespeare Company	Entertainment
Cincinnati Wood Collaborative	Manufacturing
Cincinnati Works	Other Services
City of Cincinnati	Public Administration
Corporation For Findlay Market	Other Services
Daylily Deli	Accommodation and Food Services
Deeper Roots Coffee	Accommodation and Food Services
Easterseals Redwood	Healthcare and Social Assistance
Esquire Theatre Group	Entertainment
FC Cincinnati	Entertainment
Feel It Records	Retail Trade



Recovery Friendly Hamilton County

Certified/Desingated Workplaces	Industry
Freestore Foodbank	Healthcare and Social Assistance
Gorilla Glue	Manufacturing
Greater Cincinnati Behavioral Health	Healthcare and Social Assistance
Habitat for Humanity	Healthcare and Social Assistance
Hamilton County Treasurer	Public Administration
Hamilton County Administration	Public Administration
Hamilton County Public Defender	Public Administration
Hamilton County Public Health	Public Administration
Her Cincinnati	Healthcare and Social Assistance
Interact for Health	Other Services
JBM Packaging	Manufacturing
Jeff Ruby Culinary Entertainment	Accommodation and Food Services
Jostin Construction, Inc.	Construction
Kaiker Development + Construction	Construction
Kudose Mental Health	Healthcare and Social Assistance
La Soupe	Accommodation and Food Services
Lighthouse Youth Services	Healthcare and Social Assistance
MadTree	Accommodation and Food Services
Mary Magdalen House	Healthcare and Social Assistance
Mental Health America NKYSWOH	Healthcare and Social Assistance
Mental Health and Recovery Services Board	Healthcare and Social Assistance
Messer Construction Company	Construction

Recovery Friendly Hamilton County

Certified/Desingated Workplaces	Industry
Monti Inc.	Manufacturing
Nehemiah Manufacturing	Manufacturing
Ohio Valley Goodwill Industries	Retail Trade
OneSource Center	Other Services
OTR StillHouse	Accommodation and Food Services
Prospect House	Healthcare and Social Assistance
Quick Pro Staffing	Other Services
Recovery Center of Ohio	Healthcare and Social Assistance
Refresh Collective	Healthcare and Social Assistance
Resurge Recovery	Healthcare and Social Assistance
Rhinegeist	Accommodation and Food Services
Salazar Restaurants	Accommodation and Food Services
Santa Maria Community Services	Healthcare and Social Assistance
Serenity Recovery Network	Healthcare and Social Assistance
Shelterhouse	Healthcare and Social Assistance
Sisters of the Heart Network	Healthcare and Social Assistance
Soul-Well Health and Beauty LLC	Retail Trade
Sunrise Treatment Center	Healthcare and Social Assistance
Sweet Cheeks Diaper Bank	Healthcare and Social Assistance
Taft Museum	Entertainment
Talbert House	Healthcare and Social Assistance
Tender Mercies, Inc.	Healthcare and Social Assistance



Recovery Friendly Hamilton County

Certified/Desingated Workplaces	Industry
The Crossroads Center	Healthcare and Social Assistance
The First Step Home, Inc.	Healthcare and Social Assistance
The Health Collaborative	Professional
The Summit Hotel	Accommodation and Food Services
Triversity	Construction
UMADAOP	Healthcare and Social Assistance
United Way of Greater Cincinnati	Other Services
Washington United Church of Christ	Other Services
Women Helping Women	Healthcare and Social Assistance
Wood Fundi Paving LLC	Construction
Your Store of The Queen City	Accommodation and Food Services

Ohio

Recovery Friendly Workplace Summit County

Summit County Recovery Friendly Workplace is administered by Summit County Public Health (SCPH), a county government public health organization.

Contact: Constance Bozeman, RFW@schd.org



Established Oct 2022

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	27
Smallest Employer Engaged	2
Largest Employer Engaged	8,500
Approx. Number of Employees Covered by Certification/Designation*	10,763

Funding Source(s)

- Summit County Recovery Friendly Workplace was initially funded by Department of Labor.
- It currently operates without a funding source.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Workplace Summit County

Certified/Designated Workplaces	Industry
EarthQuaker Devices	Manufacturing
Relink.org	NonProfit & Charitable Organizations
Hope United	Recovery Community Organization
United Way of Summit & Medina	Philanthropic and Social Services
Summit Recovery Hub	Recovery Community Organization
JoAnna House II	Human Services & Recovery Housing
Summit County Public Health	Government/Health and Human Services
Compass North Church	Religious Organization
Summit Artspace	Arts & Culture/Nonprofit
Choices: A Community Social Center	Human Services
Akron-Summit County Public Library	Government/Public Services
County of Summit, Ohio	Government
ACCESS, Inc.	Social Assistance/Nonprofit
ARC Recovery Services	Healthcare/Social Assistance
Summa Health	Healthcare
IBH Addiction Recovery	Healthcare/Social Assistance
Summit County Domestic Relations	Government
Aspire Employment	Staffing/Recruiting
JADFA House	Recovery Community Organization
HR Kyle	Human Resources
Beck Restoration Management Group	Construction
Rubber City Reuse	Environmental



Recovery Friendly Workplace Summit County

Certified/Designated Workplaces	Industry
Barberton Tree	Agriculture
Summit County Continuum of Care	Social Services
Armada	Healthcare
County of Summit Alcohol, Drug Addiction & Mental Health Service Board	Government Administration
Goodwill Industries of Akron	Social Services, and Vocational Rehabilitation Industry

Oklahoma



Recovery Friendly Oklahoma

Recovery Friendly Oklahoma is administered by Oklahoma Alliance for Recovery Resources, a 501(c)(3) nonprofit.

Contact: Amanda Coldiron, amandac@okarr.org

Established June 2025

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	3
Smallest Employer Engaged	3
Largest Employer Engaged	14
Approx. Number of Employees Covered by Certification/Designation*	22

Funding Source(s)

Recovery Friendly Oklahoma was initially funded through opioid abatement funds. It is now funded by fees and general organizational revenue. Recovery Friendly Oklahoma is actively seeking grant funding opportunities to partially or fully fund the project.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Oklahoma

Designated Workplaces	Industry
Nehemiah House	Nonprofit
Branch 15	Nonprofit
OKARR	Nonprofit

Oklahoma



Recovery Friendly Workplace Oklahoma Cherokee County

Recovery Friendly Oklahoma is administered by the Cherokee County Health Services Council (CCHSC), a quasi-governmental agency.

Contact: Amber Johnson, ajohnson@cchsc.net

Established June 2024

Key Highlights

Type of program	Designation
Total Number of Employers Certified/Designated	9
Smallest Employer Engaged	3
Largest Employer Engaged	30
Approx. Number of Employees Covered by Certification/Designation*	118

Funding Source(s)

The Recovery Friendly Workplace initiative in Cherokee County is supported through funding from the Rural Communities Opioid Response Program (RCORP) grant. This federal grant program is designed to strengthen rural communities by expanding access to prevention, treatment, and recovery support services in response to the opioid crisis.

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Workplace Oklahoma Cherokee County

Designated Workplaces	Industry
Springwater Outdoor Solutions	Services
Sprinwater Fence LLC	Outdoor/Fencing Services
The Quah Prevention and Recovery Center	Behavioral Health
Cherokee County Health Services Council	Public Health
Work Ready Oklahoma	Workforce Development
Tahlequah First United Methodist Church	Faith-Based Organization
Fite for the Forgotten Generations Foundation	Nonprofit
Logstore North	Retail/Convenience
Logstore South	Retail/Convenience

Rhode Island



Recovery Friendly Workplace of Rhode Island

Recovery Friendly Workplace of Rhode Island (RFWRI) is administered by the State Government of Rhode Island. RFWRI is an initiative of Governor Dan McKee.

Contact: Jeffrey Wolfsberg, jeffrey.wolfsberg@bhddh.ri.gov

Established Feb 2020

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	153
Smallest Employer Engaged	1
Largest Employer Engaged	3,600
Approx. Number of Employees Covered by Certification/Designation*	12,000

Funding Source(s)

On behalf of the State of Rhode Island,

- the Department of Behavioral Healthcare, Developmental Disabilities and Hospitals has allocated funds from the SAMHSA State Opioid Response grant
- the Executive Office of Health and Human Services has also allocated funds from the Opioid Settlement funds
- the Department of Labor and Training has been allocated funds to implement the National Health Emergency Dislocated Worker Demonstration (NHE) grant project

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
2ND ACT	Public Health
A Plus Auto Service	Automotive
Access To Recovery	Health & Human Services
AdCare	Health
Addiction Recovery Institute	Public Health
American Heart Association	Health
Amos House	Social Services
Amtrol	Manufacturing
Anchor Recovery CC	Social Services
Amy Page DeBlasio	Retail/Services
ASC Engineered Solutions	Manufacturing
Associate Builders and Contractors of Rhode Island	Construction
Aware Recovery	Health
Beatrice Hotel	Hospitality
Beehive Hair Studio	Beauty
Better Lives Rhode Island	Social Services
Beyond Beauty Medspa LLP	Beauty and Health
State of Rhode Island Department of Behavioral Healthcare, Developmental Disabilities & Hospitals	Public Administration
Blackstone Valley Prevention Coalition	Public Health
Blue Cross Blue Shield of Rhode Island	Health
Bodega on Smith	Food & Beverage
Bridgemark Recovery Homes	Health



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
CareLink	Health & Social Services
Cargill (North Kingston Facility)	Agriculture
Comprehensive Community Action Program	Social Services
Center for Mediation/ Land & Sea	Health
City of East Providence	Public Administration
City of Providence	Public Administration
City of Providence Parks Department	Public Administration
Coastline Employee Assistance Program	Human Resources
CODAC Behavioral Health	Social Services
Community Blessings Foundation	Health & Human Services
Community Care Alliance	Social Services
Cranston Public Library	Library & Information Services
Crossroads	Social Services
Dave's Coffee	Food & Beverages
Davinci Center	Social Services
State of Rhode Island Department of Children, Youth & Families (DCYF)	Public Administration
Dimeo Construction	Construction
East Point Recovery Center	Health
East Bay Community Action Program	Social Services
East Bay Regional Coalition	Social Services
East Greenwich Animal Protection League	Animal Welfare
State of Rhode Island Department of Executive Office of Health and Human Services (BHDDH)	Public Administration



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
EOHHS	Public Administration
East Providence Prevention Coalition	Public Health
Epic Renewal	Environmental
Family Service of Rhode Island	Health & Human Services
Farm Fresh Rhode Island	Agriculture
Feast and Fettle	Food & Beverage
Fitness Sanctuary	Fitness
Family Service of Rhode Island	Social Services & Health
Galilee Mission	Social Services
Garden Time	Agriculture
Gateway Health Care	Health
Gilbane Building Company	Construction
Golden Wellness Counseling	Healthcare & Tech
Groups Recovery Together	Health & Human Services
Gruben Charitable Foundation	Philanthropy
Harris Blinds and Shutters	Window
Harter Consulting	Consulting
Haven Fitness	Fitness
HealthCentric Advisors	Health
Here Realty	Real Estate
Herren Project	Social Services
HOPE Initiative	Social Services
Inspring Minds	Education



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
Intergrative Health Solutions	Health
Ironclad Fitness Center North (Ocean State Crossfit)	Fitness
Jane Adams Resource Center	Social Services
Justice Assistance	Social Services
Kent County Prevention Coalition	Public Health
Kristi's Kraftails	Food & Beverages
Kyleen Designs	Graphic Design
Lifespan (Brown University Health)	Health
Living in Fulfilling Environments	Social Services
Local Union 1030	Labor
Manufactures Association of Rhode Island	Manufacturing
Marigold Health	Healthcare
New England Medical Innovation Center	Healthcare & Tech
Neighborhood Health Plans of Rhode Island	Health
Newport Center for Hypnotherapy	Health
Newport County Prevention Coalition	Public Health
Newport Mental Health	Health
Newport Police Department	Public Administration
Northeast Novelties	Retail/Services
Nuetra Salud	Communication
Ocean State Center for Independent Living	Health
Ocean State Recovery	Health & Human Services
Oehrli Coaching & Communications LLC	Consulting



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
OG Cleaning Services	Hospitality
Parent Support Network	Social Services
PeaceLove	Social Services
Project Weber/Renew	Social Services
Providence Business News	Communication
Providence Center	Health & Social Services
Providence Public Schools	Education
Providence College	Education
Ravin Builders	Construction
Revival Strength & Recovery Gym	Fitness
Shawhut Construction	Construction
Rhode Island Addiction Treatment Center	Health
Rhode Island Support Network	Social Services
Rhode Island Associated General Contractors	Construction
Rhode Island College	Education
Rhode Island Commerce/Executive Office of Commerce	Public Administration
Rhode Island Historical Preservation & Heritage Commission	Public Administration
Rhode Island Infrastructure Bank	Banking
Rhode Island Communities for Addiction Recovery Efforts (RICARES)	Social Services
Rhode Island Department of Health (RIDOH)	Public Health
Roger Williams Park	Recreation
Serenity Beauty LLC	Beauty and Health



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
Sojourner House	Social Services
South County Prevention Coalition	Public Health
South Side Community Land Trust	Food
St Mary's Home for Children	Social Services
Steven J. DeLuca, Esq. Inc.	Legal
The Substance Use and Mental Health Leadership Council of Rhode Island (SUMHLC)	Social Services
Sumo's Nail and Spa	Beauty
T. Miozzi LLC	Construction
The Groden Center	Education & Social Services
The League of Cities and Towns	Social Services
The Nitro Bar	Food & Beverages
The Sharp Club (Barbershop)	Beauty
Thrive Behavioral Health	Health
Shawmut Construction	Construction
Thundermist Health Center	Health
Tides Family Services	Social Services
Town of East Greenwich	Public Administration
Town of Middletown	Public Administration
Town of Smithfield	Public Administration
Town of Warren	Public Administration
TechPultrusions, Inc. Composites (TPI Composites)	Manufacturing
Tri-County Southern Providence County Regional Prevention Coalition	Public Administration



Recovery Friendly Workplace of Rhode Island

Certified/Designated Workplaces	Industry
Trinity Healthy Living	Health & Human Services
United Parking	Valet Parking
Veteran Affairs	Public Administration
VICTA	Social Services
Ward's Manufacturing	Manufacturing
Warren Prevention Coalition	Public Health
Warwick Public Library	Library & Information Services
WE SURV	Home Services
West Warwick Prevention Coalition	Public Health
Westbay Community Action	Social Services
Women's Resource Center	Social Services
Wood River Health	Healthcare
Young Farmers Network	Agriculture
Zero Waste Providence	Environmental
Zinnia Health	Healthcare
Trinity Brewhouse	Food & Beverage
Building Futures/Rhode Island Apprenticeship	Construction and Skilled Trades
Cambridge Innovation Center	Coworking/Shared Workplace Industry

Utah Recovery Friendly Workplace

Utah Recovery Friendly Workplace is administered by the Utah Support Advocates for Recovery Awareness (USARA), a 501(c)(3) nonprofit.

Contact: Teresa Kim, impact@utahrecovers.org

Established June 2025

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	2
Smallest Employer Engaged	45
Largest Employer Engaged	400
Approx. Number of Employees Covered by Certification/Designation*	425

Funding Source(s)

Utah Recovery Friendly Workplace is funded through Utah Support Advocates for Recovery Awareness (USARA).

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Utah Recovery Friendly Workplace

Certified/Designated Workplaces	Industry
Summit County	Public administration
Beehive Broadband	Utilities

Vermont



Vermont Recovery Friendly Workplace Initiative

Vermont Recovery Friendly Workplace Initiative is administered by the Vermont Association for Mental Health and Addiction Recovery (VAMHAR), a nonprofit public health organization.

Contact: Lisa Lord, lisa@vamhar.org

Established Sept 2025

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	25
Smallest Employer Engaged	3
Largest Employer Engaged	415
Approx. Number of Employees Covered by Certification/Designation**	2,700

Funding Source(s)

The Vermont Recovery Friendly Workplace Initiative is currently operating without dedicated funding.

Notes:

**These 25 engaged employers are at varying stages of Vermont RFW's certification process, but are not yet considered fully certified, so they will not be listed on the following page.*

***These numbers are approximations based upon the latest report provided by the partnering workplaces*

Wisconsin



Recovery Friendly Workplace Wisconsin

Recovery Friendly Workplace Wisconsin is administered by the University of Wisconsin-Madison Division of Extension Health and Well-Being Institute.

Contact: Jennifer Park-Mroch, jennifer.parkmroch@wisc.edu

Established Dec 2022

Key Highlights

Type of program	Certification
Total Number of Employers Certified/Designated	11
Smallest Employer Engaged	3
Largest Employer Engaged	4,500
Approx. Number of Employees Covered by Certification/Designation*	5,250

Funding Source(s)

- Initially funded through the Wisconsin Partnership Program at the University of Wisconsin - Madison
- Currently run through the University of Wisconsin-Madison Division of Extension Health and Well-Being Institute

Notes:

**These numbers are approximations based upon the latest report provided by the partnering workplaces*



Recovery Friendly Workplace Wisconsin

Certified/Designated Workplaces	Industry
Cruiser's Yachts	Manufacturing
Chrysalis	Nonprofit
Old Wisconsin	Manufacturing
M&M Chamber	Government
Shawano Police Department	Government
Waupaca Foundry	Manufacturing
NAMI - Fox Valley	Healthcare
Qualheims Tru Value	Retail
Northeastern Technical College	Education
Three Bridges Recovery	Nonprofit
Lighthouse Recovery Community Center	Nonprofit

The following organizations offer RFW adjacent programming or are actively working to develop statewide initiatives. Interested individuals or employers are encouraged to connect with the listed contact if looking to learn more about how to get involved.

Delaware Recovery Friendly Workplace Initiative

Delaware Recovery Friendly Workplace Initiative is led by the Delaware Division of Substance Abuse and Mental Health (DSAMH), within the Delaware Department of Health and Social Services (DHSS). DSAMH is convening a statewide, cross-sector Recovery Friendly Workplace (RFW) Committee to guide the development of a formal RFW designation/certification program.

Contacts: Anne.carr@delaware.gov
karen.records@delaware.gov

Florida Recovery Friendly Workplace

The Florida Recovery Friendly Workplace is being administered by the Net Training Institute (NTI), a 501(C)3 nonprofit Educational Center of Excellence. The Florida RFW is a “designation” style program.

Contact: cabrown@flrfw.org

The Georgia Recovery Ready Workplace Initiative (GROW)

The Georgia Recovery Ready Workplace Initiative is administered by the Georgia Council for Recovery and the Center for Addiction Recovery at the Jiann-Ping Hsu College of Public Health at Georgia Southern University.

Contact: brian@gc4recovery.org

Recovery Friendly Workplace of Illinois

Recovery Friendly Workplace of Illinois is being administered by Sauk Valley Voices of Recovery, a 501(C)3 Recovery Centered Organization.

Contact: Gerald.lott@svvor.org

Iowa Recovery Friendly Workplace Initiative

The Iowa Recovery Friendly Workplace Initiative is administered by the Healthier Workforce Center of the Midwest, a NIOSH Center of Excellence for Total Worker Health®, based at the University of Iowa.

Contact: Diane-Rohlman@uiowa.edu

Kentucky Workforce Recovery Program

The Kentucky Workforce Recovery Program is administered by the Kentucky Chamber of Commerce, a nonprofit organization and accredited state chamber. The Kentucky Workforce Recovery Program is a certification and statewide training program for employers ready to commit to fair chance hiring.

Contact: rbowman@kychamber.com

Minnesota Recovery Friendly Workplace

The Minnesota Recovery Friendly Workplace was established by an Executive Order of Governor Tim Walz in October 2024. The initiative will be administered by the State of Minnesota.

Contact: Jennifer.M.Blanchard@state.mn.us

Mississippi Recovery Friendly Workplace Initiative

The Mississippi Recovery Friendly Workplace is being developed by the Mississippi Business Alliance Foundation. MSBA is the state Chamber of Commerce.

Contact: Mississippiirfw@gmail.com

NYS Coalition to Prevent Addiction and Support Recovery in Employment

The NYS Coalition is administered by Friends of Recovery – New York, a nonprofit organization.

Contact:
aweingarten@michaeldbaker.com

Pennsylvania Recovery Friendly Workplace

The Pennsylvania Recovery Friendly Workplace (PA-RFW) Initiative is currently being re-established following the discontinuation of prior statewide efforts due to funding limitations. PA-RFW is being developed and administered by FAVOR Laurel Highlands, a nonprofit recovery community organization based in Johnstown, Pennsylvania.

Contact: jason@favorlaurelhighlands.org

Recovery Friendly - Tennessee

RF-TN will be administered by Upper Cumberland Development District, a state governmental agency.

Contact: mmiller@ucdd.org

Washington Recovery Friendly Workplace

RecoveryWorks.org is a program of the Washington Recovery Alliance (WRA), a statewide community organization. WRA is a 501(c)3 organization.

Contact:
rffw@washingtonrecoveryalliance.org

West Virginia Recovery Friendly Workplace

Jobs & Hope WV is establishing Recovery Friendly Workplace training, technical assistance, and ongoing employer support. This work is in collaboration with Connect Appalachia, an initiative to expand recovery-friendly workplaces and employer engagement in the Appalachian area.

Contact: Deb Harris, drharris@k12.wv.us



There is...

1

National Entity

that offers national certification as a Recovery Friendly Workplace, that brings together representation from...

38

States

through the RFW State Leaders meetings and the RFW Implementers Community, that are establishing or expanding RFW initiatives that collectively work with...

1,523

Employers

that have engaged with these RFW initiatives either as participating, designated, or certified, which represents over...

572,038

Employees

across the nation, and even globe, that are working for a Recovery Friendly Workplace!



Endnotes

1. [Federal Recovery-Ready Workplace Interagency Workgroup. Recovery-Ready Workplace Toolkit: Guidance and Resources for Private and Public Sector Employers. 2023. www.dol.gov/agencies/eta/RRW-hub/Toolkit](https://www.dol.gov/agencies/eta/RRW-hub/Toolkit)
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12. Frone MR, Casey Chosewood L, Osborne JC, Howard JJ. Workplace Supported Recovery from Substance Use Disorders: Defining the Construct, Developing a Model, and Proposing an Agenda for Future Research. *Occup Health Sci.* 2022 Dec 5;6(4):475-511. doi: 10.1007/s41542-022-00123-x. PMID: 37206918; PMCID: PMC10193449.
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14. <https://www.samhsa.gov/data/report/2021-nsduh-detailed-tables>
15. <https://pubmed.ncbi.nlm.nih.gov/33121867/>
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17. <https://www.samhsa.gov/data/report/2022-nsduh-detailed-tables>

Thank you for reading!



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Website

rfwinstitute.org



YouTube

[youtube.com/
@RFWInstitute](https://youtube.com/@RFWInstitute)



LinkedIn

[linkedin.com/
company/
rfwinstute](https://linkedin.com/company/rfwinstute)

Note from the Author

"Contributing, in my small way, to the growth of the Recovery Friendly Workplace (RFW) paradigm has been a great honor and a privilege. I'm stymied to think of a time in my career when I've witnessed as much solidarity, generosity of spirit, and steadfastness as I have within the broader RFW community. Composing this report filled me with great excitement for the future of the RFW movement. I hope the readers share these sentiments."

-Tyler Meenach



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