

Main Street

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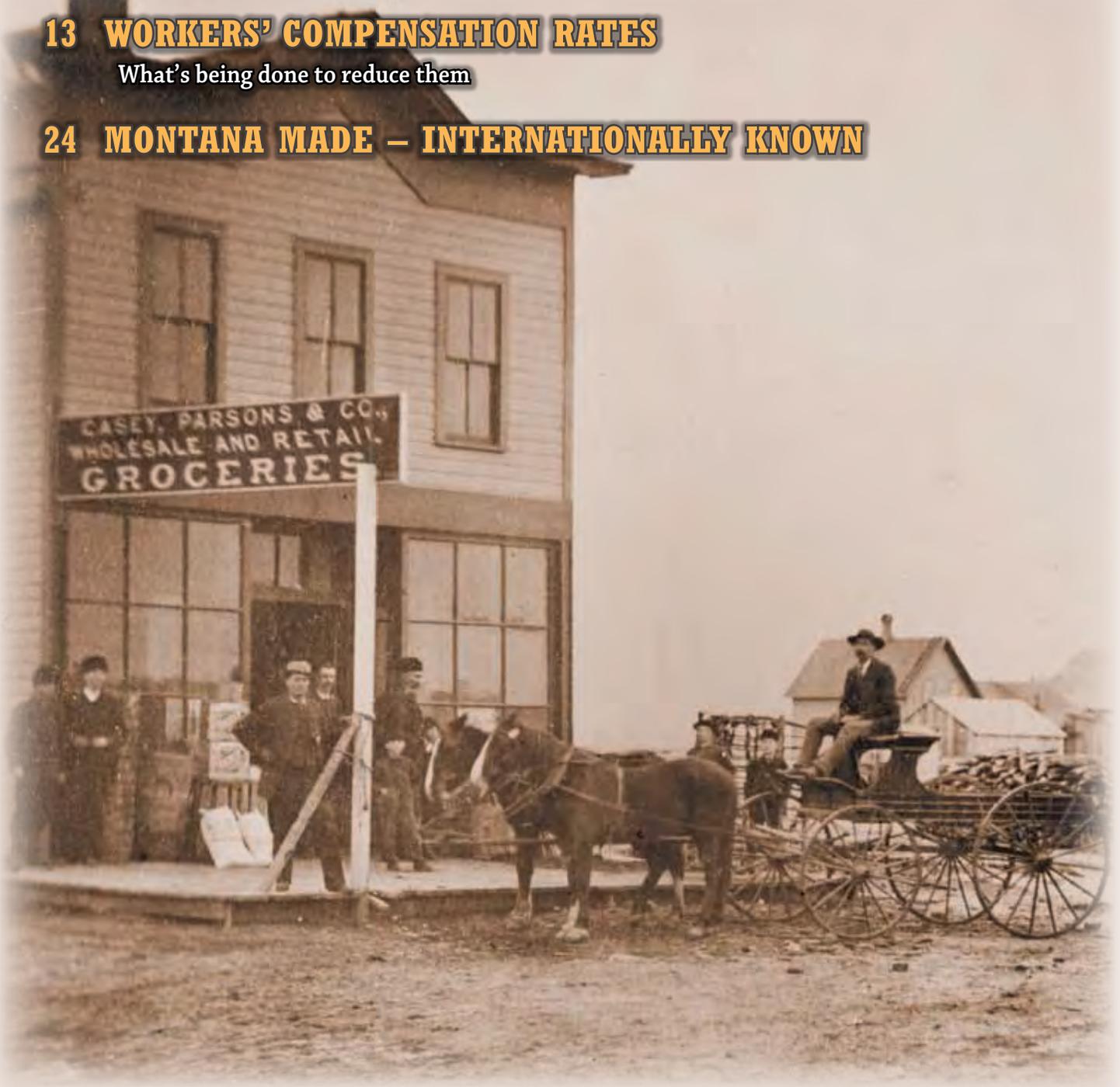
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Bridge opening, November 14, 1925, Glendive, Montana

Millions of years ago, dinosaurs could be found grazing along the Yellowstone River and walking the badlands in what today we call Dawson County. The county itself was named after the Scottish fur trader Andrew Dawson, who worked for the American Fur Company and was in charge at Fort Benton from 1856 to 1870, when he returned to Scotland.

Lewis and Clark made their last camp in Montana near Glendive, on their way back to St. Louis in 1806. George Armstrong Custer also camped in the area the night before the Battle of the Little Big Horn.

As in the early days, farming and ranching continue to play key roles in the county's economy. Dawson County supports approximately 400 farms and ranches totaling 1.35 million acres. Agriculture generates about \$36.8 million in income annually; one of the reasons Glendive is considered the agricultural hub of Eastern Montana.

Each year thousands of anglers come from all over to experience deep sea fishing on an inland river, while trying to catch the prehistoric paddlefish. These anglers not only provide the traditional boost to the local economy by staying and shopping in Glendive while they fish, but the donated roe harvested from their catch has also made Glendive the Paddlefish Caviar capital of the world.

You can't talk about Dawson County and leave out Makoshika State Park. Makoshika comes from the Lakota Sioux word meaning "land of bad spirits" or the "Bad Lands". The 11,531 acre park is celebrating its 57th anniversary this year. Throughout the years, fossils of 10 different species of dinosaurs have been found in the park and the number of fossils waiting to be discovered is infinite.

In this issue of **Main Street Montana** our focus is Dawson County's steadfast economy. We'll find out the secrets behind the success of some local businesses, the important role oil production plays in Eastern Montana, and how the Main Street Program will benefit Glendive. We'll also tell you why Jobs for Montana's Graduates is the top ranked program of its kind in the nation and the role Dawson County High School plays in that ranking.

Keith Kelly, Commissioner
Department of Labor & Industry



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The 2010 Fall edition of Main Street Montana is brought to you by the Montana Department of Labor & Industry.



*Front cover photo credit:
A.T. Sherwood, Mandan, D.T.*

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Glendive Job Service Office is the local representative of the Montana Department of Labor and Industry. It focuses on developing and maintaining a high quality workforce system for Dawson County by providing services to demand-driven businesses and job seekers, government officials and entities, the public and its own employees.

Department of Labor and Industry, Apprenticeship Bureau assists in setting up structured yet flexible training programs recognized by federal and industry standards designed to meet the specific needs of Montana employers through on-the-job training (OJT) and related classroom instruction.



Fish, Wildlife, and Parks, Parks Division maintains Montana's state parks while providing opportunities for people to experience a variety of outdoor recreation, historic and cultural experiences on public lands. FWP through its employees and citizen commission provides for the stewardship of the fish, wildlife, and parks and recreational resources of Montana while contributing to the quality of life for present and future generations.

Montana Public Employee Retirement Administration provides quality benefits; education and service to help plan members and beneficiaries achieve a quality retirement.



Department of Commerce, Energy Promotion and Development Division works directly with the Governor, the Governor's Office of Economic Development and other state agencies to help facilitate processes related to permitting, siting, workforce, and financial assistance.

Department of Commerce, Main Street Montana Program is an approach to downtown revitalization, set within a context of historic preservation that has been used in thousands of rural and urban communities across the country since 1980.

Department of Labor and Industry, Research and Analysis Bureau gathers data, performs research and analysis, hosts the Montana Career Information System, produces career and economic publications, and disseminates information on the state's industry and occupational employment activities such as wages, labor force statistics, and unemployment at www.ourfactsyourfuture.org.

Department of Labor and Industry, Employment Relations Division works to deter and resolve disputes encountered in the employer-employee relationship, involving issues such as workers' compensation, workplace safety and health, human rights, wage and hour, prevailing wage and public sector collective bargaining.



Editors: Casey Kyler-West (Far Right)
Margaret Ore (Top Right)

Graphic Layout: Casey Greenwood (Far Left)
Stevie Harper (Bottom Left)

ENERGY INFRASTRUCTURE FOR EASTERN MONTANA – Connecting Montana Energy Developers to New Markets

Author: Chantel McCormick

We can all be proud of the fact that over the last six years Montana continues to have one of the highest rates of growth in oil production in the nation. Dawson County has been a strong part of the state's economic growth, and will continue to do so with enhanced oil and gas production.

However, in order to develop these vast resources, Montana needs new energy infrastructure projects like the Keystone XL pipeline, which would deliver crude oil from Alberta to Texas and is proposed to pass through 282 eastern Montana miles. The affected counties could collect nearly \$60 million in annual property taxes. Governor Schweitzer and his administration have wholeheartedly supported this project based on the high number of good paying jobs and other resulting economic benefits. In fact, in Dawson County alone, KXL could bring an estimated \$8.1 million of annual tax revenues. This is great news for eastern Montana.



pipeline illustration

But it was somewhat disappointing that local oil producers weren't allowed access to the pipeline, especially in light of the immense reserves located in the Bakken oil formation.

That is why the Energy Promotion and Development Division of the Department of Commerce, has been a strong advocate for an "on ramp" for our producers to have the opportunity to ship Montana oil on the 36 inch pipeline. This spring, we called together Montana oil producers and the strong turnout we received clearly illustrated that Montana producers are interested in new markets accessed by the pipeline, which would pass right through the the Bakken formation. We all know the significance that the estimated Bakken reserves of 3.65 billion barrels holds to our energy security. TransCanada, the builder of KXL, knows we're serious about our oil production and our oil producers need a seat at their table. They heard our message and have opened their doors to us.

The division was very encouraged by the response from TransCanada that we had successfully convinced them to consider a Montana "on ramp". Over the coming weeks and months, TransCanada will meet with Montana oil



Governor Schweitzer with Ken Agee

producers to gauge actual production figures that would fill the pipeline. The actual location of the "on ramp" would also be determined through those conversations and we could be shipping Montana oil to southern markets by 2013.

This project has other important benefits to Montana as well as the United States, as it is an important tool to ensure our domestic energy security. Canada is a close ally, friend, and neighbor. When it comes to energy development, our two nations have a partnership that works to advance the interests of both. Canada is already the largest exporter of oil to the U.S. and we know that Canada has known oil reserves second in size only to Saudi Arabia. It is in our national interest to purchase energy from our friends.

Finally, while the Gulf Coast continues to cope with an environmental disaster of epic proportion, it has become clear that land-based oil development is safer and cleaner than off-shore production.

For all of these reasons, we have strongly supported this and other new infrastructure projects that can and will connect Montana energy developers to new markets.

If you have any questions, comments or suggestions about energy development in Montana, please call the Energy Promotion and Development Division of the Montana Department of Commerce at 406-841-2030. We look forward to hearing from you.



Oil Rigs at Sunset

MTCC CAMPUS CORPS: Leading by Example

Author: Dean McGovern, Executive Director, Montana Campus Compact

This school year, the Dawson Community College students will spread out into the Glendive neighborhoods to lend a hand by mentoring young people. Recent national studies on mentoring in America indicate that while more adults are volunteering their time to guide youth, there remains a large “mentoring gap” which leaves too many young people in need of a caring adult to help them succeed in life. This gap is especially pronounced in rural communities such as Glendive, Montana.

Mentors talk to kids. They help with homework, guide children through social or family problems, provide tips on how to answer life’s puzzling questions, and maybe most importantly— mentors listen. A mentor can give a child a platform from which to be heard, think out loud, and also practice social and critical thinking skills in a safe environment. Most successful people in our society can remember a person or number of people who served as strong mentors during their lifetimes. Our greatest civic, business, nonprofit, political, and educational leaders all had mentors helping them along.

Data indicate that most mentors are busy people—they either work full-time or are college students. In fact, college-age adults are prime candidates to be recruited as mentors. According to a new Corporation for National and Community Service study, the propensity to serve as a mentor declines with age. Almost 60% of people who currently report serving in formalized mentoring programs are between the ages of 16 and 24 compared to baby boomers who make up less than 35% of current mentors.



Student Kallie Madler takes children from the Boys & Girls Club to the Dawson County Fair courtesy Dean McGovern



Madler holding a sheep so children can pet it, courtesy Dean McGovern

These facts are not lost on Dawson Community College and counselors at local Glendive public schools. Tracey Clingingsmith, director of human resources and head basketball coach at Dawson Community College, and Sherri Nissley, counselor at Washington Middle School, both recognized a critical community need and terrific way to address it. In partnership with the Montana Campus Compact, Dawson Community College will enroll several college students in Montana Campus Compact’s Campus Corps program. As MTCC Campus Corps members, these students will donate thousands of service-learning hours over the next year mentoring youth and recruiting at least forty other students on campus to volunteer as mentors too.

“Our MTCC Campus Corps members get middle school students excited about school. As college students themselves they serve as role models to so many elementary and middle school kids. They help their mentees realize college can be an option in their lives too,” said Clingingsmith.

MTCC Campus Corps members are students at colleges and universities throughout Montana who dedicate between 300 and 900 hours to serve their community while going to college. They are often joined by a full-time (non-student) team leader to work on various community-identified needs such as homelessness, hunger, illiteracy, environmental degradation, low academic performance, and serving as mentors to high-risk youth populations. MTCC Campus Corps members get things done in their communities and receive quality training, professional development, personal growth, and a monetary AmeriCorps education award that can be used to help pay for tuition, graduate school, or offset existing student loans.



DCC Student and MTCC Member, Kallie Madler volunteering at the Dawson County Boys & Girls Club courtesy Dean McGovern

This year, MTCC Campus Corps members at Dawson Community College will serve children at the Boys and Girls Club, Washington Middle School, the Dawson County Youth Court Probation Center, and several of the elementary schools in Glendive. Each member will engage one-on-one with a child to increase academic and social competency and to enhance opportunities for real-world success. Members will also recruit fellow college students to become youth mentors. Together, they will help the kids establish meaningful goals and develop a belief in their individual capacity to shape their own futures—including the ability to access and succeed in college. Their efforts will complement the great efforts of teachers, parents, grandparents, and guardians.

For more information about Montana Campus Compact programs, please call 406-243-5177 or visit www.mtcompact.org. To learn more about this particular MTCC Campus Corps project, please contact Dawson Community College at 406-377-9450.

EDUCATION WITH A VIEW

Author: Casey Kyler-West

As you pull up to the Dawson Community College campus, you can't help but be captivated by Makoshika State Park, a backdrop that would cause envy at any school. The campus sits on 300 acres that has a stunning view of Montana's badlands, and the Yellowstone River valley on the other side.

This year Dawson Community College is celebrating 70 years of post-secondary education. When the college opened its doors in 1939, 62 students were ready to take classes. Today more than 1,100 students enroll annually and of those about 400 are full time. Despite the growth over the years, the student to faculty ratio is still 12 to one. "Students like the small class sizes. We rarely have a class with more than 20 students, which means the students get the individual attention they need," said Dr. Jim Cargill, president of Dawson Community College.

Like other community colleges, Dawson Community College has also expanded its courses to include on-line learning and degrees as well as certified training programs designed to prepare students for immediate employment after gaining short-term training. Although the college continues to grow and adapt to the needs of students and businesses, it does have its challenges. "In this area it's just simply lack of jobs that pay well, but if you go 60 miles you can find a job on the oil fields, and it's hard for some businesses to compete with those wages," said Dr. Cargill. Another challenge is the shrinking population in eastern Montana.

Despite those challenges, Dr. Cargill and the college continue to attract students from the area as well as across the state and even Canada. "The president's job is not sitting in his office, it's off campus; making friends in the community, taking our message to the community, the region, the state and international community," said Dr. Cargill.

The school is also looking at the possibility of adding a Healthcare Tech Program and a Farm to Table Culinary Program. But before any programs can be added to the curriculum, there are several preliminary steps. "We do a needs survey to see if there are people that are actually going to hire these folks, if there's a need for the program. If you're lucky you can find an adjunct instructor who can work part-time and offer classes. Then we can see how popular the classes are. If the classes are good and the students want more, then we can open up a program," said Dr. Cargill.

The school also attracts students through its athletic program, which accounts for roughly a quarter of the community college's student population. "There has to be a reason for a student in Kalispell to pass up the other schools along the way to come to Dawson, so they'll come to play basketball or be on the rodeo team or any of our other intercollegiate athletic programs," said Dr. Cargill.

The small classrooms help create a family-like atmosphere for both students and the staff, but one of the other benefits to attending a community college like Dawson is the cost. On average, students pay one-third of what they would pay for their associate degree if they start out at the University. Once they earn their Associate's Degree, they can transfer their credits to one of the Universities and go on to earn their Bachelor's Degree.

Although he's only been President for four and a half years, Dr. Cargill says he wouldn't trade where he is for the world; "I come to work in the morning and I can see the sun coming up over Makoshika, its shadows are beautiful. It feels like a big family here, everyone knows everyone; I keep my door open all the time."



A student in the Ag Business Development class feeds a baby calf, courtesy Jane Wynn, DCC



2010 graduating class, courtesy Jane Wynn, DCC



DCC student running the Vocational Department's Plasma Cam, courtesy Gretchen Bederman, DCC



Ceramics Class, courtesy Gretchen Bederman, DCC



Buccaneer Baseball Camp for Kids run by DCC coaches and students, courtesy Jane Wynn, DCC

VETERAN OUTREACH IN SOUTH CENTRAL MONTANA

Author: Tim Wilmot, Disabled Veterans Outreach Program (DVOP), Billings Job Service

Montana is a very patriotic state, so it should come as no surprise that we have the second highest percentage of veterans per population among the 50 states. However, due to the vast geographical area of the state, outreach to veterans is the only means to locate and provide services to them.

Here in south central Montana we have created a unique partnership among veteran service providers. The purpose of this partnership is to meet the challenge of reaching out to Montana veterans where they live, especially for those veterans who live on the Crow and Northern Cheyenne Reservations.

The outreach team includes various service providers to veterans from the Vet Center, Montana Veterans Affairs and the Billings Job Service, all of which are located in Billings. Team members provide a variety of services to the veterans, including professional counseling for stress related problems from their



Doug Bell, VA PTSD Counselor and Jay Gaffri MT Veteran's Affairs, courtesy Tim Wilmot

time in the military, information and assistance on their benefits and assistance in preparing for and finding employment.

As a veteran myself, I know how important providing these services to veterans in our rural areas and reservations is. When I first started reaching out to the veterans located at Crow Agency, the only service I could provide to them was information on employment or assistance with preparing resumes and making applications for area jobs. However, it soon became very apparent that other services were needed by the veterans at this location, such as time in service benefits or medical assistance. The only thing I could do for them was provide them with contact information, which was frustrating for the veterans and me.

So the first challenge in creating the outreach team was locating the different types of outreach assistance. The Veteran's Administration helped by purchasing a special vehicle known as the Vet Van; the large van has all the comforts of home and is covered with Veteran's information and symbols, identifying it as a service vehicle for veterans. Like a giant billboard, this unique vehicle shows veterans



The Vet Van parked at the Lame Deer Health Clinic, courtesy Tim Wilmot

in our outreach areas it's a place they can seek assistance. The interior has two main office areas and a small waiting room between them. The van is equipped with an extensive on-board communication system.

This unique vehicle allows the outreach team a place to work together and provide specific service to veterans in the area in which they live. The team is not able to provide every service, but with this team effort, there is the added advantage of our own personal experience. As veterans ourselves, we have faced many of the same challenges and problems as the veterans we now serve. This outreach effort by our team continues to grow. We have now started providing outreach services to veterans located in Lame Deer and Roundup. We have also opened the door to other veteran service providers who have occasionally joined us in our outreach to these locations.

On a final note I would like to thank the other service providers and especially the individual team members whom I have had the pleasure to meet and share time with, as we travel to various locations reaching out to other Montana veterans.



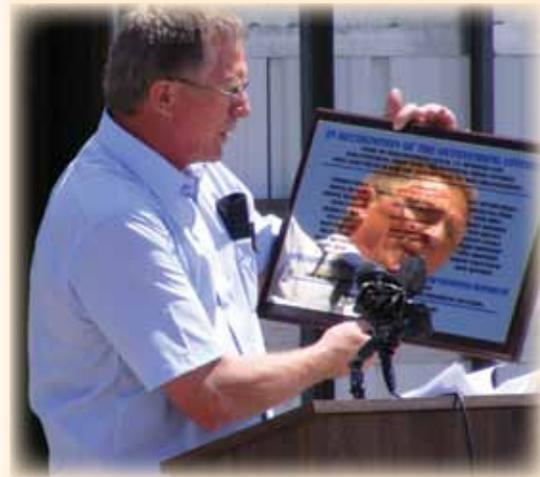
Veteran's Information and Logos identifying the Vet Van, courtesy Tim Wilmot

BOILERMAKER LOCAL #11 TRAINING CENTER DEDICATION

Author: Mark Maki, State Director, DLI Apprenticeship Program

The memory of Spenser Benson will live on, thanks to the new welding training facility bearing his name in his hometown of Colstrip. Benson was a member of the Boilermakers Local Union 11, who was tragically killed as a bystander in a shooting incident in Colstrip in 2009. Benson was instrumental in the construction of the new facility by his donation of time and energy and was committed to the success of getting the new training center fully operational. Young Spenser's life and passion to be a boilermaker was remembered by many in attendance during a dedication ceremony on June 23, 2010, but it was Spenser's mother, Debbie Benson that left everyone with a vivid understanding of all of the pieces that made the remarkable person of Spenser Benson.

The 1,500 square foot facility will provide ten new welding modules for pre-apprentice, registered apprentice and journeymen upgrade training. According to John Roeber, business manager for Local 11 and 35 year Journeyman Boilermaker, welding certifications are a major portion of the skills required in the boilermaker trade. A variety of welding applications ranging from TIG to stick welding to stainless steel will be taught at the training center. The new training center will also include a rigging tower for training for heavy lifting and a heat exchanger that can be stripped down and rebuilt. Roeber stated, "Boilermakers need to be taught all of the mechanics required in on-going maintenance and new construction of mammoth high pressure boilers commonly located in power generation or refinery production facilities." Roeber went on to say, "The boilermaker trade is often seasonal employment and requires a fair amount of travel, but it also provides above average wage and benefits."



John Roeber, Business Manager for Local 11 holding recognition plaque, courtesy Mark Maki

The dedication of the new training facility drew a large number of Local 11 members, local residents, union international representatives, elected officials, statewide labor leaders and representatives from state and federal government. Guest speakers included John Williams, mayor of Colstrip, Lindsay Bell, representative from Senator Max Baucus' office, Vicky Stethens, representative from Senator John Tester's office, Kyle Evenson, assistant to the president, Boilermakers International, Boilermakers International Vice President Tom Baca, James Cooksey, Internal Representative, Boilermakers International, Pat Wise, Governor's Office of Economic Development representing Governor Brian Schweitzer, Marty Coppins, chair-person, State Workforce Investment Board, Duane Ankney, Montana House Representative HD 43, JT Karkow, representing Congressman Dennis Rehberg, Dennis McDonald, Democratic candidate for U.S. Congress and many other representatives from the Boilermakers International Union and working partners from PPL-Montana.



Spenser Benson Training Center sign, courtesy Mark Maki

The cost of building the new training center was approximately \$170,000 which was jointly paid for with labor/ management training contributions and a considerable amount of donated manual labor by both active and retired members. No public dollars were used in the construction of the facility.

One of the primary reasons for the Colstrip location of the new training facility is its close proximity to the PPL-MT Colstrip power plants where on-going maintenance performed by boilermakers is a necessity for keeping the plants at peak energy-producing performance. The location of the training center will provide boilermaker journeymen the opportunity to upgrade welding skills and will also provide apprentices in that craft the opportunity for acquiring welding skills directly related to the real time operations of coal-fired electrical generation plant. The training center will also provide pre-apprenticeship training to area youth that may be interested in making the boilermaker trade their career of choice.



Spenser Benson Training Center Dedication Ceremony, courtesy Mark Maki

MAKOSHIKA STATE PARK

Author: Linda Howard, Fish, Wildlife, and Parks

When this intriguing, rugged, yet delicate land was set aside as a state park in 1953 it was called Makoshika (*Ma-ko'-shi-ka*) -- a variant of a Lakota phrase meaning land of bad spirits or "badlands." This is a place where wind and water have created caprocks, pinnacles, hogback ridges, and fluted hillsides. Bordering the southeastern edge of Glendive, Makoshika is the largest state park in Montana, covering over 11,400 acres of primitive terrain where dinosaurs once roamed.

Most of these badlands are the brownish-gray sediments of the Hell Creek Formation dating back 65 million years ago when the Rocky Mountains were rising in the west. At that time, this area was rivers and floodplains similar to the present southeastern United States with sub-tropical climate and vegetation.



Knife Ridge, courtesy FWP



Rock formation in Makoshika State Park, courtesy FWP

It was the Cretaceous Period, the "Age of Reptiles," so dramatically represented by dinosaurs. Over 10 species of dinosaurs have been found in Makoshika within the Hell Creek Formation. The most well known are the Triceratops, Edmontosaurus and Tyrannosaurus rex.

Rivers draining the western mountains deposited layer upon layer of sediments which over millions of years compacted to form the sandstones, mudstones, clays, and shales that form the badlands landscape and covered the dinosaur bones. Millions of years of erosion (and a few paleontologists) eventually unearthed the bones.

Today, the park belongs to the eagles, turkey vultures, and deer that forage through the canyons, crags and unique gumbo cap rocks that form the pristine skyline. It also belongs to the citizens of Montana and is enjoyed by more than 73,000 visitors each year.

"This site is like a city park, a state park, and a national treasure all rolled into one," said Ryan Sokoloski, park manager. "The residents of Dawson County definitely use it as a big playground. Some come out to play disc golf on a regular basis, while others just come out for a scenic drive or a picnic on a nice day or to watch the sun go down."

Many of Makoshika's other visitors are passing through on I-94 and are making their first stop in Montana. "They are generally pretty awestruck when they see this vast landscape and amazed to see a real Triceratops skull in the museum," added Sokoloski. The Triceratops skull is one of many artifacts available for viewing at the visitor center, which sits just inside the park entrance. There is a "touchy-feely" table that allows children of all ages to touch and feel some of the fossils and artifacts that are prevalent in the park. A variety of displays takes one on a paleontology journey back to dinosaur days. Remodeled in 2008, the center also features a wall of windows that looks out over the spectacular badlands panorama.

"We definitely get a lot of dinosaur buffs visiting us. But others come just for the camping and hiking. Many come just to look at the scenery," stated Sokoloski.

"We work closely with the Glendive Chamber of Commerce, Custer Country, and the Montana Dinosaur Trail (through the Montana Office of Tourism) to promote our community and the entire region," added Sokoloski. "It's important just to get people to our area to experience our great outdoors and friendly people. Hopefully, they'll also visit the park during their stay."



Triceratops Skull found in Makoshika State Park, courtesy FWP

In addition to numerous developed campgrounds throughout the park, the Glendive Noon Lions Camp is a 160-acre privately owned complex within the boundaries of Makoshika. It consists of two camp locations that are available for individual or group use. The large A-frame, located on one of the highest points in the park, will accommodate 30 comfortably. Guests are treated to panoramic views of the badlands landscape from the large redwood deck, making it a popular venue for parties, retreats, weddings, receptions, and family reunions. Sleepy Hollow is a series of cabins nestled in a pine-studded hollow providing rustic overnight accommodations.

“Makoshika is truly a place where Glendive residents gather,” said Sokoloski. “We host a lot of weddings, family reunions, and other get-togethers. The group use shelter is a busy place; so is the amphitheatre.”

Makoshika State Park and Glendive have a healthy symbiotic relationship. The park contributes to the quality of life of Glendive residents as well as contributing to the economic lifeblood of the community, and the community takes care of the park.



Rock Formation, courtesy FWP



Full Moon, courtesy FWP

“It’s great to be a part of such a supportive community. The park couldn’t operate without the dedication and hard work of volunteers. The Glendive Garden Club built and maintains a native plant garden as well as other trees and shrubs around the visitor center. All the local service clubs contribute to our biggest annual event, Buzzard Day. Other businesses and organizations provide foods and services, too.

Of course, I can’t say enough about the Friends of Makoshika, our tremendous support group. They put on Buzzard Day, Shakespeare in the Parks, March for the Parks, and so much more,” said Sokoloski.

This beautiful and unique terrain provides for exploration and discovery that you won’t find anywhere else. It also adds to the economic vitality of Glendive.



Makoshika State Park, courtesy FWP

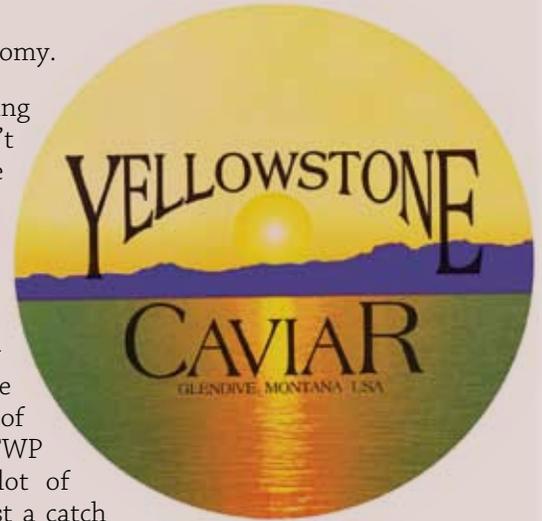
PREHISTORIC DELICACY

Author: Casey Kyler-West

Did you know that Glendive is the paddlefish caviar capital of the world?

This prehistoric fish is not only a delicacy; it provides a boost to the local economy.

Every year anglers come from all over the country to fish for the paddlefish during its season. Before the caviar program was in place, the remains anglers didn't take with them were left in garbage cans or along the banks of the Yellowstone River. In 1989, local residents saw this as an opportunity and Joe Crisafulli came up with the idea to harvest the roe and process it into caviar that could be distributed worldwide. Yellowstone Caviar was created in 1991, and is administered by the Glendive Chamber of Commerce.



Paddlefish Caviar, courtesy Glendive Chamber of Commerce

But it isn't just caviar that's collected. Every year Fish, Wildlife, and Parks sets up at the boat ramp and anglers bring their catch of the day in so the roe can be harvested. FWP examines and documents each fish. "A lot of research goes into this program, it isn't just a catch it and keep the caviar program," said Glendive Chamber Executive Director Kim Trangmoe.

Anglers benefit because when they donate the roe from their catch, they don't have to clean or fillet their fish, it's done for them.

As a result of the number of anglers that come each year, there is an annual limit of 1,000 fish. This helps prevent overfishing. It can also have an impact on the amount of roe harvested, depending on whether anglers hook more males or females. The caviar program usually harvests between 1,000 and 2,000 pounds a year.

Once the caviar is processed, it is sold around the world, with Japan being the biggest buyer. The retail price for a two ounce jar is \$40 and a four ounce jar sells for \$75. After all the expenses have been paid, FWP gets 30% of the profit and the rest is given out in grants. Since 1991, the Glendive Chamber of Commerce has awarded about \$800,000 in grants to fund 425 different projects. "This really is a unique program, which makes it exciting to be a part of," said Trangmoe. "The only other program that is similar is the North Star Caviar program in Williston, North Dakota."

But it isn't just the caviar program itself that provides a boost to Glendive's economy, the paddlefishing season also contributes. "We can sell an unlimited number of tags to as many anglers who want to come. They can only catch 1,000 fish and there are easily 500 people a day at the intake during the fishing season, so it's just crazy," said Trangmoe. "The anglers don't usually come by themselves, they may bring a spouse, family, and buddies and they stay in the hotels or campgrounds and shop in our local stores, which gives Glendive a real boost."

Adult paddlefish can weigh anywhere from 60 to 120 pounds. To date, the state record for the largest paddlefish is 142 pounds caught back in 1973. This may explain why so many anglers come back each year; "Once you paddlefish, you're hooked," said Trangmoe.



Vic Riggs and Jerry Schmidt weigh 109lb paddlefish, courtesy Glendive Chamber of Commerce

REDUCING MONTANA'S WORKERS' COMPENSATION RATES

Author: Anne Wolfinger, Project Manager, Labor Management Advisory Council

Is relief in sight for Montana's employers who are paying the highest workers' compensation rates in the country?

The Labor-Management Advisory Council on Workers' Compensation (LMAC) certainly hopes so. LMAC members have worked toward that goal for the past three years. Their across-the-table efforts have resulted in LC255, a draft piece of legislation entitled "Revise workers' compensation laws to implement recommendations of Labor-Management Advisory Council."

Starting in 2006, the LMAC has been studying Montana workers' compensation issues and proposing solutions. Their work has focused on four cost drivers identified by the Workers' Compensation Research Institute in 2007:

- Frequency—Montana's injury rate is currently 50 percent higher than the national average
- Duration—Montana's injured workers are off work longer than workers in other states
- Medical costs—72 cents out of every benefit dollar go toward medical costs
- Open Claims – Montana has a high percentage of open claims compared to other states

To address frequency, the LMAC launched a statewide safety initiative called WorkSafeMT, modeled on a very successful program in British Columbia. Since its inception in 2008, WorkSafeMT has conducted a highly visible statewide social marketing campaign to raise awareness of the issues, and sponsored SafetyFestMT in March/April 2010 that attracted over 500 participants.

To address duration, the LMAC sponsored a statewide series of return-to-work awareness and education seminars in 2007 called "60 Summits." The format brought together workers' compensation stakeholders in groups for moderated discussions. The work was picked up by the Stay at Work/Return to Work committee of WorkSafeMT which is developing tools for putting ideas into practice.

In addition, the comprehensive issues package (LC255) proposes a new approach to implementing stay at work/return to work in the management of a claim.

To address high and rising medical costs, the LMAC has recommended the Department of Labor and Industry set the workers' compensation medical fee schedules at 150% of Medicare, which would effectively place Montana in the mid-range of states across the country. It is estimated this change alone will result in \$26 million to \$40 million in system savings.

The LMAC also fully supports the Department's Utilization and Treatment Guidelines initiative which will outline recommended medical treatments for injured workers, provide more prompt payment for medical providers, and eliminate delays for appropriate medical care.

To address the high percentage of open claims, the LMAC proposal establishes a statutory closure provision and more opportunity for parties to settle future medical liabilities.

The LMAC was successful in structuring cost savings while at the same time making modest improvements to benefits for injured workers and creating greater equity across the system.

LC255, sponsored by Representative Chuck Hunter, received the unanimous support of the Economic Affairs Interim Committee in their August 19th meeting.

Labor-Management Advisory Council Members:

Lt. Governor John Bohlinger, Chair
Jerry Keck (ex-officio), Administrator
Employment Relations Division
Department of Labor and Industry

Representing workers:

Doug Buman
Laborers' Int'l Union of N. America
Jacquie Helt
AFL-CIO
Dan Lee
AFL-CIO
Don Judge
Injured Workers Resource Council
Jason Miller
Teamsters Local 190 & United Brotherhood of Carpenters

Representing employers:

Bill Dahlgren
Sun Mountain Sports
Annette Hoffman
St. Vincent's Healthcare
Riley Johnson
National Federation of Independent Business
Connie Welsh
Montana University System
Bob Worthington
Montana Self-Insured Association

TOP 10 PRIVATE EMPLOYERS

Albertsons



Glendive Medical Center



Kmart



Cross Petroleum Service



Boss Office & Computer Products





DAWSON COUNTY AT A GLIMPSE

Author: Aaron McNay

Total population: **8,558**
(Census, 2009)

Median age: **43.2** (Census, 2009)

Median household income: **\$43,399**
(Census, 2008)

Average unemployment rate: **4.10%**
(BLS LAUS estimate, 2009)

Top five industries in terms of employment:

- 1) Food Services & Drinking Places
- 2) Wholesale Trade
- 3) Transportation and Warehousing
- 4) Social Assistance
- 5) Accommodation

For information on employment by industry, new businesses, labor market information, job projections, and hourly pay by occupation visit www.ourfactsyourfuture.org.

Or call the Montana Department of Labor and Industry's Research and Analysis Bureau (406) 444-2638, or mail P.O. Box 1728, Helena, MT 59624.

Mid-Rivers Telephone Cooperative



Historic Jordan and Glendive Inns



Yellowstone River Inn



Williston Basin Interstate Pipeline



Reynolds Market



IN DAWSON COUNTY

Albertsons, Boss Office & Computer Products, Historic Jordan & Glendive Inns, Kmart, Reynolds Market, Williston Basin Interstate Pipeline Company, and Yellowstone River Inn courtesy, Casey Kyler-West. Cross Petroleum courtesy Cross Petroleum. Glendive Medical Center, courtesy Glendive Medical Care Center. Mid-Rivers courtesy Mid-Rivers Telephone Cooperative.

*This list includes only private industry employers subject to Unemployment Insurance. Railroads and city, county, state and federal government agencies (including public school districts and universities) are excluded.

TOP 10 PRIVATE EMPLOYERS IN DAWSON COUNTY

Albertsons



"Idaho's largest and finest food store" promised customers benefits that have been standard ever since

In 2006, **Albertsons** was purchased by a consortium of investors including Supervalu (which acquired 1100-plus Jewel, Acme, Shaw's, and **Albertsons** stores in southern California, the northwest, the intermountain areas, and Florida), Cerberus Capital (which acquired 600-plus **Albertsons** stores in Northern California, the Rocky Mountains, Florida, and Texas), and CVS (which acquired all standalone Osco, and Sav-on pharmacies).

Boss Office & Computer Products



computer and office machine repair, janitorial supplies and commercial printing.

Since **Boss Office and Computer Products** opened its doors in 1976, the company has expanded to three locations across Eastern Montana. With 48 employees, **Boss Office** offers a wide variety of products and services including office supplies, office furniture, computer hardware, office machines, networking services, computer and office machine repair, janitorial supplies and commercial printing.

As technology continues to advance, so do the needs and wants of **Boss Office and Computer Product's** customers. "Technology is producing a highly educated consumer. In this technological age it is not rare to have a consumer that knows more about a product's specifications, pricing options and availability than the person trying to supply them with that product or service. In order to survive in this era, a business must learn how to implement that same technology into their infrastructure to make their business run as efficiently as possible in order to stay competitive on a local and global scale," said **Boss** spokesman Tige Vester.

Cross Petroleum Service



Cross Petroleum started out in a small office with two employees back in 1952, and provided Shell Oil products to the oil fields as the Williston Basin was being developed. Today, with 80 employees, **Cross Petroleum** has locations in Glendive, Billings, Sidney, Savage, Terry and Hysham. It has expanded not only its

customer base, but the types of services it provides as well. Today the company provides gasoline, diesel fuel, and propane, and has several convenience stores carrying the Conoco, Cenex and Sinclair Brands. **Cross Petroleum** continues to supply Montana, Wyoming, and North Dakota with Shell, Cenex, Conoco, and Mobil lubricating oils.

As technology continues to advance, employees at **Cross Petroleum** must stay on top of the latest innovations in the automobile industry. "We continue to train our employees to meet the ever changing lubricating requirements of new vehicles and equipment. As the environmental concerns and regulations present themselves, our employees must adhere to the ever present changes of the industry," said **Cross Petroleum** spokesman Jim Steffen.

Glendive Medical Center



As with most community hospitals, the **Glendive Medical Center** has deep roots in the Glendive community. The Northern Pacific Railroad, seeing the need for a stable form of healthcare, opened the Northern Pacific Beneficial Association (NPBA) in 1913. The railroad continued to run the hospital

until 1965 when NPBA sold the hospital to Glendive Community Hospital, Inc.

Today there are five separate facilities of the **Glendive Medical Center** (GMC): GMC Acute Care, GMC Extended Care, Gabert Clinic, Heritage Assisted Living Facility, and the Eastern Montana Veterans Home. "As a community-owned nonprofit medical center, every decision we make is rooted in fulfilling our mission and meeting the health care needs of our community. Glendive is truly a wonderful community to be part of," said Carrie Sokoloski, **Glendive Medical Center** Community Relations Manager.

Historic Jordan and Glendive Inns



If you're looking for somewhere to stay when you visit Glendive, the **Jordan and Glendive Inns** are located in the center of town on the corner of Merrill and Kendrick Street. The two hotels each have a restaurant and a lounge.

After 30 years in the radio and television industry, Bill and Nanci Harrington moved to Glendive last year to take over management of the hotels. "It's a real learning experience for both of us, our field was radio and TV this is a new experience and a real challenge," said Bill Harrington. But it's a challenge that the Harringtons are ready to take. With the growing energy development in Eastern Montana, the **Jordan and Glendive Inns** have been at 90% capacity since June.



Kmart



Kmart a subsidiary of Sears Holdings Corporation operates 1,327 stores across 49 states, Guam, Puerto Rico, and the U.S. Virgin Islands, including the store in Glendive. Traditional **Kmart** stores like the one in Glendive carry between 60,000 and 80,000 different items.

In an effort to promote environmental sustainability and conservation **Kmart** recycles a variety of materials throughout the company including cardboard, plastic materials, paper, tires, fluorescent lamps, and other items keeping tons of waste out of the landfills.

Mid-Rivers Telephone Cooperative



In 1951 what is now known as **Mid-Rivers Telephone Cooperative** began as a committee of members from Dawson, Richland, Prairie, Garfield and McCone counties working to expand and improve rural telephone service. **Mid-Rivers** crews began wiring houses for dial telephone in Dawson County in 1954. The Telecommunications Act

of 1996 enabled the **Cooperative** to offer telecommunications service in the Glendive community.

Whenever possible **Mid-Rivers** strives to “grow their own” employees by offering work study, internship and temporary summer positions to local youth in attempt to form early relationships with potential full-time employees. **Mid-Rivers** has approximately 175 employees, 57 of which reside in Dawson County.

“At **Mid-Rivers** technology is our business. Adapting to a changing industry and keeping up with today’s and tomorrow’s technology is a challenge we face on a daily basis. Training for employees, both in-house and external, is critical for us to keep pace with the many changes in technology,” said **Mid-Rivers** spokeswoman Erin Lutts.

Reynolds Market



Reynolds Market has been a family business since the early 1900’s, during a time when customers would call their orders in rather than walking up and down the aisle with a cart. Even though there weren’t any credit cards in those days, customers did have charge accounts. They could settle their bill once a month and farmers occasionally paid their bills twice a year.

Today **Reynolds Market** employs 66 people and has locations in Glendive, Baker, Miles City, Glasgow and Sidney. As with other industries technology has changed how the store does its business. Like all grocery stores the most obvious change was the scanners at the checkout line. But a less obvious change is how the groceries are delivered to the store. In the early days the merchandise for the store came in by railroad boxcars and the Reynolds drove to the railroad depot to pick it up. Now of course the merchandise is delivered right to the store by truck. Rita Reynolds credits the store’s success to the fact that **Reynolds Market** is a hometown store; “We couldn’t have been successful without the support of people in the community.”

Williston Basin Interstate Pipeline



The MDU Resources Group has three companies with operations in Dawson County: **Williston Basin Interstate Pipeline Company**, Montana Dakota Utilities Co., and Fidelity Exploration and Production Company. The corporation employees 152 people in Dawson County, with 118 of those employees working for the

Williston Basin Interstate Pipeline.

The corporation has deep roots in Dawson County dating back to the mid-1920’s. Company founders purchased land near Cabin Creek to produce natural gas. Today the corporation provides value-added natural resource products and related services that are essential to the energy and transportation infrastructure.

Glendive and Dawson County remain the central location for the **Williston Basin Interstate Pipeline** and host the operational headquarters for the entire 4,100 mile pipeline system.

Yellowstone River Inn



The **Yellowstone River Inn** is just off the I-94 highway on exit 215 and is more than just a place to sleep. In an effort to attract more tourists the **Yellowstone River Inn** also has a restaurant and lounge. With 39 full and part time employees the hotel can meet the demands of its guests.

One of the reasons the **Yellowstone River Inn** was so attractive to its new owners who bought it five years ago, is the outdoor activities and the community.

The Internet now plays a big role in the **Yellowstone River Inn’s** daily business. Potential guests can now go online and make their room reservations. In fact, guests can make their reservations a couple years in advance. Something the many anglers who come to the area for the paddlefish season are sure to appreciate.

THE TIMES ARE CHANGING IN GLENDIVE

Author: Julie Burk, Program Coordinator, Montana Department of Commerce's Main Street Program

I have a confession: Until this past July, I had never driven east of Billings. So, when presented with a chance to go to Glendive, I happily went.

As I drove through Glendive's downtown for the first time, it looked a bit forlorn. Not very colorful, not many businesses open, and not many people on its main street, Merrill Avenue.

I was in town to promote the Montana Department of Commerce's Main Street program, hoping Glendive would join. After touring around town for most of a day, with Mayor Jerry Jimison and Glendive Chamber of Commerce Executive Director Kim Trangmoe as my gracious tour guides, I began to realize that this town of 4,700 inhabitants isn't as sleepy as it appears at first.

In fact, Mayor Jimison said that after my presentation about downtown revitalization, which showed some slides of buildings before and after being renovated, several downtown businesses have already re-painted their buildings. And that's only the beginning.

New businesses are opening up downtown, too. A new building on Merrill Avenue is being built by Culver Insurance and ING Investments, a father-daughter business that has outgrown its current space. It's the first new building downtown in 30 years.

"This might be a sign of growth again," said Mayor Jimison. "After steady population loss the past 30 years (the greater area has approximately 7,500 people) and no new construction, we have seen more and more empty buildings downtown. This new building is exciting."

Besides this particular building, Mid-Rivers Communications, a telecommunications company, also has outgrown its space and is planning on breaking ground this fall on a lot near the post office downtown. In addition, a Mexican restaurant is opening nearby as well.

"The snowball might get rolling," said Mayor Jimison. "We hope that other people will be attracted to downtown too."

Glendive is also the home to a non-profit organization called Farm-to-Table, which is dedicated to building a sustainable local food system in eastern Montana and western North Dakota. The organization operates a store on Merrill Avenue that features local and Montana food, natural and organic, bulk, and allergy-sensitive foods.

Farm-to-Table also is now offering a place in eastern Montana where entrepreneurs can develop and produce their recipes in large quantities that can be sold in grocery stores, restaurants, and to institutions, said Kim Trangmoe of the Chamber. The Food and Agriculture Development Center, allows people to use the dehydrator, pasta maker, commercial ovens, and Hobart mixers, with help from a professional chef. Chef Garth Clingingsmith can help with recipe development and production, nutritional labeling and packaging. Eventually, Farm-to-Table hopes to open a restaurant near the Bell Street Bridge, overlooking the Yellowstone River.



Parade in Glendive, early 1900's courtesy Montana Historical Society Research Center Photograph Archives, Helena, MT



Bell Street Bridge at Sunset, courtesy Earl Clark Jensen

To make Glendive more bicycle and pedestrian friendly, the city and county are looking at using Community Transportation Enhancement Program funds to tie the Fish, Wildlife & Parks Yellowstone boat ramp to Makoshika State Park and Dawson Community College, via the Bell Street Bridge, according to the mayor.

In the end, Glendive recently joined the Montana Main Street program and, by doing so, hopes to encourage businesses to open or relocate downtown and encourage existing businesses to make their storefronts more attractive.

"We're hoping this will cause a ripple effect," Trangmoe said.

Would I return to Glendive? Absolutely.

DAWSON COUNTY, THE LAND CALLED MAKOSHIKA

Author: Aaron McNay

With a population of 8,558, Dawson County was Montana's 26th most populous county in 2009.

Since 2002, the population of Dawson County has remained essentially unchanged. The largest city in Dawson County is Glendive, which had a 2009 population of 4,628. Located in southeastern Montana, Glendive is the county seat of Dawson County and is considered to be the agricultural center of eastern Montana.

Dawson County enjoys amazing badlands, wildlife and outdoor opportunities. With Makoshika State Park and Dinosaur Museum located within its boarder, Dawson County is an excellent location for individuals interested in dinosaurs and fossils. In addition, the rural nature of Dawson County provides many outdoor activity opportunities. With so many recreational choices, it is not surprising that a majority of Dawson County's jobs are located in the service sectors.



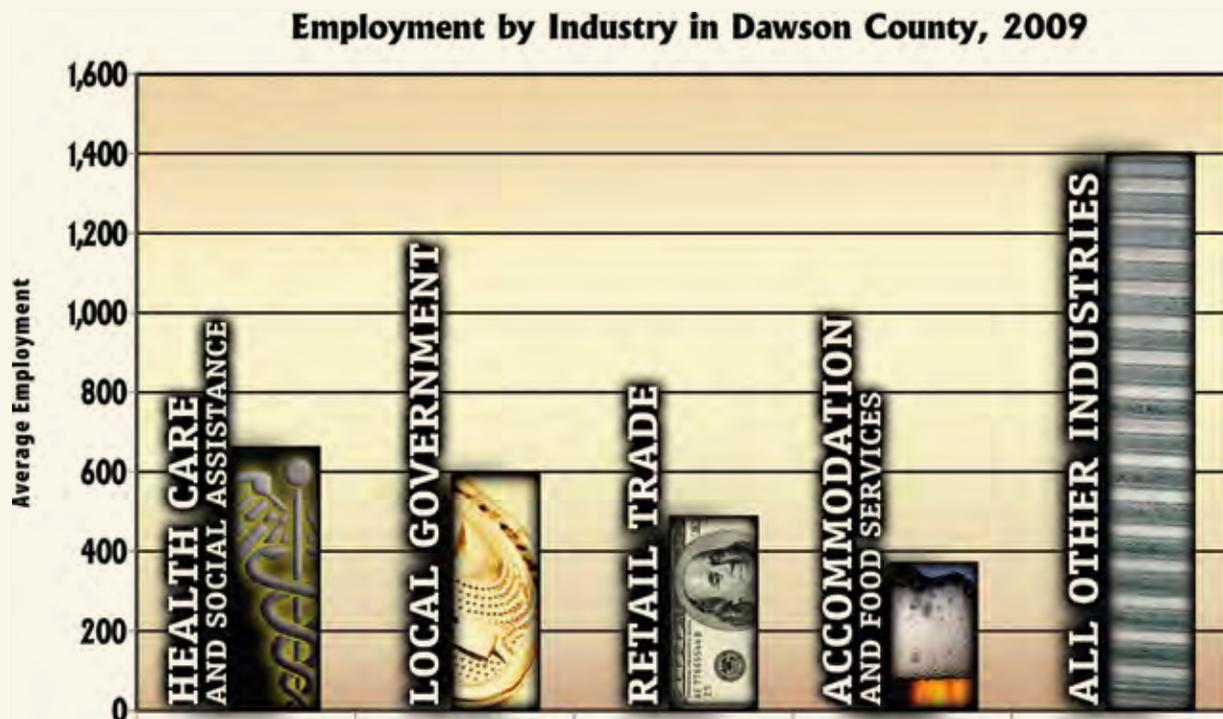
Aaron McNay, Economist

Employing 661 people in 2009, the Health Care and Social Assistance sector is Dawson County's largest employment sector. Other significant sectors include the Retail Trade, Accommodation and Food Services, and Local Government sectors. In total, these four sectors account for six out of every ten non-agricultural jobs in Dawson County.

The Health Care and Social Assistance sector is also one of the highest paying industries in Dawson County, paying an average wage of \$33,685 in 2009. This was slightly below the statewide Health Care and Social Assistance average of \$37,128. The highest paying private industry was the Mining sector, with an average wage of \$64,170. With an average wage of \$11,540, the Accommodation and Food Services sector was the lowest paying industry in Dawson County.

The average wage per job of \$30,420 in Dawson County is also slightly less than the state average wage of \$33,759. In addition, the average wage in Dawson County declined by nearly 1% from 2008 to 2009, while the statewide average wage increased by 1.6%.

Agriculture continues to play an important role in Dawson County's economy, with Glendive being considered the agricultural hub of Eastern Montana. In 2007, Dawson County had a total agriculture output of more than \$56.5 million, an increase of 57% since 2002. Approximately 55% of Dawson County's total agriculture value originated from the sale of crops, which generated \$31.7 million dollars in 2007. In addition, Dawson County ranks 19th in the state in terms of the total sales value of its agricultural products sold.



GLENDIVE JOB SERVICE OFFICE

Author: Lonnie Cross, Glendive Job Service Office Manager

In our “frontier” area, collaboration and sharing isn’t just nice, but a necessity. The Glendive Job Service is one of two certified One Stop Centers in the Eastern Plains Workforce System, which includes Richland, Wibaux, Dawson, McCone, and parts of Sheridan and Roosevelt counties.

The Eastern Plains Community Management Team consists of partners from both Glendive and Sidney, along with a wide variety of partners who come from outside the system to hotel at the One-Stops. Two very different communities have come together through the One-Stop System in this unique arrangement to discover ways they are alike, learn from one another, and provide the best service possible to all customers.

As a certified One-Stop Center, Glendive Job Service provides training through the Workforce Investment Act, operates a high-tech employment exchange, involves seekers in job/ career search activities and skill enhancement, and offers a variety of services to our business community.

Glendive’s Job Service Employer Committee (JSEC), a link between business and government for 22 years, took home the Outstanding Committee Award at the 2010 Innovations in Business Conference. This relatively small group hosts at least one business-related seminar in Glendive each year as well as an annual networking and fund raising event, the JSEC Classic Golf Tournament. The JSEC supports Jobs for Montana Graduates at the local and state levels, and provides between \$500 and \$1500 in Dawson Community College scholarships each year.

Discussion of a Leadership Glendive course modeled after Leadership Montana and other communities’ leadership programs began with the JSEC. A Steering Committee came together with representatives from JSEC, Job Service, Chamber of Commerce, Economic Development and Higher Education. Leadership Glendive’s inaugural Class of 2010 was successfully completed April 2010, and the Class of 2011 is underway as of September 15, 2010.

Job Service staff members teach a Job Readiness course through DCC at WATCH East, a detention/treatment center for felony DUI offenders. Fifteen one-hour classes cover assessment, soft skills, transferable skills, job applications, resumes and cover letters, interviewing, and job retention. Job Readiness is one course in a series offered to the WATCH Family Members through DCC that allows them to earn college credit.

The first ever Veterans Stand Down was hosted in September 2010 by the Glendive Job Service. As is the way in Eastern Montana, this event was a collaboration of all the Job Services in Region 5—Miles City, Glendive, Sidney, Poplar/Wolf Point and Glasgow--and served two Montana reservations. The long-range plan is to continue the Eastern Montana Stand Down as an annual, regional event with the site rotating among the cities in the group. Next year’s event will occur in Sidney. In pulling together the Stand Down, relationships have developed between Job Service and veterans’ organizations, service organizations, and individuals coming forward to help with this worthwhile project. These relationships will serve as a springboard to start a regularly scheduled Veteran Service Provider meeting, further enhancing Job Service staff members’ ability to serve the public.

Glendive staff is always on the lookout for ways to contribute to the success of business and job seekers and the overall health of the community.



The Glendive Job Service Employer Committee



Veteran's utilizing available services at 2010 Veteran's Stand Down



Glendive Job Service Office Staff Members

PENSIONS BENEFIT MONTANA'S COMMUNITIES

Author: Ann Reber, Montana Public Retirement Administration

The vast majority of state, county, city and school district employees in the state of Montana are covered by a defined benefit (DB) retirement plan.

DB plan members are assured of an on-going monthly pension benefit that is based upon their salary and years of service. Lately, defined benefit pension plans have come under fire across the country. With the 2011 Legislature about to convene, the Montana Public Employees Retirement Administration (MPERA) is working to address the issues that are troubling some of its defined benefit retirement systems. Despite the controversy, it is important to remember that defined benefit pension plans benefit not only the retirees who have paid into the plan, but also businesses and communities where retirees live, make purchases, and pay taxes.



MPERA provides monthly benefits to over 20,672 retired members of defined benefit plans and their beneficiaries. 89% of these benefit recipients live in Montana and as a result, significantly impact Montana's economy.

In one year, MPERA DB retirees receive over \$248 million dollars in pension benefits. These benefits have a direct economic impact on goods and services provided by Montana businesses. Think about this: retirees use their pension benefits to make purchases at Montana businesses and to pay Montana taxes. As an extra benefit, retirees using their pensions to purchase local services and local goods help to create over 3,600 Montana jobs. Retiree spending produces a "multiplier effect" which means that for every \$1.00 of pension benefits paid, \$1.27 of economic activity is created in the state.

Defined benefit pensions provide retirees with a stable income. Knowing they can count on their monthly pension benefit, retirees continue to make purchases and support local businesses even during times of economic downturn. While businesses and governments struggle economically, retirees have their pension benefits to help support local communities, sustain jobs, and pay required taxes. Another factor, not as readily apparent but just as important, is that retirees with steady incomes are significantly less likely to be on welfare or require other types of public assistance. During the recent economic turmoil, concern is growing that many aging households will not have accumulated enough saving to meet their needs. In a study conducted by the National Institute on Retirement Security, retirees who have a stable monthly benefit, such as a pension from a defined benefit retirement plan, are able to remain secure and independent throughout their lifetime. This means they will be less likely to require public assistance for food, shelter, and health care.

The benefit of a stable pension is so important to retirees, local businesses, communities and governments that it is difficult to express in words and numbers. MPERA is committed to making sure that retirees will have the means to support themselves and their local communities and governments for years to come.

¹National Institute for Retirement Security: Pensionomics: Measuring the Economic Impact of State and Local Pension Plans

County	\$ Benefit	County	\$ Benefit	County	\$ Benefit
BEAVERHEAD	2,200,707	GRANITE	860,497	POWELL	3,797,353
BIG HORN	1,069,965	HILL	3,667,677	PRAIRIE	565,427
BLAINE	970,710	JEFFERSON	7,067,198	RAVALLI	5,332,785
BROADWATER	1,329,767	JUDITH BASIN	595,274	RICHLAND	1,566,504
CARBON	2,100,155	LAKE	5,079,912	ROOSEVELT	1,662,550
CARTER	271,638	LEWIS & CLARK	52,273,992	ROSBUD	1,467,338
CASCADE	19,712,794	LIBERTY	384,477	SANDERS	1,553,766
CHOUTEAU	901,362	LINCOLN	2,609,432	SHERIDAN	905,534
CUSTER	4,919,105	MADISON	1,759,849	SILVER BOW	11,897,252
DANIELS	455,311	MCCONE	412,532	STILLWATER	1,433,744
DAWSON	3,302,490	MEAGHER	574,822	SWEET GRASS	792,915
DEER LODGE	6,857,503	MINERAL	1,081,685	TETON	1,621,727
FALLON	712,742	MISSOULA	21,687,458	TOOLE	1,183,098
FERGUS	3,903,314	MUSSELSHELL	786,736	TREASURE	191,869
FLATHEAD	13,548,680	PARK	2,499,208	VALLEY	2,338,466
GALLATIN	14,674,762	PETROLBUM	153,715	WHEATLAND	478,351
GARFIELD	217,790	PHILLIPS	975,068	WIBAUZ	466,975
GLACIER	1,594,564	PONDERA	1,413,932	YELLOWSTONE	27,707,952
GOLDEN VALLEY	304,920	POWDER RIVER	485,803	TOTAL	\$ 248,211,152

RESEARCH REVEALS NEED FOR SAFETY AWARENESS

Author: George Kochman, executive director, WorkSafeMT

It is no secret that Montana ranks poorly in most workplace safety categories compared to other states in the U.S. That ranking costs businesses and workers, both financially and personally. WorkSafeMT is working to change Montana's safety record by first changing attitudes.

Last fall, we commissioned an extensive research study to help determine why Montana performs so poorly and what might begin to change the trend. The research began with a series of focus groups across the state designed to probe deeply into workers' and managers' ideas about workplace safety and what would make safety more meaningful to them.

One idea rose above the rest — responsibility to others. People in the focus group sessions spoke honestly and passionately about not wanting to leave their families without a salary resource or not wanting to hurt a coworker.

The next phase of research was a quantifiable, statewide survey. The research team conducted 800, 15-minute phone interviews around the state. We purposefully included a broad range of white-collar and blue-collar workers, males and females, and younger and more seasoned professionals. The survey revealed some very interesting facts.

People in Montana don't place a high importance on personal workplace safety relative to other issues. Five times as many people said they were extremely concerned about DUI than said the same about workplace injuries. Issues such as fair pay, benefits and job security all ranked as more important than being safe at work. And awareness that Montana workplaces are less safe than those in other states was low. Nearly 60% of those surveyed believed that Montana is about the same as other states when it comes to workplace safety.

Clearly, our work is cut out for us. But the research also revealed important clues to raising awareness and changing attitudes. As indicated in the focus groups, connecting



WorkSafeMT Ad Campaign Photo, courtesy Partners Creative

responsibility to workplace safety is key to changing attitudes toward workplace safety.

Note the following passage from the research summary:

“Communication that describes the problem and appeals to the value of responsibility, both to themselves and those around them, raises the percentage of Montanans who would make safety a higher priority from 42% to 59%, a change of seventeen percentage points.”

In terms of research, a 17% attitude swing is a smoking gun. Other numbers support promoting responsibility, too. 88% of respondents said that messages around one worker hurting another would be either extremely or very convincing in terms of raising workplace safety importance in their eyes.

In short, our research shows two things — there's a lot of room for improvement in awareness and attitudes; and the means of making that improvement is to connect responsibility to workplace safety.

WorkSafeMT's campaign works to accomplish both. Our first wave included WorkSafe Commitment Month in November of 2009. It featured print, radio and a short film intended to show the workplace safety problem at a macro level. In the spring and summer of 2010, the campaign folded in responsibility. In one TV spot, children in different homes around Montana ask their parents to be safe at work. In another, a worker laments having put his coworker in the hospital by not following safety protocol.

All indications are that the campaign is beginning to work. Feedback has been positive. Website traffic is up. People are attending safety seminars like SafetyFestMT. Employers are using our spots and videos as tools to remind employees about safety.

This fall, WorkSafeMT will commission a follow-up survey to assess campaign impact. We hope to see improvement, but the fact is Montana has made a century-long habit of poor workplace safety. That won't change with a few ads, no matter how powerful. But hopefully we will sow the seeds of change, a step toward making tomorrow safer than today.

For more information on the campaign and how you can get involved, visit www.worksafemt.com. For a copy of our State of the State on workplace safety, safety plan tips and safety seminar schedules, visit our website or contact Georgiana “George” Kochman at george@worksafemt.com.



WorkSafeMT Ad Campaign Photo, courtesy Partners Creative

JMG IN DAWSON COUNTY

Author: Drea Brown, JMG State Director

Can students make a difference in the Glendive community? The answer is, “Of course,” if they are part of the Dawson County High School Jobs for Montana’s Graduates (JMG) class. Six years ago, the Dawson County JMG class decided to attack the growing methamphetamine problem in the community. The class sponsored a school assembly and a parent’s night with guest speaker, Mary Haydal, whose daughter had died from a meth overdose. Mary shared her daughter’s story of meth addiction with the community. Her story inspired the class to start a community teen center, so that young people would have a choice. The JMG class of Dawson County High School, working with the local Boys and Girls club, volunteered many community hours to paint and refurbish a building to house this dream. The reality of the teen center has lasted 3 years after completion. This class project was the vehicle for students to learn that they can be active community members and make a positive difference in their community.

“JMG provides the structure and the activities to help students realize their personal potential, as well as the rewards of giving back to their communities,” states the JMG teacher Sharon Lindquist. “I have enjoyed my years as a career specialist (teacher) and perhaps I have learned just as much from these amazing young people as they have learned from me and the program.”

Last year, JMG partnered with the Art program in the high school and the City of Glendive to refurbish a historic sitting park by the Bell Street Bridge. Students provided volunteer hours to dig trenches and sod; then they re-laid them. They also worked on concrete forms for new sidewalks. Over the years, they have worked in the community’s Farm to Table program and the local Hell Creek Dinosaur Museum.

“Many students come in without any real idea of what a work ethic is, or how to communicate with co-workers or work with people in a team setting,” noted Lindquist. JMG teaches 37 workplace skills that employers have designated as needed in employees. These skills, such as teamwork,



Governor Brian Schweitzer congratulating JMG students for being top ranked program in the nation

leadership and customer service, are part of the curriculum and learned through the projects that the students plan and complete. The students also have an opportunity to explore careers and develop a career plan for their future. “It is amazing to me as a career specialist to witness student transformation throughout the year,” states Lindquist.

The JMG program serves 1150 students across Montana in more than 50 high school and middle school programs. At the Jobs for America’s Graduates National Training Seminar in July, Jobs for Montana’s Graduates (JMG) was named the #1 JAG program in the country out of 30 other state-wide programs. Based on the outcomes of the JAG performance standards, this award is an incredible honor and shows the amazing and life-changing results of the JMG program.

“The success rate of the JMG program is phenomenal,” said Governor Brian Schweitzer. “I would like to thank all the dedicated teachers and students that have made this program so successful.”



Students enrolled in the Dawson County High JMG Program, courtesy JMG



Dawson County High JMG Students Volunteering at historic sitting park, courtesy JMG

SRS CRISAFULLI: MONTANA MADE – INTERNATIONALLY KNOWN

Author: Marissa Kozel, Communications Director, Montana Department of Commerce

Glendive's SRS Crisafulli, Inc. is a company deeply rooted in eastern Montana, but with its finger on the pulse of international business.

"The opening day of the paddlefish season is almost a company holiday – almost," said Laura M. Fleming, President and CFO. "We are entrepreneurial and high spirited. We like to make things happen. We may be in a remote location, but because we travel, we are engaged in what's happening all over the world."

SRS Crisafulli has manufactured agricultural and industrial pumps, dredges and power units in its Glendive factory since 1966. The company's focus on tapping into international markets has garnered sales in Australia, Canada, Laos, New Zealand, Venezuela and France. It has also earned SRS Crisafulli two Governor's Excellence in Exporting Awards from the Montana District Export Council – the most recent presented by Governor Brian Schweitzer in 2008.

In 2009, SRS Crisafulli generated 96 % of its revenue from out-of-state customers. Approximately 20 % of these sales were international.

Over its 44 year history, the company has brought more than \$100 million into Glendive and Dawson County. Its annual payroll is over \$1 million. Every year, the company purchases about \$263,000 of goods and services from vendors in Dawson County.

"The big deal is that we are making something and we are exporting it," said Fleming. "We are bringing new money into Montana."

Glendive Mayor Jim Jimison agrees SRS Crisafulli is a big deal.

He says the company's forward-thinking approach to business is a major boon for the community.

"They know it's a global market and they are competing in that market. This speaks well for them, the city of Glendive, Dawson County and the state of Montana," said Jimison. "They are innovative and looking toward the future."

Born in 1966 as family-owned Crisafulli Pumps, the company's original pump was designed for flood irrigation along the Yellowstone River. In 1982, the founding family sold the business to Fleming's family and it became SRS (Sludge Removal System) Crisafulli.

SRS Crisafulli has since expanded significantly and is poised for further growth. The company serves all types of customers – from independent farmers and ranchers to Fortune 500 companies. Its product line now includes a multitude of specific pumps and dredges, many of which are custom engineered and designed for projects all over the world. Recent improvements have been made to the Glendive plant – including the addition of a 30 ton crane. New positions have been added and the number of staff has increased to about 30.

Fleming says some of this momentum has been propelled by the company's partnerships with the State of Montana. In 2005, SRS Crisafulli received a \$50,000 Workforce Investment Act Job Training Program grant from the Montana Department of Commerce. Fleming says those funds were instrumental in maintaining the company's competitive position, recruiting and encouraging continuing education at the Dawson Community College, programs with the Montana Manufacturers Extension Center and other off-site professional training.



Crisafulli employees in front of the Glendive facility, courtesy SRS Crisafulli



Former Director of Engineering Mike Mills; Mr. Richard C. Memhard, Chairman; Keith Robinson, President Stockman Bank-Glendive, Maureen Lundman, Sales Manager; Laura M. Fleming, President; Posing with Rotomite 6000 displayed in new on-site warehouse and crane installation

In 2009, the company received \$21,000 of WIRED grant funds through Job Service, Glendive, for new employee training.

Most recently, the company was awarded a Workforce Training Grant of \$99,225 from the Department of Commerce. Over the next two years, SRS Crisafulli will use these funds to train new and existing employees. The company plans to expand to staff to as many as 50 within 6 years.

Fleming says recruiting will start soon and Montanans are strongly encouraged to apply.

"We are always looking to reach people who have moved away and are interested in coming home. This is definitely a pool we are interested in," said Fleming.

"I think rural communities are awesome. Glendive is a place of great strength.

FROSTY'S IN & OUT

Author: Casey Kyler-West

When high school football coach Frosty Wilson opened Frosty's In and Out in the 1950's, he probably had no idea that the drive-in would become a staple in Glendive.

Wilson ran the drive-in for a year before he put it up for sale.

Leo and Lucille Balcer bought Frosty's in 1954 and since then, the restaurant has stayed in the family. The Balcer's son Leo Jr. eventually took over the business and ran it until his granddaughter Bekki Franks and her husband Mark bought it from him in 2000. "It really meant a lot to keep Frosty's in the family, that's what we wanted," said Balcer. For his granddaughter Bekki, it was a no brainer. "I think it was just talking to Gramps and how important it was to him to keep it in the family that made the decision so easy," said Franks.



The drive up window at Frosty's

Franks started helping out with her twin sister when they were five years old. As she got older she had more responsibilities and worked there in high school.

Despite how long Frosty's has been open, very little has changed over the years. The local restaurant is known for its homemade potato salad, coleslaw, burgers, and other menu items. The drive-in makes more than a ton and a half of potato salad a year. "My great grandparents did it, my grandparents did it and we're not going to change it because that is the staple of Frosty's. People know us by our fresh homemade food. We cook every order "fresh" as it is ordered, nothing sits under a food warmer," said Franks.

Their regular customers know the menu by heart, and Balcer and Franks can tell what some of them will order as soon as they see their car. "So many of our customers order the same thing, we can look back over 20 years and many of the orders are exactly the same," said Balcer. Franks adds, "With some of our customers, as soon as we see them, we put their food on the grill and have it cooking before they even pull up to order."

Though the menu has basically stayed the same over the years with a few additions here and there, the biggest change Frosty's has seen is the direction their customers



Pictured From Left to Right: Leo Balcer, Bekki and Mark Franks

come in to order. In the past, customers came in from the right, putting the drive-up window on the passenger side of the car; when Bekki and her husband Mark took over, they changed the incoming direction to the left, putting the drive-up window on the driver's side of the car. "Frosty's was built during the 50's when the steering wheels in cars were larger and sat up higher, making it more difficult to reach over and grab the food," said Balcer. Bekki & Mark have also put air conditioning in and have replaced and upgraded almost all of the equipment.

Another change that will be taking place is staying open year round. "Now that both our kids are in school, we're going to give it a try. Usually we're open from March to the first part of November," said Franks. But instead of being open seven days a week, the restaurant will be open Tuesday through Saturday during the winter months.



Frosty's In and Out in Glendive

Balcer, who is 80 years old, still comes in to work the lunch rush at the drive-in Monday through Friday. "I love to work with my granddaughter and the customers too. It's just so neat to have them come up to the window and say,

'Oh, you're still around? It's good to see you.' That means so much."

2010 GOVERNOR'S SAFETY AND HEALTH WINNERS

Lieutenant Governor John Bohlinger and Labor Commissioner Keith Kelly recognized five Montana Businesses for the commitment to excellence in workplace safety and health, with the 2010 Governor's Safety and Health Award. "These businesses have gone above and beyond making safety part of their culture, an example we hope all Montana businesses will follow," said Labor Commissioner Keith Kelly.

The following businesses won the award for their category:

Corporate Winner:
Loveland Products, Billings, MT

Small Private:
West Paw Designs, Bozeman, MT

Large Public:
Yellowstone County, Billings, MT

Large Mining:
Absoloka Mine, Westmoreland Resources, Hardin, MT

Small Mining:
Savage Mine, Westmoreland Savage Corporation, Savage, MT

The purpose of the Governor's Award is to not only recognize the businesses where safety is a priority but also to promote greater awareness of workplace safety and health issues across the state and offer the opportunity for leaders to share model programs.



Corporate Winner, Loveland Products



Small Private Winner, West Paw Design



Large Public Winner, Yellowstone County

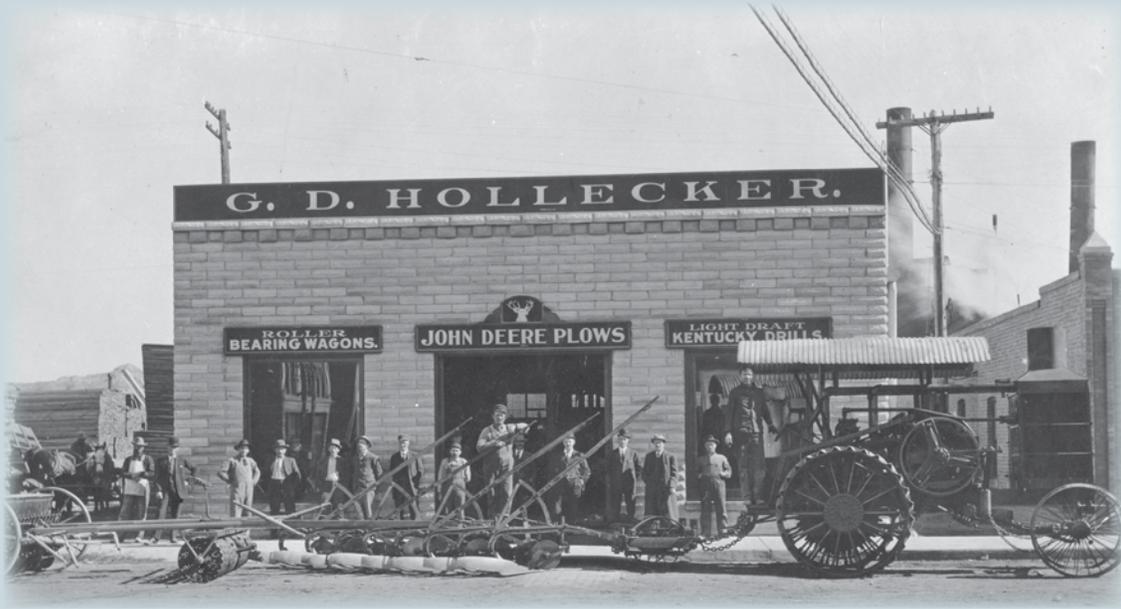


Small Mining, Winner Savage Mine



Large Mining, Winner Absaloka Mine

UPCOMING EVENTS



G.D. Hollecker, George M. Beasley's plowing outfit courtesy Montana Historical Society Research Center Photograph Archives, Helena, MT

SafetyFest Schedule:

SafetyFestMT, Missoula 2010: Hilton Garden Inn starting Monday December 6th at 8am and wrapping up at 5pm on Friday December 10th

SafetyFestMT, Glasgow 2011: Cottonwood Inn & Suites on February 15, 16 & 17, 2011

SafetyFestMT, Billings 2011: Holiday Inn Grand Montana May 16 – 20, 2011

For more info go to www.SafetyFestMT.com.

Occupational Safety & Health Training Institute Courses:

Great Falls:

2100 16th Ave South, MSU Great Falls Campus Classroom G5

*OSHA's Most Cited Hazards
Safety & Health Inspections*

October 20, 2010 1:00 - 5:00

October 21, 2010 8:00 – 3:00

Kalispell:

777 Grandview Dr, FVCC Occupational Trades Bldg. Room OTB111

Walking & Working Services

October 28, 2010 8:00 – 12:00

Fall Protection in Construction

October 28, 2010 1:00 – 5:00

Trenching & Excavation

December 15, 2010 8:00 – 4:00

The Montana Safety Culture Act

December 16, 2010 8:00 – 12:00

OSHA Record Keeping Requirements

December 16, 2010 1:00 – 5:00

For more information on the Occupational Safety & Health Training Institute courses and schedules go to www.montanafety.com.

Check out our extended menu of events on
<https://app.mt.gov/cal/html/event?eventCollectionCode=doli>

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