



The Montana Bear Program is a partnership with the Governor's Office of Economic Development, Montana Department of Commerce, Montana Department of Labor, ExecutivePulse and Montana Economic Developers Association (MEDA).

ANNUAL REPORT FOR 2009

The Montana BEAR Program is all about outreach, building relationships and providing resources to strengthen Montana businesses. The information that follows is a summary of the activities of Montana's outstanding business, expansion and retention team.

ADDRESSED NEED FOR INCUMBENT WORKER TRAINING

In a great example of how the results from BEAR visits coupled with data collection through ExecutivePulse can change the course of Economic Development legislation, the 2009 Legislature created and funded a new Incumbent Worker Training Program to help Montana's small businesses. Using data from ExecutivePulse collected over the first three years of Montana's BEAR Project those who testified at the legislature were able to demonstrate that more than 90 percent of business interviewed identified incumbent worker training as their greatest need. The program, as it has emerged from the legislature, is based on the highly effective Incumbent Worker Training Pilot Project conducted by the BEAR Teams in Billings, Livingston, and Lewistown in 2008-2009. Under the IWT Program small Montana businesses may apply for up to \$2000 per worker for training which will increase wages and productivity and help to guarantee continued employment. The grants will be available for established businesses with less than 20 employees in any single location and not more than 50 employees state-wide.

The legislature funded the program with more than \$600,000 annually over the biennium and identified BEAR teams, Small Business Development Centers (SBDC) and Montana Manufacturing Extension Centers (MMEC) as entry points for grant applications. The funds available for grants will be awarded on a first come-first served basis in each of the next two years with the first round of grants being awarded this spring. BEAR teams are encouraged to begin working with perspective business applicants in their areas now so that when the funds become available the applications will be ready to go. Roll-out information and applications will be available on the BEAR website as soon as available.

AS EASY AS ABC

The State of Montana, in partnership, with local area Chambers of Commerce, the Montana Department of Labor, JSEC and MSU Billings host the Assistance for Business Clinics (ABC) across the state. In 2009, BEAR Teams were invited to participate and provide a presentation on the program. BEAR Teams presented in Livingston, Kalispell, Hamilton, Billings, Bozeman, Wolf Point, Glendive, Miles City, Shelby, Havre, Helena, Butte, Lewiston, Great Falls, Polson and Missoula. Total attendees for all 16 trainings was 707. Evaluation feedback from attendees most often noted that they had never heard of BEAR and were interested in more information on the program.

2009 BEAR ROUNDUP

The 2nd Annual BEAR Roundup was held the evening of May 12th, in connection with the Business Retention and Expansion (BRE) course provided by IEDC and sponsored by MEDA and PPL Montana. Those that attended the IEDC BRE training were invited to join Montana BEAR Teams for dinner and to exchange ideas regarding various scenarios when working with the Montana program.

In response to a question about what the BEAR state organization could do for local teams, it was suggested a press release from the Governor would encourage local businesses to contact their BEAR Team for assistance. Governor Schweitzer did send out a press release which summarized the program

and described how the services provided by BEAR Teams provide helpful information to the Governor as well as the state of Montana.



2009 BEAR Roundup

OUTREACH STATISTICS

Montana BEAR Teams reached out during tough economic times to support and retain businesses in Montana. In 2009, 186 businesses were interviewed and assessed.

Month, Year	Visits
January 2009	14
February 2009	9
March 2009	17
April 2009	17
May 2009	13
June 2009	32
July 2009	23
August 2009	12
September 2009	12
October 2009	9
November 2009	9
December 2009	19
Total Outreach Visits to Montana Businesses	186

Outreach Visits across Montana by Region:

Eastern – 6, North Central – 28, South Central – 75, Southwest – 25, West – 52

Outreach Visits by County compared with 2008:

2008 Counties	Visits	2009 Counties	Visits
Flathead County	12	Flathead County	36
Yellowstone County	81	Yellowstone County	49
Butte/Silver Bow	35	Butte/Silver Bow	10
Anaconda Deer Lodge	3	Anaconda Deer Lodge	1
Cascade County	46	Cascade County	12
Park County	12	Park County	7
Wheatland County	1	Wheatland County	1
Musselshell County	0	Musselshell County	0
Missoula County	4	Missoula County	4
Ravalli County	24	Ravalli County	9
Mineral County	0	Mineral County	0
Lincoln County	5	Lincoln County	2
Lake County	6	Lake County	1
Fergus County	1	Fergus County	8
Hill County	3	Hill County	7
Judith Basin County	1	Judith Basin County	0
Choteau County	1	Choteau County	0

Big Horn County	1	Big Horn County	3
Carbon County	8	Carbon County	4
Stillwater County	15	Stillwater County	9
Sweet Grass County	1	Sweet Grass County	2
Broadwater County	1	Broadwater County	1
Gallatin County	3	Gallatin County	11
Lewis and Clark County	1	Lewis and Clark County	2
	Five New Counties in 2009:	Dawson County	1
		Roosevelt County	1
		Sheridan County	1
		Valley County	3
		Phillips County	1

The Montana BEAR Program has outstanding Outreach Specialists who make the face-to-face contact with a business.

<u>Outreach Specialist</u>	<u>Visits/Records</u>	<u>Outreach Specialist</u>	<u>Visits/Records</u>
Alfrey, Tom	4	Ketterling, Becky	2
Axtell, Nancy	8	Klaman, John	2
Bailey, Kathie	4	Knutson, Teri	3
Beck, Linda	4	Kramer, Melissa	7
Bertolino, Joel	5	LaPlante, Joe	9
Bush, Amee	1	Lemer, Pam	3
Davison, Jim	1	MacIntyre, Bruce	2
Detrick, Dale	3	Mantooth, Carrie	5
DeWitt, Martin	1	Martin, Cherelee	1
Dews, Richard	1	Martin, Erin	1
Edwards, Brian	31	McIntyre, Tracy	1
Erickson, Todd	1	McNeill, Linda	9
Fox, Suzette	1	Mehus, Chris	2
Furniss, Patti	1	Michels, Joe, PhD.	3
Gardner, DeLynn	3	Mohn, Shawn	1
Giese, Bob	1	Moody, Kathy	7
Gilman, Maria	1	Morrison, Michael D.	1
Gorman, Thomas	2	Mousley, Heather	8
Graetz, Kara	2	O'Brien, Rick	1
Hanken, Susan	7	Patel, Amita	2
Harada, Pam	3	Pyrah, Tammy	1
Hardy, Barbara	8	Rittal, Jason	1
Hartman, Kendall	16	Sansaver, Mark	1
Harvey, Terry	1	Schubring, Del	2
Hays, Rae Lynn	1	Shyne, Mark	1
Helvik, Rebecca	1	Simpson, Jody	2
Hileman, Christin	5	Slane, Gary	1
Hintz, Lorene	4	Smitham, Jim	9
Holler-Dinsmore, Gregory	1	Thomas, Diana	2
House, Adele	7	Thompson, Dusti	1
Huff, Terry	1	Tolley, Dale	36
Hughes, Mike	1	VanTighem, Steve	2
Jones, Roy	3	Zdinak, Andy	8
Kennedy, Barb			3

Total Outreach Specialists: 67. Note: the count of records will not equal the total displayed due to the inclusion of multiple outreach specialists per visit.

REPORT DETAILS AND COMPARISONS

Thanks to the data gathered from BEAR Team members and entered into ExecutivePulse, numerous report details can be generated that reflect BEAR Team input, business needs, referrals and other activity.

Summary Statistics	1/1/2009 - 12/31/2009
BEAR Team Generated Referrals	188
Successfully Closed Referrals by BEAR Team Partners	220
Projected Value of Service by BEAR Team and Referrals	\$1,508,249
Estimated Total Increase in Revenues to business	\$1,000,501
Jobs Created	42
Jobs Retained	22
Public Investment	\$200,001
Private Investment	\$4,860,001

Regarding the 188 referrals generated by BEAR Teams:

Referral status	Count
Remain Open and in progress	51
Successfully closed	122
Unable to close	15
Total	188

Out of the 188 referrals, 153 were project driven with 33 information driven.

Type of need addressed by the referrals:

Type of Need	Count
Domestic/global marketing and sales	27
Entrepreneurship/management	44
Financing/capital	21
Local government services	6
Location assistance	2
Operations/production	8
Utility	2
Workforce/training	110

Note: the total type of need may not equal the total number of referrals.

Industries served by BEAR Team Referral Partners:

NAICS Codes	Count
11 - Agriculture, Forestry, Fishing and Hunting	5
21 - Mining, Quarrying, and Oil and Gas Extraction	6
22 - Utilities	0
23 - Construction	18
31 - Manufacturing, (food, beverage, etc.)	12
32 - Manufacturing, (wood, paper, etc.)	9
33 - Manufacturing, (primary and fabricated metal)	7
42 - Wholesale Trade	9
44 - Retail Trade, (motor vehicle, furniture, etc.)	16
45 - Retail Trade, (sporting goods, book, music, etc.)	11
48 - Transportation and Warehousing, (air, rail, truck)	1
51 - Information	6
52 - Finance and Insurance	6

53 - Real Estate and Rental and Leasing	0
54 - Professional, Scientific, and Technical services	28
56 - Administrative and Support and Wastemanagement	2
61 - Educational Services	1
62 - Health Care and Social Assistance	17
71 - Arts, Entertainment, and Recreation	7
72 - Accommodation and Food Services	9
81 - Other Services	14
92 - Public Administration	2
Not Yet Determined	2
	188

BUSINESSES VISITED ACCORDING TO SALES:

Businesses with under \$500,000 in sales: 114
Businesses with \$500,000 to \$1 million in sales: 18
Businesses with \$1 million to \$5 million in sales: 36
Businesses with \$5 million to \$10 million in sales: 4
Businesses with \$10 million to \$25 million in sales: 6
Businesses with \$25 million to \$50 million in sales: 2
Businesses with \$50 million to \$75 million in sales: 1
Businesses with \$75 million on up in sales: 2

MT BEAR TEAM REFERRAL PARTNERS

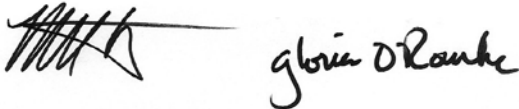
The following is a list of current referral agencies that have responded to requests for assistance in 2009:

ACCU-TAX	Maverick Group
Basin State Bank	Montana Apprenticeship & Training Program
Billings Job Service	Montana Manufacturing Extension Center
Butte Chamber of Commerce	Montana Procurement and Technical Assistance
Butte Job Service	Montana State University
Career Transitions	Montana State University-Billings
Cascade County	Montana Tech
Centene Corp.	Montana World Trade Center
City of Great Falls	MSUGFCollege of Technology Outreach & Workforce Development
Consulting	MT Dept. of Commerce
CynRoc	MT Dept. of Labor and Industry Workforce Services Division
dStudio 12	MT. Dept. of Labor & Industry
F. Thomas Shellenberg	NASA
First Interstate Bank	Northwestern Energy
First Security Bank	PPL Montana
Flathead Electric Cooperative	Ravalli Republic
Gf Development Authority	Rocky Mountain Cookware
Great Falls Job Service	SCORE
Green Valley Designs	Sears Holdings
Headwaters RC&D	The Connect Group
Job Service	TransTech Center
John P Mabie CPA	URA
Lisa A. King	Wendy J. Weissman, CPA, PC
Livingston First Interstate Bank	Zee Creative
Livingston Job Service	

In Conclusion:

The BEAR program began in Billings in 2001 and spread to Kalispell, Great Falls and Butte. With the purchase of ExecutivePulse data access for the entire state in 2006, the Governor's Office of Economic Development (GOED) paved the way for the statewide BEAR (Business Expansion And Retention) Program to flourish. Now working as a partnership, the GOED, Montana Department of Commerce, Montana Department of Labor and MEDA administer the statewide program. Thanks to incredible dedication and professionalism on the part of individual BEAR teams all across the state, businesses are getting much needed support, which plays a key role in the growth and stability of Montana's economy. Now, with the economy in such challenged times, the pending rollout of Incumbent Worker Training funds is critical in meeting the needs of BEAR clients and Montana's workforce.

Respectfully submitted,

The image shows two handwritten signatures in black ink. The signature on the left is for Michael O'Rourke, featuring a stylized, somewhat abstract scribble. The signature on the right is for Gloria O'Rourke, written in a more legible, cursive script.

Michael O'Rourke Gloria O'Rourke
Montana BEAR Statewide Coordinators