It is MEDA’s privilege to submit this report for the current contract to the Governor's Office of Economic Development, Montana Department of Commerce, Montana Department of Labor and Industry and Montana BEAR Team participants regarding Business Expansion and Retention (BEAR) Program activity in the state. The following is a summary of MEDA BEAR activities as provided for in the Scope of Work under Amended Contract MT-MEDA-ED-12-01 for the month of December 2012.

**ACTIVITY REPORT FOR DECEMBER 2012**

**SUBMIT PHOTOS FOR SLIDESHOW**
If you have a few photos and a brief description for each, please send it to the MEDA office. A huge slideshow is being compiled that will showcase success stories using Montana’s economic development programs. The slideshow will play in the Capitol Rotunda, January 15th, during the “IMPACT – Partnerships that Work” event. Incumbent Worker Training Grant stories have already been included. Please submit your BEAR Team photos/stories by January 7th.

**IWT MEETING PLANNED**
As you know, funding is no longer available for BEAR Teams in all of Central Montana to provide Incumbent Worker Training Grants. A meeting is being planned in January to address the flow of funds and review program objectives. If you have ideas as to how the approval process could be adjusted, please send an email to gloria@medamembers.org.

**EXECUTIVEPULSE TUTORIALS AND WEBINAR**
Laith Wardi and his crew have provided tutorials for ExecutivePulse Version 6. They are available here and include topics: Action Items, Adding Information, Adding People, Finding Things, Linking to Create Groups, Reporting 101 and User Productivity Reporting. A webinar on ExecutivePulse v6 is pending for January.

**OUTREACH VISITS IN DECEMBER**
Nine visits were held in the following counties in December:

- Flathead County – 3
- Lake County – 1
- Gallatin County – 1
- Yellowstone County - 4

**Outreach Specialists in December:**

- Carina Camamile
- Todd Erickson
- Allen Kawasaki
- Mora McCarthy
- Amy Eisenman
- Mike Jackson
- Lynn Lagerquist
- Chad Moore

**OUTREACH VISIT DATA VIA EXECUTIVEPULSE**
Nine business owners responded to the following:

- Do you have a safety plan in place? Yes: 3 No: 6
TOP BUSINESS CHALLENGES LISTED IN DECEMBER

Nine business owners visited in December indicated the following business challenges:

![Bar chart showing business challenges with labels: Competition, Cost Containment, Cost of Health Care, Economy, Facility issues, Managing Growth, Marketing, Workforce, Working Capital.]

TOP EMPLOYEE RETENTION ISSUES LISTED IN DECEMBER

Nine business owners visited in December indicated the following retention issues:

![Bar chart showing employee retention issues with labels: Benefits, Wages, Work Schedules, Other, No Problems.]

MEDABEARReportDecember2012.doc