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 March 2013.

ACTIVITY REPORT FOR MARCH 2013

BEAR WORKING GROUP UPDATE
The MEDA BEAR Working Group met via conference call on March 20th; minutes are available. Those on the call reviewed an IWT Update, discussed the date and time for the 2013 BEAR Roundup, training needs, and enjoyed a general discussion of BEAR Team techniques. The BEAR Working Group will meet in April to build the agenda for the BEAR Roundup. The 2013 BEAR Roundup will take place in Hamilton, May 10th 7:30am – 8:30am, at the Bitterroot River Inn, as part of the MEDA Conference.

IWT PROGRAM FOCUS
Two working groups, one with a focus on adjusting the IWT forms and a second with the focus of fine-tuning IWT grant criteria, met March 25th and 26th in Helena. It turned out the groups merged as so many topics needed to be addressed by both procedures and forms. Another meeting is planned for early April and will begin with a discussion and review of procedures, then move to forms. Chris Wilhelm will be sending out meeting outcomes for input from other BEAR Team Members in April.

LEGISLATIVE UPDATE
The last report received indicated Incumbent Worker Training Grant funding was removed from the Employment Security Account (ESA) and funding is now to come from the Uninsured Employer Fund (UEF) for Workers Comp. MEDA sent a letter to the Senate Finance and Claims Committee requesting funding for IWT to come out of the general fund in HB2 as UEF funding is not predictable.

OUTREACH VISITS IN MARCH
Nine business visits were held in March; three action items were generated with two closed. Visits in each county: Flathead – 4, Gallatin – 2, Missoula – 1, and Yellowstone – 2. Two task force groups met on March 25th and 26th to revise IWT forms and criteria to assist in strengthening the program.

Outreach Specialists in March and number of business visits:

<table>
<thead>
<tr>
<th>Name</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Allen Kawasaki</td>
<td>1</td>
</tr>
<tr>
<td>Amy Eisenman</td>
<td>1</td>
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<tr>
<td>Beth Allen</td>
<td>1</td>
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<tr>
<td>Jodie Rasmussen</td>
<td>1</td>
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<tr>
<td>Ray Porrello</td>
<td>1</td>
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<tr>
<td>Amanda Schultz</td>
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<tr>
<td>Lynn Talarico</td>
<td>1</td>
</tr>
<tr>
<td>Chad Moore</td>
<td>2</td>
</tr>
<tr>
<td>Mike Jackson</td>
<td>4</td>
</tr>
<tr>
<td>Warren Vaughan</td>
<td>2</td>
</tr>
</tbody>
</table>
BY THE 2012 NUMBERS

Current Operational Needs (Select all that apply)

- Computer/Information Systems Hardware/Software: 128 (17%)
- Design/Engineering: 38 (5%)
- Energy Utilization/Sustainability: 29 (4%)
- Financing: 99 (14%)
- Human Resources/Professional Development: 175 (24%)
- Machinery & Equipment: 80 (11%)
- Production Issues: 33 (5%)
- Shop floor/inventory control: 25 (3%)
- Safety vendor/Supplier Assistance: 12 (2%)
- Other: 86 (12%)
- None: 28 (4%)

Number of Companies

Employee recruitment issues (select all that apply)

- Availability of trained workers: 53 (15%)
- Business reputation: 4 (1%)
- Location: 13 (4%)
- Management: 3 (1%)
- Qualifications: 35 (10%)
- Salary treatments: 28 (7%)
- Shifts: 12 (3%)
- Skill levels: 25 (7%)
- Work environment: 7 (2%)
- Other: 67 (19%)
- No problems: 116 (32%)

Number of Companies