

Montana State Employers' Council
AWARD WINNERS 2014

OUTSTANDING LOCAL JSEC COORDINATOR

Nominees: Trisha Glen, Billings JSEC; Roberta Diegel, Flathead JSEC

WINNER: Trisha Glen

Since assuming the JSEC coordinator role this last year; Trisha Glen has shown dedication to both JSEC and her position with Job Service. She jumped right in and took the initiative to continue JSEC into the right direction.

Trisha's support over the last year has helped the Billings JSEC committee better follow the bylaws and regulations of the State, and she goes above and beyond; for example, Trisha learned of the Brown Bag Lunch Workshops through other JSECs in the State and her knowledge enabled the committee to implement the Brown Bag Workshops at no cost to our community employers.

Trisha is an outgoing person who supports each of the JSEC subcommittees to ensure the seamless production into the monthly committee meetings. She demonstrates great follow-through and never turns away an idea; she finds a way to incorporate it to fit our JSEC and Job Service needs. Trisha always has a pleasant demeanor and displays the can do attitude to keep our committee running.

OUTSTANDING LOCAL JSEC COMMITTEE

Nominees: Billings JSEC; Glendive JSEC

WINNER: Billings JSEC

The Billings JSEC is comprised of a representative from every size and type of business present in the Billings area, and in early 2014 started a Facebook page! They're now on the social network!

The Billings JSEC holds an annual "Appreciation Breakfast" for the Job Service staff to thank them for all their hard work and valued service throughout the year. New for 2014 the breakfast will also recognize the nominees and winner for the Employer of Choice award.

The quality Seminars sponsored by the JSEC not only educate and enlighten the employers who attend but also serve as a fund raiser to benefit our scholarship fund awarded to deserving students planning to further their education beyond high school.

The annual Jobs Jamboree was a huge success again this year giving over 113 businesses and agencies the opportunity to showcase themselves to over 2,000 job seekers. The funds

raised from the Jobs Jamboree will allow JSEC to award \$6,500 in scholarships to worthy recipients in 2015.

Due to the success of several of the JSEC sponsored events, the JSEC was able to sponsor three individuals to attend the annual MSEC meeting in Butte and meet our student scholarship goals. Our JSEC strives to have the pulse on the community to provide meaningful training, seminars and assistance to employers and employees in the Yellowstone valley.

SPARK PLUG AWARD

Nominees: Jennifer Kobza, Billings JSEC; Kootenai Workforce Center, Libby; Jennifer Flinchbaugh, Billings JSEC; Pam Schneider, Missoula JSEC

WINNER: Pam Schneider, Missoula JSEC Member

Pam has served as a member of JSEC for more than six years and has brought her joyful sense of humor and caring commitment to people to help make our JSEC a better organization. We have all benefited from her expertise, professionalism, counseling, skill, leadership and integrity.

Pam is a dynamic go-getter who travels the state as the Human Resource Director for Montana Rail Link. When she isn't busy hiring "linemen for the county" she shares her vast Human Resource knowledge with other HR professionals in the community.

Pam joined the JSEC Council in 2008 and immediately engaged in a variety of activities that highlighted her keen understanding of the importance of supporting the Missoula Job Service and local workforce issues.

Her generosity has played an important role in our scholarship funding with a personal donation of \$500.00 this year to one of our scholarship recipients.

Pam has sponsored several JSEC meetings at Montana Rail Link, providing lunch and amazing speakers from her organization to help JSEC learn and understand more about the transportation industry in Montana.

Pam has completely devoted her professional life to advancement of workforce issues and she has demonstrated throughout the years an ability to create and build networks that touch people personally to inspire giving and leadership. We can think of no other person more deserving of the MSEC Spark Plug Award.

OUTSTANDING LOCAL JOB SERVICE MANAGER

Nominees: Ryan Van Ballegooyen (Billings); Laura Gardner (Flathead); Lonnie Cross (Glendive)

WINNER: Lonnie Cross, Glendive Job Service Manager

Lonnie Cross is a very supportive and active contributor to the Glendive JSEC. Lonnie regularly attends monthly business meetings, sub-committee meetings and is present at nearly every event and/or project.

Lonnie's commitment to the mission and success of the JSEC has a long history beginning in the late 80's as the first JSEC Coordinator and that same support has continued as the Glendive Job Service Manager. Lonnie is able to share valuable history about the inception of the JSEC and its development through the years. In addition to informing the JSEC about the activities of the various other local committees she serves on (such as CMT and Rotary), she also lets those groups know what the JSEC is planning. This allows for a network of information in the community and amongst other business leaders.

Lonnie always seems to be going above and beyond. She is encouraging, supportive, and willing to share of her time and expertise. We think she embodies the standards expected for a winner of this award and would like her outstanding dedication recognized at the State Level.

OUTSTANDING LOCAL JSEC CHAIR

Nominees: Cathy Woods, Helena JSEC

WINNER: Cathy Woods, JSEC Chair

Cathy Woods has served on the Helena JSEC for numerous years, first as a member, and then as Vice-Chair, and now as Chair.

Cathy's consistent manner and positive attitude have been beneficial in attracting and retaining new membership for our committee. Cathy is willing to take on whatever is asked of her. Cathy has very graciously emceed the Employers Awards ceremonies several times, and is faithful in her attendance at our monthly meetings.

Cathy's participation and support are part of what keeps the Helena JSEC moving forward, in a continually positive manner.

The Helena JSEC is proud of Cathy, her accomplishments, and especially to have her serve as Chair.

EMPLOYER OF CHOICE - More than 25 Employees

Nominees: Sanderson Stewart (Billings JSEC); WBI Energy Transmission (Glendive JSEC); North Valley Hospital (Flathead JSEC); American Federal Savings Bank (Helena JSEC); West Paw Design (Bozeman JSEC); Zerbe Brothers, Inc. (Glasgow JSEC); Eddie's Corner (Lewistown JSEC); Payne West Insurance (Missoula JSEC)

WINNER: WBI Energy Transmission, Glendive JSEC

WBI Energy offers a competitive benefits package. WBI Energy also values its employees' safety and provides PPE and a PPE allowance to ensure their employees have adequate tools necessary to safely perform their work.

WBI Energy fosters a company culture of leading with integrity and believes its people are the company's greatest asset. The safety of the company's employees is at the forefront of its business. Leadership in preventing injuries provides training and resources along with performance incentives to make a well-educated and safe work environment.

WBI Energy's leadership also maintains a culture built on teamwork and the Golden Rule. Multiple methods of open communication provide transparency and trust into the company's operations and structured autonomy allows its people to work together effectively while exceeding the WBI Energy's high standards.

The company is also a major proponent of work-life balance, and they have multiple employee recognition programs for safety, community, company, environment, innovation, and extraordinary efforts to humanity. Employee development is continually supported at WBI Energy. Available programs for continued education tuition reimbursement and scholarship opportunities are available within the company and corporation.

Career advancement at WBI Energy is supported through tiered employment responsibilities and exceptional leadership.

WBI Energy believes in supporting its communities. In addition to the MDU Resources Foundation, WBI Energy makes donations and sponsorships to local events and organizations. And employees volunteer numerous hours to community organizations.

What truly makes WBI Energy so special is its people. We genuinely care about the well-being of each other in all facets of our lives, on the job and off. We celebrate our successes and major life milestones and we support each other in times of hardship and work together to make the lives of those around us just a little better.

We have a passion for what we do and believe what we do is important to our departments, our company, our community, our culture, and our global society.

EMPLOYER OF CHOICE – Under 25 Employees

Nominees: Kramer Enterprises (Flathead JSEC); Blackfoot River Brewing Co. (Helena JSEC); Mountain Maids (Bozeman JSEC); KLTZ Mix 93 (Glasgow JSEC); Homeward (Missoula JSEC)

WINNER: Kramer Enterprises (Flathead JSEC)

KEI offers a comprehensive benefits package, and great bonuses to employment! The office building was built with the employee in mind to provide a welcome and warm workplace atmosphere.

Employees are recognized throughout the year for their contributions through bonuses, paid days off, gifts, tickets to events, company golf outings, BBQ's, Far West cruises and just a good old thank you.

KEI is a leader in the construction industry being a five time national award winner receiving awards such as Project of the Year (Walgreens Whitefish), Chairman's Award (RAJN Holdings Office Complex), and 3 Safety awards for excellence

At least once a month all field personnel attend safety trainings. KEI has paid for numerous training events that have allowed employees to be certified in many areas of equipment operations and safety, and pays for all training expenses. KEI pays safety bonuses to all employees that have safe work record on a quarterly basis.

KEI's philosophy is, "Support the community that supports you", and wants all employees to recognize and embrace the community. They are a small business that believes in the Flathead and its people, and strives to be an employee's chosen place to work because they enjoy being part of the team; a family.

KEI recognizes it is not about the bottom line but the employees that make KEI who they are. Success comes with having great employees, a wonderful work environment, and community support and community involvement.
