**Montana State Employers’ Council**

**AWARD WINNERS 2016**

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**OUTSTANDING LOCAL JSEC COORDINATOR**

**Nominees:** Trisha Glen, Billings JSEC

**WINNER: Trisha Glen, Billings JSEC**

Since assuming the JSEC coordinator role for the last three years; Trisha Glen has shown dedication to both JSEC and her position with Job Services. Trisha’s support over the last year has helped build the Billings JSEC committee to better follow the bylaws and regulations of the State. This past year Trisha worked with our Executive Committee and the MSEC Training Resource Chair that sits on our JSEC committee, to build and align our subcommittees with the State objectives. With Trisha’s assistance we have created 5 subcommittees that align us with MSEC:

* Partnerships Committee that focuses on Membership, Outreach Opportunities, & JSEC Event Calendar. Coordinate membership drive. Coordinate & schedule JSEC socials.
* Recognition Committee that focuses on E.O.C., Scholarships, & Appreciation Breakfast.
* Information & Communication Committee: Jobs Jamboree & Actively participate in volunteer/community events.
* Training Resources Sub Committee: Schedule Spring/Fall Seminars, Schedule Brown Bag Lunch and Learns
* Nominations/Finance Committee: Review of by-laws, Creation of clearly defined process for elections/ budgets.

Trisha attends each of the subcommittee meetings, take minutes and present to the JSEC committee in our monthly meetings. I have witnessed her resolve conflicts and handle other difficult situations with remarkable patience and admirable tact. She always provides the JSEC monthly meeting with updates and comments/results of previous seminars, and activities. This allows us to move forward and provide our community with quality and informative seminars and resources.

Over the last year, Trisha has shown dedication to both our local job service through her everyday work and finding the balance to handle the actions of each of the sub committees.

* Lisa Wallace, Chair of our Recognition subcommittee writes, “Trisha keeps me on task more than she should have to - she has the tasks of the committee organized and structured in such a way that I know when she sends me something, it needs my attention and consideration. This allows me to maintain an active role while still performing my 'actual' job. Her professionalism and enthusiasm for both what our JSEC and JS are working to accomplish are contagious and genuine.”
* Marcy Buster, committee member writes, “Trisha is one of the most organized and most efficient Coordinators I have had the privilege to work with. I have been involved with JSEC on and off since 1999 and worked under other coordinators. She works with closely with every subcommittee and takes it upon herself to track all involvement by JSEC members. Trisha’s efficiency and timeliness is what has assisted in elevating the JSEC to its current level these past few years. Her communication with all members is to be recognized as many times the coordinators work strictly through the board leaders. She creates templates, researches, makes calls and is always professional. Her active involvement, willingness to go above and beyond is what sets her apart from the other JSEC’s throughout the state.”

Trisha is a go to person and if she doesn’t know the answer she will get back to you. Trisha always has a pleasant demeanor and displays the can do attitude to keep our committee running. In many ways exceeding the challenging requirements and expectations, Trisha's ambitions, intelligence, and accomplishments complement precisely the stellar community of past recipients and make her highly deserving of the honor and opportunity bestowed by the JSEC Coordinator Award.

**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 ranging from a large municipal employer (Yellowstone County) and a Fortune 250 company (NAPA Genuine Parts Co.) to a startup company, Elation and everything in between. In addition to those specific examples, other businesses represented include banking, both high school and college level education, a pre-release correctional facility, insurance brokerage, trade school, health care, large distribution facility, temporary staffing agencies, hospitality, news media both television and newspaper, community support agencies and Big Sky EDA. We send out a monthly newsletter to the employers affiliated with Job Service and JSEC members alike and always encourage everyone to bring a guest to our monthly meetings because almost without exception after visiting a Billings JSEC meeting and seeing what we are about people are anxious to become involved. Networking & sponsoring local events promotes increased membership. In 2014\2015 our JSEC started a Facebook page! We’re now on the social network. In 2015/2016, our JSEC has started a linked in group and is focusing on the continued learning of social media- to broaden our media base.

**SPARK PLUG AWARD**

**Nominees:** Christin Moreau, Billings JSEC; Carlena Quinn, Glendive JSEC

**WINNER: Christin Moreau, Billings JSEC**

Christin is the HR Admin for HDR Engineering. Christin joined our Billings JSEC in 2015 and has been an active member getting involved in many aspects of our committee. Christin is on three of our sub committees (partnerships, information & communication, training resources) and actively participates in each of them. Using her partnerships and relationships in the community she has raised awareness and assisted our local Military (both active and inactive), through our local Job Services. In October 2015, Christin spearheaded and volunteered her time and resources to make the Billings Homeless Stand Down a huge success for the partnership committee. Working with local dentists in community, she arranged to have tooth brushes, tooth paste, and Chap Stick provided for 200 homeless veterans in the Billings community. She also worked with her employer to raise awareness and supplies for these individuals across our community. After work, Christin spent time with our local Job Services to sort, assemble and distribute kits for these individuals who have served our country. Trisha Glen from the Billings Job Service had this to say about Christin, "I have a deep appreciation for Christin. I am amazed at how genuinely interested in being part of the solution she is. Her volunteer spirit and deeds seem bottomless. Not only is she willing and fully capable of keeping her commitment to volunteering but her level of efficiency is amazing. She does not over extend herself and speaks with clarity and precision. With all this talent she demonstrates pure humility and that is what I cherish most about her."

Having worked with Christin on both partnerships and information and communication committees, I have had the pleasure of watching her grow our committees to the next level. Her passion and dedication to both JSEC and Job Services is commendable.

Here is a list of some of beautiful things JSEC was able to accomplish because of her belief and support in our mission:

• 150 hygiene bags and Subway meal cards to the Veteran’s Homeless Stand Down (toothbrushes, paste, shampoo, lotion, socks, hats, gender specific items and so much more)

• Hygiene bags for homeless families registered with Family Promise

• Support towards the Billings SafetyFest

• Scholarship for individual in a state approved Apprentice program

• $5,750 in scholarships for high school students in the JMG program

• Employer of Choice for both small and large companies

• Monthly Lunch and Learns addressing wide range of hot topics chosen by local employers

• Spring and Fall Seminars offering HRCI, SHRM and CEU credits

Christin continues to work to promote positive image in the community both for herself and for HDR.

**OUTSTANDING LOCAL JOB SERVICE MANAGER**

**Nominees:** Ryan Van Ballegooyen (Billings)

**WINNER: Ryan Van Ballegooyen, Billings Job Service Manager**

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**OUTSTANDING LOCAL JSEC CHAIR**

**Nominees:** Joetta Pearcy, Glendive JSEC; Jennifer Pearce, Billings JSEC; Travis Sallee, Flathead JSEC

**WINNER: Joetta Pearcy, Glendive JSEC**

Joetta became a member of the Glendive JSEC in 2011. In the short 4 years she has been on our Committee she has been a true leader in many ways, including serving this past year as our Chair. Her job as HR Director for the Glendive Medical Center helps her lead Glendive’s largest employer forward, but also keeps her in tune to the needs of the community.

Besides her duties as Chair this year she also found time to serve in some capacity on just about every subcommittee we have. She was Chair of the Seminar Subcommittee that brought to Glendive last spring the “Employment Law Seminar”. It was presented by Steve Lehman of the Crowley Firm and was given to a standing room only crowd at the Ullman Center on the Dawson Community College campus.

The JSEC Classic Golf Tournament, another of our very large and annual events, requires many members to contribute. Joetta does so by serving on the subcommittee as well as contacting businesses for donations and picking up prizes. Joetta further supports the Classic by building a team and coming out to golf and network. This past year was the largest net profit we have seen from the annual tournament. Her work on this project helped push it to be our most profitable to date, allowing the JSEC to continue to offer scholarships to the local community college.

Joetta also serves on our MSEC awards subcommittee, (but is not aware I am submitting this one), and is drafting an award nomination for Spark Plug for a fellow JSEC member. Joetta helps promote our goals and activities in employee training in the community. She helped on the subcommittee last November that brought a Regional Career Fair to Dawson County High School. In all 10 area High Schools were invited to participate, with an attendance of over 300 students. Employers from just about every walk of life set up booths in the DCHS gymnasium to attract job seekers and promote future employment with their business as well as speak with the future workforce about the steps they need to take to prepare for careers in various local and area occupations. This is an every-other-year project that Joetta promoted and participated in on her watch last year that was successful.

Last but not least, Joetta serves on the Employer of Choice subcommittee that was taken up by our JSEC group three years ago. She has been instrumental in getting employees to nominate their employers for the award and in fact ensured her own employer was nominated for the award. She leads by example as well as through her leadership skills and strong organizational skills.

Another of Joetta’s excellent attributes is her ability to draw other members into discussion, to allow others to add to the pool of knowledge, and to make everyone in the group feel included and considered. This skill has served the JSEC well in getting things done. Besides her obvious strong work ethic, her ability to motivate others has been a huge asset to our local JSEC. Her short time on the committee was not even a consideration when we, as a group, knew she would make a very great Chair. She has not disappointed, and if anything, she has reinforced our faith in her as a person and strong leader.

As a member of the Awards Subcommittee here in Glendive, I would highly recommend Joetta for the Outstanding Chair Award on the basis of her accomplishments not only as our leader, but also on her contribution to our JSEC as a whole. Her desire to keep improving our community through JSEC involvement and her strength of character is to be commended. Thank you for your consideration of her for this award.

**EMPLOYER OF CHOICE - More than 25 Employees**

**Nominees:** Murdoch’s Ranch & Home Supply (Flathead JSEC); Mission Valley Power (Lake County JSEC); Collection Bureau Services (Missoula JSEC); Missoula Federal Credit Union (Missoula JSEC); Alliance Title (Flathead JSEC); Food Services of America (Billings JSEC); Aware, Inc. (Missoula JSEC); HKT Big Sky Motors

**WINNER: Murdoch’s Ranch & Home Supply, Flathead JSEC**

Murdoch’s is proud to offer an incredible culture that is driven by the Golden Rule, Excellence, and Trust. We call it ‘G.E.T.’ for short, and along with our other Values and Principles, it drives everything we do.

Too often companies pay lip service to their mission statement, saying it guides their decisions but actually letting it gather dust on a shelf. At Murdoch’s, it really does guide our actions, decisions, and operations. ***“We will be the best. We will earn the admiration, respect, and smiles of our customers, team, and supplier partners as THE leader in our industry.”*** These words are said as a group each morning and afternoon as teams start their shifts in the stores, and are even said by the Home Office staff at every all-hands meeting. They are scrawled across the walls of the offices and listed on posters around the buildings – all to serve as a constant reminder of the high standards to which we hold ourselves. These standards create a workplace full of team members that perform with excellence, support each other, train to improve their skills, and above all, strive to provide exceptional customer service.

The Leadership Team, consisting of all our C-suite positions and Directors, along with all our managers, is participating in an aggressive leadership development program through outside consultants, to raise the bar on leadership and employee development within the company. This is helping to create a strong culture of hire and promote from within, as well as provide opportunities for employee upward mobility.

Multiple and varied communication channels exist to provide clear information to team members. Things like dynamic screens in each break room, message boards, announcement boards, and regular conference calls all serve as avenues to ensure team members at all levels have the information they need to be successful.

To best exemplify the culture, a story is necessary. Three times in the last year we had team members, at various levels in the company, have personal emergencies and need to miss a lot of work. These were often health or family related. In each case their co-workers, with the help of Human Resources, donated vacation time above and beyond the team members need to make sure they didn’t have to worry about coming back to work to early, and give them time to handle the emergency. The family atmosphere at Murdoch’s is well-loved by its staff.

*“Ingredients: Professional work environment, coupled with friendly, hard-working, dedicated co-workers, mixed with hands-on, caring, hard-working, lead-by-example employers of a growing company who provide competitive wages + excellent benefits = THE best place to work in Gallatin Valley = Murdoch’s Ranch & Home Supply®!”*

***Patricia (“Patty”) LaDue***

***Executive Assistant /Paralegal***

**EMPLOYER OF CHOICE – Under 25 Employees**

**Nominees:** Core Control (Bozeman JSEC); The Cove Deli and Pizza, (Lake County JSEC); Northwest Womens Health Care, (Flathead JSEC); Cal’s Carpet & More, (Glendive JSEC); Lewistown Insurance, (Lewistown JSEC)

**WINNER: Core Control (Bozeman JSEC)**

CORE is probably the best place I’ve ever worked. There are many benefits for employees of Core.

A few years ago Core elected to become part of the Plumbers and Pipefitters Local 41 Union specifically so that they could offer a great benefit program for their employees. These benefits include health, dental, and vision insurance for my entire family as well as two pension plans, all fully paid for by the company and are not required to be provided by small employers like Core. These benefits give my family economic security and peace of mind.

In addition, I am enrolled in the Union’s five-year apprenticeship program that provides highly technical and intensive training, which will result in Journeyman status once completed. Some of the training I have received so far includes pneumatic and digital controls, electrical, as well as troubleshooting everything from pumps to chillers to air handlers.

Core really takes good care of their people in all aspects of their lives. It is a place where someone can work and actually raise a family, it is a career. With very competitive wages, Core also provides a free Costco Membership, use of company vehicles for commuting, flexible scheduling, training, and a fridge full of snacks and beer on each Friday, in addition to the full health benefits. If there is something in our lives that must be taken care of, Core will make sure that we have the time and support to get our problems lined out.

Maybe the biggest benefit is that Core owners and leaders take a real personal interest in everyone who works here. For example, currently I have a Commercial Pilot Certificate, and a B.S. in Aviation Flight. I was actually looking for a job as a pilot when I decided to take the interview with Core Control. There was some interest in flight and as of October of 2015 we have started scheduling flights around Montana for contracts. I cannot explain how happy this makes me that I am able to fly and work for Core.

These are some of the reasons that I had to nominate my employer when I heard about this award application.

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