

Chamber News

» Official Business Publication Of The Kalispell Area Chamber Of Commerce «



Bail Out or Rescue Plan?

November luncheon to feature Federal Reserve VP addressing the recovery package and how it will affect your business

Jim Lyon, First Vice President of the Federal Reserve Bank of Minneapolis will address the November luncheon audience on the role of the Federal

continued on page 4 »



Glimpses of Glacier

Don't miss one of the biggest events of the year! 104th Annual Banquet. ~Glimpses of

Glacier~ November 20th, 2008. Be part of the ceremonies for the induction of our new Chairman of the Board and our 2008 Great Chief and Business Man/Woman of the year! Tickets are \$60/seat or \$440/table. Reservations must be received by 11/7/07 @ 5:00pm! For reservations or information contact: Cary: 758-2803 or email cary@kalispellchamber.com or go to kalispellchamber.com/programs_events to register on line. •

Business Days at the Capital: January 5-6

You are invited to join a delegation of businesspeople from the Flathead Valley in attending the Chamber of Commerce "Business Days at the Capital" on January 5-6. There will be a panel of House and Senate leadership presenting their preview of the key legislative issues of the session. Other panels will be on health care and business development. Look for more information in the December issue of Chamber News. •



Chamber Snapshot

Visitor's Center Information Requests:

	Oct 08	YTD
Phone Calls:	610	5772
Walk-ins	476	4287

VACATION

Packets	2	32
Inquiries	53	659
Email Inq	24	117

RELOCATION

Packets	3	22
Basic	50	308
Phone Books	3	17

Chamber Website Activity		
Unique Visits	3533	80,617*

At a Glance

- » **104th Annual Banquet Glimpses of Glacier**
Hilton Garden Inn
Thursday, November 20, 2008
Cocktail hour 5:30
Dinner & Awards Presentations 6:30

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Get In Contact

Call Bridgette to find out how you can benefit from all the activity on the chamber of commerce website 406.758.2801. •

Officers

- Mark Lalum**, Chairman of the Board, CHS
Bob Schneider, Vice Chairman of the Board
First Interstate Bank
Terry Kramer, Secretary/Treasurer
Kramer Enterprises, Inc.
Jeff Wilson, Immediate Past Chairman
Properties Northwest Real Estate

Directors

- Clay Binford**, Nomad Technologies
Dick Buchanan, Byte Savvy
Susie Burch, Flathead Valley Community College
Kris Carlson, A+ Plus Healthcare
Steve Clawson, Wells Fargo Bank
Nancy Davis, Prudential Financial
John Dudis, Crowley Law Firm
Tom Kurdy, The Daily Inter Lake
Jim Lehner, Plum Creek Timber Company
Tom Lund, Rocky Mountain Bank
Tom McElwain, Stewart Title of Kalispell
Dave Mitchell, CTA Architects & Engineers
Denise Nalty, Nalty Real Estate
Cheri Nelson, Express Employment Professionals
Jim Oliverson, Kalispell Regional Medical Center
Ken Sugden, Flathead Electric Cooperative
Steve Thompson, Semitool

Ex-officio Directors

- Mike Pence**, Flathead County Administrator

Professional Staff

- Joe Unterreiner**, President 758-2800
Bridgette Evans, Director of
Member Services 758-2801
Cary Aubrey, Executive Assistant . . 758-2803
Diane Bebee, Receptionist 758-2800
Vacant, Small Business
Development 758-2802
Doug Bolender, Government Contracting
Services 755-4221
Jill Seigmund, Leadership Flathead
Program Manager 758-2810

Consultants

- Carl Schweitzer** - Helena Lobbyist
Janet Schwalk - Accounting
JCCS - Tax & Audit Counsel
Carol Edgar - Media & Public Relations

Kalispell Area Chamber of Commerce Mission Statement

The central mission of the Kalispell Chamber of Commerce is the cultivation and development of entrepreneurs and communities through the spirit of enterprise.

New Members

Please welcome these new members with your business.

BRAIDWATER VACATION RENTAL, LLP

Gina Nelson ~ Owner
264 El Rancho Road
Kalispell, MT 59901
Email: gsnelson@cyberport.net
Website: www.vrbo.com
Phone: 406-755-3210
Fax: 406-755-7225



Braidwater Vacation Rentals is a luxury guest cottage in valley farmland on the Flathead River near Kalispell. Fully appointed with beds for ten, Braidwater Vacation Rental provides all the conveniences in a magical natural setting.

DAVID SIMPSON CONSTRUCTION, LLC

J. David Simpson ~ Owner
3860 Ave D
Billings, MT 59102
Email: dscc@bresnan.net
Website: www.davidsimpsonconstruction.com
Phone: 406-656-8143
Fax: 406-656-0807



David Simpson Construction can build for you at any location in Montana and I will personally manage and inspect all phases. With 36 years of construction experience, experience in civil engineering, plus hands on experience. I can deliver a quality product and professional service.

MOORE HEARING

Stacia and Terry Moore ~ Owners
22 Village Loop
Kalispell, MT 59901
Email: terrymoore@centurytel.net
Website: www.moorehearing.net
Phone: 406-257-2273 Fax: 406-257-7755



We have comprehensive hearing health care, including hearing evaluations, testing, consultations and follow-ups, as well as, various hearing technologies.

continued >>

New Members

>> from page 3

THREE RIVERS BANK OF MONTANA ~ MERIDIAN

AJ King ~ President
552 North Meridian
Kalispell, MT 59901
Email: ajking@3riversbank.com
Website: www.threeriversbankmontana.com
Phone: 406-755-5432 Fax: 406-257-0212

Financial Institution



VETERANS OF FOREIGN WARS AND LADIES AUXILIARY

Glacier Park Post #2252
Troy McClenahan ~ Commander
Daniel McClenahan ~ Treasurer
330 1st Ave W
Kalispell, MT 59901
Email: tmmcclenahan@bresnan.net
Website: www.vfw.org
Phone: 406-752-2611



The VFW and its Auxiliary's mission is to "honor the dead by helping the living" through veterans' service, community service, national security and a strong national defense. Annually, VFW members and their auxiliary contribute more than 13 million hours of volunteerism in their communities.

WEST ONE BANK ~ EVERGREEN

Rod Leese ~ President
2604 Hwy 2 East
Kalispell, MT 59901
Website: www.westonebank.com
Phone: 406-752-9998



Financial Institution

Renewals

10+ Years

American Red Cross
Bayshore Resort Motel
Blue & White Motel
Culligan Water Conditioning
First National Bank of Montana
Flathead Industries
Hampton Inn
High Country Linen Supply
LaSalle Lighting/The Light House
Murdoch's Ranch & Home Supply
Poima - Flooring America
Raymond James Financial Services
School District 5

5 to 9 Years

Bojangles Diner
Fidelity National Title
Habitat for Humanity of Flathead Valley
Karen Weyer Photography
Loren's Auto Repair Inc
Nurturing Center Inc

1 to 4 Years

93 and Church, LLC
Dan Korn Jr
Flathead Valley Montessori Academy
Integrated Security Solutions
Lowe's
Mission Mountain Winery
Mountain Valley Foods
Project CRISS
Roger G. Brown MD
Silverbrook Estates
Universal Athletic Services



Thank you to Dennis Rehberg for taking the time to meet with the Chamber and a few of our members to let us update him with business concerns and issues we think are impacting the Flathead Valley.



Thank you to Roy Brown for taking the time to meet with the Chamber about his views while running for Governor.



Brown Bag Series: Blueprint for Business

New Employee Orientations

A solid New Employee Orientation is an opportunity for you to take the first step to becoming an employer of choice.

You are missing an invaluable retention tool if your “orientation” consists only of completing all the necessary forms and paperwork on the first day.

An extended New Employee Orientation will define your culture and create a smooth transition into your company for all new hires. Learn the importance of introducing all new employees to the company history and traditions, mission or vision statements, message from the Owner/President, details about products and services offered by your company, customer service policies and much more.

The benefits you will reap from a New Employee Orientation will include:

- Employees become productive more quickly.
- Retention!
- Pride for company.

Facilitator: **Cindy Carpenter, SPHR**, Owner of Cindy Carpenter Business Services, Inc., is a certified Senior Professional in Human Resources (SPHR) with over 25 years of training experience. Cindy is an adjunct faculty member for Workforce Training at Flathead Valley Community College and a former instructor for the American Institute of Banking (AIB). Her work has included training on performance appraisals, diversity, team building and leadership, as well as DISC analysis, focus group facilitation, assistance with creating business plans and coaching. Cindy served as Senior Vice President of Human

Resources for a banking institution with 200 employees in 11 offices from Libby to Butte for eight years in addition to co-owning a family auction business.

A University of Montana graduate in Business Education, Cindy brings a healthy combination of training, education, business ownership and actual workforce development experience to your company.

Monthly Blueprint for Business Success brown bag sessions feature business professionals facilitating informative discussions. Attend to receive relevant information and opportunities to ask questions of the professionals and network with peers.

Who should attend?

Employers interested in growing and evolving more effective organizations.

Why?

Exchanging ideas, insights and real-world solutions directly impacts your bottom line.

Making better decisions quickly requires more and better information.

Utilizing all available resources to operate and grow is smart business.

Engaging and energizing your employees helps make your business successful.

Date: Wednesday, November 12, 2008

Time: Noon – 1:00 pm

Location: The Summit
205 Sunnyview, Kalispell

Cost: No cost!

RSVP: erri Haueter @ 758-6279 or
thaueter@mt.gov

Going to China in April???

FVCC'S Fulbright Scholar to Teach Understanding China Course

Flathead Valley Community College will provide area residents a unique opportunity to gain a basic knowledge of Chinese from a Fulbright Scholar-in-Residence from Shenyang, China, through an “Understanding China” class beginning November 3.

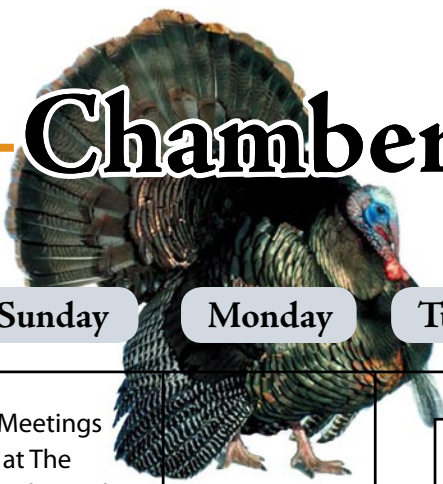


Instructed by Ruicheng “Eric” Pei, associate professor at Liaoning University, the course will focus on the history and significance of Chinese culture including traditions, customs, festivals and American influences. Students also will gain an understanding of conversational Mandarin Chinese and learn how to speak simple, essential phrases.

Pei will bring excellent English skills and years of experience in teaching, interpreting and translating to the course. He holds a master’s degree in English language and literature, and his research includes a study that contrasts the English and Chinese languages. The one-credit class will meet Mondays from 5:30-7:30 p.m. through December 15. For registration information, call 756-3852, or visit www.fvcc.edu.



Chamber Calendar November 2008



Sunday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

All Meetings are at The Chamber unless otherwise stated.

Watch for this event in December
 Dec 3: UNWIND
 ~ Chamber of Commerce
 ~ Chamber Member Christmas Party
 ~ 5:00pm – 6:30pm

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Election Day

Education & Communications Committee Meeting
 8:00am – 9:00am

9

10

11



Veteran's Day
 Office Closed

12 Agribusiness Committee Meeting
 7:00am – 8:00am
 Luncheon: Bailout or Rescue Plan?
 Red Lion
 11:45 – 1:00pm

Ambassador Meeting
 4:00pm – 5:00pm

13

14

15

16

17

BEAR Meeting
 4:00pm – 5:00pm

18

Executive Board Meeting
 7:30am – 8:30am

Flathead Community Foundation
 4:00pm – 5:00pm

19

Transportation Committee Meeting
 4:00pm – 5:00pm

20

104th Annual Banquet - Glimpses of Glacier
 Hilton Garden Inn
 5:30pm – 9:00pm

21

22

23

24

Flathead Regional Business Center Meeting
 8:30am – 9:30am

Leadership Flathead Meeting
 3:00pm- 5:00pm

25

Board Meeting
 7:00am – 8:00am

26

27



Thanksgiving
 Chamber Office Closed

28

Christmas City of the North Parade
 (form on page 6)

29

Chamber Office Closed

30



Christmas City of the North Parade

Friday, November 28 – Main Street – Kalispell – 7pm

Line up at 8th St. and 1st Ave. W. at 6 pm

Sponsored by



Parade Entry Form

Primary Contact Name: _____ Phone: _____

Business/Organization Name: _____

Address: _____

City/State/Zip: _____

Mail entry forms to: Kalispell Area Chamber of Commerce
15 Depot Park, Kalispell, MT 59901
Or fax to: (406) 758-2805

For more information contact the Kalispell Chamber at 758-2800

♦ **Line Up Time 6:00pm on 8th Street West from 1st Ave.**

Parade Guidelines

- *No throwing of candy or any promotional items to the spectators. Items must be handed out.
- *No alcoholic beverages to be consumed or exposed during the line up or procession.
- *Each entry should be decorated with the theme of the parade.
- *A representative for each entry must check in at the Flathead High School Parking Lot.

***BE CAREFUL AND MINDFUL OF THE STREET CONDITIONS.**

October 7th UNWIND Glacier Insurance Strategies and West One Bank



On October 7 Glacier Insurance Strategies and West One Bank Co-hosted a fantastic UNWIND at their new digs in Evergreen. GIS pulled off an enjoyable Oktoberfest with 3 different beers from Glacier Brewing Company in Polson and a variety of German wines. Brats, pickles, potatoes and cheese and crackers and ginger snaps filled out the festive menu offerings. Over on the other side of the building everyone was enjoying a Tasty Tailgate Party complete with chips, salsa, guacamole and cornbread. After filling up on munchies, there were brownies and lemon bars to top everything off.

Winners were:

Split the Pot-Tom Abel, Abel Engineering; **Gift Basket-Rick Coacher**, Pro Land Surveyor; **Gift Basket-Randy Hinzman**, Distinctive Countertops; **Shredder-Bonnie Boles**, Glacier Bank; **Shredder-Blake Stout**, Torrent Technologies. **Car washes** were won by **Paul Heath**, **Dustin Hinzman** (Distinctive Countertops), **Dave Mason** (Mason Woodworks), **Lad Barney** (USDA), and **Pete Skibsrud**. ●



Joe Unterriener & Rod Leese enjoying the festivities.



Daren Engellant & Ashley King draw winners for UNWIND

October 22nd UNWIND Three Rivers Bank

October 22 Three Rivers Bank hosted another Oktoberfest. No one was complaining, after all, it was still October, so why not? Attendees were greeted just inside the door by a display of a rare albino bull elk and albino bear cub. Other mounted game was displayed throughout the building. Vista Linda provided a yummy selection of finger foods, brats and kraut.

Winners shown below were:

Listed left to right: **BBQ Basket – Bob Lopp**, Jane Lopp & Associates; **Coffee Basket – Kate Logsdon**, Insured Titles; **Survival Basket – Pam Kennedy**, Great Bear Builders; **Split the Pot – Kari Gabriel**, Flathead Care; **Griz/Cat Basket – Dick Ramos**, Career Connection ; **Halloween Basket – Angela Nelson**, US Bank. ●



UNWIND Chair, Ashley King & West One Bank's Monya McCulley enjoying the UNWIND of 2008



Over 155 people showed to enjoy the networking opportunity



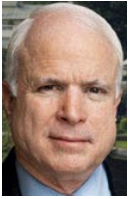
John King thanking attendees for coming

Decision Time Draws Near

Where Do the Candidates Stand On Key Economic Issues?

To help the business community make an informed decision on Election Day, here is a side-by-side comparison of where the two presidential candidates stand on select economic and business issues prepared by the US Chamber of Commerce.

The information is taken from the candidates' Web sites, their public statements, and their voting records in the Senate as of September 1. It does not cover the candidates' entire policy proposals. For more details, visit their web sites.



John McCain

www.johnmccain.com



Barack Obama

www.barackobama.com

EDUCATION

- Supports extending and strengthening No Child Left Behind.
- Would raise standards for Head Start teachers.
- Has a plan to recruit, prepare, retain, and reward teachers that includes performance bonuses.
- Supports greater school choice, including the option of private and charter schools.
- Supports giving principals more control over spending.
- Supports simplifying higher education tax benefits.
- Would provide more money to community colleges to set aside for displaced or unemployed workers.

- Would overhaul No Child Left Behind to change how students are assessed and would provide support to schools that need improvement.
- Would create early learning challenge grants to promote state "zero to five" efforts and help states move toward voluntary, universal preschool.
- Would quadruple Early Head Start and spend \$10 billion to boost slots and quality at Head Start programs.
- Supports school choice within public education.
- Has a plan to recruit, prepare, retain, and reward teachers that includes pay increases.
- Proposes a tax credit of up to \$4,000 for higher education tuition in exchange for community service.
- Would provide community colleges with additional grants.

ENERGY AND ENVIRONMENT

- Supports a carbon emissions cap-and-trade system with a goal of reducing emissions 60% below 1990 levels by 2050.
- Supports lifting the ban on offshore drilling.
- Opposes drilling in the Arctic National Wildlife Refuge.
- Would commit \$2 billion annually to advance clean coal technologies.
- Would offer a \$300 million prize for producing battery technology for full commercial development of plug-in hybrid and fully electric automobiles.
- Would raise penalties that automakers pay for violating fuel economy standards.
- Calls on automakers to make a more rapid and complete switch to flex-fuel vehicles.
- Supports a one-time suspension of the 18.4% federal gas tax.
- Would offer a \$5,000 tax credit for the purchase of a zero-emissions car.
- Proposes a goal to build 45 new nuclear power plants by 2030 and supports a nuclear waste storage site at Yucca Mountain in Nevada.
- Proposes tax credits to encourage the market for alternative fuels such as wind, hydro, and solar power.

- Supports a carbon emissions cap-and-trade system with a goal of reducing emissions 80% below 1990 levels by 2050.
- Supports lifting the ban on offshore drilling only as part of a compromise energy policy.
- Opposes drilling in the Arctic National Wildlife Refuge.
- Would tap the Strategic Oil Reserve to cut gasoline prices.
- Backs a windfall profits tax on oil companies.
- Proposes giving American families an immediate \$1,000 emergency energy rebate.
- Proposes spending \$150 billion over 10 years to spur private efforts to develop renewable energy sources.
- Would create public-private partnerships to develop five "first-of-a-kind" commercial scale coal-fired plants with clean carbon capture and sequestration technology.
- Would double fleet-wide fuel economy standards by 2028 and provide \$4 billion in credits and loans to domestic automakers to help reach those standards.
- Would require 10% of electricity to come from renewable sources by 2012 and 25% by 2025.
- Opposes a suspension of the federal gas tax.
- Wants to put 1 million plug-in hybrids on the road by 2015 and create a new \$7,000 tax credit for the purchase of clean-fuel vehicles.
- Opposes storing nuclear waste at Yucca Mountain in Nevada.

HEALTH CARE

- Opposes a national health insurance mandate.
- Wants to strengthen the individual health insurance market by giving a \$2,500 direct refundable tax credit to individuals and \$5,000 to families to offset the cost of insurance. Tax incentives for employer-sponsored health coverage would be eliminated.

- Would create a new public health insurance program for individuals who do not have employer-provided health care and who do not qualify for other existing federal programs. Existing federal health insurance programs would be expanded.
- Would mandate health insurance coverage for people up to age 25.
- Would require large employers that do not provide health coverage for employees to pay into the national health insurance program.

continued >>

- Would make available Subsidized Guaranteed Access Plans to those with preexisting conditions and others who have trouble finding coverage in the individual market.
- Supports broad adoption of health information technology and expansion of Health Savings Accounts.
- Supports association health plans, which would allow small businesses to band together across state lines to purchase health insurance.
- Calls for safe reimportation of drugs and faster introduction of generic drugs.
- Supports medical liability reform.

HEALTH CARE *continued*

- Would provide some small businesses with a refundable tax credit of up to 50% on what they spend on employee health insurance premiums.
- Would create a national health insurance exchange to help more people find private insurance plans. These plans would have to meet a number of requirements to participate in the exchange.
- Supports broad adoption of health information technology.
- Supports safe reimportation of drugs from developed nations and would prohibit efforts to keep generics out of the market. Would allow the government to set Medicare drug prices.
- Supports insurance coverage for serious mental illnesses on the same terms and conditions as other illnesses.

IMMIGRATION

- Co-authored with Sen. Kennedy (D-MA) legislation creating a pathway to citizenship for undocumented workers, a temporary guest worker program, and a new electronic employment verification system with tougher penalties for employers that knowingly hire unauthorized workers.
- Supports securing the nation's borders first and requiring governors of border states to certify that their borders are secure before addressing other areas of comprehensive immigration reform.
- Voted to authorize construction of a 700-mile fence along the U.S.-Mexico border.
- Co-authored an amendment to the McCain/Kennedy immigration bill that would have created a new electronic employment eligibility verification system and tougher penalties for employers that knowingly hire unauthorized workers.
- Supports creating a pathway to citizenship for undocumented workers and a temporary guest worker program.
- Voted to authorize construction of a 700-mile fence along the U.S.-Mexico border.

LABOR AND WORKFORCE REGULATIONS

- Voted against card check legislation, which would allow unions to organize workers by having them sign a card in the presence of labor officials, instead of voting by private ballot.
- Supported the invalidation of the Clinton-era ergonomics regulation.
- Co-sponsored card check legislation, which would allow unions to organize workers by having them sign a card in the presence of union officials, instead of voting by private ballot.
- Would expand the Family and Medical Leave Act to apply to businesses with 25 or more employees. Would also expand the scope of the law to allow workers to take leave for elder care needs and to address domestic violence as well as let parents take up to 24 hours of leave each year to participate in their children's academic activities.
- Would encourage states to pass mandated paid sick leave.
- Proposes to raise the minimum wage and index it to inflation.

TAXES

- Would make the 2001 and 2003 tax cuts permanent for all households.
- Would cut the corporate tax rate from 35% to 25%.
- Would raise the federal death tax exemption to \$5 million (\$10 million for married couples) and cut the rate to 15%.
- Supports maintaining a 15% tax on capital gains and dividend income.
- Wants to establish a permanent tax credit for research and development.
- Wants to phase out the alternative minimum tax (AMT) completely.
- Would keep the top income tax rate at 35%.
- Proposes to raise the personal exemption for each dependent from \$3,500 to \$7,000.
- Would allow first-year deduction, or "expensing," of equipment and technology investments.
- Would allow taxpayers to choose between the current tax system or a less complicated one with two tax rates and a generous standard deduction.
- Would seek a permanent ban on Internet taxes.
- Would repeal the 2001 and 2003 tax cuts for those making more than \$250,000 a year.
- Would repeal tax breaks and loopholes for companies that retain their earnings overseas and use those funds to lower the corporate tax rate on companies that expand or start operations in the United States.
- Would provide a tax credit of up to \$500 per person or \$1,000 for working families.
- Would eliminate taxes for seniors making less than \$50,000 per year.
- Would freeze the federal death tax exemption at \$3.5 million (\$7 million for married couples) and maintain a top tax rate of 45%.
- Proposes to increase taxes on capital gains and dividend income to 20% for individuals and families making more than \$200,000 and \$250,000 per year, respectively.
- Would triple the Earned Income Tax Credit for minimum wage workers.
- Would adjust, but not phase out, the alternative minimum tax (AMT).
- Wants to establish a permanent tax credit for research and development.
- Would raise the top two income tax rates from 33% and 35% to 36% and 39.6%, respectively.
- Would impose an unspecified Social Security payroll tax on earnings above \$250,000 beginning in 10 years. (Currently, earnings of up to \$102,000 are subject to payroll taxes.)
- Would eliminate all capital gains taxes on start-up and small businesses.

TRADE

- Supports pending free trade agreements with Colombia, Panama, and South Korea.
- Voted for and continues to support NAFTA.
- Opposes pending free trade agreements with Colombia, Panama, and South Korea.
- Would reopen NAFTA to amend labor and environmental provisions.
- Calls for more environmental and labor standards in trade agreements. ●



Education and Workforce Development

Education and Workforce Development was the topic of Leadership Flathead's October session, and the Class

of 2009 received an earful and an eyeful. The day began with a panel of experts on Early Childhood Education. Susan Christopherson from the Nurturing Center, Cheryl Mahnke from Headstart, and Paul Jenkins from Helena Flats School made a compelling case for investing in children's earliest years so they are prepared to be successful in school and in the workforce. According to the Nurturing Center, for every dollar invested in children between birth and their third birthday, we save \$7 in remediation costs by the time those children reach public school age. Later in the morning, the Class of 2009 traveled to Glacier High School where they heard from School District 5 administrators and community members who have been instrumental in designing and implementing the Career Clusters program for Kalispell high school students. Flathead Valley Community College's Susie Burch, George Shryock, and Beth Kelly informed the group about the many ways the college is striving to meet local workforce needs, including offering training in medical and construction fields and giving high schools students the chance to earn

college credit before graduating. The day ended with a good discussion about the conundrum of Public School Funding.

Here are some opportunities for community action identified by presenters at the "Education and Workforce Training" session:

- Support quality daycare and early childhood education programs in our area. Meeting the social and emotional needs of young children prevents problems in school and the workforce later on.
- Support more state funding for public education.
- Consider volunteering to spend time with children in the Headstart program.
- Community members can help prepare high school students for the workforce by offering internships, involving students in community service projects, serving as guest speakers, and volunteering at career fairs. Relationships between students and adults are critical to the success of students in school and in the workforce.
- Make your industry's training needs known to FVCC so they can help meet them.
- Be informed about public school issues and run for the school board.

Thank you to the sponsors of our October session: Flathead Electric Coop, Three Rivers Bank, and Kramer Enterprises. ●

34th Annual Economic Outlook Seminar

Montana's Transportation Future *Opportunities Around the Next Curve*

Moving and changing at a speedy pace, the rapidly-growing world economy will bring increasing business opportunities to Montanans over the next few years.

Transporting Montana's valuable products such as cattle, wheat, and copper will continue to be important to keep our state competitive in a global economy. Traditional as well as alternative energy development continues in an effort to solve the nation's energy crisis. This means our state needs to be poised to transport wind power, coal, and other energy resources. While we don't know what is around the next curve, the future surely holds opportunities. Montana needs to start thinking about a complete, integrated transportation system that will allow us to remain competitive in the ever-changing economy.

At the 34th Annual Economic Outlook Seminar, Steve Albert, director of the Western Transportation Institute at Montana State University, will discuss the connection between the transportation system and the economy. He will also address the benefits and challenges of a safe and efficient system and other important issues.

The program is presented by the University of Montana's Bureau of Business and Economic Research and the Kalispell Chamber of Commerce. The cost is \$80 and includes the seminar, a proceedings book, and a one-year subscription to Montana Business Quarterly. Continuing education credit from a variety of professional organizations is available for a \$20 fee.

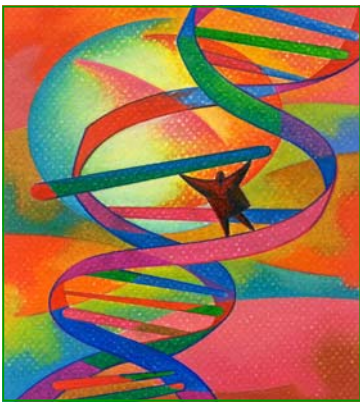
The seminar runs from 8 am to 1 pm and will be held at the Hilton Garden Inn Hotel on Tuesday, February 10. Register online at www.bber.umt.edu or call 406-243-5113 for more information. ●

Bail Out or Rescue Plan?

>> from page 1

Reserve in recovery plan transactions and the authority and responsibilities of the Federal Reserve in actions taken in the US financial system. The program is sponsored by Glacier Bank.

The luncheon is scheduled for 11:45 to 1:15 pm on Wednesday, November 12 at the Red Lion Kalispell Center Hotel. Luncheon tickets are \$15 each for Chamber members; \$20 for non-members; \$110 for a reserve table of eight. To avoid delays at check-in, pre-pay and register for your tickets by calling 758-2800 or register on-line at www.kalispellchamber.com by Friday, November 7. ●



Employee Handbook Series

Building Relationships with Your Employees

AN EFFECTIVE EMPLOYEE HANDBOOK...

- ...saves your business from legal proceedings and safety hazards.
- ...establishes clear communication, expectations and guidelines.
- ...benefits all employees of your business or organization.

DATES: Every Tuesday for 10 weeks
January 20 thru March 24, 2008
OR
Every Thursday for 10 weeks
January 22 thru March 26, 2008

TIME: 8:30 am - 10:30am

LOCATION: Flathead Valley Community College
Arts & Technology Bldg, Room 236
The First Interstate Workforce Training Lab

COST: \$250 for up to 2 individuals
from the *same* organization

FOR MORE INFORMATION CONTACT:
Cindy Carpenter: 871.2574
ccarpenter@centurytel.net or
www.employflathead.com

REGISTER: FVCC Continuing Education Center
406.756.3832 or ceinfo@fvcc.edu

THE EMPLOYEE HANDBOOK SERIES:

- Is an educational process to support your completion of an employee handbook.
- Guides you step-by-step to create a handbook that is customized to your business or organization.
- Includes employment law attorney, Dan Johns, to discuss & emphasize the importance of a legal review of your handbook.
- Utilizes proprietary software.

**Limited Space Available
Pre-registration Necessary**

WHO SHOULD ATTEND?

If you are in a position to determine or enforce employment-related policies and procedures or would be responsible for drafting employment related policies and procedures, this is for you!

PRESENTER - CINDY CARPENTER



Cindy Carpenter, Owner of Cindy Carpenter Business Services, Inc., is a certified Senior Professional in Human Resources (SPHR) with over 25 years of training experience. Cindy is an adjunct faculty member for Workforce Training at Flathead Valley Community College and a former instructor for the American Institute of Banking (AIB). Her work has included training on performance appraisals, diversity, team building and leadership, as well as DISC analysis, focus group facilitation, assistance with creating business plans and coaching. Cindy served as Senior Vice President of Human Resources for a banking institution with 200 employees in 11 offices from Libby to Butte for eight years in addition to co-owning a family auction business.

A University of Montana graduate in Business Education, Cindy brings a healthy combination of training, education, business ownership and actual workforce development experience to your company.

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Ballot Issues – The Chamber Board has reviewed the six ballot issues on the November 4 ballot, taking into consideration the 179 responses to the Member Survey, and has made the following recommendations:

Invest public funds in private corporate stock - No position.

Continue 6-mills for MT University System - Support. With an 80-year history, this initiative deserves continued support.

Expand children's health coverage - No position. While certainly a worthy cause, the general fund is a more appropriate funding vehicle rather than increasing the premiums on existing health insurance payers as mandated in this initiative.

City-wide parks district - No position. The appropriate funding vehicle is the City's general fund, not a new taxing district.

Open-space lands (\$10 million bond) - Oppose. There are other avenues available for preserving open space such as the planning and zoning process.

911 dispatch center (\$6.9 million bond) – Support.

Kalispell Transportation Impact Fees –The Chamber urged caution and a more reasonable fee structure at the October 13 City Council meeting regarding transportation impact fees. Ray Thompson, owner of Semitool, talked about how higher taxes might impact his ability to compete in the global economy and affect jobs in Kalispell. Terry Kramer, Kramer Enterprises, noted that one of his clients decided to move a project to Evergreen because of the proposed fees. Traffic engineer Ann Bowers criticized some traffic counts and fee calculations made by the City's consultant. The Council agreed that some additional policy direction from the Council was needed before returning the matter to the Impact Fee Advisory Committee.

Kalispell Pole and Timber Site – The Montana Department of Environmental Quality has issued a Record of Decision indicating their preference for a clean-up option which may make this site unavailable for up to 30-years or more. An option urging for an accelerating clean-up schedule was preferred by the Chamber Board to help with the urban renewal of downtown Kalispell. This site could provide a place for rail-users in downtown Kalispell to relocate to, so that Kalispell can revitalize the core of downtown Kalispell. ●

Is Your Business Contemplating or Experiencing Layoffs?

The Flathead Job Service Workforce Center employment and training program is designed to help laid off workers. We provide our "Rapid Response Workshop," to



explain services to your workers and help them through a difficult time. Some of the information we can provide to your workers:

- Finding new employment and registering for work
- Resume Writing
- How to file for Unemployment Insurance
- Skills Testing
- Career Planning
- Labor Market Information
- Program funding available to laid off workers for reemployment or retraining
- Intensive Case Management
- Community Services available such as weatherization, Children's Health Insurance Program (CHIPS), housing assistance, etc.

Please call the Flathead Job Service Workforce Center at 406-758-6200 and ask for "Programs," or visit us at 427 First Avenue East. ●

Providing Economic, Community, and Workforce Development Services

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Chamber of Commerce

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