

  
**COMPETE**  
S M A R T  
Montana Manufacturing Conference

  
**20**  
**YEARS**

**MAKING** it happen  
under the BIG SKY

**250+**  
**Montana**  
**Manufacturing**  
**participants**

What happens at  
the **Compete Smart**  
**Manufacturing**  
**Conference**  
doesn't stay in  
Montana -

*it just starts here.*

**Who makes**  
**it happen?**

Over 50 Montana  
Businesses and  
Organizations Support  
**COMPETE SMART!**

look inside to learn more

Hosted  
by:



[www.rmbank.com](http://www.rmbank.com)



**GET CONNECTED:** Instructions on how to download the Compete Smart Conference App inside



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## SPECIAL THANKS

Many individuals worked together to help make this event a success. In addition to our speakers and moderators, sponsors and exhibitors, tour providers and of course all of the manufacturers and allies who participate at the conference, we want to extend a special thank you to our conference committee\*, support team, volunteers, and the MMEC Advisory Board and Staff.

### MMEC ADVISORY BOARD

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**Tracy Ellig**, MSU Communications

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**Audrey Wooding**, TechLink  
**Bob Gieseke**, Rocky Mountain Bank  
**Colette Buscemi**, Digital Manufacturing and Design Innovation Institute  
**Dale Mahugh**, Northwestern Energy  
**Deborah McAtee**, Magpie Consulting  
**Emilie Saunders**, Prospera Business Network  
**Janyce Fadden**, University of North Alabama  
**Joe Sawyer**, ILX Lightwave - A Newport Company  
**Kristian Richardson**, U. S. Commercial Service  
**Mike Groff**, Plastic Design and Manufacturing  
**Pam Haxby-Cote**, Butte Local Development Corporation  
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**Scott Sehnert**, Rocky Mountain Bank  
**Sean Hutchinson**, Strategic Value Advisors, Exit Planning Institute  
**Shelley Phillips**, Heartland Financial  
**Suzi Berget-White**, Prospera Business Network  
**Van Gray**, Baylor University

**45+ Phenomenal Speakers sound off on topics important to you, from Money Management to Innovative Production and Hiring.**

### TOUR FACILITIES

AFFCO  
 Butte Sheltered Workshop  
 Headframe Spirits Manufacturing  
 Montana Correctional Enterprises  
 Montana Precision Products  
 Montana Tech CAMP Lab

### MMEC STAFF

Alistair Stewart  
 Andy Roche  
 Bill Nicholson  
 Callan Blossom  
 Claude Smith  
 Dave Allard  
 Gregg Messel  
 Jenni West  
 John Murdock  
 Mike Manhardt  
 Paddy Fleming  
 Shane Cantrell  
 Tricia Cook  
 Wayne Franklin

## Stay in Touch @ Compete Smart 2016

**Join in the conversation!** Montana is wide, times are busy, and networking with manufacturing peers is not an easy feat. Take advantage of Compete Smart's social network. Connect with your colleagues through social media and our Conference App.



**Twitter:** @MTMfg, #CS2016



**LinkedIn:** www.linkedin.com/groups/5060607



**Facebook:** @Manufacturing in Montana, #CS16



**Conference App:** Download "Whova" from your App Store and find **Compete Smart** and enter Passcode **CS2016!**

# NO COST. NO OBLIGATION.

## Financial Diagnostic

**Stop by Booth 5 to discuss how Rocky partners with manufacturers.**

Member  
FDIC

Proud to Co-Host the  
**Compete Smart Montana  
Manufacturing Conference.**



RMBank.com

THANK YOU FOR  
MAKING IT HAPPEN

### CO-HOSTS



### GOLD



### SILVER



### BRONZE



### FRIEND



**55** Businesses and Organizations  
Support MT MFG!



Read through our supporters' company descriptions in the back of the program, starting on page 16.

## WELCOME

We are very excited to welcome you to Compete Smart 2016. This year's fresh, ambitious and exclusive program is full of actionable insights to help Montana's manufacturers succeed in times of tremendous growth opportunities, ever increasing competition, and global and national uncertainty.

2016 is MMEC's 20th year of providing solutions and assistance to manufacturers. Please join us in celebrating what we've accomplished together over the last two decades, and move toward even greater success in the future. During the past two decades, clients have reported 4,549 new and retained jobs, \$1.1 billion in new and retained sales, \$209 million in capital and workforce investment, and \$109 million in cost savings & avoidance as a result of MMEC's assistance.

As the conference co-host, Rocky Mountain Bank is dedicated to helping Montana's manufacturers access the financial resources you need for success. Please make sure to introduce yourself to any one of our experienced commercial bankers, who are here to share their unique experience and understanding of local industries, issues, and markets in order to provide you with the most appropriate and advantageous products and services to meet your needs.

Workforce and talent engagement is increasingly a top concern for Montana's manufacturers, and our keynote luncheon will show you new ways of addressing that issue, whatever your level at your company. Other new topics include supply chain optimization, ownership exit planning & value growth, food safety, public and private financing and capital sources, intellectual property, digital manufacturing & design, and cybersecurity. Legacy topics include ISO, marketing, innovation, product development, business & financial management, legislative issues, and so much more.

If you want your voice, and your ideas, to help shape the future of manufacturing in Montana, be sure to join us for Friday morning's panel discussion "What would it look like if Montana was a state of manufacturing excellence?"

We hope you enjoy the conference; please take full advantage of the opportunities to learn, network, and connect to expert resources, so you leave with new tools and information you can put to work immediately to pursue new opportunities for growth, and reach your goals.

**Paddy Fleming, Director**  
Montana Manufacturing  
Extension Center

**Scott Sehnert, Executive Vice President**  
Rocky Mountain Bank

# EXHIBITOR MAP



Be sure to fill-out your **Exhibitor Punch Card** (found in your registration packet) to have a chance at winning a door prize!



RESOURCE CORNER [RC]

RC	Department of Transportation - Disadvantaged Business Enterprise (DBE) Program	17	Montana Hydraulics & FELCO
RC	Prospera Business Network	18	InterDyn BMI
RC	Montana Manufacturing Extension Center (MMEC)	19	Montana Department of Labor & Industry / Incumbent Worker Training (IWT)
1	Port of Montana	20	Cascadia Business Development
2	Montana Manufacturing Association (MMA)	21	Montana Correctional Enterprises
3	NorthWestern Energy	22	U.S. Commercial Service
4	Montana Department of Commerce Business Resources Division	23	Quest Integration
5	Rocky Mountain Bank	24	General Distributing Company
6	Leavitt Great West Insurance Services	25	Ex-Im Bank
7	First Call Computer Solutions	26	Montana Department of Labor Registered Apprenticeship
8	Associated Employers	27	Montana World Trade Center
9	Montana Department of Labor & Industry - SafetyFestMT	28	Montana Connections Business Development Park
10	Hogin Machine, Inc.	29	Blackfoot Telecommunications Group
11	UPS	30	Montana State Fund
12	Salient Technologies, Inc.	31	Montana Governor's Office of Economic Development (GOED)
13	Ideas to Matter	32	MSU College of Engineering
14	Big Sky EDA	0-33	USPS
15	Charter Communications	0-34	Town Pump
16	Montana Department of Environmental Quality	0-35	Montana Precision Products

# 2016 COMPETE SMART SCHEDULE AT A GLANCE

## Wednesday, Oct. 5

Noon - 8:00 pm	REGISTRATION Opens (junction of hotel & conference center)
12:45-5:30 pm	9-HOLE GOLF Scramble (Fairmont Golf Course Pro-Shop)
6:00-8:00 pm	OPENING Reception (Pavilion)

**\*LEAVES EARLY at 7:45 am**

## Thursday, Oct. 6

7:00 am	REGISTRATION Opens (junction of hotel & conference center)				
7:15 - 8:30 am	BREAKFAST (Meadowlark/Cutthroat/Grizzly Ballroom)				
8:00* - 11:20 am	BONUS Tours [Multi-Plant site visits] - (meet outside MAIN conference Doors)				
*Tour C leaves at 7:45 am	<b>Tour A: Port &amp; Uptown Butte</b> (Montana Precision Products, Butte Sheltered Workshop)	<b>Tour B: Mansfield Center &amp; Port</b> (Headframe Spirits Manufacturing, Montana Precision Products)	<b>Tour C: Anaconda &amp; Deer Lodge</b> (Montana Correctional Enterprises, AFFCO)*	<b>Student Tour: Montana Tech &amp; Port</b> (Montana Tech CAMP and Headframe Spirits Manufacturing)	
8:30 - 11:30 am	BONUS Pre-Sessions				
	Supply Chain Optimization (Bitterroot)		Ownership Transition Planning (Ponderosa)		
10:00 - Noon	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
Noon - 1:15 pm	OPENING KEYNOTE Luncheon (Meadowlark/Cutthroat/Grizzly Ballroom)				
1:15 - 1:45 pm	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
1:45 - 2:45 pm	BREAKOUT Sessions				
	<b>A-1: Maximizing Business Value</b> (Ponderosa)	<b>A-2: Robotic Palletizing</b> (Rm 108)	<b>A-3: Modern Marketing Isn't Rocket Science</b> (Bitterroot)	<b>A-4: Cybersecurity for small businesses</b> (Rm 103)	<b>A-5: Navigating the rules and regulations from Montana DEQ and EPA to your benefit</b> (Rm 107)
2:45 - 3:00 pm	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
3:00 - 4:00 pm	BREAKOUT Sessions				
	<b>B-1: Exit Options: What are the Pros &amp; Cons?</b> (Rm 108)	<b>B-2: Innovate Now! Through Digital Manufacturing and Design Innovation</b> (Bitterroot)	<b>B-3: How Competitive Is Your Supply Chain?</b> (Rm 107)	<b>B-4: Developing Your Most Valuable Asset: Talent</b> (Ponderosa)	<b>B-5: The Beginning of Safe Food, and How Not to Go To Jail</b> (Rm 103)
4:00 - 4:15 pm	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
4:15 - 5:15 pm	BREAKOUT Sessions				
	<b>C-1 - Access to Private Capital - What's Out There, &amp; What Is It Looking For?</b> (Rm 108)	<b>C-2- Harnessing the Power of Intellectual Property</b> (Rm 107)	<b>C-3- Innovations in Economic Development; Actionable Insights for Manufacturers and Economic Developers</b> (Bitterroot)	<b>C-4- Getting the Most Bang for Your Workforce Buck</b> (Ponderosa)	<b>C-5- Public Financing and Grant Options for Montana's manufacturers</b> (Rm 103)
6:00 - 8:00 pm	CELEBRATE MMEC's 20th Anniversary (Meadowlark/Cutthroat/Grizzly Ballroom)				

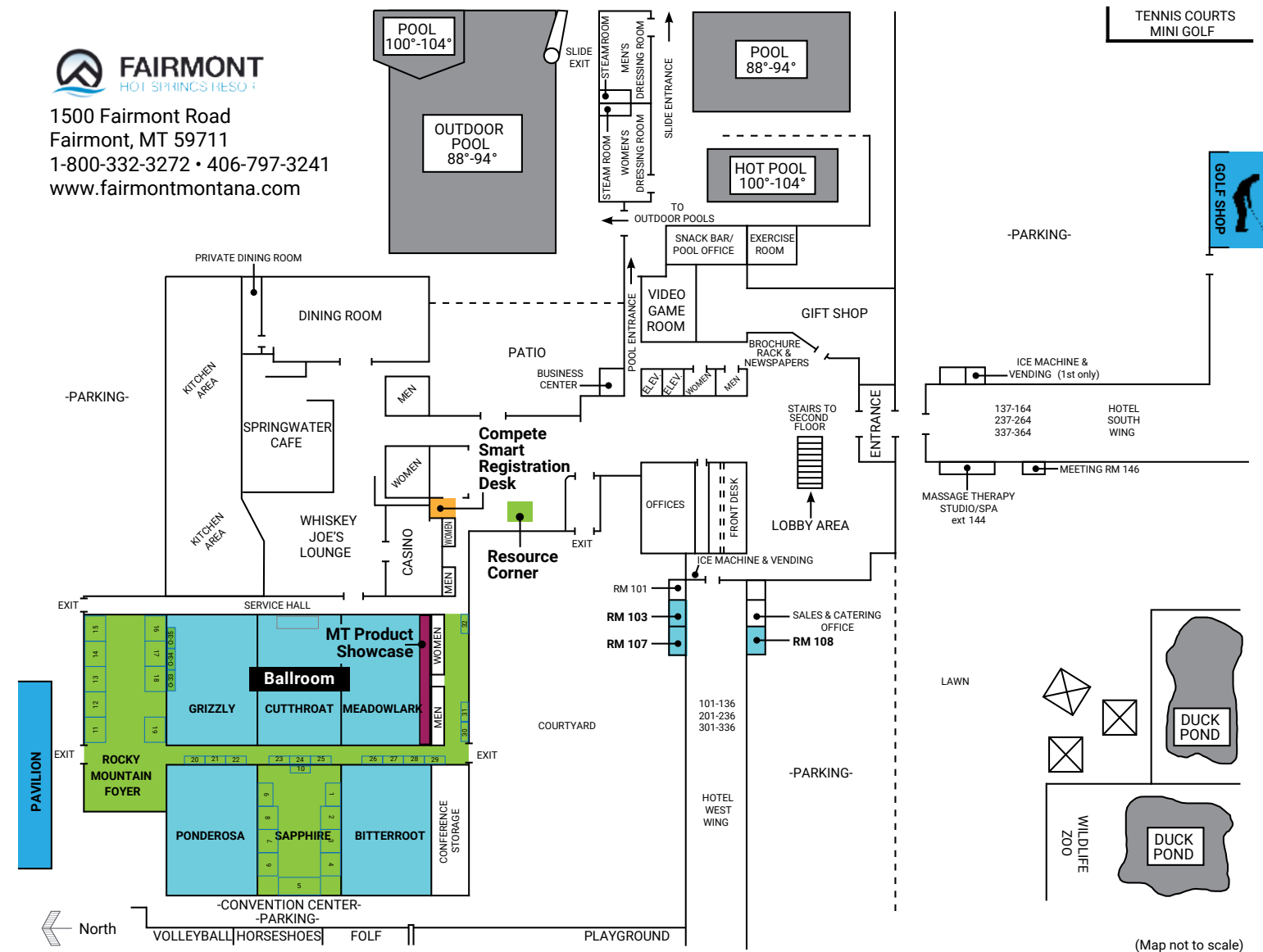
## Friday, Oct. 7

7:00 am	REGISTRATION Open (junction of hotel & conference center)				
7:00 - 8:00 am	BREAKFAST (Meadowlark/Cutthroat/Grizzly Ballroom)				
8:00 - 9:15 am	Montana Company Leaders Panel Session: Manufacturing in Montana - A State of Excellence? (Meadowlark/Cutthroat/Grizzly Ballroom)				
9:15 - 9:45 am	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
9:45 - 10:45 am	BREAKOUT Sessions				
	<b>D-1: Optimizing Financial Performance</b> (Bitterroot)	<b>D-2: New and Improved: Product Development as Growth Engine</b> (Ponderosa)	<b>D-3: From Entrepreneur to Operator</b> (Rm 107)	<b>D-4: OSHA's Ten Top Standards Violated in Manufacturing</b> (Rm 108)	<b>D-5: Modern Marketing Isn't Rocket Science (REPEAT)</b> (Rm 103)
10:45 - 11:00 am	BREAK - Network/Visit Exhibitors/Refreshments (Sapphire and Rocky Mountain Foyer)				
11:00 am - Noon	BREAKOUT Sessions				
	<b>E-1: Public Financing and Grant Options for Montana's manufacturers (REPEAT)</b> (Rm 103)	<b>E-2: ISO and AS Quality Management: Recent Changes and Why They Are Important To You</b> (Bitterroot)	<b>E-3: Finding and Reaching Your Target Market</b> (Ponderosa)	<b>E-4: Montana Legislative Issues Relevant to Montana Manufacturers</b> (Rm 108)	<b>E-5: SCADA: Supervisory Control and Data Acquisition. It's Everywhere and You Should Know What It Is</b> (Rm 107)
12:00 - 1:30 pm	WRAP-UP & Closing Luncheon (Meadowlark/Cutthroat/Grizzly Ballroom)				

Read more about these exhibitors on the Conference App or in the Company Descriptions, starting on page 16.



1500 Fairmont Road  
Fairmont, MT 59711  
1-800-332-3272 • 406-797-3241  
www.fairmontmontana.com



## IMPORTANT NOTES

**Assistance** - If you have questions or need assistance during the conference, please look for conference staff wearing nametags with red ribbons. They will be happy to assist you.

**Registration Desk** – Located at the junction of the hotel and the conference center, the registration desk will be open all three days of the conference (see the following pages for times). If you have questions regarding tours, sessions or activity meeting times/places, please feel free to stop and ask for assistance.

**Resource Corner** – Located across from the Registration Desk near the start of the Conference Center hall, MMEC, Prospera and the Montana Department of Transportation's Disadvantaged Business Enterprise Program will be providing a Resource Center to assist you and your business. Attendees can stop by to get help listing their business in Google, learn about training programs or find out more about mentoring, loans and other business services – all free of charge!

**Nametags** - Nametags allow attendees and guests entrance to all applicable conference sessions, meals and activities. Please have your nametag with you at all times.

**Conference App** - Download "Whova" from your App Store and find Compete Smart and enter Passcode CS2016 to stay up-to-date on conference details as well as connect with fellow attendees! Thank you to Rocky Mountain Bank for sponsoring this technology!

**Conference Bags** - Incumbent Worker Training (IWT) Program has graciously sponsored the conference bags this year. Pick yours up at registration (provided on a first-come, first-served basis).

**Tours** - If you will be attending the manufacturing tours on Thursday, please plan on meeting at the front doors of the Conference Center. Specific times for each of the tours can be found in the following pages.

**Door Prizes** - Thanks to our vendors and sponsors, we have assembled a wide variety of door prizes. These prizes will be handed out during meals throughout the conference. Collect only 25 exhibitor stamps/signatures as shown on the exhibitor card found in your registration packet, fill out your name and return to the registration desk! It couldn't be easier!

## AGENDA

### Wednesday, October 5th

**Noon – 8:00 pm**  
**Registration Open**  
(At the junction of the hotel and conference center)

The registration desk will open at 12:00 pm and remain open until 8:00 pm. Please stop by and pick up your registration packets prior to attending the Golf Scramble or Opening Reception.

**1:00 – 5:30 pm**  
**9-Hole Golf Scramble**  
(meet at Fairmont Golf Course Pro-Shop at 12:45 pm)  
Sponsored by Blackfoot Telecommunications

Colleagues and friends join for a four person, 9-hole scramble golf tournament at Fairmont's golf course. Fairmont's "mile high, mile long" 5th hole is recognized as one of the most challenging among Montana golf courses because the green is a mile high and the tee box is 649 yards away. Fairmont's 3rd hole features Montana's largest green, a three-tiered 10,000 square foot putting surface. Following the scramble, attendees will convene at the Golf Course Bar for tournament summary.

**2:00 – 6:00 pm**  
**Exhibitor Setup**  
Exhibitors are asked to setup their exhibits between 2:00 and 6:00 pm. Staff will be on hand to help you locate your exhibit space and answer any questions you may have. Please check-in at the Registration Desk.

**6:00-8:00 pm**  
**Compete Smart Opening Reception** (Pavilion)  
Plenty of Food & Drinks & cash bar featuring MT beers, wines & spirits!

### Thursday, October 6th

**7:00 am**  
**Registration Open**  
(at the junction of the hotel and conference center)

**7:15-8:30 am**  
**Breakfast** (Meadowlark/Cutthroat/Grizzly Ballroom)  
Sponsored by Department of Transportation Disadvantaged Business Enterprise (DBE) Program

**8:00\*-11:20 am**  
**Plant Tours**  
All tour participants should meet outside the main conference center doors for loading onto the buses.

**Tour A: (Port & Uptown Butte) Montana Precision Products & Butte Sheltered Workshop**  
Sponsored by Montana Connections Park

**MONTANA CONNECTIONS**  
BUSINESS DEVELOPMENT PARK

**LAND AVAILABLE FOR DEVELOPMENT**

- Parcels from 10 acres to 250 acres available (\$2,000 an acre)
- All owned by local government
- Industrial Water (4 million gpd available)
- Waste water (2 million gpd capacity)
- Three Phase Power
- Natural Gas
- 5 minutes from Interstate 15 & 90
- Served by UP & BNSF rail roads
- Port of Montana full service transload facility

**LEGEND**

- BUTTE - SILVER BOW OWNED PROPERTY
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- TRANSPORTATION & DISTRIBUTION CORRIDOR
- INDUSTRIAL CORRIDOR

**MONTANA CONNECTIONS**  
406.497.6470 | krossa@bsb.mt.gov  
MontanaConnectionsPark.com

**DEPT OF MONTANA**  
406.723.4321 | kathy@portofmontana.org  
PortofMontana.com

**Montana Precision Products** - Montana Precision Products is a joint venture between GE Aviation and SeaCast, Inc. that produces jet engine parts as well as castings for a variety of industries.

**BSW Inc.** - BSW, Inc. is dedicated to providing supports and services to individuals with developmental disabilities and special needs so that they have the opportunity to live, work, learn, plan and contribute in their community. They offer a variety of options for producing sewn, wood and printed products.

**Tour B: (Mansfield Center & Port) Headframe Spirits Manufacturing & Montana Precision Products**  
Sponsored by UPS

**Headframe Spirits Manufacturing** - Headframe Spirits Manufacturing builds high-quality distilling equipment that elevates spirits production and allows micro-distilleries to compete with the big guys.

**Montana Precision Products** - Montana Precision Products is a joint venture between GE Aviation and SeaCast, Inc. that produces jet engine parts as well as castings for a variety of industries.



**\*Tour C: (Anaconda & Deer Lodge) Montana Correctional Enterprises & AFFCO [\*leaves early at 7:45 am]**  
Sponsored by McDantim

Montana Correctional Enterprises - MCE provides employment and training opportunities to offenders, and is a wholesale manufacturer of furniture, seating, upholstery, printed and other custom products.

AFFCO - AFFCO produces castings for a variety of industries and uses, fabricates steel products, and has the largest capacity machine shop in the interior northwest.

**8:30-11:30 am**  
**CONCURRENT PRE-SESSIONS**

**Supply Chain Optimization** (Bitterroot)  
Sponsored by GTUIT

Speaker: **Van Gray**, Baylor University

Competition is no longer between individual companies; today and into the future it's between supply chains. At the start of 2016, we face an unpredictably volatile economy, and increasing global competition. Manufacturers are challenged to be more agile, flexible, and responsive to external pressures. Those with optimized supply chains have the visibility and foresight to keep supplier relationships collaborative, reducing risk and paving the way for growth and innovation. This pre-session will outline a strategic approach to improving the flow of product from suppliers to customers resulting in reduced costs, improved quality and shortened lead time.

**Ownership Transition Planning** (Ponderosa)  
Sponsored by Altair Advisers

Speaker: **Sean Hutchinson**, Strategic Value Advisors

All business owners will exit their business. It's not a matter of if, it's a question of when and (hopefully) how. Owners (and their family members) who want the 'how' to be on their terms, should attend, and learn about developing an exit master plan for personal, financial and business success.



**LEARN MORE about our Keynote Speaker:** Janyce Fadden is Executive-in-Residence for the College of Business at the University of North Alabama. Previously, Fadden served in various capacities as President, Vice President, and General Manager for major multinational corporations including Honeywell, General Signal, Applied Power, Pacific Scientific, and Danaher. Her current role includes guiding a leadership team from the University of North Alabama, Shoals Chamber of Commerce, the Shoals Entrepreneurial Center, Alabama Technology Network, private sector companies, and governmental organizations to identify and implement pathfinder projects that advance the region's competitiveness using Strategic Doing, an asset based collaborative process. In her eight years as President at the Rockford Area Economic Development Council, the results of her collaborative work resulted in the retention or creation of 18,700 jobs, \$1,300M of capital investment and occupation of 13M square feet of development.

**10:00 am - Noon**  
**Networking/Refreshments/Exhibitors**  
(Sapphire and Rocky Mountain Foyer)  
Sponsored by GTUIT

You can also use this time to visit the **Resource Center, [RC]** on your exhibitor map, located across from the Registration Desk.

**Noon - 1:15 pm**  
**Opening Keynote Luncheon**  
(Meadowlark, Cutthroat, Grizzly Ballroom)

**Talent Engagement - The Next Competitive Advantage**  
Keynote Speaker: **Janyce Fadden**, University of Alabama

Janyce Fadden, a very successful senior manufacturing leader and economic development innovator, will speak on engaging talent in a digital age, what it takes to be a leader in talent engagement, and why it is important to Montana manufacturers and economic development partners.

**1:15-1:45 pm**  
**Networking/Exhibits/Break**  
(Sapphire and Rocky Mountain Foyer)  
Sponsored by GTUIT

**1:45-2:45 pm**  
**CONCURRENT BREAKOUT SESSIONS**

**A-1: Maximizing Business Value** (Ponderosa)  
Sponsored by CM Manufacturing

Speaker: **Alistair Stewart**, MMEC

Your business is a profit engine. Financial valuations measure sterile business outputs, such as revenue & profit. Attempting to maximize the value of your business by relying on these financials is like attempting to driving your car to the destination by looking in the rear view mirror. Learn a better way to assess and quantify the 'gears' inside your profit engine, and the ability of those gears to work together to drive future revenue and profit at/or above its current rate - which leads to value maximization.

**A-2: Robotic Palletizing** (Rm 108)  
Sponsored by Charter Communications

Moderator: Claude Smith, MMEC  
Speaker: **Michael Stuyvesant**, Columbia Okura

This session will be presented by representatives of Columbia/Okura LLC, a leading provider of robotic palletizing systems who has distinguished itself in the industry by delivering custom engineered solutions to meet demanding customer requirements. Participants will hear examples of how robotic palletizing is utilized in a variety of industries and applications, and how the right robotic palletizing solution can result in improved safety, flexibility, and profit performance.

**A-3: Modern Marketing Isn't Rocket Science** (Bitterroot)  
Sponsored by Charter Communications

Moderator: John Murdock, MMEC  
Speakers: **Brit Booth**, Total BS Media; **Sarah Hunter**, Total BS Media; and **Jane Kober**, Parker Hannifin-Livingston

Take your marketing to the next level! In this session, you'll hear from industry experts on effective uses of social media and other contemporary marketing methods to reach your target market, whether your company is retail consumer or B2B focused.

**A-4: Cybersecurity for Small Businesses** (Rm 103)  
Sponsored in part by US Commercial Service

Moderator: Kristian Richardson, U.S. Commercial Service-AZ  
Speakers: **Benjamin Kast**, LMG Security; **Mike Sangray**, Anderson Zurmuehlen and **Karl Schmae**, FBI

Cyberspace and its underlying infrastructure are vulnerable to a wide range of risk stemming from both physical and cyber threats. Sophisticated cyber actors and nation-states exploit vulnerabilities to steal information and money and are developing capabilities to disrupt, destroy, or threaten the delivery of essential services. A range of traditional crimes are now being perpetrated through cyberspace. This includes banking and financial fraud, intellectual property violations, and other crimes, all of which have substantial human and economic consequences. This session will help you learn how to keep your company from becoming a victim of cybercrime.

**A-5: Navigating the rules and regulations from Montana DEQ and EPA to your benefit** (Rm 107)  
Sponsored by MT Department of Environmental Quality

Moderator: Paddy Fleming, MMEC  
Speakers: **Brian Obert**, Executive Director at Montana Business Assistance Connection/Gateway Economic Development District; **Jason Seyler**, Montana Dept. of Environmental Quality; and **John Podolinsky**, Montana Department of Environmental Quality

Learn what permits are potentially required from the Montana DEQ and EPA for your manufacturing business from Montana's DEQ Small Business Ombudsman, John Podolinsky. John's program, the Small Business Environmental Assistance Program works under a confidentiality and advocacy clause allowing him to assist small businesses that may be in violation of the so you need not worry about saying too much. In addition, John and his panel will discuss brownfield opportunities for manufacturers looking to expand as well as recent business/MT DEQ success stories that can add to your bottom line.

**2:45-3:00 pm**  
**Networking/Exhibits/Break**  
(Sapphire and Rocky Mountain Foyer)  
Sponsored by S&K Electronics

**3:00-4:00 pm**  
**CONCURRENT BREAKOUT SESSIONS**

**B-1: Exit Options: What are the Pros & Cons?** (Rm 108)  
Sponsored by Altair Advisers

Moderator: Alistair Stewart, MMEC  
Speaker: **Sean Hutchinson**, Strategic Value Advisors

Learn about the seven basic methods of ownership transition, and explore the pro's and con's of each. Discuss what might be right for you and your business, and the implications. Hear real-world examples of owners who chose a method, and executed successfully, as well as lessons to be learned from others.



**DID YOU KNOW?**  
**Friday, Oct. 7, is National Manufacturing Day!**

*Skilled Workers, Smart Business, Strong Montana*

**Are you a Montana small business?**  
20 or fewer employees per location and  
50 or fewer employees statewide.

**Do you have employee training needs?**  
Improve your employee's skills.  
Short-term skills-based training  
or certified education.

**Could you use an extra \$2,000 for training?**  
**Come to our booth to see if you qualify!**

**Or check out our website!**  
[WWW.IWT.MT.GOV](http://WWW.IWT.MT.GOV)

Do you want to **GROW** your small business?

THE DISADVANTAGED BUSINESS ENTERPRISE (DBE) PROGRAM MAY BE ABLE TO HELP

The DBE Program helps small, for-profit businesses owned and operated by socially and economically disadvantaged individuals.

It is designed to foster equal opportunity for minority, female and otherwise socially disadvantaged business owners on federal-aid transportation projects and help them improve their business efficiency and flexibility.

The DBE Program can provide specific training and guidance to assist small businesses in becoming more competitive in today's marketplace.



Find out how the DBE Program can help your business - Contact us today!

Shannon Hahn 406-444-7287 shahn@mt.gov  
Maghan Strachan 406-444-0841 mastrachan@mt.gov  
Maggie Metzger 406-444-6337 mmetzger@mt.gov

Or visit our website: [mdt.mt.gov](http://mdt.mt.gov)

**B-2: Innovate Now! Through Digital Manufacturing and Design Innovation (Bitterroot)**

Sponsored by College of Engineering, MSU

Moderator: Mike Manhardt, MMEC  
Speaker: **Colette Buscemi**, Digital Manufacturing Institute (DMDII)

This session is presented by the Operations Manager of the Chicago-based Digital Manufacturing and Design Innovation Institute (DMDII), the nation's flagship research institute for applying cutting-edge digital technologies to reduce the time and cost of manufacturing and strengthen the capabilities of the U.S. supply chain. Participants will learn about digital manufacturing (the use of an integrated, computer-based system comprised of simulation, three-dimensional (3D) visualization, analytics and various collaboration tools to create product and manufacturing process definitions simultaneously) and how to apply these technologies, tools and products to re-imagine the entire manufacturing process from end to end (design innovation)

**B-3: How Competitive is Your Supply Chain? (Rm 107)**

Sponsored by Montana Hydraulics/Felco

Moderator: Jim Haider, GTUIT  
Speaker: **Van Gray**, Baylor University

Competition is no longer between individual companies; today and into the future it's between supply chains. At the start of 2016, we face an unpredictably volatile economy, and increasing global competition. Manufacturers are challenged to be more agile, flexible, and responsive to external pressures. Those with optimized supply chains have the visibility and foresight to keep supplier relationships collaborative, reducing risk and paving the way for growth and innovation. The session will outline a strategic approach to improving the flow of product from suppliers to customers resulting in reduced costs, improved quality and shortened lead time.



**JOIN US Thursday Evening!**

**Celebrate with "MMEC at the 20 Years of Making it Happen in the Big Sky" Reception!** The Montana Manufacturing Extension Center has been assisting Montana manufacturing companies make their innovative ideas a productive and profitable enterprise for 20 years! Featuring Bitter Root Brewery and some delectable hors d'oeuvres to enjoy - sit back and enjoy the company of your peers at this evening reception!

**B-4: Developing Your Most Valuable Asset: Talent (Ponderosa)**

Sponsored by Montana State Fund

Moderator: Dr. Kirk Lacy, MT Dept. of Labor and Industry  
Speaker: **Pam Bucy**, Montana Dept. of Labor and Industry  
**Bekhi Spika**, Spika Welding; **Matt Springer**, Rev-Up Montana

With the coming squeeze on the U.S. manufacturing workforce, Montana companies must know how to develop, retain and recruit the high-quality talent needed, or the consequences will be devastating. Learn about a variety of resources and initiatives within our state with the mission of helping companies build a talent pipeline, be an employer of choice for highly qualified workers, and continuously develop the knowledge, skills and abilities needed to keep pace with the competition.

**B-5: The Beginning of Safe Food, and How Not to Go to Jail (Rm 103)**

Sponsored by Montana State Fund

Moderator: Angie Nelson, Montana Dept. of Agriculture  
Speaker: **Claude Smith**, MMEC

If you make or add value to a food product, this session is for you. You will learn about the history and purpose of Hazard Analysis Critical Control Point Food Safety Plans, as well as the Food Safety Modernization Act and what it means to you. Far from boring regulatory details, this informative session will provide real-world guidance to help you prepare your business for the immediate future.

**4:00-4:15 pm  
Networking/Exhibits/Break**

(Sapphire and Rocky Mountain Foyer)

Sponsored by Plastic Design and Manufacturing

**4:15-5:15 pm  
CONCURRENT BREAKOUT SESSIONS**

**C-1: Access to Private Capital - What's out there, and what is it looking for? (Rm 108)**

Sponsored by CM Manufacturing

Moderator: Alistair Stewart, MMEC  
Speakers: **Bryce DeGroot**, Compass Advisors; **Liz Marchi**, Frontier Angel Investors; and **Will Price**, Venture Capital Group

Access to capital is consistently in the top three list of issues identified annually by Montana's manufacturers, and conversations with MMEC's clients often reveal low levels of understanding of the types of capital available, and what each seeks. Debt, equity and venture capital, as well as angel investors, family office private capital, public sector investment vehicles, and others, seek different opportunities. This panel will discuss various types of capital and the requirements of each, including start-up, growth, restorative, and change-of-ownership scenarios.

**C-2: Harnessing the Power of Intellectual Property (Rm 107)**

Sponsored by the MT Governor's Office of Econ Dev

Moderator: Brian Sullivan, REC Silicon  
Speakers: **Anya Petersen-Frey**, Bozeman SBDC; **Dave Allard**, MMEC; and **Sam Frederick**, Crowley Fleck

What is intellectual property and how can it be used to provide your product with a competitive advantage in the market place? When does an entrepreneur need to consider trademarking or patenting a product? Is it really enough to just "keep doing it better" and try to stay ahead of the pack? Whether an inventor, emerging or established company, hear from professionals and business principals on strategies and innovative ways to harness the power and protection of intellectual property.

**C-3: Innovations in Economic Development; Actionable Insights for Manufacturers and Economic Developers (Bitterroot)**

Sponsored by Montana Hydraulics/Felco

Moderator: Karyl Tobel, Montana Department of Commerce  
Speaker: **Janyce Fadden**, University of Alabama

Administrator, Montana Office of Tourism and Business Development Learn the nuts and bolts of practical approaches for developing regional innovation ecosystems, driving growth, launching new workforce innovations, and regenerating economies. Discover the simple, but not easy, skills of strategic collaboration, and take away actionable ideas for more quickly achieving better outcomes in your value/supply chain, community, or sector.

**C-4: Getting the Most Bang for Your Workforce Buck (Ponderosa)**

Sponsored by MT Department of Environmental Quality

Moderator: TBA  
Speakers: **Brittney Souza**, BillingsWorks, Big Sky EDA; **Bryan Peterson**, Associated Employers; and **John Howard**, Performance Resources

A bad hire costs a company dearly, both financially as well as in other more intangible areas. Hiring well is an underrated, yet highly important, aspect of business growth and success. Hear from human resource professionals on the top things you need to know to identify, attract and hire the talent your company needs.

**C-5: Public Financing and Grant Options for Montana's Manufacturers (Rm 103)**

Sponsored by the MT Governor's Office of Econ Dev

Moderator: Shelley Phillips, Heartland Financial  
Speakers: **Adam Gill**, Montana Facility Finance Authority; **Annamarie Robinson**, MT Department of Commerce; **Brent Donnelly**, USDA; and **Wayne Gardella**, SBA

Listen and ask questions to a panel of Montana's public finance and grant professionals as they explain the numerous ways that you can obtain public financing or grants to expand and grow your manufacturing company.

**6:00-8:00 pm  
MMEC 20 Year Anniversary Celebration (Meadowlark/Cutthroat/Grizzly Ballroom)**

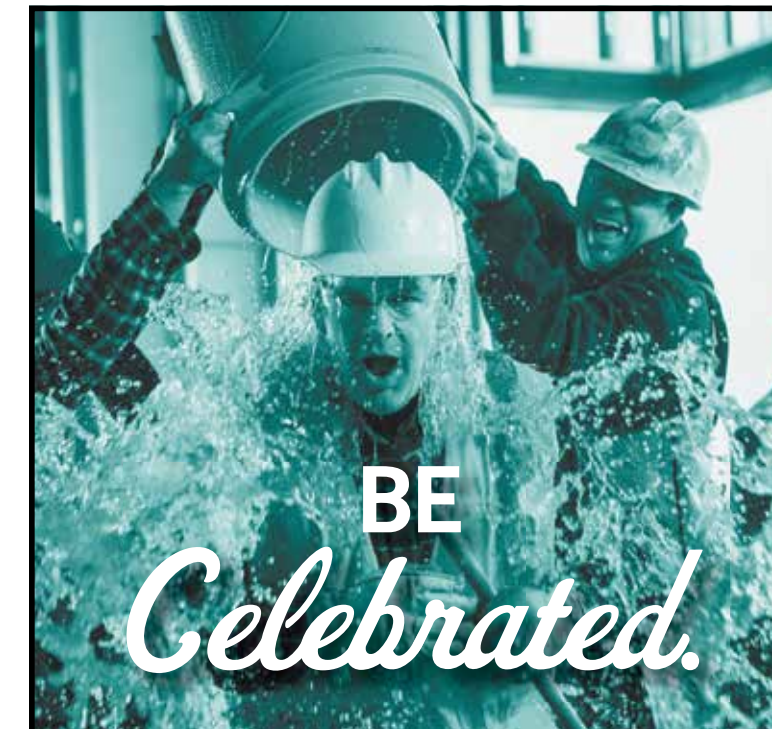
Sponsored in part by Bitter Root Brewing

Come help us celebrate our 20th Anniversary of helping manufacturers throughout Montana. A brief program will start the evening in the Meadowlark, Cutthroat and Grizzly Ballrooms. Afterwards, attendees can enjoy a hors d'oeuvres and a cash bar (featuring beer from Bitter Root Brewing)! Visit with exhibitors, enjoy great food and plan on amazing networking opportunities!

**Friday, October 7th**

**7:00-8:00 am  
Breakfast (Meadowlark/Cutthroat/Grizzly Ballroom)**

Sponsored by Department of Transportation Disadvantaged Business Enterprise (DBE) Program



Be a champion for safety. Get tips, tools and assistance at [safemt.com](http://safemt.com).





## RATE YOUR SESSION!

If you haven't done it already, **Download the Conference App to have the conference at your fingertips.** Feedback is crucial to 2018's conference, rate each session you attend, by going to the Agenda and hitting the star. Here are directions to Download the App: Download "Whoova" from your App Store and find Compet Smart and enter Passcode CS2016!

### 8:00-9:15 am Montana Company Leaders Panel Discussion - The Future of Manufacturing in Montana: a State of Excellence? (Meadowlark/Cutthroat/Grizzly Ballroom)

Moderator: Jim Wright, Proof Research  
Panelists: **Mike Groff**, **Scott Ogeka**, West Paw Designs; PDM; **Renee Sippel-Baker**, Mystery Ranch; and **Joe Sawyer**, ILX Lightwave

### 9:15-9:45 am Networking/Exhibits/Break (Sapphire and Rocky Mountain Foyer) Sponsored by Crowley Fleck

### 9:45-10:45 am CONCURRENT BREAKOUT SESSIONS

#### D-1: Optimizing Financial Performance (Bitterroot) Sponsored by Montana Hydraulics/Felco

Moderator: Bill Nicholson, MMEC  
Speaker: **Chris Parson**, FVCC

Is Cash Flow a challenge? Is your P&L Statement doing enough to help you make long-term strategic decisions? What important information is hidden in your Balance Sheet? This session will give you insight into how your financial statements can reveal important opportunities for your business.

#### D-2: New and Improved: Product Development as Growth Engine (Ponderosa) Sponsored by the College of Engineering, MSU

Speakers: **Dave Allard**, MMEC and **Mike Manhardt**, MMEC

Have sales on your current products (or services) seemed to stagnate? When was the last time your company released a new and improved product? Many companies often

become very focused on production and sales of current products and often neglect R&D and the innovations that got them off the ground. Find out how to foster a culture of innovation and continued product development within your company to spur sustainable growth. Discussion will include balancing product development with product deployment, considerations for intellectual property, product life cycle planning, and finding "Blue Ocean" within a market segment.

#### D-3: From Entrepreneur to Operator (Rm 107) Sponsored by MT Department of Environmental Quality

Moderator: Alistair Stewart, MMEC  
Speaker: **David Yakos**, Salient Technologies, Inc.

Entrepreneurs start, run and grow businesses. Many entrepreneurs of all stripes hit the ceiling, and fail to effectively run what they started; even more stumble at successfully growing their businesses. The frustration of hitting the ceiling need not be inevitable for early-stage businesses and their entrepreneurial leaders. Learn a simple, proven way of operating an entrepreneurial company that will help you clarify, simplify and achieve your chosen, desired outcomes.

#### D-4: OSHA's Ten Top Standards Violated in Manufacturing (Rm 108) Sponsored by Montana State Fund

Moderator: TBA  
Speaker: **Aaron Stulc**, Associated Employers

Former OR-OSHA Compliance Officer and Executive Director of Safety Services for Montana Safety Services Council will go through the top 10 OSHA Standard's violated for manufacturers and the resulting fines. Understanding the common workplace violations OSHA is issuing citations for can give you knowledge to minimize the risk and financial loss ahead of time and prioritize projects. Time permitting, Aaron will also field discussions on specific safety questions you may have.

#### D-5: Modern Marketing Isn't Rocket Science (Rm 103) Sponsored by Charter Communications

Moderator: John Murdock, MMEC  
Speakers: **Brit Booth**, Total BS Media and **Jane Kober**, Parker Hannifin, Livingston

Take your marketing to the next level! In this session, you'll hear from industry experts on effective uses of social media and other contemporary marketing methods to reach your target market, whether your company is retail consumer or B2B focused.

### 10:45-11:00 am Networking/Exhibits/Break (Sapphire and Rocky Mountain Foyer) Sponsored by Spika Manufacturing

### 11:00-Noon CONCURRENT BREAKOUT SESSIONS

#### E-1: Public Financing and Grant Options for Montana's Manufacturers (Rm 103) Sponsored by the MT Governor's Office of Econ Dev

Moderator: Shelley Phillips, Heartland Financial  
Speakers: **Adam Gill**, Montana Facility Finance Authority; **Annmarie Robinson**, MT Department of Commerce; **Brent Donnelly**, USDA; and **Wayne Gardella**, SBA

Listen and ask questions to a panel of Montana's public finance and grant professionals as they explain the numerous ways that you can obtain public financing or grants to expand and grow your manufacturing company.

#### E-2: ISO and AS Quality Management: Recent Changes and Why They Are Important to You (Bitterroot) Sponsored by the College of Engineering, MSU

Speaker: **Bill Nicholson**, MMEC

This session will provide an overview of the ISO and AS Quality Management certification processes, what potential advantages they offer, and recent changes to the standards.

#### E-3: Finding and Reaching Your Target Market (Ponderosa) Sponsored by Charter Communications

Moderator: TBA  
Speakers: **Brandon Orr**, Helena SBDC; **Brit Booth**, Total BS Media; and **John Murdock**, MMEC

Before spending dollars on advertising, salespeople, new website design, market research, or other marketing expenses, it's important to know what they're really going to get you. Do you know what success looks like for your company's marketing efforts, and how will you know if it's really being effective? Learn some simple but highly effective methods for creating a marketing strategy and knowing where to most effectively invest in order to drive sales growth.

#### E-4: Montana Legislative Issues Relevant to Montana Manufacturers (Rm 108)

Moderator: Paddy Fleming, MMEC  
Speakers: **Ed Buttrey**, MT Legislature; **Jon Sesso**, MT Legislature; **Kelly McCarthy**, MT Legislature; and **Ron Ehli**, MT Legislature

Four of Montana's most senior and most active Legislators will be on a panel to discuss the legislative issues that affect your manufacturing business.



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#### E-5: SCADA: Supervisory Control and Data Acquisition. It's Everywhere and You Should Know What It Is. (Rm 107)

Moderator: Claude Smith, MMEC  
Speaker: **Scott Cartwright**, Logic Controls Systems

In this session you will learn the basics of achieving production control and utilizing real-time shop floor data by integrating sensors, PLC's, scales, and data collection. A SCADA system can integrate into your existing systems or stand alone. Increased production efficiencies and vastly improved data collection and understanding are just some of the benefits.

### 12:15-1:30 pm Closing Luncheon (Meadowlark/Cutthroat/Grizzly Ballroom)

Don't miss it! Wrap-up the conference with insights for putting your new knowledge, resources and connections to use. Did we mention there are even more prizes to be had? The catch is you must be present to win!!!

## MANUFACTURE MORE OPPORTUNITIES

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**DON'T MISS THE MONTANA PRODUCT SHOWCASE!** Several Manufacturing Companies have products set-up in the Meadowlark, Cutthroat, Grizzly Ballroom!



# COMPANY DESCRIPTIONS

**AlphaGraphics Bozeman** | [www.alphagraphics.com/centers/bozeman-montana-us690/](http://www.alphagraphics.com/centers/bozeman-montana-us690/)  
AlphaGraphics offers fully integrated marketing - from printed business cards or postcards, to your website, signs, vehicle graphics, and beyond....

**Altair Advisers LLC** | [www.altairadvisers.com](http://www.altairadvisers.com)  
Altair Advisers is an independent wealth advisory firm providing investment management, financial planning and client education services. Altair counsels a select group of individuals, families, foundations and endowments. As a fiduciary, it serves as an advocate for its clients, providing objective advice and comprehensive guidance across all aspects of their financial lives.

**Associated Employers** | [www.associatedemployers.org](http://www.associatedemployers.org) [8]  
Associated Employers is a not-for-profit voluntary membership association committed to the success of employers, their employees and their businesses. Founded in 1916, AE serves over 900 businesses and organizations throughout the region as the premier Human Resource outsourcing specialist. Our professional staff provides expert advice, support, information, research and training in a wide range of human resource and business development areas.

**Bank of Bozeman** | [www.bankofbozeman.com](http://www.bankofbozeman.com)  
Bank of Bozeman is a local, independently owned community bank, specializing in relationship banking. We serve Bozeman and the surrounding areas.

**Big Sky EDA** | [www.bigskyeconomicdevelopment.org](http://www.bigskyeconomicdevelopment.org) [14]  
Big Sky Economic Development mission is to sustain and grow Yellowstone County's vibrant economy and outstanding quality of life, by providing leadership and resources through three key areas; community development, new business recruitment and business growth services including the Small Business Development Center, Montana Procurement Technical Assistance Center, BillingsWorks, Business Finance, Veteran's Business Outreach Center and Business Growth Incentives.

**Bitter Root Brewery** | [www.bitterrootbrewing.com](http://www.bitterrootbrewing.com)  
When you're out and about exploring Montana, The Last Best Place, make sure and stop by The Bitter Root Brewery in Hamilton for The Last Best Brew. Bitter Root Brewery is proud to be one of the oldest breweries in the state. First opening its doors in 1998, the last 18 years have been a whirlwind of great beer, delicious food and amazing customers! Family run and family friendly are two pillars that have stood true since the beginning. You can find their beers in cans and kegs throughout Montana, Idaho, and Washington.

Bitter Root Brewery's brewers are passionate about beer and love the opportunity to showcase their talents. The brewery produces over 40 different styles of beer a year with 11 on draft at their tap room at all times. Matching the brewers' passion, Bitter Root Brewery's kitchen team creates dishes primarily from scratch with the best local or organic ingredients whenever possible. With plenty of options to please all palates, the kitchen at the Bitter Root Brewery is a favorite stop for both locals and tourists. Stop by and enjoy the excellent selection of local and traveling musicians every Thursday and Saturday evening from 6pm to 8pm. Stay tuned to their Facebook and website to keep track of upcoming fundraisers for local non-profit organizations, changing brews and other specials. There's always something new brewing at the Bitter Root Brewery.

Located at 101 Marcus St. in beautiful downtown Hamilton.

**Blackfoot Telecommunications Group** | [www.blackfoot.com](http://www.blackfoot.com) [29]  
Named after the Blackfoot River, the Cooperative offers services to 22 rural exchanges in Western Montana, including: Alberton, Alberton South, Alta, Arlee, Avon, Charlo, Clinton, Condon, Dixon, Drummond, Haugan, Noxon, Ovando, Philipsburg, Plains, Potomac, Powell, ID, St. Ignatius, St. Regis, Seeley Lake, Superior and Thompson Falls. A non-profit corporation, Blackfoot Telephone Cooperative, Inc. is owned by its customers, each of whom has voting rights in selecting our Board of Trustees. Blackfoot also gives back to our Cooperative Members in various ways, as a benefit of their membership.

**Butte Local Development Corporation** | [www.blcdc.net](http://www.blcdc.net)  
As the primary economic development organization for Butte Silver Bow, the BLDC uses a multi-pronged approach to advancing the Butte economy based around the recruitment of regional or out-of-state businesses to expand their operations to Butte, growth of existing companies, and partnerships with entrepreneurs and companies of all sizes to promote job creation in our community.

**Cascadia Business Development** | [www.cascadiabusiness.com](http://www.cascadiabusiness.com) [20]  
Cascadia Business Development is a strategic operation's consulting firm committed to helping organizations build capacity for growth. Our specialty is in working with businesses that are experiencing growth challenges due to insufficient systems and organizational structure. We do this by drawing upon our team's expertise and resources, proven assessment tools, and strategic partners to develop a unique, client-centered approach. Recognizing the greatest knowledge exists within our client's organizations our goal is to complement their abilities by focusing on "People, Performance & Profitability".

**CM Manufacturing** | [www.cmman.com](http://www.cmman.com)  
Specialist in High Strength Steel & Non-Ferrous Parts for Aircraft.

**Charter Communications** | [www.charter.com](http://www.charter.com) [15]  
Providing enterprise-grade Internet, Networking, Voice, Commercial Video and Managed Services from Spectrum Business Enterprise Solutions, a division of Charter Communications. Our flexible and secure fiber-based network delivers the reliability and speed that customers need to connect more: more customers, more support and more opportunities.

**Compass Advisors** | [www.compass-advisors.com](http://www.compass-advisors.com)  
Compass Advisors is a merger & acquisition advisory firm devoted to helping business owners successfully exit their companies. We help owners prepare for sale through valuation, exit planning, and transaction advisory - all with the goal of a successful transaction that delivers maximum value to all shareholders. Since 1991, we have advised on over 145 transactions, including numerous manufacturing companies.

**Crowley Fleck PLLP** | [www.crowleyfleck.com](http://www.crowleyfleck.com)  
Crowley Fleck PLLP is one of the oldest and largest firms in our region. The firm counts over 150 lawyers practicing in the areas of commercial litigation, insurance defense litigation, natural resources, mining, and energy law, healthcare, commercial transactions, banking and finance, creditors rights, real estate transactions and development, tax and estate planning and administration, intellectual property matters, employment law, governmental affairs and lobbying.

**Department of Transportation - Disadvantage Business Enterprise (DBE) Program** | [www.mdt.mt.gov](http://www.mdt.mt.gov) [Resource Corner]  
The DBE program helps small, for-profit businesses owned and operated by women, minority or socially & economically disadvantaged individuals on federal-aid projects. The DBE programs helps them improve their business efficiency and flexibility by becoming certified and recognized as a small business to the city, state, county and other entities in the business world. The DBE program can provide specific training and guidance to assist small businesses in becoming more competitive in today's marketplace.

**Ex-Im Bank** | [www.exim.gov](http://www.exim.gov) [25]  
EXIM provides U.S. businesses with solutions to protect against foreign buyer nonpayment and in turn support the export of more American-made goods and services. One product in particular that allows businesses to protect themselves against foreign buyer nonpayment is Export Credit Insurance.

**First Call Computer Solutions** | [www.firstsolution.com](http://www.firstsolution.com) [7]  
First Call is a full resource technology company specializing in network design, implementation and management as well as VoIP phone systems and websites. First Call helps Montana organizations obtain greater value from technology at an overall lower cost.

**General Distributing Company** | [www.gendco.com](http://www.gendco.com) [24]  
General Distributing has two primary business segments: industrial and medical. With the industrial business, we focus on industrial welding gases, specialty gases, welding and plasma equipment and accessories, and safety supplies. Our primary customer base is farm and agriculture, construction, mining, power plants, structural steel, and fabricators. General Distributing's medical division focuses on medical and specialty gases and

medical equipment and supplies. Our primary customers are hospitals, home health care companies, surgery centers, physicians, dentists, veterinarian clinics, and research institutions.

**GTUIT** | [www.GTUIT.com](http://www.GTUIT.com)  
GTUIT is an industry leader of well-site associated gas treatment that includes innovative hydrogen sulfide removal and gas processing using mobile and modular equipment to recover natural gas liquids (NGLs) and to condition fuel gas. GTUIT is focused on providing innovative solutions for stranded gas processing, best in class manufacturing and industry leading service that creates value for its customers.

**Hogin Machine, Inc.** | [www.hoginmachine.com](http://www.hoginmachine.com) [10]  
Hogin Machine, Inc. manufactures precision parts and assemblies according to your specifications. We have an experienced staff of machinists, a quality management system certified to ISO9001:AS9100C and an extensive line of modern equipment.

**Ideas to Matter** | [www.qintegration.com/products/3d-printing/](http://www.qintegration.com/products/3d-printing/) [13]  
Ideas to Matter is the 3D printing business unit of Quest Integration. It specializes in Sindoh 3DWox printers. Our goal is to help you bring your ideas to life at an affordable cost.

**InterDyn BMI** | [www.interdynbmi.com](http://www.interdynbmi.com) [18]  
InterDyn BMI's world-class consulting team of industry specialists has experience transforming data into meaningful, valuable, business decision-making information to meet our clients' specific needs.

**Jobs for Montana's Graduates** | [www.jmg.mt.gov](http://www.jmg.mt.gov)  
Jobs for Montana's Graduates promotes students to stay in school through graduation and work with them to successfully transition from school into employment, post-secondary education, apprenticeship, the military, or where their path takes them. Read more... OUR WORK.

**Leavitt Great West Insurance Services** | [www.leavitt.com/GreatWest/](http://www.leavitt.com/GreatWest/) [6]  
Leavitt Great West Insurance Services is an independent insurance agency with offices in Billings, Bozeman, Butte, Choteau, Conrad, Cut Bank, Great Falls, Helena, Kalispell, Livingston, and Shelby, MT. Our independence means we represent multiple insurance companies and are able to match our clients' needs with the insurance company, product, or risk management strategy that will result in the right insurance coverage at an extremely competitive premium rate. Our independent status means better insurance for individuals, families, and businesses—from home and car insurance to workers compensation to property risks to liability insurance and more.

**Montana Connections Business Development Park** | [www.montanacommconnections.com](http://www.montanacommconnections.com) [28]  
Montana Connections Business Development Park is a large industrial park located west of Butte at the intersection of Interstate 90 and Interstate 15. The entire Park is appropriately zoned for industrial development with a majority of the property owned by the local government for economic development purposes. As a Tax Increment Financing District, Montana Connections Park is able to offer local incentives for industrial development. The Park has all the necessary infrastructure available including industrial water, natural gas, sewer, and three phase electrical power. For more information, please contact Kristen Rosa 406-497-6470 or [krosa@bsb.mt.gov](mailto:krosa@bsb.mt.gov).

**Montana Department of Commerce Business Resources Division** | [www.marketmt.org](http://www.marketmt.org) [4]  
Montana is the best state to live, work, and play, and the Montana Department of Commerce is committed to growing its economy through the development and promotion of business and industry all across the state.

**McDantim** | [mcdantim.com](http://mcdantim.com) [0-33]  
McDantim, Inc. has specialized in on-site gas blending since 1988 with over 200,000 Trumix® systems around the world.

**Montana Correctional Enterprises** | [www.cor.mt.gov/MCE](http://www.cor.mt.gov/MCE) [21]  
The Montana Correctional Enterprises Division provides vocational education, on-the-job training and work experience to inmates in industry, vocational and agricultural programs. Inmates working in these programs develop marketable job skills, a strong work ethic and self-esteem through a feeling of pride in their accomplishments, often for the first time in their lives. In addition, inmates earn a wage to pay their victim restitution and court-ordered fines, and to save money for their release.

**Montana Department of Environmental Quality** | [www.deq.mt.gov](http://www.deq.mt.gov) [16]  
The Montana Department of Environmental Quality is charged with protecting a clean and healthy environment as guaranteed to our citizens by our State Constitution. Our ultimate goal is to protect public health and to maintain Montana's high quality of life for current and future generations.

**Montana Department of Labor & Industry / Incumbent Worker Training (IWT)** | [www.IWT.mt.gov](http://www.IWT.mt.gov) [19]  
Incumbent Worker Training (IWT) is a grant program to help small businesses purchase skills-based training or certified education for their existing employees. Businesses should have 20 or fewer employees per location and 50 or fewer employees statewide. Grant limits are tiered: up to \$2,000 per full-time employee, and up to \$1,000 per full-time employee.

**Montana Department of Labor & Industry - SafetyFestMT** | [www.safety-festmt.com](http://www.safety-festmt.com) [9]  
SafetyFestMT provides free safety training to employers and their employees across the state of Montana.

**Montana Department of Labor Registered Apprenticeship** | [www.apprenticeship.mt.gov](http://www.apprenticeship.mt.gov) [26]  
As unemployment figures decline, the availability of skilled workers is diminished. The remaining people are likely to be those with skills that do not meet those of current employment opportunities in today's job market. By partnering with employers, the Department of Labor & Industry is helping to fill this void through Montana Registered Apprenticeship program.

**Montana Governor's Office of Economic Development (GOED)** | [www.business.mt.gov/](http://www.business.mt.gov/) [31]  
The Montana Governor's Office of Economic Development (GOED) is the lead economic development agency for the state of Montana, charged with Retaining, Growing, and Attracting; Workforce, Business, and Investment in Montana.

**Montana Hydraulics & FELCO** | [www.mthyd.com](http://www.mthyd.com) [17]  
Montana Hydraulics is a multifaceted manufacturing company offering machine shop services including CNC machining, fabrication, custom manufacturing, as well as innovative, progressive solutions and services for the railroad industry. Felco offers two-in-one compaction attachments, including vibratory and roller compaction buckets, that have been proven to deliver 20% or more in efficiency gains. Felco also manufactures bedding and custom backfill conveyors, bedding products, trench boxes, as well as custom specialty buckets.

Montana Hydraulics and Felco are manufacturing products that leave a reputation that resembles the impressive Montana landscape; rugged, durable, and impervious to all type of environmental conditions. We take pride in providing American jobs and building our products locally with high quality standards, without the need of outsourcing, or importing our products from off shore."

**Montana Manufacturing Association (MMA)** | [www.montanachamber.com/about-us/montana-manufacturing-council](http://www.montanachamber.com/about-us/montana-manufacturing-council) [2]  
The Montana Manufacturing Association (MMA) is the statewide association for manufacturers and their supporters. The MMA formed in 2001 (known then as the Montana Manufacturing Council) as a subsidiary of the Montana Chamber of Commerce.

**Montana Manufacturing Extension Center (MMEC)** | [www.montana.edu/mmec](http://www.montana.edu/mmec) [RC]  
The Montana Manufacturing Extension Center (MMEC) is an outreach arm of Montana State University's College of Engineering, dedicated to helping Montana businesses grow their revenue, solve their problems and reach their full potential. Headquartered at MSU's Bozeman campus, the MMEC has field offices in Billings, Bozeman, Great Falls, Kalispell and Missoula, and has served nearly one third of all manufacturers in the state. No matter your industry or your challenge, MMEC consultants will collaborate with you to deliver solutions that work.

**MSU College of Engineering** | [www.coe.montana.edu](http://www.coe.montana.edu) [32]  
The College of Engineering at Montana State University will serve the State of Montana and the nation by: fostering lifelong learning; integrating learning and discovery; and developing and sharing technical expertise empowering students to be tomorrow's leaders.

**Montana Precision Products** | www.mtpp.com [0-35]  
Description not available at time of printing

**Montana State Fund** | www.safemt.com [30]  
Montana State Fund is the leading provider of workers' compensation insurance in Montana, offering high-quality coverage and customer service tailored to the needs of our state's industries, companies, government agencies and workers. As a company dedicated to the health and wellness of our fellow Montanans, we also assist policyholders in improving workplace safety through comprehensive programs and public education outreach. For more on our programs, visit safemt.com, or talk to your independent insurance agent.

**Montana Tech** | www.mtech.edu  
Montana Tech, through exemplary undergraduate and graduate education, workforce development, research, and service, builds on a strong heritage in engineering, science, and technology that blends theory with practice in meeting the changing needs of society and the responsible development and use of natural resources.

**Montana World Trade Center** | www.mwtc.org/ [27]  
For nearly two decades, MWTC has served Montana as a trusted advisor for businesses wanting to connect globally and prosper locally. We provide Montana companies with actionable information, prescriptive export strategies, on-demand project management, and long term strategic guidance.

**NorthWestern Energy** | www.northwesternenergy.com [3]  
Economic vitality is crucial to Montana's future, and for more than 100 years, NorthWestern Energy has held a strong commitment to the communities it serves. Community Works encompasses NorthWestern Energy's tradition of funding community activities, charitable efforts and economic development within its service territory. NorthWestern Energy is committed to serving as a meaningful and dedicated contributor to the economic development process, and we see our role as "energizing Montana's economy."

**Plastic Design and Manufacturing (PDM)** | www.makeitplastic.com  
Custom Manufacturing, Tooling Sourcing and Parts/Assemblies. We work 24 hours /day, 5-6 days each week to serve our customer's needs for product. We operate our organization with a strong management philosophy towards serving the needs of our customers as the top priority. We utilize the latest manufacturing and quality control programs as well as up to date equipment to handle this responsibility. With solid manufacturing principles, off-shore and domestic sourcing, along with strong, customer oriented management, our company operates out of a new custom built factory in Manhattan, Montana for plastic molding, tooling trials, assembly, as well as research and development into numerous plastic related engineering, recycling, and bio-based materials programs. "Our mission is to provide our customers with the best value/lowest total cost for their plastic parts using our new, state of the art manufacturing systems.

**Proof Research** | www.proofresearch.com  
Proof Research's mission is to reduce weight while improving accuracy and performance, to amaze and excite all of our customers, and ultimately, to increase the safety and effectiveness of the Warfighter and Peacekeeper.

**Port of Montana** | www.portofmontana.org [1]  
The Port of Montana can help your business expand its reach. We can assist your business with shipping or receiving rail or truck loads as well as product distribution.

**Prospera Business Network** | www.prosperabusinessnetwork.org [RC]  
Prospera is a member-supported nonprofit economic development organization facilitating business leadership, whose purpose is to advance, challenge and inspire our regional business communities. Prospera is dedicated to encouraging and supporting business expansion, retention and relocation by providing business consulting, financing, professional development and economic research. The Montana Women's Business Center (WBC) is a program of Prospera Business Network and is partially funded by the U.S. Small Business Administration. Established in October 2009, the Montana WBC is one of over 100 business centers across the country. We provide the necessary tools and support to help women establish, grow and sustain businesses throughout the state of Montana. Women are our focus, but we will help anyone who needs it."

**Printing for Less** | www.printingforless.com  
Helping companies recognize revenue from their marketing Investment.

**Quest Integration** | www.qintegration.com [23]  
Quest was founded with the belief that American manufacturing was the success of our country's past and will be the success of our future. The Northwest's manufacturing industry is an impressive machine that couples small town pride with global competence. Quest enjoys partnering with local companies to continue to facilitate the development of the industry.

**Rocky Mountain Bank** | www.rmbank.com [5]  
Rocky Mountain Bank makes "great things happen!"  
For Business: At Rocky Mountain Bank, we provide comprehensive banking solutions that help make the job of managing your business finances easier. Our experienced business bankers have a unique understanding of local industries, issues, and markets. And we pride ourselves on offering outstanding personal service that puts you at the center of everything we do.

**Salient Technologies, Inc.** | www.salient-tech.com [12]  
Salient Technologies, Inc. is a creative product development firm that helps startups and leading brands achieve a competitive edge in the marketplace by designing for the end user. From dreaming up the award-winning Zogoflex® pet toys for West Paw Design, to creating ground breaking valve solutions for NASA, Salient successfully designs innovative solutions across a wide range of industries.

**Spika Design and Manufacturing** | www.spikamfg.com  
Spika Design and Manufacturing specializes in manufacturing structural aluminum products, primarily work platforms, maintenance stands, and ground support equipment, that facilitate upper-level access, provide a safe work environment, and enhance efficiency.

**S&L Electronics** | www.skecorp.com  
S&K Electronics, Inc. was established by the Confederated "S"alish & "K"ootenai Tribes in 1984. Located on the Flathead Indian Reservation in western Montana, S&K has approximately 95 employees and 40,000 sq. ft. in three buildings, with room to expand. We invite you to work with the S&K Electronics team, where modern technology meets a tradition of manufacturing excellence.

**Town Pump** | www.townpump.com [0-34]  
The Town Pump Hotel Group of Montana/Idaho Falls offers 12 hotels throughout the state of Montana and one in Idaho Falls. Each hotel offers free hot breakfast, free wi-fi, comfortable pillow top beds, indoor pool and fitness rooms in most locations as well as free shuttle. Ask about our special Manufacturer's rates.

**Rocky Mountain Bank** | www.rmbank.com [5]  
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For Business: At Rocky Mountain Bank, we provide comprehensive banking solutions that help make the job of managing your business finances easier. Our experienced business bankers have a unique understanding of local industries, issues, and markets. And we pride ourselves on offering outstanding personal service that puts you at the center of everything we do.

**UPS** | www.ups.com [11]  
UPS is a global leader in logistics, offering a broad range of solutions including the transportation of packages and freight; the facilitation of international trade, and the deployment of advanced technology to more efficiently manage the world of business.

**U.S. Commercial Service** | www.trade.gov/cs/ [22]  
The U.S. Commercial Service is the trade promotion arm of the U.S. Department of Commerce's International Trade Administration. U.S. Commercial Service trade professionals in over 100 U.S. cities and in more than 75 countries help U.S. companies get started in exporting or increase sales to new global markets.

**USPS** | www.usps.com [0-33]  
Ensuring orders reach customers on time is a top priority for businesses. And the United States Postal Service helps businesses with reliable shipping services. The United States Postal Service is not just about shipping goods from one place to another, we also help businesses find more potential customers to help grow your business.

## Speaker Biographies

**Allard, Dave | MMEC**  
- *Speaking in Session C-2 and D-2*  
David Allard is a Chemical Engineer from Montana State University with over 25 years of experience in manufacturing, engineering and management. He has a broad background of experiences, including project management, technical team development, plant construction, plant management and process development.

**Booth, Brit | Total BS Media**  
- *Speaking in Session A-3, D-5 and E-3*  
Total BS Media is full of Brit and Sarah. While equally impressive elements on their own, when combined they form a highly volatile creative compound. Total BS Media is a full-service firm, specializing in content marketing and public relations. We push clients to approach content with what we call Irreverent Strategy (TM pending). At Total BS Brit tackles creative direction, lots of typing (copywriting for you youngsters), and she likes to file HR complaints with Sarah just for fun. Brit is the sail of the ship. She uses swift creative instincts to guide projects and steer brand direction for clients and Total BS with forceful energy—nice way of saying blunt.

**Bucy, Pam | Montana Dept. of Labor and Industry**  
- *Speaking in Session B-4*  
Pam Bucy, of Helena, MT, is Commissioner of the Montana Department of Labor & Industry. Upon graduating from law school, Bucy was hired as a criminal prosecutor with the Lewis & Clark County Attorney's office. She went on to work as Executive Assistant Attorney General under former attorney general and current Supreme Court Chief Justice Mike McGrath, where she created the Office of Consumer Protection. She left her post at the attorney general's office after 7 years to take a job with Montana's Department of Labor & Industry. She began as Chief Legal Counsel for the Department before being appointed Commissioner by Governor Steve Bullock in 2013. Commissioner Bucy has previously served on several boards including, State Bar of Montana and Montana Legal Services Association. Bucy is also the recipient of several awards, including the State Bar of Montana Distinguished Service Award and Governor's Award for Excellence. She received her B.A. from Rocky Mountain College and J.D. from the University of Montana, School of Law. Commissioner Bucy has practiced law in the private sector as an Associate Attorney for Luxan & Murfitt in Helena, Montana.

**Buscemi, Colette | Digital Manufacturing Institute (DMDII)**  
- *Speaking in Session B-2*  
As Director, Programs, Colette Buscemi is responsible for overseeing DMDII's program management, execution, and successful delivery of DMDII's portfolio of research and development projects.

Prior to joining DMDII, Colette served as the Head of Trade & Investment, Midwest Region for UK Trade & Investment, the British government's international trade development agency. Colette's diverse background also includes managing a start-up business, designing and developing a consumer goods product that was awarded a patent in 2005 and non-profit management. Colette graduated from Montclair State University with a bachelor's degree in English and a minor in Journalism and currently resides on the northwest side of Chicago with her three sons.

**Buttrey, Ed | MT Legislature**  
- *Speaking in Session E-4*  
Senator Ed Buttrey is a 4th generation Montanan, residing in Great Falls, MT. A former weapon's systems designer, he now owns businesses in real estate development, manufacturing, high tech, retail, restaurant, casino, resort and economic development industries. Senator Ed Buttrey was elected to the Montana State Senate in 2010, and has held leadership positions in each of the 2011, 2013 and 2015 sessions. He has been Chairman of the Legislative Admin, Local Government, and Business, Labor and Economic Affairs committees as well as Vice Chairman of various other committees. He also served as the Majority Party Whip in the 2015 Legislative session. Senator Buttrey has served in the United States Army, and as a Fire Department Captain, Emergency Medical Technician, Search and Rescue Director, Chairman of the Great Falls International Airport Authority, and football radio announcer. In addition to currently serving as Senator for Senate District 11, he also serves as the Area Chairman for Employers Support of Guard and Reserve, as a high school varsity football coach, and sits on numerous other community Boards. He is married (Jessica) with three daughters (Kenzy, Macy, TayLee).

**Cartwright, Scott | Logic Controls Systems**  
- *Speaking in Session E-5*  
Scott started his career as an apprentice then journeyman, industrial controls electrician. He also attended college while working, eventually achieving two Bachelor of Science degrees; Finance and Information Systems, from the University of Idaho. Having his original dreams of becoming a stock broker dashed by the realities of the industry he witnessed during a summer internship at a national brokerage firm, he was at the same career crossroads many young people find themselves at. So, he continued working in the electrical field while obtaining ratings in his primary hobby – flying airplanes, until he came up with a legitimate career plan. In 1994 Scott decided to get his electrical contractors' license and open an electrical controls business, adding PLC's/programming to the business a few years later. Since 2003 the controls business has concentrated solely on PLC and SCADA based projects. Scott's company, Logic Control Systems, now has three offices in the western US, with the majority of their customers being global commodity suppliers in the concrete, foods, grain, milling and machining industries. Logic Control Systems is based out of Great Falls, MT, and serves customers throughout the central and western US

**DeGroot, Bryce | Compass Advisors**  
- *Speaking in Session C-1*  
Bryce DeGroot, MBA, M&AMI, CBI is the President of Compass Advisors, a Merger and Acquisition advisory firm based in Bozeman. The firm has completed 150 transactions for entrepreneurs, including securing \$35 million of capital for Montana entrepreneurs last year. He recently served on the Board of Directors of the M&A Source, an international association of M&A professionals. Bryce enjoys living in his hometown of Bozeman with his wife and three sons.

**Donnelly, Brent | USDA**  
- *Speaking in Session C-5 and E-1*  
Brent Donnelly is the Business-Cooperative Program Director for USDA Rural In February of 2014 Brent Donnelly accepted the opportunity to join the USDA Rural Development team in Montana as the Business-Cooperative Program Director. Mr. Donnelly is based out of the Bozeman State Office with a very capable team on projects which increase economic opportunity and improve the quality of life in rural America. Mr. Donnelly spent over 10-years working in private sector residential real estate through the Farmer Mac I program. In the spring of 2009 after selling a small business, Mr. Donnelly continued to serve rural America by going to work with the USDA Rural Development team in Idaho. He was very successful as an Area Specialist for Single Family Housing in Rexburg, Idaho. This resulted in a competitive promotion to the USDA Rural Development Business Programs mission area in Blackfoot, Idaho. In February of 2011, Mr. Donnelly transferred from Blackfoot to North Idaho to manage the largest Business Programs area office portfolio in the state before making the move to Montana. Mr. Donnelly grew up in the rural area outside of historic Aurora, Oregon, and then moved to Washington State to attend Pacific Lutheran University. In 1996 Mr. Donnelly married Heidi (a Montana native – St. Ignatius) and graduated with a Bachelor in Business Administration degree. Upon Heidi's university graduation and earning a teaching certificate, the Donnelly's purposed to live and raise their family in rural America. Living outside Three Forks, Montana, with their four homeschooled children, Mr. and Mrs. Donnelly enjoy the rich history of the area and spend their days taking full advantage of the opportunities of rural America including riding their horses, 4-H, cattle drives and playing in the great Montana outdoors.

**Ehli, Ron | MT Legislature**  
- *Speaking in Session E-4*  
Ron Ehli is married to Laura, and has two adult children and one grandchild. He was born and raised in Montana and currently lives in Hamilton. As a small business owner for 34 years, he knows the challenges of making a living in a small community and in a State without a high-end economic base. He is a retired Hamilton Firefighter, serving 6 years as Hamilton Fire Chief, and has also served as Ravalli County Fire Warden, Board of Director for Citizen State Bank, and Chairman for Hamilton Downtown Business Improvement District. He is currently serving his 3rd Legislative Term in the Montana House of Representatives and has served on the coveted Appropriations committee during all 3 terms. He is currently the Chairman of the Appropriations Subcommittee HHS and Interim Committee for Children and Family HHS.

**Fadden, Janyce | University of Alabama****- Speaking in Session Keynote and C-3**

Janyce Fadden is Executive-in-Residence for the College of Business at the University of North Alabama. Previously, Fadden served in various capacities as President, Vice President, and General Manager for major multinational corporations including Honeywell, General Signal, Applied Power, Pacific Scientific, and Danaher. Her current role includes guiding a leadership team from the University of North Alabama, Shoals Chamber of Commerce, the Shoals Entrepreneurial Center, Alabama Technology Network, private sector companies, and governmental organizations to identify and implement pathfinder projects that advance the region's competitiveness using Strategic Doing, an asset based collaborative process. In her eight years as President at the Rockford Area Economic Development Council, the results of her collaborative work resulted in the retention or creation of 18,700 jobs, \$1,300M of capital investment and occupation of 13M square feet of development.

**Frederick, Sam | Crowley Fleck****- Speaking in Session C-2**

Sam Frederick is a business attorney with Crowley Fleck PLLP and focuses his practice on intellectual property and technology. Sam helps clients protect and commercialize their valuable intellectual property assets and minimize risk. As part of his practice he negotiates, drafts and enforces commercial contracts. Sam represents clients in complex joint development, technology and IP ownership transactions, as well as secures valuable business IP, working with manufacturers, OEMs, data centers, software businesses, nanotechnology and life science companies, chemical manufacturers, vertically integrated companies, clothing and fashion designers, and other businesses to create and maintain a distinctive product and brand in the marketplace.

**Gardella, Wayne | SBA****- Speaking in Session C-5 and E-1**

Wayne Gardella, Montana District Director for the Small Business Administration (SBA), has an all-encompassing background in small business lending, economic development, and outreach. Mr. Gardella joined the SBA in the Montana District Office in January of 2013. Prior to coming to the SBA, Mr. Gardella spent the last 20 years actively engaged in supporting business initiatives at the Export-Import Bank of the United States. Between 2004 and 2012, Gardella was the Vice-President for Domestic Business Development. In 2012, he became the Vice President of the Small Business Finance Division overseeing key small business trade finance lending programs. Prior to his experience at the Export-Import Bank, Mr. Gardella spent more than 12 years in banking in the fields of asset management, asset-based lending, commercial real estate, leverage and premium financing, and leasing. Mr. Gardella is a certified public accountant and holds both a bachelor's and master's degree in business administration.

**Gill, Adam | Montana Facility Finance Authority****- Speaking in Session C-5, E-1**

Adam Gill has been the Associate Director of the Montana Facility Finance Authority since January 2015. His work with the Authority includes the expansion of the Industrial Development Bond program as well as managing lending programs for nonprofit hospitals around Montana. Prior to the Authority, he worked with the Montana Department of Commerce HOME Program for five years providing housing grants and technical assistance for projects around the state. He has also worked with Rural Dynamics Inc. on their Northern Plain Initiative which focused on economic development in rural communities across Montana, Wyoming and the Dakotas. He holds a Master's in Public Policy from the Hubert Humphrey School at the University of Minnesota.

**Gray, Van | Baylor University****- Speaking in Pre-session 1 and Session B-3**

Van D. Gray is currently Professor of Management, Director of Strategic Planning and Accreditation and Associate Director for the Center for Non-profit Studies at Baylor University's Hankamer School of Business. Dr. Gray has been involved in several microcomputer software and hardware development firms, and was the founder and President of STF Technologies, Inc. the developer of the first Facsimile Modem for the Apple Macintosh(tm) computer. An active consultant in the field of manufacturing planning and control to numerous organizations, Van has provided education and assistance to Fortune 100 and Fortune 500 firms, as well as numerous small and medium sized manufacturing firms, service, and state and federal government organizations in improving their processes.

**Mike Groff | Plastic Design & Manufacturing****- Speaking in Fri 8a.m. panel**

Bio not available at time of printing

**Howard, John | Performance Resources****- Speaking in Session C-4**

Dr. Howard received his doctorate in Social and Organizational Psychology from the University of Oregon in 1977. After two postgraduate years in a private research setting, he spent 22 years in management and ownership positions in a variety of businesses, including manufacturing, commercial real estate, finance, and recreational vehicle sales. He founded Performance Resources, Inc. in 2001, and has current clients in those fields, and in a wide variety of other businesses. His clients range from very small businesses to Fortune 500 companies, from Florida to Alaska. He is published frequently in business magazines and newspapers, and his book on hiring practices, SHARP Hiring™—How to Find, Hire, and Keep Top Performers, is in its 3rd edition. He is internationally recognized as an expert in the fields of human resource assessments, selection and hiring systems, employee retention, management development, and productivity increases, and is often invited as keynote speaker at professional meetings of human resources associations, both in the US and abroad.

**Hunter, Sarah | Total BS Media****- Speaking in Session A-3**

Total BS Media is full of Brit and Sarah. While equally impressive elements on their own, when combined they form a highly volatile creative compound. Total BS Media is a full-service firm, specializing in content marketing and public relations. We push clients to approach content with what we call Irreverent Strategy (TM pending). At Total BS Sarah can be seen slaying strategy and SEO, congregating with clients, owning all aspects of day operations, and if she has an HR issue, she takes it up with herself. Sarah is the solid welding that keeps this crazy boat afloat. She runs a tight ship navigating the marketing waters like a pro to ensure we don't hit an iceberg.

**Hutchinson, Sean | Strategic Value Advisors****- Speaking in Pre-session 3 and B-1**

Sean Hutchinson is Chief Executive Officer of Strategic Value Advisors (SVA), thought leader in the field of business value creation and a sought-after speaker. The mission of SVA is to help owners design and implement structured initiatives that exponentially increase the financial value of their equity and at the same time accessing options for harvesting wealth from the business. Mr. Hutchinson is the former Chief Executive Officer of Integra Realty Resources, a global company based in New York City and at the time of his leadership the world's largest real estate advisory firm. In addition, he has advised more than 100 privately-held companies throughout the U.S. on ownership transitions, competitive strategy, growth, valuation and value creation, restructuring, recapitalization, mergers and acquisitions, and governance. He is deeply involved in corporate and institutional governance. He currently sits on the Boards of four privately-held companies, including that of his family's 60-year-old manufacturing business. He is a member of the national Board of Advisors for the Exit Planning Institute and the president of EPI's Northern California chapter. In 2013, he was honored with the Exit Planning Institute's Leadership Award, and in 2015 the Exit Planner of the Year, its highest designation. In addition to his professional activities, Mr. Hutchinson serves as a Board member of numerous non-profit and academic organizations, including the Gellert Family Business Resource Center at University of San Francisco and the Insight Prison Project. He earned his Master's degree from Miami University of Ohio, is a Certified Exit Planning Advisor (CEPA), Certified Merger and Acquisition Advisor (CMAA), and holds the FINRA Series 79 Limited Registered Representative—Investment Banking and FINRA Series 63 Uniform Securities Representative licenses.

**Kast, Benjamin | LMG Security****- Speaking A-4**

Benjamin Kast is Director of Penetration Testing at LMG Security. In his work as a Senior Information Security Consultant, he has conducted penetration testing engagements for companies ranging in size from multi-billion dollar publicly traded companies to small and medium sized organizations. Prior to his work as an Information Security Consultant, Benjamin was a Director and Product Champion for an industry leading software company, and worked for a firm that provided technology services to the automotive industry and public sector. He has over 20 years of IT experience that includes software product development, project management, implementation and consulting. He has a degree from the University of Montana, and is a GIAC-certified penetration tester (GPEN).

**Kober, Jane | Parker Hannifin, Livingston****- Speaking in Session A-3 and D-5**

JJane Kober is a Product marketing executive with a passion for commercializing new technologies and building them into strong and growing businesses. Her work encompasses all aspects of business. Her approach is always customer focused and encompasses the entire product life cycle. Jane has over 25 years of experience bringing new products and technologies to market in a diverse set of industries. Currently, Jane is employed by Parker Hannifin where she is using her leadership skills to transform a conservative, stable division into a fast growing, customer focused enterprise through strategic market alignment, technology development and new product launches. In 2003, Jane formed a start-up venture dedicated to New Product Development. This effort quickly led to the commercialization and launch of a Consumer Craft product based on technology from the Vinyl Sign Cutting Industry and garnered a patent for Jane and her business partner. The company, Wishblade Inc., was sold to Xyron, Inc. only 8 months after product launch. Jane became the Director of Marketing and New Product Development at Xyron, a company known for its innovation. She rebuilt the marketing team to focus on Product Line Management and Customer Loyalty and oversaw the launch of two new product platforms. Prior to starting her own business, Jane worked for 3M Company. When 3M launched its Six Sigma effort in 2001, Jane was among the first employees chosen for a coveted Black Belt assignment. She was part of a new corporate initiative, working with an Executive Vice President, to improve 3M's vaunted new Product success rate. This work led to the roll-out of a New Product Development process which Jane implemented globally for the Specialty materials Division. Jane holds a M.S. degree in management of Technology from the University of Minnesota and a B.S. degree in Chemical Engineering from Montana State University. She is also a certified Six Sigma Black Belt.

**Manhardt, Mike | MMEC****- Speaking in Session D-2**

Mike was born and raised in Wisconsin where in high school he was Mike was born and raised in Wisconsin where in high school he was the only person to take both Auto Mechanics and Calculus in the same semester. He later obtained a Bachelor of Science Degree in Mechanical Engineering from the University of Wisconsin Madison. His love for vehicles and engines led him to work for Waukesha Engine, Harley Davidson, and Polaris Industries for 10 years. He then landed in Missoula at the University of Montana in order to obtain his Master of Business Administration. After completion of the program he ran a small consulting house offering Product Design services including Industrial Design, 3D CAD, 3D Printing, Digital Fabrication and prototype development.

**Marchi, Liz | Frontier Angel Investors****- Speaking in Session C-1**

Liz Marchi is the founder of Frontier Angel Fund 2, www.frontierfund2.com. Liz Marchi is the founder of Frontier Angel Fund 2, www.frontierfund2.com, and the Fund Coordinator for the Frontier Angel Fund, LLC, Montana's first angel fund. These funds invest in early stage companies in Montana and the inland Pacific Northwest and pioneered a syndication strategy for rural markets. She serves as Advisory Board Chair for the Flathead Beacon, www.flatheadbeacon.com and www.flatheadliving.com. She is a co-founder of Northfork Strategies, www.northforkstrategies.com. She serves on the Advisory Board of Next Frontier Capital and on the Board and Finance Committee of North Valley Hospital. Ms. Marchi has a background in legislative and public policy issues related to business growth and development at the state and federal levels. She is a proven leader and relationship builder and has served as President of the Montana Ambassadors, President of the Hollins University Alumnae Association and as a Trustee of Hollins University. She served as President and CEO of Montana West Economic Development and the Flathead County Port Authority. She has raised funds for organizations, projects and private companies. She served on the Advisory Board for the Montana Meth Project, the Governor's Economic Development Advisory Council, The Montana World Trade Center and the Greater Polson Community Foundation. She has been recognized for her vision and courage in bringing the entrepreneurial imperative to rural communities. She was recently honored by the Montana State University School of Business and the Prospera Business Network as the Woman to Woman Mentor of the Year. She served as one of the two first US State Department Professional Fellows to travel to Myanmar in 2014 to work with entrepreneurs. She resides with her husband Jon on a ranch outside of Polson, Montana where she sells natural, Montana raised, Wagyu (Kobe) beef and registered Black Angus, www.marchiangus.com She has three children, two stepchildren and two grandchildren. Liz can be reached at: liz@frontierangels.com, 406-249-0637, @frontierangels.com www.linkedin/in/lizmarchi

**McCarthy, Kelly | MT Legislature****- Speaking in Session E-4**

Kelly McCarthy has been serving Central Billings since 2013 and sits on the House Appropriations Committee. His focus in the legislature is primarily economic development, but just like other legislators, he paid his \$15 to get on the ballot and became an expert in all things. Kelly was born and raised in Billings, but left when he was 19 seeking employment and adventure. He spent the next 23 years in and around the US military working in various roles within the intelligence community. Upon returning to Montana, he spent five years in bank operations and now runs the Economic Development firm that he founded, the Artos Group. He holds a Professional Aerospace degree from Embry-Riddle and an MBA in Global business from UT-Dallas. He is married to his wife Glenda, an award winning educator, has two adult children and is patiently waiting for grandchildren.

**Murdock, John | MMEC****- Speaking in Session E-3**

John Murdock has 35 years of business development, sales and marketing experience in business-to-business operations with private industries and dealing with Fortune 500 companies. He has significant experience in project planning and execution. John founded and ran an industrial equipment and software business for 20 years with a parallel career as an Intelligence Officer / Commanding Officer in the US Navy on active duty and reserve service. John has a degree in Metallurgical Engineering from the University of Idaho and an MBA from Pepperdine University. He served on several non-profit boards. He lives in Whitefish, MT.

**Nicholson, Bill | MMEC****- Speaking in Session E-2**

Bill Nicholson is a Business Advisor for the Montana Manufacturing Extension Center (MMEC), a program established in 1996 at Montana State University to improve the efficiency and cost-effectiveness of small to mid-sized manufacturing companies throughout Montana. MMEC is member of a nationwide network, the NIST Hollings Manufacturing Extension Partnership (MEP). Bill brings over 28 years of experience in engineering and manufacturing operations, with 12+ working with the MMEC assisting his clients with projects such as executive coaching, strategic planning, lean manufacturing, quality management system certification, supply chain development, problem solving, business growth coaching, product / shop rate costing, and more. Bill's combined experience of engineering, manufacturing, production management and Lean Manufacturing has given him a tremendous foundation and understanding of the true benefits of creating a World Class Operation.

**Obert, Brian | Montana Business Assistance Connection****- Speaking in Session A-5**

Brian joined MBAC in January of 2006 as the newly created Community Development Specialist and was appointed Executive Director in January of 2015. In this role, Brian leads the economic development initiatives in Broadwater, Lewis and Clark and Meagher Counties to improve the business climate, increase the taxable value and create a more conducive and attractive quality of life. In this role, MBAC/GEDD is responsible to create and implement a Comprehensive Economic Development Strategy (CEDS) for the tri-county region. Before joining MBAC, Brian was a Manufacturing Engineer at the Boeing Company in Seattle, a drafting/manufacturing consultant and head of logistics and sales for a small business. Brian holds a Bachelor's degree in Mechanical Engineering Technology from Montana State University and sits on the Helena College Advisory Council, Board of directors for Broadwater County Development Corp (BCDC), Townsend Rotary past president and several Montana Economic Developers Association (MEDA) working groups. Brian's wife Laura is a Broadwater County Commissioner.

**Ort, Brandon | Helena SBDC****- Speaking in Session E-3**

Bio not available at time of printing

**Parson, Chris | FVCC****- Speaking in Session D-1**

Chris Parson is the Project Director of the Center for Manufacturing Advancement at FVCC. A native of Montana, Chris graduated from Flathead High School and Montana State University. After obtaining a B.S. in Economics from MSU, Chris was commissioned into the U.S. Marine Corps as a Naval Aviator. He flew attack helicopters for 10 years, including

three deployments in support of Operation Iraqi Freedom. Upon returning home to the Flathead Valley, Chris served as the Director of the Northwest Montana Small Business Development Center for five years. Most recently Chris was the Director of the 2014 Mountain Madness Airshow and the Vice President of the Kalispell Chamber of Commerce. As the Project Director of the Center for Manufacturing Advancement at FVCC, Chris is focused on strengthening and growing manufacturing in Northwest Montana. His background as a certified Economic Development Finance Professional, certified Profit Mastery facilitator and certified facilitator for Peerspective's CEO roundtables will aid him in his new role. He is also a certified facilitator for the Herrmann Brain Dominance Instrument which is an assessment to improve Whole Brain © thinking. Chris can be reached at (406)756-4377 or cparson@fvcc.edu.

**Petersen-Frey, Anya | Bozeman SBDC**  
- Speaking in Session C-2

As an entrepreneur, Anya Petersen-Frey brings not only expertise from years of business consulting but from the ups and downs that come from owning a small business. She has enjoyed a career in consulting and economic development for over 15 years. Her passion for business led her to the Small Business Development Centers (SBDC) and she has worked with the SBDC in Alaska, Wyoming, Oregon and now, Montana. She is currently the Director for the MSU Small Business Development Center that serves Gallatin and Park Counties. She brings her enthusiasm to the classroom as well and teaches in the business department at several colleges and universities and presents regularly at local and national conferences. Anya holds a Master's Degree in Business Administration and has completed her doctoral coursework in business administration. In addition she is a Certified Senior Professional in Human Resources and a Certified Global Business Professional. Anya lives in Bozeman and in her free time she enjoys traveling, playing outside, and serving the community with her dog as a certified Therapy Team. She is an avid hiker, cyclist, and general adventurer.

**Peterson, Bryan | Associated Employers**  
- Speaking in Session C-4

Bryan Peterson has been with Associated Employers since 2007 and provides member services in the areas of organizational, business and staff development and training. Bryan specializes in leadership and management development, personality assessments, communication, conflict management, team building, performance management, discipline and termination. Staff development training services include: customer service, train-the-trainer, respect and business etiquette. Bryan also provides member services in the area of regulatory and preventative training to include reasonable suspicion for drug and alcohol testing for supervisors, harassment and discrimination prevention, and workplace violence prevention. Business and organizational member services include executive coaching. Prior to joining Associated Employers, Bryan worked in the financial institution industry and for a Fortune 500 company. Responsibilities included operational management, managing teams of up to 200 employees, master training for district-wide staff development, and district executive recruiting. Bryan has a B.S. degree in Business Administration from North Dakota State University, and his Professional in Human Resources (PHR) certification. He is a member of the Society for Human Resource Management (SHRM) on the local and national level.

**Podolinsky, John | Montana Dept. of Environmental Quality**  
- Speaking in Session A-5

John has been with the Montana Department of Environmental Quality for 24 years. He's worked in the Underground Storage Tank Program, Petroleum Tank Release Compensation Board, Asbestos Control Program, Federal Superfund Program, and now the Small Business Environmental Assistance Program where he also runs the Radon Control Program. Prior to coming to Montana, he worked in the Midwest as a consultant conducting environmental and industrial hygiene testing. He has a Bachelor of Science degree in Natural Science from St. John's University in Minnesota.

**Price, Will | Venture Capital Group**  
- Speaking in Session C-1

Bio not available at time of printing

**Robinson, Annmarie | MT Dept. of Commerce**  
- Speaking in Session C-5 and E-1

Annmarie has worked for the Montana Department of Commerce for over the past five years with the past year as the Section Manager for the Big Sky Economic Development Trust Fund (BSTF) and Primary Sector Workforce Training Grant (WTG) Program. Before joining the Department, Annmarie worked twenty-four years at Bear Paw Development Corporation in various positions ranging from Housing Coordinator to Deputy Director. The duties included writing and administering various loans and grants on behalf of government entities for housing and community development projects. Annmarie was also the Bear Paw staff assigned as the coordinator for the Rocky Boy's/North Central Montana Regional Authority system. During her tenure with Bear Paw, Annmarie secured and managed over 200 projects totally more than \$600 million. In addition to her roles at Bear Paw Development, Annmarie was a part-time clerk for the Town of Big Sandy for five years.

**Sangray, Mike | Anderson ZurMuehlen Technology Services**  
- Speaking in Session A-4

Mike Sangray, a Certified Information Systems Security Professional (CISSP), with a B.A. in Computer Science and Philosophy, is a cyber security engineer and consultant with 17 years of experience in the IT field. He has earned multiple industry certifications and teaches the 400-level cyber security course at Carroll College each spring. His professional experience includes working for corporations, higher education, and state government. He recently presented at the State of Montana Digital Summit and at the Montana Nonprofit Association Conference. He is currently a Cyber Security Engineer and Consultant with Anderson ZurMuehlen Certified Public Accountants & Business Advisors in Helena, MT.

**Joe Sawyer | ILX Lightwave**  
- Speaking in Fri 8a.m. panel

Bio not available at time of printing

**Schmae, Karl | FBI**

- Speaking in Session A-4

Mr. Karl Schmae has 27 years of Federal Service including 19 years as a Special Agent in the Federal Bureau of Investigation (FBI) and 8 years as an Industrial Security Specialist in the Department of Defense (DOD). Mr. Schmae is currently assigned to the FBI Salt Lake City Division which covers Utah, Idaho and Montana. Mr. Schmae has worked a broad range of investigative matters including violent crime, white collar crime, domestic and international terrorism and counterintelligence matters. Mr. Schmae has also worked at FBIHQ in Washington DC and at overseas locations. Mr. Schmae is the division Strategic Partnership Coordinator with a focus on enhancing liaison with U.S. industry and government partners and with providing awareness of security and counterintelligence risks to those partners. Mr. Schmae is also a SWAT team member and a Crisis Negotiator. Prior to serving in the FBI, Mr. Schmae was a DOD Industrial Security Specialist conducting security assessments of security programs for companies working on sensitive DOD programs

**Sesso, Jon | MT Legislature**

- Speaking in Session E-4

Bio not available at time of printing

**Seyler, Jason | Montana Dept. of Environmental Quality**  
- Speaking in Session A-5

Jason Seyler is the Brownfields Coordinator for the Montana Department of Environmental Quality. Jason enjoys finding creative solutions for non-profits, local communities, businesses, and developers to assess and cleanup contamination at underutilized or blighted properties throughout Montana. Jason has successfully assisted with the cleanup and redevelopment of properties that typically would be considered too challenging for redevelopment such as former smelters, wood treaters, dry cleaners, rail yards, refineries, landfills, gas stations, meth houses, and historic structures filled with asbestos. Jason has been with DEQ for 10 years and started out in the state superfund program, then lead the Voluntary Cleanup Program, and is now happily working full time in the world of Brownfields. Jason has a Master's degree in Environmental Science and Engineering from Colorado School of Mines, has served in Africa as a Peace Corps volunteer, and previously worked in chemical manufacturing.

**Renee Sippel-Baker | Mystery Ranch**  
- Speaking in Fri 8a.m. panel

Bio not available at time of printing

**Smith, Claude | MMEC**

- Speaking in Session B-5

Claude Smith was a very successful athlete in high school and college and graduated from Jamestown University with a B.A. in Biology and a Chemistry minor. He worked for the US Department of Energy in coal research for two years before going to work for The Pillsbury Company. He worked in various Pillsbury and Green Giant facilities in the areas of Quality Assurance and then Operations. He was trained as a Food Safety expert, Statistical Process Control trainer, and a Total Quality Management expert while studying the Deming method under Dr. W. Edwards Deming and others. Through the years Claude has worked for several food manufacturing companies while always pushing forward food safety, innovation and efficiency. He has filled roles as diverse as QA Manager, Process Control Manager, Production Manager, Warehouse Manager, Plant Engineer, Environmental Manager, Plant Manager, General Manager, Entrepreneur, and Consultant. He now works for the Montana Manufacturing Extension Center as the Food and Process Specialist. Claude lives in Great Falls, MT with his wife and dogs.

**Souza, Brittany | Billing Works, Big Sky EDA**

- Speaking in Session C-4

Brittney Souza is the Director of BillingsWorks, a workforce development initiative funded by a collaboration of private businesses and public entities in Billings, Montana. Housed within Big Sky Economic Development, the main goals of BillingsWorks are to provide resources to businesses, align education with workforce needs and promote talent attraction & retention efforts. Prior to her current role, Mrs. Souza worked in the IT Staffing & Recruiting field where she experienced first-hand the severe need for talent. She brings experience in recruiting and hiring initiatives, labor markets, negotiations and retention in the competitive IT industry.

**Spika, Bekhi | Spika Welding**

- Speaking in Session B-4

Bekhi graduated from the University of Montana in 2012 with a BA in Journalism and a minor in Media Arts. In 2014, she joined her family's company as Director of Marketing in Lewistown, Montana. Bekhi utilizes her talents in media and storytelling to market Spika to both clients and potential employees. She has been instrumental in the development of process improvements for product labeling, website redesign, and corporate branding. Soon after joining the Spika team, Bekhi became interested in how her company could engage youth in the manufacturing industry and took on the additional unofficial position as the Outreach Coordinator. Since taking on this role, Bekhi has hosted a three-day Manufacturing 101 course for community members, organized multiple manufacturing PIR days for local educators, and coordinated the launching of the Dream It. Do It. Montana program in Central Montana last summer. Internally, she was responsible for developing and implementing Spika's competitive high school and college summer internship program under a model that encourages custom scheduling and weekly goal setting. She also directs a small outreach committee for student and community engagement. Her latest outreach efforts include coordinating and hosting a two-day MFG Day event in which over 500 students participated in facility tours and manufacturing activities at five different manufacturers in Central Montana. Bekhi is currently an active member of the Workforce Development group for Lewistown's Recharge Our Community program and serves as a member of the advisory board for Billings City College and Great Falls College. She continues to organize efforts to engage, educate, and employ local youth in the manufacturing industry.

**Springer, Matt | RevUp Montana**

- Speaking in Session B-4

Matt Springer is the Director of the RevUp Montana project (www.revup-montana.com). Over the past three years RevUp has helped build the capacity of programs to better meet the needs of employers, focusing on embedding industry-recognized credentials into college programs and launching new short-term training aimed at upskilling existing workers. In that time, over 4,400 students have enrolled in RevUp programs. Matt lives in Northwest Montana with wife Shareen and their young twin hellions, Ben and Lily.

**Stewart, Alistair | MMEC**

- Speaking in Session A-1

Alistair Stewart is an alumnus of the US Department of Commerce's Manufacturing Extension Partnership (MEP) center in Chicago, and rejoined the MEP system in 2015 as MMEC's Specialist for Billings and then Bozeman. His non-MEP experience includes leveraging operational excellence to accelerate and improve portfolio company performance for private equity investors, and he currently serves as a Senior Advisor to an investment banking firm. Alistair's early career includes consulting practice leadership with Giga Information Group (now Forrester), and positions of increasing responsibility with firms such as Baxter Healthcare, British Gas, and British Technology Group. Alistair is an avid fly fisherman, and is very active in Trout Unlimited and other coldwater conservation organizations.

**Stulc, Aaron | Associated Employers**

- Speaking in Session D-4

Aaron has been the Director of the Montana Safety Services Council since June of 2011. He received his Bachelor of Science Degree, with a major in Chemistry, from the University of Montana in 2001. Aaron has worked in the Health and Safety field for fifteen years. During that time he has worked for an industrial hygiene consulting company, as an Industrial Hygiene Compliance Officer for OR-OSHA, and as a Safety Specialist for the Montana Department of Transportation. His background is in designing, developing, and implementing programs to maintain occupational safety and health compliance, as well as to analyze, review, evaluate and report on program effectiveness. With experience in consulting, enforcement, and compliance as well as an extensive background in occupational health and safety in Montana and the Pacific Northwest, he has a realistic perspective about the problems employers deal with and how to solve them. He has trained and collaborated with thousands of employees, managers, other safety professionals and business owners.

**Stuyvesant, Michael | Columbia Okura**

- Speaking in Session A-2

Bio not available at time of printing

**Wright, Jim | Proof Research**

- Speaking in Fri 8a.m. panel

Bio not available at time of printing

**Yakos, David | Salient Technologies, Inc.**

- Speaking in Session D-3

David Yakos spends nearly every day of his life inventing unique solutions for everyday problems. Named on dozens of patents, David has helped develop hundreds of products for startups and leading brands through Salient Technologies, Inc. - the company he co-owns in Bozeman, MT. Products include wheelchairs with worldwide distribution, a Prototype of the Year by Popular Science in 2013; breakthrough cryogenic valve technology for NASA's planetary spacecraft, iBike Dash - the revolutionary cycling power meter sold by the Apple Store, and many others. Recently selected in the top 45 Creatives by Origins Magazine, David continues to generate and develop products and ideas for multiple industries, transforming napkin sketches into a reality. Passionate about STEAM, David invented Circuit Maze and Maker Studio Construction Sets, encouraging arts and engineering through the world of play. www.salient-tech.com

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