

Come home to
MONTANA
(and bring your job with you)





My fellow Montanans,

Twenty years ago, my wife and I drove our Ford Bronco filled with our three toddlers cross-country to Montana. People thought we were crazy (and not just because we were driving thousands of miles in a car with three toddlers). We had this idea that the Internet might actually make it possible for us to work from anywhere, even Bozeman, MT, and that thought didn't convince a lot of people. Still, it turned out to be true. Our little business grew from an extra bedroom in our Bozeman home to 1,100 jobs and an average Montana salary of \$86,000.

You used to live here, so you know the draw that Montana and its lifestyle has. It's the same reason that my family moved out here all those years ago, and maybe it's the reason you went to school here. But did you know that you could live here again?

Today Montana has a high-tech sector with over 175 firms that are growing 8 – 10 times faster than the state economy. Plus, more and more national firms allow their employees to work from anywhere.

Given you have a choice, why not live and work in the Last Best Place? Come back to Montana (and bring your job with you).

In case you need any more reason to telecommute from Montana, how about these:

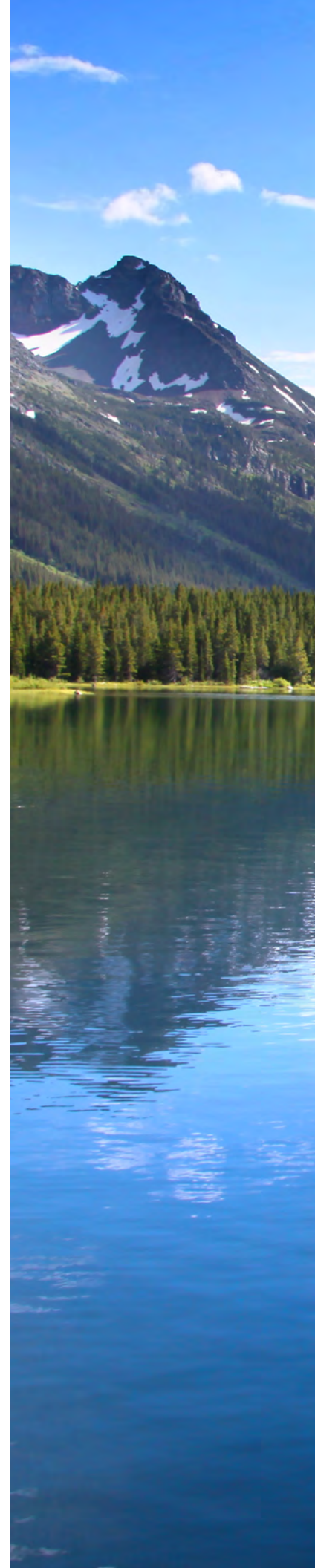
1. The Internet makes telecommuting possible. Even in remote Eureka, Montana, 60% of the homes have direct fiber connections.
2. You have easy access to vast public lands for hunting, fishing, hiking and skiing – every weekend, and even after work during the week.
3. More and more national firms encourage telecommuting. Oracle alone has 800 jobs open that can be filled in Montana today – maybe your firm does too!
4. Direct flights to many national locations make air travel much easier than it used to be.
5. Eliminating a physical commute makes you more productive at home and work – commute in your slippers!
6. Yellowstone and Glacier National Parks become your neighborhood playgrounds.
7. Montana inspires – you will do your best work here.
8. No traffic, so no road rage.
9. Housing costs are below national averages in most Montana communities, so you may even be able to upgrade your home.
10. Montana is a great place to raise your kids!

Who wouldn't want to make Montana home again? Enclosed are some stories of others who are already living the dream here: they have a great job and a Montana home. Also included are resources and tips to help you explore the opportunity for your family.

Why not start with a summer vacation to explore the possibilities?

Sincerely,

Greg Gianforte
Founder RightNow Technologies
Bozeman Montana



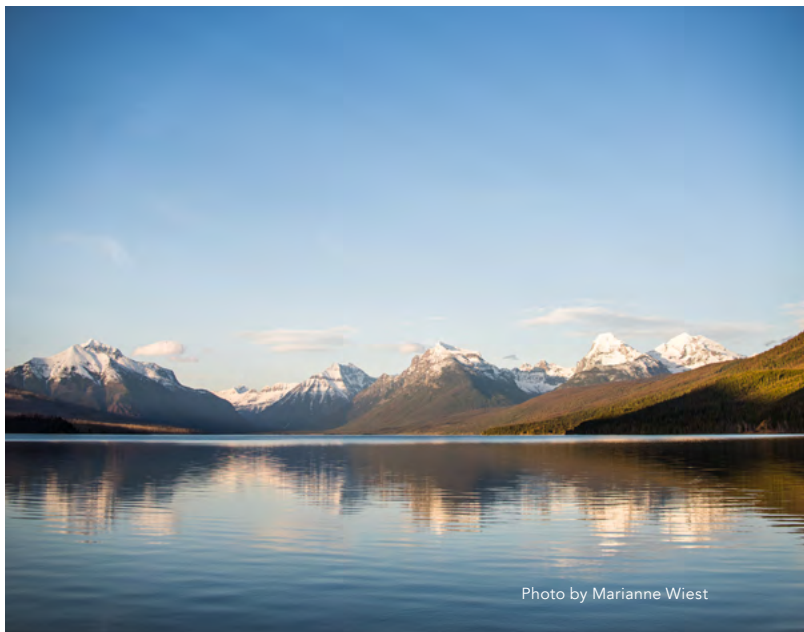


Silicon Valley Salary in Dillon, Montana

Lawrence Morrisroe: Seven years ago my wife and I were having multiple conversations about where we saw ourselves raising a family. We were living in Silicon Valley, it was over populated, expensive, and we both had long commutes. There was not a good work-life balance. My wife was raised in Montana and wanted to raise our family somewhere with the same type of community atmosphere, safety, freedom, and outdoor lifestyle. I was raised in California and didn't know anything different. Over the years we would visit her family in Montana and I began to fall in love with the state. After our first son was born it was time to get out of the rat race, and after a long search we realized that Montana was a perfect fit with great schools and an environment that matched our life style.

The transition to Montana was much easier than we anticipated. I was a technical manager working for a large corporate company and often remotely. I was hopeful that I could do this job not living in California. It worked. I kept my same job, and became a remote employee. The days of sitting each morning in my car for an hour to go 10 miles were over. The commute to California once a month was easy and now that we have three children I am able to spend more time with them and actually be more productive.

My family now enjoys an amazing community where we are actively involved, with family close by, the safety of a small town, and the incredible recreational activities that keep smiles on our faces daily.



Top National Companies for Telecommuting

Dell

Dell offers multiple opportunities for flexible work. Employee work options include flextime, remote work, job sharing, part-time work, and compressed workweeks.

IBM

IBM has offered flexible employment arrangements in the past in the form of international or U.S. based telecommuting positions.

About.com

About.com provides employment opportunities for freelance writers that want the ability to work a flexible schedule from their home office anywhere in the United States.

Adobe

Adobe offers several opportunities for employment for both part-time and telecommute work arrangements.

General Electric

GE often has positions available allowing for full-time and part-time schedules, and telecommuting options.

3M

3M supports remote work, often offering various flexible employment opportunities such as full and part-time telecommuting jobs.

Oracle

Oracle is a global company with over 100,000 employees. They are committed to fostering a culture of excellence and innovation, and often offer positions that are telecommute-compatible, including hundreds right here in Montana.

Aetna

Aetna is very supportive of employees that want to work from home; currently more than 43% of their employees telecommute.

American Express

American Express is an equal opportunity employer, and they employ people in countless locations.

Living the Dream in Bozeman, Montana

Jen Haley: I am a Montana native. I was born in Bozeman, raised in Butte and later moved to Whitehall my junior year of High School. I am a Whitehall High School and Montana Tech graduate (BS in Computer Science and BS in Business Administration).

I enjoy outdoor activities whether it's working in my yard, garden or out in the mountains with family and friends recreating. Also in my free time, I have volunteered my time and 'technical' talent for local legislators, churches and non-profits whose cause speaks to me.

I'm 47, single, no children, one cat, and lots of extended family in western Montana. I only mention this last part because of the telecommuting angle



Photo by Jen Haley

of this information - people may wonder what 'distractions' I have at home.

I'm a Software Engineer for Hewlett Packard; I've worked with HP for 25 years. I am living in Bozeman, MT and working from home as a teleworker. Montana is home but more than that, this is where I want to be. The lifestyle suits me. My family is here along with many friends. Overall, my

favorite aspect of telecommuting is the productivity that it provides to both my job and my home life. I can mow my lawn over my lunch hour, for example, but most lunch times I don't need an hour to eat my lunch, so I am back to work in 15-20 minutes. The productivity goes both ways.

[Read Jen's full story at www.whytele.com](http://www.whytele.com)



Photo by Derrick Mitchell



Photo by Thomas Kurdy

The Montana High Tech Business Alliance

The Montana High Tech Business Alliance is a statewide membership organization focused on creating more high-paying jobs in Montana.

When we founded the Alliance in April 2014, we thought we'd reach 50 member firms in the first year. As our ranks have swelled to more than 175 member firms, it's clear the size and growth potential of Montana's high tech sector have been underestimated, even by those of us inside the industry.

The Alliance serves as a voice for high tech in Montana, shining a light on the success of our member firms. In order to capture – for the first time ever - data measuring the size and growth potential of Montana's high tech sector, the Alliance commissioned a survey from the UM Bureau of Business and Economic Research.

Key Findings include:

- » Projected growth of high tech businesses is 8-10 times the projected statewide growth rate.
- » High Tech and Manufacturing wages are twice the median earning per Montana worker.
- » The majority of high tech businesses responding favored Montana as an advantageous environment for their business, citing a high quality work force.

In August of 2014, the Alliance launched the state's first ever high tech and manufacturing jobs portal to help match great talent with great Montana companies. You can find it at www.mthightech.org.



Photo by Thomas Kurdy



Photo by Derrick Mitchell



Photo by Thomas Kurdy



Photo by Todd Klassy



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High Speed Fiber Comes to Homes in Rural Montana

Strategically located on the banks of the Smith River, White Sulphur Springs offers the unparalleled Montana quality of life and the incredible opportunity to be "location independent" with your work or business by providing broadband speeds up to 1Gb powered by the latest fiber optic technology.

Along with other rural communities across Montana, White Sulphur Springs recently upgraded their broadband connectivity in partnering with their local communications provider Triangle Communications. Buddy Hanrahan, President of the Meagher County Chamber of Commerce comments that "White Sulphur Springs is anxious to use our broadband asset as a tool for economic development." Business is no longer tied to a geographic location. Instead, people and businesses are using technology to overcome distance and moving to where they want to live, work and play.



Photo by Clint Walker

Curious about how to talk with your boss about turning your in-house job into a telecommute position?

Here are some ideas for getting the conversation rolling:

TALK TO YOUR BOSS

1. Make sure to come to the conversation armed with stories of your success and hard work at the company; bonus points if you have worked from home successfully in the past, even on a short-term basis.

2. Make sure your boss knows that you love working there and that you don't want to get a new job...you want to take the one you have with you. The more secure they feel with your commitment to their company, the less reluctant they will be to discuss working remotely.

3. Bring up case studies and examples that highlight companies and employees that have found tremendous success with a telecommuting work policy. The profiles featured in this mailer would be great places to start! It may take some time and several conversations, but you might just be surprised at how open your boss would be to a remote work option.

Find more great ideas and resources at
www.whytele.com

Montana
Chamber of Commerce

better**montana**jobs.com



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Photo by Derrick Mitchell