



August 2016

JOB SERVICE BOZEMAN NEWS

Job Service Employers' Committee Monthly Newsletter

Let us be
your partner
in building
Montana's
workforce.

Job Service Bozeman
121 North Willson St
Bozeman, MT 59715

Phone: 406-582-9200

Fax: 406-582-9210

Email:

BozemanJSC@mt.gov

Job Service
BOZEMAN

Montana State Employers' Council – MSEC Announces 2016 Fred Unmack Scholarship Winner

Each year MSEC provides an award of \$500 to a deserving student based on applications to the Council for expenses related to attainment of the student's chosen course of study.

About Fred: Fred Unmack was an active and enthusiastic volunteer in local Job Service Employers Committees (JSECs) and the Montana State Employers' Council (MSEC). He was an attorney by profession and willingly donated his expertise toward the incorporation of the MSEC ... He was a smart, caring, generous, quick-witted and gregarious man. It was just plain fun to be around Fred. In May 2003, Fred was the first JSEC member to receive the MSEC Spark Plug Award for his outstanding volunteer contributions. Shortly afterwards, he was diagnosed with a brain tumor. Fred maintained his optimism and famous sense of humor through an aggressive and grueling course of treatment. He passed away in June 2004.

Purpose: This scholarship is designed to provide financial assistance to high school seniors wanting to further their education through a course of study at the post-high school level. Training is not limited to traditional college or university course work and can include any trade or technical school. **Eligibility:** All students who have been selected to receive a scholarship from a local Job Service Employers Committee (JSEC) in the current year are eligible to be nominated for this scholarship.

July 22, 2016 Release

**Non-Seasonally Adjusted
Unemployment Rate:**

Nation *4.9%

Montana *4.2%

Gallatin County *2.7%

Gallatin County:

Total Labor Force: 61,893

Total Unemployed: 1685

Source: Local Area
Unemployment Statistics

www.lmi.mt.gov



Congratulations to the 2016 Fred Unmack Scholarship Winner: Taylor Miller. Taylor is a graduate from Baker High School and will be attending Dawson Community College and transferring to UM Western with a career path in Early Childhood Education. Taylor is very active in school and community activities including National Honor Society, Academic Olympics, and Volleyball and is active in organizations around the Baker Community. Taylor was chosen because of her scholastic achievements in high school and her involvement in school and community activities. A letter of recommendation from her Vice Principal says, "Taylor has high moral standards and excellent character traits. She works hard and effectively in school, doing more than the required work in her classes...."

Jennifer J. Kobza; MSEC Chairperson

Human Resources Manager for HDR

MSEC: wsd.dli.mt.gov/employers/msec

FMLA Overview

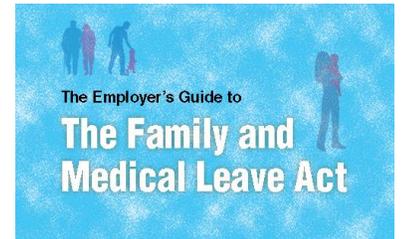
The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.... www.dol.gov/whd/fmla

The Employer's Guide to The Family and Medical Leave Act (FMLA) include the following topics:

- Covered Employers
- When An Employee Needs FMLA Leave
- Qualifying Reasons for Leave
- The Certification Process
- Military Family Leave
- During an Employee's FMLA Leave
- FMLA Prohibitions

Job Service
BOZEMAN

To read the Guide, click [here](#).



Federal Poster Update: FLSA and Polygraph Protection Act

Revised July 2016: The Fair Labor Standards Act (FLSA) federal minimum wage notice has been revised based on upcoming changes to the rules.

US DOL: As of August 1, 2016, you must post this revised version. A copy of the poster is available in two versions: One for a color printer and one for a black and white printer. Click on the link for the (EPPA) poster ([color](#) or [black and white](#))

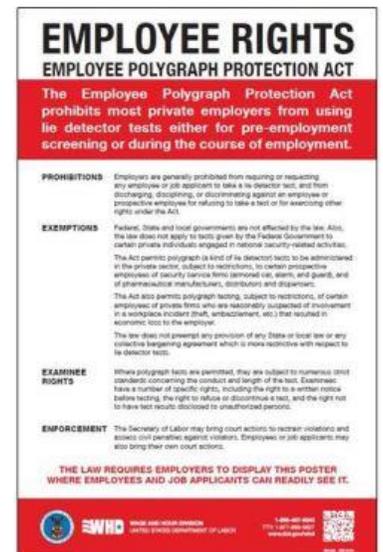
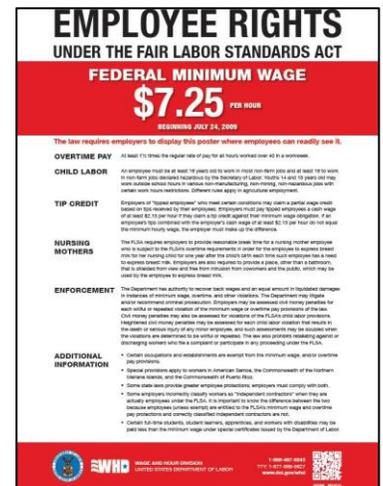
<https://www.dol.gov/whd/minimumwage.htm>.

There are three major revisions:

1. The new notice advises that nursing mothers who are subject to the overtime requirements of the FLSA be provided reasonable break time to express breast milk and a place to do so, other than a bathroom, which is shielded from view and free from intrusion by coworkers or the public,
2. The enforcement provisions have been significantly revised explaining additional penalties for violations of the law,
3. The new notice addresses the misclassification of workers as "independent contractors" when they should be considered employees under the law.

Montana Employers: Please visit Montana Department of Labor & Industry for complete set of required posters for the State of Montana:

<http://wsd.dli.mt.gov/employers/employment-posters>.



Stay tuned for information about another new MSU/Gallatin College program in the Culinary Arts and Hospitality Management.

Gallatin College offers Associate of Applied Science in Photonics & Laser Technology

Focus on Workforce for Photonic and Laser Technicians

By Edward Szczypinski; Workforce Consultant, Job Service

Photonics – the science and technology of harnessing light – is everywhere around us now. Yet we are only at the beginning of what is possible. New advances in photonics will revolutionize so many industries and have far-reaching implications for business and society. Photonics technologies will be used to launch all sorts of new and better products in diverse fields ranging from sustainable energy and environmental safety, to



healthcare and wearables, to high quality manufacturing and intelligent transport and communications systems.

According to Larry Johnson, Montana Photonic Industry Alliance in Bozeman, there will be 500 technical jobs available in the next 5 years in photonics that offer wages of 45K-65K annually. The Gallatin Valley is already home to approximately 30 photonics and optics companies (highest per capita companies in the U.S.) but skilled photonics technicians are needed to grow the industry. Local training hasn't been available to prepare individuals to fill these positions but that will soon change.

In response to this workforce need, Gallatin College obtained a National Science Foundation grant and developed a two year workforce program that will prepare graduates to work as technicians in laser optics and photonics companies. Please visit MSU-GallatinCollege for more information about the Gallatin College Associate of Applied Science in Photonics and Laser Technology workforce program.

Steve Birrell, president and CEO of Bozeman-based Quantum Composers, said the program will benefit companies in the valley. Founded in 1993, Quantum Composers is a private company that manufactures instrumentation and laser systems. The company currently employs 20 people, seven of whom are technicians, Birrell said.

“Bozeman has the highest per capita concentration of optics and photonics companies and research institutions in the United States.”

Gallatin College

Montana Work Experience / Internship offered through the Department of Health & Human Services (DPHHS)

This is an on-the-job training program that pays you, as the employer, a tuition fee for providing the initial training while your new employee works. This service is offered through the Montana Vocational Rehabilitation program and is an effort by the Department to help qualifying individuals receive real life work experience.

Contact Karen Black, VR Counselor Supervisor at (406) 587-0601.

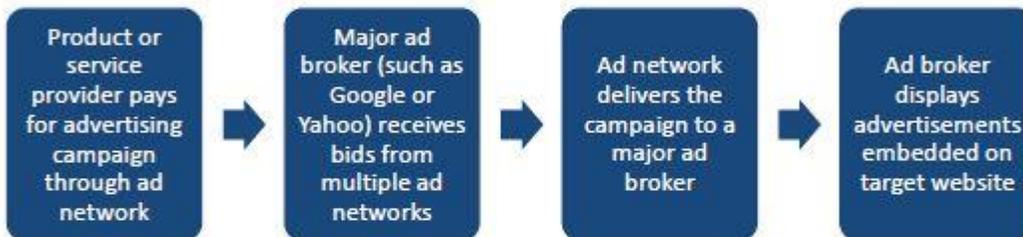
Also available to employers is the Work Opportunity Tax Credit that allows up to \$9000.00 tax credit for hiring an individual from one of several demographics. Contact Job Service at (406) 582-9200.



Attackers use Malvertising to *steal* your passwords, secretly *spy on you* through your laptop's webcam, or *compromise* your identity.

Digital Advertising: Risky Business

Websites cost a lot of money to operate. The bandwidth, development and administration costs for a major site can exceed millions of dollars per year. To offset this cost, advertising brokers pay websites to display digital advertisements. Through this process, websites receive their piece of an online advertising market that is on track to generate over \$500 Billion in 2016.



Malvertising enters the process above through "real-time bidding", which ad networks use to compete for advertising space on websites. They target audiences based on geographic location, shopping habits, and web browsing history. All of this occurs in less than 1 second. The rapid bidding process allows malware authors to sneak malicious advertisements onto legitimate websites.

Targeted Advertising: They Know Where You Live

When you visit a webpage, your computer automatically downloads a "tracking cookie" – a text file with information about your device, your browsing history, and your location. The information in these cookies on your machine is correlated among different sites and ad networks, which they analyze in real-time to deliver a relevant advertisement to you. You don't have to click on the ads in order for them to track you. If you see an ad on your screen, they already know a lot about you.



Reprinted with permission from a monthly newsletter published by Montana Department of Labor & Industry Technology Services Division.



"TSD makes me change my dog's name every 60 days."

Malvertising: Designed For Deceit

After an ad network wins the bid, the ad is transferred instantly to the website to display the finished product. However, many advertisements are hosted by the third-party owner instead of being hosted safely by the ad broker. This fact means hackers with malicious intent can win a bid for advertising space. They use the tracking cookies to gather information about your demographic and computer configuration, and then deliver ads designed specifically for exploiting vulnerabilities on your computer. Again, all of this happens in less than 1 second.

Here's how:

-  Third-party malicious advertisement appears within legitimate web page, appearing normal and harmless
-  Without your knowledge, an invisible window opens in your browser, and accesses an external exploit page that hosts malware
-  Automated scripts on the external site download malware to your device. You've been infected in the background, and it's not your fault.

The Prevention Solution For Your Home Devices

1. Update Your Web Browser

To download the latest version of Internet Explorer, please click [here](#).

To download the latest version of Google Chrome, please click [here](#).

To download the latest version of Mozilla Firefox, please click [here](#).

To download the latest version of Safari, please click [here](#).

2. Update [Java](#), [Adobe Reader](#) (uncheck the optional offers), and your operating system.

3. Disable and uninstall Adobe Flash with these [instructions](#).

4. Install [Microsoft Enhanced Mitigation Experience Toolkit](#) and an [ad blocker](#).

5. Scan your device with [SUPER AntiSpyware](#) to remove tracking cookies.

6. Employ one of these advanced antivirus solutions: [Trend Micro](#), [Kaspersky](#), [BitDefender](#), [Norton](#)

At Work, You Only Need To Worry About This:

1. Please don't click on advertisements.
2. Adhere to the Acceptable Use Policy which describes the authorized browsing of websites.

John Cross, Information Security Officer for Montana Department of Labor & Industry Technology Services Division

Sponsored by Job Service Employers' Committee and Job Service Bozeman

Venue information provided upon registration.

Job Service
BOZEMAN

Contact Nancy to Register: (406) 582-9234 | No Cost To Attend



WORKERS' COMPENSATION



BUSINESS WORKSHOP PRESENTED BY ANN VELISHEK
MONTANA DEPARTMENT OF LABOR & INDUSTRY AUDITOR FOR UNINSURED EMPLOYER FUND

Date: August 17, 2016 and Time: Noon to 1:00 p.m.

What is the Uninsured Employers' Fund? What is Workers' Compensation?
Who Needs Workers' Compensation coverage? When and how to file a claim.
Using Independent Contractors.

CYBER SECURITY



BUSINESS WORKSHOP

PRESENTED BY JOHN CROSS

Montana Department of Labor & Industry Technology Services

Date: September 14th, 2016 and Time: Noon to 1:00 p.m.

This free event at Job Service will provide essential information to keep your business safe from cyber criminals.

Work Opportunity Tax Credit (WOTC)

| |
|--|
| <p>Up to \$9,600 / </p> <p>With a tax credit of up to \$9,600 per employee, you can't afford gaps in screening or documentation.</p> |
|--|

BUSINESS WORKSHOP PRESENTED BY CHRISTY ROBBINS
Program Manager for the Department of Labor's Workforce Services Division

Date: September 21st, 2016 and Time: Noon to 1:00 p.m.

Employers who hire new employees from one of the approved target groups may be eligible for this tax break. WOTC benefits employers and increases economic growth and productivity.