



WORST SUMMER YET FOR SEASONAL STAFFING SHORTAGE

September 22, 2019 at 5:00 amparos Close SERBING auses Bozeman Paros Bozeman SERBING auses Bozeman Amaron Barrello Close

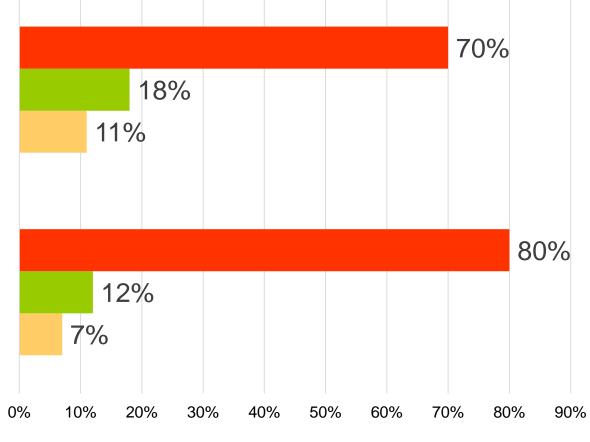
Bozeman struggles with service industry
Workforce shortage ...



Difficulty in finding Workers

Finding quality year-round employees is becoming more difficult

Finding quality seasonal employees is becoming more difficult



Agree

Neither Agree/Disagree

Disagree

Tourism Business solutions



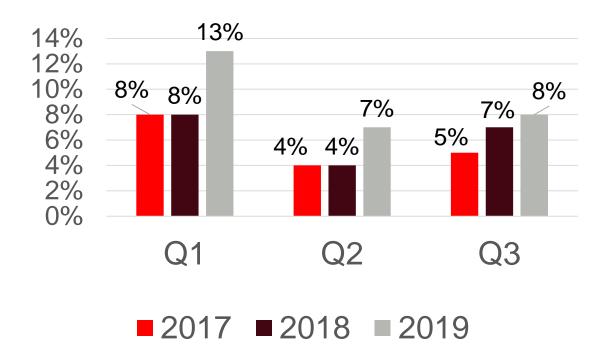
Pray **Training** Hire retirees Higher wages Hire J-1 workers Use contractors Provide benefits Broader advertising



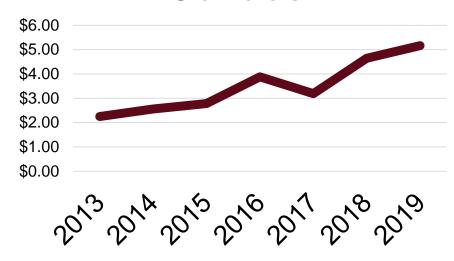
Keep business a sustainable size Be a good employer – flexible start/end times

Short Term Rentals in Montana

Booked through Airbnb or VRBO



Average Spending by all Nonresident visitors on Rental Homes, Cabins, Condos



Aquatic Invasive Species (AIS)

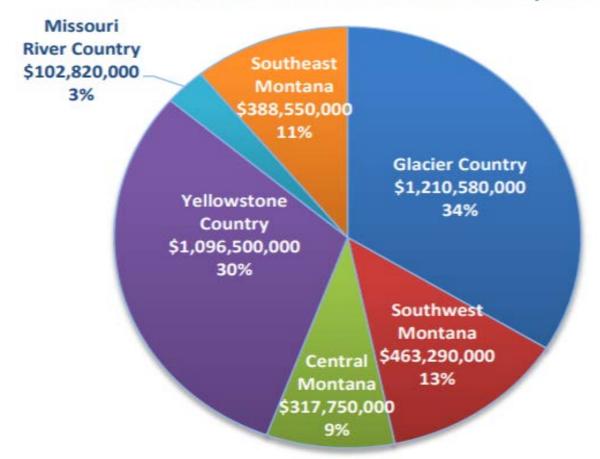
\$76.7 million in revenue for fishing outfitters



The environment, economy, recreation, tourism, and humans are all impacted by the introduction of aquatic invasive species.

Overcrowding vs Lagging Visitation

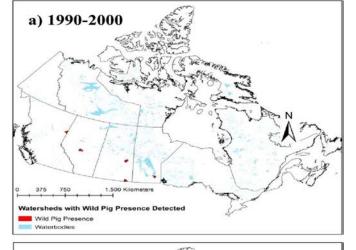
2018 Estimate of Nonresident Traveler Spending



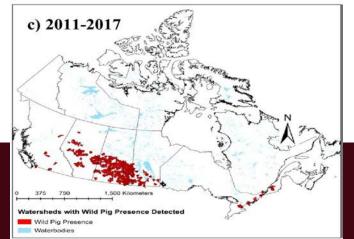
64% of all nonresident spending is in the regions where Glacier & Yellowstone reside.

Feral Pigs are Coming



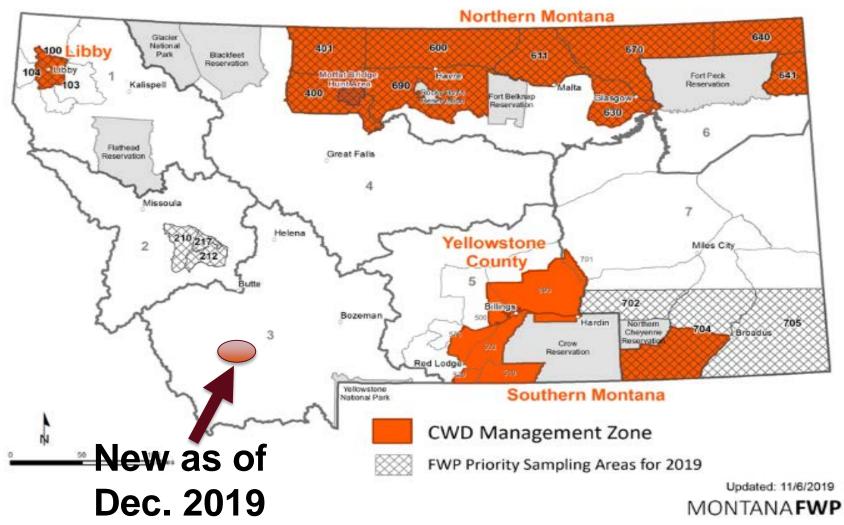






Chronic Wasting Disease Mgmt. Zones





Airline Growth

Seattle/Tacoma

Bozeman Yellowstone International Airport (BZN)

Denver

Salt Lake City

Phoenix/Mesa

Bozeman

Portland

Long Beach

San Francisco



Detroit

Atlanta

Chicago

NY/LaGuardia

Newark

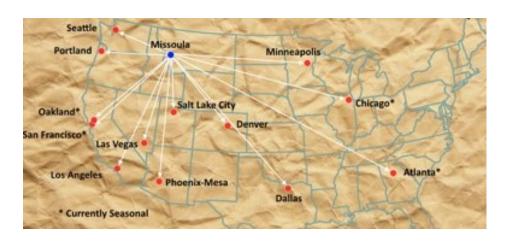
Mingeapolis/St. Paul

Dallas/Fort Worth

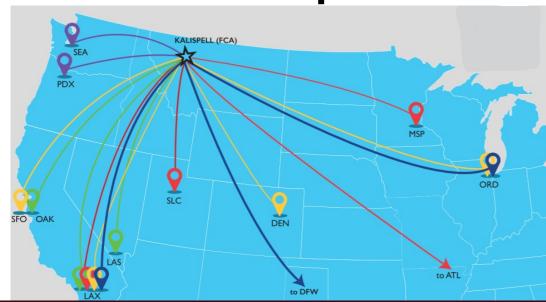
Houston

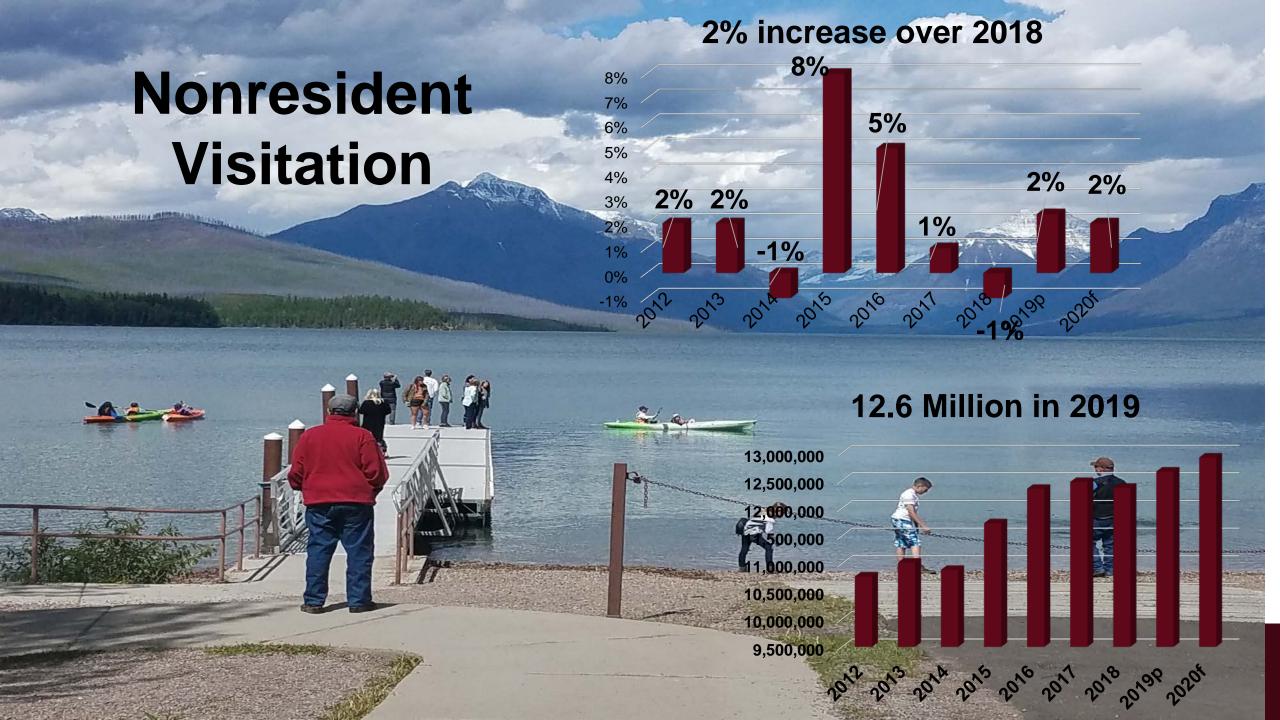
Billings

Missoula



Kalispell





Business Owners

2019 Increase; 2020 Expectations



56% were up in 2019

61% expect increases in 2020

SW Montana

51% were up in 2019

67% expect increases in 2020

Central & Missouri River Regions

44% were up in 2019

51% expect increases in 2020

SE Montana

55% were up in

2019

78% expect

increases in 2020

Yellowstone Country

50% were up in 2019

53% expect increases

in 2020

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TOURISM & RECREATION RESEA

MT Travel and Recreation

