



Adjusting to Remote Work in Montana



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2022 Prospera Staff Team

In-Migration to MT

(18 months 2021)

22,000

2022 MT Job Openings

45,000

In-Migration to MT

(2010-2019) previous decade

6,200

2022 MT Hs Students

10,000



Telecommuters



8,087

People

Work from Home

Gallatin County, MT



12.3%

Percent Working Population that Works From Home
Gallatin County, MT

6.5% in 2017

Sources: US Census ACS 5-year

Peer City Comparison



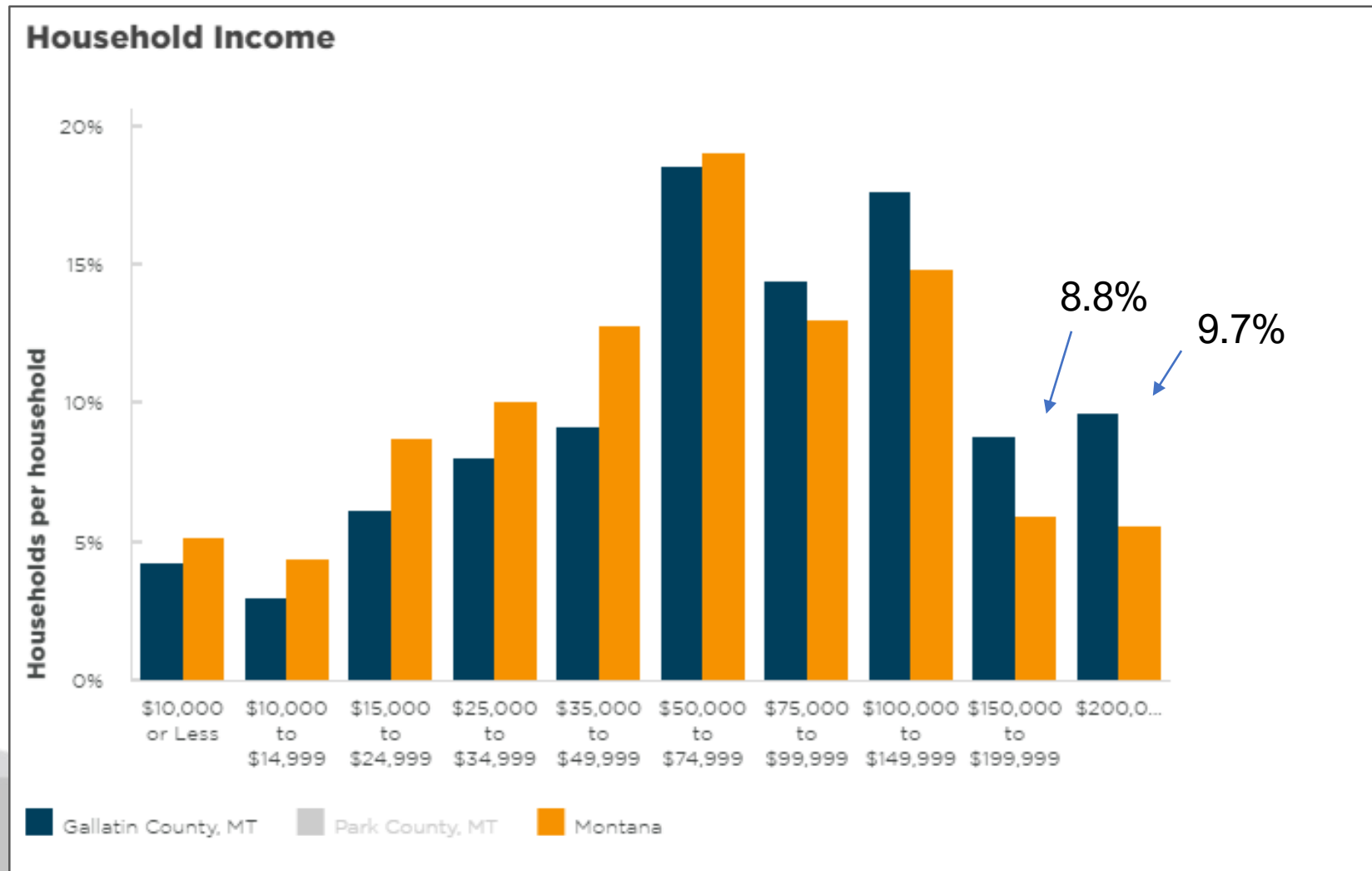
Population that Works From Home

Percent of Workers Age 16 and Over

| Population that Works From Home | Percent of Workers Age 16 and Over |
|---------------------------------|------------------------------------|
| Gallatin County, MT | 12.3% |
| Billings, MT | 5.8% |
| Missoula, MT | 9.6% |
| Fort Collins, CO | 15.5% |
| Bend, OR | 16.4% |
| Boise City, ID | 11.7% |

Sources: US Census ACS 5-year

Gallatin County: 2x - high-income households vs. Montana



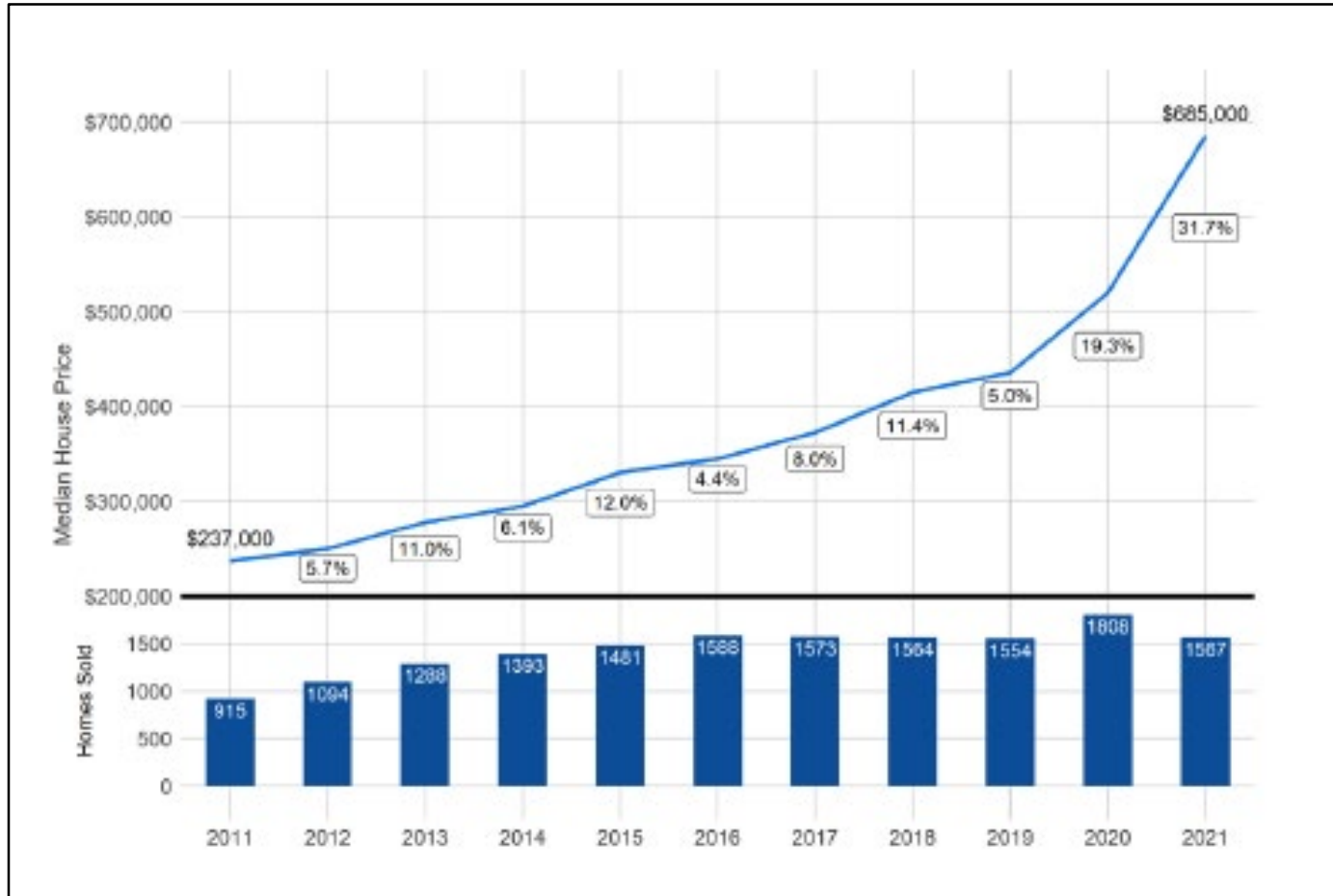
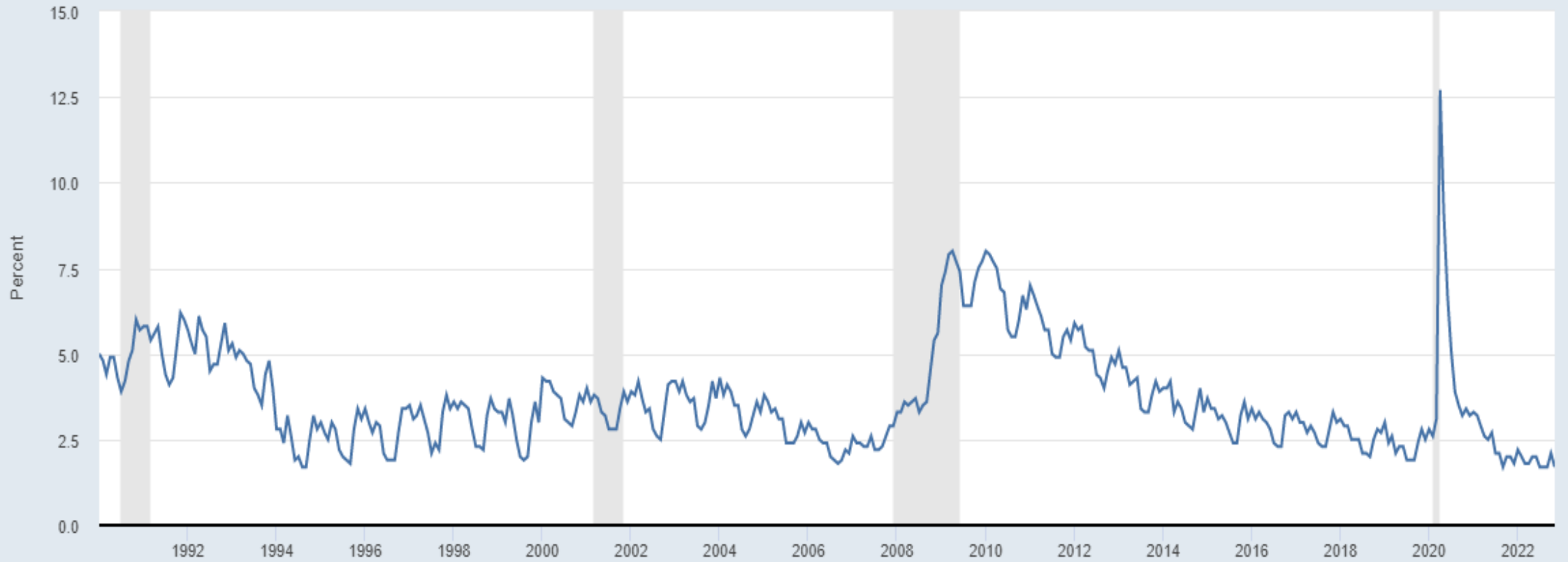


Table 3. Percent of sales by method of purchase, Gallatin County, 2021. Source: Big Sky Country Multiple Listing Service.

| Method of Purchase | Sales | Percent of Sales |
|--------------------|-------|------------------|
| Conventional loan | 1024 | 65% |
| Cash | 419 | 26.6% |
| Veterans Affairs | 61 | 3.9% |
| 1031 Exchange | 25 | 1.8% |



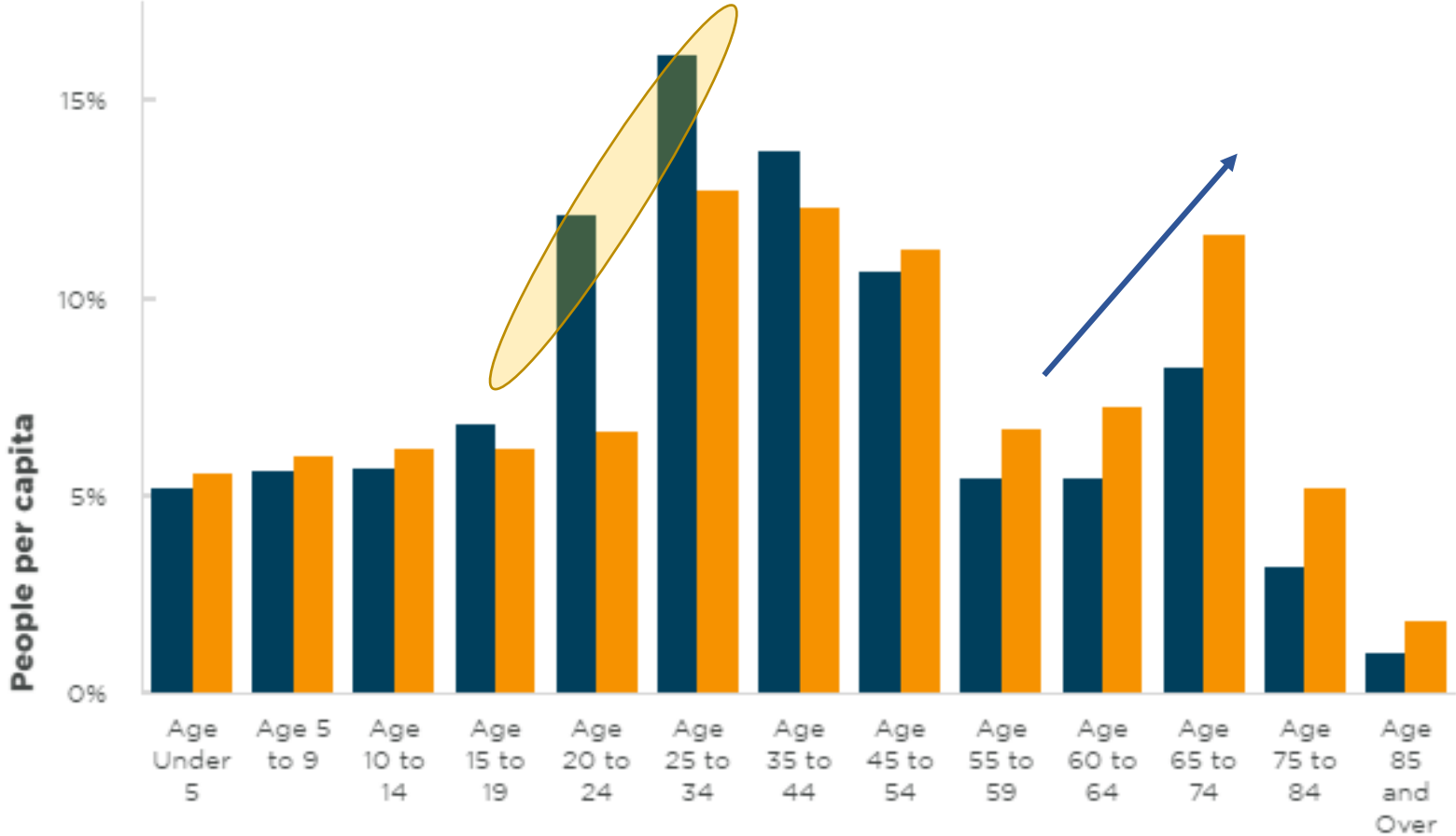
Shaded areas indicate U.S. recessions.

Source: U.S. Bureau of Labor Statistics

fred.stlouisfed.org

Nov. 2022 = 1.7%

Age Demographic: Gallatin County vs. Montana



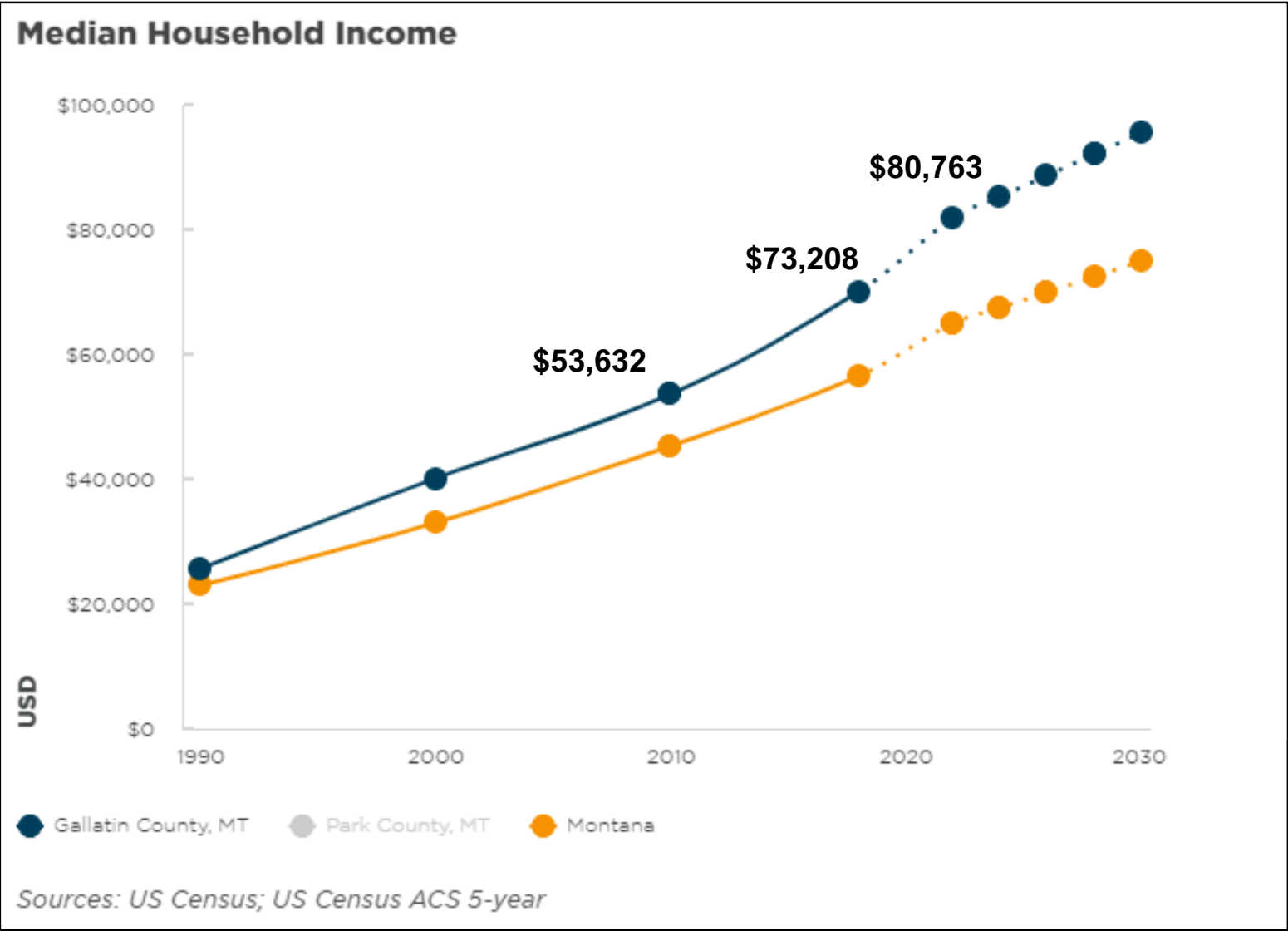
■ Gallatin County, MT
 ■ Park County, MT
 ■ Montana

Sources: US Census Bureau ACS 5-year 2017-2021

Workforce Shortage Challenging Local Businesses

- Raising salary and wages
- Reduced hours. Doing less with fewer people
- Investing in automation
- Adjusting benefits and workhours to fit the need of existing employees
- Expanding, opening new office outside of Montana
- Buying their own employee housing/hotels
- Restarting J1 Visa program for international workers
- Employee poaching

Gallatin County – Household Income





Gibson Guitar



Mountain Hot Tub

Bob Iger demands Disney employees return to the office 4 days per week



Alexandra Canal · Senior Reporter

Mon, January 9, 2023 at 11:54 AM MST · 2 min read

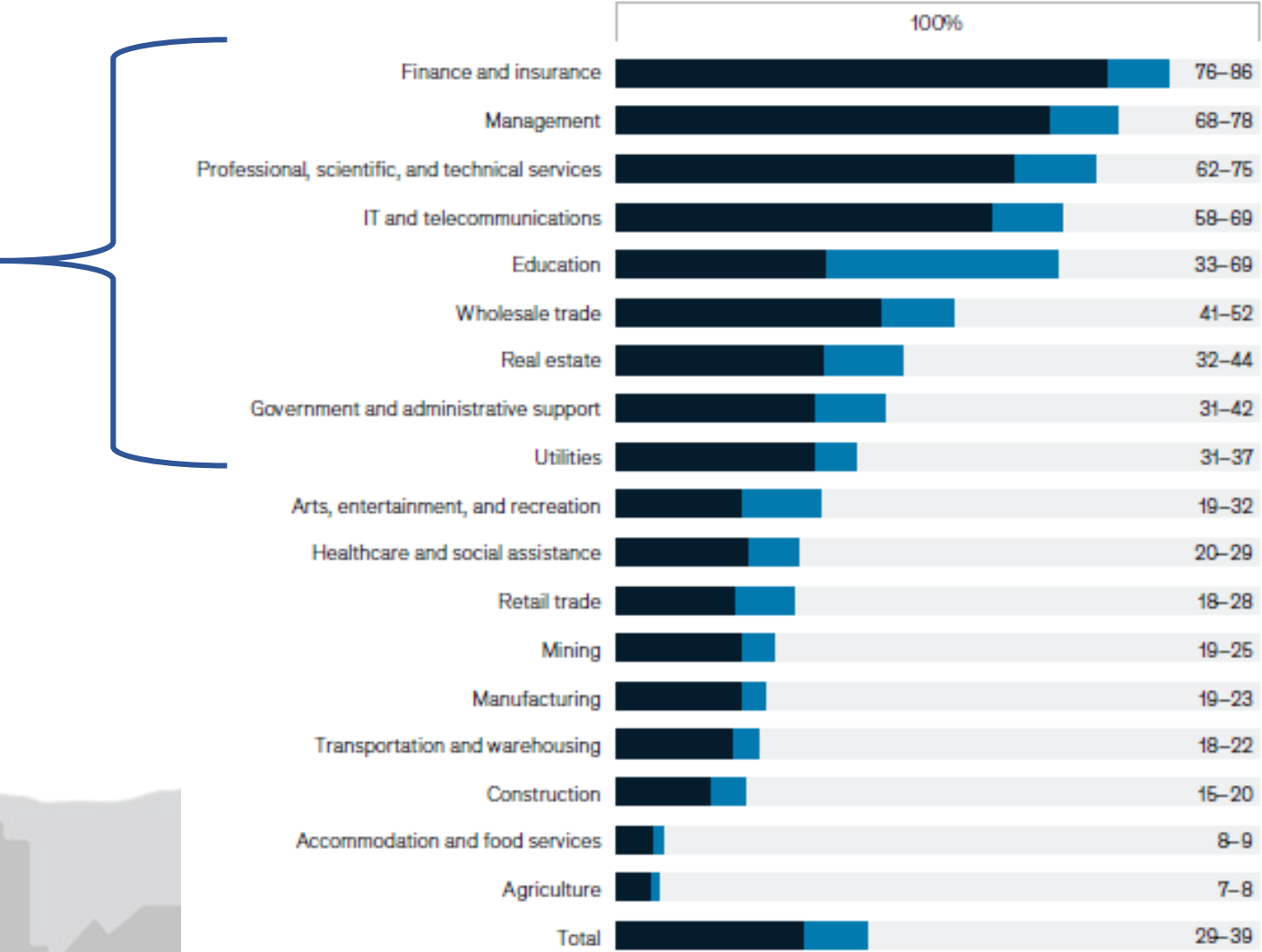
In this article:

DIS
+0.91% 

Disney ([DIS](#)) CEO Bob Iger is back — and so are the company's in-office requirements.

Job Categories that Favor Remote Work

Potential share of time spent working remotely by sector in the United States, %



Note: The theoretical maximum includes all activities not requiring physical presence on-site; the effective potential includes only those activities that can be done remotely without losing effectiveness. Model based on more than 2,000 activities across more than 800 occupations. Source: McKinsey Global Institute analysis



BIG SKY

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GAS AND DASH

A man put fuel in car, drove away without paying
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County commission to consider broadband project

By **ALEX MILLER**
Chronicle Staff Writer

The fate of a large-scale fiber optic internet cable project that could provide better broadband to the county is set to be determined by the Gallatin County Commission on Tuesday.

Tuesday's public hearing is on the issue of bonds for the nonprofit fiber optic internet cable company Bozeman Fiber. The commission plans to field public comment on the proposal to determine if the project, and its price tag, will benefit the county.

But the money that is at stake for the project — about \$65

The money for the project would come from Industrial Revenue Bonds. Those bonds require a government entity, like the commission, to approve the money for projects by determining if there is a public benefit, according to state law.

million — will not come from taxpayers in the county.

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The burden of repaying the bonds falls on the shoulders of Bozeman Fiber.

Bozeman Fiber operated at a loss in 2020 but did increase its revenue between 2019 and 2020, according to a draft of the nonprofit's tax filings for tax year 2020. The nonprofit has operated at a loss since 2016, according to the filings.

Three key "anchor tenants," — the city of Bozeman, Gallatin County and Bozeman School District — along with fiber network subscribers, generated

a revenue stream of about \$520,000 for the company in 2020. Even so, the company still lost \$58,000 last year.

But Bozeman Fiber CEO Greg Metzger said that having a fiber network already installed makes the project and the bonds that would fuel it attractive to investors.

"Bond holders are not going to buy a bond that they think will fail," Metzger said.

Gallatin County would have some involvement in the bond process beyond acting as a conduit. That would take the form of compiling information on the bonds for the public and logging records of the bonds.

"We wouldn't be participating in these (Industrial Revenue

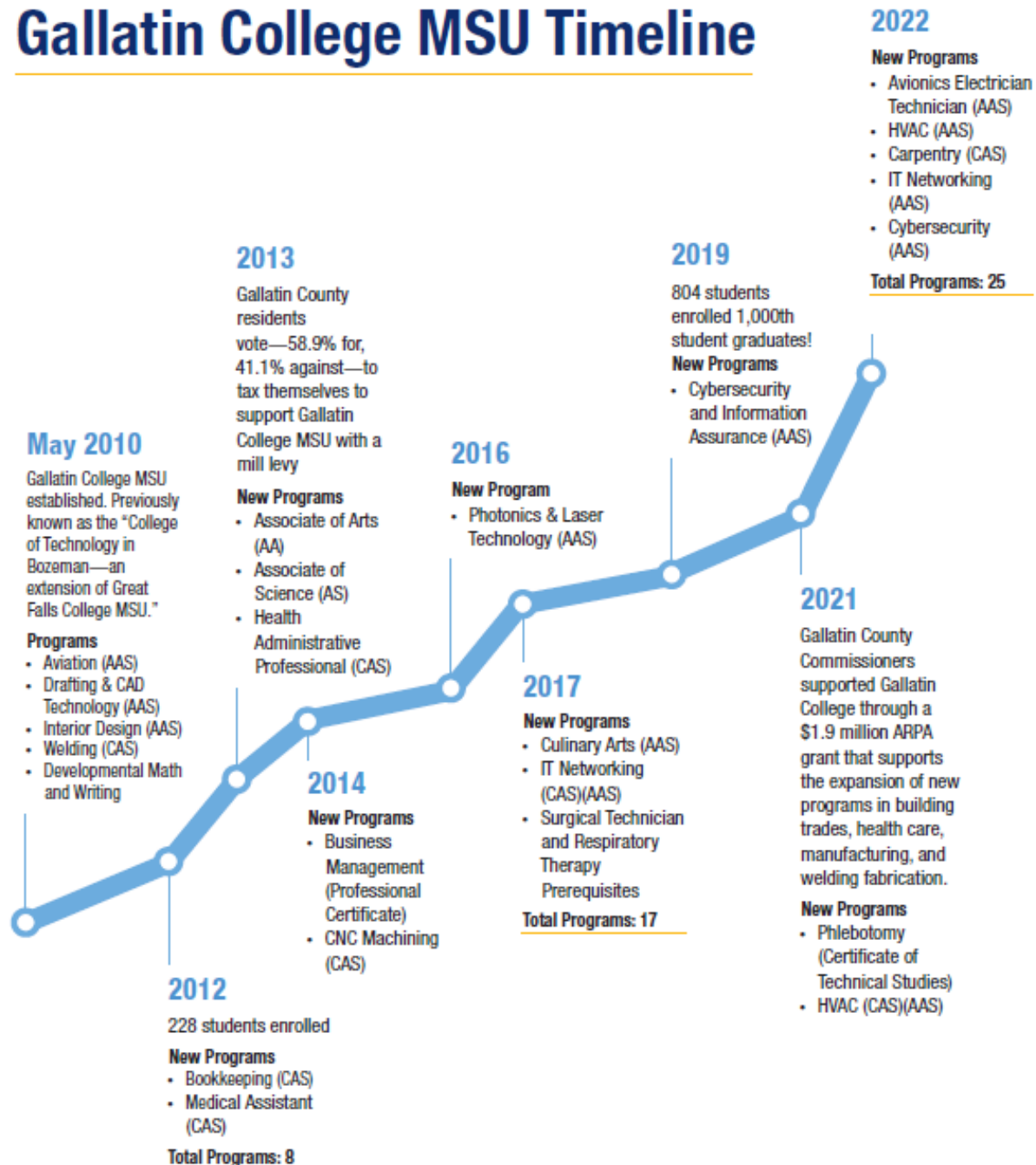
Bonds) if there was a risk," said Gallatin County Commissioner Scott MacFarlane.

Metzger said that "anybody that touches" the bond would be compensated. Any work that the county does would come out to roughly \$40,000, which would be paid for from the bonds.

Bozeman Fiber, which started laying fiber optic cable in the city in 2016, has roughly 25 miles of fiber optic cable, either underground or attached to telephone poles, in a loop within Bozeman. Metzger said that there are around 180 buildings in Bozeman that use fiber internet from Bozeman Fiber.

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Gallatin College MSU Timeline



Housing Options



Bozeman Co-Housing



Bridger View





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