



NORTH DAKOTA BUSINESS REPORT

SEPTEMBER 2008

A Peek at
North Dakota's
High-Demand,
High-Wage Jobs

North Dakota's
Statewide
Energy Plan

Shawn Wenko
Workforce Development
Coordinator for the
City of Williston

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Spotlight on
Territory 1:

- Williston Makes Its Move
- Booming Communities

Basin Electric Power Cooperative

Pioneering Innovation

Beneath the miles of rolling prairie and within the air we breathe, Basin Electric's story begins. From the vast reserves of rich lignite and Powder River Basin coal to the prairie's mighty wind, the cooperative has learned how to transform Mother Nature's energy sources into electricity to serve the very people who own us: our members.

Basin Electric's membership spans nine states from the Canadian to the Mexican borders, generating and transmitting electricity that reaches more than 2.6 million people and growing. Part of the electricity is generated at the Leland Olds Station in Stanton, N.D., and the Antelope Valley Station in Beulah, N.D.



Antelope Valley Station, Beulah, N.D.

Diversity in energy supply

Basin Electric's generating resources include the two coal-based power plants in North Dakota and one in Wyoming; an oil-based peaking station in South Dakota; nine combustion-turbine generators

(natural gas) in Wyoming; two gas-fired peaking stations in South Dakota and one in Iowa; and 136 megawatts of wind generation in North Dakota and South Dakota. Basin Electric also purchases the entire production of four recovered energy projects located along the Northern Border Pipeline.

Today, as Basin Electric embarks on resource development, it looks toward expanding its base into Montana, with the addition of another gas-fired peaking station and a combined-cycle unit in South Dakota. Building on its wind leadership in the Dakotas, Basin Electric is adding 200 megawatts of wind generation in North Dakota and South Dakota in the near future.

Pioneering innovation

Basin Electric, through its for-profit subsidiary, Dakota Gasification Company (DGC), owns and operates the Great Plains Synfuels

Plant northwest of Beulah, N.D. DGC started the world's largest carbon dioxide capture and storage project at this plant.

The cooperative is taking leadership in this area to the next level. The technology to capture carbon dioxide from a conventional coal-based plant does not yet exist on a commercial level. That's why Basin Electric is working with Powerspan to do a commercial-scale test at its Antelope Valley Station. The cooperative hopes to commence the project in 2011.

Basin Electric masters a balance between risk, innovation and responsibility. The end result is nothing short of impressive.



Wind farm near Wilton, N.D.



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MISSION STATEMENT

The North Dakota Chamber of Commerce will be the principal advocate for business in North Dakota.

■■■ GUEST COLUMN

An October 29th news article entitled “Media blitz turns Bakken into gold” appeared in the “Dakota” section of the Bismarck Tribune which describes an economic “fairy tale” being played out in the lives of a growing number of western North Dakota residents. My view of this is that of a farm boy who grew up in southeastern South Dakota in the 1950s and recalls the “dry hole” drilled for oil four miles equidistant from each of my grandfather’s farm places. Although there was much speculation in the coffee klatches around the neighborhood about new found riches, neither of my grandfathers who held mineral rights on their land west of Yankton, SD along the shore of Lewis and Clark Lake, “were banking on it”. Now as President of **Williston State College** I’m experiencing an oil well drilling boom that’s real, that’s welcome, and that presents a very exciting challenge!

That Tribune article documents that many of North Dakota’s new millionaires are “banking it” while planning for the future of their families, as well as how to benefit their communities. Likewise our MonDak region and State government, business, and civic leaders are planning strategically to invest human and fiscal resources into activities and projects that will have lasting impact. At the same time, we must attend to the “day to day” tasks and emergencies that accompany the facilitation of rapid population and infrastructure growth, while striving to diversify the economy and secure an improved quality of life for our residents in the future.

Life out here has become more hectic and the needs we attend to are more pressing. Economic development efforts have shifted toward finding more workers and housing new workers already hired and yet to be found. The official number of job openings listed this last month with the Williston Job Service office stood at about 300; however most of the available jobs go unlisted. Regional unemployment hovers around 2% which means that we are at full employment of willing, qualified workers. Williston’s Mayor Koeser has stated that on any given day there are 1,000 jobs available. There are jobs for new workers in the “oil patch” which pay between \$50,000 to \$80,000 annually. Flights in and out of Williston ferry oil field employees from states like Alaska, New Mexico, Texas, and Louisiana, back and forth to work from home about every 12 days, and young men sport big new pickups or Corvettes on our roads. The highest paying fast food jobs in North Dakota are available in Williston and the Williston McDonald’s offers a \$300 sign-on bonus.

Williston State College faces twin challenges. We are rapidly expanding our Petroleum Safety and Technology Center’s (PS&TC) infrastructure and capacity to train new hires and provide ongoing training of incumbent oil field employees. We could not have accomplished this feat without the support of the North Dakota Legislature, Governor’s office, the Williston Star Fund, Williston City Commission, and the WSC Foundation. However our business partners in the petroleum production industry through contributions of equipment, services, expertise, and valuable professional time on the PS&TC advisory committee, made it happen! Over the past three and a half years the number of oil field employees trained increased from less than 50 to over 3,500 annually. Simultaneously, the percentage of WSC students in degree and certificate programs decreased by 200 to around 750, and the percentage of male students dipped from 42% to 26% of a shrinking student body. WSC must seek the resources to offer construction industry education, to expand our capacity to educate diesel technicians, to be responsive to labor market needs, and to increase our student recruitment to find student who will be the petroleum engineers, geologists, managers, entrepreneurs, agri-businessmen, farmers, educators, technicians, physicians, and other professionals direly needed in the MonDak region. We look forward to an increased role in Senator Dorgan’s Energy Corridor project and to the next North Dakota Legislative session to assist in finding and educating the employees for our burgeoning economy, while playing a larger role in increasing the quality of life for residents of the MonDak region. This is truly a time that is filled with opportunity for Williston State College, and more importantly, for the MonDak region. ❧

Joe McCann
President, Williston State College

■■■ PRESIDENT’S COLUMN



Dave MacIver

The people of North Dakota have no trouble grasping the simple truths about energy. America needs more domestic supplies of oil and natural gas – and we need it sooner, rather than later.

But North Dakota is in a unique position. We are one of the few states around the nation able to provide much needed supply to the rest of America. Perhaps that’s why a Harris Interactive poll recently revealed 66 percent of likely North Dakota voters support increasing access to domestic resources as a solution to America’s current energy challenges. North Dakotans

understand the great opportunity beneath our soil and the responsibility that comes with it.

The Department of Energy forecasts domestic energy demand will increase 19 percent by the year 2030 – and more than 50 percent globally. With so much resource at our fingertips, failing to explore for oil and natural gas would not only harm America’s energy security, but potentially diminish our state’s economic outlook.

America’s government-owned western lands and seafloors contain enough oil to power more than 65 million cars for the next six decades – and enough domestic natural gas to heat 60 million homes for 160 years. A distinct portion of these oil and natural gas resources sit within our state boundaries –and with every untapped deposit that we drill, new jobs are created and new streams of state revenue are produced.

Just look at our recent progress. In April, the U.S. Geological Survey called the Bakken Formation, at 3 to 4.3 billion barrels of oil, the largest continuous oil accumulation it has ever assessed. State revenue from this type of production jumped 39 percent last year to \$251.7 million. If we have prospered this much already, additional access will only mean more jobs for hardworking residents and increased funding for roads, schools and hospitals.

And it’s not just North Dakota who understands the responsibility and opportunity inherent to energy exploration. The Texas economy, for instance, sees an additional \$63 billion from the state’s oil and natural gas industry each year. And Louisiana? Its oil and natural gas industry pumped more than \$1.4 billion into the Bayou State in 2006.

Whether in the Gulf Shore or our own backyard, these natural resources can be accessed in a safe, clean and efficient manner. The oil and natural gas industry has invested more than \$90 billion over the last decade to improve operations and find innovative means to enhance exploration.

Drilling technologies have also come a long way. New methods minimize our environmental footprint and do little to disturb nature. We’ve also partnered with conservation and wildlife groups to maintain the balance between the needs of our business and the preservation of our environment.

For years, our state has experienced the benefits of domestic access. Solid jobs, steady salaries and additional revenue – each should send a message that resonates loudly with Congress and local legislators as they debate the issue of increased access. Through added royalties and strengthened employment numbers, North Dakota can single-handedly contribute to the growth and outlook of our national economy. When lawmakers return to Washington after their summer recess, Congress must lift the ban on domestic drilling and bring even greater opportunity to our state – and our entire nation. ❧



Dave MacIver, President
N.D. Chamber of Commerce

Energy Policy For The Future: EmPower North Dakota Provides Roadmap For Growth

By Julie Fedorchak

Key industry leaders are empowering North Dakota by working together to expand the state's traditional and renewable energy resources. It's part of EmPower ND, a statewide initiative that has helped generate more than \$5 billion of new energy-related projects.

This summer the EmPower ND Commission outlined 10 key goals, 40 policy recommendations and nearly 100 action items to help further develop the state's diverse energy resources, benefiting not only the energy industry but also the people of North Dakota. The commission members are building on the considerable progress made to date by EmPower ND, the state's comprehensive, multi-resource energy policy developed by Gov. John Hoeven's Administration in 2001.

"The EmPower ND process was a success in that it brought traditional and non-traditional energy industries together to grow both industries at the expense of neither, a benefit to the industries and the state," said David Straley, manager, North Dakota government and public affairs for North American Coal Corporation. "Although no industry got exactly what they wanted, compromises were made and we've come up with a solid, broad energy policy for this state to advance in energy production. Not only are we helping to grow the economy of the state of North Dakota, we are really helping this country to meet its own energy demands."

The recommendations are the result of 10 months of work by the 14-member commission established by the 2007 Legislature and appointed by Gov. Hoeven. **ND Dept. of Commerce** Commissioner Shane Goettle chairs the group, which includes representatives from all of the state's energy sectors. Hoeven applauded the commission members for their time and commitment to the effort and the final product they produced.

"Our focus with EmPower ND has been to develop all of our energy resources in

tandem – both traditional and renewable – along with new technologies and strong environmental stewardship," Hoeven said. "We are building on the real and significant progress currently underway in North Dakota to maximize the potential of our energy resources and be a leader in developing sustainable, environmentally sound energy solutions for the state and the nation."

Randy Schneider, chairman of the North Dakota Ethanol Producer's Association believes the process is unique in the nation.

"I am not aware of any other state doing what North Dakota is in relation to developing a long-term energy policy from the state's perspective," Schneider said. "The commission provided an opportunity for all energy producers to work with one another to have a direct impact in helping grow the energy industry in North Dakota and lead the way on the journey to energy security in America."

A United Approach

Goettle said it was an inclusive and effective process that had everyone working together. "We took an in-depth look at the strengths, weaknesses and opportunities in each sector and developed policy recommendations for addressing these issues," Goettle said.

The process generated greater depth of understanding among the different energy segments regarding unique challenges and concerns. "Having all of us at the same table analyzing the individual industries provided the opportunity to discuss how we may be able to help each other overcome weaknesses or threats," Schneider said. "Our goal is to form an efficient process to produce energy and ultimately deliver it to the consumer. These meetings allowed us to help achieve this goal."

"The EmPower ND Commission brought different energy providers together to learn about the opportunities we could offer each other," said Straley. "It

Top 10 EmPower ND Goals

1. Double North Dakota's energy production from all sources by the year 2025, from the baseline of Dec. 31, 2006, to drive economic growth and help the nation achieve greater energy independence.
2. Support the nation's 25X25 Initiative to derive at least 25 percent of all energy produced from renewable sources by 2025.
3. Increase installed capacity of wind generation to 1,500 megawatts by 2020.
4. Increase North Dakota's export capacity of electricity to 4,000 megawatts.
5. Build one, and possibly more, clean-coal electric generation plants in North Dakota.
6. Produce 450 million gallons of ethanol by 2011 and develop both in-state and out-of-state markets for ethanol and associated byproducts.
7. Build new biodiesel plants in North Dakota to produce 135 million gallons by 2015.
8. Encourage development of economically feasible refining projects in North Dakota.
9. Be recognized as the sixth largest oil-producing state nationally, up from current position as the eighth largest oil-producing state.
10. Increase the amount of natural gas processed in North Dakota by 64 percent to 75 billion cubic feet per year by 2012.

■■■ STATEWIDE FEATURE

was extremely valuable to have this policy developed through industry-led nonpartisan process, outside the realm of politics.”

The action items include measures for the long and short terms, some of which will be addressed in the 2009 Legislative session and others that may require further policy development. EmPower ND also makes recommendations for actions at the federal level by Congress and the Administration.

Legislative Streamlining

This policy offers legislators in the upcoming session a plan supported by all segments of the state’s energy industry. Members designed the policies with the legislative process in mind.

“Historically, if a bill were introduced from one energy industry, it was perceived as putting another industry at risk and they would oppose it,” Straley said. “It was a no-win situation for all. Now we can move forward and grow from everybody’s perspective.”

Any of the energy sectors wishing to introduce legislation outside the EmPower ND recommendations will have to pursue it independently.

“This policy will make the 2009 legislative season much more efficient in regard to the energy industry,” Schneider said. “Our message is that this proposed legislation, developed by members and unanimously accepted, will help advance the energy economy in North Dakota.”

The EmPower North Dakota Commission identified 10 key goals for the state. “Some goals are very aggressive, some are realistic and others address past oversights. They might not all get enacted, but at least all of us have agreed upon these core principles and what we believe will benefit all segments of the energy industry in the state,” Straley said. “Hopefully, the legislature will look at these recommendations as the core of how to grow all the North Dakota energy industries.”

Both Straley and Schneider have another goal—for the Legislature to reauthorize the existence of the Commission, which was enacted to be in effect until June 30, 2009.

“The energy industry won’t have the legislative support if we don’t retain the commission,” Straley said. “There will be continued change in technology and within the industry and the markets, and

Commission members are:

Ron Day of **Tesoro**, representing the refining or gas-processing industry

Terry Goerger, a farmer near Mantador, representing the agriculture industry

Shane Goettle, Commissioner, **ND Department of Commerce**

Paul Goulding of **Goulding’s Oil**, representing petroleum marketers

Eric Mack of **Archer Daniels Midland**, representing the biodiesel industry

Ron Ness of the **North Dakota Petroleum Council**

Curtis Jabs of **Basin Electric Power Cooperative**, representing generation and transmission electric cooperatives

Mark Nisbet of **Xcel Energy**, representing the wind industry

Randy Schneider, chairman of the **North Dakota Ethanol Producer’s Association**

Andrea Stomberg of **MDU**, representing investor-owned utilities

David Straley of **North American Coal Corporation**, representing the lignite coal industry

Sandi Tabor of the **Lignite Energy Council**

John Weeda of **Great River Energy**, representing the biomass industry

Chuck MacFarlane of **Otter Tail Power Company**

the commission needs to be reenacted to address these changes. We also need to regroup after this legislative session to discuss what didn’t work and learn from legislators why any measures might have been rejected.”

Schneider agreed. “There is great value in continuing this process and revisiting goals, especially as technology advances, to continue to set the bar high,” Schneider said. “We need to evolve with the kind of energy North Dakota produces and America needs. The dividends we will reap as a state from this process continuing will be immeasurable.”

A Federal Perspective

The report also includes recommendations at the federal level to help grow the energy industry. “Whether it’s coal or ethanol, all of us compete in the international market and all of us are competing worldwide for goods and energy,” Straley said. “Traditional and renewable energy sources coming together to make suggestions not only at the state level but also at the federal level is incredibly important.”

Schneider echoed these sentiments and said Congress should view what North Dakota has accomplished as a model for a federal process.

“We export energy to other parts of the country. The federal government is going to play a vital role in our ability to grow North Dakota’s energy sector, especially in regard to regulatory and policy issues,” Schneider said. “By coming together with a willingness to help all sectors of the energy industry advance, North Dakota

is a great example as to how this process can also successfully unfold at the federal level. The sooner the federal government gets involved in creating a national energy policy with a process similar to ours in North Dakota, the sooner the entire nation will benefit.”

Energy is Everyone’s Business

Commission members said the energy industry permeates all of North Dakota’s economy, making the EmPower ND Commission energy policy especially relevant to those involved in business.

“Energy touches everyone’s life and every facet of a business’s operation—from the electricity for lights and computers, to the raw materials that go into processing vegetables from Venezuela or Mexico, to the gas in the vehicles employees drive to work,” Straley said. “We are doing everything we can to keep energy costs low. Our working together and resisting mandates among all sectors will provide businesses access to more affordable sources of electricity and energy.”

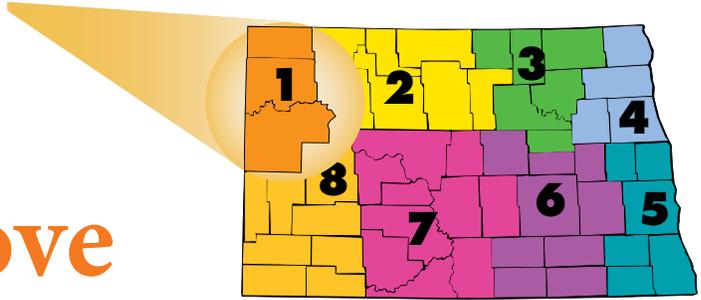
The entire state will reap the benefits of the EmPower ND Commission’s efforts.

“All North Dakotans should hope for and advance a strong energy economy,” Schneider said. “There isn’t a single person in our state who won’t be positively impacted by a vibrant energy industry in North Dakota.”

Julie Fedorchak coordinates communications for the ND Department of Commerce.

Williston Makes its Move

By Jennifer Haaland



Shawn Wenko

When Shawn Wenko moved back to his hometown of Williston this spring, he had designs to shake up a whole lot more than his own quality of life. As the new Workforce Development Coordinator for the City of Williston, Wenko is guiding Vision 2008 and a new strategic plan that aims to secure and sustain the area's future growth.

In the wake of the huge oil predictions on the nearby Bakken acreage and Mayor E. Ward Koeser's Build Williston Initiative, the city determined that a Workforce Development Coordinator was essential for the community's immediate and future planning.

"Workforce attraction, expansion and retention" are the primary components of the job according to Wenko. "A recent survey anticipates a need of

3,000 new employees per year over the next four years." In addition to filling those positions, he has his eye on Williston's extended future. "We want to not live and die with the oil booms," he says.

As Wenko has immersed himself in his new job, what's evolved is a strategic vision that provides the framework for the development of a five year strategic plan to begin implementation in 2009. That strategic vision, Vision 2008, includes three core projects for this year: a branding image for the city, a relocation guide, and a website launch.

Make Your Move!

"Make Your Move' is our new branding image," says Wenko. "It's flexible and can be tailored to many audiences." More than that, Wenko's team is partial to it because of its consumer-directed

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appeal. "It's unique in that it presents a challenge to the audience. We challenge you to get a better quality of life" by taking advantage of what Williston has to offer, he says.

Upon distinguishing a feasible marketing territory that includes portions of 16 states, Williston's Economic Development Office is working on the marketing strategy that will feature the new branding image. Already, consumers have seen the brand in local ads and in the city's new relocation guide. Designed by Wenko's office in cooperation with the **Williston Chamber of Commerce**, the guide is provided for oil companies and other businesses to use in their recruitment material.

DAWA Solutions Group owner Jeff Zarling, who has been assisting with the marketing strategy says, "The Relocation Guide has been a hit. They're (the recruiters) gobbling them up."

The guide features, beyond job availability information, details about the schools, utility services, rental properties, community activities, and more in the Williston area. According to Wenko, it serves as a reference to not just recruit, but to educate potential new residents.

"For instance, the current housing market is tight, but it's not impossible. We've had tremendous interest from [real estate] developers." As the new housing becomes available, Wenko says, "We're looking for good common ground for sustained development of the community."

Both the branding image and the relocation guide are helping shape and focus the city's to-do list as they create the infrastructure and support needed for

the community's burgeoning employment needs.

WillistonLife.com

The final core project of Williston's Vision 2008 is the launch of a new website, www.willistonlife.com, to which users will be directed by the Make Your Move ad campaigns, as well as by other sources. Scheduled to begin operation this month, the site is full of key relocation information, photos, and testimonials. It features three distinct areas: Live, Work, Play.

"We've got to recruit outside this area," says Zarling, whose DAWA Solutions Group (a local graphic design and web development firm) is in charge of creating the website.

The 'Live' section promotes Williston through success stories, noteworthy local news, and listings of the community's many resources.

"Simplified searches for quality careers," Wenko says, is the primary purpose of the Work section on the website. Both job seekers and employers will benefit from the many-linked, comprehensive search tools. In addition to the large number of expected oil industry jobs, the site will also list a wide variety of alternate career opportunities in areas like healthcare and finance.

The easily navigable new web address is further enhanced by the eye-catching Play section.

"There's more to the website than just job information," stresses Zarling. "There's a big community element to it."

Noting that Williston has garnered some national media attention of late, Wenko describes a couple of kudos that



Mayor
E. Ward Koeser



Jeff Zarling

will be posted on the site's Play area. Midwest Living recently named Williston in their 'Best Small Town Getaways' section while Outdoor Life ranked Williston 18 amongst the 'Top 200 Towns for Outdoorsmen' across the country.

"We like to say we're 'five minutes to the field,' meaning you can leave work and be hunting pheasants within five minutes," remarks Wenko.

Through a staggering amount of carefully designed activity, Wenko and Williston are meeting the demands of a city bursting with growth and prosperity. Their ambitious Vision 2008 has jump-started a remarkable effort that paves the way for a productive five year plan. A North Dakota city thriving by making its move invites us all to do the same. ¶

Jennifer Haaland is a freelance writer with special interests in education, the arts, the outdoors, and her native state, North Dakota.

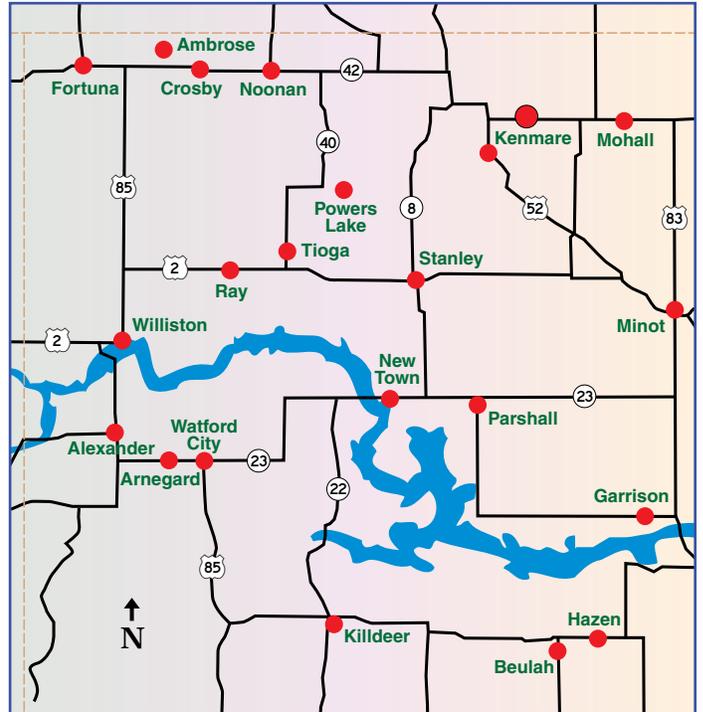
Booming Communities

By Pam Krueger

It is being called the largest oil find in U.S. history. The Bakken Formation was actually discovered many years ago but it was too expensive to extract the oil at that time. Today, due to breakthroughs in extraction techniques combined with sky rocketing oil prices, things are booming in the oil industry in western North Dakota. It is having an affect on more than just big oil companies. Small towns such as Williston and Stanley, previously unheard of outside of North Dakota, are now the talk of national news programs. There are tales of small town folks becoming millionaires overnight. At local restaurants, oil is the main topic of conversation. Overall, most residents of these small towns are excited about the current boom and are working hard to meet the inevitable challenges. The Mayor of Williston, Ward Koeser, says, "this is a busy, hectic time."

The oil boom has helped to create an extremely strong economy for all of North Dakota, including many small towns. Small oil-producing communities are benefiting financially. In the first half of the current fiscal year, oil and gas tax distributions to the 16 oil-producing counties were almost equal to the totals for the entire year from July 1, 2006 to June 30, 2007.

The populations of these small, rural towns are growing steadily as residents move back and new people move in; attracted by high-paying jobs in the oil industry. Ralph Hoverston, Divide County Jobs Development Authority (covering the towns of Crosby, Fortuna, Ambrose and Noonan), says, "a recent study projects that there will be an additional 50 to 100 people in the area this winter." Yet, they are just on the edge of the boom there and are not feeling the full affect of it. The **North Dakota Petroleum Council** predicts



that there will be 1,200 additional workers required by 2010 in the oil industry to keep up with growth and to replace those scheduled for retirement. North Dakota is receiving the added benefit of young residents remaining in North Dakota after graduation from university due to the increase in jobs, especially higher paying jobs in engineering and geology. Unemployment is down in these areas; in fact, there are more jobs than people.

The construction business is booming in an effort to keep up with the high demand for housing for the new employees. The real estate market is strong and on the rise; the opposite of what is happening in most of the country.

Local public schools are benefiting as attendance and funding are on the rise. While other cities are fighting cuts, these school systems are thriving. **Williston State College** is expanding in order to train workers for the energy industry and is working on a Petroleum Safety and Technology Center. Yet, on the downside, due to the attractive high paying jobs on the oil fields and possibly

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elsewhere, some students are bypassing continuing education.

Businesses Thriving

Most businesses in these rural towns are thriving as a direct result of the boom. Motels in towns like Killdeer, Parshall and Tioga are full to capacity in order to house oil crews. Retail sales are up, restaurants are thriving, the tourist sector is up, and sales tax revenue is up. New businesses have also arisen and the number of millionaires from rural areas is growing daily.

The pay scale is high in the oil industry and therefore is rising in all sectors. The average per capita income in North Dakota in 2007 was \$36,846, ranking 30th in the nation and up from 42nd in 1997. According to Mayor Koeser, high wages can be a mixed blessing. It is attractive to workers and brings them in to North Dakota, but other companies have to raise their salaries to keep up. According to **Job Service**, the average yearly wage in the oil and gas industry in 2005 was \$60,330. In Williston, the city government has had to raise wages for government workers in order to compete for employees. This has caused not only an enormous increase in their proposed budget, but has also caused them to require additional employees to handle the increase in workload. Mayor Koeser says, “the new budget has 1.2 million dollars in cost of salary increases.” Another downside is that so many people are going to the oil industry that it is difficult for government, restaurants, retail stores and other local businesses to keep employees.

Business As Usual

Gene Veeder, from the McKenzie County Jobs Development Authority, says that it is, “business as usual for towns like Watford City, Alexander and Arnegard.” This is the fourth time they have had a boom like this and most people have always been connected to the oil industry in some way. He says that it is not as big of a boom in their area but just a nice “solid economy.” With all of the growth in the economy, Veeder says, “it is hard to see a downside.” He adds that, although there are some real challenges that these towns must face, “the community knows that oil is good and it is all part of the price we pay.”

Some people look at the increase in the number of people around town as a drawback. Small towns are reporting traffic jams and lineups at fast food restaurants, previously unheard of in these areas. There are long lines at the county court houses (full of people checking into mineral rights), long lines at grocery stores, increased traffic in town, and waiting lists for tradespeople, such as electricians and plumbers.

Facing Challenges

A major challenge is the wear and tear on county roads due to a huge increase in traffic from the oil industry. These roads were not built for heavy trucks, and this is causing havoc on the roads, from pot holes to noise to dust in the air. The poorly maintained roads can even add to the cost of school bus maintenance. In addition, due to a shortage of workers on road crews, they often do not have the manpower to keep up with the problems. Jamie Eraas, City Auditor for Tioga, says that the city has set aside funds to cover the costs of fixing the roads, but “they can’t keep up with the rising costs.”

A shortage of workers is an ongoing challenge. Most small businesses have help wanted signs, in addition to the many job openings in the oil industry itself. Some restaurants have had to shorten their hours of operation. Williston, for example, currently has 700 job openings.

The biggest challenge is the shortage of housing for workers. Mayor Koeser says, “this is the area where we spend most of our time- encouraging builders and developers.” They have run out of hotel space in Williston for the workers. A big question that arises is who should pay for the workforce housing and who should build it. Once they have builders in place, there is sometimes difficulty in finding space to build.

Small communities are working hard to meet these challenges. According to Mayor Koeser, the town of Williston is the first in the state to hire a full-time workforce development coordinator. They have created the “Build Williston Initiative” to look at housing, recruiting workers, and making Williston an attractive place to live. They are planning job fairs in other states, such as Michigan. They hope to make the town attractive to young people

by providing entertainment and social networks. Williston is also working on diversifying their economy, so they won’t be dependent on oil.

The town of Tioga has developed a housing authority to try to solve the challenge of housing. Veeder says they have been working on housing and workers for years. Hoverston says that in Crosby they are in the process of building a fourplex townhouse with city backed bonds, and they are looking at fixing up empty houses and renovating older buildings to convert them into apartments.

Most communities realize that they need to offer a high quality of life, not only a good job, in order to appeal to younger workers. They look for a place to spend their money, and therefore cities need to have shopping, recreational and social activities. Some communities are working on providing daycare, movie theatres and restaurants.

How Long Will It Last?

People are a lot more cautious this time around. They want to meet the demand, but not overbuild. City leaders are hesitant about using city money to build housing and develop the infrastructure in case the boom doesn’t last. Everyone remembers what happened to Williston when the last oil boom suddenly ended in the mid 1980’s; developers left and the land they had purchased was turned back over to the city. The city was stuck with more than \$20 million in unpaid special assessments on incomplete housing developments. Williston was able to recover eventually, mostly due to a one-cent sales tax, but it took a long time.

How long the current boom will last is a common question. Veeder points out that there are two parts to the oil industry. Exploration, which includes land leases and drilling, is fast and temporary. “It takes 30 to 40 days to drill and about 5 years to move it,” he says. The other part is the production end of it, which can last 15 to 20 years, and is the bread and butter of the industry. While everyone is being cautious, he says, “we are not expecting it to go away any time soon.”

Pam Krueger is a freelance writer in Bismarck and owner of Every 1 Reading Tutoring.



Big Iron Farm Show Draws International Buyers

By Jeff Zent

Gov. John Hoeven and Yongmaan Park, chairman of **Bobcat** parent company Doosan Infracore, will welcome more than 100 agriculture equipment buyers from around the world to the 28th annual Big Iron Farm Show and Exhibition Tuesday, Sept. 9.

U.S. Agriculture Secretary Ed Schafer also is expected to attend Big Iron's opening day and welcome equipment buyers from around the world.

Big Iron, held at the West Fargo Fairgrounds, features more than 800 exhibitors and attracts about 70,000 visitors each year.

The North Dakota Trade Office and U.S. Commercial Service have concentrated their recruiting efforts on major equipment distributors, large farm managers and other equipment buyers in the former Soviet states of Russia, Kazakhstan, Uzbekistan, Ukraine, Belarus and Moldova – high demand markets for large-scale agriculture production technology. In all, about 130 key equipment buyers from the former Soviet states, Canada, Germany and five other countries have registered to attend Big Iron and the farm show's International Visitors Program Sept. 8-11.

International visitors will spend four days in North Dakota attending Big Iron, equipment demonstrations, farm tours, buyer-seller receptions, agribusiness tours and special events marking the 50th anniversary of Bobcat Co. and the 50th anniversary of Case-New Holland's

Steiger tractor, Trade Office Executive Director Susan Geib said.

"Last year's International Visitors Program was a success for our equipment manufacturers and dealers and we expect to build on that success at this year's show," Geib said.

Guests at this year's Big Iron and the International Visitors Program will include Yaroslav Bondarenko of Uragroleasing, Ukraine's largest buyer and seller of used farm equipment, and Vyacheslav Bobryshev, managing director of IP Consult, a nationwide dealer of agriculture equipment in Kazakhstan.

"The International Visitors Program is a great way of leveraging the draw of Big Iron to build on the growing international demand for North Dakota's agricultural equipment and services," said Joe Delvo, the Trade Office's manager of agriculture equipment exports.

North Dakota agricultural equipment companies that participated in last year's inaugural Big Iron International Visitors Program reported initial sales valued at \$1.55 million. Companies have since reported establishing significant long-term business as a result of the program. In a survey of last year's foreign visitors, 82 percent said they will or are more likely to buy North Dakota equipment since participating in the program.

"It's very helpful in meeting new contacts and to touch base with existing customers," said Brian Messerschmidt, equipment wholesale manager at Fargo-based RDO Equipment Co. "The pro-

gram is a big draw because it really caters to everything that our targeted international buyers need."

Last year, North Dakota exported machinery valued at \$929 million – 46 percent of the state's total merchandise exports of \$2 billion.

Several former Soviet states rank among the world's most high-demand markets for agricultural equipment. In those countries collective farms have given way to large, corporate farms, but a chronic lack of modern farm equipment remains a major obstacle to developing their agriculture sectors, the U.S. Commercial Service reports.

Russia is North Dakota's fifth largest export market, with agriculture machinery representing most of the state's exports to that country. Russia's annual imports of North Dakota machinery have increased in value from \$3 million in 2002 to \$55 million last year. Machinery exports to Ukraine, North Dakota's sixth largest export market, have increased from no sales in 2002 to \$35 million last year. And machinery exports to Kazakhstan have increased from no sales in 2002 to \$28 million in the same five-year period.

For more information about the Big Iron International Visitors Program visit www.ndto.com or call the North Dakota Trade Office at (701) 235-3638.

Jeff Zent is the Communication Director for the North Dakota Trade Office.



Governor John Hoeven

Age: 51

Hometown: Minot, North Dakota

High School: Bishop Ryan High School

Advanced Education: BA Dartmouth College, 1979; MBA Northwestern University, 1981

Spouse & Children: Mical "Mikey" Hoeven; Marcela, 23; Jack, 18

Professional Experience: 1986-1993 Executive Vice President of First Western Bank, Minot; 1993-2000 President and CEO of the Bank of North Dakota; 2000-present Governor of North Dakota

Civic and Volunteer Work: Gov.'s Ethanol Coalition, IOGCC, NGA, etc. Trustee, Missouri Slope (Bismarck/Mandan) United Way (Campaign Chairman, 1998); Trustee, Bismarck State College; Director, Bismarck YMCA; Member, Bismarck Rotary Club; 1998 North Dakota Minority Small Business Advocate of the Year (SBA Award); 1994 Small Business Administration Financial Advocate of the Year for North Dakota; 1994 Small Business Administration Financial Advocate of the Year for Region VIII (Six state region); Past Chairman, Task Force '96 (Minot Chamber of Commerce Air Force Base Retention Committee), Minot Area Development Corporation; Past Regent, Minot State University; Past Director, State Fair Advisory Committee; Past Member, Economic Development Advisory Committee for the ND University System; Governor's Task Force on Air Base Retention in North Dakota; Past Chairman, Minot Housing Authority;

If you are re-elected Governor, what will you do to improve North Dakota's business climate?

I believe in the people and the promise of North Dakota. I believe that with focused and aggressive economic development, we can lift ourselves up and compete, not only nationally, but also around the world. And in doing so, I believe that we can improve the quality of life of our citizens. That we can create more good paying jobs and careers, a higher standard of living and a brighter future for us and our children.

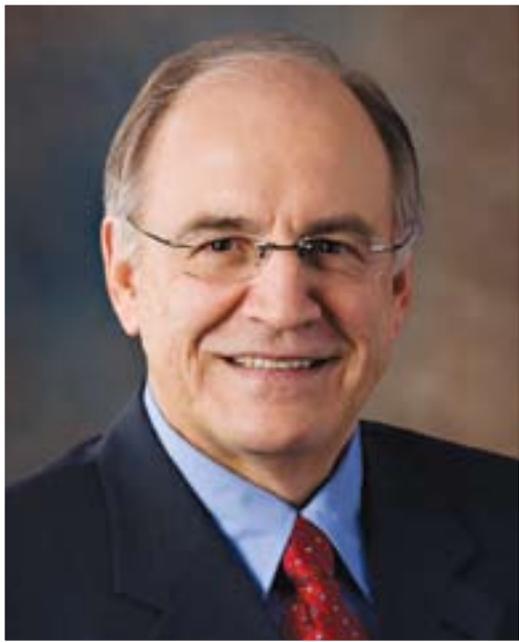
The success of our economic development efforts is evident. Since 2000, our economy has grown by nearly 50 percent to more than \$26 billion, or more than \$1 billion a year. Wages and personal income are growing faster than the national average. North Dakota's annual exports have risen 225 percent to more than \$2 billion—the fastest export growth among all 50 states for 2007. We've created 30,000 jobs and more than 10,000 additional jobs are waiting to be filled.

Our economic growth has also given us the resources to invest in our priorities like education, save for the future and cut taxes.

Working with the Republican legislature, we passed the largest tax relief package in state history last session and built a more than \$400 million financial reserve for the future. And we can do more. We have proposed a \$500 million education funding reform and tax relief plan which will cut local property taxes by \$300 million and cut personal income taxes by \$100 million.

We have been able to invest \$200 million into our children's schools. We have turned our university system into engines of economic growth. And we can do more. We have proposed increasing K-12 funding by at least \$100 million. We also plan to help North Dakota students afford their dream of a technical or college education through our \$40 million tuition assistance program, ACT-ND. Working in tandem with our workforce development initiatives, we will be able to help students learn the skills they need to aspire to any of the thousands of careers now available right here in North Dakota.

Of course, none of this is possible without a growing and diverse economy. It is the engine that makes all things possible and will continue to be the #1 focus of my administration. I am committed to building on our success, to continually improving the business climate of North Dakota and investing in the priorities that will help keep North Dakota moving forward. We can keep North Dakota the best place to live, work and raise a family.



Senator Tim Mathern

Age: 58

Hometown: Edgeley

High School: Cardinal Muench Seminary, Fargo

Advanced Education: Bachelor of Arts in Sociology with minors in Philosophy and Social Work, North Dakota State University; Masters in Social Work, University of Nebraska; Masters in Public Administration, Harvard University

Spouse: Married for 38 years to Lorene

Children: Reba-35, Tonya-33, Josh-27 and Zachary-20

Professional Experience: Currently Director of Public Policy at Prairie St. John's Hospital, Fargo; previously worked at Catholic Family Services for 27 years; has served in the North Dakota State Senate since 1986

Civic & Volunteer Work: Membership on boards of The Bush Foundation, Wellspring for the World and the ND School of Medicine and Health Sciences

If you are elected Governor, what will you do to improve North Dakota's business climate?

North Dakota's economy is at a crossroads. Traditional sectors of the economy are doing well. Agriculture profits are up thanks to world commodity prices. And oil production is booming, resulting in large tax gains and a huge surplus.

However, there are challenges to our state's economic health that Governor Hoeven has not addressed, namely the loss of so many young people and the decline of our rural communities. This decline is detrimental for the labor market in our urban communities. We must do much more to grow the economies and the population of our rural communities.

To do this, the two key areas I would target as governor are education, which is the foundation of our state's economic success, and energy development with a focus on renewable energy.

Starting with education, I have always supported grants for students who need them. But my education plan goes further in proposing full tuition reimbursement for graduates who live and work in the state for eight years. Partial reimbursements will also be available.

I will also continue to support the development of emerging technologies from the universities in the Red River Valley research corridor that Senator Byron Dorgan has done so much to make possible.

Coal will continue to play a key role in the state's economy, as will oil. I propose building a green oil refinery to process more of the oil coming out of the Baaken Reserve, thereby keeping profits from the sale of that oil here in North Dakota.

But, I view renewable energy development as the key to revitalizing our rural communities. This means working with our communities to increase the production of both wind and cellulosic ethanol energy.

In terms of wind energy, the Department of Energy estimates that twenty-five percent of the nation's electricity could be generated by North Dakota's wind alone. Yet, the current administration's plan for wind energy development falls far short of what other wind states are doing. Minnesota, for example, has half of North Dakota's wind, but over three times as much wind energy as North Dakota.

My plan calls for the production of 10,000 megawatts of wind energy by 2020 and 15,000 megawatts of wind energy by the year 2030. This is ten times the amount that the governor is proposing by 2020. I will also create an Office of Renewable Power to negotiate purchase contracts with utilities across the country. The office will also work with local communities to obtain financing for wind farms or turbines and will work to expand the wind transmission grid.

The ORP will also find companies willing to invest in turning our corn, soybeans and grass into everything from bio-diesel for fuel to hydrogen for low-cost fertilizers.

The benefits to our communities in terms of new jobs and a greatly expanded tax base will be enormous.

We need to think nationally and work locally to become truly competitive players in the new energy economy. All it takes is the necessary vision and leadership.



Microsoft's DigiGirlz High Tech Camp is a summer program that introduces junior high and high school girls to technology careers. This year, more than 80 girls participated in the camp on the company's Fargo campus.

A Peek at North Dakota's High-Demand, High-Wage Jobs

By Teresa Oe

This summer, **Job Service North Dakota** (JSND) released a list of **HOTJOBS** compiled by its Labor Market Information Center. Included are those occupations that are the most in-demand (show long-term growth) and pay wages higher than the state's overall average. The list has been and continues to be broadly distributed in an effort to educate citizens, and particularly students, on promising careers available in-state.

"In a tight labor market, it is important that students in high schools and middle schools are aware of what careers will be in high demand and provide them ample income for their futures," says Maren Daley, JSND executive director. "Job Service distributes HOTJOBS brochures to students at schools, student loan services, career and technical education centers, and other locations, so students

can plan the classes they will need to be successful in those fields."

The level of education and work experience needed for a HOTJOB runs the full gamut, Daley notes, from on-the-job training to master's and doctoral degrees.

Among the most prevalent industries represented in the top 40 HOTJOBS are information technology (IT), healthcare and energy.

Information Technology

IT claimed the top two HOTJOBS: computer software engineers—systems software and computer and information systems managers. Between 2006 and 2016, it's expected that the number of computer software engineering positions in systems software will grow by 45 percent. This year, the typical employee in this position will make more than double the

state's average wage—\$68,111 compared to \$31,316. Computer and information systems managers will make even more, averaging \$77,280.

Five other IT occupations made the top 40 HOTJOBS list, including computer software engineers—applications, computer systems analysts, database administrators, network and computer systems administrators, and network systems and data communications analysts.

Don Morton, site leader for **Microsoft's** Fargo campus, says the company hires for each of these positions, with 350 employees in software engineering alone. "We always have openings, and we're always recruiting," Morton says. "We look for a blend of experienced employees and college graduates."

The Fargo campus recruits from all colleges in the Central Time Zone and has

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worked to develop deep relationships with key universities, participating in a number of efforts to make students aware of the opportunities for new graduates.

Morton explains the company offers many internship opportunities, serves as a site for students to fulfill their capstone requirements and provides guest lecturers for IT-related courses. Microsoft team members also serve on IT advisory committees at some institutions.

"In the past few years, we've hired the most graduates from **North Dakota State University** (NDSU) and University of Nebraska-Lincoln," Morton says. "Our jobs require a bachelor's degree as a minimum, and we recruit a lot of master's."

Unfortunately, he says, IT is facing a critical workforce shortage. The number of positions available is rapidly growing as early baby boomers approach 65. The next generation is not as large, and students aren't pursuing IT careers at the rate needed to maintain the workforce.

Leaders on Microsoft's Fargo campus are actively seeking to counter this trend and attract students into IT professions in several manners. In addition to paid collegiate and high school internships, the campus for the last three years has hosted a Microsoft DigiGirlz High Tech Camp, a summer program designed to inspire girls by introducing them to high-tech careers.

"When you look at the IT field, 24 to 25 percent are women," Morton says. "Yet, 51 percent of the global population is female." There is a huge, untapped pool of workers in women, and the DigiGirlz camp has been successful in getting young girls, grades 8 through 12, excited about technology."

Microsoft is also providing financial support to the **Information Technology Council of North Dakota** for the developing IT Career Awareness Program. The program seeks to inform students, parents and educators of IT career opportunities in North Dakota; encourage students to enroll in IT-related classes and program degrees at the secondary and post-secondary education levels; and ultimately develop a world-class IT workforce for the future.

Universities, too, are working diligently to increase interest in IT careers. Kevin McCaul, NDSU dean of the College of Science and Mathematics, says the number of NDSU graduates with a bachelor's

degree in computer science and operations research has decreased by 40 percent since 2003. "Low IT enrollments are not exclusive to NDSU," he says. "It's a national phenomena and one that requires serious attention."

Part of the problem, he asserts, is a myth about the job market. "There seems to be a belief that IT jobs are not available because of outsourcing overseas," he says. "This just isn't true. There are plenty of IT jobs for U.S. folks, so we have to counteract this myth when talking to students. They can walk into some pretty exciting jobs right after graduation."

To generate general interest in science and math, NDSU is reaching out to younger audiences with a summer camp for grade school students and also increasing training of junior high and high school teachers in student engagement related to these disciplines. "Once they've got an interest, we can help them get into the IT programs," McCaul says.

For NDSU's capstone course requirement in computer science, students have to work with one of several regional companies to complete a project related to their field of study. Microsoft participates, growing its relationship with the university and students who fill many of the company's jobs postgraduation.

This is especially important, Morton and McCaul agree, in light of the IT workforce shortage. "I am somewhat optimistic that we might be seeing the trend in computer science turn the corner," McCaul says. "But even then it will be 4 to 5 years before any new influx of students will graduate and be ready for the job market."

Healthcare

On the contrary, the number of students pursuing another hot profession, physical therapy, is quickly rising, according to the **University of Mary** (U-Mary) in Bismarck. For this medical career ranked 20th on the list of HOTJOBS, the market is strong and enrollment is up.

"We accepted top capacity at 36 incoming students this year," says Jodi Roller, chair of U-Mary's Department of Physical Therapy. "The interest level is high because the job market is extremely good and the students are highly recruited. I get e-mails every day from people looking for info on new graduates."



The University of Mary physical therapy program is at maximum capacity this year, evidence of the strong job market for its graduates.

For those who pass the national physical therapy exam and want to work, Roller says there is 100 percent placement. The demand is expected to stay the same or rise in the next 10 years because of aging baby boomers who require more medical attention and aging physical therapists who are retiring.

One of the best ways to get a highly sought-after new graduate from U-Mary is to serve as a host site for the students' clinical requirement. All students must complete on-the-job experiences at four different entities prior to graduation. More than 250 sites across the nation host U-Mary's future physical therapists.

Medcenter One in Bismarck is one such host. Beth Thune, director of rehabilitation services, says accepting interns has fed their program, as many of these individuals later take positions at the institution. Medcenter One has had little trouble securing physical therapists, largely due to this relationship and relationships with other colleges, including the **University of North Dakota** in Grand Forks.

Hiring U-Mary students as physical therapy aides is another way Medcenter One has attracted future full-time employees. "Many who work at the aide level stay with us through their whole col-



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Participants in Williston State College's (WSC) floorhand training for well servicing learn how to run tubing down a well hole. Enrollment in WSC's oil-based programs is soaring to new records.

lege career," Thune says. "This has been an additional connection for getting more graduates into our facility."

While there are practicing physical therapists with bachelor's and master's degrees, Roller says most universities, including U-Mary, have moved strictly to a doctoral program.

The average salary for this position in North Dakota is \$62,827, according to JSND. Other high-wage, high-demand jobs in the medical field include physician assistants (\$70,669, bachelor's degree), registered nurses (\$51,253, associate's degree), medical and health service managers (\$63,772, at least a bachelor's degree and work experience), and nursing instructors and teachers—postsecondary (\$47,606, doctoral degree).

Energy

The oil and gas industry claimed three of the top 40 HOTJOBS with rotary drill, derrick and service unit operators. Stride Well Service Inc. in Dickinson (also in Marmarth and Sidney, Mont.) employs the latter two and a total staff of 18. Mikel Rangitsch, yard manager, says the number of employees could easily double in a couple years time due to the growth of the state's oil industry and of Stride, a nationwide entity that completes and services oil wells.

With extremely competitive wages, Rangitsch isn't overly concerned about filling the positions. The average 2008 salary for a derrick operator is \$47,707, according to JSND, and Rangitsch says this job at Stride can easily command \$60,000 to \$80,000, depending on hours worked. A service unit operator, he says, makes closer to \$100,000, and all positions are eligible for full benefits.

On-the-job training is generally the extent of the education required to earn the high wages of the oilfield. At Stride, no degree is necessary; new hires undergo a safety orientation and hands-on rig training under the supervision of an experienced employee.

The company's entry-level workers are floorhands. Williston State College (WSC) last year began offering a floorhand workforce training program in response to industry demand.

"What we've seen is that service rigs are feeders for other oilfield companies, and their employees are often recruited for different

■■■ BUSINESS TRENDS

jobs,” says Deanette Piesik, northwest North Dakota workforce training director. “This creates a need to refill the pool of talent.”

So, with industry support, WSC drilled two wells and acquired a service rig, from which program participants can simulate the work they'd do in the field. Fifty-six trainees have completed the program—a week of safety instruction and a week “on the rig.”

While this training can usually be acquired on-the-job, Piesik says the program's benefit is allowing individuals to find out if the oilfield is a fit before they get into it. This is a positive, she notes, not only for the individual but for employers. “We hope companies will be able to better retain their new hires, as they already have an understanding of the kind of work they're going to be doing.”

WSC invites companies to meet the trainees and see them perform in a working environment. Piesik says 95 percent are employed shortly after program completion.

As of this fall, there is also the option for college and dual-credit high school students to train in a similar semester-long, credited course. In addition, WSC offers training for oilfield safety and for the commercial driver's license that is preferred by many of the industry's employers.

Enrollment in WSC's oil-based programs is a telltale sign of the area's tremendous industry growth. In 2005-2006, 703 individuals completed some form of oil- and gas-related training. The number soared to 2,265 in 2006-2007 and 4,230 in 2007-2008. Piesik anticipates this trend will only continue in the coming years.



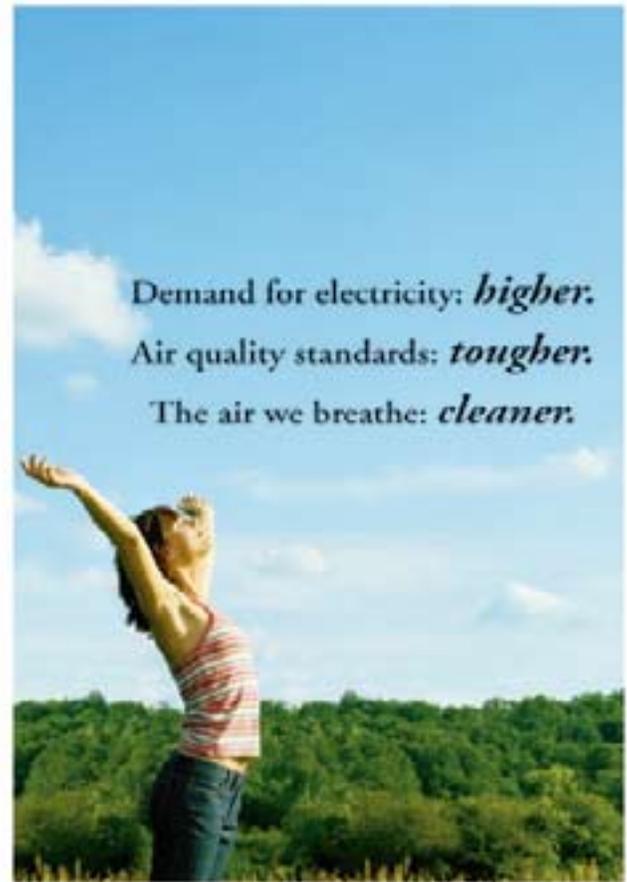
Stride Well Service Inc. hires for two of North Dakota's oil-related HOTJOBS—derrick operator and service unit operator. Pictured is one of the company's new rigs, ready for transport to the field.

More Jobs

Maren Daley says that North Dakota's industry growth is by no means limited to IT, healthcare and energy. “In the most recent five-year period, almost all industries in the state posted gains,” she says. “In fact, 18 of the 20 major industries for which statistics are compiled posted gains, showing the diversity in North Dakota's economy.”

To learn more about the various high-demand, high-wage jobs across North Dakota, visit ndworkforceintelligence.com. A list of 71 HOTJOBS and related data are posted to the site with interactive utilities that allow users to easily locate information of interest. A hard copy of the HOTJOBS publication can be requested by e-mailing ndwin@nd.gov.

Teresa Oe is a communication specialist for Clearwater Communications in Bismarck.



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It should come as no surprise that Americans are consuming more electricity than ever. But it may surprise you to learn that power companies are able to keep up with that increasing demand while meeting and exceeding tougher air quality standards. In fact, the fresh air we breathe in North Dakota is some of the cleanest in the nation. For more details about how we're producing energy while protecting air quality, please visit www.powerofcoal.com.

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Recruiting Employees Requires Team Effort

By Maren Daley



Maren Daley

Since the year 2001, North Dakota has had one of the lowest annual average unemployment rates in the nation. Unlike most of the country, our economy is growing

at a steady pace and businesses here are demanding one thing: employees.

Job Service North Dakota can play a valuable role in helping fill this need. The new and improved FindJobsND.com Website we recently launched gives employers a powerful new recruiting tool.

FindJobsND.com is a place where employers and job seekers can connect, whether to find employees or jobs. Recent improvements to the Web site have helped us attract more job listings and an even larger labor pool from which to recruit talented employees and improve businesses.

Because of the site's new capacity, people looking for jobs in North Dakota need to visit only one Web site, FindJobsND.com, where they will find job openings from corporate Web sites, educational institutions, government agencies, hos-

pitals, newspapers, private job boards and other sources. This is made possible by the Job Spidering feature that searches for job listings on other Web sites and publishes the details of those external listings at FindJobsND.com.

One of the most valuable aspects of the site is the "virtual recruiter." This allows employers to flag specific skills they are seeking in a job candidate. The "virtual recruiter" then pre-screens resumes and notifies the employer with new postings that fit their selected requirements.

A welcome new benefit for employers is the elimination of the need to sift through hundreds of resumes from applicants who don't meet minimum job requirements. By registering on FindJobsND.com, the virtual recruiter can fulfill this function of hiring automatically.

The same features work for job seekers as well. Job seekers can identify the type of job they are interested in by choosing a salary range, industry, location and job type. The Web site then forwards them all new job postings that meet these predetermined criteria.

The most important function of FindJobsND.com is its global reach. This is North Dakota's premier career Web site. North Dakota's unemployment rate was 2.9 percent in May. We have 14,000

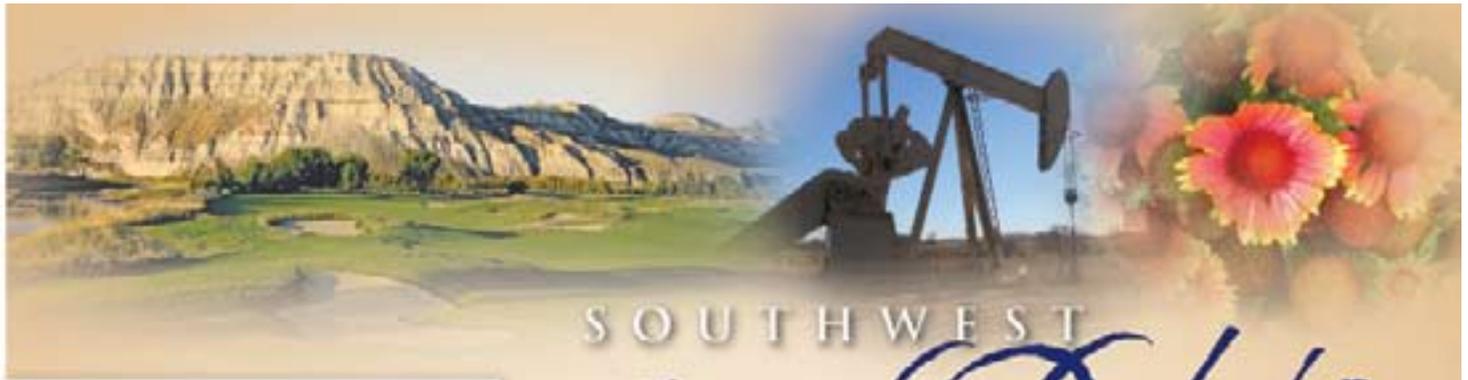
available jobs featured on our Web site today. Clearly, if we are going to meet the demand for workers, North Dakota employers must recruit beyond our borders.

FindJobsND.com can play a vital role as our state's "super store" for people throughout the nation and world who are shopping for good career opportunities. And, unlike most web-based career services, a Job Service representative is only a phone call away from anyone who wants one-on-one customer service.

Job Service is partnering with the **North Dakota Department of Commerce** to promote awareness about this powerful new site. But ultimately, our strength is in the numbers. Meeting the demand for employees will require a team effort.

I urge employers with job openings and people looking for new career opportunities to register on the Web site. The more jobs and resumes we feature, the more attractive the Web site will be for job seekers. As interest and awareness grows, traffic to the site will increase. Ultimately more successful matches will be made between businesses and the employees they need. ❧

Maren Daley is Director Job Service North Dakota.



SOUTHWEST

North Dakota

Make it your Destination



#1



#2



#3



#4



#5

Dickinson, North Dakota is the gateway to the majestic Badlands that captivated the interest of President Theodore Roosevelt. Driving, hiking or biking, and horseback riding through the colorful hills provides relaxation for anyone looking for relief from a busy lifestyle. With its rich cultural history and natural beauty, southwestern North Dakota boasts both a number of exciting career opportunities and adventurous recreational activities. With dynamic economic growth in southwest North Dakota, this is the perfect time to explore the region's abundant career options.

TOP EMPLOYERS

#2 TMI Systems Design Corporation
The nation's largest manufacturer of laminate casework. "At TMI we care about the people we serve."

Dickinson State University
A progressive four-year institution of higher education, employees more than 300 full and part-time faculty and staff. DSU is dedicated to the promotion of diversity and global awareness with over 260 foreign students enrolled.

#5 Steffes Corporation
Provides a number of services including Off Peak Heating Solutions, Manufacturing Solutions as well as Engineering Services.

Fisher Industries
A 55 year old company, serves all aspects of the aggregate processing industry, from the design and fabrication of aggregate equipment, to the processing and end use of aggregate materials.

ATTRACTIONS

#3 West River Community Center
Southwest North Dakota's newest recreational facility. Leisure pool with two waterslides and lazy river, racquetball courts, basketball courts, indoor tennis court, MAC gym, whirlpool, sauna and steam rooms. 27 climbing wall.

#1 Heart River Golf Course
An 18 hole, par 72 layout that is nestled along the scenic Heart River, with numerous panoramic views of Paterson Lake.

#4 Medora
North Dakota's #1 vacation destination. Historic Medora. Explore the badlands of Theodore Roosevelt National Park, enjoy a production of the famous Medora Musical or enjoy a round of golf on the nationally known Bully Pulpit Golf Course.

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Make your **HOME** in North Dakota

Life in New York City and Japan are bygone eras in the lives of Justin and Tera Data. Now it's the rolling hills and the riverside buttes surrounding Bismarck that they call home.

Justin, a native of upstate New York, met Tera in Iowa where he attended college. The couple adventured to Japan and then chose to pursue careers and start a family in the New York City area.

Justin's grueling two-hour commute each way convinced the Datas to make a big change. They moved to North Dakota. Justin works as a project manager for the State of North Dakota Information Technology Department, and Tera stays home with their two children.

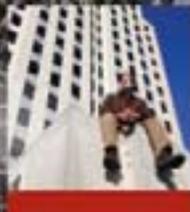
Justin says, "My favorite activity is spending ample time with my wife and two young children. With a 7-minute commute in North Dakota, I get 19 more hours a week to spend being a dad. No place on earth can offer me anything better than that."

"With a 7-minute commute in North Dakota, I get 19 more hours a week to spend being a dad. No place on earth can offer me anything better than that."

Make your **HOME** in North Dakota

Contact Tracy Finneman
at tfinneman@nd.gov or 701-328-5352.

North Dakota
DEPARTMENT OF COMMERCE



A Story of Oil

By **Jeb Oehlke**



Jeb Oehlke

Most, if not all, of you have heard the saying, “Those who don’t learn history are doomed to repeat it.” Here in North Dakota we are about to find out if we were all paying attention in the 1980’s when the last oil boom went bust.

It began so wonderfully. Oil prices were high. Oil companies were coming in and drilling wells all over the western part of the state. There were more barrels of oil being produced per day than ever before. Land and mineral rights owners were getting rich from the royalty payments. Workers were making fantastic salaries for working in the oil industry. And the state government was collecting so much money from oil taxes they didn’t know what to do with it all.

The Governor and the legislators at the time decided they would spend the money. They spent the money on worthwhile projects—things like education, transportation, human services and raises for state employees. They spent it on programs they had to sustain. Things were going well while the oil money was coming in.

Then something happened. The oil prices fell. Oil companies stopped drilling new wells. Oil production began to fall off. The oil field workers moved away to find new jobs. The state could no longer sustain the high level of funding for schools, transportation, and wages. Western North Dakota cities, which had grown so rapidly, found themselves with a massive amount of debt, for which the local taxpayers had to foot the bill. School districts found themselves struggling to meet the expense of educating the state’s children.

The Governor and legislators had to find a way to bring in more money to cover the increase in spending they thought they would be able to maintain. So, the legislature enacted three tax increases to replace the decreased oil tax revenue.

The citizens rejected the idea of having to pick up the tab for the unsustainable increases in state spending, and on December 5, 1989 held a special election and passed ballot measures repealing the three tax increases. The state struggled through the 1990’s and into the new millennium, and it finally started getting ahead of the game again in 2005.

Now it is happening again. We are in the midst of an oil boom. Bigger than the one we had in the 80’s. This time

the state legislature is posing a question to the voters of this state, “What should we do with all of this money?”

There are two choices:

1. Spend it all now and relive the past when the boom goes bust; or
2. Save a portion of it in a trust fund, which will grow into a major source of income for the state and will soften the blow to our economy when the oil, or the oil market, goes away.

When you go to the polls on November 4, vote “Yes” on Measure 1 and make a permanent promise of prosperity for North Dakota.

Jeb Oehlke is vice president of governmental affairs for the North Dakota Chamber of Commerce. Reach him at jeb@ndchamber.com or (800) 382-1405.

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Thank you!

The North Dakota Chamber of Commerce is pleased to welcome new partners and we sincerely thank the many businesses that have renewed their partnerships.

New Partners

- Best Western Kelly Inn & Suites - Fargo
- Center for Technology and Business - Bismarck
- Centri-Filter Technologies - Cooperstown
- Elim Rehab & Care Center - Fargo
- Funshine Express, Inc. - Dickinson
- Midland Technologies - Cooperstown
- North Dakota Association of Oil and Gas Producing Counties - Dickinson
- North Dakota Coal Conversion Counties Association - Dickinson
- Ralph Engelstad Arena, RE Arena, Inc. - Grand Forks
- Yuletide Expressions - Cooperstown

Renewing Partners

- Anderson & Fercho, PLLC - Fargo
- Appraisal Services, Inc. - Fargo
- Artco Promotional Products, Inc. - Fargo
- Arthur Mercantile Company - Arthur
- Bowman Area Chamber of Commerce
- Bremer Bank - statewide
- Corner Drug of Wahpeton, Inc.

- Dakota Awards, Inc. - Bismarck
- DakTech Computers, Inc. - Fargo
- Duane's Motor Service - Glen Ullin
- Erickson Manufacturing - Milnor
- Fargo Freightliner - Fargo
- Grand Forks Region Economic Development Corp.
- Grand International - Minot
- Great Plains Indian Gaming Association - Bismarck
- Holiday Inn Riverside - Minot
- Integrity Mutual Funds, Inc. - Minot
- Laducer & Associates - Mandan
- Make-A-Wish Foundation of North Dakota - Fargo
- Missouri Slope Areawide United Way - Bismarck
- Nash Finch Co. - Fargo
- Sammy's Pizza - -Minot
- Sanitation Products Inc. - Fargo
- Sanofi-Aventis Pharmaceuticals - West Bend, WI
- Schwan GM Auto Center - Bismarck
- Specialty Commodities Inc. - Fargo
- SRT Communications, Inc. - Minot
- Tecton Products - Fargo
- Thrivent Financial for Lutherans - North Country Region - statewide
- Traynor Law Firm - Devils Lake
- Valley City Area Teacher Center
- Ye Olde Medicine Center - Park River

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2009 North Dakota Business Conference

Your Voices Unite at the Capitol

February 10-11, 2009
Seven Seas Hotel & Water Park
Mandan, ND

- Social & Dinner with your Legislators
- Update on legislative activity
- Attend committee hearings on issues that affect your business

This is a great opportunity to have a voice in the legislative process!

Make sure you receive more information about this event by contacting the ND Chamber office at 222-0929 (Bismarck-Mandan) or 800-382-1405.



North Dakota Chamber of Commerce

Territory Meetings

North Dakota Chamber of Commerce members are encouraged to mark their calendars to attend the territory meeting in their area. Chamber staff will be presenting the 2009 Legislative Policy Statements and Agenda and will discuss upcoming legislation that will affect North Dakota businesses. This is also a great opportunity to let the Chamber know what issues are affecting your business.

Thank you to the following territory meeting sponsors:

- Bismarck State College**
- Chamber of Commerce of Fargo Moorhead**
- Dickinson State University**
- GeoResources, Inc., Williston**
- Jamestown Chamber of Commerce**
- The Chamber Grand Forks-East Grand Forks**

Tuesday, October 14 — 3:00-5:00 p.m.
Lake Region State College, Colonial Room, Devils Lake

Wednesday, October 15 — 9:30-11:30 a.m.
The Chamber Grand Forks - East Grand Forks

Wednesday, October 15 — 2:00-4:00 p.m.
Expressway Suites, Fargo

Thursday, October 16 — 9:00-11:00 a.m.
Jamestown Chamber of Commerce

Tuesday, October 21 — 9:00-11:00 a.m.
BSC Student Union, Prairie Room, Bismarck

Wednesday, October 22 — 8:00-10:00 a.m.
Dickinson State University, Student Center Ballroom

Wednesday, October 22 — 3:00-5:00 p.m.
Marquis Plaza & Suites, Williston

Thursday, October 23 — 9:00-11:00 a.m.
Holiday Inn Riverside, Minot

To register or for more information, visit www.ndchamber.com and click on Calendar of Events or call 222-0929 (Bismarck-Mandan) or 800-382-1405.

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