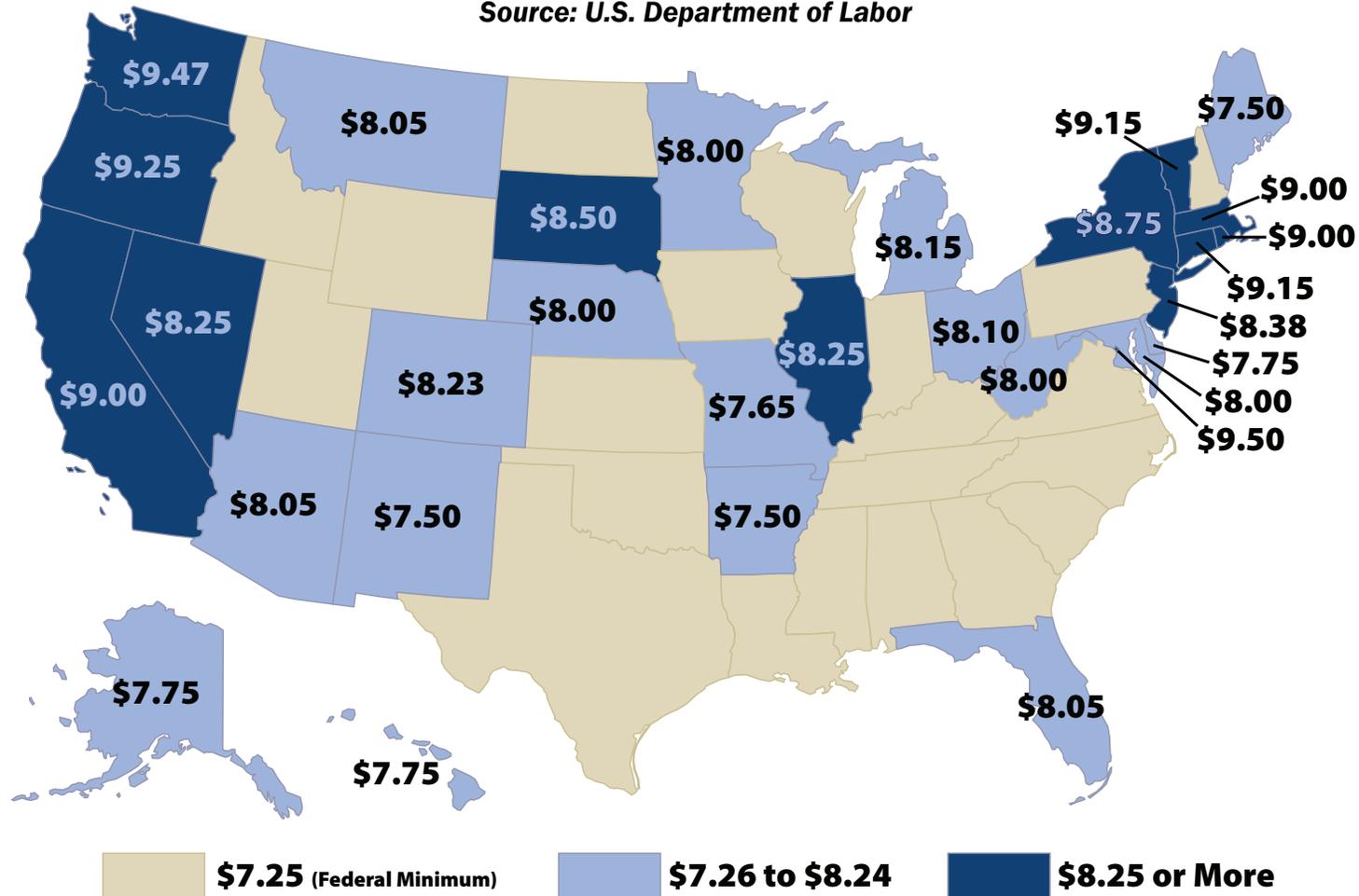


MINIMUM WAGE FACTS AT A GLANCE

State Minimum Wages Greater than the Federal Minimum Wage: January 2015

Source: U.S. Department of Labor

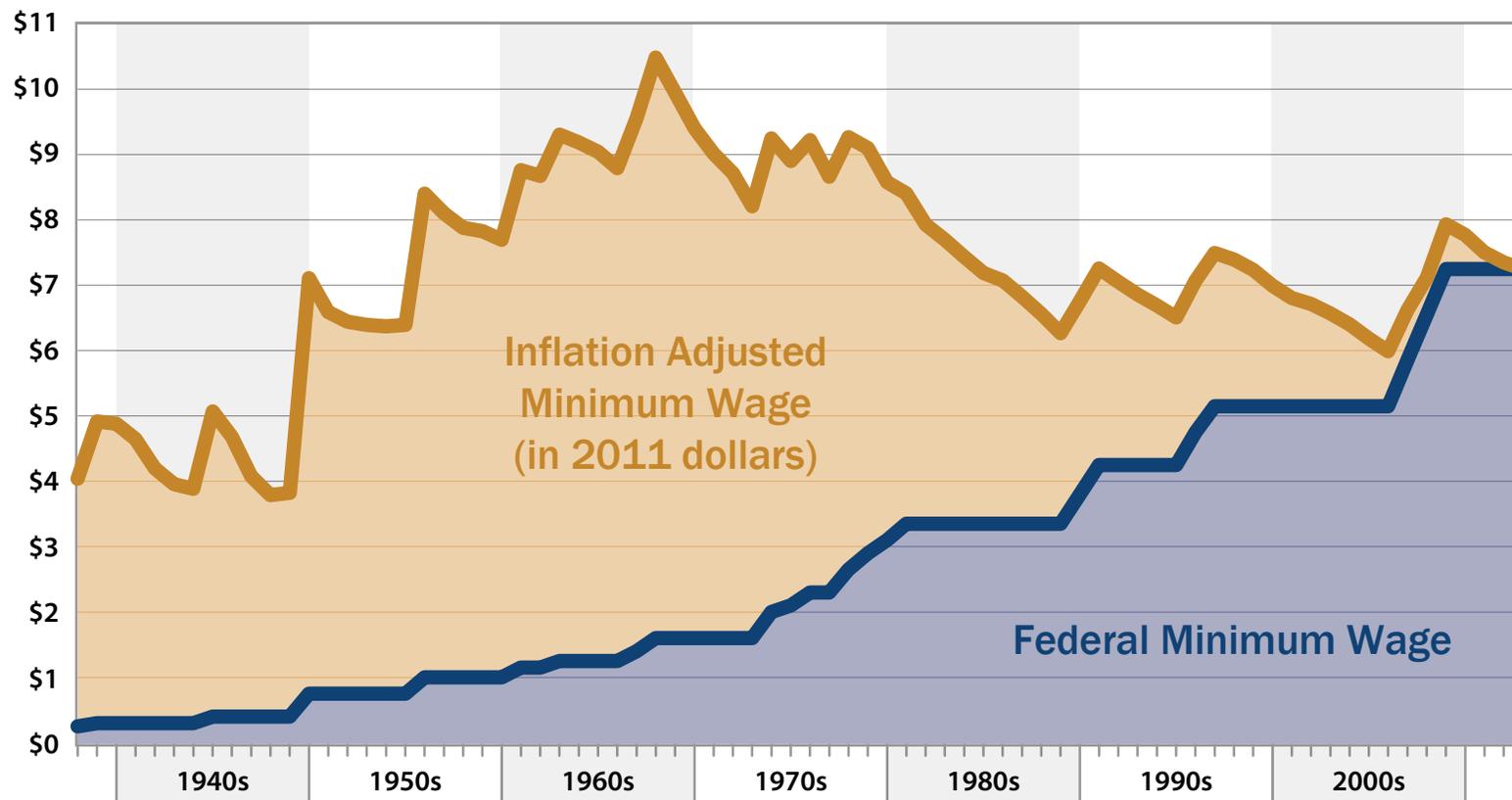


On January 1st 2015, Montana’s minimum wage increased to \$8.05 from the former minimum of \$7.90, which is \$0.80 higher than the national minimum wage of \$7.25. Montana’s minimum wage increases annually to adjust for inflation based on the national Consumer Price Index for Urban Consumers.

MINIMUM WAGE FACTS AT A GLANCE

Federal Minimum Wage: Absolute vs. Inflation-Adjusted Dollars, 1938 to 2013

Source: Bureau of Labor Statistics (BLS)

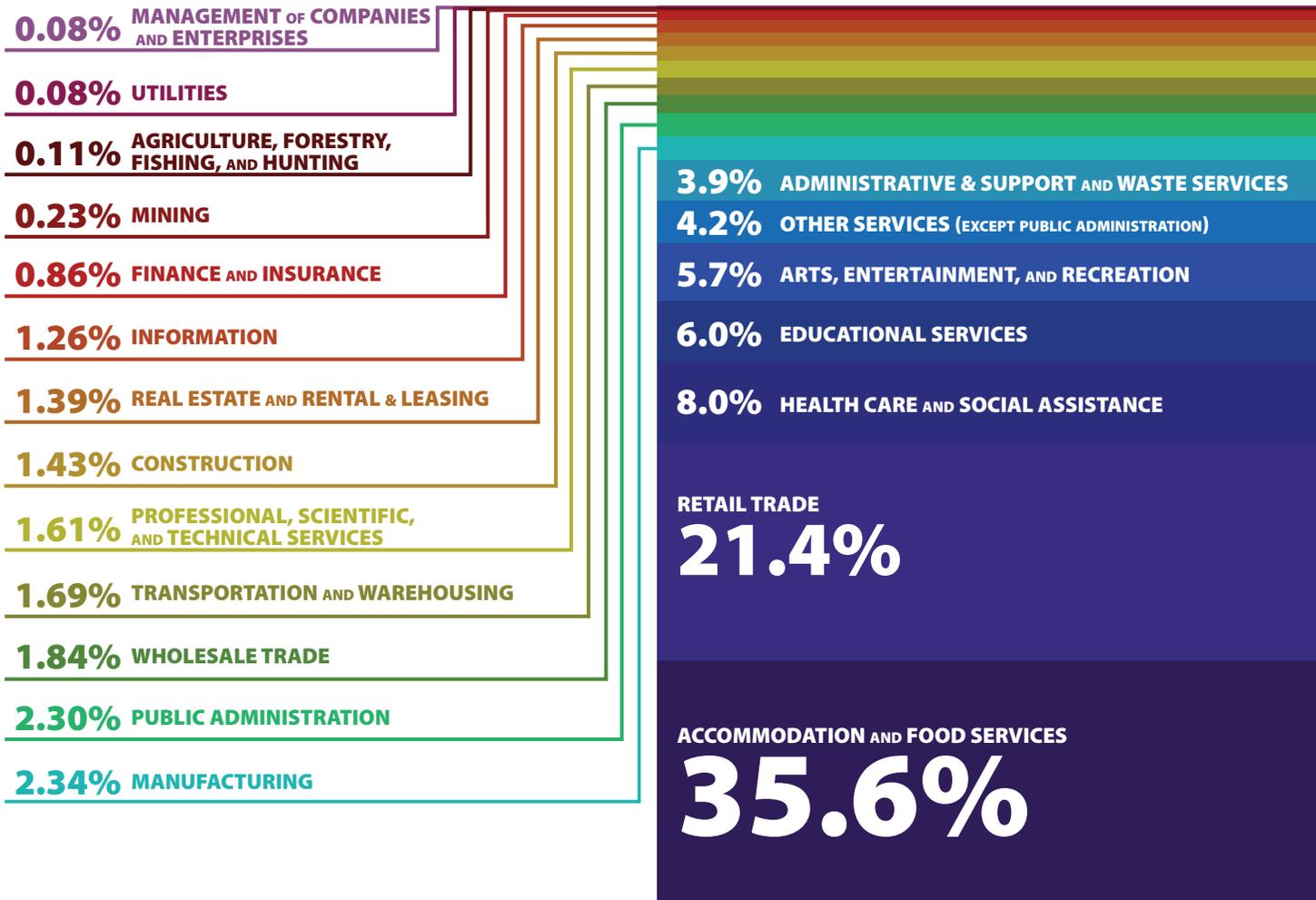


In 2009, the minimum wage in the United States reached an all-time high of \$7.25 per hour of work. However, the actual purchasing power of the minimum wage has changed significantly over time, due to inflationary increases in prices over time. After adjusting for inflation, the current purchasing power of the national minimum wage is roughly equivalent to the minimum wage level in 1998. In fact, the national minimum wage's purchasing power peaked in 1968 when it had the purchasing power equivalent to \$10.48 in today's dollars.

MINIMUM WAGE FACTS AT A GLANCE

Distribution of Employment at Minimum Wage by Industry, 2014

Source: Montana Department of Labor and Industry, Occupational Employment Statistics



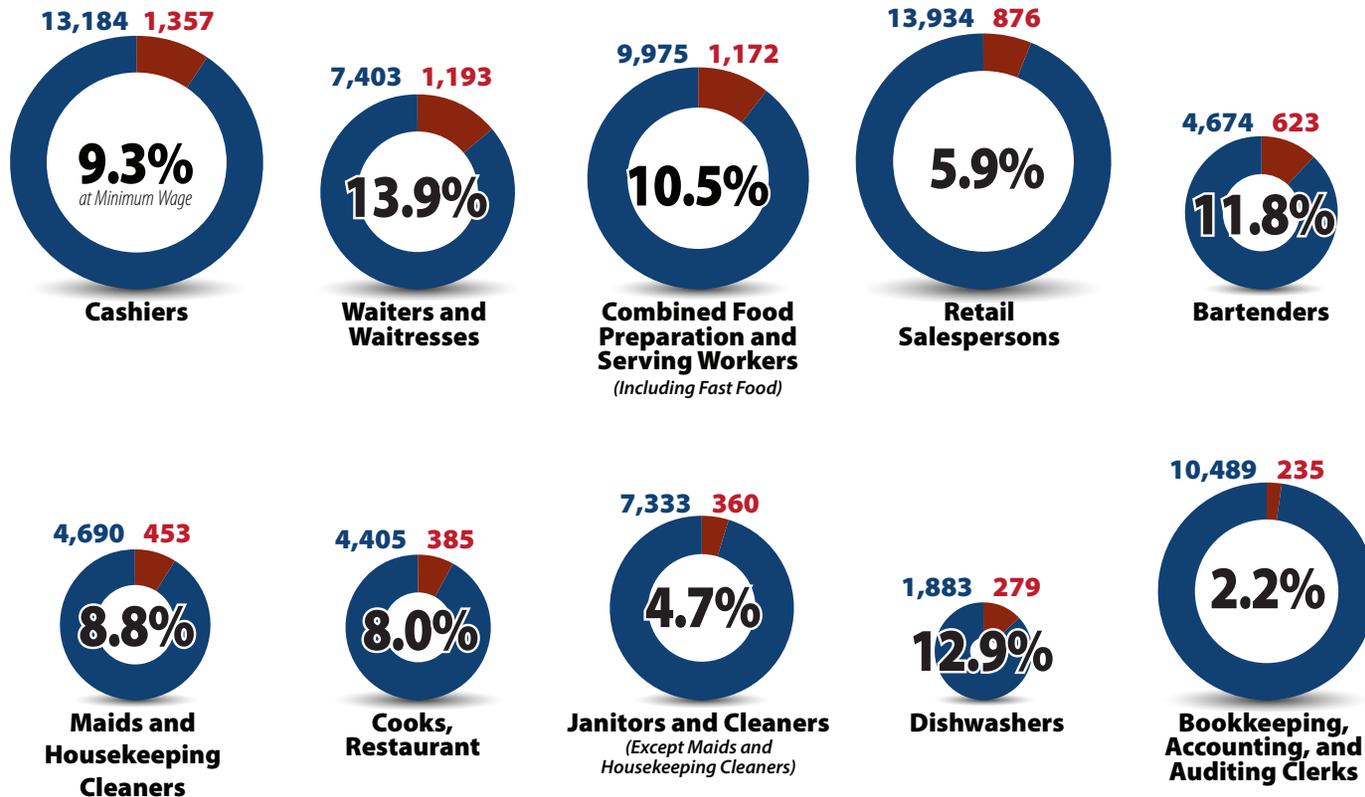
A large majority of Montana's minimum wage workers are concentrated in service sectors. The Accommodation and Food Services sector, accounts for the largest share, employing 35.64% of Montana's minimum wage workers. The Retail Trade sector makes up the second largest share, at 21.36%.

The industries employing the smallest share of Montana's minimum wage workers were the Utilities sector, and Management of Companies and Enterprises, each of which accounted for less than a tenth of a percent of minimum wage workers.

MINIMUM WAGE FACTS AT A GLANCE

Occupations with the Highest Employment at Minimum Wage, 2014

Source: Montana Department of Labor and Industry, Occupational Employment Statistics



At Minimum Wage ■ **Above Minimum Wage**

In 2014, approximately 12,864 people employed in Montana (or about 2.9% of the workforce) were earning the current minimum wage (\$8.05) or less. Most of the workers affected by the minimum wage were employed in service-related occupations. For example, of the 8,596 waiters and waitresses in Montana, approximately 13.9% were earning \$8.05 or less.