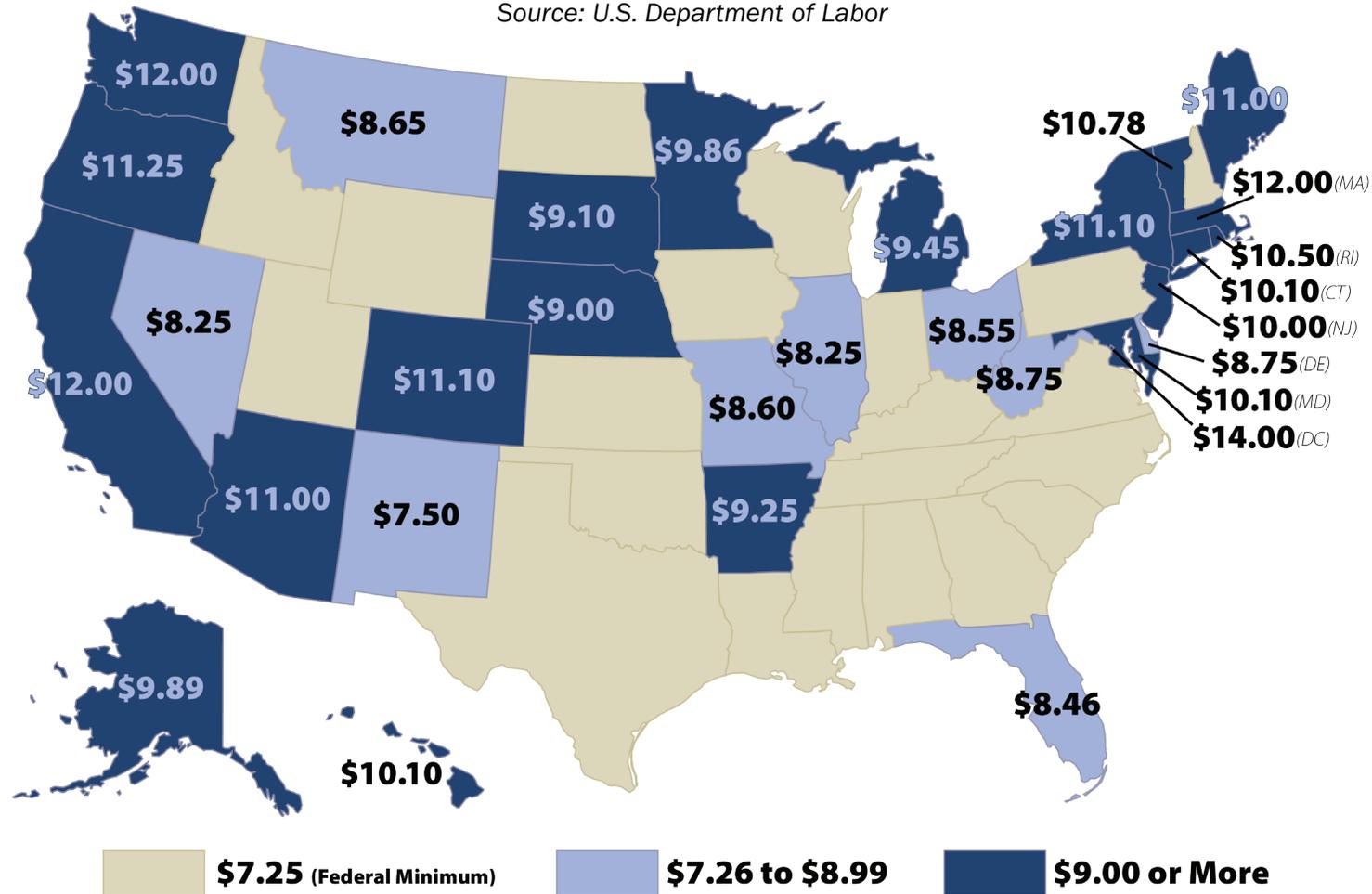


MINIMUM WAGE FACTS AT A GLANCE

State Minimum Wages Greater than the Federal Minimum Wage: January 2020

Source: U.S. Department of Labor

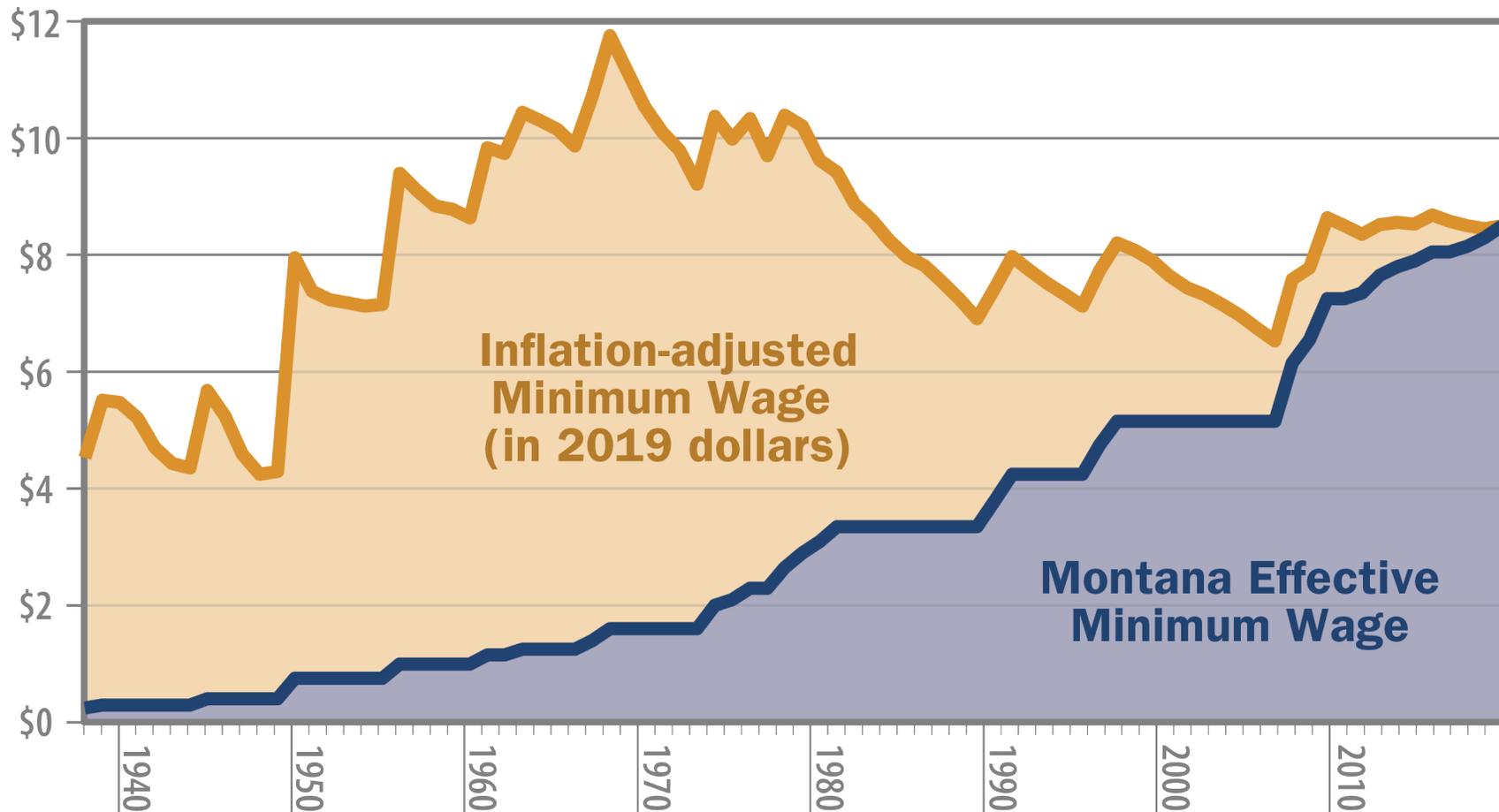


On January 1st 2020, Montana’s minimum wage increased to \$8.65 from the former minimum wage of \$8.50, which is \$1.40 higher than the national minimum wage of \$7.25. Montana’s minimum wage increases annually to adjust for inflation based on the national Consumer Price Index for Urban Consumers.

MINIMUM WAGE FACTS AT A GLANCE

Effective Minimum Wage: Absolute vs. Inflation-Adjusted Dollars, 1938 - 2019

Source: Bureau of Labor Statistics (BLS)

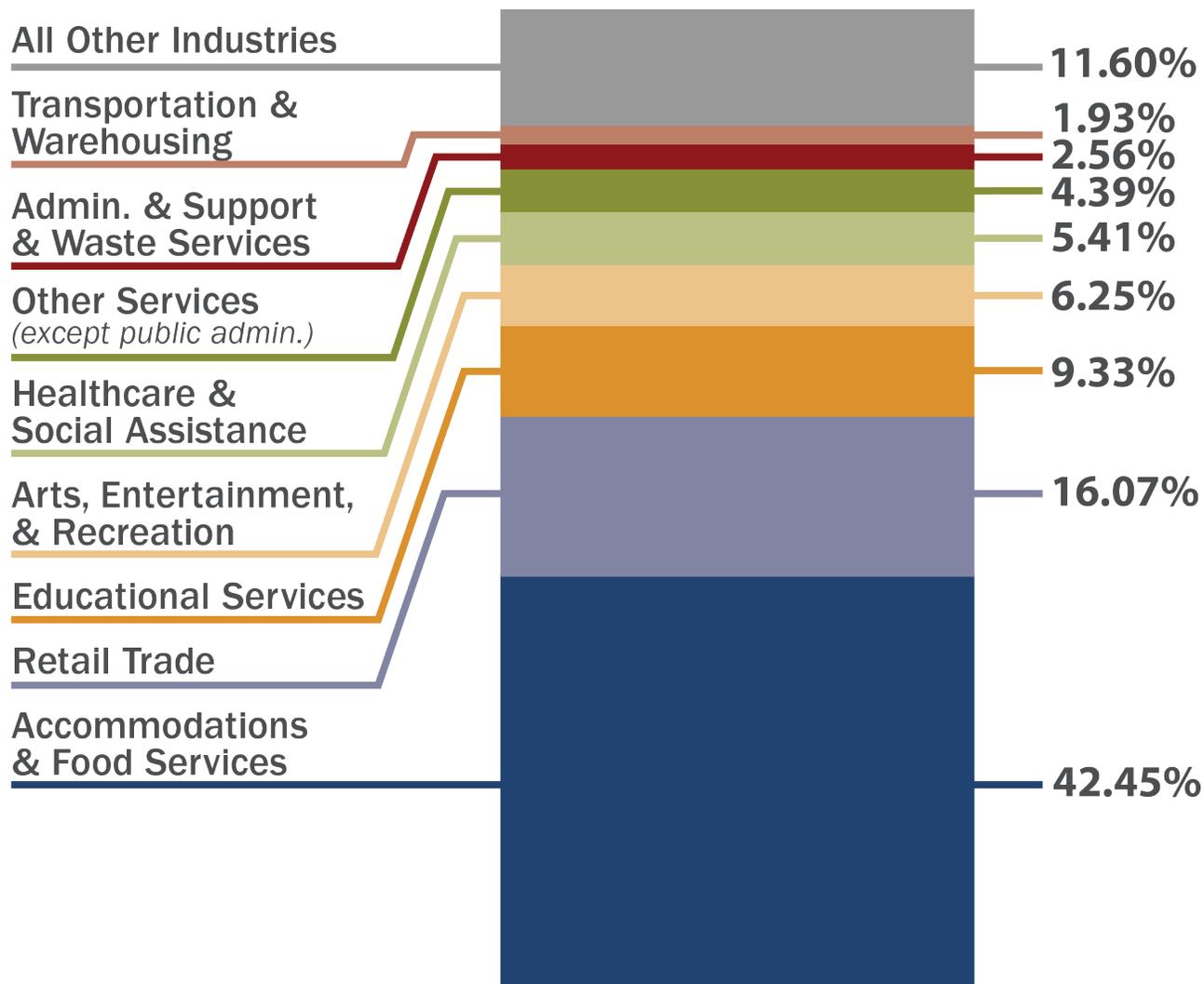


Although the 2020 minimum wage of \$8.65 per hour is a historic high in nominal terms, the purchasing power of the minimum wage in real terms peaked in 1968 when it was equivalent of \$11.75 in 2019 dollars. The nominal minimum wage in 1968 was \$1.60 for both the state and nation.

MINIMUM WAGE FACTS AT A GLANCE

Distribution of Employment at Minimum Wage by Industry, 2019

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



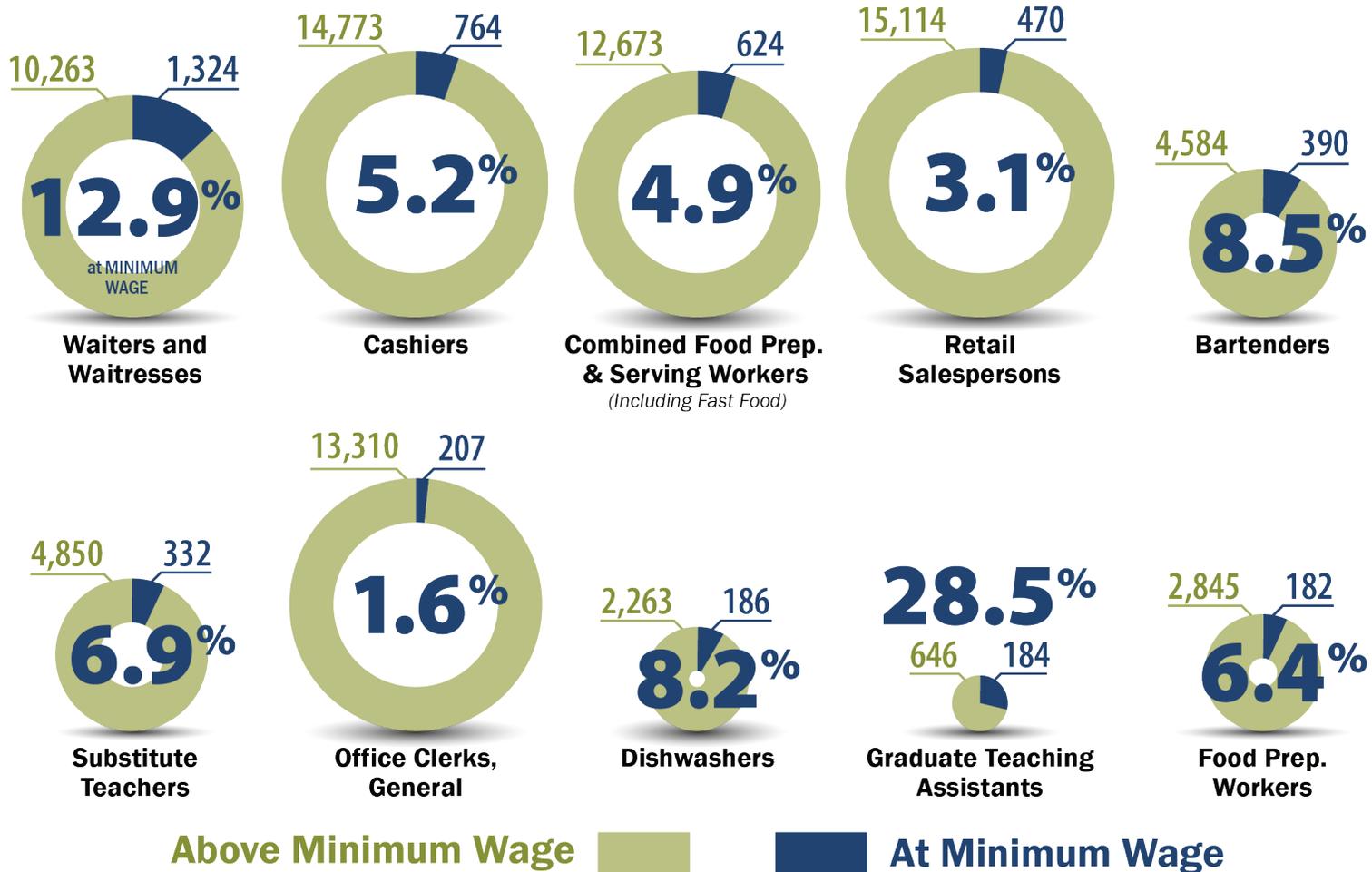
A large majority of Montana's minimum wage workers are concentrated in the service sectors. The accommodation and food services sector accounts for the largest share, employing 42% of Montana's minimum wage workers. The retail sector makes up the second largest share, at 16%.

The industries employing the smallest share of Montana's minimum wage workers were the utilities sector and mining sector, each of which accounted for about a tenth of a percent of minimum wage workers.

MINIMUM WAGE FACTS AT A GLANCE

Top Ten Occupations with the Most Minimum Wage Workers, 2019

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



In 2019, approximately 10,220 people employed in Montana (or about 2.2% of the workforce) were earning the current minimum wage (\$8.65) or less. Most of the workers affected by the minimum wage were employed in service-related occupations. For example, of the 10,263 waiters and waitresses in Montana, approximately 13% were earning \$8.65 or less.