  

**Thursday, March 21, 2013**

**11:30am – 1:00 pm**

**Charles Russell Museum**

**400 13 Street North**

**Please RSVP by Monday, March 18, 2013.**

**Email Marlena at** [**mhalko@montanarefining.com**](mailto:mhalko@montanarefining.com)

**Meeting Cost for non-prepaid Members: $25.00**

**Speaker: Herb Byers, Montana State Fund**

**“Characteristics of a Safe Organization”**

**His presentation will address cultural issues, management styles, employee empowerment, behavioral modeling, positive reinforcement, behavior observation and coaching, effective safety training and hiring practices.**