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## **Montana Code Annotated Section 39-2-701**

### **Indemnification Of Employee**

- (1) An employer shall indemnify an employee, except as prescribed in subsection (2), for all that the employee necessarily expends or loses in direct consequence of the discharge of duties as an employee or of the employee's obedience to the directions of the employer, even though unlawful, unless the employee at the time of obeying the directions believed them to be unlawful.
- (2) An employer is not bound to indemnify an employee for losses suffered by the employee in consequence of the ordinary risks of the business in which the employee is employed.
- (3) An employer shall in all cases indemnify an employee for losses caused by the employer's want of ordinary care.