

2007 Tax Abatement Report

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Introduction

A total of eight businesses received tax abatements in 2007 (two of the eight, Allen Press; and Prosoco, Inc. have two abatements each). Pursuant to City Code Section 1-2125, a business receiving a tax abatement is required to complete an annual questionnaire. The purpose of the questionnaire is to determine whether a business is meeting its promises and projections as stated in the original abatement application. The information from these questionnaires plus information from the Douglas County Appraiser's Office was used to prepare this Annual Report. All of the eight businesses submitted a completed questionnaire.

As of the writing of this Report, there are three companies with tax abatements pending. On November 18, 2003, the City Commission approved a 10-year, 55% tax abatement on approximately \$7,700,000 of new construction and modifications and approximately \$9,400,000 of new machinery and equipment for Amarr Garage Doors. On February 7, 2006, the City Commission approved Resolution 6627 supporting a Packerware/Berry Plastics request for Industrial Revenue Bonds and a 90% tax abatement on \$24,500,000 in new construction and \$93,500,000 in machinery and equipment. Most recently, on March 6, 2007, the City Commission approved a request from API Foils, for a 55% tax abatement on \$4 to \$5 million in new construction and \$11 to \$12 million in machinery and equipment.

General Information

The information in Table 1 lists all eight businesses receiving a tax abatement in 2007 and contains key information about each abatement. All of the abatements described in Table 1, except the 2002 Prosoco abatement, were approved while Resolution 5431 (adopted on September 17, 1991) was the applicable tax abatement policy. Resolution 5431 was later repealed by Resolution 6343 (adopted on November 13, 2001) which was in effect at the time of the 2002 Prosoco abatement. Ordinance 7706, now found at City Code 1-2101, *et seq.*, contains the current Economic Development Policy. The pending Amarr; Packerware/Berry Plastics; and API Foils abatements referenced in the introduction above were approved after the effective date of Ordinance 7706.

Table 1.

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2007 Appraised Value of Property Subject to Abatement	Actual Investment and Percent of Abatement Authorized
Allen Press, Inc. 1-Jan-99 Phase I	50% eqpmnt; 50% lsehd imprvmnt	31-Dec-09	Phase I -- \$2,777,134.81 new equipment & machinery \$1,925,674.88 bldg. improvements	Bldg. \$1,290,000 Mach & Eqpmnt \$549,203.60	Equipment \$2,777,134.81 (100%) Building Improvements \$1,925,674.88 (100%)
Allen Press, Inc. 1-Jan-99 Phase II	50% eqpmnt; 50% lsehd imprvmnt	31-Dec-11	Phase II-- \$3,723,000 new equipment & machinery \$1,074,500 bldg. improvements	Land \$387,700 Bldg. \$642,300 Mach & Eqpmnt \$259,986.03	Equipment \$1,785,846.75 (48%) Building Improvements \$448,169.64 (42%)
Amarr Garage Doors Inc. 13 Nov-98	50% Mach. & Equipment	31-Dec-09	\$3,650,000.00 in Machinery & Equipment	Mach & Eqpmnt \$558,312.80	\$3,756,214 Mach. & Equipment (103%)
DST Systems 21-Nov-00	50% on improvements and new equipment	31-Dec-11	\$5,550,000 Existing Land & Improvements \$2,000,000 existing personal property	Land \$1,131,610 Bldg. \$3,746,000 Mach. & Equip \$167,144.94	Land \$5,647,101 Improvements \$1,020,317 Mach & Eqpmnt

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2007 Appraised Value of Property Subject to Abatement	Actual Investment and Percent of Abatement Authorized
	100% for 5 years on used equipment purchased from Sallie Mae		\$200,000 new improvements \$1,450,000 new pers. Prop.		\$1,387,418 (Aggregate 90%)
Hardman and Hardman LLC/ Jayhawk Bowling Supply 1-Jan-98	50%	31-Dec-07	\$560,000 - New Construction; \$50,000 - Land; \$53,000 - Machinery and Equipment	Land \$121,760 Bldg. \$580,440 Mach & Eqpmnt \$306	Land \$51,276 (102%) Bldg \$594,501 (106%) Mach & Eqpmnt \$54,042 (102%)
PackerWare/ Berry Plastics 6-Jan-98	50%	31-Dec-08	\$2,845,000 Mach. & Eqpmnt	Mach & Eqpmnt \$146,580.56	Mach. & Equipment*** \$967,060.00 (34%)
Prosoco, Inc. 17-Nov-97	50%	31-Dec-08	\$350,749 land \$6,575,847 improvements \$1,113,404 machinery & equipment	Land \$397,840 Bldg. \$4,912,160 Mach & Eqpmnt \$193,143.81	Land \$350,748 (100%) Bldg. \$6,911,456 (105%) Eqpmnt \$1,732,486 (156%)
Prosoco, Inc. 25-Sep-02	55%	31 Dec 14	\$2,348,000 improvements \$260,000 equipment	Bldg. \$1,121,510 Mach & Eqpmnt \$151,951.06	Improvements \$2,397,288.41 (102%) Mach. & Eqpmnt \$662,312.22 (255%)
Reuter Organ Co. 4-Jan-00	50%	31-Dec-11	\$3,683,489 land, bldg, machinery & equipment	Land \$327,000 Bldg. \$2,627,620 Mach & Eqpmnt \$41,565.93	Land \$290,000 Bldg. \$3,037,239 Eqpmnt \$389,250 Total \$3,716,489 (101%)
Sauer-Danfoss Co. 1-Mar-98	80%	31-Dec-08	\$35,416,360.00	Land \$675,530 Bldg. 7,987,570 Mach & Eqpmnt \$1,209,492.16	\$23,858,000 (67%)

NOTES:

*The amounts listed in Column 4 Abatement Authorized are amounts that appear in the City Ordinance authorizing the abatement.

Allen Press The total abatement authorized \$6,500,000 in equipment \$3,000,000 in building improvements and was approved for two phases.

PackerWare/Berry Plastic's amount of actual investment is less than the abatement authorized because there was a decision to lease and not purchase equipment. The leased property was not eligible for abatement.

Sauer-Danfoss has not yet applied for Phase IV of the abatement which authorizes an 80% abatement of up to \$10,230,000 on machinery & equipment.

Employment Information

The questionnaire requested information on the number of full time and part time employees in the year prior to the granting of abatement. Information was also requested on the projected number of additional jobs to be created as stated on the abatement application. The businesses were also asked to provide the number of individuals employed at the end of December 2007. The following Table also presents the number

of full time and part time employees for the previous five years in order to see any trends for the most recent five year period. The “over/under projection” column compares the December 2007 employment information with the “Projected on Application” information in column 3.

Table 2.

Name of Business	Pre-Abatement		Projected on Application		December 2003		December 2004		December 2005		December 2006		December 2007		Over/Under Projection	
	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
Allen Press Inc.	314	8	327	0	337	13	358	12	369	12	361	8	347	5	20	5
Amarr Garage Doors Inc. (1998)	340	0	371	0	379	0	376	0	387	0	398	0	398	4	27	4
DST Systems, Inc.	0	0	175	0	145	4	146	7	146	87	146	87	133	108	(42)	108
Hardman & Hardman LLC / Jayhawk Bowling Supply	13	5	15	0	14	3	14	5	14	5	13	4	13	5	(2)	5
Packerware / Berry Plastics Corp.	350	0	370	0	370	18	377	8	398	10	435	0	486	0	116	0
Prosoco, Inc.	0/50*	0	75	3	81	0	65	0	67	1	68	1	66	3	(9)	0
Reuter Organ	42	0	56	0	45	3	39	4	29	3	31	1	33	1	(23)	1
Sauer-Danfoss Co.	0	4	150	0	109	0	146	1	170	0	173	0	150	0	0	0

NOTES:

Amarr Garage Doors reported a total of 693 employees as of 12/31/07; 660 full time employees, 4 part time employee, and 29 temporary employees.

PackerWare/Berry Plastics Corp. also reported 64 temp-to-hire employees in addition to the 486 full time employees for a total of 550 employees.

Sauer-Danfoss also reported 22 full time contract employees in addition to the 150 Full Time employees.

PROSOCO provided the following information in its questionnaire: “In the Year Prior to Application, PROSOCO had no Lawrence employees. The City Commission minutes for December 1, 1998 reference 62 employees working at PROSOCO’s Kansas City, Kansas facility. That number was in error, because in providing it, PROSOCO inadvertently included employees working in facilities outside Kansas. In reviewing our records, we now see that at the time of the Application, PROSOCO had 50 employees working in Kansas City, Kansas.

** The Application was submitted on November 5, 1998, and it required listing of “new employees.” Since all the Lawrence employees would be new to Lawrence, PROSOCO listed 75 full-time employees and 3 part-time employees

would be working in the new Lawrence corporate headquarters and centralized manufacturing facility when operations began there in the fall of 1999. In retrospect, that number was in error, because it was an estimate of all PROSOCO employees across the country. (Our national employment in the fall of 1999 turned out to be 77 which exceeded the estimate of 75.) Our Kansas employment in the year prior to the application was 50, and that should have been listed as the number of new employees for the Lawrence facility. Total Lawrence employment on 12/31/07 was 69 full time for an increase of 19.

The City's Application for Bond Allocation dated September 11, 1998 indicated an expectation of 14 new jobs. Subtracting the number employed on 12/31/07 from the number employed in Kansas City at the time of the Application shows an increase of 15 employees. (The increase is actually 69, if you take into account there were originally zero Lawrence employees.) Our increase has been in line with the City's expectations.

Below is a history of PROSOCO/BIC Corporation Kansas employment totals

Year	1998 KC	1999 Law.	2000	2001	2002	2003	2004	2005	2006	2007
KS Employees	50	58	64	61	60	63	63	67	68	69*

*This number reflects two retired employees and two part-time college students employed during the summer months.

Payroll and Wage Information

The questionnaire requested each business to provide occupation specific information to include a 6-digit SOC Code, full or part time status, and the hourly or annual wage for each position. The information for each occupation was then compared with a benchmark mean wage for that occupation. In the majority of cases, the benchmark used was the 6-digit SOC Code mean wage as reported in the 2007 Edition of the Kansas Wage Survey for the Lawrence Metropolitan Statistical Area (MSA). Whenever a 6-digit SOC Code mean wage was not available, the closest 6 digit SOC Code available for the Lawrence MSA was used (e.g., 51-5022 when 51-5021 was not reported on the wage survey for the Lawrence MSA) or a 4 digit SOC Code was used (e.g., 43-90xx was used when 43-9051 was not reported). In a few cases, when no 4 or 6 digit SOC Code for the Lawrence MSA was available, the 6 digit SOC Code for the entire state was used as the benchmark mean wage.

Table 3

NOTE: In order to preserve the confidentiality of all employees' wage information, reported job categories containing two or less employees in those categories are not listed in the tables below. However, the average information for those job categories is included in the bulleted, cumulative data information following the table for each business.

Allen Press, Inc						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-1011 (3)	Chief Executive	FT	ABOVE	\$79.45	\$59.96	\$50.00
11-1021 (3)	General and Operations Managers	FT	ABOVE	\$42.42	\$38.36	\$32.45
11-2021 (5)	Marketing Managers	FT	BELOW	\$33.51	\$47.46	\$23.32
13-1051 (3)	Cost Estimators	FT	BELOW	\$17.87	\$21.89	\$15.69
13-1199 (31)	Business Operations Specialists, All Other	FT	BELOW	\$18.83	\$24.21	\$13.46
15-1021 (6)	Computer Programmers	FT	BELOW	\$19.43	\$27.70	\$15.53
15-1041(12)	Computer Support Specialists	FT	BELOW	\$15.88	\$18.84	\$12.75
15-1071 (4)	Network and Computer Systems Administrator	FT	ABOVE	\$26.73	\$23.67	\$20.64
27-1024 (7)	Graphic Designers	FT	ABOVE	\$17.10	\$15.93	\$12.85
27-3031 (3)	Public Relations Specialist	FT	BELOW	\$14.70	\$16.66	\$14.14
27-3041 (16)	Editors	FT	BELOW	\$16.82	\$20.31	\$12.02
37-2011 (7)	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	FT	ABOVE	\$11.60	\$11.39	\$9.28
41-3011 (3)	Advertising Sales Agents***	FT	BELOW	\$18.96	\$21.01***	\$15.14
41-9099 (4)	All Other Sales and Related Workers	FT	ABOVE	\$19.60	\$16.29	\$14.40
43-1011 (10)	First-Line Supervisors/Managers, Office & Administrative Support Workers	FT	ABOVE	\$24.34	\$19.23	\$16.35
43-3021 (7)	Billing and Posting Clerks and Machine Operators	FT	ABOVE	\$15.91	\$12.50	\$12.68
43-3031 (5)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$14.55	\$13.78	\$12.50
43-3061 (3)	Procurement Clerks	FT	ABOVE	\$15.32	\$11.58	\$13.28
43-4051 (5)	Customer Service Representatives	FT	ABOVE	\$12.61	\$11.65	\$11.82
43-4151 (6)	Order Clerks***	FT	ABOVE	\$11.73	11.66***	\$10.00
43-5061 (17)	Production, Planning and Expediting Clerks	FT	BELOW	\$15.21	\$18.41	\$11.50
43-5071 (12)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$14.33	\$13.22	\$9.00
43-9011 (3)	Computer Operator	FT	ABOVE	\$15.80	\$15.75	\$13.45
43-9021 (7)	Data Entry Keyers	FT	ABOVE	\$13.06	\$12.30	\$10.00
43-9031 (45)	Desktop Publishers	FT	ABOVE	\$15.46	\$14.28	\$10.00
43-9081 (16)	Proofreaders and Copy Markers**	FT	BELOW	\$13.06	\$13.33***	\$10.00
49-9042 (7)	General Maintenance and Repair Workers	FT	ABOVE	\$19.75	\$14.93	\$18.04

51-1011 (6)	First Line Supervisors of Production & Operating Workers	FT	ABOVE	\$30.99	\$22.34	\$24.13
51-5011 (15)	Bindery Workers	FT	ABOVE	\$13.43	\$10.64	\$9.41
51-5021 (13)	Job Printers	FT	ABOVE	\$16.01	\$15.22	\$12.50
51-5022 (9)	Prepress Technicians and Workers	FT	ABOVE	\$18.05	\$14.44	\$11.37
51-5023 (13)	Printing Machine Operators	FT	ABOVE	\$22.59	\$14.80	\$19.28
53-7064 (11)	Packers and Packagers, Hand	FT	ABOVE	\$12.72	\$9.21	\$10.00

** Used Wage data from 43-0000 (Office and Administrative Support Occupations)

***Wage information for Lawrence Metropolitan Area not available, used statewide average

Allen Press reported 63 total job categories (59 full time and 4 part time)

- 43 of 59 full time (72.8%) paid at or above the mean wage for the job category
- 2 of 4 part time (50%) paid at or above the mean wage for the job category

Amarr Garage Doors						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-3011 (5)	Administrative Services Manager	FT	ABOVE	Exceeds*	\$26.86	DNR
11-9041 (3)	Engineering Managers	FT	ABOVE	Exceeds*	\$34.03	DNR
11-9199 (5)	Managers, All Other	FT	BELOW	\$31.53	\$33.18	\$30.40
13-1023 (3)	Purchasing Agents Except Wholesale, Retail and Farm Products	FT	ABOVE	\$29.69	\$20.73	\$29.39
13-1051 (3)	Cost Estimators	FT	ABOVE	Exceeds*	\$21.89	\$22.43
13-1073 (3)	Training and Development Specialists	FT	BELOW	\$15.77	\$17.28	\$15.77
13-1079 (5)	Human Resources Training and Labor Relations Specialists	FT	BELOW	\$19.56	\$25.14	\$19.56
15-1051 (3)	Computer System Analysts	FT	ABOVE	\$32.65	\$27.86	\$28.68
17-2112 (9)	Industrial Engineers	FT	ABOVE	\$31.61	\$30.99	\$28.19
17-3023 (3)	Electrical and Electronic Engineering Technicians	FT	ABOVE	\$23.32	\$17.90	\$21.99
25-0000 (3)	Education, Training and Library Occupations	FT	ABOVE	\$26.53	\$21.79	\$24.52

37-2011 (6)	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	FT	ABOVE	\$12.05	\$11.39	\$11.57
43-1011 (8)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$20.61	\$19.23	\$19.54
43-3031 (3)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$14.14	\$13.44	\$12.31
43-4051 (115)	Customer Service Representatives	FT	ABOVE	\$13.21	\$11.65	\$11.49
43-5061 (4)	Production, Planning and Expediting Clerks	FT	BELOW	\$16.08	\$17.90	\$15.52
43-5071 (4)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$14.00	\$11.85	\$13.12
43-9061 (3)	Office Clerks, General	FT	ABOVE	\$12.69	\$9.43	\$12.69
43-9061 (4)	Office Clerks, General	PT	ABOVE	\$10.00	\$9.43	\$10.00
49-1011 (6)	First Line Supervisors/Managers of Mechanics, Installers and Repairers	FT	ABOVE	\$27.57	\$24.27	\$26.70
49-9042 (28)	Maintenance and Repair Workers, General	FT	ABOVE	\$20.03	\$15.53	\$15.73
51-1011 (14)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$21.30	\$19.25	\$19.84
51-2092 (43)	Team Assemblers	FT	ABOVE	\$16.15	\$12.45	\$13.27
51-4031 (30)	Cutting, Punching and Press Machine Setters, Operators, and Tenders, Metal and Plastic	FT	ABOVE	\$12.99	\$10.96	\$12.11
51-4081 (18)	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	FT	ABOVE	\$15.43	\$13.87	\$14.45
51-9199 (205)	Production Workers, All Other	FT	ABOVE	\$11.92	\$9.31	\$11.32
53-0000 (3)	Transportation and Moving Material Occupations	FT	ABOVE	\$13.88	\$12.48	\$13.84
53-7051 (49)	Industrial Truck and Tractor Operators	FT	ABOVE	\$14.76	\$14.28	\$13.97
53-7064 (62)	Packers and Packagers, Hand	FT	ABOVE	\$12.99	\$9.21	\$12.16

Amarr Garage Doors, Inc. reported 42 total job categories (41 full time and 1 part time).

- 38 of 41 full time (91%) paid at or above the mean wage for the job category
- 1 of 1 part time (100%) paid at or above the mean wage for the job category

DST Systems, Inc						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
*11-9190 (10)	*Misc. Managers	FT	*BELOW	\$19.45	\$33.18	\$15.95
43-4190 (119)	*Misc. Information and Record Clerks	FT	**BELOW	\$12.66	\$18.41	\$11.24
43-4190 (108)	*Misc. Information and Record Clerks	PT	**BELOW	\$11.51	\$18.41	\$11.24

* No wage information for this SOC code was listed in the Kansas wage survey; used Lawrence MSA wage data for 11-9199 (Managers, All Other)

** No wage information for this SOC code was listed in the Kansas wage survey; used Lawrence MSA wage data from 43-4199 (Information and Record Clerks, All Other)

DST Systems, Inc. reported 7 total job categories (6 full time and 1 part time)

- 2 of 6 full time (33%) paid at or above the mean wage for the job category
- 0 of 1 part time (0%) paid at or above the mean wage for the job category

Hardman and Hardman LLC / Jayhawk Bowling Supply						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
49-9098 (3)	Helpers--Installation, Maintenance, and Repair Workers	FT	ABOVE	\$13.74	\$11.30	\$13.00
49-9098 (3)	Helpers--Installation, Maintenance, and Repair Workers	PT	ABOVE	\$15.58	\$11.30	\$12.25

Hardman and Hardman LLC/Jayhawk Bowling Supply reported 11 total job categories (8 full time and 3 part time)

- 5 of 8 full time (62.5%) paid at or above the mean wage for the job category
- 2 of 3 part time (66%) paid at or above the mean wage for the job category

PackerWare Corp. / Berry Plastics Corp.						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-1021 (3)	General Operations Managers	FT	ABOVE*	Exceeds*	\$38.36	\$13.55
13-1079 (3)	Human Resources, Training, and Labor Relations Spe	FT	BELOW	\$21.77	\$25.14	\$18.57
13-1081 (5)	Logisticians	FT	BELOW	DNR**	\$30.36	DNR
37-2011 (4)	Janitors And Cleaners, Except Maids and Housekeeping Cleaners	FT	ABOVE	\$17.56	\$9.71	\$15.94
41-9099 (3)	All Other Sales and Related Workers	FT	BELOW	Below***	\$16.29	DNR
41-9099 (4)	All Other Sales and Related Workers	PT	BELOW	\$10.50	\$16.29	\$10.00
43-4051 (11)	Customer Service Representatives	FT	ABOVE	\$17.59	\$13.18	\$14.71
43-5061 (6)	Production, Planning, and Expediting Clerks	FT	ABOVE	\$27.98†	\$18.41	\$17.79
43-5071 (3)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$17.59*	\$13.22	\$17.28
49-9042 (22)	Maintenance and Repair Workers, General	FT	ABOVE	\$39.07	\$15.53	\$15.56
49-9043 (5)	Maintenance Workers, Machinery	FT	ABOVE	\$22.12	\$15.50	\$21.27
51-1011 (30)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	DNR††	\$22.34	\$14.51
51-2099 (84)	Assemblers and Fabricators, All Other	FT	ABOVE	\$12.20	\$10.31	\$10.82
51-4081 (34)	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	FT	ABOVE	\$17.24	\$13.87	\$14.15
51-5022 (3)	Prepress Technicians and Workers	FT	ABOVE	Exceeds†††	\$15.02	DNR
51-5023 (13)	Printing Machine Operators	FT	BELOW	\$15.90	\$21.80	\$12.27
51-9199 (13)	Production Workers, All Other	FT	ABOVE	\$13.51	\$9.31	\$11.50
53-3032 (5)	Truck Drivers, Heavy and Tractor-Trailer	FT	ABOVE	\$15.98	\$11.58	\$15.56
53-7062 (76)	Laborers and Freight, Stock, and Material Movers, Hand	FT	ABOVE	\$13.18	\$10.96	\$11.31
53-7064 (143)	Packers and Packagers, Hand	FT	ABOVE	\$11.68††	\$9.21	\$10.00
53-7064 (4)	Packers and Packagers, Hand	PT	ABOVE	\$10.32	\$9.21	\$10.00

* 2 amounts listed as “Exceeds”

** 4 listed as “Below”; 1 as “Exceeds”

*** No wage information provided; below mean wage.

† 2 amounts listed as below; excluded from average

†† 1 amount listed as “Exceeds”; excluded from average.

††† 2 amounts listed as “Exceeds”; 1 amount listed as “Below”

PackerWare, Corp. / Berry Plastics, Corp. reported 35 total job categories (32 full time and 3 part time)

- 21 of 32 full time (65.6%) paid at or above the mean wage for the job category
- 1 of 3 part time (33%) paid below the mean wage for the job category

PROSOCO, Inc.						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-1011 (3)	Chief Executives	FT	ABOVE	Exceeds*	\$59.33	DNR
19-4031 (4)	Chemical Technicians	FT	BELOW	\$17.10	\$18.81**	DNR
43-4051 (6)	Customer Service Representatives	FT	ABOVE	\$17.16	\$11.65	DNR
43-5071 (3)	Shipping, Receiving, & Traffic Clerks	FT	ABOVE	\$17.66	\$11.85	DNR
51-1011 (3)	First-Line Supervisors/Managers of Production & Operating Workers	FT	ABOVE	\$30.19	\$22.34	DNR
51-9111 (4)	Packaging & Filling Machine Operators and Tenders	FT	ABOVE	\$13.82	\$12.84	DNR
51-9199 (3)	Production Workers, All Other	FT	BELOW	\$11.17	\$12.78	DNR
51-9199 (2)	Production Workers, All Other	PT	BELOW	\$11.17	\$12.78	DNR

*Information not provided, exceeds mean wage.

** Lawrence Metropolitan Wage not available, used statewide average.

PROSOCO, Inc. reported 41 total job categories (39 full time and 2 part time)

- 34 of 39 full time (87.2%) paid at or above the mean wage for the job category
- 1 of 2 part time (50.0%) paid below the mean wage for the job category

Reuter Organ Company						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-1021 (6)	General & Operations Managers	FT	BELOW	\$26.14	\$38.36	\$18.24
17-3099 (4)	Drafters, Engineering & Mapping Technicians, All Others*	FT	BELOW	\$19.46	\$20.59	\$15.00
51-7011 (23)	Cabinetmakers & Bench Carpenters	FT	ABOVE	\$14.78	\$14.11	\$11.55

*No information reported in the Kansas Wage Survey; Used Lawrence MSA wage info for 17-3019, Drafters, All others

Reuter Organ Company reported 3 full time job categories

- 1 of 3 full time (33.3%) paid at or above the mean wage for the job category

Sauer Danfoss Company						
<i>SOC and number of jobs</i>	<i>Occupation</i>	<i>FT or PT</i>	<i>Above/Below Survey Mean</i>	<i>Firm Avg.</i>	<i>KS Wage Survey Mean Wage</i>	<i>Firm Min.</i>
11-3051 (4)	Industrial Production Managers	FT	BELOW	\$40.25	\$43.57	\$37.02
13-1199 (5)	Business Operations Specialists, All Other	FT	BELOW	\$24.05	\$24.21	\$18.75
17-2112 (12)	Industrial Engineers	FT	BELOW	\$30.99	\$31.66	\$24.75
17-3027 (3)	Mechanical Engineering Technicians	FT	BELOW	Below*	\$20.86	DNR
17-3029 (6)	Engineering Technician And Others	FT	ABOVE	\$19.12	\$25.02	\$16.13
43-5061 (4)	Production, Planning, and Expediting Clerks	FT	ABOVE	\$23.18	\$18.41	\$16.00
43-5071 (5)	Shipping, Receiving, and Traffic Clerks	FT	ABOVE	\$13.60	\$11.62	\$12.28
49-9042 (7)	Maintenance and Repair Workers, General	FT	ABOVE	\$20.58	\$14.93	\$17.30
51-1011 (6)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$31.12	\$22.34	\$24.48
51-2092 (45)	Team Assemblers	FT	ABOVE	\$13.59	\$12.48	\$12.37
51-4011 (24)	Computer-Controlled Machine Tool Operators, Metal and Plastic	FT	BELOW	\$14.35	\$16.43	\$13.44
53-7064 (6)	Packers and Packagers, Hand	FT	ABOVE	\$12.94	\$9.21	\$11.61

* 2 positions listed as “below”; one as “exceeds”

Sauer Danfoss Company reported 29 job categories (28 full time and 1 part time)

- 15 of 28 full time (53.6%) paid at or above the mean wage for the job category
- 0 of 1 part time (0%) paid at or above the mean wage for the job category

Property Tax Information

The companies were asked to report the amount of real and personal property taxes paid in 2006. In addition, if applicable, companies were asked to report the amount of any payment in lieu of tax they were required to make. Table 4 below reports tax information for real and personal property related to the tax abatement(s).

Table 4.

Taxes Paid Related to the Abatement				
Business	Real Property Tax	Personal Property Tax	Payment in Lieu of taxes	Total Paid for 2007
Allen Press*	\$18,679.86	\$11,685.96	N/A	\$30,365.82
Amarr Garage Door (1998)	N/A	\$8,225.97	N/A	\$8,225.97
DST Systems (IRB)	----	----	\$2,420.56	\$2,420.56
Hardman and Hardman/ Jayhawk Bowling Supply	\$10,168.22	N/A	N/A	\$10,168.22
PackerWare/ Berry Plastics	N/A	\$2,123	N/A	\$2,123
Prosoco (IRB)	-----	-----	\$81,081.50	\$81,081.50
Prosoco (2005)	\$27,038.56	\$2,014.91	N/A	\$29,053.47
Reuter Organ	\$42,784.10	\$601.89	N/A	\$43,385.99
Sauer-Danfoss Co.	\$51,054.96	\$7,128.08	N/A	\$58,183.04
TOTAL	\$149,725.70	\$31,779.81	\$83,502.06	\$265,007.57

*Several properties used by the business are owned by Allen family corporations and are leased to Allen Press, Inc.

Industrial Revenue Bonds

Four companies have had Industrial Revenue Bonds (IRBs) issued on their behalf. The table below details the date of issue as well as the amount of the bonds and the date of final payout.

In addition, those companies that had IRBs issued after 1995 are required to provide arbitrage and secondary disclosures requirements.

Table 5.

Industrial Revenue Bonds			
Name of Business	Amount of the Bonds	Date of Issue	Year Matures
*RAM/Garage Doors Inc.	\$4,500,000	1995	2015
DST Systems, Inc.	\$7,250,000	2001	2012
Prosoco, Inc.	\$8,040,000	1999	2019

* On March 13, 2007, the City Commission adopted Resolution 6709 approving the sale of certain real and personal property, and authorizing the Mayor to execute the Special Warranty Deed, Bill of Sale, and Termination of Documents, all related to the RAM Company project and redemption of 1995 Industrial Revenue Bonds.

Local Expenditures and Local Sales

The questionnaire asked companies to report what percentage of their expenditures were made in the city of Lawrence as well as the percentage of the companies' sales made outside of the city.

Table 6.

Name of Business	Projected Expenditures to be made Locally in Lawrence*	Percentage of Expenditures Made Locally in Lawrence	Percentage of Non-local Sales
Allen Press, Inc	86.7%	24%	99%
Amarr Garage Doors Inc. (1998)	1.9%	5%	99%
DST Systems	93%	100%	100%
Hardman and Hardman LLC/ Jayhawk Bowling Supply	100%	15%	90%

Name of Business	Projected Expenditures to be made Locally in Lawrence*	Percentage of Expenditures Made Locally in Lawrence	Percentage of Non-local Sales
PackerWare/ Berry Plastics Corp.	Information not available	10.0%	90%
Prosoco, Inc	10.8%	5%	100%
Reuter Organ	55%	15%	99%
Sauer-Danfoss Co.	6.6%	30%	100%

*Taken from the Cost Benefit Analysis that was attached to the application.

Company Achievements

The questionnaire allowed businesses to report any company achievements, particularly those in the areas of environmentally sound practices, community engagement and service, and job training. The table below highlights some of these accomplishments.

Table 7.

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
Allen Press, Inc	<p>FSC certification is a program with the Rainforest Alliance to create a controlled forest management system for paper requirements. Allen Press has completed the certification that documents participant usage of paper purchased from organizations that practice better forest management. Allen Press is also moving toward stocking only FSC certified papers for its house stock and covers. This will be achieved in 2008.</p> <p>Allen Press recently completed a purchase of Green tags from the Bonneville Environmental Foundation. The tags were obtained in collaboration with Zephyr Energy locally. The company is offsetting 25% of its electricity needs for non-productive areas. Allen Press is also actively marketing the program to clients to offset electrical needs for printing of the society journals.</p> <p>Allen Press is conducting two environmental seminars to promote these programs in order to educate our clients on participation in these programs. We buy over \$5 million in</p>	<p>Allen Press received the 2007 Pacesetter Award from the United Way of Douglas County. This award goes to the company with the largest percentage increase in contributions from the prior year.</p> <p>The company continues to work with Cottonwood, Inc., as a long and successful partner in our labor force.</p> <p>The company supported a number of other community groups in 2007, including:</p> <ul style="list-style-type: none"> Habitat for Humanity corporate donation of \$2500 as well as a build day with 25 employees Lawrence Arts Center donations of paper that go towards the children's programs Lawrence Children's Choir annual donation to their program Dog Days Sponsor Donated printing for the Flint Hills Symphony Program 	<p>Allen Press is committed to investment in its employees through training. We have completed our most recent KIR with the State of Kansas. Our investment in training exceeded \$300,000 for time and materials associated with technical and management training</p>	<p>The company increased the pharmacy benefit newly introduced in 2006</p> <ul style="list-style-type: none"> An employee assistance program was included to provide counseling and an emergency call response for employees in distress A new vision care plan was added that included both exams and materials A discretionary 401k profit sharing contribution was made for 2006 performance and will also be done for 2007 performance The company added an incentive program for management based

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
	paper each year, and our hopes are to source it and produce it almost totally inside of these programs.			<p>on specific company financial performance targets</p> <ul style="list-style-type: none"> We provided free flu shots and medical screens in 2007
Amarr Garage Doors Inc.		<p>Amarr is committed to being the best corporate citizen possible. Contributed to the following: Van Gogh Arts Program; Junior Achievement; Habitat for Humanity; United Way; Kansas Blood Services; March of Dimes; Cans; Cans for Community; Lawrence Arts Center; Ballard Community; Lawrence Memorial Hospital Campaign; Excellence Campaign for the Chamber</p> <p>Additionally, Amarr makes a number of minor contributions to groups or organizations that are specifically related to our team members' interests</p>	<p><u>Employee Culture</u></p> <p>Which comes first, product or people? Without product, you would not need people. Without people, you would not have product. Prioritizing these two is a constant struggle, and for that reason we spend thousands of dollars trying to invent ways to make Amarr a more desirable place to work.</p> <p>Top notch medical benefits; free, on site health clinic; 24 hour Employee Assistance Hotline; Education reimbursement; employee recognition program; employee incentive plan (SCORE Program)</p>	<p>Education reimbursement</p> <p>Employee recognition programs including: Birthday recognition, Years of service, Perfect Attendance recognition, Safety Award luncheons, and Production Goal recognition luncheons.</p>
DST Systems	Environmentally sound practices; established white paper and aluminum recycling programs; tree planting; optimize heating, cooling, and electrical practices	Active participant in Junior Achievement with local schools; member of Lawrence Chamber of Commerce and active on various Chamber committees; actively support Van Go, Lied Center, Ballard Center, Lawrence Community Theatre, and Lawrence Arts Center; supports local companies (lawn care, security, HVAC, and office supplies)	Ongoing staff training; partnered with Baker University for college completion programs	
Jayhawk Bowling Supply	Recycle almost all boxes and aluminum cans; recycle scrap metal; lane finish is environmentally safer and odor free; respirators available as well as eye and hand protection for each employee	<p>Take pride in being the first commercial building seen from the turnpike coming to Lawrence from the west and maintain building accordingly;</p> <p>Member Lawrence Chamber of Commerce; Support local high school sports programs; Big Brothers/Big Sisters; MDA;</p>	Four or five employees a year are sent to various training schools/programs	

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
		Kansas Special Olympics		
PackerWare/ Berry Plastics Corp.		<p>Multiple donations of product to charitable and civic organizations, partial list includes Lawrence Public Schools, Lawrence Project Graduation, Oskaloosa after prom, Baldwin City Schools, Lawrence little league football, Lawrence Arts Center, various churches, Lawrence Meals on Wheels, Douglas County 4-H/fair, Girl Scouts and Boy Scouts, Boys and Girls Club, Independence, Inc., Vinland fair, pee-wee baseball, Junior Achievement, Lawrence Chamber of Commerce.</p> <p>Participated in Habitat for Humanity cookout, sponsored a lane for Junior Achievement's Bowl-a-thon, Salvation Army, Little League Baseball sponsor, KAW Valley Basketball, numerous tours for educational groups, Earth Day, storm relief efforts in various locations.</p>	Requires 20 hours of training annually, paid for by the company; tuition reimbursement program; Berry University Class at Johnson County Community College called "Supervisor 101" in which all front line leads in class; created a position called Production Coordinator to synchronize training new employees of all the departments	
Prosoco, Inc	<p>Employs Regulatory Affairs Director to oversee compliance with all applicable environmental requirements</p> <p>Employs a General Counsel and Director of new Business Development who is an accredited LEED Professional under the U.S. Green Building Council's Leadership in Energy and Environmental Design Program</p> <p>Developing and introducing new environmentally responsible products for the building industry.</p>	<p>Eastern Kansas Branch MS 150; MS 150 bike tour and donated \$6,678 to the society..</p> <p>PROSOCO Pedalers cycling team raised approximately \$10,000 for Lawrence chapter of National Multiple Sclerosis Society in 2002 and 2003</p> <p>Received Lawrence Chamber of Commerce's 2004 "Excellence in Commerce" award</p> <p>Participated to Lawrence Junior Achievement event and donated \$8,832</p> <p>Donates to Boys and Girls Club and Lawrence Aquahawks</p> <p>Active member in Lawrence</p>	<p>Provided internal and outsourced training on computer software, financial awareness, product training, wellness, and continued high-tech training on a major enterprise software acquisition</p> <p>Annual Safety Training as well as well as CPR/First Aid training every two years; conducted in 2006 for several of production and office personnel</p>	Individual employees involved in over 25 local community programs

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
		<p>Manufacturers Group</p> <p>Staff member is member of the board of DCDI; Lawrence Chamber of Commerce</p> <p>Staff member is Chairman of the Douglas County Emergency Management Board and a member of the CERT for East Hills Business Park</p> <p>Provides free Building Restoration consultation to the City of Lawrence, Douglas County, and the University of Kansas (recently KU launched a major restoration of Allen Field House using PROSOCO products</p>		
Reuter Organ		Reuter Organ employees continue to be active members of the community with families involved in the arts, volunteering, and support of school programs.		
Sauer-Danfoss Co.		<p>Continuing to make significant community contributions in time, talent and monetary support.</p> <p>Member of Lawrence and Kansas Chambers of Commerce;</p> <p>Finalist in 2006 Excellence in Commerce Award program for Manufacturing sector.</p> <p>Team Member Community Involvement</p> <p>Bikers for Babies; Board Member Jayhawk Chapter SHRM; Douglas County United Way Campaign; Community Center Blood Drives (3-4 per year); Junior Achievement Classroom Volunteer; Technical Training Task Force, Co-Chair; Clinton Lake Dam and Spillway Cleanup; MS Run/Walk; Red Cross Instructor Certification –</p>	<p>(Does not include On the Job Training)</p> <p>8D Problem Solving; Coaching Skills; Excel 1,2,3; ISO Overview; New Employee Orientation; Performance Management; PowerPoint; Basic Lean/5s; Harassment Refresher; Standard Work; Leader Assimilation; Lotus Notes; Numerous Safety Training Sessions—Emergency Action Plans; New Employee Orientation; Orientation-Temps; Accident/Incident reporting; Machine Guarding; Job Safety Analysis; Forklift Training; Blood borne Pathogens; Confined Space Entry; Fire Extinguisher Training;</p>	<p>Financial and Employee Time Contributions—Boy Scouts; Lawrence Chamber of Commerce; Lawrence Foundation; Lawrence Sister City Organizations; Lawrence Arts Center; United Way of Douglas County; Cottonwood, Inc; Leadership Lawrence; Junior Achievement Program; Community Blood Center</p>

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
		provided adult and infant CPR classes; Community Emergency Response Team; Veterans of Foreign Wars; Lawrence Education Achievement Partnership	Electrical; PPE; LOTO;	