

2008 Tax Abatement Report

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Introduction

A total of seven businesses received tax abatements in 2008 (two of the seven, 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 seven businesses submitted a timely, 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, 2008, 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 seven businesses receiving a tax abatement in 2008 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 Resolution 5431 was later repealed by Resolution 6343 (adopted on November 13, 2001) which was in effect at the time of the 2002 Prosoco abatement.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. Ordinance 8384, will upon its effective date (likely April 11, 2009) repeal Ordinance 7706 and Chapter 1, Article 21 of the City Code and will become the official policy and procedures for all economic development incentives, including tax abatements, for the City of Lawrence.

Table 1.

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2008 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% lsehld 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 \$529,332.60	Equipment \$2,777,134.81 (100%) Building Improvements \$1,925,674.88 (100%)
Allen Press, Inc.** 1-Jan-99 Phase II	50% eqpmnt; 50% lsehld imprvmnt	31-Dec-11	Phase II-- \$3,723,000 new equipment & machinery \$1,074,500 bldg. improvements	Land \$401,930 Bldg. \$628,070 Mach & Eqpmnt \$365,854.58	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%)

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2008 Appraised Value of Property Subject to Abatement	Actual Investment and Percent of Abatement Authorized
DST Systems 21-Nov-00	50% on improvements and new equipment 100% for 5 years on used equipment purchased from Sallie Mae	31-Dec-11	\$5,550,000 Existing Land & Improvements \$2,000,000 existing personal property \$200,000 new improvements \$1,450,000 new pers. Prop.	Land \$1,115,290 Bldg. \$2,840,970 Mach. & Equip \$167,144.94	Land \$5,647,101 Improvements \$1,020,317 (99%) Mach & Eqpmnt \$1,387,418 (Aggregate 90%)
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 \$348,000 Bldg. \$2,785,300 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. 8,749,290 Mach & Eqpmnt \$1,209,492.16	\$23,858,000 (67%)

NOTES:

*Amounts presented 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 2008. 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. The "over/under

projection” column compares the December 2008 employment information with the “Projected on Application” information in column 3.

Table 2.

Name of Business	Pre-Abatement		Projected on Application		December 2004		December 2005		December 2006		December 2007		December 2008		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	358	12	369	12	361	8	347	5	327	3	0	3
Amarr Garage Doors Inc. (1998)	340	0	371	0	376	0	387	0	398	0	398	4	469	0	98	0
DST Systems, Inc.	0	0	175	0	146	7	146	87	146	87	133	108	161	60	(14)	60
Packerware / Berry Plastics Corp.	350	0	370	0	377	8	398	10	435	0	486	0	370	44	0	44
Prosoco, Inc.	0/50*	0	75	3	65	0	67	1	68	1	66	3	69	0	(6)	(3)
Reuter Organ	42	0	56	0	39	4	29	3	31	1	33	1	34	3	(22)	4
Sauer-Danfoss Co.	0	4	150	0	146	1	170	0	173	0	150	0	151	0	1	0

NOTES:

PackerWare/Berry Plastics Corp. Packerware/Berry Plastics reported total employment of 602 full time employees as of 12/31/08 which includes the 370 related to the abated project. Packerware/Berry Plastics reported 73 temp-to-hire employees in addition to the 602 full time 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 12/31/08 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 12/31/08 from the number employed in Kansas City at the time of the Application shows an increase of 19 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 Kansas employment totals

Year	1998 KC	1999 Law.	2000	2001	2002	2003	2004	2005	2006	2007	2008
KS Employees	50	58	64	61	60	63	63	67	68	69	69*

*This number reflects three employees who were working for us on a temp-to-hire basis through a local employment agency. These individuals were brought on as regular, full-time employees in 2009."

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 2008 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).

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						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
11-1011 (3)	Chief Executive	FT	ABOVE	\$96.61	\$55.67	\$56.52
11-1021 (5)	General and Operations Managers	FT	ABOVE	\$53.18	\$38.63	\$39.20
11-2022 (6)	Sales Manager	FT	ABOVE	\$62.95	\$38.45	\$43.27
13-1199 (30)	Business Operations Specialists, All	FT	BELOW	\$23.60	\$25.38	\$16.26

	Other					
15-1021 (8)	Computer Programmers	FT	BELOW	\$22.57	\$26.89	\$16.53
15-1041(10)	Computer Support Specialists	FT	BELOW	\$16.01	\$19.38	\$13.57
15-1071 (6)	Network and Computer Systems Administrator	FT	ABOVE	\$25.39	\$24.46	\$19.20
27-1024 (6)	Graphic Designers	FT	ABOVE	\$18.13	\$16.66	\$14.41
27-3031 (3)	Public Relations Specialist	FT	BELOW	\$14.79	\$18.65	\$12.93
27-3041 (15)	Editors	FT	BELOW	\$19.19	\$20.07	\$14.51
37-2011 (5)	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	FT	ABOVE	\$12.74	\$11.25	\$10.17
41-3011 (4)	Advertising Sales Agents	FT	ABOVE	\$29.73	\$17.58	\$20.52
41-9099 (4)	All Other Sales and Related Workers	FT	ABOVE	\$24.63	\$20.04	\$18.27
43-1011 (8)	First-Line Supervisors/Managers, Office & Administrative Support Workers	FT	ABOVE	\$20.97	\$19.57	\$12.86
43-3021 (5)	Billing and Posting Clerks and Machine Operators	FT	ABOVE	\$20.29	\$12.32	\$14.52
43-3031 (5)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$18.06	\$13.83	\$13.77
43-3061 (4)	Procurement Clerks	FT	ABOVE	\$16.59	\$15.40*	\$13.81
43-4051 (7)	Customer Service Representatives	FT	ABOVE	\$14.93	\$10.88	\$13.05
43-4151 (5)	Order Clerks	FT	ABOVE	\$13.83	\$13.24	\$12.29
43-5061 (13)	Production, Planning and Expediting Clerks	FT	ABOVE	\$18.16	\$17.89	\$12.98
43-5071 (10)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$15.04	\$12.69	\$10.01
43-5111 (4)	Weigher, Measurer & Checker	FT	ABOVE	\$16.26	\$12.61*	\$12.62
43-9011 (4)	Computer Operator	FT	ABOVE	\$16.47	\$13.85	\$11.13
43-9021 (6)	Data Entry Keyers	FT	ABOVE	\$13.40	\$10.22	\$11.71
43-9031 (31)	Desktop Publishers	FT	ABOVE	\$18.61	\$14.44*	\$12.40
43-9081 (18)	Proofreaders and Copy Markers	FT	ABOVE	\$14.56	\$10.64*	\$10.57
49-9042 (6)	General Maintenance and Repair Workers	FT	ABOVE	\$23.27	\$15.33	\$21.64
51-1011 (7)	First Line Supervisors of Production & Operating Workers	FT	ABOVE	\$35.40	\$23.60	\$27.19
51-5011 (15)	Bindery Workers	FT	ABOVE	\$16.09	\$12.61	\$11.13
51-5021 (13)	Job Printers	FT	ABOVE	\$19.79	\$16.17*	\$14.09
51-5022 (9)	Prepress Technicians and Workers	FT	ABOVE	\$21.01	\$18.76	\$12.67
51-5023 (12)	Printing Machine Operators	FT	ABOVE	\$27.27	\$16.93	\$23.83
53-7011 (9)	Conveyer Operator & Tendor	FT	ABOVE	\$14.02	\$13.68*	\$9.51

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

Allen Press reported 63 total job categories (60 full time and 3 part time)

- 48 of 63 full time (80%) paid at or above the mean wage for the job category
- 3 of 3 part time (100%) paid at or above the mean wage for the job category

Amarr Garage Doors						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
11-1011 (3)	Chief Executives	FT	ABOVE	Exceeds*	\$55.67	DNR
11-3011 (5)	Administrative Services Manager	FT	BELOW	Below**	\$28.58	DNR
11-9199 (7)	Managers, All Other	FT	BELOW	\$31.40***	\$34.36	\$31.40
13-1023 (3)	Purchasing Agents Except Wholesale, Retail and Farm Products	FT	ABOVE	Exceeds [†]	\$20.74	DNR
13-1073 (3)	Training and Development Specialists	FT	BELOW	Below ^{††}	\$18.22	DNR
17-2112 (6)	Industrial Engineers	FT	ABOVE	31.88 ^{†††}	\$31.18	\$29.44
37-2011 (4)	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	FT	ABOVE	\$11.93	\$11.25	\$11.93
43-1011 (7)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$21.07 ^{†††}	\$19.57	\$20.54
43-3031 (4)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$17.33 ^{†††}	\$13.83	\$17.33
43-4051 (87)	Customer Service Representatives	FT	ABOVE	\$12.66 [°]	\$10.88	\$11.47
43-4161 (4)	Human Resources Assistants, Except Payroll and Timekeeping	FT	BELOW	\$20.90 ^{††}	\$15.46	DNR
43-5071 (5)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$15.55 [†]	\$12.69	15.5513.12
43-9061 (3)	Office Clerks, General	FT	ABOVE	\$13.06	\$9.72	\$13.06
49-1011 (5)	First Line Supervisors/Managers of Mechanics, Installers and Repairers	FT	ABOVE	\$28.50	\$24.83	\$28.50
49-9042 (20)	Maintenance and Repair Workers, General	FT	ABOVE	\$21.09 [†]	\$15.33	\$19.00
51-1011 (13)	First-Line Supervisors/Managers of Production and Operating Workers	FT	BELOW	\$21.65 [†]	\$23.60	\$21.65
51-2092 (39)	Team Assemblers	FT	ABOVE	\$15.98	\$12.08	\$13.82

51-2099 (44)	Assemblers and Fabricators, All Other	FT	ABOVE	\$13.42 [†]	\$10.38	\$12.65
51-9199 (104)	Production Workers, All Other	FT	ABOVE	\$11.70 ^{°°}	\$7.63	\$11.48
53-7051 (37)	Industrial Truck and Tractor Operators	FT	BELOW	\$14.65	\$17.00	\$13.85
53-7064 (50)	Packers and Packagers, Hand	FT	ABOVE	\$12.40	\$7.85	\$11.52

*Information Not Provided, exceeds mean wage

** Information Not Provided, below mean wage

***3 amts listed as “exceeds”, excluded from average

† 1 amt listed as “exceeds”, excluded from average

†† 1 amt listed as “does not exceed”, excluded from average

††† 2 amts listed as “exceeds”, excluded from average

° 7 amts listed as “exceeds”, excluded from average

°°4 amts listed as “exceeds”, excluded from average

Amarr Garage Doors, Inc. reported 34 full time total job categories.

- 26 of 34 full time (76.47%) paid at or above the mean wage for the job category

DST Systems, Inc						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
13-1073 (3)	Training and Development Specialists	FT	ABOVE	\$20.48	\$18.22	\$18.22
43-1011 (25)	First-Line Supervisors/Managers of Office and Administrative Support Workers	FT	ABOVE	\$24.31	\$19.57	\$11.46
43-4051 (60)	Customer Service Representatives	PT	ABOVE	\$12.07	\$10.88	\$11.46
51-2099 (9)	Assemblers and Fabricators, All Other	PT	ABOVE	\$13.67	\$10.38	\$11.08

DST Systems, Inc. reported 9 total job categories (6 full time and 3 part time)

- 6 of 6 full time (100%) paid at or above the mean wage for the job category
- 2 of 3 part time (66.67%) paid at or above the mean wage for the job category

PackerWare Corp. / Berry Plastics Corp.						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.

11-1021 (3)	General Operations Managers	FT	ABOVE	Exceeds*	\$38.63	\$13.75
11-3051 (3)	Industrial Production Managers	FT	ABOVE	DNR	\$41.18	DNR
13-1079 (3)	Human Resources, Training, and Labor Relations Spe	FT	BELOW	Below**	\$27.31***	DNR
13-1081 (5)	Logisticians	FT	BELOW	DNR	\$32.94***	DNR
17-3026 (3)	Industrial Engineering Technicians	FT	ABOVE	Exceeds*	\$24.49***	DNR
17-3026 (3)	Industrial Engineering Technicians	PT	BELOW	\$11.66	\$24.49***	\$10.00
37-2011 (5)	Janitors and Cleaners Except Maids and Housekeeping Cleaners	FT	BELOW	\$18.77	\$19.81	\$15.83
41-9099 (3)	All Other Sales and Related Workers	FT	BELOW	Exceeds*	\$20.04	DNR
41-9099 (3)	All Other Sales and Related Workers	PT	BELOW	\$10.83	\$20.04	\$10.00
41-1012 (3)	First Line Supervisors/Managers of Non Retail Sales Workers	FT	BELOW	Below*	\$32.46	DNR
43-4051 (11)	Customer Service Representatives	FT	ABOVE	\$18.50 [†]	\$10.88	\$16.05
43-5061 (3)	Production, Planning and Expediting Clerks	FT	BELOW	DNR	\$17.98	DNR
43-5071 (3)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$19.17	\$12.69	\$18.34
49-9042 (35)	Maintenance and Repair Workers, General	FT	ABOVE	\$19.01 ^{††}	\$15.33	\$15.00
49-9043 (5)	Maintenance Workers, Machinery	FT	BELOW	\$22.64	\$14.74*	\$21.79
51-1011 (26)	First-Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$20.60 ^{†††}	\$23.60	\$16.56
51-2099 (134)	Assemblers and Fabricators, All Other	FT	ABOVE	\$12.28	\$10.38	\$11.35
51-4081 (45)	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	FT	ABOVE	\$17.34	\$13.69***	\$14.50
51-5022 (3)	Prepress Technicians and Workers	FT	ABOVE	Exceeds*	\$15.02	DNR
51-5023 (17)	Printing Machine Operators	FT	BELOW	\$16.39	\$16.93	\$15.36
51-9199 (15)	Production Workers, All Other	FT	ABOVE	\$13.10	\$7.63	\$11.35
53-3032 (10)	Truck Drivers, Heavy and Tractor-Trailor	FT	BELOW	\$15.83	\$16.08	\$15.56

53-7062 (89)	Laborers and Freight, Stock, and Material Movers, Hand	FT	BELOW	\$13.34	\$13.84	\$11.59
53-7064 (162)	Packers and Packagers, Hand	FT	ABOVE	\$11.43 [†]	\$9.21	\$10.28
53-7064 (27)	Packers and Packagers, Hand	PT	ABOVE	\$13.34	\$7.85	\$10.00

* Information Not Provided, exceeds mean wage

** Information Not Provided, below mean wage

*** Lawrence Metropolitan Area Not Available, used statewide average

† 2 amounts listed as “exceeds”; excluded from average

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

††† 8 amounts listed as “Exceeds”

PackerWare, Corp. / Berry Plastics, Corp. reported 38 total job categories (34 full time and 4 part time)

- 14 of 34 full time (41.18%) paid at or above the mean wage for the job category
- 1 of 4 part time (25%) paid below the mean wage for the job category

PROSOCO, Inc.						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
11-1011 (3)	Chief Executives	FT	ABOVE	Exceeds*	\$55.67	DNR
19-2031 (3)	Chemists	FT	ABOVE	\$32.82	\$28.19	DNR
19-4031 (5)	Chemical Technicians	FT	BELOW	\$16.58	\$19.57**	DNR
43-3031 (3)	Bookkeeping, Accounting & Auditing Clerks	FT	ABOVE	\$18.20	\$13.83	DNR
43-4051 (6)	Customer Service Representatives	FT	ABOVE	\$17.80	\$10.88	DNR
43-5071 (3)	Shipping, Receiving, & Traffic Clerks	FT	ABOVE	\$18.27	\$12.69	DNR
51-1011 (3)	First-Line Supervisors/Managers of Production & Operating Workers	FT	ABOVE	\$30.11	\$23.60	DNR
51-9111 (6)	Packaging & Filling Machine Operators and Tenders	FT	ABOVE	Exceeds*	\$13.33	DNR
51-9199 (4)	Production Workers, All Other	FT	ABOVE	Exceeds*	\$7.63	DNR

*Information not provided, exceeds mean wage.

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

PROSOCO, Inc. reported 35 full time job categories

- 29 of 35 full time (82.86%) paid at or above the mean wage for the job category

Reuter Organ Company						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
11-1021 (7)	General & Operations Managers	FT	BELOW	\$25.86	\$38.63	\$18.24
51-7011 (24)	Cabinetmakers & Bench Carpenters	FT	ABOVE	\$14.75	\$13.44	\$12.00

Reuter Organ Company reported 5 total job categories (3 full time and 2 part time)

- 1 of 3 full time (33.3%) paid at or above the mean wage for the job category
- 2 of 2 part time (100%) paid at or above the mean wage for the job category

Sauer Danfoss Company						
SOC and number of jobs	Occupation	FT or PT	Above/Below Survey Mean	Firm Avg.	KS Wage Survey Mean Wage	Firm Min.
11-3051 (4)	Industrial Production Managers	FT	DNR	DNR	\$37.88	DNR
13-1023 (5)	Purchasing Agents Except Wholesale, Retail and Farm Products	FT	DNR	DNR	\$20.74	DNR
13-1199 (4)	Business Operations Specialists, All Other	FT	DNR	DNR	\$25.38	DNR
17-2112 (12)	Industrial Engineers	FT	DNR	DNR	\$31.18	DNR
17-3013 (3)	Mechanical Drafters	FT	BELOW	\$17.90	\$19.69*	\$15.00
17-3027 (3)	Mechanical Engineering Technicians	FT	BELOW	\$19.68	\$25.62*	\$15.91
17-3029 (6)	Engineering Technician And Others	FT	ABOVE	\$19.12	\$27.50*	\$16.13
43-5061 (4)	Production, Planning, and Expediting Clerks	FT	ABOVE	\$17.55**	\$17.98	\$16.00
43-5071 (4)	Shipping, Receiving, and Traffic Clerks	FT	ABOVE	\$14.49	\$12.69	\$12.80

49-9042 (8)	Maintenance and Repair Workers, General	FT	ABOVE	\$20.23	\$15.33	\$17.30
51-1011 (5)	First-Line Supervisors/Managers of Production and Operating Workers	FT	DNR	DNR	\$23.60	DNR
51-2092 (45)	Team Assemblers	FT	ABOVE	\$13.58	\$12.08	\$12.37
51-4011 (24)	Computer-Controlled Machine Tool Operators, Metal and Plastic	FT	BELOW	\$14.37	\$16.63*	\$13.44
53-7064 (6)	Packers and Packagers, Hand	FT	ABOVE	\$12.94	\$7.85	\$11.61

* Lawrence Metropolitan Area not available, used statewide average

** Two amounts listed at \$0.00, left out of average

Sauer Danfoss Company reported 27 total job categories (26 full time, 1 part time).

- 9 of 26 full time (34.62%) paid at or above the mean wage for the job category.
- The company did not report incomes on 11 full time job categories
- 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 2008. 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 2008
Allen Press*	\$19,086.52	\$13,245	N/A	\$32,331.52
Amarr Garage Door (1998)	N/A	\$8,402	N/A	\$8,402
DST Systems (IRB)	----	----	\$2,473.26	\$2,473.26
PackerWare/ Berry Plastics	N/A	\$2,132	N/A	\$2,132
Prosoco (IRB)	-----	-----	\$82,380.55	\$82,380.55
Prosoco (2005)	\$32,959.44	\$1546	N/A	\$34,505.44
Reuter Organ	\$46,359.24	\$610	N/A	\$46,969.24
Sauer-Danfoss Co.	\$56,733.06	\$4167	N/A	\$60,900.06
TOTAL	\$155,138.26	\$30,102	\$84,853.81	\$270,094.07

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

Industrial Revenue Bonds

Two 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
DST Systems, Inc.	\$7,250,000	2001	2012
Prosoco, Inc.	\$8,040,000	1999	2019

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%	27%	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%
PackerWare/ Berry Plastics Corp.	Information not available	10%	90%
Prosoco, Inc	10.8%	5%	100%
Reuter Organ	55%	15%	98%
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	Completed FSC certification with Rainforest Alliance. This documents participant usage of paper purchase from organizations that practice better forest management. Green Tags purchase from Bonneville Environmental Foundation.	Received 2007 Pacesetter Award from United Way of Douglas County. Partnered with Cottonwood, Inc. Supported groups, including: Habitat for Humanity, Lawrence Arts Center, Lawrence Children's Choir, Dog Days Sponsor, Flint Hills Symphony Program	Received reimbursement from the State of Kansas for a recent KIR training project. Our investment in training in 2008 exceeded \$300,000 for both time and materials associated with technical and management training	Increased pharmacy benefit introduced in 2006 Increased 401k match Provided free flu shots and medical screens in 2008 at benefits fairs
Amarr Garage Doors Inc.		Committed to being the best corporate citizen possible Contributed to the following: Van Gogh Arts Program; Tenants to Homeowners, United Way, Kansas Blood Services, March of Dimes, Lawrence Arts Center, Lawrence Memorial Hospital Campaign	<u>Employee Culture</u> 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. Top notch medical benefits Free, on site health clinic Monthly lunch and learn sessions	Education reimbursement Employee recognition programs including: Birthday recognition, Years of service, Perfect Attendance, Safety Award luncheons, Production Goal recognition luncheons DIPP incentive plan
DST Systems	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	
PackerWare/ Berry Plastics Corp.	Recycling and Sustainability Efforts, sell or give recyclable materials to vendors who find other uses	Multiple donations of product to charitable and civic organizations, partial list includes Langston-Hughes school, Lawrence Park and Rec Dept, Meals on Wheels, Lawrence Fire Dept, Sertoma Club, Lawrence Humane Society, Deerfield Elementary; sponsored little league softball and baseball; Earth Day tours	Hired and trained 150 new employees; encourage employees to attend workshops and seminars; Supervisor 101 program with JCCC	

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
Prosoco, Inc	<p>Employs Regulatory Affairs Director to oversee compliance with all applicable environmental requirements</p> <p>Employs an accredited LEED Professional under the U.S. Green Building Council's Leadership in Energy and Environmental Design Program</p>	<p>Eastern Kansas Branch MS 150; named "MS150 To Corporate Fund Raiser" by Eastern Kansas Branch of the Multiple Sclerosis Society in September 2005 and donated \$18,000 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 \$7,904</p> <p>Donates to Boys and Girls Club and Lawrence Aquahawks</p> <p>Active member in Lawrence 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>East Hills Business Park Community Blood Drive; fielded 8-15 qualified donors since 2001</p> <p>Meeting host; makes corporate headquarters available for meetings of various community and professional organizations</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>	<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>	<p>Individual employees involved in over 25 local community programs</p>

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
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.		Continuing to make significant community contributions in time, talent and monetary support. Member of Lawrence and Kansas Chambers of Commerce; Finalist in 2006 Excellence in Commerce Award program for Manufacturing sector. Team Member Community Involvement 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; City Household Hazardous Waste Drop Off; Clinton Lake Dam and Spillway Cleanup; MS Run/Walk; Red Cross Instructor Certification – provided adult and infant CPR classes; Community Emergency Response Team; Veterans of Foreign Wars; Lawrence Education Achievement Partners – Board Member	(Does not include On the Job Training) 8D Problem Solving; Coaching Skills; Excel 1,2,3; ISO Overview; New Employee Orientation; Performance Management; PowerPoint; Basic Lean/5s; GT&T; Leading People Through Change; Process Change Management; SIR; Basic Torque; 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; Electrical; PPE; LOTO;	Financial and Employee Time Contributions— American Red Cross; American Cancer Society; Boy Scouts; Lawrence Chamber of Commerce; Lawrence Foundation; Lawrence Sister City Organizations; Lawrence Arts Center; United Way of Douglas County; Cottonwood, Inc; Douglas County Senior Services; Leadership Lawrence; Junior Achievement Program; Community Blood Center; KSU School of Engineering