

2003 Tax Abatement Report

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Introduction

A total of 13 businesses received tax abatements in 2003. This number is down from the fourteen businesses that received abatements in 2002 (the Golf Course Superintendents Association abatement expired on December 31, 2002). 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. In the event a business is not meeting its tax abatement application projections, the Public Incentive Review Committee may recommend to the City Commission that the abatement be modified or revoked. As of April 6, 2004, all businesses except Prosoco, Inc. returned completed questionnaires. Prosoco provided its questionnaire (except for wage information) on April 15th.

In addition to the information contained in the tables of this Report, there was other tax abatement activity in 2003. On January 21, 2003, the City Commission approved a 10-year, 80 % tax abatement for Serologicals Corporation for \$13,236,792 in new construction and \$ 12,508,559 in new machinery and equipment. In addition, on November 18, 2003, the 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.

General Information

The information in Table 1 lists all 13 businesses receiving tax abatement in 2003 and contains key information about each abatement. With the exception of the abatements for DST Systems and Reuter Organ, all of the abatements described in Table 1 were approved while Resolution 5431 was the applicable tax abatement policy (adopted on September 17, 1991). The DST Systems and Reuter Organ abatements were approved while Resolution 6343 (adopted on November 13, 2001) was in effect.

Table 1.

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2003 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. \$1,600,000 Mach & Eqpmnt \$1,131,085.08	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	Bldg. \$1,000,000 Mach & Eqpmnt \$746,149.83	Equipment \$1,785,846.75 (48%) Building Improvements \$448,169.64 (42%)
Amarr Garage Doors Inc. 7-Aug-92	50% Mach. & Equipment	31-Dec-03	\$3,800,000 in Machinery & Equipment	Mach & Eqpmnt \$598,149	\$3,411,453 Mach. & Equipment (90%)
RAM/Garage Door 22-Aug-94	50% Bldg. Expansion	31 Dec 05	\$4,500,000	Land & Bldg. \$3,748,320	Land \$140,220 Improvements \$4,359,780 (100%)

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2003 Appraised Value of Property Subject to Abatement	Actual Investment and Percent of Abatement Authorized
Amarr Garage Doors Inc. 22-Aug-94	50% Machinery and Equipment	31-Dec-06	\$2,500,000 Machinery & Equipment	Mach & Eqpmnt \$411,117	\$2,428,996 Mach. & Equipment (97%)
Amarr Garage Doors Inc. 13 Nov-98	50% Mach. & Equipment	31-Dec-09	\$3,650,000.00 in Machinery & Equipment	Mach & Eqpmnt \$1,049,363.12	\$3,756,214 Mach. & Equipment (103%)
API Foils 18-Oct-94	50% on \$327,330 of eqpmnt; 63.896% on \$8,050,000 land & bldg	31-Dec-05	\$327,330 in equipment \$8,050,000 in land and building	Land \$331,630 Bldg. \$3,614,220 Mach & Eqpmnt \$55,931	Mach & Eqpmnt \$327,724.64 (100%)
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 & Bldg. \$4,678,480 Mach. & Equip \$961,759	Land \$5,647,101 Improvements \$1,020,317 Mach & Eqpmnt \$1,387,418 (Aggregate 90%)
E and E Specialties Inc. 11-Nov-92	50%	31-Dec-03	\$850,000 bldg. imprvmnts \$650,000 equipment	Land \$184,420 Bldg. \$1,313,280 Mach & Eqpmnt \$78,156	\$1,512,384 (101%)
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 \$111,520 Bldg. \$558,480 Mach & Eqpmnt \$306.00	Land \$51,276 (102%) Bldg \$594,501 (106%) Mach & Eqpmnt \$54,042 (102%)
Martin Logan 8-Sep-98	50%	31-Dec-09	\$250,000 land \$750,000 new construction \$300,000 machinery & equipment	Land & Bldg. \$1,115,000 Mach & Eqpmnt \$183,568	Land \$328,653 (131%) Bldg. Imprvmnts \$769,619 (103%) Eqpmnt \$378,704 (126%)
Sunshine Properties (Microtech Computers, Inc.) 14 Oct-96	50%	31-Dec-07	\$2,100,000.00	Land \$327,060 Bldg. \$1,772,940 Mach & Eqpmnt \$27,105	\$1,942,994.09 (93%)
PackerWare/ Berry Plastics 6-Jan-98	50%	31-Dec-08	\$2,845,000 Mach. & Eqpmnt	Mach & Eqpmnt \$162,061	Mach. & Equipment*** \$967,060.00 (34%)
Progress Vanguard 1-Jun-98	50%	31-Dec-08	\$1,650,000 - Mach & Eqpmnt; \$50,000 - Bldg Imprvmnts	Bldg. \$2,088,640 Mach & Eqpmnt \$246,760	Mach & Eqpmnt \$1,650,000 (100%) Bldg Imps \$50,000 (100%)
Prosoco, Inc. 17-Nov-97	50%	31-Dec-08	\$350,749 land \$6,575,847 improvements \$1,113,404 machinery & equipment	Land \$432,840 Bldg. \$4,867,160 Mach & Eqpmnt \$476,965	Land \$350,748 (100%) Bldg. \$6,911,456 (105%) Eqpmnt \$1,732,486 (156%)
Reuter Organ Co. 4-Jan-00	50%	31-Dec-11	\$3,683,489 land, bldg, machinery & equipment	Land \$302,000 Bldg. \$2,497,600 Mach & Eqpmnt \$146,458	Land \$290,000 Bldg. \$3,037,239 Eqpmnt \$389,250 Total \$3,716,489 (101%)

Name of Business and Exemption Application Date	Abatement Percentage	Expiration Date	Abatement Authorized*	2003 Appraised Value of Property Subject to Abatement	Actual Investment and Percent of Abatement Authorized
Sauer-Danfoss Co. 1-Mar-98	80%	31-Dec-08	\$35,416,360.00****	Land \$710,530 Bldg. 7,907,370 Mach & Eqmnt \$6,404,814	\$23,858,000 (67%)

NOTES:

*Amounts presented are amounts that appear in the City Ordinance authorizing the abatement

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

*** PackerWare'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. We also requested information 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 in December of 2003. The following table also presents the number of full time and part time employees for the previous two years in order to see any trends for the three years period. The "over/under projection" column compares the December 2003 employment information with the "projected employment information" in column 2.

Table 2.

Number of Part\Full-Time Employees												
Name of Business	Pre-Abatement		Projected on Application		December 2001		December 2002		December 2003		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
Allen Press Inc.	314	8	327	0	352	16	340	18	337	13	10	13
Amarr Garage Doors Inc. (1992)	94	20	149	0	152	1	152	1	158	0	9	0
Amarr Garage Doors Inc. (1994)	153	0	180	0	189	1	189	1	180	0	0	0
Amarr Garage Doors Inc. (1998)	340	0	371	0	380	0	380	0	379	0	8	0
API Foils	0	0	58	1	65	0	62	0	62	0	4	(1)

Number of Part\Full-Time Employees												
Name of Business	Pre-Abatement		Projected on Application		December 2001		December 2002		December 2003		Over/Under Projection	
DST Systems, Inc.	0	0	175	0	NA	NA	149	0	145	4	(30)	4
E and E Specialties Inc.	330	0	371	0	239	0	220	0	170	0	(201)	0
Hardman and Hardman LLC/Jayhawk Bowling Supply	13	5	15	0	15	6	15	2	14	3	(1)	3
Martin Logan	55	0	60	0	72	1	62	3	61	2	1	2
Microtech Computers, Inc.	45	0	55	0	58	0	58	0	55	0	0	0
PackerWare/Berry Plastics Corp.	350	0	370	0	423	19	393	25	370	18	0	18
Progress Vanguard	23	0	34	1	67	0	57	0	59	0	25	1
Prosoco, Inc.	62	0	75	3	78	0	79	0	81	0	6	
Reuter Organ	42	0	56	0	NA	NA	47	5	45	3	(11)	0
Sauer-Danfoss Co.	0	4	150	0	100	0	86	0	109	0	(41)	0

NOTES:

AMARR --The "projected on application" number of 149 for the 7/92 abatement includes 35 projected jobs and the 20 part time jobs existing prior to the abatement that were reclassified to full time

As of 12/31/03 AMARR had a total of 489 full time jobs (455 regular employees and 34 temporary employees)

E&E also has 23 Spherion On-Premise employees for a total of 203 full time employees. (170 E&E employees and 23 Spherion On-Premise employees)

PackerWare also reported 19 full time temp to hire employees as of 12/31/03

Sauer-Danfoss also had 16 FTE Contract employees as of 12/31/03

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. In the majority of cases, the benchmark used was the mean wage as reported in the 2003 Edition of the Kansas Wage Survey for

the Lawrence Metropolitan Statistical Area (MSA). Whenever a 6-digit SOC Code mean wage was not available or when a business reported 4-digit job codes, a 4-digit SOC Code mean wage was used as the benchmark. This benchmark is a weighted mean wage for all reported wages in a 4-digit SOC Code for the Lawrence MSA and is a non-standard Code that was created by the Kansas Department of Human Resources at our request. The 4-digit benchmark utilizes 2002 Fourth Quarter actual wages. The 4-digit benchmarks are identified with a “**” after each such mean wage.

Table 3

NOTE: In order to preserve the confidentiality and privacy of all employees’ wage information, one employee job categories are not listed below but that information is included in the cumulative information following each business.

Allen Press						
<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 (4)	Administrative Service Managers	FT	ABOVE	\$34.47	\$28.92**	\$23.00
11-3051 (3)	Industrial Production Managers	FT	ABOVE	\$47.02	\$24.26	\$31.30
13-1199 (29)	All other Business Operations Specialists	FT	BELOW	\$17.28	\$19.91	\$10.40
15-1021 (9)	Computer Programmers	FT	BELOW	\$22.04	\$25.25	\$13.25
15-1041(6)	Computer Support Specialists	FT	BELOW	\$16.48	\$18.50	\$12.50
15-1061 (5)	Database Administrators	FT	BELOW	\$14.31	\$19.03	\$11.25
19-3021 (3)	Market Research Analysts	FT	BELOW	\$12.92	\$19.78	\$11.25
27-1024 (5)	Graphic Designers	FT	ABOVE	\$14.51	\$13.93	\$9.80
37-1011 (2)	Supervisor's Building & Grounds Cleaning & Maintenance Workers	FT	ABOVE	\$13.73	\$12.69	\$10.60
37-2011 (6)	Building Cleaning & Pest Control Workers	FT	ABOVE	\$9.48	\$9.43	\$8.50
41-3011 (3)	Advertising Sales Agents	FT	BELOW	\$10.75	\$15.68	\$10.00
41-4012 (2)	Sales Representatives, Wholesales & Manufacturing	FT	ABOVE	\$28.61	\$20.77	\$18.75

43-1011 (5)	Supervisors, Office & Administrative Support Workers	FT	ABOVE	\$20.90	\$16.46	\$18.75
43-3021 (8)	Billing and Posting Clerks	FT	ABOVE	\$14.03	\$12.19	\$9.50
43-3031 (5)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$13.82	\$12.00	\$12.00
43-4051 (7)	Customer Service Reps.	FT	BELOW	\$10.36	\$11.28	\$9.00
43-4161 (2)	HR Assistants	FT	BELOW	\$9.50	\$11.11	\$9.00
43-5061 (2)	Production, Planning and Expediting Clerks	FT	ABOVE	\$21.53	\$14.03	\$17.25
43-5071 (13)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$11.05	\$10.51	\$9.00
43-6011 (2)	Executive Secretaries & Administrative Assistants	FT	ABOVE	\$21.30	\$12.92**	\$19.75
43-9011 (12)	Computer Operator	FT	ABOVE	\$13.06	\$12.75	\$10.60
43-9021 (4)	Data Entry Keyers	PT	BELOW	\$8.56	\$10.06	\$8.50
43-9021 (9)	Data Entry Keyers	FT	ABOVE	\$10.31	\$10.06	\$8.50
43-9031 (43)	Desktop Publishers	FT	ABOVE	\$14.03	\$12.01**	\$9.50
43-9031 (3)	Desktop Publishers	PT	ABOVE	\$14.60	\$12.01**	\$10.00
43-9051 (5)	Mail Clerks and Mail Machine Operators	FT	BELOW	\$11.64	\$12.01**	\$9.00
43-9061 (10)	Office Clerks, General	FT	ABOVE	\$11.93	\$10.70	\$10.00
43-9081 (19)	Proofreaders and Copy Markers	FT	BELOW	\$11.94	\$12.01**	\$9.00
43-9999 (6)	All Other Secretaries, Admin. Assts. And Office Workers	FT	ABOVE	\$12.52	\$12.45	\$9.00
49-9042 (7)	Maintenance and Repair Workers	FT	ABOVE	\$18.78	\$12.70	\$15.35
51-1011 (12)	First Line Supervisors of Production & Operating Workers	FT	BELOW	\$19.95	\$20.41	\$15.40
51-5011 (18)	Bindery Workers	FT	BELOW	\$11.69	\$12.26**	\$9.00
51-5011 (4)	Bindery Workers	PT	BELOW	\$10.00	\$12.26**	\$7.75

51-5021 (3)	Job Printer	FT	ABOVE	\$12.87	\$12.26**	\$11.90
51-5022 (8)	Prepress Techs and Workers	FT	ABOVE	\$16.29	\$14.02	\$10.00
51-5023 (30)	Printing Machine Operators	FT	ABOVE	\$16.88	\$11.71	\$11.35
51-9032 (2)	Cutting and Slicing Machine Operators	FT	BELOW	\$10.88	\$12.99**	\$9.75
51-9111 (10)	Packaging and Machine Filling Operators	FT	BELOW	\$10.59	\$11.30**	\$9.25
53-7051 (2)	Industrial Truck and Tractor Operators	FT	ABOVE	\$18.75	\$12.61	\$15.50

Allen Press reported 59 total job categories (53 full time and 6 part time)

- 29 of 53 full time (55%) paid at or above the mean wage for the job category
- 3 of 6 part time (50%) paid at or above the mean wage for the job category

Amarr

<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>
37-2011 (6)	Janitors & Cleaners	FT	ABOVE	\$10.66	\$9.43	\$10.66
43-5071 (3)	Shipping, Receiving & Traffic Clerks	FT	ABOVE	\$12.39	\$10.51	\$12.39
49-1011 (6)	First Line Supervisors of Mechanics, Installers & Repairers	FT	ABOVE	\$24.16	\$22.49	\$24.16
49-9043 (11)	Maintenance Worker, Machinery	FT	ABOVE	\$17.35	\$16.51	\$17.35
49-9099 (5)	All other Installation, Maintenance & Repair Workers	FT	ABOVE	\$15.26	\$12.19	\$13.36
51-1011 (8)	First Line Supervisors of Production & Operating Workers	FT	ABOVE	\$22.76	\$20.41	\$20.74
51-2092 (28)	Team Assemblers	FT	ABOVE	\$15.33	\$11.88	\$12.69
51-9199 (171)	All Other Production Workers	FT	ABOVE	\$10.75	\$10.15	\$10.66
53-1021 (4)	First Line Supervisors of Helpers, Laborers & Material Movers	FT	ABOVE	\$20.12	\$16.39	\$20.12
53-7051 (53)	Industrial Truck & Tractor Operators	FT	ABOVE	\$12.88	\$12.61	\$12.88
53-7062 (56)	Laborers and Freight, Stock and Material Moves	FT	ABOVE	\$11.75	\$9.07	\$11.47
53-7063 (33)	Machine Feeders and Offbearers	FT	ABOVE	\$13.15	\$11.90	\$11.94
53-7064 (30)	Hand Packers and Packagers	FT	ABOVE	\$10.81	\$8.36	\$10.66

AMARR reported 16 full time job categories and 16 of 16 (100%) paid at or above the mean wage for the job category

DST

<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>
11-90 (5)	Other Management Occupations	FT	ABOVE	\$30.73	\$30.41**	\$24.87
13-11 (2)	Management Analyst and Business Operations Specialists, All Other	FT	BELOW	\$16.53	\$21.67**	\$15.87
43-00 (126)	Office and Admin Support Occupations	FT	BELOW	\$12.20	\$13.10**	\$9.47
43-00 (4)	Office and Admin Support Occupations	PT	BELOW	\$9.38	\$13.10**	\$8.93
43-10 (7)	Supervisors, Office and Admin Support Workers	FT	ABOVE	\$20.35	\$16.91**	\$19.22
43-60 (2)	Secretaries and Admin Assistants	FT	ABOVE	\$13.85	\$12.92**	\$12.19

9 total job categories reported

- 5 of 8 full time (63%) 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

Jayhawk Bowling

<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 (2)	Chief Executives	FT	BELOW	\$30.43	\$60.72	\$29.41
43-1011 (2)	Supervisors, Office and Admin Support Workers	FT	ABOVE	\$20.83	\$16.46	\$19.81
43-5071(2)	Shipping, Receiving & Traffic Clerks	FT	ABOVE	\$12.48	\$10.51	\$12.45
43-3021(3)	Billing & Posting Clerks and Machine Operators	FT	BELOW	\$10.75	\$12.19	\$9.75

49-1011 (2)	Supervisors of Installation, Maintenance and Repair Workers	FT	ABOVE	\$25.41	\$22.49	\$25.22
49-9099 (3)	All other Installation, Maintenance & Repair Workers	FT	ABOVE	\$13.00	\$12.19	\$12.50

Jayhawk Bowling reported 15 total job categories

- 7 of 11 full time (64%) paid at or above the mean wage for the job category
- 1 of 4 part time (25%) paid at or above the mean wage for the job category

Martin Logan

<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>
17-3099(3)	All Other Drafters, Engineering & Mapping Techs	FT	ABOVE	\$23.65	\$20.54	\$18.90
43-3031 (6)	Bookkeeping, Accounting & Auditing Clerks	FT	ABOVE	\$15.38	\$12.00	\$11.33
51-1011 (7)	First Line Supervisors of Production & Operating Workers	FT	BELOW	\$19.63	\$20.41	\$17.30
51-2022 (5)	Electrical & Electronic Equipment Assemblers	FT	ABOVE	\$12.24	\$9.87	\$10.30
51-2099 (32)	All Other Assemblers & Fabricators	FT	ABOVE	\$11.14	\$8.48	\$8.75

Martin Logan reported 15 total job categories

- 12 of 13 full time (92%) 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

Microtech

<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>
11-2022 (3)	Sales Managers	FT	BELOW	\$20.03	\$32.80	\$11.54
15-1020 (2)	Computer Programmers	FT	BELOW	\$14.19	\$25.25	\$13.00
15-1032 (4)	Computer Software Engineers	FT	BELOW	\$17.43	\$25.46	\$16.83
15-1041 (6)	Computer Support Specialist	FT	BELOW	\$13.03	\$18.50	\$8.00
15-1071 (2)	Network and Computer Systems Administrators	FT	ABOVE	\$25.48	\$24.50	\$22.12

17-2071 (3)	Hardware Engineer	FT	BELOW	\$20.55	\$28.69	\$14.00
41-4011 (9)	Sales Reps, Technical and Scientific	FT	BELOW	\$14.58	\$43.57	\$8.00
43-3011 (3)	Bill and Account Collectors	FT	ABOVE	\$12.35	\$10.42	\$11.50
43-4051 (2)	Customer Service Representative	FT	ABOVE	\$11.52	\$11.28	\$11.50
43-5071 (5)	Shipping, Receiving, & Traffic Clerk	FT	BELOW	\$9.40	\$10.51	\$8.00
43-5081 (4)	Stock Clerks and Order Fillers	FT	ABOVE	\$10.94	\$9.37	\$8.50
51-2022 (15)	Electrical & Electronic Equipment Operator	FT	BELOW	\$9.38	\$9.87	\$7.00
51-2022 (3)	Electrical & Electronic Equipment Operator	PT	BELOW	\$7.00	\$9.87	\$7.00
43-9061 (6)	General Office Clerks	FT	BELOW	\$7.83	\$10.70	\$5.50

Microtech reported 18 total job categories

- 6 of 16 full time (38%) paid at or above the mean wage for the job category
- 0 of 2 part time (0%) paid at or above the mean wage for the job category

Packerware

<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>
43-3031(2)	Bookkeeping, Accounting and Auditing Clerks	FT	ABOVE	\$15.94	\$12.00	\$14.72
43-4051 (11)	Customer Service Reps.	FT	ABOVE	\$13.97	\$11.28	\$11.23
43-5111 (12)	Weighers, measurers, checkers	FT	BELOW	\$11.71	\$12.06**	\$10.10
43-6011 (3)	Administrative Assistants	FT	ABOVE	\$17.23	\$12.92**	\$12.73
43-9021 (2)	Data Entry Keyers	FT	ABOVE	\$12.53	\$10.06	\$12.15
49-9042 (5)	Maintenance & repair workers –general	FT	ABOVE	\$13.63	\$12.70	\$11.25
49-9043 (22)	Maintenance Workers – Machinery	FT	ABOVE	\$17.23	\$16.51	\$11.25

51-4072 (111)	Molders, coremaking, & casting machine setters	FT	ABOVE	\$15.32	\$15.30**	\$11.30
51-5022 (4)	Pre-press Technicians	FT	BELOW	\$12.03	\$14.02	\$11.10
51-5023 (88)	Printing Machine Operators	FT	ABOVE	\$12.65	\$11.71	\$11.25
53-7051 (33)	Industrial Truck & Tractor Operator	FT	BELOW	\$12.55	\$12.61	\$11.00
53-7064 (84)	Packers and Packagers, Hand	FT	ABOVE	\$10.50	\$8.36	\$9.20

Packerware reported 21 total job categories

- 18 of 21 full time (86%) paid at or above average for the job category

Progress Vanguard

<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>
43-5061 (2)	Production, Planning & Expediting Clerks	FT	BELOW	\$13.28	\$14.03	\$12.81
43-5071 (3)	Shipping, Receiving, and Traffic Clerks	FT	ABOVE	\$13.74	\$10.51	\$13.74
51-2031 (26)	Engine & Other Machine Assemblers	FT	ABOVE	\$14.09	\$11.91**	\$14.09
51-4041 (14)	Machinist	FT	ABOVE	\$15.32	\$15.30**	\$15.32
51-9198 (4)	Helpers, Production Workers	FT	ABOVE	\$11.49	\$10.38	\$10.25

Progress Vanguard reported 15 full time job categories

- 14 of 15 (93 %) paid at or above the mean wage for the job category

Reuter Organ

<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 and Operations Managers	FT	BELOW	\$24.18	\$30.98	\$15.21
17-3099 (4)	All other Drafters, Engineering and Mapping Technicians	FT	BELOW	\$14.59	\$20.54	\$12.23
51-7011 (35)	Cabinetmakers and Bench Carpenters	FT	ABOVE	\$12.70	\$11.00	\$9.54
51-7011 (3)	Cabinetmakers and Bench Carpenters	PT	ABOVE	\$12.20	\$11.00	\$9.10

Reuter Organ reported 4 total job categories

- 1 of 3 full time (33%) paid at or above the mean wage for the job category
- 1 of 1 part time (100%) paid above the mean wage for the job category

Sauer Danfoss

<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 (2)	Industrial Production Manager	FT	ABOVE	\$37.64	\$24.26	\$35.97
17-2112 (5)	Industrial Engineer	FT	ABOVE	\$25.81	\$17.30	\$21.63
17-2141 (4)	Mechanical Engineer	FT	BELOW	\$35.36	\$39.03	\$29.55
17-2199 (4)	Engineers, All Others	FT	ABOVE	\$25.12	\$17.44	\$18.48
17-3027 (2)	Mechanical Engineering Tech	FT	ABOVE	\$19.90	\$17.28**	\$16.89
43-5061 (5)	Production, Planning and Expediting Clerks	FT	ABOVE	\$21.80	\$14.03	\$19.59
43-5071 (2)	Shipping, Receiving and Traffic Clerks	FT	ABOVE	\$12.85	\$10.51	\$12.54

49-9042 (6)	Maintenance and Repair Workers, General	FT	ABOVE	\$18.82	\$12.70	\$18.11
51-1011 (6)	First Line Supervisors/Managers of Production and Operating Workers	FT	ABOVE	\$26.10	\$20.41	\$19.23
51-2092 (51)	Team Assembler	FT	BELOW	\$11.53	\$11.88	\$10.08
51-4011 (8)	Computer Controlled Machine Tool Operators	FT	BELOW	\$13.05	\$15.30**	\$12.30
53-7064 (4)	Packers and Packagers, Hand	FT	ABOVE	\$15.54	\$8.36	\$11.21

Sauer Danfoss reported 22 full time job categories

- 19 of 22 (86%) paid at or above the mean wage for the job category

E & E Specialties

<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>
43-3011 (3)	Bill and Account Collectors	FT	ABOVE	\$11.05	\$10.42	DNR
49-9043 (5)	Maintenance Workers	FT	ABOVE	\$17.86	\$16.51	DNR
51-9199 (210)	All other Production Workers	FT	BELOW	\$10.05	\$10.15	DNR
53-7062 (10)	Laborers, and Freight, Stock and material Movers, Hand	FT	ABOVE	\$11.23	\$9.07	DNR

E & E Specialties reported 7 full time job categories

- 6 of 7 (86%) 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 2003. Finally, companies were asked to report the amount of any payment in lieu of tax they are 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 2003
Allen Press*	\$45,457	\$29,724	N/A	\$75,181
Ram/ Garage Doors (IRB)	-----	-----	\$50,358	\$50,358
Amarr Garage Door (1994)	N/A	\$5588	N/A	\$5,588
Amarr Garage Door (1998)	N/A	\$14,264	N/A	\$14,264
API Foils	\$39,657	\$62,922	N/A	\$102,579
DST Systems (IRB)	----	----	\$131,778	\$131,778
E and E Specialties (IRB)	-----	-----	\$18,628	\$18,628
Hardman and Hardman/ Jayhawk Bowling Supply	\$8,969	N/A	N/A	\$8,969
Martin Logan (IRB)	-----	-----	\$17,385	\$17,385
Microtech Computers (IRB)	-----	-----	\$28,477	\$28,477
PackerWare/ Berry Plastics	N/A	\$2,170	N/A	\$2,170
Progress Vanguard	\$37,670	\$3354	N/A	\$41,024
Prosoco (IRB)	-----	-----	\$78,524	\$78,524
Reuter Organ	\$37,480	\$3976	N/A	\$41,456
Sauer-Danfoss Co.	\$46,855	\$58,396	N/A	\$105,251
TOTAL	\$216,088	\$180,394	\$325,150	\$721,632

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

Industrial Revenue Bonds

Six 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 Bond	Date of Issue	Date of Final Payout
RAM/Garage Doors Inc.	\$4,500,000	1995	2005
DST Systems, Inc.	\$7,250,000	2001	2011
E and E Specialties Inc.	\$1,500,000	1993	2008
Martin Logan	\$1,500,000	1999	2014
Sunshine Properties (Microtech Computers, Inc.	\$2,100,000	1997	2007
Prosoco, Inc.	\$8,040,000	1998	2018

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	Percentage of Non-local Sales
Allen Press, Inc	86.7%	25%	99%
Amarr Garage Doors Inc. (1998)	1.9%	5%	99%
Amarr Garage Doors Inc. (1994)	2.3%	5%	99%
API Foils	15.8%	5.5%	97.60%
DST Systems	93%	100%	100%

Name of Business	Projected Expenditures to be made Locally in Lawrence*	Percentage of Expenditures Made Locally	Percentage of Non-local Sales
E and E Specialties Inc.	48.0%	12.0%	100%
Hardman and Hardman LLC/ Jayhawk Bowling Supply	100.0%	32.0%	99%
Martin Logan, Ltd.	31.0%	50%	100%
Microtech Computers, Inc.	39.0%	80.0%	20%
PackerWare/ Berry Plastics Corp.	Information not available	10.0%	90%
Progress Vanguard	69.0%	15%	100%
Prosoco, Inc	10.8%	15%	100%
Reuter Organ	55%	15%	99.7%
Sauer-Danfoss Co.	6.6%	30.0%	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	Used over one million pounds of recycled rolled paper and also over one million sheets of recycled paper in printing process in 2003; Recycle 4 million pounds of paper waste and used printing plates, film negatives, and	Provided part time employment for 6 physically-challenged workers through Cottonwood Industries; Participation in the Corporate Cup Challenge to benefit Douglas County Special Olympics; Provided intern opportunities for KU	A wide range of internal and external employee training programs encompassing everything from new employee orientation to specialized, high-tech skills	.

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
	metals.	<p>students in selected disciplines;</p> <p>Use over 40 local, professional contractors for proofreading, editing and style markups</p> <p>Continually give tours of industrial facilities for school groups</p> <p>Provide above-average wage jobs for 350 people in Lawrence with high-tech or high-skilled training required for many of these positions</p> <p>Supported Junior Achievement with 5 teams of five employees each</p>		
Amarr Garage Doors Inc.		<p>Donates garage doors for Habitat for Humanity house built in the community; donates a monetary contribution for each Habitat for Humanity house built in the community; contribute to charities and not for profit businesses including Big Brothers, Big Sisters, Boys and Girls Club; United Way; American Heart Association; Kansas Blood Services; Bert Nash; Brooke Creek Learning Center; Van Gogh Arts Program; Junior Achievement; Lawrence Aquahawks; University Excellence by Design; Tenants 2 Homeowners; Tenants to Homeowners; Lawrence Public School Partnership, KU Endowment Assoc.</p>	<p>In 2003, AMARR conducted more than 7800 hours of training to both permanent and temporary employees to include advanced computer and equipment training;</p> <p>Other training included critical manufacturing, administrative and leadership training</p> <p>Each new employee received a minimum of 40 hours of training</p>	
API Foils		Member of Lawrence Chamber of Commerce	ISO Certification	
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; 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	
E and E Specialties Inc.	Recycling program for waste paper, plastics and metals. Use of water based printing ink and recycled linerboards. All wastewater is pre-treated.	Participation in Corporate Cup, March of Dimes, St. Patrick's Day Parade, Adopt-A-Family, Adopt-A-Grandparent, CVCDC Home Improvement Project, United Way, Business Education Partner, Lawrence Chamber of Commerce	Job training, safety training including lifting, stretching, lock-out tag-out, and online machine specific training programs.	

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
Jayhawk Bowling Supply	Recycle almost all boxes and aluminum cans; recycle scrap metal; lane finish is environmentally safer and odor free; Proper disposal of paints and solvents;	Take pride in being the first commercial building seen from the turnpike coming to Lawrence from the west and maintain building accordingly; Member Chamber of Commerce United Way Big Brothers/Big Sisters Kansas Special Olympics (Corporate Sponsor for bowling)	Four or five employees a year are sent to various training schools/programs	
Martin-Logan			Awarded a Kansas Industrial Retraining (KIR) Grant to provide training to employees in the area of computerized shop floor control and inventory control	
Microtech Computers, Inc.		Supporter of many community activities and supporter of the University of Kansas	Extensive job training for employees to meet today's technology requirements	
PackerWare/ Berry Plastics Corp.	Earth Day Tours; Recycling program	University of Kansas internship program; Provided variety of product to many area schools, community groups and churches; participated in St. Patrick's Day Parade; Hosted Chamber of Commerce hot dog cookout and coordinated product give away; Participated in and donated product to Taste of Lawrence; Collected donations for March of Dimes; Helped on a Habitat for Humanity project; Participated in corporate spelling bee for Junior Achievement; Collected coats for Share the Warmth Project; Collected aluminum cans for Habitat for Humanity; Lawrence Festival of Trees; Sponsored Little League baseball team; Made cups for St Johns Mexican Fiesta; Special Olympics Sunflower Games; Lawrence Humane Society; Lawrence PD Canine Olympics	20 hours minimum of annual employee training	Donations to various churches and organizations within the community and local area
Progress Vanguard		Participated in Annual East Hills Blood Drive	3 Team members completed CERT Training	ISO 9001-2000 Certified M1003 American Association of Railroads Certified

Business	Environmental Practices	Community Engagement/Service	Job Training	Other
Prosoco, Inc		Active member of the Lawrence Chamber of Commerce; hosted meetings for several local groups such as Lawrence Chamber of Commerce; Career Fair for students from Lawrence high schools; KU Internship programs; working with City and County staff regarding systems and products for graffiti removal and prevention; in cooperation with Chamber of Commerce and MAMTC, supports and is working toward the creation of a Lawrence Manufacturers group; officials sit on the Board of DCDI, East Hills Business Park, and Douglas County Emergency Management; staff help coordinate the East Hills Business Blood Drive; donations to local organizations such as Boys and Girls Club and Lawrence Aquahawks		
Reuter Organ		Hosted numerous local and statewide chamber and manufacturing guests; Hosts many national and international visitors who come to Lawrence to visit the facility due to uniqueness of product; Reuter gives Lawrence international exposure with international export	New Employee Training	
Sauer-Danfoss Co.	Production use of water based paint; internally exhausted paint booths, internal wastewater treatment system; no floor drains in facility to protect City System from accidental spills; automated climate control system; metal recycling; 2-3 acres of prairie grass to reduce irrigation needs and to support wildlife; emergency generator setup on natural gas; smoke free work environment; hazardous waste streams reduce by 80% to one remaining	Team Member Community Involvement: SHRM (Jayhawk Chapter); Employer Panel at Lawrence High School; East Hills Business Park Blood Drive BOD; Junior Achievement Classroom Volunteer (3); S.T.E.P.S. Program; Jayhawk Breakfast Rotary; Visiting Nurses Assoc. BOD; Cottonwood Inc BOD; Briarwood Homeowners Assoc. BOD; East Hills Board of Trustees; Leadership Lawrence participation; Partnership for Children and Youth; Dg Co. Econ. Devo. BOD; Workforce Investment Board (Area II); Farmland Community Advisory Panel; East Hills Business Park Health & Safety Assoc.; Lawrence Chamber of Commerce BOD; Manufacturers Network.	Training opportunities (other than OJT) include: Safety, OSHA; Code of Conduct; Safety, CPR & First Aid; CERT Train the Trainer; Legal Issues for Supervisors and Managers; Blood borne Pathogens & Hazardous Communications; Emerg. Action Plans; Forklift Training; Fall Protection; Lockout/Tagout ; Quality – Six Sigma Champion;	Shared Facilities Resources with: East Hills HR Board; United Way; Baker University; Boy Scouts of America; Douglas County Economic Development Board; Leadership Lawrence; East Hills Board of Trustees; Chamber of Commerce; Douglas County Emergency Team (C.E.R.T.) Lawrence/Douglas County Planning Dept.; KU Self Graduate Fellowship Program