

Directions

NEWSLETTER OF KENOSHA AREA BUSINESS ALLIANCE



KABA and ADP Announce Partnership: Members to Receive 43% Savings on Payroll and Related Services!

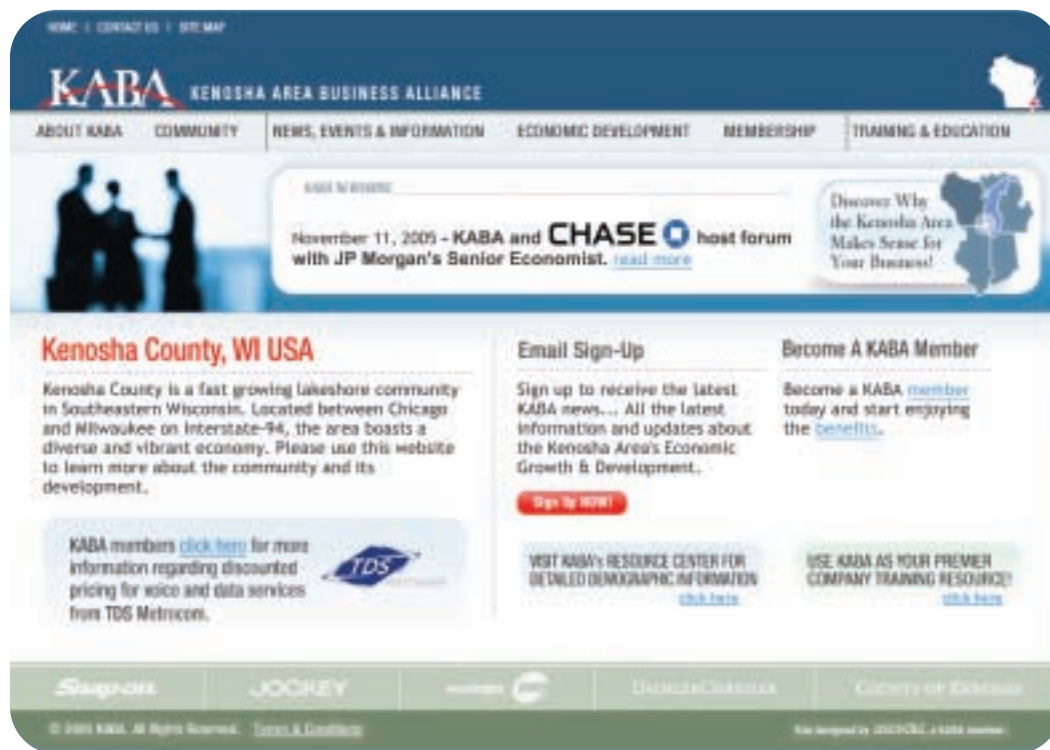
KABA and ADP have launched a new Affinity Program exclusively for KABA members. ADP, widely recognized as an outsourcer of payroll and related services, is the largest provider of employer-related solutions in North America, Europe, Asia, and Australia. ADP offers solutions for payroll, time & attendance, benefits administration, HR, tax compliance, and many other related areas. Founded in 1949, ADP brings a solid reputation and more than 50 years of experience to Kenosha Area businesses.

Through this Affinity Program, KABA members will receive a 50% break on initial set-up costs and a 43% discount on monthly processing charges. ADP has also agreed to provide a 2-year price agreement to KABA members.

“This is a win-win agreement for KABA and our members,” noted KABA Chairman Mark Jaeger. “It allows us to build an alliance with a well-respected and innovative firm like ADP, while also providing our members a substantial discount on products and services that they are increasingly in need of.”

WWW.KABA.ORG: A Portal to Economic Development and Business Resources

The newly re-designed website of the Kenosha Area Business Alliance is a great resource for information about KABA, our members, and the community’s economic development. Significant changes have been made to create a more professional and user-friendly Internet presence. Visitors to the site can learn more about membership, examine a current roster of KABA members, and even submit an electronic application to become a member. A complete list of KABA’s training and HR workshops are also included along with an on-line registration tool. KABA Surveys, recent development news, available industrial properties, and information on education-related initiatives are additional examples of the type of information that members and prospects can find at the new site. A staff directory is also included, so please contact the appropriate KABA contact with any questions or requests that you might have.



Effective January 3, 2006, all KABA members are eligible to take advantage of these discounted prices on ADP services. If your company is interested in learning more about ADP and how to take advantage of this new KABA member benefit please contact:

Jim Ramstedt,
Major Accounts Sales Manager
414.270.3364 Direct Phone
jim_ramstedt@adp.com

Michael Medel,
Major Accounts District Manager
414.270.3369 Direct Phone
Michael_Medel@adp.com

Also, please watch for additional information from KABA as there are plans to host several workshops to familiarize members with ADP’s products and services.



President's Message

As we close the books on 2005 and look forward to 2006, it provides a good opportunity to pause and reflect for a moment and evaluate our program of work over the past year.

As Kenosha County's Economic Development Organization and Employers Association, KABA is actively engaged in multiple program areas – all intended to positively impact the competitiveness of area businesses and the community's economic development and infrastructure.

From providing low interest loans for expanding businesses, to working with public sector partners to attract new business investment, to partnering with Gateway Technical College to deliver quality training opportunities for area workers, KABA is committed to our community's success and progress. Provided below is a brief summary of KABA's activities in 2005 in a few of our key program areas:

Economic Development Financing – KABA disbursed just under \$3.2 million in new loans during 2005. These loans: (1) helped Hospira locate two new facilities and nearly 500 jobs in Lakeview Corporate Park, (2) assisted Kenosha Beef International with a major plant expansion, and (3) financed the development of an industrial park by the Village of Silver Lake. Additionally KABA currently has just over \$2 million in loan commitments outstanding that we expect to close and disburse in 2006. This represents four separate loans to Kenosha area firms that are undertaking significant expansion projects.

Training – KABA continued to deliver training programs in supervision, human resources management, quality, safety, computers and a variety of other areas for our members. Nearly 400 individuals representing 66 area businesses have utilized KABA training during 2005. KABA members are provided significant discounts on all of these training programs. Additionally, KABA continues to offer frequent programs and workshops on new rules and regulations impacting employers.

TDS Member Affinity Program – 97 KABA members currently take advantage of the TDS affinity program which provides steep discounts and flexible contract terms for telephone and internet services.

Mentoring – KABA has continued to manage a Mentoring Program with elementary schools in Kenosha County. We currently support approximately 155 matches.

College Scholarships – KABA's Education Foundation awarded \$20,500 in college scholarships to area graduates pursuing higher education in 2005.

Communications & Marketing – KABA continues to publish a quarterly business newsletter, Directions, which focuses on economic development news and highlights KABA members. In addition, we have developed a comprehensive new website that will serve as the focal point of our marketing and communications efforts going forward. The new site is located at www.kaba.org. If you haven't visited it yet, please do so. With limited promotion, the site is already averaging more than 1,000 visitors per month in its first two months of existence. The website and related electronic marketing efforts that we are initiating should help promote KABA, our members, and the Kenosha Area.

Programs & Events – KABA hosted several programs and events in 2005 for the entire membership including the Annual Membership Meeting, the Scholarship Golf Classic, the Business Person of the Year Awards Dinner, the Annual Economic Forecast Breakfast, and the Holiday Social.

Membership Development – As the 2005/06 membership campaign comes to a close (KABA's membership cycle has historically run from April 1 – March 31), we anticipate flat to slightly declining results. Membership retention will approach 93% and new member growth is about 5%. That being said, our total membership number may be down 1-2 percentage points with total member dues revenue about the same as last year. Given the environment for association memberships and some of our own circumstances, the results are disappointing, but not that bad. However, we want to see our business association growing at a healthy rate in 2006 and have recently developed and finalized a second member affinity program to produce better results in 2006.

We would like to consider 2005 a relatively successful and eventful year for KABA. The above accomplishments are also a tribute to KABA's volunteer leadership at the Board and Committee levels as the organization has been in a state of transition that started with the hiring of a new President in April of 2004 and has continued with significant staffing changes in the successive year and nine months. As we enter 2006, we expect that our energies will be outwardly focused on providing value to our members and leading the community's economic development efforts. Thank you for your continued support.

Todd Battle

Board Member Profiles

Virginia (Jean) Moran



Jean Moran is CEO of Label Makers, Inc., Pleasant Prairie, WI. In her position, Moran oversees all phases of the operations for Label Makers, which provides flexible packaging solutions to the food, pharmaceutical, and consumer goods industries. Moran has served as CEO of Label Makers, Inc., since 1987. She began her career with Label Makers in 1976, first as a sales representative, then in the accounting department as controller. In 1986, Moran was named general manager of the company, and held that position until she was promoted to CEO the following year. Prior to joining Label Makers, Moran worked in the book-

keeping department of Jewel Foods. Additionally, she spent three years as a physical education teacher. Throughout her tenure as CEO, Moran has introduced a number of programs designed to grow and empower her employees, including continuing education and tuition reimbursement programs, team-building sessions, statistical process control classes, Dale Carnegie training for all members of management and an employee gain sharing program. She also spearheaded the company's move from Chicago to its present corporate headquarters- a 57,000 square-foot, state-of-the-art manufacturing facility located in Pleasant Prairie, WI. Moran earned her bachelor's degree from George Williams College in Downer's Grove, Ill. A CPA, she received her accounting degree from Northeastern Illinois University in Chicago.

Gregg Thompson



Gregg was born and raised in Kenosha. He graduated from the University of Wisconsin-Madison in 1980 with a Bachelor of Science degree in environmental engineering. He has worked in the construction industry since then, the past 12 years with Bukacek Construction. Gregg helped form the Employee Stock Ownership Plan (ESOP) that purchased the company from Nick Bukacek in 2000 and serves as a Trustee for the ESOP. He also heads up the company's development arm, BCI Property Development, LLC. Gregg serves on the board of Kemper Center Inc. and for the last 6 years has been Chairman of the Building & Grounds Committee at Kemper dedicated to the restoration of the historic buildings there. He also currently serves on the Carthage College Business & Professional Coalition. Gregg has been a volunteer ski patroller at Wilmot Mt. for the past 10 years and a coach for Kenosha Area Soccer League and Racine Soccer Club for the past 9 years. He, his wife Diane and three children reside in Somers, WI.



New Finance Director to Join KABA in January

Richard H. Rodenbeck will join KABA on January 3, 2006 as the Director of Business Finance. In this position, Richard will assume primary responsibility for managing KABA's economic development revolving loan fund portfolio.

KABA administers various revolving loan fund programs on behalf of our local government partners that are

used to finance economic development projects that stimulate private investment and job creation. Richard will work closely with KABA's Finance Committee to service our existing loan portfolio, approve new financing projects, and

manage loan reserves. KABA is currently servicing 58 business loans representing just over \$14 million.

Mr. Rodenbeck comes to KABA after 14 years of banking experience with what is now Banc of America Leasing (previously Sanwa Business Credit Corp. and Fleet Capital Leasing). Prior to that, he worked as an accountant for R.A. Briggs Company in Lake Zurich, IL and for Clearshield National in Wheeling, IL. Richard has a B.S. in accounting as well as an MBA. He has been a Kenosha County resident for the past seven years.

We look forward to having Richard join the organization after the New Year and expect that he will play a key role in expanding our economic development lending capacity.

Welcome to KABA's Newest Members

- Avanti Advanced Aesthetics & Wellness • Bella Home Medical & Rehab
- Elite Mortgage • Rode's Camera Shop & Photo Supplies, Inc. • ADP



KABA to Assist Business Expansion Projects

KABA's finance committee has been active in the past several months approving three financing projects that call for KABA to participate with local banks to finance company expansions.



One of those projects will get underway this Spring in the new Industrial Park being developed in the **Village of Silver Lake**. KABA is teaming up with **M&I Bank** to finance a significant expansion by Lotus Lights Enterprises that will add office and warehouse space to support the company's continued growth. Lotus Lights, a diversified firm with sales, distribution, and publishing divisions, is Silver Lake's largest employer with more than 90 associates.

KABA has also approved financing for an expansion at **Monarch Plastics**. Monarch, a blow-molding company that produces plastic containers for the consumer products industry, plans to expand its offices and production facilities in the City of Kenosha. KABA will participate with **Chase Bank** in the project.



The third project recently approved calls for KABA and M&I Bank to assist **Contact Rubber Corporation** with a planned acquisition. The purchase, which is expected to close in the first quarter of 2006, would allow Contact Rubber to expand their customer base and production capabilities and lead to job creation at their manufacturing facility in Bristol.

WisPark Sells Phase II of Business Park of Kenosha to Developers

Kenosha Industrial LLC, a joint venture between Interstate Partners LLC of Waukesha and Towne Investment of Milwaukee, has purchased the second phase of the WisPark industrial park. WisPark started the Business Park of Kenosha as a joint venture with the Kenosha Area Business Alliance in 1994, which has reached capacity with approximately 55 companies. In 2002, the City of Kenosha formed tax incremental financing (TIF) to assist WisPark in launching phase II of this project, which is made up of 95 acres west of the existing park. As the sole owner of phase II, WisPark completed around \$3.8 million in improvements to the property that were necessary in order to increase the sale value of the park. The improvements, financed through TIF, included streets and curbs, sewer, water and street lighting. John Heller, President of Interstate, said that the property in phase II is being marketed to small and mid-sized businesses including some light industrial users. It is predicted that the construction will start in Spring 2006.



Holy Hill Commons

Mills Enterprises, in conjunction with Bear Realty, is pleased to announce Holy Hill Commons, a proposed 16,000 sq. ft. commercial building near the corner of Hwy EM and Estate Drive in the Village of Twin Lakes. Designed by Partners in Design architects, the center aesthetically combines 16,000 sq. ft. of lower level retail/office space with upper level residential units. Contact S.R. Mills of Bear Realty of Kenosha at 262-842-0452 for further details.

Mighty Grand Dairy receives Low Interest Loan

A Brighton-based dairy farm, is expanding their production thanks in part to a loan issued by the Wisconsin Department of Commerce through their Milk Volume Production (MVP) Loan Program. KABA is working with the Commerce Department and Kenosha County to process the loan in the amount of \$120,000. This loan, which is funded by the State, will provide Mighty Grand Dairy with very attractive financing for their expansion. In addition, the proceeds from repayment will flow to Kenosha County's revolving loan fund program to be used for other Kenosha County economic development loans.

Area Construction

Rasch Construction & Engineering

- Indian Trail Plaza on Highway 31 in front of Lowe's
- Metra Station in Kenosha
- Design/Build addition for the Kenosha Animal Hospital

Bukacek Construction

- 36,000 SF plant and 4,000 SF office space addition to Monarch Plastics facility in Pleasant Prairie

Riley Construction, Inc.

- Recently awarded the 75,000 SF Charles Nash Elementary School project in the Whitecaps neighborhood
- 2,000 SF new masonry building to house the Well No. 3 Facility in Bristol in order to meet the increased need for expanded water capabilities in the area.





Revolving Loan Funds Contribute to Area's Development

As the Economic Development Organization for the Kenosha Area, KABA administers revolving loan fund programs that are used to finance projects that grow our area's employment and tax base. These funds were initially capitalized from private dollars raised locally and public monies obtained from local, state and federal sources.

Comprised of 58 loans that represent about \$14.3 million in outstanding balances, KABA's portfolio is an important economic development resource for business expansion and attraction efforts. KABA currently has 3 additional loan commitments that represent another \$1.9 million that has been pledged to assist area companies with expansions.

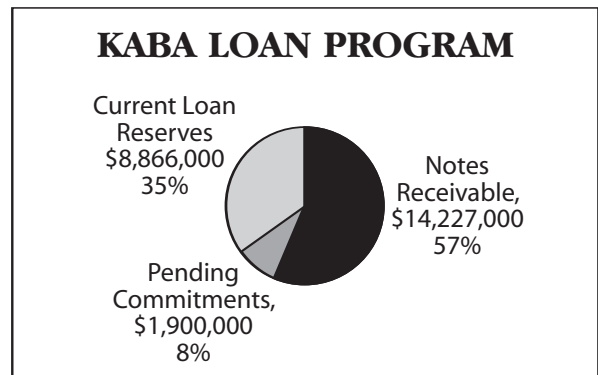
The objectives of the funds are pretty straight-forward with job creation and community economic impact two of the most important criteria in addition to credit-worthiness of the borrower. It should also be noted that KABA financing is almost always done in conjunction with traditional bank financing. Nearly all of KABA's revolving loan funds require that KABA financing leverage additional private funding, limiting KABA's overall participation to 50% or less of the total project.

KABA's loans are characterized by flexible terms and below market interest rates. In essence, this allows growing firms to reduce their borrowing costs and retain more cash for expanding their business. KABA's loans range in size from

around \$50,000 to \$800,000 with an average loan size of about \$350,000. Over 90% of our current loans have been used to finance real estate or equipment purchases. Less than 10% have been used for working capital. If your firm is considering an expansion or capital investment that will create new full time employment opportunities, contact us to learn more about KABA's loan programs.

You may also contact one of our economic development lending partners listed here:

- Bank of Elmwood • Bank of Kenosha • Chase Bank
- Community State Bank • First Banking Center
- Johnson Bank • M&I Bank
- North Shore Bank • Southport Bank



KABA 2005 Wage & Salary Survey Update

KABA's 2005 Wage & Salary Survey was sent out in early November. The survey closed on November 23, 2005 and aggregate results are now available for free for all companies who participated in the survey. KABA had a 16% response rate to this survey in 2005. Results indicated that 63% of all respondents are now using formal pay ranges for positions at their company, and more than 79% of respondents indicated that they are now using a merit-based performance appraisal system. Once again, over 85% of respondents indicated that they are projecting wages to increase between 2-4% for their employees in the current fiscal year, but over half of all respondents are also expecting more than a 10% increase in health care costs. Finally, 43% of respondents expect to add staff in the coming fiscal year, compared to 52% in 2004. Eighty-nine percent of those companies that will add staff stated they will be adding between 1-20 new employees, while 11% said that they will be adding 21-50 new employees in the coming fiscal year.

If your company did not participate in the survey, but you would like to obtain a copy of the survey results, please e-mail Diana Ide at dide@kaba.org. Non-participating Members will be charged \$25 for a copy of the results and non-participating nonmembers will be charged \$50. A sample of the survey results will also be available on our new website at www.kaba.org.

Questions about how to handle paid time off, flexible spending accounts, 401(k)s, or other HR-related topics? Try KABA's new E-Survey. Just e-mail your question to dide@kaba.org and let KABA create an E-Survey to assist you in understanding how other companies and HR professionals are handling these issues. You are provided timely aggregate results in an easy-to-understand format. Some topics already surveyed include: employee retention, payroll schedules, wage garnishments, automatic external defibrillators in the workplace, and criminal background checks.

Criminal Background Checks

1. Does your company conduct a criminal background check when hiring a new employee?		Number of Responses	Response Rate
Yes	██████████	34	83%
No	██████████	20	37%
Total		54	100%

2. Does your company outsource criminal background checks?		Number of Responses	Response Rate
Yes	██████████	10	60%
No	██████████	16	40%
Total		26	100%



National Mentor Month - January

A special thanks to all KABA mentors for continuing to make a difference in the life of a child!

KABA Mentor Spotlight: Charles Talbert



Charlie Talbert & Jakeem Brantley at Durkee

Durkee Elementary has been extremely fortunate to have wonderful mentors for many years. One such exemplary model is Mr. Charlie Talbert. He has begun his ninth year as an outstanding mentor at Durkee. Charlie not only models a marvelous example of standards and principles; he strongly encourages and motivates the same behavior from

those he mentors. He develops strong relationships with his students, encouraging them both academically and socially. His current student, Jakeem Brantley, was quick to tell us that his favorite thing about mentoring is “I get to learn more”, and Charlie’s favorite thing is “ the chance to both help the kids and be inspired by them”. Both Jakeem and Durkee are lucky to have Charlie.

AM Community Credit Union Opens first school branch at Indian Trail Academy



On September 28, 2005, Indian Trail Academy hosted a ribbon cutting ceremony to welcome AM Community Credit Union to the school. Two Indian Trail Students have been hired to work at this branch as part of the Financial Services Youth Apprenticeship Program.

Progressive CEO Series Participants Learn From Successful Business Leaders



Peter Cherry

Approximately fifteen business leaders from southeastern Wisconsin and northern Illinois gathered at Gateway’s BioCATT on November 17th to listen to management guru Walt Sutton deliver a highly interactive workshop entitled “Leap of Strength”. KABA co-sponsored the half-day event with Gateway Technical College and the Chicago Manufacturing Center. Walt outlined nine core tasks which must be performed by senior leaders and asked participants to use personal examples and situations they have experienced in order to apply these core tasks in the business arena. Peter Cherry, President & Chairman of Cherry Corporation, then shared his experiences about leading in changing and challenging times. Peter stated that it is important for a company leader to use several informal ways to gather information from within their organization in order to make good decisions. He suggested that CEOs allow other senior leaders to have a certain degree of autonomy in making decisions where they have the majority of the knowledge and experience, but that the CEO should also be able to make tough decisions when necessary, even if they are unpleasant. A special thanks goes out to Peter Cherry for sharing his knowledge and experiences with us!

CD Now Available for Medical Device Manufacturers To Help With FDA Compliance



Gateway Technical College has joined an organization of colleges formed in the six states (including Wisconsin) where 45% of all medical device manufacturing takes place. This organization of colleges is known as Medical Device Industry Educational Consortium (MDIEC), and has produced a CD that informally is known as FDA 101—helping manufacturers navigate the challenges of compliance with the U.S. Food and Drug Administration. Gateway sees this as a helpful tool for local manufacturing companies who would like to tap into the lucrative and fast growing medical device market. While the equipment, processes, and often the materials can be the same for producing car parts or medical device parts, the FDA regulations can prove challenging. This CD is designed to reduce that barrier. To get a copy of the MDIEC CD, please contact Pat Flanagan, Gateway VP of Open Campus at 262.564.2812.



KABA and Chase Bank Present 2006 Economic Forecast



**S e n i o r
E c o n o m i s t
a n d
M a n a g i n g
D i r e c t o r**
Anthony Chan
was in Kenosha
on November

10th to provide his 2006 economic predictions to Kenosha area business and community leaders. Hosted by Chase Bank in partnership with the Kenosha Area Business Alliance for the seventh consecutive year, the event attracted approximately 110 attendees at the Kenosha Country Club. Chan suggested that the economy is in a fairly vulnerable state, but is not forecasting a recession. He expects the economy to expand at a slower pace than in previous years, with inflation remaining relatively flat and energy prices beginning to stabilize. However, Chan predicted a \$450 billion federal budget deficit for next year and warned that government will be forced to take additional steps to gain control of this deficit in the future. Some of his additional predictions included: a decrease in consumer spending due to increased energy prices, weakening retail sales, and global markets outperforming domestic stocks. Finally, Chan stated that American manufacturers will be forced to decrease wages or increase production in order to adapt to the global economic changes and remain competitive. He used the recent example of Delphi's bankruptcy to compare wages and benefits of \$60/hour to the average Chinese worker who makes \$1.10/hour. He stated that manufacturers will need to recognize these challenges and make critical decisions in order to remain profitable in the upcoming years.

KABA Hosts Listening Session with Wisconsin Secretary of Commerce

On October 26th, Wisconsin Secretary of Commerce Mary Burke addressed approximately 20 members of the Kenosha Area Business Alliance including several elected officials during a lunch gathering at the Colerget Group facility in Kenosha. Burke's main focus was on how the Department of Commerce in Wisconsin is striving to improve the business environment in the state and promote programs to help businesses grow and be successful. She also indicated that Wisconsin continues to place education as a high priority, and emphasized the importance of a strong technical college system and its ability to provide area businesses with skilled employees necessary to remain competitive in the marketplace. Secretary Burke then responded to a variety of questions from participants regarding topics such as the increasing cost of health care and its continued impact on businesses in Southeastern Wisconsin, as well as how the Kenosha area can continue to attract and retain businesses and individuals by providing improved services such as an expanded commuter rail system.

ASYST Automation Open House

Kenosha's own ASYST Automation held their Autumn-ate open house on November 3rd to allow customers the opportunity to experience their latest creation in custom automation equipment. The 30' x 50' palletized assembly system designed and built for a customer in Chicago assembles nine different versions of a suspension link used on both foreign and domestic vehicles. The machine incorporates vibratory feeding systems, servo presses, grease dispensing, torque testing, vision inspection, and impact marking, with capacity of over 2 million parts per year. With the ability to provide turn-key systems of all sizes, ASYST Automation is a local resource for improving manufacturing efficiency, assuring product quality, and reducing scrap.



DAIMLERCHRYSLER Local DaimlerChrysler Management- Union Cooperation Earns Award



In October 2005, the DaimlerChrysler Kenosha Engine Plant and United Auto Workers Local 72 was awarded the Melvin Lurie Labor Management Cooperation Prize by UW-Milwaukee for maintaining a positive working relationship for over ten years. Despite numerous changes in management, Chrysler's management and union hold regular committee meetings to discuss plant projects and operations. The Melvin Lurie prize recognizes outstanding service in the cause of promoting, creating or researching labor-management cooperation. DaimlerChrysler reported a third quarter profit of \$910 million. Sales of new products at its Mercedes and Chrysler divisions are credited with the increase in profits. The company also received a recent order for 500 hybrid electric buses from New York City's transport services.



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Newsletter Insert Policy

KABA members may request a separate one-page insert of their own design and production to accompany the KABA newsletter mailing to about 900 recipients. KABA reserves the right to review the insert to ensure the quality is compatible with the newsletter. The newsletter is published in January, April, July and October. Members interested in including an insert should contact KABA, 262-605-1100, by the first of the month prior to publication. The insert fee is \$250. The correct number of copies need to be delivered to KABA by the 20th of the month prior to publication.



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The Kenosha Area Business Alliance (KABA) is a private not-for-profit corporation recognized as the focal point for economic and community development, business technical assistance and employer training to existing firms and new businesses interested in locating in Kenosha County.

*Todd R. Battle, President
Diana Ide, Director of Member Services
Julie Hopper, Administrative Assistant
Richard Rodenbeck, Director of Business Finance*