



FOND DU LAC AREA ASSOCIATION OF COMMERCE

Promoting commerce ■ Developing partnerships ■ Creating opportunities ■ Building community

PROMOTING COMMERCE,
DEVELOPING PARTNERSHIPS,
CREATING OPPORTUNITIES &
BUILDING COMMUNITY.



CitizensFirst
Make yourself at home.

Sponsored By:

PLEASE JOIN US

at the 100th
AC Annual Meeting

Help celebrate 100 years of progress at the AC Annual Meeting, which will include the announcement of the Volunteer of the Year and Community Awards.

Date:
Thursday, February 9

Location:
Holiday Inn
of Fond du Lac

Networking:
5:30 p.m.

Banquet:
6:30 p.m.

To register, visit
www.fdlac.com or call the AC
at (920) 921-9500.

Little steps up big: Begins term as 2012 AC board chair

Steve Little has always shown an intense commitment to the health of the Fond du Lac community. The well being of community members, the strength of area businesses and the reach of local not-for-profit organizations are all areas that Little has devoted extreme time, energy and expertise to. Through his leadership, the Fond du Lac community continues to prosper and individuals, businesses and organizations continue to thrive.

Little's commitment to the local community began in

2003, when he joined Agnesian HealthCare as chief financial officer and immediately began calling Fond du Lac home. Now serving as the president and chief executive officer of Agnesian HealthCare, the area's largest employer, it is no surprise that Little's commitment to Fond du Lac is stronger than ever.

In January of 2012, Little began his one-year term as chair of the Fond du Lac Area Association of Commerce Board of Directors. Having served on the Board of Directors since

2009, Little understands the mission of the Association of Commerce (AC) and is committed to expanding the reach of the organization. By taking on the responsibilities of this position, Little hopes to expand existing collaborative partnerships and join forces with area businesses and organizations in order to better serve AC members and the entire Fond du Lac community.

Continued on page 5



Steve Little, 2012 AC Chair

WELCOME NEW MEMBERS *Strengthen our community by supporting these members*

B104.7
PO Box 163
Fond du Lac, WI 54935
(920) 230-1047
www.b104online.com

L&G Steel
217 Superior Street
Fond du Lac, WI 54935
(920) 924-9561
www.lgsteel.net

**State Farm Insurance -
Brad Marx**
953 E Johnson Street
Fond du Lac, WI 54935
(920) 933-3772
www.bradmarx.net

William Sesing Construction Inc
1107 S Main Street
Fond du Lac, WI 54935
(920) 921-6436
www.sesing.com

2012



January 24: Horicon Bank
 * February 9: 100th AC Annual Meeting - Holiday Inn
 March 20: First Weber Realtors
 April 17: TBD
 May 15: US Bank
 June 19: Marian University
 August 21: CitizenFirst
 September 18: FABOH
 October 16: Agnesian HealthCare
 November 20: Society Insurance
 December 18: TBD



February 1: Seasons Restaurant
 March 7: Rehab Arisces
 April 4: Fond du Lac County Historical Society
 May 2: UW - Fond du Lac
 June 6: AAA Insurance
 August 1: Seek Career Staffing
 September 5: US Cellular
 October 3: Fond du Lac Convention and Visitors Bureau
 November 7: Just Fare Market
 December 7: Fox Diamonds

HR: Building Successful Organizations through Workforce Planning

While workforce planning has been around for a number of years, all too often it is seen as just another HR initiative because there are no hard links to business plans or strategy.

Join the Fond du Lac Area HR Association on Tuesday, February 21, for an overview of the key components of workforce planning necessary to build successful organizations:

- Understand the importance of workforce planning
- Development of a future-oriented competency model for succession planning
- Evaluation of the effectiveness of planned changes and impact on business performance

Presenter: Helen Engelbert, Moraine Park Technical College, SPHR, CPP

Date: Tuesday, February 21

Registration: 7:15 a.m./**Breakfast:** 7:30 a.m.

Program: 8:00 a.m. – 9:30 a.m.

Location: Holiday Inn, Fond du Lac

Cost: \$20 HR Members/\$25 AC Members/\$30 Non-Members

Start a Year of Service with the



The Young Professionals of Fond du Lac are committed to engaging and empowering current and future leaders in the Fond du Lac area. Join them as they host a Volunteer Fair, providing an opportunity for attendees to explore the various volunteer opportunities that exist in Fond du Lac. Club and organizations from all backgrounds will be available to provide information and answer questions.

Date: Tuesday, February 28

Location: Holiday Inn

Cost: FREE (appetizers provided)

If your volunteer organization would like to participate contact Katie Leist at (920) 921-9500 or e-mail katie@fdlac.com

FEBRUARY COMMITTEE MEETINGS

1	DFP Design Review Board	Noon
2	YPF Programs & Events	7:30 a.m.
2	DFP Executive	Noon
6	HR Board	3:30 p.m.
8	Education Committee	7:30 a.m.
8	DFP Board @ The Nielsen Co	8 a.m.
8	Leadership Alumni Board	Noon
9	YPF Marketing	Noon
9	Ag Board	Noon
10	Safety Board	7:30 a.m.
14	DFP Organization	8:30 a.m.
14	YPF Membership	Noon
15	Ambassadors Club	7:30 a.m.
15	Ag Board	Noon
15	YPF Executive	Noon
16	DFP Events @ Library	8 a.m.
17	AC Executive	7 a.m.
20	Legislative Forum	8 a.m.
22	Communications Council	7:30 a.m.
22	DFP Design @ Police Station	8 a.m.
22	Leadership board	Noon
22	DFP ER @ Windhover	2 p.m.
23	DFP Marketing @ Ramada	Noon
23	YPF Board	4 p.m.
24	AC Board	7 a.m.

Injured at work – now what?

Work place injuries require immediate and safe response. Are you prepared to handle an injury until an emergency response team is available? This presentation will touch on the basics of first aid in the workplace, as well as how to safely handle situations when first aid equipment may not be available.

Presenters: Kathy Templin – OHL
 Bill Ripley – Eden Stone

Date: Monday, February 13

Registration: 4:30 p.m.

Dinner: 5:30 p.m.

Program: 6:30 p.m.

Location: Knights of Columbus Hall

Cost: \$20 Safety Council Members/\$25 AC Members/\$30 Non-Members

To register, log onto www.fdlac.com or call the Association of Commerce at 921-9500. Registrations needed by Friday, February 10. Cancellations accepted 48 hours in advance.

The Association of Commerce & the FDL Area Job & Career Center partners are teaming up to host the 2012



Tuesday, April 17

11 a.m. to 3 p.m.

NEW LOCATION: Marian University

Sign up now to ...

Meet interested candidates

Conduct interviews on-site

Fill positions

Develop portfolio of candidates

A limited number of booths are available for \$300

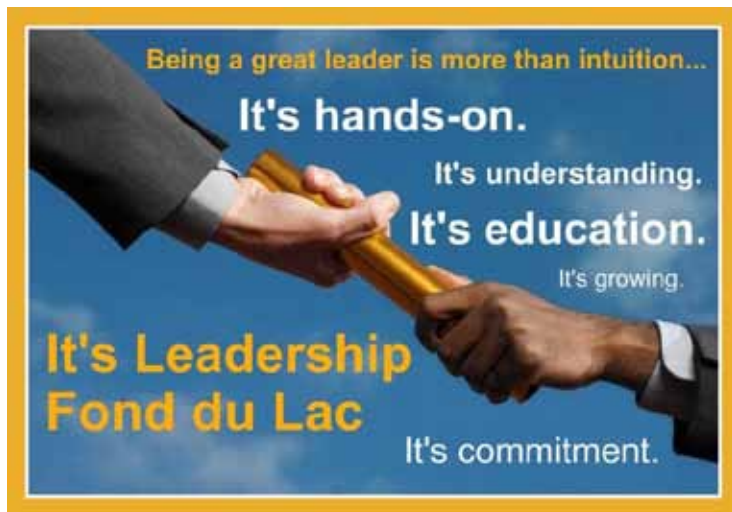
Registration and information at

www.fdljobfair.com

or call the AC at (920) 921-9500

Corporate Sponsor:





Now taking applications for the 2012-13 program year!

What is Leadership Fond du Lac?

It is a community-based program that provides information and experience to persons who are willing to make a commitment of service to the community.

How does it work?

Applications are accepted until June 13, 2012 for classes that run September through May. The classes meet once a month. Participants learn, in depth, about the community's government, culture, social services, education, health care and more. Additionally, each class is divided into teams, which are charged with completing a project that will benefit the community.

What is the value?

Leadership participants connect with others on a higher level and bring their newfound skills back to your organization.

Make a difference for your company, your team and for Fond du Lac. Select a team member to apply for Leadership Fond du Lac today.

- Application - Program Dates - More Information - available at www.fdlac.com

Get a hand in recruiting top-level, skilled workers

Finding the best job candidates for your company and our community are important. The AC and NationJob provide a top-rated internet job board to help attract and retain a quality work force. Using the power of the internet, NationJob can connect your company with the people you've been looking for.

Substantial savings! Most AC members receive access to www.nationjob.com for free!

For details contact the AC at (920) 921-9500 or NationJob directly at (888) 256-0919.



Empty Bowls raises \$10,000

The Leadership Fond du Lac Alumni Group and Fond du Lac community members give back in a huge way!

Over \$10,000 was raised and donated to six local food pantries as a result of the annual Empty Bowls fundraiser that took place on December 7, 2011.

Six local food pantries received donations of more than \$1,700 each as a result of the 2012 Empty Bowls fundraiser. Broken Bread, Fondy Food Pantry, Loaves & Fishes, Salvation Army, Solution Center and St. Vincent DePaul reaped benefits from this outstanding community event.

"Every year the Leadership Fond du Lac Alumni Group strives to help those in need by providing funds to local pantries who truly need help," explained Jim Ronayne, event chair. "Thank you to the local businesses, volunteers and luncheon attendees for helping us accomplish this."

The three-fold purpose of this event is to promote an awareness of hunger in our community and world, create an awareness of art education and its impact on civil and social responsibility, and provide an opportunity for the community to come together to raise money for local food pantries and shelters

The event, organized and hosted by the Leadership Fond du Lac Alumni Group, brought community members, businesses and school districts together for a great cause. Art classes from Campbellsport High School, Fond du Lac High School, Horace



Variety was the rule of the day.

Mann High School, Oakfield Middle and High Schools, Theisen Middle School, St. Mary's Springs Academy High School and Woodworth Middle School made more than 400 clay bowls. Craft supplies and donations were provided in part by A.R.T Studio Clay, The Ceramic Shoppe and Northern Slopes Greenware Barn. Delicious soups were donated by Bodas Restaurant, Cibo Steaks & Spirits-Ramada Plaza Hotel, Salty's Seafood & Spirits, South Hills Golf & Country Club, Trepanier's Backyard Grill & Bar, Tuckers. Desserts, beverages and baked goods were donated by Aramark, Bakers Pride, Bob & Bonnies Donuts and Cakes, Festival Foods, Lake Breeze Dairy, Schreiner's Restaurant, and Season's Restaurant. More than 65 alumni volunteers worked at the event. Additionally, this outstanding community fundraiser was made possible by major sponsors: Alliant Energy, Associated Bank and Consultants Laboratory of Wisconsin. Entertainment during the event was provided by Local School Choirs and band ensembles from St. Mary's Springs Academy High School and Fond du Lac High School.

SAVE THE DATE! March 6, 2012

Leadership Workshop with Nationally Recognized Speaker Mr. Chalmers Brothers

Participants will learn how to literally see themselves and their actions in leading and managing in a new and powerful way!

Presented by the Leadership FDL Alumni Group.

SHARE YOUR STORY



The Fond du Lac Area Association of Commerce believes that the best way to commemorate our centennial anniversary is to focus on and celebrate the strength of member businesses. Throughout the year, watch for member spotlights and fun facts providing a rare glimpse into some of the businesses that help keep Fond du Lac moving forward!

How does your company fit into the fabric of the last hundred years of business in Fond du Lac? What impact has the AC had in helping you succeed? Submit your story and publicize your company! E-mail katie@fdlac.com or mail to 207 N Main Street, FDL WI 54935.

Watch for additional member highlights in upcoming issues of the AC Newsletter.

Moraine Park Technical College

MPTC celebrates 100 years of innovation

From its humble beginnings as a small classroom above a Fond du Lac laundromat in 1912, Moraine Park Technical College has spent the last 100 years growing into a hub of innovative education for the communities it serves. Moraine Park continues to grow its technology and training regionally and internationally. The College works closely with business and industry to ensure students graduate with the skills and knowledge employers want and need.

Since Moraine Park President Sheila Ruhland began her tenure at the College in July, she has continued to foster relationships with area business and industry. She has met with many organizations throughout the Moraine Park District to find out what employers are seeking and how Moraine Park can meet their needs. "These meetings have allowed me to hear first-hand current and future workforce education and training needs," said Ruhland. "I also learned the support our employers have for the Moraine Park advisory committees and programs that offer internships for our students." To follow along with Ruhland's visits, follow her blog at morainepark.edu/stayconnected.

Moraine Park's Economic and Workforce Development also works closely with business and industry and recently introduced their new STRAT (Strategy, Alignment and Talent) program. Moraine Park began the program in response to the changing economic climate and the need for leaders to be able to navigate the change in their organizations to find success. STRAT provides the necessary training, locally, to help develop the skills within leadership teams. STRAT graduated its first class of 10 participants from nine different area organizations in December and is gearing up for its next session in March.

The Moraine Park District, along with our state and country, has experienced many changes over the past 100 years, but the College's commitment to providing innovative education for an evolving workforce and community has remained the same. As part of Moraine Park's centennial celebration, a website has been created for community members, students and staff to enjoy. Visit morainepark.edu/100years and test your Moraine Park knowledge with trivia, check out upcoming centennial events, share your memories of Moraine Park and click through the historical photo gallery. See firsthand how Moraine Park remains one of the best choices for technical education in Wisconsin.

A traveling centennial display has arrived on Moraine Park's Fond du Lac campus for its first stop during the month of February. Six panels are the base of the display incorporating a timeline of photos and facts of Moraine Park from 1912 to the present. Several College artifacts and documents complete the display. Take a moment to experience this bit of College history located on the second floor of the A-building near the library. If you miss the display in February, it will be returning to the Fond du Lac campus in May.

Moraine Park was established in 1912 and is one of 16 technical college districts that make up the Wisconsin Technical College System. With campuses in Beaver Dam, Fond du Lac and West Bend, Moraine Park offers more than 100 associate of applied science degrees, technical diplomas, apprenticeships and certificates delivered in a variety of formats — classroom, online and blended. Training and technical assistance for businesses is also offered. For more information on Moraine Park, visit morainepark.edu.



Plan to attend on February 2

Retirement, Retention & Everything In-between

All hands on deck! A program for all business professionals!

The impending labor shortage, as well as workforce development concerns, is the buzz following the release of the 2011 Retirement & Departure Intentions Study.

*How can you begin addressing this issue TODAY?
Don't just cross your fingers and hope for the best; act now!*

Registration information available online at www.fdlac.com.



GOVERNMENT AFFAIRS UPDATE

2011 Employment Law Recap

Cat's Paw Theory of Liability: In *Staub v. Proctor Hospital*, The Supreme Court held that if the decision to terminate is based whole or in part on the malicious recommendation or false allegations from a supervisor who has discriminatory motives, the employer can be held liable. The "cat's paw" theory gets its name from the fable of a 17th Century French poet, about a monkey who persuaded a cat to pull chestnuts out of the fire. The cat gets burned and the monkey makes off with the chestnuts. In the employment context, the employer gets the legal blame even if the actual decision-maker who fires an employee does not act out of a biased intent, but the bias of another supervisor along the way worked its way into the final decision. The final decision-maker is the cat; the biased associate is the monkey.

New ADA Regulations: The long-awaited final regulations implementing the ADA Amendments Act (ADAAA) became effective on May 24, 2011. The purpose of the ADAAA was to make it easier for an individual to establish that they have a disability within the meaning of the ADA by requiring a broad and more lenient interpretation of disability under the law. The final regulations clarified the EEOC's interpretation of "major life activities." Many analysts have suggested that the ADAAA could lead to an increase in disability discrimination claims because they set forth a list of impairments that the EEOC believes will "virtually always" meet the definition of a covered impairment.

Right to Organize Poster: While employers have long been prohibited from infringing on the rights of employees under Section 7 of the National Labor Relations Act, there was no affirmative obligation on the part of the employer to notify employees of this. However, the National Labor Relations Board issued a new rule creating posting obligations for employers. Under the new requirements, all employers are required to post notices in a conspicuous space - advising employees of their rights to engage in union organizing. The implementation date was originally set to take effect on November 14, 2011 but has since been postponed until April 30, 2012.

This information has been brought to you by the Governmental Affairs Committee of the Fond du Lac Area HR Association. For more information visit www.fdlac.com.

DFP celebrates 2011 and looks ahead to 2012

The Downtown Fond du Lac Partnership celebrated 2011 and announced plans for 2012 at its Annual Meeting at the Windhover Center for the Arts on January 26.

Wayne Rollin was awarded the Friend of Downtown, which is presented annually to the person or organization that has made a deep impact to the DFP. Wayne has been involved with the DFP since its inception, and was at the forefront of the original creation of the Business Improvement District. Wayne's insightful opinions and professional knowledge have kept the partnership moving steadily forward. Wayne continues to serve on the DFP Board of Directors, Executive Committee, Design Committee, and Downtown Fond du Lac Project Management Team.



Wayne Rollin

Further highlights included a recap of the marketing and events committees, and the design and economic restructuring committees. Kevin Miller gave an update on the Arts & Entertainment Vision Plan and Louie Lange from The Commonwealth Companies spoke on behalf of the developing Trinity Square Restaurant and Townhomes project.

For information call (920) 921-9500 or visit www.downtownfdl.com.

Continued from page 1

"Supporting commerce, business and economic development right here in Fond du Lac is the basis of the Association of Commerce," explained Little. "The collective power of this organization is limitless and I am eager to explore the many opportunities that await us in 2012."

Having been actively involved in numerous AC programs throughout the years, Little strongly supports the work being done by the organization. His own involvement in the Education Committee and his familiarity with the Youth Apprenticeship program has afforded him with a greater understanding of the importance of fostering career development and awareness in youth.

"The program has been instrumental in promoting career options right here in Fond du Lac," said Little. "Allowing high school students to test-drive career ambitions prior to entering post-secondary education has resulted in numerous success stories for both students and participating businesses." In 2012, Little hopes to expand the reach of the Youth Apprenticeship program and offer the opportunity to more students in more industries and careers.

Little also intends to focus on the growth of the AC community in 2012. By providing high quality programs and services to businesses and industries in Fond du Lac, Little believes that the collaborative impact of the AC will continue to sustain the Fond du Lac community, making it a great place to live, work and raise a family.

Little's focus on growth and development is particularly significant in 2012, a year which marks the centennial celebration of the AC. Since 1912, the AC has been fighting for the economic viability of the Fond du Lac business community. "Without a doubt, the AC's impact in supporting commerce in our community has been critical to the success of Fond du Lac," stated Little. "It is an honor for me to be selected to serve in a year that we are celebrating 100 years of progress and commitment to commerce."

"The opportunity to lead is something that I take very seriously," explained Little. "I am fortunate to have been afforded the chance to lead the AC in 2012 and I am committed to ensuring that the AC continues to offer quality services, programs and resources that allow commerce to flourish here in Fond du Lac for the next 100 years and beyond."

Supervisory training: Next series begins Feb. 21



"Supervisory Skills Series, led by Dave Podeszwa, took my game to the next level. I thought he was going to teach us how to manage others, but, instead he taught us how to understand and better manage ourselves. I learned things I could use right away and the hands-on practice in the classes helped solidify the material. It's great that the Association of Commerce can offer this kind of high caliber training for leaders in the community through Dave's classes."

Mike Feudner
Project Management
Supervisor
Agnesian HealthCare

Finding great workers is hard enough; keeping them is even harder. Oftentimes, untrained supervisors learn this the hard way.

It doesn't have to be that way. Supervisory Skills Series can make a real difference.

The next SSS session will start on February 21. Visit www.fdlac.com to read about the program, review the schedule and topics and view the contract, or contact Gerrie Andrew, (920) 921-9500, gerriea@fdlac.com.

For more than 15 years, the Supervisory Skills Series, sponsored by the AC, has provided excellence in leadership development. Instructor Dave Podeszwa provides real-life learning situations for new and seasoned supervisors.

Classes are conducted in Fond du Lac one day a month for 13 months, allowing participants to learn and practice between sessions. Managers in SSS learn the real meanings behind the buzzwords. They learn how to avoid unnecessary conflict and how to assign challenging and rewarding tasks while providing employees with a sense of job fulfillment and satisfaction. SSS emphasizes training that's practical, informative, educational and readily applicable.



Dave Podeszwa

Expert instruction

Dave Podeszwa has been in the leadership development business for more than 30 years. His background includes U.S. military, manufacturing, electrical engineering, marketing, management, and running his own business, D.L. Podeszwa & Associates. Dave has taught leadership classes at the AC for 17 years.

Annual poster contest gives great prizes!

The Fond du Lac Area Safety Council is sponsoring their annual Poster Drawing Contest. This year's theme will focus on Car & Road Safety.

The poster may be in the form of a slogan or picture. The contest is open for children in 3rd, 4th or 5th grade. It is a great opportunity for students to earn one of several prizes for their creativity.

The winner of the Safety Poster Contest will receive a \$100 AC Gift Certificate that can be used at more than 900 Fond du Lac businesses. Second place will receive a \$50 Gift Certificate and third place a \$25 Gift Certificate. Fourth through tenth place will receive a \$15.00 Association of Commerce Gift Certificate.

The Fond du Lac Area Safety Council prides itself in promoting safety in industry, homes, traffic and in our schools. Please help them reach your children!

Deadline for the Poster Contest is Friday, March 16, 2012. A copy of the poster contest guideline is available at <https://fdlac.com/safety.php>.

Please contact Tammy Young, Director of Programs & Services at 921-9500 or tammyy@fdlac.com with any questions.



How Safe is YOUR Company?

Annually, the Fond du Lac Area Association of Commerce Safety Council acknowledges businesses and industries whose safety accomplishments are equal to or better than the national average for their type of business.

To be considered for this award, please fill out the 2011 Incident Survey, which is available online at <http://fdlac.com/safety/php> - return it to the Association of Commerce by February 10, 2012.

OSHA logs were not developed by OSHA to cause unnecessary paperwork, but as a tool for safety professionals, management and production leaders to establish injury trends, types of injuries, body parts frequently injured and high hazard work areas. From this valuable information, goals and objectives can be set by management, department supervisors and safety committees to reduce injuries, creating a safe and healthy work environment for employees and visitors.

The Fond du Lac Area Safety Council encourages safe and healthy work environments and wants to acknowledge your outstanding record. We also want to provide you with benchmarking information from your specific industry.

This information will be anonymously shared with the council at the 9th Annual Safety Day on Wednesday, March 21, along with the presentation of award recipients. You will be notified of your award status via mail prior to the program.

If you have any questions, contact Director of Programs & Services, Tammy Young at (920) 921-9500 or via email at tammyy@fdlac.com.

Roll up your sleeves and put on your poodle skirts for the Fond du Lac Agriculture Showcase!

The Agri-Business Council, along with partners, the Wisconsin Milk Marketing Board and Festival Foods invite you to the 9th Annual Fond du Lac Agriculture Showcase.

**Saturday, March 3, 2012
at the Fond du Lac County Fairgrounds
from 8:30 am to 3 pm.**

Come jive with us as we celebrate the 50's with this year's theme, "Fabulous Fifties: Food-Family-Fun!"

The showcase will feature over 50 vendor booths from companies promoting agricultural products throughout Fond du Lac County and Wisconsin. Vendor displays will be geared to both producers and consumers.

"**The Cooking Mom**" **Amy Hanten** of Fox 11's "Living with Amy" will be on stage at

11 a.m. whipping up fast easy recipes your whole family will love. She will be on hand to sign her famous cookbook as well.

Kerrigan Brothers Winery, Sand Creek Brewery and area cheese companies and meat markets will be a highlight of the event.

Visit our "**Soda Shoppe**" for a simple taste of the 50s with Root Beer Floats featuring ice cream from Kelley's Country Creamery for only \$.50!

The **Festival Foods "Tot Spot"** youth activity area will cater to all those young at heart. **Becky Wagner**, an agronomist with the Fond du Lac County Land and Water Conservation Department will be featured in the "Tot Spot" at 10 am with hands on activities. Always a favorite, the **coloring contest** is back in 2012. Look for the coloring picture in the

Action Advertiser or contact the Association of Commerce for a copy so your child can enter in the contest. All entries will receive goodie bag of Wisconsin fun! Cash prizes are awarded to the top entries in each category.

Showcase sponsors include the Agri-Business Council, the Wisconsin Milk Marketing Board and Festival Foods. Admission is \$2 with ½ proceeds benefiting the Fond du Lac Agricultural Ambassador Program; children 10 and under are free.

Join us on Saturday, March 3, 2012 as we celebrate one of Wisconsin's greatest industries, agriculture!

For more information about the Fond du Lac Agriculture Showcase, call (920) 921-9500.

MEMBER NEWS & ANNOUNCEMENTS

Big Brothers Big Sisters announces new executive director

Kay Vandervort has been named the new Executive Director of Big Brothers Big Sisters. Vandervort previously served as the Executive Director of the Volunteer Center of Fond du Lac County.

Family Foot Clinic welcomes Dr. Jesika Posthuma

Dr. Jesika Posthuma recently joined Dr. Ian Furness, Dr. Thomas Sheridan and Dr. Jonathan Stroebel at the Family Foot Clinic, S.C. New patients are always welcome at the Fond du Lac, Chilton and Waupun locations. Starting in February, laser treatment of fungus nails will be offered at all Family Foot Clinic locations.

Harbor Haven Health & Rehabilitation announces facility remodel

Harbor Haven Health & Rehabilitation, a skilled nursing facility, will be remodeling the lower level of its nursing facility in order to create a state-of-the-art short-term rehabilitation center. The remodel will take place in 2012-2013 and will include converting many double-occupancy rooms into single suites with full bathroom facilities (including showers). The renovated facility will have 19 beds, an updated spa whirlpool, as well as a dining area and rehabilitation gym. The focus of this project will be to better serve those in the community who require a short-term, post-hospital stay - providing rehab services for those who are recovering from hip replacements, knee replacements or similar conditions.

Huberty & Associates, S.C. named one of the fastest growing businesses in the country

Huberty & Associates, S.C., certified public accountants, was recognized in the September issue of Inc Magazine as one of the 5000 fastest growing businesses in the country. It is the third consecutive year that Huberty has received the award. In the most recent measuring period, 2007-2010, Huberty experienced 31% growth. The firm has grown to 32 employees, including 16 CPAs and three owners, Wayne Huberty, Ann Freund and Gary Born.

Horicon Bank hires new business banker for Fond du Lac

Horicon Bank announces the hiring of Business Banker/AVP Steven Leaman for its Fond du Lac Office on East Johnson Street.

"I am excited to be a part of the Horicon Bank team," said Leaman. "Horicon Bank has a strong history of active community involvement, which is very important to me. In addition, here I am able to be a true relationship manager. Customers will see a difference in our ability to respond, and meet their needs."

Leaman is a University of Wisconsin - Madison graduate and lives in Fond du Lac with his family. He has over thirteen years of experience in banking, and has been active in the community with such organizations as United Way, Leadership Fond du Lac, the Wisconsin Alumni Association and Habitat for Humanity.

"Steve Leaman brings a background that will help us to better serve businesses with their loan needs in the Fond du Lac area," said Horicon Bank President, Frederick F. Schwertfeger.

Horicon Bank, located at 854 E. Johnson Street, Fond du Lac is celebrating its 115th anniversary. It now has 14 offices, and more than a half billion in assets. For more information visit www.horiconbank.com.



Steve Leaman, Horicon Bank Business Banker/AVP

LegalShield announces new name, same great service

Same great service with a new name - LegalShield, formerly Pre-Paid Legal announces name change.



FOND DU LAC AREA ASSOCIATION OF COMMERCE

FORWARD FOND DU LAC (USPS 504-390) is published monthly for \$2 by the Fond du Lac Area Association of Commerce, 207 N. Main St., Fond du Lac, WI 54935-3460. Periodical Postage Paid at Fond du Lac, WI.
POSTMASTER: Send address changes to the Fond du Lac Area Association of Commerce, 207 N. Main St., Fond du Lac, WI 54935-3460

FORWARD FOND DU LAC

PHONE: (920) 921-9500

FAX: (920) 921-9559

EMAIL: INFO@FDLAC.COM

WEBSITE: WWW.FDLAC.COM

Fond du Lac Business Barometer			
December		2011	2010
Building permits	Monthly one-family homes / Year to date	1 / 22	
	Monthly one-family value / Year to date	225,000 / 3,184,500	
	Monthly multiple units / Year to date	0 / 4	
	Monthly multiple units value / Year to date	0 / 1,011,000	
	Monthly commercial industrial / Year to date	0 / 11	
	Monthly commercial industrial value / Year to date		
Employment*	Number employed City / County	21,109 / 51,954	20,933 / 51,590
	Number unemployed City / County	1,716 / 3422	1,925 / 3,704
	Percent unemployed City / County		8.4 / 6.7
Parking utilities revenues		\$27,508	\$ 25,500
Real estate transfers*		76	85
Utilities	Industrial power (KWH)		11,611,058
Sanitation permits (outside city)		0	2

* Results from November