



2011 Retirement and Retention Study Release and Presentation

Date: Thursday, December 1, 2011
Time: 5 - 8 p.m.
Location: Marian University Stayer Center
Cost: FREE
(Cash Bar with Heavy Hors d'oeuvres)

* Keynote Speaker: William C. Symonds

SEATING IS LIMITED

To register visit www.fdlac.com or call (920) 921-9500.

May we direct your attention to the elephant in the room? **Retirement intentions warrant immediate concern**

The 2011 Retirement and Retention Study revealed alarming trends for the future of workforce development in Fond du Lac.. A dramatic increase in retirement plans for area employees, compacted by ill-prepared students and available workers has created a labor pool with few if any qualified individuals ready to fill jobs being posted.

Survey results revealed that 35.4% of current employees plan to retire within ten years and a total of 51.1% of employees intend to retire within 15 years – a significant increase over historical retirement rates. Adding to this alarming forecast is the fact that filling available positions with local talent continues to be an issue – specifically in manufacturing-based occupations. The 2010 US Census data shows that as workers leave the Fond du Lac County labor pool there will be a gap in available replacement workers of over 19,000 by 2026. But wait, there's more!

With the trends identified in the 2011 study opportunity is not simply knocking; instead it is screaming and demanding action. Clearly, there is considerable opportunity, growth potential and success available in the local workforce. A workforce rooted in manufacturing. The paradox is that although opportunity exists, few qualified individuals are available or are even being guided and trained to fill said positions. Put simply, the need for change and innovation has become a demand.

The data contained in the recent study has provided Fond du Lac County with a remarkable opportunity to foresee and prepare for the labor needs of today, tomorrow and the impending future. The complete 2011 Retirement and Departure Intentions Study will be released on December 1, 2011 during a special presentation at the Marian University Stayer Center.

Sponsored By:



FDL AC Education Committee



Preparing America's Workforce for the 21st Century

On December 1, 2011 the Association of Commerce, along with Moraine Park Technical College and Marian University will host nationally recognized speaker and director of the Pathways to Prosperity Project, William C. Symonds. **Pathways to Prosperity: Meeting the Challenge of Preparing Young Americans for the 21st Century** has generated enormous interest from around the nation. Symonds will discuss the project in detail and share his vision for preparing

young people and fostering opportunity throughout the nation. The focal point of this presentation will be blunt; as a nation we are failing to prepare many young adults for success. The message and the call to action need to be heard and put in motion across all sectors in the Fond du Lac community.

The results and recommendations from the 2011 Retirement and Retention Study will be made available to the public after December 1, 2011.

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

Beacon House
PO Box 1524
Fond du Lac, WI 54935
(920) 923-3999
www.beaconhousefdl.org

FDL Christian School
720 Rienzi Road
Fond du Lac, WI 54935
(920) 924-2177
www.fonddulacchristianschool.org

Just Fare Market
N7645 N. Peebles Lane
Ste 2
Fond du Lac, WI 54937
(920) 322-3334
www.justfare.org

Ollie's Olive Oil Bar
127 University Drive
Fond du Lac, WI 54935
(920) 922-6200
www.olliesoliveoilbar.com

Knight Barry Title Services
885 Western Ave Ste 200
Fond du Lac, WI 54935
(920) 322-1222
www.knightbarry.com

Coffee Connection November 2

Location: Fond du Lac Credit Union
171 N. Pioneer Road
Time: 7:30 - 8:30 a.m.

Your Host: The Fond du Lac Credit Union has been providing financial products and services to



the Fond du Lac area since 1954. Back then it was known as Fond du Lac City Employees Credit Union, was located in the back room of the old No. 5 Fire Station on Main Street and served employees of the City of Fond du Lac.

A lot has changed since those days! In November of 2010, the new building was completed in the west parking lot of the current location. The new facility offers a contemporary look and state-of-the-art financial technology. Although plenty has changed at Fond du Lac Credit Union – one thing has not – their dedication to providing financial solutions to enhance their members’ quality of life.

Cost: \$2 and 2 Business Cards
Deadline to register: Nov. 1

Business Connection November 15

Location: Moraine Park Technical College
235 North National Avenue
Time: 5 - 7 p.m.

Your Host: In recognition of its Centennial Celebration, Moraine Park Technical College, who has been meeting the needs of business and industry since 1912, is proud to host the November AC Business Connection. With a focus on 100 Years of Innovation, attendees can see first-hand some of MPTC’s sustainability efforts including the Culinary Arts Hydroponics lab, bio-diesel and solar technology demonstrations and also experience the “freaky-real” technology of telepresence. Enjoy hors d’oeuvres prepared by Culinary Arts and Food Service Production students and take some time to relax with hand massages courtesy of the Barber/Cosmetology Club.

Cost: \$2 in advance; \$5 at the door
Deadline to Register: Nov. 14



ACU: The Art of Listening

How well do YOU listen?

Date: Tuesday, November 29
Time: 7:30 - 9 a.m.
Location: McLane Room - FDL Library
Cost: \$25 AC Members; \$35 Non-Members

Are your relationships, whether at work or at home, the best they can be? It’s been said that the one thing we can do to enhance almost every relationship, is to become a better listener. Listening is one of the most important skills you can have. How well you listen has a major impact on your job effectiveness and on the quality of your relationships with others. Most of us have learned how to read, write and do arithmetic, but the reality is most



of us have had little to no formal training in the art of listening. Attend this interactive workshop and become a better listener! You will improve your productivity, as well as your ability to influence, persuade and negotiate. What’s more, you’ll avoid conflict and misunderstandings!

About the Presenter: Linda Wilke is a proven professional award-winning teacher and small business leader who has experience in assisting in the transformation of individuals and organizations. She has provided onsite customized training in the areas of human and organizational performance, technical assistance, assessment testing and consulting to large and small premier businesses in various industries in the greater mid-west area.

ACU is exclusively sponsored by:

YPF Hot Topic: Understanding “Real Colors” (Personality Instrument)

Date: Tuesday, November 29
Time: 11 a.m. - 1 p.m.
Location: Lutheran Homes & Health Services
Cost: \$10 YPF Members; \$15 Non-Members
(Includes lunch and program material)

A training session designed to address the everyday issues that affect most organizations. This workshop will teach the secrets of building a stronger, more effective team, how to reduce stress in the workplace, how to operate at peak levels and much more.

Wisconsin’s Concealed Carry Law:

How will it affect you?

Date: November 21, 2011
Registration & Networking: 4:30 p.m.
Dinner (with program immediately following): 5:30 p.m.
Location: Knights of Columbus Hall
Cost: \$20 Safety Council Members, Spouses & Guests; \$25 AC Members; \$30 Non-Members

* Reservations must be received by Friday, November 18.

Attend this program learn about the law’s potential affect on workplace violence and how it could affect your productivity at work.

We’ve tapped into the best and brightest area experts to discuss this topic. Everything you need to know in just ONE program! Presenters include: Capt. Steve Klein & Lt. Aaron Goldstein from the FDL Police Department, Gregg Brewer from Agnesian HealthCare and Chad Wade, the Assistant City Attorney.

NOVEMBER COMMITTEE MEETINGS

2	DFP Design Review Board	Noon
3	YPF Programs & Events	7:30 a.m.
3	DFP Executive	Noon
7	HR Board	3:30 p.m.
8	DFP Organization	8:30 a.m.
8	YPF Executive	11 a.m.
8	YPF Membership	Noon
9	Education Committee	7:30 a.m.
9	DFP Board @ The Nielsen Co.	8 a.m.
9	Leadership Alumni Board	Noon
10	YPF Marketing	Noon
10	Ag Board	Noon
11	AC Executive	7 a.m.
16	Ambassadors Club	7:30 a.m.
16	Ag Ambassadors	Noon
17	DFP Events @ Library	8 a.m.
18	AC Board	7 a.m.
	Safety Board	7:30 a.m.
21	Legislative Forum	8 a.m.
23	Communications Council	7:30 a.m.
23	DFP Design @ Police Station	8 a.m.
23	Leadership Board	Noon
23	DFP ER @ Windhover	2 p.m.
28	Community Sounding Board	7:30 a.m.

EEO CSI: Conducting & Surviving the Internal Investigation

Date: November 15, 2011

Registration: 7:15 a.m.

Breakfast: 7:30 a.m.

Program: 8:00 – 9:30 a.m.

Location: Holiday Inn (FDL)

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

Speaker: Maria Flores, U.S. Equal Employment Opportunity Commission

Data from a 2005 national Gallup Poll indicates that 15% of all workers perceive that they have been subjected to some form of discriminatory treatment. Somewhere, a worker is making an in-house EEO complaint or filing a formal complaint with a federal or state civil rights agency. Maria Flores, a 19-year veteran with the U.S. Equal Employment Opportunity Commission, will use EEO "crime scene investigations" (real workplace discrimination cases) to assist employers in reviewing and identifying prohibited employment discrimination, employer responsibilities and rights and the nitty-gritty of conducting an internal EEO investigation. From preventive measures, effective harassment policies, selecting in-house investigators, conducting interviews and documentation - this session will cover it all. You can't wish the complaint away, but you can make the investigation less painful!

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



New updates enhance online experience

The AC website has undergone a few updates meant to improve your online experience. Your next visit will include a more direct and easy to access login section, as well as a more accommodating event registration process. The website improvements are meant to provide AC members with a valuable online resource. As an information source, a member marketing opportunity and a valuable communication, tool the AC website exists to serve you. If you have any suggestions, comments or concerns regarding the website please call or e-mail us ((920)-921-9500 or info@fdlac.com). From usability issues to content questions to informing us of updates to your organization listing we want to hear from you!



Downtown Fond du Lac Partnership

Ring in the holiday season downtown

(November 11 - 12)

Get in the holiday spirit at downtown Fond du Lac's Open House Weekend! The holidays will sneak up on you before you know it - so avoid the stress of last minute shopping and get a head start on all of your gift needs.

Friday, November 11 from 5 p.m. to 8 p.m. and Saturday, November 12 from 10 a.m. to 4 p.m. participating downtown businesses will greet you with good cheer, refreshments and outstanding deals on great gift ideas.

NEW this year - a Holiday Shopping Raffle! Customers will have the chance to win prizes simply by shopping downtown. Visit three participating downtown businesses, make a purchase, have each receipt

signed and fill out a raffle ticket. Place the ticket in any of the "gift boxes" located inside participating businesses. Receipts must be dated from the Open House Weekend, winners will be drawn on Monday, November 14.

And that's not all! Adding to the festivities on Saturday, November 12 from 11 a.m. to 3 p.m. horse drawn carriage rides, will be provided free of charge, for shoppers to ride up and down Main Street. Hop on and off at all your favorite shops!

Take advantage of discounted merchandise, chances to win great prizes, food and drink specials and free samplings. Enjoy the holiday season in downtown Fond du Lac.

Thank you to our sponsors!

Set In Ink
Texture Salon
As You Wish

CitizensFirst Credit Union
Children's Museum of Fond du Lac

Don't forget downtown's Home for the Holidays event December 3. Chili Crawl, Carriage Rides, Breakfast with Santa, Pictures with Santa and more! For more information visit www.downtownfdl.com or call (920) 921-9500.

Empty Bowls: Lunch with added sustenance

Join Leadership Fond du Lac Alumni for the annual Empty Bowls fundraiser on Wednesday, December 7, at the Ramada Plaza Hotel. Lunch will consist of warm soups, breads and desserts donated by area businesses.

Empty Bowls is designed to bring awareness to those who go hungry every day. Everyone who attends the luncheon will receive a handcrafted ceramic bowl made by Fond du Lac area art students. Proceeds from the event will benefit local food pantries.

Date: Wednesday, December 7, 2011

Time: 11 a.m. - 1 p.m.

Location: Ramada Plaza Hotel

Cost: \$15 - Tickets will be available at the AC.

For more information call (920) 921-9500.



Soup Donors: Ramada Plaza Hotel, Boda's Restaurant, Tuckers, Trepanier's Backyard Grill & Bar, Salty's Seafood & Spirits and Soup A Go-Go.

Sponsors: Associated Bank & Consultants Laboratory of WI

SSS is an Investment in your future

Do you have SSS in your budget for 2012?

Often it's the training budget that's first to go when the going gets tough. But smart businesses know that investing in front-line managers is even more essential in tough times. After all, these are the people on whom businesses rely most heavily in trying times, and they need all the help they can get.

The AC's Supervisory Skills Series supports critical managers by emphasizing training that's practical, informative and readily applicable.

SSS gathers supervisors from different organizations in the same class, which creates helpful links to the community and teaches managers that their problems are not unique. They learn the real meanings behind buzzwords such as team building and diversity. They learn how to avoid unnecessary conflict.

They learn how to assign challenging and rewarding tasks while providing employees with a sense of job fulfillment and satisfaction.

The AC has offered SSS since the early 1990s, and instructor Dave Podeszwa has been teaching the Fond du Lac program for 17 of those years. The quality of the instruction and the stability – Podeszwa has gotten to know Fond du Lac employers and managers – has been one of the series' strongest attributes. Podeszwa has been in the leadership development business for more than 30 years. He has trained thousands of leaders across North America, over 500 in Fond du Lac alone. His background includes U.S. military, manufacturing, electrical engineering, marketing, management, computerized systems installation and repair and running a consulting business.

Along with in-depth and first-rate training, Podeszwa offers free coaching support, via phone or email, after graduation. Sometimes situations arise that didn't get covered in class or that seem more complex and require quick attention. Podeszwa is available to coach and assist the SSS graduate through his or her management issue.

SSS programs meet once a month in Fond du Lac for 13 months. Participants can make up or even repeat sessions for no charge. New Supervisory Series start up on a regular basis. Seating is limited, and more information is available through the AC at (920) 921-9500 or at www.fdlac.com.



Dave Podeszwa, far right, has been the instructor of the Fond du Lac Association of Commerce Supervisory Skills Series for 17 years, and has over time gotten very familiar with the companies and personnel hard at work in the Fond du Lac area.

“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

“SSS is an investment in time and money that we have found valuable and worthwhile. Our attendees have ranged from unofficial team leaders to department managers, with different experience levels. All have walked away with sharpened leadership skills and an increased awareness of and confidence in their abilities. It's a win-win for us: the employees see that we're making an investment in them, and their skills are enhanced.”

Jennifer Griffith
HR Manager
Genencor

Make your holiday advertising dollars count! Get in the AC's Local Stimulus Package!

Your Business



12 ads for \$210
6 ads for \$125
3 ads for \$65



AC Member
Discounts and
Incentives



More Traffic!
More Sales!
More Holiday Cheer!

Call (920) 921-9500 TODAY!



FOND DU LAC AREA ASSOCIATION OF COMMERCE

GIFT CERTIFICATE FAX-BACK ORDER FORM

Business name: _____

Contact name: _____

Business phone: _____

Date & time of pick-up: _____

NOTE: Certificates must be dated the same as the date of pick-up. They must be picked up in person. Orders of 25-100 certificates require two days' notice; orders of 100+ require seven days' notice. Online ordering and payment options are now available! Visit www.fdlac.com.

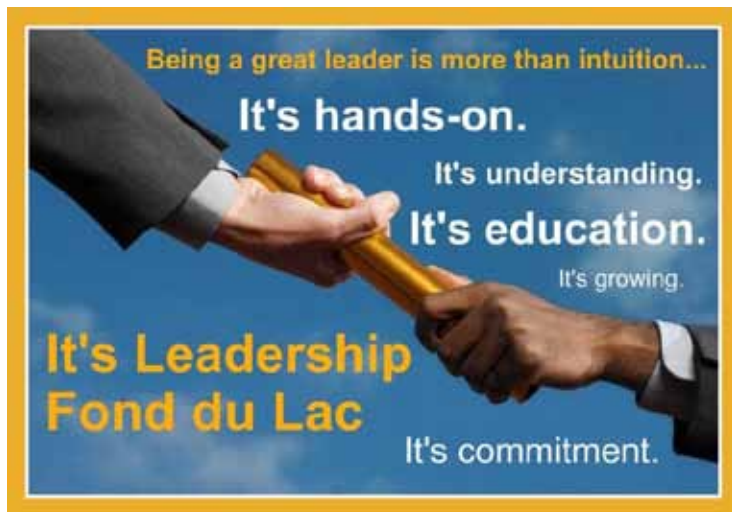
FOR OFFICE USE	QUANTITY	AMOUNT
	Number of Gift Certificates @ \$5 each =	
	Number of Gift Certificates @ \$10 each =	
	Number of Gift Certificates @ \$15 each =	
	Number of Gift Certificates @ \$20 each =	
	Number of Gift Certificates @ \$25 each =	
	Number of Gift Certificates @ \$30 each =	
	Number of Gift Certificates @ \$40 each =	
	Number of Gift Certificates @ \$50 each =	
	Number of Gift Certificates @ _____ each =	
	Number of Gift Certificates @ _____ each =	
	Number of Gift Certificates @ _____ each =	
	Number of Gift Certificates @ _____ each =	
	TOTAL ORDER	
	Number of member lists* needed (*For faster service on large orders, the member list is available online at www.fdlac.com .)	
	Number of envelopes needed	

Signature _____

Date _____

FAX ORDER TO (920) 921-9559

Fond du Lac Area Association of Commerce ▪ 207 N. Main St. ▪ Fond du Lac, WI 54935 ▪ (920) 921-9500 ▪ info@fdlac.com



AC present at WI Manufacturing and Technology Show

On Tuesday, October 4, members of Association of Commerce staff, along with area manufacturing leaders and education professionals attended the Wisconsin Manufacturing and Technology Show in Milwaukee. In total, the AC led a contingency of fourteen individuals to the event.

The purpose of the trip was to provide attendees with the opportunity to become more familiar with and aware of the manufacturing climate that exists throughout Wisconsin. Attendees were able to take part in discussions and hear from Todd Teske, President and CEO of Briggs and Stratton Co. Teske's keynote address focused on the growing future of manufacturing in Wisconsin and the role of business leaders and educators. According to Teske, three areas that need to be addressed in order to improve manufacturing are: tax reform, regulation reform and education reform. With a focus on education reform, Teske stated that schools throughout the area need to put an increased emphasis on skilled labor, explaining that his company, like many others, is finding that acquiring skilled labor has become an issue for further growth and expansion.

And the point? As an organization comprised of and representing educators, businesses - both large and small and community members, the AC does not take these concerns lightly. By expanding upon Teske's focus on education reform it is important to acknowledge the current programs that have been developed and launched right here in Fond du Lac. Through initiatives such as the School to Work program and the Manufacturing Task Force, businesses and educators are able to join in discussions and address the very issues outlined at the Manufacturing and Technology Show in Milwaukee.

Mike Frydryk, Vice President of Human Resources - Kondex Corp. commented that in his opinion, the presence of business and education at events such as this is important to show support for each other. Paul Helm, Technology Teacher, Oakfield High School had this to say: "Recently I was given the opportunity to attend the Wisconsin Manufacturing and Technology Show; also attending from the Oakfield District was our principal and guidance counselor. I found the experience to be not only beneficial to me as a technology teacher but also a valuable opportunity to learn directly from manufacturing professionals how we need to better prepare our students to be successful in manufacturing. I believe that being able to attend these types of events will benefit not only me as a teacher, but also future employers of my students."

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



A steal of a good deal!

The Young Professionals of Fond du Lac (YPF) organization is growing by leaps and bounds! Are you a member? Are your employees aware of the many benefits of a YPF membership? If not - What are you waiting for?!

Join YPF today and receive the rest of 2011 FREE! Annual membership for this professional organization is only \$50, yet the benefits received are invaluable. Professional development opportunities,

community involvement and social connections are just the beginning. Whether you are new to the area, looking to expand your professional and social network or looking to take a more active role in your community, YPF has something for you. For more information visit www.ypfdl.org or contact Katie Leist at (920) 921-9500 or katie@fdlac.com.

Don't wait, join today!

MEMBER NEWS & ANNOUNCEMENTS

Agnesian names Executive Director of Agnesian HealthCare Foundation

The Agnesian HealthCare Foundation has named Rita Meidam as its new executive director. She was recently appointed by the Agnesian HealthCare Foundation Board of Directors, along with the Congregation of the Sisters of St. Agnes Sponsorship Ministries. Meidam has been with Agnesian HealthCare for 22 years, most recently serving as senior community affairs associate. As a senior associate, she has been engaged in the board/recognition and event development for the Agnesian HealthCare Foundation and Community Affairs. In her new role Meidam will provide leadership, strategic planning and direct the foundation's associates and volunteer efforts in support of Agnesian HealthCare.

Keller, Inc. adds to marketing team

KELLER, Inc., a Design/Build General Contractor with offices in the Fox Cities, Madison, Milwaukee and Wausau announces the addition of Lindsay Stellmacher to its corporate marketing team.

Stellmacher joins Keller after working with the company as an intern for the past year. As a Marketing Assistant, she is responsible for agricultural business development, social media and various public relations services for Keller and its customers.

"We're happy to have Lindsay join our team", said Marketing Director, Tracy Williams-Prince. "She adds the energy of new ideas and an experience in social media that will help bring Keller's marketing to a whole new level."



**Lindsay Stellmacher,
Marketing Assistant**

Keller, Inc. to remodel State Farm Insurance

Keller, Inc. will complete the 400 square foot remodel for State Farm Insurance under the direction of Keller Regional Manager, Bob Poch. State Farm Insurance is reconfiguring their office (located at 976 East Johnson Street in Fond du Lac) to make the space more functional for their day-to-day business operations.

Set in Ink, LLC receives state certification

Set in Ink, LLC has received certification as a Woman-Owned Business Enterprise (WBE) through the State of Wisconsin Department of Administration. The designation is pursuant to the state administrative rule requirements of Comm 104 which provides validation that Set in Ink, LLC meets the requirements of being at least 51 percent woman-owned, controlled and managed. It qualifies Set in Ink, LLC to be considered for contracts with corporations and government entities that seek vendor relationships with businesses owned and operated by women.

Set in Ink, LLC was established in 1996 and specializes in Digital Printing and Graphic Design Services. Set in Ink, LLC has the ability to design from concept to finished product, from business cards, envelopes, brochures to large format printing. To better promote state certified WBE's and to make it easy for buyers to find them, the State of Wisconsin maintains an on-line WBE Directory at <http://commerce.wi.gov/BusinessDirectory/>. Buyers can also obtain information about the products and services offered by Set in Ink, LLC.

Liv Moyer, owner of Set in Ink, LLC, has had over 25 years of experience in the printing industry and enjoys all aspects of the business. For more information on Set in Ink, LLC, call Liv Moyer at (920) 933-2694 or visit www.setinink.com. For information on the Woman-Owned Business Certification Program, visit <http://commerce.wi.gov/BD/BD-WBE.html>.

Members eligible for discount with Network Health

AC members with 2 to 50 employees are eligible for a discount group health insurance plan, Chamber Plus Plan, through Network Health. Designed specifically for small businesses, the Chamber Plus Plan provides a 10% discount and offers a wide variety of plan designs, eight separate HMO plans, six separate POS plans and the ability to create your own consumer-driven plan.

The Chamber Plus Plan is sold exclusively through AC member insurance agencies. To receive the list, call the AC at (920) 921-9500.

AC's 'Forward Fond du Lac' Statement of Ownership for U.S. Postal Service

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 Full Name: _____ Complete Mailing Address: _____
 12. Tax Status (For completion by nonprofit organizations authorized to mail at nonprofit rates) (Check one)
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Bob Williams-Prince
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**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			
August		2011	2010
Building permits	Monthly one-family homes / Year to date	2 / 14	1 / 29
	Monthly one-family value / Year to date	\$ 373,000 / \$ 2,481,500	\$ 143,000 / \$ 4,156,400
	Monthly multiple units / Year to date	1 / 4	0 / 5
	Monthly multiple units value / Year to date	\$ 343,000 / \$ 893,000	0 / \$ 1,920,000
	Monthly commercial industrial / Year to date	1 / 5	4 / 10
	Monthly commercial industrial value / Year to date	\$640,000 / \$ 941,580	\$ 1,364,000 / \$ 4,989,590
Employment*	Number employed City / County	21,523 / 52,974	21,183 / 52,206
	Number unemployed City / County	2,092 / 3,987	2,227 / 4,312
	Percent unemployed City / County	8.9 / 7.0	9.5 / 7.6
Real estate transfers*			66
Utilities	Industrial power (KWH)		
Parking Utilities Revenues		\$28,758	\$ 26,439.63
Sanitation permits (outside city)		5	4

* Results from July