



# MARATHON COUNTY EXECUTIVE COMMITTEE

## AGENDA

Date & Time of Meeting: **Tuesday, February 12, 2019, at 4:00 p.m.**

Meeting Location: Marathon County Courthouse Assembly Room –500 Forest Street, Wausau WI

**Committee Members:** Kurt Gibbs Chair; Craig McEwen, Vice-Chair; Matt Bootz; Sara Guild, Jacob Langenhahn, Allen Opall, John Robinson, E J Stark, Jeff Zriny

**Marathon County Mission Statement:** *Marathon County Government serves people by leading, coordinating, and providing county, regional, and statewide initiatives. It directly or in cooperation with other public and private partners provides services and creates opportunities that make Marathon County and the surrounding area a preferred place to live, work, visit, and do business. (Last updated: 12-20-05)*

**Executive Committee Mission Statement:** *The Executive Committee of the Marathon County Board exists for the purpose of implementing the County's Strategic Plan by coordinating policy formation among the Committees, and providing leadership for all County Board policies through supervision of Administrative staff.*

1. **Call Meeting to Order**
2. **Public Comment**
3. **Approval of the January 8, 2019 Executive Committee Meeting Minutes**
4. **Policy Issues Discussion and Committee Determination**
  - A. Criteria and Process for Evaluating Funding Requests from Non-Profit Agencies
  - B. Administration Work Plan for 2019
  - C. Real Estate located at 1212 West St., Wausau WI 54401: Recommendation to County Board whether to approve Marathon County's Offer to Purchase Commercial Property, which has been Accepted by Property Owner
5. **Operational Functions Required by Statute, Ordinance, or Resolution – None**
6. **Educational Presentations/Outcome Monitoring Reports**
  - A. Report from John Robinson and Sara Guild on Wisconsin Counties Association CAP Team meeting held in January 2019, in Madison.
  - B. Report on Wisconsin Counties Association Legislative Conference held February 5 & 6
  - C. Participant Evaluation Summary – 2019 MLK "Day On"
7. **Next Meeting Date & Time, Location, Future Agenda Items**
  - Committee members are asked to bring ideas for future discussion and educational presentations for the County Board.
  - Next Meeting: Tuesday, March 12, 2019 at 4:00 p.m. in the Assembly Room
8. **Announcements**
9. **Adjournment**

\*Any person planning to attend this meeting who needs some type of special accommodation in order to participate should call the County Clerk's Office at 715-261-1500 or e-mail [infomarathon@mail.co.marathon.wi.us](mailto:infomarathon@mail.co.marathon.wi.us) one business day before the meeting.

SIGNED /s/ Kurt Gibbs  
Presiding Officer or Designee

FAXED TO: Wausau Daily Herald, City Pages, and  
FAXED TO: Other Media Groups  
FAXED BY: M. Palmer  
FAXED DATE: \_\_\_\_\_  
FAXED TIME: \_\_\_\_\_

NOTICE POSTED AT COURTHOUSE  
BY: M. Palmer  
DATE: \_\_\_\_\_  
TIME: \_\_\_\_\_



## MARATHON COUNTY EXECUTIVE COMMITTEE MINUTES

Tuesday, January 8, 2019, 4:00 p.m.  
Courthouse Assembly Room B-105, 500 Forest St, Wausau WI 54403

Attendance:	Present	Absent
Kurt Gibbs, Chair	X	
Craig McEwen, Vice-Chair	X	
Matt Bootz	X	
Sara Guild	X	
Jacob Langenhahn		EX
Allen Opall	X	
John Robinson	X	
E J Stark	X	
Jeff Zriny		EX

**Also Present:** Lance Leonhard, Scott Corbett, Nan Kottke, Mary Palmer

### 1. Call Meeting to Order

Meeting was called to order by Chair Kurt Gibbs at 4:00 p.m.

### 2. Public Comment: None

### 3. Approval of the December 11, 2018 Minutes

**MOTION BY BOOTZ; SECOND BY MCEWEN TO APPROVE THE DECEMBER 11, 2018, EXECUTIVE COMMITTEE MINUTES. MOTION CARRIED.**

### 4. Policy Issues Discussion and Committee Determination to the County Board for its Consideration

#### A. Review Process and Format of County Administrator's Performance Evaluation

In odd numbered years the Executive Committee does the County Administrator's Performance Appraisal and in even numbered years the whole Board participates. This year (2019) the Executive Committee is in charge of the Performance Appraisal. The County Administrator is the only employee of the County Board and has a different reporting relationship than County employees.

Discussion centered on what education the full Board needs for the 2020 Performance Evaluation process and what form should be used. Education requested and other suggestions:

- Tips on how to use the form -
- Look at the Work Plan and Core Values
- How is interaction between the Administrator and committees he staffs
- Set a base level, as it's not a personality contest.
- Have Board members answer only the questions they know the answers to.
- Possibly add a check box that they don't have enough information to make an informed answer. This could imply that the Board member doesn't have contact with the administrator.

Most supervisors may not be aware they will be evaluating the Administrator. Some members don't have as much interaction with him as the Executive Committee members. If education is provided to the Board in April this year, they will have an opportunity to observe the Administrator over the next few months which may help them in their evaluation.

No decision was made whether Department Heads will be asked to evaluate the Administrator in 2020.

#### **Action:**

No action was taken.

#### **Follow through:**

None.

B. Evaluation Criteria to Rank Non-Profit Agencies

Below is the feedback from committee members:

- Utilize Priority Based Budgeting, the Strategic Plan and the Comprehensive Plan and how the agency's program(s) facilitates toward the two plans.
- A scoring system needs to be developed
- Healthiest, safest and most prosperous are great concepts and goals but how do you put criteria to them?
- How do you disseminate between PPA and TWC? What makes one nonprofit better than another?
  
- Plus there are others not being funded and what stops them from making a request?
- The message sent was a decrease of 25% each of the next 4 years. The Board felt there should be criteria because they all aren't equal. Do we continue some, but not all or do we set up criteria?
- Create a joint venture and the Board will set the criteria in the board rules – s.2.01 (22) Joint Venture in the County Board Rules.
- If funding is not provided, would some of the resource requests end up back in the county to do.
- Have we challenged the entities to find other funding or drop the level of service? Warm Water Works was used as an example where they didn't think they could raise 1.5 million and raised 3 million by finding other funding sources.
- Large foundations are not normally funding operations. They usually only helping with startup and structure.

**Action:**

No action was taken.

**Follow through:**

Kurt and Brad will work on the criteria

- C. Motion to Go into Closed Session, Pursuant to s. 19.85(1)(e), Wis. Stats., for the Purpose of Deliberating or Negotiating the Purchase of Public Properties, the Investing of Public Funds, or Conducting Other Specified Public Business, Whenever Competitive or Bargaining Reasons Require a Closed Session, to Wit: For the purpose of permitting the Committee to discuss ongoing negotiations for purchase of real property in furtherance of Westside Master Plan.

In the event a signed Offer to Purchase has been received by Marathon County prior to the Committee meeting, action to approve or disapprove purchase will occur in open session, unless a further counter-offer is being considered.

Roll Call taken by members present

**Action:**

**MOTION BY STARK; SECOND BY ROBINSON TO GO INTO CLOSED SESSION (ROLL CALL VOTE TAKEN), PURSUANT TO S. 19.85(1)(E), WIS. STATS., FOR THE PURPOSE OF DELIBERATING OR NEGOTIATING THE PURCHASE OF PUBLIC PROPERTIES, THE INVESTING OF PUBLIC FUNDS, OR CONDUCTING OTHER SPECIFIED PUBLIC BUSINESS, WHENEVER COMPETITIVE OR BARGAINING REASONS REQUIRE A CLOSED SESSION, TO WIT: FOR THE PURPOSE OF PERMITTING THE COMMITTEE TO DISCUSS ONGOING NEGOTIATIONS FOR PURCHASE OF REAL PROPERTY IN FURTHERANCE OF WESTSIDE MASTER PLAN. MOTION CARRIED.**

**Follow through:**

.No follow through.

- D. Motion to Return to Open Session (No Roll Call Vote Taken)

**Action:**

**MOTION BY OPALL; SECOND BY STARK TO RETURN TO OPEN SESSION. MOTION CARRIED.**

**Follow through:**

No follow through.

- E. Possible Announcements or Discussion and Possible Action, Resulting from Closed Session

**Discussion:**

No report from the closed session.

**Action:**

No action was taken.

**Follow through:**

No follow through.

**5. Next Meeting Time, Location, Agenda Items and Reports to the County Board**

- Committee members are asked to bring ideas for future discussion and educational presentations for the County Board:
  - Transportation funding of vehicle registration fees and how it's being used.
  - Infrastructure meeting minutes on whether names should be included. Should WCA be invited to give the Board an educational session on taking minutes.
- Next Meeting: Tuesday, February 12, 2021, at 4:00 p.m. in the Assembly Room

**6. Announcements:** None

**7. Adjournment**

There being no further business to discuss, **MOTION BY MCEWEN; SECOND BY OPALL TO ADJOURN THE MEETING. MOTION CARRIED.** Committee adjourned at 5:01 p.m.

Respectfully submitted by,  
Mary Palmer



## COUNTY ADMINISTRATION 2019 WORK PLAN

January 24, 2019

<b>EDUCATION AND ECONOMIC DEVELOPMENT</b>					
Activity	What We have Already Done	Outcomes	Time Line	Progress	Progress
1. Evaluate the pool and fieldhouse at UWSP-Wausau to determine their relevance going forward with new educational models including more online and non-traditional students.	<ul style="list-style-type: none"> <li>▪ Identified the need to challenge prior spending patterns.</li> <li>▪ The County Board has been presented with capital improvement projects for the UWSP-Wausau pool and fieldhouse.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Determine the benefit of the recreational facilities where many of the future students will be online and/or non-traditional.</li> <li>▪ Position the school facilities to match future needs.</li> <li>▪ 1970 agreement with UW is updated to clarify roles, goals, decision-making authority and financial responsibilities.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Report presented to the EEECD Committee by 4-1-2019.</li> <li>▪ Decision made by the County Board on the immediate capital request by 7-1-2019.</li> </ul>		
2. Expand Broadband Access in Marathon County with an emphasis on business development and the currently underserved rural areas.	<ul style="list-style-type: none"> <li>▪ Hired a part-time UWEX Educator to focus almost exclusively on broadband expansion.</li> <li>▪ Conducted a focus group which confirmed the importance of broadband expansion to business expansion and the ability of employers to retain talent.</li> </ul>	<ul style="list-style-type: none"> <li>▪ EEED Standing Committee prepares policy recommendation for the County Board which clarifies:               <ul style="list-style-type: none"> <li>– A process for determining priority areas for expansion.</li> <li>– The extent to which the County is willing to incentivize/ subsidize a private provider.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ The EEECD Standing Committee presents its policy recommendation to the County Board by the board's October meeting.</li> <li>▪ County Board considers and adopts a broadband expansion policy by its December meeting.</li> </ul>		
<b>ENVIRONMENTAL RESOURCES</b>					
3. Implement a Marathon County POWTS Loan Fund to mirror the benefits and requirements of the State Wisconsin Fund.	<ul style="list-style-type: none"> <li>▪ Set aside funds from the Environmental Impact Fund for this purpose.</li> <li>▪ Preliminary talks with McDevco about administering the fund.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Seamless continuation of the benefits of the Wisconsin Fund after the State fund is no longer funded.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Residents experience no delay or loss of benefit during the transition from a State plan to a County plan.</li> </ul>		
4. Develop a policy and cost share plan to prohibit winter spreading of manure on fields by medium sized producers.	<ul style="list-style-type: none"> <li>▪ ERC has recently discussed whether they want staff to invest time on this topic.</li> <li>▪ The detrimental impact of winter spreading on surface water has been discussed for 20+ years.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Less manure runoff and less phosphorous in streams, rivers, lakes in Marathon County.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Have a comprehensive policy ready for implementation ready for implementation when the farm economy improves or a cost share plan is in place.</li> </ul>		

<b>EXECUTIVE COMMITTEE</b>					
<b>Activity</b>	<b>What We have Already Done</b>	<b>Outcomes</b>	<b>Time Line</b>		<b>Progress</b>
5. Oversee the Standing Committee Review of Programs in their Sphere of Influence.	<ul style="list-style-type: none"> <li>▪ Committed ourselves to looking for areas where we could live with less county funding or more outside revenue.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Each Standing Committee comes up with something, even if it is small, that they think we could do less of or generate more outside revenue for in 2020.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ready for the 2020 budget.</li> </ul>		
<b>HEALTH AND HUMAN SERVICES</b>					
<b>Activity</b>	<b>What We have Already Done</b>	<b>Outcomes</b>	<b>Time Line</b>		<b>Progress</b>
6. Renovate the NCHC Campus	<ul style="list-style-type: none"> <li>▪ Conceptualized a campus renovation that can cash flow.</li> <li>▪ Borrowed money for the renovation.</li> <li>▪ Engaged an architectural firm to design the renovation.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Design completed by 10-31-2019.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Construction on the main areas ready to start early in the year 2020.</li> </ul>		
7. Construct a New Aquatic Therapy Pool	<ul style="list-style-type: none"> <li>▪ Nearly set a world record for time we talked about the need for a new pool and how the cost should be shared.</li> <li>▪ Raised private money to fund half the project cost.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Vast majority of the people and organizations who funded the project are satisfied, if not delighted, by the new facility.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Aquatic therapy pool opens by 9-1-2019 with a Grand Opening</li> </ul>		
<b>HUMAN RESOURCES, FINANCE AND PROPERTY</b>					
<b>Activity</b>	<b>What We have Already Done</b>	<b>Outcomes</b>	<b>Time Line</b>		<b>Progress</b>
8. Create a long term facilities plan.	<ul style="list-style-type: none"> <li>▪ Started the renovation of NCHC.</li> <li>▪ Seem to have reached consensus that an expanded jail facility is needed.</li> <li>▪ Have identified an opportunity and need to move the Highway and Parks Shops.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Policy-makers prioritize projects and align around a time line for addressing each.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Presented to the County Board as part of the 2020 budget message.</li> </ul>		
9. Develop a policy for funding Capital Improvements.	<ul style="list-style-type: none"> <li>▪ Utilized a funding plan that relied primarily on unspent funds from a prior year to fund capital projects.</li> <li>▪ Just recently started borrowing for capital projects.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Stable funding policy that meets the county's needs.</li> <li>▪ Amount of debt incurred is within arrange the County Board finds acceptable.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Policy in place for the 2020 budget.</li> </ul>		

10. Develop A Compensation Policy for Advancing Top Performers Quickly to Mid-Point	<ul style="list-style-type: none"> <li>Dept. Heads and the CWA Board have expressed frustration with underfunding of the performance-based pay plan</li> </ul>	<ul style="list-style-type: none"> <li>An affordable plan which rewards top performers under the mid-point of their salary range.</li> </ul>	<ul style="list-style-type: none"> <li>Better job satisfaction and better retention of top performers.</li> </ul>		
11. Create a funding plan for non-profits currently funded by the County.	<ul style="list-style-type: none"> <li>The issue was flagged in the 2019 budget.</li> <li>County Board Members have discussed this issue for 20+ years.</li> </ul>	<ul style="list-style-type: none"> <li>The County Board has a full understanding of how the current allocations are used and what will be lost if reductions are implemented.</li> <li>A County Board adopted set of criteria is applied when evaluating funding requests from non-profits.</li> <li>Status quo no longer accepted as the basis for continued funding.</li> </ul>	<ul style="list-style-type: none"> <li>New process for determining funding for non-profits is incorporated into the 2020 budget.</li> </ul>		
12. Conduct educational reports for the County Board on financial issues and concepts before the budget is presented in November.	<ul style="list-style-type: none"> <li>We have talked about the need/opportunity to close the gap among County Board Members in understanding the financial decisions/issues that confront the County.</li> </ul>	<ul style="list-style-type: none"> <li>All County Board Members have sufficient understanding of financial concepts, terms and our current financial position to discuss the budget at a high level.</li> </ul>	<ul style="list-style-type: none"> <li>Financial literacy education is completed prior to the November budget discussion.</li> </ul>		

**INFRASTRUCTURE**

Activity	What We have Already Done	Outcomes	Time Line		Progress
13. Expand Broadband to communities and neighborhoods currently underserved.	<ul style="list-style-type: none"> <li>Hired part-time UWEX Educator to coordinate broadband expansion.</li> <li>The focus of this work is more on answering the “how” than the “what” question.</li> </ul>	<ul style="list-style-type: none"> <li>Broadband expansion infrastructure is incorporated into the long term road and bridge plan.</li> </ul>	<ul style="list-style-type: none"> <li>Plan ready for adoption by year end, December County Board Meeting.</li> </ul>		
14. Develop a long term plan for road and bridge reconstruction.	<ul style="list-style-type: none"> <li>The Infrastructure Committee has a plan which is not well known or understood by the full County Board.</li> </ul>	<ul style="list-style-type: none"> <li>An updated plan might take into account changes in technology, agriculture, and supports needed for all kinds of digital technology.</li> </ul>	<ul style="list-style-type: none"> <li>The plan is ready for presentation at the County Board’s December meeting.</li> </ul>		

<b>PUBLIC SAFETY</b>					
<b>Activity</b>	<b>What We have Already Done</b>	<b>Outcomes</b>	<b>Time Line</b>		<b>Progress</b>
15. Complete Implementation of Uniform Addressing	<ul style="list-style-type: none"> <li>▪ 2/3 of the implementation is done.</li> <li>▪ In litigation with the Town of Rib Mountain over the County's authority to impose uniform addressing.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Excellent communication with impacted residents.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Implementation fully completed by 9-1-2019.</li> </ul>		
16. Raise Revenues at the Shelter Detention Facility	<ul style="list-style-type: none"> <li>▪ Evaluated the financial performance of the facility and found an opportunity to increase revenues.</li> <li>▪ Made opening another police channel contingent on the new revenues raised.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The facility fills 16 beds out of its 20 bed capacity. 13 from other counties.</li> <li>▪ The cost per child should be the same or less for Marathon County kids as it is for kids from other counties.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Ready in time for the 2020 budget.</li> </ul>		
17. Open an Additional Police Communications Channel	<ul style="list-style-type: none"> <li>▪ Committed ourselves to opening another police channel with new revenues generated by Secure Detention or savings generated by closing Secure Detention.</li> <li>▪ Need has been established.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Police communications operate to enhance officer and public safety.</li> </ul>	<ul style="list-style-type: none"> <li>• Fully implemented during the 2019 budget year.</li> </ul>		
18. Create partnerships to fund facility costs of a new Regional Morgue and to share the operation cost risk.	<ul style="list-style-type: none"> <li>▪ Started a feasibility study.</li> <li>▪ Learned that the Regional Morgue can cover its operational costs but not its capital costs.</li> <li>▪ Recently learned that its primary facility cost estimates were too high if we remodel the area that previously housed the aquatic therapy pool.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Special Task Force adopts a business plan for the Public Safety Committee and County Board to consider that includes partnerships that share the capital costs and the risk that operational costs exceed projections or that revenue do not meet projections.</li> </ul>	<ul style="list-style-type: none"> <li>▪ The County Board determines whether we are going to go forward with the Task Force's plan by their October meeting.</li> </ul>		



**WB-15 COMMERCIAL OFFER TO PURCHASE**

1 LICENSEE DRAFTING THIS OFFER ON \_\_\_\_\_ [DATE] IS (AGENT OF BUYER)  
2 (AGENT OF SELLER/LISTING BROKER) (AGENT OF BUYER AND SELLER) ~~STRIKE THOSE NOT APPLICABLE~~  
3 **GENERAL PROVISIONS** The Buyer, Marathon County  
4 \_\_\_\_\_, offers to purchase the Property known as [Street Address] 1212  
5 West Street, Wausau, WI 54401 in the City  
6 of Wausau, County of Marathon, Wisconsin  
7 (Insert additional description, if any, at lines 109-115 or 277-286 or attach as an addendum per line 479), on the following terms:  
8 ■ PURCHASE PRICE: \_\_\_\_\_ Dollars (\$ 175 thousand-two-hundred).  
9  
10 ■ EARNEST MONEY of \$ 0.00 accompanies this Offer and earnest money of \$ Twenty-five-thousand will be  
11 mailed, or commercially or personally delivered within ten days of acceptance to listing broker or  
12 Seller.  
13 ■ THE BALANCE OF PURCHASE PRICE will be paid in cash or equivalent at closing unless otherwise provided below.  
14 ■ INCLUDED IN PURCHASE PRICE: Seller is including in the purchase price the Property, all Fixtures on the Property on the date of this Offer  
15 not excluded at lines 20-22, and the following additional items: property and buildings "as is"  
16 \_\_\_\_\_  
17 \_\_\_\_\_  
18 All personal property included in purchase price will be transferred by bill of sale or N/A  
19 \_\_\_\_\_  
20 ■ NOT INCLUDED IN PURCHASE PRICE: N/A  
21 \_\_\_\_\_  
22 \_\_\_\_\_  
23 **CAUTION: Identify trade fixtures owned by tenant, if applicable, and Fixtures that are on the Property (see lines 303-310) to be excluded**  
24 **by Seller or which are rented and will continue to be owned by the lessor.**  
25 **NOTE: The terms of this Offer, not the listing contract or marketing materials, determine what items are included/excluded.**  
26 **ACCEPTANCE** Acceptance occurs when all Buyers and Sellers have signed one copy of the Offer, or separate but identical copies of the Offer.  
27 **CAUTION: Deadlines in the Offer are commonly calculated from acceptance. Consider whether short term deadlines running from**  
28 **acceptance provide adequate time for both binding acceptance and performance.**  
29 **BINDING ACCEPTANCE** This Offer is binding upon both Parties only if a copy of the accepted Offer is delivered to Buyer on or before  
30 01/15/2019. Seller may keep the Property on the market and accept  
31 secondary offers after binding acceptance of this Offer.  
32 **CAUTION: This Offer may be withdrawn prior to delivery of the accepted Offer.**  
33 **OPTIONAL PROVISIONS** TERMS OF THIS OFFER THAT ARE PRECEDED BY AN OPEN BOX (  ) ARE PART OF THIS OFFER ONLY IF  
34 THE BOX IS MARKED SUCH AS WITH AN "X." THEY ARE NOT PART OF THIS OFFER IF MARKED "N/A" OR ARE LEFT BLANK.  
35 **DELIVERY OF DOCUMENTS AND WRITTEN NOTICES** Unless otherwise stated in this Offer, delivery of documents and written notices to a  
36 Party shall be effective only when accomplished by one of the methods specified at lines 37-54.  
37 (1) **Personal Delivery:** giving the document or written notice personally to the Party, or the Party's recipient for delivery if named at line 38 or 39.  
38 Seller's recipient for delivery (optional): \_\_\_\_\_  
39 Buyer's recipient for delivery (optional): \_\_\_\_\_  
40  (2) **Fax:** fax transmission of the document or written notice to the following telephone number:  
41 Seller: (\_\_\_\_\_) \_\_\_\_\_ Buyer: (\_\_\_\_\_) \_\_\_\_\_  
42  (3) **Commercial Delivery:** depositing the document or written notice fees prepaid or charged to an account with a commercial delivery  
43 service, addressed either to the Party, or to the Party's recipient for delivery if named at line 38 or 39, for delivery to the Party's delivery address at  
44 line 47 or 48.  
45  (4) **U.S. Mail:** depositing the document or written notice postage prepaid in the U.S. Mail, addressed either to the Party, or to the Party's  
46 recipient for delivery if named at line 38 or 39, for delivery to the Party's delivery address at line 47 or 48.  
47 Delivery address for Seller: John Winegarden, 4309 Cottage Grove Road, Madison, WI 53716  
48 Delivery address for Buyer: Michael Lotter, 1000 Lakeview Drive, Suite 300, Wausau, WI 54403  
49  (5) **E-Mail:** electronically transmitting the document or written notice to the Party's e-mail address, if given below at line 53 or 54. If this is a  
50 consumer transaction where the property being purchased or the sale proceeds are used primarily for personal, family or household purposes,  
51 each consumer providing an e-mail address below has first consented electronically to the use of electronic documents, e-mail delivery and  
52 electronic signatures in the transaction, as required by federal law.  
53 E-Mail address for Seller (optional): johnw@cs-wi.com  
54 E-Mail address for Buyer (optional): michael.lotter@co.marathon.wi.us  
55 **PERSONAL DELIVERY/ACTUAL RECEIPT** Personal delivery to, or Actual Receipt by, any named Buyer or Seller constitutes personal delivery  
56 to, or Actual Receipt by, all Buyers or Sellers.



57 **PROPERTY CONDITION REPRESENTATIONS** Seller represents to Buyer that as of the date of acceptance Seller has no notice or knowledge  
58 of Conditions Affecting the Property or Transaction (lines 181-215) other than those identified in Seller's disclosure report dated \_\_\_\_\_  
59 and Real Estate Condition Report, if applicable, dated \_\_\_\_\_, which was/were received by Buyer prior to Buyer  
60 signing this Offer and which is/are made a part of this offer by reference **COMPLETE DATES OR STRIKE AS APPLICABLE** and  
61 **Real Estate Condition Report will be received no later than**  
62 01/15/2019 **INSERT CONDITIONS NOT ALREADY INCLUDED IN THE DISCLOSURE OR CONDITION REPORT(S).**

63 **CAUTION: If the Property includes 1-4 dwelling units, a Real Estate Condition Report containing the disclosures provided in Wis. Stat. §**  
64 **709.03 may be required. Excluded from this requirement are sales of property that has never been inhabited, sales exempt from the real**  
65 **estate transfer fee, and sales by certain court-appointed fiduciaries, (for example, personal representatives who have never occupied**  
66 **the Property). Buyer may have rescission rights per Wis. Stat. § 709.05.**

67 **CLOSING** This transaction is to be closed no later than 03/01/2019  
68 \_\_\_\_\_ at the place selected by Seller, unless otherwise agreed by the Parties in writing.

69 **CLOSING PRORATIONS** The following items, if applicable, shall be prorated at closing, based upon date of closing values: real estate taxes,  
70 rents, prepaid insurance (if assumed), private and municipal charges, property owners association assessments, fuel and Buyer is  
71 assuming real estate taxes for 2018 and 2019

72 **CAUTION: Provide basis for utility charges, fuel or other prorations if date of closing value will not be used.**

73 Any income, taxes or expenses shall accrue to Seller, and be prorated at closing, through the day prior to closing.  
74 Real estate taxes shall be prorated at closing based on [CHECK BOX FOR APPLICABLE PRORATION FORMULA]:

- 75  The net general real estate taxes for the preceding year, or the current year if available (Net general real estate taxes are defined as  
76 general property taxes after state tax credits and lottery credits are deducted) (NOTE: THIS CHOICE APPLIES IF NO BOX IS CHECKED)
- 77  Current assessment times current mill rate (current means as of the date of closing)
- 78  Sale price, multiplied by the municipality area-wide percent of fair market value used by the assessor in the prior year, or current year if  
79 known, multiplied by current mill rate (current means as of the date of closing)
- 80  **No real estate taxes due and owing prior to 2018**

81 **CAUTION: Buyer is informed that the actual real estate taxes for the year of closing and subsequent years may be substantially**  
82 **different than the amount used for proration especially in transactions involving new construction, extensive rehabilitation, remodeling**  
83 **or area-wide re-assessment. Buyer is encouraged to contact the local assessor regarding possible tax changes.**

84  Buyer and Seller agree to re-prorate the real estate taxes, through the day prior to closing based upon the taxes on the actual tax bill for  
85 the year of closing, with Buyer and Seller each owing his or her pro-rata share. Buyer shall, within 5 days of receipt, forward a copy of the bill  
86 to the forwarding address Seller agrees to provide at closing. The Parties shall re-prorate within 30 days of Buyer's receipt of the actual tax  
87 bill. Buyer and Seller agree this is a post-closing obligation and is the responsibility of the Parties to complete, not the responsibility of the real  
88 estate brokers in this transaction.

89 **OCCUPANCY** Occupancy of the entire Property shall be given to Buyer at time of closing unless otherwise provided in this Offer at lines 109-115  
90 or 277-286 or in an addendum attached per line 479. At time of Buyer's occupancy, Property shall be in broom swept condition and free of all  
91 debris and personal property except for personal property belonging to current tenants, or that sold to Buyer or left with Buyer's consent.  
92 Occupancy shall be given subject to tenant's rights, if any.

93 **LEASED PROPERTY** If Property is currently leased and lease(s) extend beyond closing, Seller shall assign Seller's rights under said lease(s)  
94 and transfer all security deposits and prepaid rents thereunder to Buyer at closing. The terms of the (written) (oral) **STRIKE ONE** lease(s), if any,  
95 are to be provided to Buyer no later than 01/15/2019

96 \_\_\_\_\_ Insert additional terms, if any, at lines 109-115 or 277-286 or attach as an addendum per line 479.

97  **ESTOPPEL LETTERS:** Seller shall deliver to Buyer no later than 15 days before closing, estoppel letters dated within  
98 \_\_\_\_\_ days before closing, from each non-residential tenant, confirming the lease term, rent installment amounts, amount of security  
99 deposit, and disclosing any defaults, claims or litigation with regard to the lease or tenancy.

100 **RENTAL WEATHERIZATION** This transaction (is) ~~(is not)~~ **STRIKE ONE** exempt from Wisconsin Rental Weatherization Standards (Wis. Admin.  
101 Code Ch. SPS 367). If not exempt, (Buyer) (Seller) **STRIKE ONE** ("Buyer" if neither is stricken) shall be responsible for compliance, including all  
102 costs, with Wisconsin Rental Weatherization Standards. If Seller is responsible for compliance, Seller shall provide a Certificate of Compliance at  
103 closing.

104 **TIME IS OF THE ESSENCE** "Time is of the Essence" as to: (1) earnest money payment(s); (2) binding acceptance; (3) occupancy; (4) date of  
105 closing; (5) contingency Deadlines **STRIKE AS APPLICABLE** and all other dates and Deadlines in this Offer except: N/A

106 \_\_\_\_\_ If "Time  
107 is of the Essence" applies to a date or Deadline, failure to perform by the exact date or Deadline is a breach of contract. If "Time is of the Essence"  
108 does not apply to a date or Deadline, then performance within a reasonable time of the date or Deadline is allowed before a breach occurs.

109 **ADDITIONAL PROVISIONS/CONTINGENCIES** See attached Addendum B

110 \_\_\_\_\_  
111 \_\_\_\_\_  
112 \_\_\_\_\_  
113 \_\_\_\_\_  
114 \_\_\_\_\_  
115 \_\_\_\_\_



116  **PROPOSED USE CONTINGENCIES:** Buyer is purchasing the Property for the purpose of: \_\_\_\_\_

117 \_\_\_\_\_  
118 \_\_\_\_\_ [insert proposed use and type and size of building, if applicable: e.g.

119 restaurant/tavern with capacity of 350 and 3 second floor dwelling units]. The optional provisions checked on lines 123-139 shall be deemed  
120 satisfied unless Buyer delivers to Seller by the deadline(s) set forth on lines 123-139 written notice specifying those items which cannot be  
121 satisfied and written evidence substantiating why each specific item included in Buyer's notice cannot be satisfied. Upon delivery of Buyer's notice,  
122 this Offer shall be null and void. Seller agrees to cooperate with Buyer as necessary to satisfy the contingencies checked at lines 123-139.

123  **EASEMENTS AND RESTRICTIONS:** This Offer is contingent upon Buyer obtaining, within \_\_\_\_\_ days of acceptance, at  
124 (Buyer's) (Seller's)  **STRIKE ONE** ("Buyer's" if neither is stricken) expense, copies of all public and private easements, covenants and  
125 restrictions affecting the Property and a written determination by a qualified independent third party that none of these prohibit or significantly  
126 delay or increase the costs of the proposed use or development identified at lines 116 to 118.

127  **APPROVALS:** This Offer is contingent upon Buyer obtaining, at (Buyer's) (Seller's)  **STRIKE ONE** ("Buyer's" if neither is stricken) expense,  
128 all applicable governmental permits, approvals and licenses, as necessary and appropriate, or the final discretionary action by the granting  
129 authority prior to the issuance of such permits, approvals and licenses, for the following items related to Buyer's proposed use:

130 \_\_\_\_\_  
131 or delivering written notice to Seller if the item(s) cannot be obtained or can only be obtained subject to conditions which significantly increase  
132 the cost of Buyer's proposed use, all within \_\_\_\_\_ days of acceptance of this Offer.

133  **ACCESS TO PROPERTY:** This Offer is contingent upon Buyer obtaining, within \_\_\_\_\_ days of acceptance, at (Buyer's) (Seller's)  
134  **STRIKE ONE** ("Buyer's" if neither is stricken) expense, written verification that there is legal vehicular access to the Property from public roads.

135  **LAND USE APPROVAL:** This Offer is contingent upon Buyer obtaining, at (Buyer's) (Seller's)  **STRIKE ONE** ("Buyer's" if neither is stricken)  
136 expense, a  rezoning;  conditional use permit;  license;  variance;  building permit;  occupancy permit;  other \_\_\_\_\_  
137 \_\_\_\_\_ **CHECK ALL THAT APPLY**, for the Property for its proposed use described

138 at lines 116-118 or delivering written notice to Seller if the item(s) cannot be obtained or can only be obtained subject to conditions which  
139 significantly increase the cost of Buyer's proposed use, all within \_\_\_\_\_ days of acceptance.

140  **MAP OF THE PROPERTY:** This Offer is contingent upon (Buyer obtaining) (Seller providing)  **STRIKE ONE** ("Seller providing" if neither is  
141 stricken) a \_\_\_\_\_ survey (ALTA/ACSM Land Title Survey if survey type is not  
142 specified) dated subsequent to the date of acceptance of this Offer and prepared by a registered land surveyor, within \_\_\_\_\_ days of  
143 acceptance, at (Buyer's) (Seller's)  **STRIKE ONE** ("Seller's" if neither is stricken) expense. The map shall show minimum of \_\_\_\_\_ acres,  
144 maximum of \_\_\_\_\_ acres, the legal description of the Property, the Property's boundaries and dimensions, visible encroachments upon  
145 the Property, the location of improvements, if any, and: \_\_\_\_\_

146 \_\_\_\_\_  **STRIKE AND COMPLETE AS APPLICABLE** Additional map features  
147 which may be added include, but are not limited to: staking of all corners of the Property; identifying dedicated and apparent streets; lot  
148 dimensions; total acreage or square footage; utility installations; easements or rights-of-way. Such survey shall be in satisfactory form and  
149 accompanied by any required surveyor's certificate sufficient to enable Buyer to obtain removal of the standard survey exception on the title policy.

150 **CAUTION: Consider the cost and the need for map features before selecting them. Also consider the time required to obtain the map  
151 when setting the deadline.**

152 This contingency shall be deemed satisfied unless Buyer, within five (5) days of the earlier of: (1) Buyer's receipt of the map; or (2) the deadline for  
153 delivery of said map, delivers to Seller a copy of the map and a written notice which identifies: (1) a significant encroachment; (2) information  
154 materially inconsistent with prior representations; (3) failure to meet requirements stated within this contingency; or (4) the existence of conditions  
155 that would prohibit the Buyer's intended use of the Property described at lines 116-118. Upon delivery of Buyer's notice, this Offer shall be null and  
156 void.

157  **DOCUMENT REVIEW CONTINGENCY:** This Offer is contingent upon Seller delivering the following documents to Buyer within  
158 \_\_\_\_\_ days of acceptance:  **CHECK THOSE THAT APPLY; STRIKE AS APPROPRIATE**

- 159  Documents evidencing that the sale of the Property has been properly authorized, if Seller is a business entity.
- 160  A complete inventory of all furniture, fixtures, equipment and other personal property included in this transaction which is consistent with  
161 representations made prior to and in this Offer.
- 162  Uniform Commercial Code lien search as to the personal property included in the purchase price, showing the Property to be free and clear  
163 of all liens, other than liens to be released prior to or at closing.
- 164  Rent roll.
- 165  Other \_\_\_\_\_

166 \_\_\_\_\_  
167 Additional items which may be added include, but are not limited to: building, construction or component warranties, previous environmental site  
168 assessments, surveys, title commitments and policies, maintenance agreements, other contracts relating to the Property, existing permits and  
169 licenses, recent financial operating statements, current and future rental agreements, notices of termination and non-renewal, and assessment  
170 notices.

171 All documents Seller delivers to Buyer shall be true, accurate, current and complete. Buyer shall keep all such documents confidential and  
172 disclose them to third parties only to the extent necessary to implement other provisions of this Offer. Buyer shall return all documents (originals  
173 and any reproductions) to Seller if this Offer is terminated.

174  **CONTINGENCY SATISFACTION:** This contingency shall be deemed satisfied unless Buyer, within Three days of the earlier of  
175 receipt of the final document to be delivered or the deadline for delivery of the documents, delivers to Seller a written notice indicating that this



176 contingency has not been satisfied. Such notice shall identify which document(s) have not been timely delivered or do not meet the standard set  
177 forth for the document(s). Upon delivery of such notice, this Offer shall be null and void.

178 **DEFINITIONS**

179 ■ **ACTUAL RECEIPT:** "Actual Receipt" means that a Party, not the Party's recipient for delivery, if any, has the document or written notice  
180 physically in the Party's possession, regardless of the method of delivery.

181 ■ **CONDITIONS AFFECTING THE PROPERTY OR TRANSACTION:** "Conditions Affecting the Property or Transaction" are defined to include:

- 182 a. Defects in structural components, e.g. roof, foundation, basement or other walls.
- 183 b. Defects in mechanical systems, e.g. HVAC, electrical, plumbing, septic, well, fire safety, security or lighting.
- 184 c. Underground or aboveground storage tanks presently or previously on the Property for storage of flammable or combustible liquids, including  
185 but not limited to gasoline and heating oil.
- 186 d. Defect or contamination caused by unsafe concentrations of, or unsafe conditions relating to, lead paint, asbestos, radon, radium in water  
187 supplies, mold, pesticides or other potentially hazardous or toxic substances on the premises.
- 188 e. Production of or spillage of methamphetamine (meth) or other hazardous or toxic substances on the Property.
- 189 f. Zoning or building code violations, any land division involving the Property for which required state or local permits had not been obtained,  
190 nonconforming structures or uses, conservation easements, rights-of-way.
- 191 g. Special purpose district, such as a drainage district, lake district, sanitary district or sewer district, that has the authority to impose  
192 assessments against the real property located within the district.
- 193 h. Proposed, planned or commenced public improvements which may result in special assessments or otherwise materially affect the Property  
194 or the present use of the Property.
- 195 i. Federal, state or local regulations requiring repairs, alterations or corrections of an existing condition.
- 196 j. Flooding, standing water, drainage problems or other water problems on or affecting the Property.
- 197 k. Material damage from fire, wind, floods, earthquakes, expansive soils, erosion or landslides.
- 198 l. Near airports, freeways, railroads or landfills, or significant odor, noise, water intrusion or other irritants emanating from neighboring property.
- 199 m. Portion of the Property in a floodplain, wetland or shoreland zoning area under local, state or federal regulations.
- 200 n. Property is subject to a mitigation plan required under administrative rules of the Department of Natural Resources related to county  
201 shoreland zoning ordinances, which obligates the owner of the Property to establish or maintain certain measures related to shoreland  
202 conditions and which is enforceable by the county.
- 203 o. Encroachments; easements, other than recorded utility easements; access restrictions; covenants, conditions and restrictions; shared  
204 fences, walls, wells, driveways, signage or other shared usages; or leased parking.
- 205 p. High voltage electric (100 KV or greater) or steel natural gas transmission lines located on but not directly serving the Property.
- 206 q. Structure on the Property designated as a historic building, any part of the Property located in a historic district, or burial sites or  
207 archeological artifacts on the Property.
- 208 r. All or part of the land has been assessed as agricultural land, the owner has been assessed a use-value conversion charge or the payment  
209 of a use-value conversion charge has been deferred.
- 210 s. All or part of the Property is subject to, enrolled in or in violation of a certified farmland preservation zoning district or a farmland preservation  
211 agreement, or a Forest Crop, Managed Forest (see disclosure requirements in Wis. Stat. § 710.12), Conservation Reserve or comparable  
212 program.
- 213 t. A pier is attached to the Property that is not in compliance with state or local pier regulations.
- 214 u. Government investigation or private assessment/audit (of environmental matters) conducted.
- 215 v. Other Defects affecting the Property.

216 ■ **DEADLINES:** "Deadlines" expressed as a number of "days" from an event, such as acceptance, are calculated by excluding the day the event  
217 occurred and by counting subsequent calendar days. The deadline expires at midnight on the last day. Deadlines expressed as a specific number  
218 of "business days" exclude Saturdays, Sundays, any legal public holiday under Wisconsin or Federal law, and other day designated by the  
219 President such that the postal service does not receive registered mail or make regular deliveries on that day. Deadlines expressed as a specific  
220 number of "hours" from the occurrence of an event, such as receipt of a notice, are calculated from the exact time of the event, and by counting 24  
221 hours per calendar day. Deadlines expressed as a specific day of the calendar year or as the day of a specific event, such as closing, expire at  
222 midnight of that day.

223 ■ **DEFECT:** "Defect" means a condition that would have a significant adverse effect on the value of the Property; that would significantly impair  
224 the health or safety of future occupants of the Property; or that if not repaired, removed or replaced would significantly shorten or adversely affect  
225 the expected normal life of the premises.

226 **(Definitions Continued on page 6)**



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**IF LINE 228 IS NOT MARKED OR IS MARKED N/A LINES 264-269 APPLY.**

**FINANCING CONTINGENCY:** This Offer is contingent upon Buyer being able to obtain a written [INSERT LOAN PROGRAM OR SOURCE] first mortgage loan commitment as described below within \_\_\_\_\_ days of acceptance of this Offer. The financing selected shall be in an amount of not less than \$ \_\_\_\_\_ for a term of not less than \_\_\_\_\_ years, amortized over not less than \_\_\_\_\_ years. Initial monthly payments of principal and interest shall not exceed \$ \_\_\_\_\_. Monthly payments may also include 1/12th of the estimated net annual real estate taxes, hazard insurance premiums, and private mortgage insurance premiums. The mortgage may not include a prepayment premium. Buyer agrees to pay discount points and/or loan origination fee in an amount not to exceed \_\_\_\_\_% of the loan. If the purchase price under this Offer is modified, the financed amount, unless otherwise provided, shall be adjusted to the same percentage of the purchase price as in this contingency and the monthly payments shall be adjusted as necessary to maintain the term and amortization stated above.

**CHECK AND COMPLETE APPLICABLE FINANCING PROVISION AT LINE 238 or 239.**

- FIXED RATE FINANCING:** The annual rate of interest shall not exceed \_\_\_\_\_%.
- ADJUSTABLE RATE FINANCING:** The initial annual interest rate shall not exceed \_\_\_\_\_%. The initial interest rate shall be fixed for \_\_\_\_\_ months, at which time the interest rate may be increased not more than \_\_\_\_\_% per year. The maximum interest rate during the mortgage term shall not exceed \_\_\_\_\_%. Monthly payments of principal and interest may be adjusted to reflect interest changes.

**If Buyer is using multiple loan sources or obtaining a construction loan or land contract financing, describe at lines 109-115 or 277-286 or in an addendum attached per line 479.**

**NOTE: If purchase is conditioned on buyer obtaining financing for operations or development consider adding a contingency for that purpose.**

**BUYER'S LOAN COMMITMENT:** Buyer agrees to pay all customary loan and closing costs, to promptly apply for a mortgage loan, and to provide evidence of application promptly upon request of Seller. If Buyer qualifies for the loan described in this Offer or another loan acceptable to Buyer, Buyer agrees to deliver to Seller a copy of the written loan commitment no later than the deadline at line 229. **Buyer and Seller agree that delivery of a copy of any written loan commitment to Seller (even if subject to conditions) shall satisfy Buyer's financing contingency if, after review of the loan commitment, Buyer has directed, in writing, delivery of the loan commitment. Buyer's written direction shall accompany the loan commitment. Delivery shall not satisfy this contingency if accompanied by a notice of unacceptability.**

**CAUTION: The delivered commitment may contain conditions Buyer must yet satisfy to obligate the lender to provide the loan. BUYER, BUYER'S LENDER AND AGENTS OF BUYER OR SELLER SHALL NOT DELIVER A LOAN COMMITMENT TO SELLER OR SELLER'S AGENT WITHOUT BUYER'S PRIOR WRITTEN APPROVAL OR UNLESS ACCOMPANIED BY A NOTICE OF UNACCEPTABILITY.**

**SELLER TERMINATION RIGHTS:** If Buyer does not make timely delivery of said commitment; Seller may terminate this Offer if Seller delivers a written notice of termination to Buyer prior to Seller's Actual Receipt of a copy of Buyer's written loan commitment.

**FINANCING UNAVAILABILITY:** If financing is not available on the terms stated in this Offer (and Buyer has not already delivered an acceptable loan commitment for other financing to Seller), Buyer shall promptly deliver written notice to Seller of same including copies of lender(s)' rejection letter(s) or other evidence of unavailability. Unless a specific loan source is named in this Offer, Seller shall then have 10 days to deliver to Buyer written notice of Seller's decision to finance this transaction on the same terms set forth in this Offer, and this Offer shall remain in full force and effect, with the time for closing extended accordingly. If Seller's notice is not timely given, this Offer shall be null and void. Buyer authorizes Seller to obtain any credit information reasonably appropriate to determine Buyer's credit worthiness for Seller financing.

**IF THIS OFFER IS NOT CONTINGENT ON FINANCING:** Within 7 days of acceptance, a financial institution or third party in control of Buyer's funds shall provide Seller with reasonable written verification that Buyer has, at the time of verification, sufficient funds to close. If such written verification is not provided, Seller has the right to terminate this Offer by delivering written notice to Buyer. Buyer may or may not obtain mortgage financing but does not need the protection of a financing contingency. Seller agrees to allow Buyer's appraiser access to the Property for purposes of an appraisal. Buyer understands and agrees that this Offer is not subject to the appraisal meeting any particular value, unless this Offer is subject to an appraisal contingency, nor does the right of access for an appraisal constitute a financing contingency.

**APPRAISAL CONTINGENCY:** This Offer is contingent upon the Buyer or Buyer's lender having the Property appraised at Buyer's expense by a Wisconsin licensed or certified independent appraiser who issues an appraisal report dated subsequent to the date of this Offer indicating an appraised value for the Property equal to or greater than the agreed upon purchase price. This contingency shall be deemed satisfied unless Buyer, within \_\_\_\_\_ days of acceptance, delivers to Seller a copy of the appraisal report which indicates that the appraised value is not equal to or greater than the agreed upon purchase price, accompanied by a written notice of termination.

**CAUTION: An appraisal ordered by Buyer's lender may not be received until shortly before closing. Consider whether deadlines provide adequate time for performance.**

**ADDITIONAL PROVISIONS/CONTINGENCIES** See Addendum B  
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287 **DEFINITIONS CONTINUED FROM PAGE 4**

288 ■ **ENVIRONMENTAL SITE ASSESSMENT:** An "Environmental Site Assessment" (also known as a "Phase I Site Assessment")(see lines 379-395)  
 289 may include, but is not limited to: (1) an inspection of the Property; (2) a review of the ownership and use history of the Property, including a  
 290 search of title records showing private ownership of the Property for a period of 80 years prior to the visual inspection; (3) a review of historic and  
 291 recent aerial photographs of the Property, if available; (4) a review of environmental licenses, permits or orders issued with respect to the Property  
 292 (5) an evaluation of results of any environmental sampling and analysis that has been conducted on the Property; and (6) a review to determine if  
 293 the Property is listed in any of the written compilations of sites or facilities considered to pose a threat to human health or the environment  
 294 including the National Priorities List, the Department of Nature Resources' (DNR) Registry of Waste Disposal Sites, the DNR's Contaminated  
 295 Lands Environmental Action Network, and the DNR's Remediation and Redevelopment (RR) Sites Map including the Geographical Information  
 296 System (GIS) Registry and related resources. Any Environmental Site Assessment performed under this Offer shall comply with generally  
 297 recognized industry standards (e.g. current American Society of Testing and Materials "Standard Practice for Environmental Site Assessments"),  
 298 and state and federal guidelines, as applicable.

299 **CAUTION: Unless otherwise agreed an Environmental Site Assessment does not include subsurface testing of the soil or groundwater**  
 300 **or other testing of the Property for environmental pollution. If further investigation is required, insert provisions for a Phase II Site**  
 301 **Assessment (collection and analysis of samples), Phase III Environmental Site Assessment (evaluation of remediation alternatives) or**  
 302 **other site evaluation at lines 109-115 or 277-286 or attach as an addendum per line 479.**

303 ■ **FIXTURE:** A "Fixture" is an item of property which is physically attached to or so closely associated with land or improvements so as to be  
 304 treated as part of the real estate, including, without limitation, physically attached items not easily removable without damage to the premises,  
 305 items specifically adapted to the premises and items customarily treated as fixtures, including, but not limited to, all: garden bulbs; plants; shrubs  
 306 and trees; screen and storm doors and windows; electric lighting fixtures; window shades; curtain and traverse rods; blinds and shutters; central  
 307 heating and cooling units and attached equipment; water heaters and treatment systems; sump pumps; attached or fitted floor coverings; awnings;  
 308 attached antennas; garage door openers and remote controls; installed security systems; central vacuum systems and accessories; in-ground  
 309 sprinkler systems and component parts; built-in appliances; ceiling fans; fences; storage buildings on permanent foundations and docks/piers on  
 310 permanent foundations. A Fixture does not include trade fixtures owned by tenants of the Property.

311 **CAUTION: Exclude Fixtures not owned by Seller such as rented fixtures. See lines 20-22.**

312 ■ **PROPERTY:** Unless otherwise stated, "Property" means the real estate described at lines 4-7.

313 **DISTRIBUTION OF INFORMATION** Buyer and Seller authorize the agents of Buyer and Seller to: (i) distribute copies of the Offer to Buyer's  
 314 lender, appraisers, title insurance companies and any other settlement service providers for the transaction as defined by the Real Estate  
 315 Settlement Procedures Act (RESPA); (ii) report sales and financing concession data to multiple listing service sold databases; and (iii) provide  
 316 active listing, pending sale, closed sale and financing concession information and data, and related information regarding seller contributions,  
 317 incentives or assistance, and third party gifts, to appraisers researching comparable sales, market conditions and listings, upon inquiry.

318 **EARNEST MONEY**

319 ■ **HELD BY:** Unless otherwise agreed, earnest money shall be paid to and held in the trust account of the listing broker (Buyer's agent if Property  
 320 is not listed or Seller's account if no broker is involved), until applied to the purchase price or otherwise disbursed as provided in the Offer.

321 **CAUTION: Should persons other than a broker hold earnest money, an escrow agreement should be drafted by the Parties or an**  
 322 **attorney. If someone other than Buyer makes payment of earnest money, consider a special disbursement agreement.**

323 ■ **DISBURSEMENT:** If negotiations do not result in an accepted offer, the earnest money shall be promptly disbursed (after clearance from  
 324 payor's depository institution if earnest money is paid by check) to the person(s) who paid the earnest money. At closing, earnest money shall be  
 325 disbursed according to the closing statement. If this Offer does not close, the earnest money shall be disbursed according to a written  
 326 disbursement agreement signed by all Parties to this Offer. If said disbursement agreement has not been delivered to broker within 60 days after  
 327 the date set for closing, broker may disburse the earnest money: (1) as directed by an attorney who has reviewed the transaction and does not  
 328 represent Buyer or Seller; (2) into a court hearing a lawsuit involving the earnest money and all Parties to this Offer; (3) as directed by court order;  
 329 or (4) any other disbursement required or allowed by law. Broker may retain legal services to direct disbursement per (1) or to file an interpleader  
 330 action per (2) and broker may deduct from the earnest money any costs and reasonable attorneys fees, not to exceed \$250, prior to  
 331 disbursement.

332 ■ **LEGAL RIGHTS/ACTION:** Broker's disbursement of earnest money does not determine the legal rights of the Parties in relation to this Offer.  
 333 Buyer's or Seller's legal right to earnest money cannot be determined by broker. At least 30 days prior to disbursement per (1) or (4) above, broker  
 334 shall send Buyer and Seller notice of the disbursement by certified mail. If Buyer or Seller disagree with broker's proposed disbursement, a lawsuit  
 335 may be filed to obtain a court order regarding disbursement. Small Claims Court has jurisdiction over all earnest money disputes arising out of the  
 336 sale of residential property with 1-4 dwelling units and certain other earnest money disputes. Buyer and Seller should consider consulting  
 337 attorneys regarding their legal rights under this Offer in case of a dispute. Both Parties agree to hold the broker harmless from any liability for good  
 338 faith disbursement of earnest money in accordance with this Offer or applicable Department of Safety and Professional Services regulations  
 339 concerning earnest money. See Wis. Admin. Code Ch. REEB 18.



340 **TITLE EVIDENCE**

341 ■ **CONVEYANCE OF TITLE:** Upon payment of the purchase price, Seller shall convey the Property by warranty deed (trustee's deed if  
 342 Seller is a trust, personal representative's deed if Seller is an estate or other conveyance as provided herein) free and clear of all liens and  
 343 encumbrances, except: municipal and zoning ordinances and agreements entered under them, recorded easements for the distribution of utility  
 344 and municipal services, recorded building and use restrictions and covenants, present uses of the Property in violation of the foregoing disclosed  
 345 in Seller's disclosure report, and Real Estate Condition Report, if applicable, and in this Offer, general taxes levied in the year of closing and  
 346 \_\_\_\_\_

347 \_\_\_\_\_  
 348 \_\_\_\_\_ which constitutes merchantable title for purposes of this transaction. Seller shall complete and execute the documents  
 349 necessary to record the conveyance at Seller's cost and pay the Wisconsin Real Estate Transfer Fee.

350 **WARNING: Municipal and zoning ordinances, recorded building and use restrictions, covenants and easements may prohibit certain**  
 351 **improvements or uses and therefore should be reviewed, particularly if Buyer contemplates making improvements to Property or a use**  
 352 **other than the current use.**

353 ■ **TITLE EVIDENCE:** Seller shall give evidence of title in the form of an owner's policy of title insurance in the amount of the purchase price on a  
 354 current ALTA form issued by an insurer licensed to write title insurance in Wisconsin. Seller shall pay all costs of providing title evidence to Buyer.  
 355 Buyer shall pay all costs of providing title evidence required by Buyer's lender.

356 ■ **GAP ENDORSEMENT:** Seller shall provide a "gap" endorsement or equivalent gap coverage at (Seller's) (Buyer's) **STRIKE ONE** ("Seller's" if  
 357 neither stricken) cost to provide coverage for any liens or encumbrances first filed or recorded after the effective date of the title insurance  
 358 commitment and before the deed is recorded, subject to the title insurance policy exclusions and exceptions, provided the title company will issue  
 359 the endorsement. If a gap endorsement or equivalent gap coverage is not available, Buyer may give written notice that title is not acceptable for  
 360 closing (see lines 365-371).

361 ■ **PROVISION OF MERCHANTABLE TITLE:** For purposes of closing, title evidence shall be acceptable if the required title insurance  
 362 commitment is delivered to Buyer's attorney or Buyer not more than 15 \_\_\_\_\_ days after acceptance ("15" if left blank), showing title to the  
 363 Property as of a date no more than 15 days before delivery of such title evidence to be merchantable per lines 341-348, subject only to liens which  
 364 will be paid out of the proceeds of closing and standard title insurance requirements and exceptions, as appropriate.

365 ■ **TITLE NOT ACCEPTABLE FOR CLOSING:** If title is not acceptable for closing, Buyer shall notify Seller in writing of objections to title within  
 366 15 \_\_\_\_\_ days ("15" if left blank) after delivery of the title commitment to Buyer or Buyer's attorney. In such event, Seller shall have a  
 367 reasonable time, but not exceeding 5 \_\_\_\_\_ days ("5" if left blank), from Buyer's delivery of the notice stating title objections, to deliver  
 368 notice to Buyer stating Seller's election to remove the objections by the time set for closing. In the event that Seller is unable to remove said  
 369 objections, Buyer may deliver to Seller written notice waiving the objections, and the time for closing shall be extended accordingly. If Buyer does  
 370 not waive the objections, Buyer shall deliver written notice of termination and this Offer shall be null and void. Providing title evidence acceptable  
 371 for closing does not extinguish Seller's obligations to give merchantable title to Buyer.

372 ■ **SPECIAL ASSESSMENTS/OTHER EXPENSES:** Special assessments, if any, levied or for work actually commenced prior to the date of this  
 373 Offer shall be paid by Seller no later than closing. All other special assessments shall be paid by Buyer.

374 **CAUTION: Consider a special agreement if area assessments, property owners association assessments, special charges for current**  
 375 **services under Wis. Stat. § 66.0627 or other expenses are contemplated. "Other expenses" are one-time charges or ongoing use fees**  
 376 **for public improvements (other than those resulting in special assessments) relating to curb, gutter, street, sidewalk, municipal water,**  
 377 **sanitary and storm water and storm sewer (including all sewer mains and hook-up/connection and interceptor charges), parks, street**  
 378 **lighting and street trees, and impact fees for other public facilities, as defined in Wis. Stat. § 66.0617(1)(f).**

379 **ENVIRONMENTAL EVALUATION CONTINGENCY:** This Offer is contingent upon a qualified independent environmental consultant of  
 380 Buyer's choice conducting an Environmental Site Assessment of the Property (see lines 288-302), at (Buyer's) (Seller's) expense **STRIKE ONE**  
 381 ("Buyer's" if neither is stricken), which discloses no Defects. For the purpose of this contingency, a Defect (see lines 223-225) is defined to also  
 382 include a material violation of environmental laws, a material contingent liability affecting the Property arising under any environmental laws, the  
 383 presence of an underground storage tank(s) or material levels of hazardous substances either on the Property or presenting a significant risk of  
 384 contaminating the Property due to future migration from other properties. Defects do not include conditions the nature and extent of which Buyer  
 385 had actual knowledge or written notice before signing the Offer.

386 ■ **CONTINGENCY SATISFACTION:** This contingency shall be deemed satisfied unless Buyer, within 25 \_\_\_\_\_ days of acceptance,  
 387 delivers to Seller a copy of the Environmental Site Assessment report and a written notice listing the Defect(s) identified in the Environmental Site  
 388 Assessment report to which Buyer objects (Notice of Defects).

389 **CAUTION: A proposed amendment is not a Notice of Defects and will not satisfy this notice requirement.**

390 ■ **RIGHT TO CURE:** Seller (shall) (~~shall not~~) **STRIKE ONE** ("shall" if neither is stricken) have a right to cure the Defects. If Seller has the right to  
 391 cure, Seller may satisfy this contingency by: (1) delivering written notice to Buyer within 10 days of Buyer's delivery of the Notice of Defects stating  
 392 Seller's election to cure Defects, (2) curing the Defects in a good and workmanlike manner and (3) delivering to Buyer a written report detailing the  
 393 work done within 3 days prior to closing. This Offer shall be null and void if Buyer makes timely delivery of the Notice of Defects and written  
 394 Environmental Site Assessment report and: (1) Seller does not have a right to cure or (2) Seller has a right to cure but: (a) Seller delivers written  
 395 notice that Seller will not cure or (b) Seller does not timely deliver the written notice of election to cure.



396 **DEFAULT** Seller and Buyer each have the legal duty to use good faith and due diligence in completing the terms and conditions of this Offer. A  
 397 material failure to perform any obligation under this Offer is a default which may subject the defaulting party to liability for damages or other legal  
 398 remedies.

399 If **Buyer defaults**, Seller may:

- 400 (1) sue for specific performance and request the earnest money as partial payment of the purchase price; or  
 401 (2) terminate the Offer and have the option to: (a) request the earnest money as liquidated damages; or (b) sue for actual damages.

402 If **Seller defaults**, Buyer may:

- 403 (1) sue for specific performance; or  
 404 (2) terminate the Offer and request the return of the earnest money, sue for actual damages, or both.

405 In addition, the Parties may seek any other remedies available in law or equity.

406 The Parties understand that the availability of any judicial remedy will depend upon the circumstances of the situation and the discretion of the  
 407 courts. If either Party defaults, the Parties may renegotiate the Offer or seek nonjudicial dispute resolution instead of the remedies outlined above.  
 408 By agreeing to binding arbitration, the Parties may lose the right to litigate in a court of law those disputes covered by the arbitration agreement.

409 **NOTE: IF ACCEPTED, THIS OFFER CAN CREATE A LEGALLY ENFORCEABLE CONTRACT. BOTH PARTIES SHOULD READ THIS**  
 410 **DOCUMENT CAREFULLY. BROKERS MAY PROVIDE A GENERAL EXPLANATION OF THE PROVISIONS OF THE OFFER BUT ARE**  
 411 **PROHIBITED BY LAW FROM GIVING ADVICE OR OPINIONS CONCERNING YOUR LEGAL RIGHTS UNDER THIS OFFER OR HOW TITLE**  
 412 **SHOULD BE TAKEN AT CLOSING. AN ATTORNEY SHOULD BE CONSULTED IF LEGAL ADVICE IS NEEDED.**

413 **ENTIRE CONTRACT** This Offer, including any amendments to it, contains the entire agreement of the Buyer and Seller regarding the  
 414 transaction. All prior negotiations and discussions have been merged into this Offer. This agreement binds and inures to the benefit of the Parties  
 415 to this Offer and their successors in interest.

416 **PROPERTY DIMENSIONS AND SURVEYS** Buyer acknowledges that any land, building or room dimensions, or total acreage or building square  
 417 footage figures, provided to Buyer by Seller or by a broker, may be approximate because of rounding, formulas used or other reasons, unless  
 418 verified by survey or other means.

419 **CAUTION: Buyer should verify total square footage or acreage figures and land, building or room dimensions, if material to Buyer's**  
 420 **decision to purchase.**

421 **BUYER'S PRE-CLOSING WALK-THROUGH** Within 3 days prior to closing, at a reasonable time pre-approved by Seller or Seller's agent, Buyer  
 422 shall have the right to walk through the Property to determine that there has been no significant change in the condition of the Property, except for  
 423 ordinary wear and tear and changes approved by Buyer, and that any Defects Seller has agreed to cure have been repaired in the manner agreed  
 424 to by the Parties.

425 **PROPERTY DAMAGE BETWEEN ACCEPTANCE AND CLOSING** Seller shall maintain the Property until the earlier of closing or occupancy of  
 426 Buyer in materially the same condition as of the date of acceptance of this Offer, except for ordinary wear and tear. If, prior to closing, the Property  
 427 is damaged in an amount of not more than five percent (5%) of the selling price, Seller shall be obligated to repair the Property and restore it to  
 428 the same condition that it was on the day of this Offer. No later than closing, Seller shall provide Buyer with lien waivers for all lienable repairs and  
 429 restoration. If the damage shall exceed such sum, Seller shall promptly notify Buyer in writing of the damage and this Offer may be canceled at  
 430 option of Buyer. Should Buyer elect to carry out this Offer despite such damage, Buyer shall be entitled to the insurance proceeds, if any, relating  
 431 to the damage to the Property, plus a credit towards the purchase price equal to the amount of Seller's deductible on such policy, if any. However,  
 432 if this sale is financed by a land contract or a mortgage to Seller, any insurance proceeds shall be held in trust for the sole purpose of restoring the  
 433 Property.

434 **NOTICE ABOUT SEX OFFENDER REGISTRY** You may obtain information about the sex offender registry and persons registered with the  
 435 registry by contacting the Wisconsin Department of Corrections on the Internet at <http://www.widocoffenders.org> or by telephone at  
 436 (608) 240-5830.

437 **INSPECTIONS AND TESTING** Buyer may only conduct inspections or tests if specific contingencies are included as a part of this Offer. An  
 438 "inspection" is defined as an observation of the Property which does not include an appraisal or testing of the Property, other than testing for  
 439 leaking carbon monoxide, or testing for leaking LP gas or natural gas used as a fuel source, which are hereby authorized. A "test" is defined as  
 440 the taking of samples of materials such as soils, water, air or building materials from the Property and the laboratory or other analysis of these  
 441 materials. Seller agrees to allow Buyer's inspectors, testers, appraisers and qualified third parties reasonable access to the Property upon  
 442 advance notice, if necessary to satisfy the contingencies in this Offer. Buyer and licensees may be present at all inspections and testing. Except  
 443 as otherwise provided, Seller's authorization for inspections does not authorize Buyer to conduct testing of the Property.

444 **NOTE: Any contingency authorizing testing should specify the areas of the Property to be tested, the purpose of the test, (e.g., to**  
 445 **determine if environmental contamination is present), any limitations on Buyer's testing and any other material terms of the**  
 446 **contingency.**

447 Buyer agrees to promptly restore the Property to its original condition after Buyer's inspections and testing are completed unless otherwise agreed  
 448 to with Seller. Buyer agrees to promptly provide copies of all inspection and testing reports to Seller. Seller acknowledges that certain inspections  
 449 or tests may detect environmental pollution which may be required to be reported to the Wisconsin Department of Natural Resources.



450  **INSPECTION CONTINGENCY:** This contingency only authorizes inspections, not testing (see lines 437-449). This Offer is contingent upon  
451 a qualified independent inspector(s) conducting an inspection(s) of the Property which discloses no Defects. This Offer is further contingent upon  
452 a qualified independent inspector or qualified independent third party performing an inspection of \_\_\_\_\_  
453 \_\_\_\_\_ (list any Property feature(s) to be separately inspected, e.g., dumpsite, etc.) which  
454 discloses no Defects. Buyer shall order the inspection (s) and be responsible for all costs of inspection(s). Buyer may have follow-up inspections  
455 recommended in a written report resulting from an authorized inspection performed provided they occur prior to the deadline specified at line 461.  
456 Each inspection shall be performed by a qualified independent inspector or qualified independent third party.  
457 **CAUTION: Buyer should provide sufficient time for the primary inspection and/or any specialized inspection(s), as well as any follow-up**  
458 **inspection(s).**

459 For the purpose of this contingency, Defects (see lines 223-225) do not include conditions the nature and extent of which Buyer had actual  
460 knowledge or written notice before signing the Offer.

461  **CONTINGENCY SATISFACTION:** This contingency shall be deemed satisfied unless Buyer, within \_\_\_\_\_ days of acceptance,  
462 delivers to Seller a copy of the inspection report(s) and a written notice listing the Defect(s) identified in the inspection report(s) to which Buyer  
463 objects (Notice of Defects).

464 **CAUTION: A proposed amendment is not a Notice of Defects and will not satisfy this notice requirement.**

465  **RIGHT TO CURE:** Seller (shall)(shall not) ~~STRIKE ONE~~ ("shall" if neither is stricken) have a right to cure the Defects. If Seller has the right to  
466 cure, Seller may satisfy this contingency by: (1) delivering written notice to Buyer within 10 days of Buyer's delivery of the Notice of Defects stating  
467 Seller's election to cure Defects, (2) curing the Defects in a good and workmanlike manner and (3) delivering to Buyer a written report detailing the  
468 work done within 3 days prior to closing. This Offer shall be null and void if Buyer makes timely delivery of the Notice of Defects and written  
469 inspection report(s) and: (1) Seller does not have a right to cure or (2) Seller has a right to cure but: (a) Seller delivers written notice that Seller will  
470 not cure or (b) Seller does not timely deliver the written notice of election to cure.

471  **CLOSING OF BUYER'S PROPERTY CONTINGENCY:** This Offer is contingent upon the closing of the sale of Buyer's property located at  
472 \_\_\_\_\_, no later than \_\_\_\_\_. If Seller accepts a bona fide secondary offer,  
473 Seller may give written notice to Buyer of acceptance. If Buyer does not deliver to Seller a written waiver of the Closing of Buyer's Property  
474 Contingency and \_\_\_\_\_  
475 \_\_\_\_\_

476 **[INSERT OTHER REQUIREMENTS, IF ANY (e.g., PAYMENT OF ADDITIONAL EARNEST MONEY, WAIVER OF ALL CONTINGENCIES, OR**  
477 **PROVIDING EVIDENCE OF SALE OR BRIDGE LOAN, etc.)]** within \_\_\_\_\_ hours of Buyer's Actual Receipt of said notice, this Offer shall be  
478 null and void.

479  **ADDENDA:** The attached Addendums A and B \_\_\_\_\_ is/are made part of this Offer.

480 This Offer was drafted by [Licensee and Firm] Corporation Counsel Scott M. Corbett, State Bar #1010635

481 Marathon County Corporation Counsel \_\_\_\_\_ on \_\_\_\_\_.

482 Buyer Entity Name (if any): Marathon County

483 (x) \_\_\_\_\_

484 Buyer's/Authorized Signature ▲ Print Name/Title Here ► \_\_\_\_\_ Date ▲ \_\_\_\_\_

485 (x) \_\_\_\_\_

486 Buyer's/Authorized Signature ▲ Print Name/Title Here ► \_\_\_\_\_ Date ▲ \_\_\_\_\_

487  **EARNEST MONEY RECEIPT** Broker acknowledges receipt of earnest money as per line 10 of the above Offer.

488 \_\_\_\_\_ Broker (By) \_\_\_\_\_

489 **SELLER ACCEPTS THIS OFFER. THE WARRANTIES, REPRESENTATIONS AND COVENANTS MADE IN THIS OFFER SURVIVE CLOSING**  
490 **AND THE CONVEYANCE OF THE PROPERTY. SELLER AGREES TO CONVEY THE PROPERTY ON THE TERMS AND CONDITIONS AS**  
491 **SET FORTH HEREIN AND ACKNOWLEDGES RECEIPT OF A COPY OF THIS OFFER.**

492 Seller Entity Name (if any): \_\_\_\_\_

493 (x) \_\_\_\_\_

494 Seller's/Authorized Signature ▲ Print Name/Title Here ► \_\_\_\_\_ Date ▲ \_\_\_\_\_

495 (x) \_\_\_\_\_

496 Seller's/Authorized Signature ▲ Print Name/Title Here ► \_\_\_\_\_ Date ▲ \_\_\_\_\_

497 This Offer was presented to Seller by [Licensee and Firm] \_\_\_\_\_

498 \_\_\_\_\_ on \_\_\_\_\_ at \_\_\_\_\_ a.m./p.m.

499 This Offer is rejected \_\_\_\_\_ This Offer is countered [See attached counter] \_\_\_\_\_

500 Seller Initials ▲ Date ▲ \_\_\_\_\_ Seller Initials ▲ Date ▲ \_\_\_\_\_

**Addendum A**

STATE OF WISCONSIN  
**REAL ESTATE PROPERTY TAX BILL FOR 2018**  
 CITY OF WAUSAU  
 MARATHON COUNTY

Bill / Page No. 10690

**IMPORTANT:** Correspondence should refer to tax number  
 See reverse side for Important Information  
 Be sure this description covers your property. This description is for  
 property tax bill only and may not be a full legal description.

**CENTRAL STORAGE-WAREHOUSE C**  
 1212 WEST ST  
 PT OF SE NE COM AT INSECTN  
 OF N LN OF WEST ST & E LN  
 OF SE NE N 442' TO S LN OF  
 RR R/W WALG SD RW 394.65'  
 S 442' TO N LN OF WEST ST E  
 394.65' TO BEG SEC 34-29-7  
 AS SHN ON CSM VOL 11 PG 97  
 341-262

291-2907-341-0995

CENTRAL STORAGE &  
 WAREHOUSE CO  
 PO BOX 7034  
 MADISON WI 53716-1201



Assessed Value Land	Ass d. Value Improvements	Total Assessed Value	Ave. Assmt. Ratio	Net Assessed Value Rate (Does NOT reflect Credits)	
175,200	586,400	761,600	94.20%	.026574732	
Est. Fair Mkt. Land	Est. Fair Mkt. Improvements	Total Est. Fair Mkt.	A Star in This Box Means Increase Over Year Taxes	School taxes reduced by school levy tax credit	
186,000	622,500	808,500		1,472.87	
Taxing Jurisdiction #01	2017 Est. State Aids Allocated Tax Dist.	2018 Est. State Aids Allocated Tax Dist.	2017 Net Tax	2018 Net Tax	% Tax Change
STATE OF WISCONSIN	2,281,092	2,234,106	4,738.67	3,919.85	17.3
MARATHON COUNTY	7,328,752	7,349,065	9,287.25	7,820.14	15.8
CITY OF WAUSAU	39,262,615	40,930,676	8,769.95	7,472.79	14.8
WAUSAU SCHOOL	3,493,904	3,438,100	1,208.13	1,026.54	15.0
NORTHCENTRAL TECH					
<b>Total</b>	52,366,363	53,951,947	24,004.0	20,239.32	15.7
	First Dollar Credit		75.62	77.01	1.8
	Lottery & Gaming Credit				
	Net Property Tax		23,928.3	20,162.31	15.7

Make Check Payable to:  CITY OF WAUSAU PO BOX 78510 MILWAUKEE WI 53278-8510	Full Payment Due On or Before January 31, 2019	Net Property Tax	20,162.31
	<b>\$ 20,162.31</b>		
	Or pay the following Installments		
	1/31/2019	6,722.31	
	4/30/2019	6,720.00	
	7/31/2019	6,720.00	

**FOR INFORMATIONAL PURPOSES ONLY - Voter-Approved Temporary Tax Increases**

Taxing Jurisdiction	Total Additional Taxes	Total Additional Taxes Applied To Property	Year Increase Ends
WAUSAU SD RF-3563	602,391.64	177.25	2035

Check For Billing Address Change.

59.342907.004.001.00.00

CENTRAL STORAGE &  
 WAREHOUSE CO  
 PO BOX 7034  
 MADISON WI 53716-1201

**TOTAL DUE FOR FULL PAYMENT**

PAY BY JANUARY 31, 2019

**\$ 20,162.31**

Warning: If not paid by due dates, installment option is lost and total tax is delinquent subject to interest and, if applicable, penalty. **Failure to pay on time. See reverse.**

ADDENDUM B

1. Property Description:

1212 West Street, City of Wausau, County of Marathon, State of Wisconsin  
PIN: 291-2907-341-0995

2. Transaction Costs & Services:

A. Buyer agrees to pay outstanding real estate taxes for 2018 and 2019.

2018	\$20,162.31
2019 to March 1 (Estimated)	<u>\$ 3,823.00</u>
	\$23,985.00

B. Buyer agrees to pay for an environmental transaction screen.

C. Buyer agrees to provide County Corporation Counsel services for Offer to Purchase.

D. Seller agrees to pay Wisconsin real estate transfer fee.

E. Seller agrees to pay recording fees.

F. Seller agrees to provide a real estate condition report in satisfaction of lines 57-66 of the attached Offer to Purchase.

G. Seller agrees to pay for title insurance.

H. Seller pays additional closing costs for deed preparation/closing document preparation.

3. Contingencies:

A. This offer is contingent upon approval of this purchase, under the terms herein provided, by the Board of Supervisors of the County of Marathon by specific resolution.

B. This offer is contingent upon Buyer's actual receipt of a completed real estate condition report by January 15, 2019. Buyer reserves the right to terminate this Offer to Purchase due to any conditions disclosed in the report not acceptable to buyer.

#### 4. Gratuities and Kickbacks

- A. It shall be unethical for any person to offer, give, or agree to give any elected official, employee or former employee, or for any elected official, employee or former employee to solicit, demand, accept, or agree to accept from another person, a gratuity or an offer for employment in connection with any decision, approval, disapproval, recommendation, preparation or any part of a program requirement or a purchase request, influencing the contents of any specification or procurement standard, rendering of advice, investigation, auditing, or in any other advisory capacity in any proceedings or application, request for ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a contract or subcontract, or to any solicitation or proposal therefore.
  
- B. It shall be unethical for any payment, gratuity, or offer of employment to be made by or on behalf of a subcontractor under a contract to the prime contractor or a higher tier subcontractor or any person associated therewith, as an inducement for the award of a subcontract, or order.



450  INSPECTION CONTINGENCY: This contingency only authorizes inspections, not testing (see lines 437-449). This Offer is contingent upon  
451 a qualified independent inspector(s) conducting an inspection(s) of the Property which discloses no Defects. This Offer is further contingent upon  
452 a qualified independent inspector or qualified independent third party performing an inspection of \_\_\_\_\_  
453 \_\_\_\_\_ (list any Property feature(s) to be separately inspected, e.g., dumpsite, etc.) which  
454 discloses no Defects. Buyer shall order the inspection (s) and be responsible for all costs of inspection(s). Buyer may have follow-up inspections  
455 recommended in a written report resulting from an authorized inspection performed provided they occur prior to the deadline specified at line 461.  
456 Each inspection shall be performed by a qualified independent inspector or qualified independent third party.  
457 CAUTION: Buyer should provide sufficient time for the primary inspection and/or any specialized inspection(s), as well as any follow-up  
458 inspection(s).

459 For the purpose of this contingency, Defects (see lines 223-225) do not include conditions the nature and extent of which Buyer had actual  
460 knowledge or written notice before signing the Offer.

461  CONTINGENCY SATISFACTION: This contingency shall be deemed satisfied unless Buyer, within \_\_\_\_\_ days of acceptance,  
462 delivers to Seller a copy of the inspection report(s) and a written notice listing the Defect(s) identified in the inspection report(s) to which Buyer  
463 objects (Notice of Defects).

464 CAUTION: A proposed amendment is not a Notice of Defects and will not satisfy this notice requirement.

465  RIGHT TO CURE: Seller (shall)(shall not) ~~STRIKE ONE~~ ("shall" if neither is stricken) have a right to cure the Defects. If Seller has the right to  
466 cure, Seller may satisfy this contingency by: (1) delivering written notice to Buyer within 10 days of Buyer's delivery of the Notice of Defects stating  
467 Seller's election to cure Defects, (2) curing the Defects in a good and workmanlike manner and (3) delivering to Buyer a written report detailing the  
468 work done within 3 days prior to closing. This Offer shall be null and void if Buyer makes timely delivery of the Notice of Defects and written  
469 inspection report(s) and: (1) Seller does not have a right to cure or (2) Seller has a right to cure but: (a) Seller delivers written notice that Seller will  
470 not cure or (b) Seller does not timely deliver the written notice of election to cure.

471  CLOSING OF BUYER'S PROPERTY CONTINGENCY: This Offer is contingent upon the closing of the sale of Buyer's property located at  
472 \_\_\_\_\_, no later than \_\_\_\_\_. If Seller accepts a bona fide secondary offer,  
473 Seller may give written notice to Buyer of acceptance. If Buyer does not deliver to Seller a written waiver of the Closing of Buyer's Property  
474 Contingency and \_\_\_\_\_  
475 \_\_\_\_\_

476 [INSERT OTHER REQUIREMENTS, IF ANY (e.g., PAYMENT OF ADDITIONAL EARNEST MONEY, WAIVER OF ALL CONTINGENCIES, OR  
477 PROVIDING EVIDENCE OF SALE OR BRIDGE LOAN, etc.)] within \_\_\_\_\_ hours of Buyer's Actual Receipt of said notice. This Offer shall be  
478 null and void.

479  ADDENDA: The attached Addendums A and B \_\_\_\_\_ is/are made part of this Offer.

480 This Offer was drafted by [Licensee and Firm] Corporation Counsel Scott M. Corbett, State Bar #1010635

481 Marathon County Corporation Counsel \_\_\_\_\_ on \_\_\_\_\_

482 Buyer Entity Name (if any): Marathon County

483 (x) [Signature] Lance Leonhard, Deputy County Administrator 12/23/18  
484 Buyer's/Authorized Signature ▲ Print Name/Title Here ► Date ▲

485 (x) \_\_\_\_\_  
486 Buyer's/Authorized Signature ▲ Print Name/Title Here ► Date ▲

487  EARNEST MONEY RECEIPT: Broker acknowledges receipt of earnest money as per line 10 of the above Offer.

488 \_\_\_\_\_ Broker (By) \_\_\_\_\_

489 SELLER ACCEPTS THIS OFFER, THE WARRANTIES, REPRESENTATIONS AND COVENANTS MADE IN THIS OFFER SURVIVE CLOSING  
490 AND THE CONVEYANCE OF THE PROPERTY. SELLER AGREES TO CONVEY THE PROPERTY ON THE TERMS AND CONDITIONS AS  
491 SET FORTH HEREIN AND ACKNOWLEDGES RECEIPT OF A COPY OF THIS OFFER.

492 Seller Entity Name (if any): CENTRAL STORAGE & WAREHOUSE Co.

493 (x) [Signature] JOHN WINEZARDEN CEO 1/14/19  
494 Seller's/Authorized Signature ▲ Print Name/Title Here ► Date ▲

495 (x) \_\_\_\_\_  
496 Seller's/Authorized Signature ▲ Print Name/Title Here ► Date ▲

497 This Offer was presented to Seller by [Licensee and Firm] \_\_\_\_\_

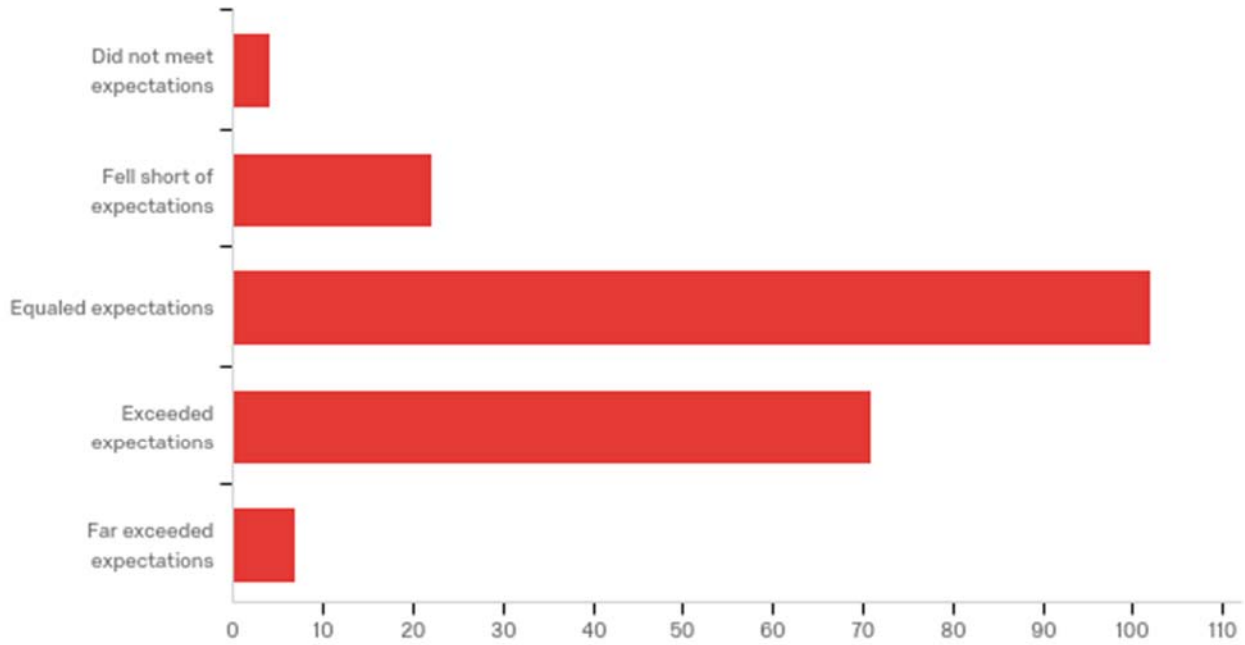
498 \_\_\_\_\_ on \_\_\_\_\_ at \_\_\_\_\_ a.m./p.m.

499 This Offer is rejected \_\_\_\_\_ This Offer is countered (See attached counter) \_\_\_\_\_  
500 Seller Initials ▲ Date ▲ Seller Initials ▲ Date ▲

# MARATHON COUNTY MLK DAY “ON” January 21, 2019, SURVEY RESULTS

Results from January 28 through February 6, 2019

## Q1 - 1. PLEASE RATE YOUR OVERALL EXPERIENCE:

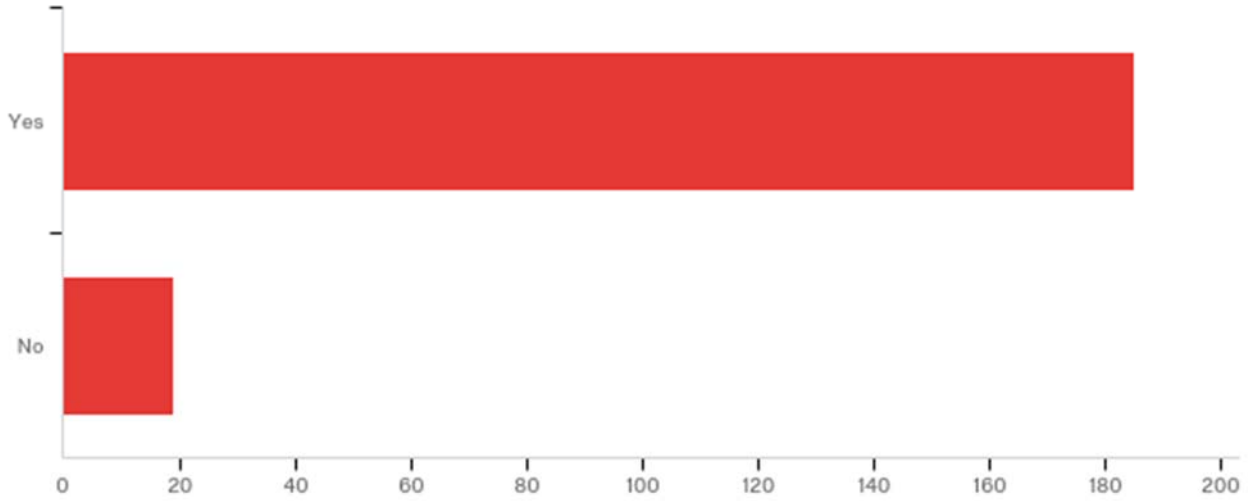


#	Answer	%	Count
81	Did not meet expectations	1.94%	4
82	Fell short of expectations	10.68%	22
83	Equaled expectations	49.51%	102
84	Exceeded expectations	34.47%	71
85	Far exceeded expectations	3.40%	7
	Total	100%	206

# MARATHON COUNTY MLK DAY "ON" January 21, 2019, SURVEY RESULTS

Results from January 28 through February 6, 2019

## Q2 - 2. Was the MLK "Day On" of value to you professionally?

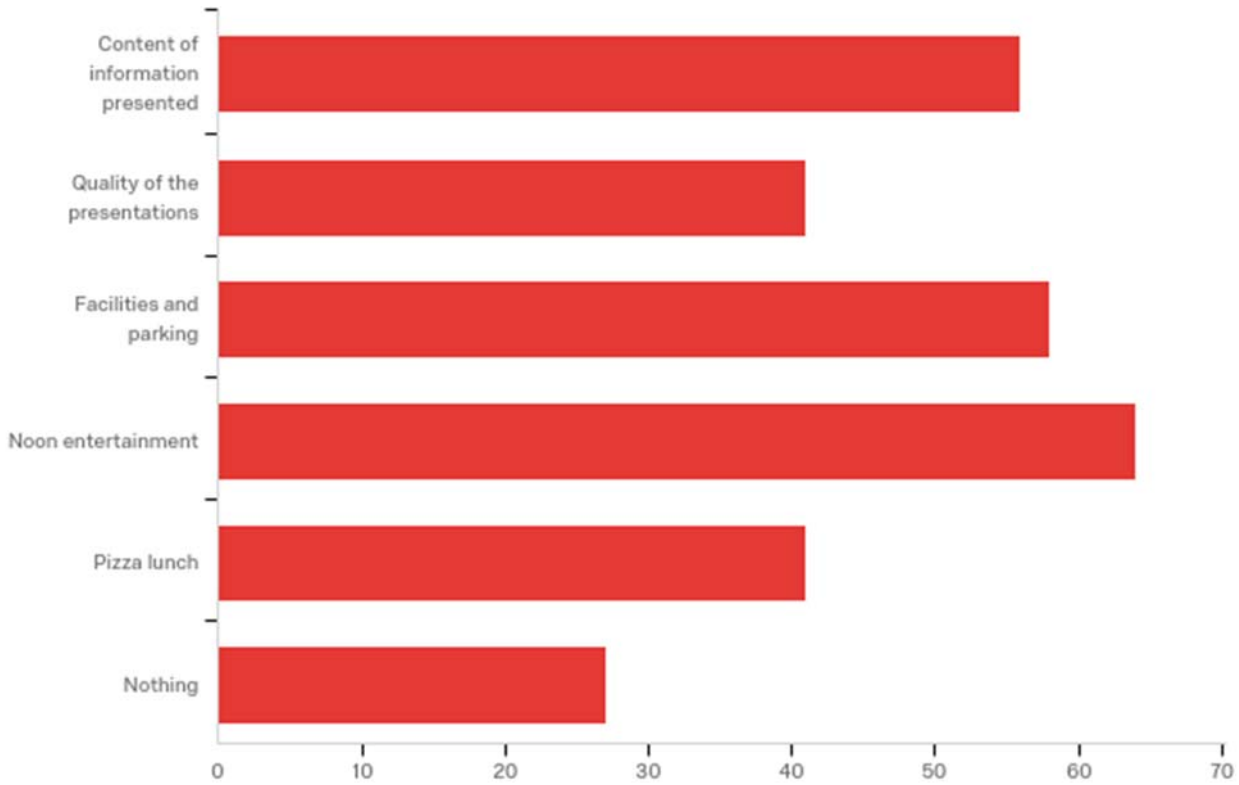


#	Answer	%	Count
1	Yes	90.69%	185
2	No	9.31%	19
	Total	100%	204

# MARATHON COUNTY MLK DAY “ON” January 21, 2019, SURVEY RESULTS

Results from January 28 through February 6, 2019

## Q3 - 3. Please let us know what we could improve on (if anything) for next year:



Data source misconfigured for this visualization

#	Answer	%	Count
1	Content of information presented	19.51%	56
2	Quality of the presentations	14.29%	41
3	Facilities and parking	20.21%	58
4	Noon entertainment	22.30%	64
5	Pizza lunch	14.29%	41
6	Nothing	9.41%	27
	Total	100%	287



# MARATHON COUNTY MLK DAY “ON” January 21, 2019, SURVEY RESULTS

Results from January 28 through February 6, 2019

## Q4 - 4. Did any of the speakers stand out to you? Who and why?

1. The most interesting presentation was the plainclothes people.
2. Steve Bench - very enthusiastic driven and held everyone's attention
3. Steve Bench was wonderful. He was informative and high energy
4. The Generational Differences speaker was outstanding. Great presentation and information!
5. Steve Bench was simply amazing. He was very engaging and set the tone for the rest of the day.
6. Plain People presentaion had a great format that allowed much time for questions.
7. I loved every single speaker that I saw. The only comment I would give regarding speakers is that the two presentations by Andrea Huggenvik and the one presentation by Yengyee Lor were all very similar. I especially liked the History of the Civil Rights Movement in WI by professor Brett Barker. I also saw Steve Bench and Vicki Resech/May yer Thao. I thought all of the speakers did an incredible job!
8. n/a
9. not really
10. Steve Bench on generational differences was very engaging and insightful. He was also energetic, which was great for the first session!
11. I enjoyed listening to the CART presentation. They provided very useful information that I was not aware of.
12. Andrea from the YWCA. While I've heard the content previously, she was able to explain it in a way that was engaging and made sense.
13. The keynote speaker that spoke about generational differences was the best part of the day!!!!
14. I liked the keynote speaker on generations
15. Steve Bench was amazing.He captured the audience's attention right away and kept us interested. Andrea Huggenvik was very passionate and kept the presentation very real.
16. History of Wisconsin - Very knowledgeable and a different topic than we usually have
17. I was only able to attend in the PM and was really looking forward to the Mennonite Bishop and was disappointed to be turned away. I am glad we may have the ooprtunity to again attend if he agrees to speak at the courthouse. I enjoyed listening to the Gary Yeast.
18. Profesor Brett was a great speaker and really kept my attention. I found it very interesting that civil rights in WI actually started with Native Americans.
19. The first opening presentation in the Theater regarding generational differences. I thought it was outstanding. The speaker kept everyone engaged and made us all think about things we never would have though about.
20. Andrea Huggenvik - very interesting presentation on implicit bias with some steps that we can all take to learn more about our own biases and do something about them
21. Yes. The generational differences presentation and speaker were very engaging and interesting.
22. I attended the Mennonite presentation and thought that it was excellent, very informative.

## MARATHON COUNTY MLK DAY “ON” January 21, 2019, SURVEY RESULTS

Results from January 28 through February 6, 2019

23. The CART presentation was my favorite. The officers did a great job of informing us on what they do and why it is important.
24. Steve Bench- He was energetic, kept the audiences attention and brought alot of valid topics to light.
25. Bishop Enos Martin and Professor Brett Barker, the content of both of their sessions was interesting and informative. They were both captivating speakers for very different reasons.
26. The menonite bishop was an excellent speaker and very informative to us as County employees. Unfortunately I found the rest of the presentations either repetitious of last year, or not informational at all. Especially the last program in the Black Box room; it was literally just a promotion of their companies.
27. I thought Andrea did a really great job, she felt less preachy than other presenter speaking about how we all have bias and that implicit is everyone and without thinking.
28. The plain clothes people was the best information of the day.
29. Steve Bensch (generational differences) this speaker and topic were highly engaging. All the information was very applicable to the workplace and provided valuable insight.
30. I liked the introduction in the Thearer where we heard the words of Dr. King about service.
31. Steven Bench was energetic and entertaining. Bishop Enos Martin was extremely informative and interesting
32. The first speaker with Brad was awesome.
33. The history professor who gave a talk about the history of the civil rights movement in Wisconsin was outstanding. If he had a TV show I would watch it. In fact, I wish he had a TV show.
34. The mennonites were interesting. I think it is important to know there culture because they are located through out our county. Also the generational speaker right away in the morning was amazing. He really hit all the points and made me feel good as a Millennial.
35. I went to The Raw Truth of Association by Color--Yengyee Lor and unfortunately did not have any positive take aways from the presentation. I found her very difficult to follow and that there were no real take aways from the presentation. She seems like a very nice person but unfortunatley her presentation was very disorganized with little information.
36. the first speaker on generational difference-fun to listen to and great content
37. Steve Bench stood out. Was a great presenter, very engaging, postive, and energetic. Very knowledgeable about what he was presenting. Should have him back again next year.
38. The Mennonite bishop. It was wonderful and informing to hear from a vastly different culture that exists right in our own county.
39. Enjoyed the Mennonite presentation as well as the officer presensation dealing with escalation. Learned a lot from both
40. Bench - he was awesome and very engaging.
41. Steve Bench on multi generational workforce. Because it was fun, new, informative, and applicable to all of us.
42. the first presenter was very good
43. The first speaker who spoke about the different generations in the work place
44. Bishop Enos Martin was great, and so was Brett Barker. Barker really kept my attention and his enthusiasm for the subject matter was evident. I also really enjoyed the speaker on generational workforce differences.

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45. cart, ability not disability, de-escalation

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46. Bishop Enos Martin's presentation was great - I learned so much about the Mennonite community and feel as if I can better serve them now.

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47. Enjoyed the speaker on Generational Differences but did not enjoy the Director of the YWCA, thought her content and presentation was a bit odd.

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48. Steve Bench - entertaining and informative

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49. I valued the survey results held in the Theater in the final session of the day. The panel was informative and I found the actual results to be very telling, educational, and results that would hopefully assist Marathon County in making changes moving forward. If the panel would be considered "speakers" on behalf of Marathon County, then they stood out to me! I also found the presentation as done by Gary Yeast to be very informative and it certainly stood out to me!

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50. The first one. He was very dynamic and had great information about generational bias.

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51. Steve Bench, Andrea Huggenvik

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52. I loved the man who spoke about different generations in the workforce. The next 5-10 years will mark the beginning of a new era in the workplace and I find it exciting to be part of it!!

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53. Andrea Huggenvik, her presentation was very upbeat and gave a lot of good information.

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54. Steve Bench was absolutely outstanding! Bret Barker was terrific!

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55. Plain Clothes in Marathon County was the best program. This speaker provided the most informative presentation.

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56. Opening speaker. He dressed the part, related to all groups, and had great energy for 8:30 am

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57. I loved the CART presentation - ALL Marathon County employees should be aware that this group just on the basis that we could help someone who needs it.

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58. The gentleman that did the CPR training. He had great passion trying to get CPR training in the schools and other areas.

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59. The opening speaker on generational differences. He was very positive and interesting, did a great job.

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60. The speaker on generational differences. He held the attention of the audience. Excellent speaker!

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61. Mr. Bench & the UW Professor

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62. A drop down list of names/sessions would be helpful here. I enjoyed learning about the mennonites.

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63. The speaker on multi-generational differences was excellent. Informative and entertaining.

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64. The implicit bias presentation made me feel very uncomfortable, especially with other minorities in the audience. I felt bad for them. One got up and left.

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65. First speaker on generations, as well as the history teacher - both were great!

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66. History Prof provided a very good/informative presentation

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67. My favorite was the presentation on Civil Rights in WI

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68. CART and Sheriff Bell

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69. Jessica Hennessey w/Tomah Veterans Admin. - she was an excellent speaker, knew her material, spoke w/pride of the VA center. I felt it was good information on what they're doing/promoting especially after the bad press in recent years. Also, Bishop Martin from the Mennonite community.
70. Steve Bench was great! As a millenial, I really related to him and I loved his energy. He brought up a ton of great points about how different generations can work together.
71. The first presenter in the morning was full of engergy and started the day on the right note.
72. Steve Bench, interesting topic
73. Civil Rights - Great presenter, and learned a few things about the WI movement.
74. See below
75. Steve Bench was terrific! Well put together presentation and he knew the material and what he wanted to say. Not so much for the other speakers.
76. Yes - Steve Bench - He was very interesting and energetic....he spoke about things we could understand and relate to.
77. the bias presenter, she kept me interested and made me think about myself as a leader, how I can improve. and the milenial speaker He made me think about how much difference there is between my generation and the young people I understand them a little bit better but at my job there is no room in our day for them to be on there phone as much as they do regardless of the generation difference
78. Steve Bench - topic was very appropriate and made you think and Brett Barker - History is so important and I liked that he brought in that diversity was long before MLK - back to Civil War and before.
79. Brett Barker-Very good speaker, professional and informed, kept my interest
80. Steve Bench: Excellent, energetic presenter. Enos Martin: Excellent topic. Very humble.
81. STEVE BENCH
82. Really enjoyed the first speaker of the day regarding Generational differences and how to relate. Also loved the professor!
83. Really enjoyed the historical presentation on the Civil Rights in Wisconsin. Learned alot.
84. I was only able to attend 2 presentations. The Crisis Response Team- Critical Incident Stress Services of Wausau was very interesting. I had no idea this even existed. Sounds very challenging and emotionally draining, but also a necessity.
85. First speaker at the opening. Interesting message and well presented! Also the speaker and followup presentation about bias. Very useful
86. Raw Truth, I really enjoyed the way this speaker presented on this issue. She was upbeat and kept the crowd engaged. Kudos to YengYee Lor!
87. Steve Bench was very engaging but had broad generalizations. Brett Barker- engaging as well.
88. Steve Bench was outstanding--very informative and enjoyable. I wish everyone could have heard his presentation and would love to see him come back for additional sessions or topics.
89. Multi-Generational Workforce- Steve Bench because it's a real and current problem in all workforce.
90. They were all very good.
91. History of Civil Rights in Wisconsin - he had a very engaging style and was very knowledgeable

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92. I really appreciated the information presented in the "Learn Spanish as a Sign of Respect" presentation. The speaker's presentation was clear and he was very helpful and patient in helping us learn a few words and phrases.
93. Deputy Bell's presentation on preventing escalation and the CART team - both were very informative, interesting, and relevant to my department (Social Services).
94. Bishop Enos Marten - We live near and often interact with Mennonites every day but never had the opportunity to hear firsthand about their "way of life" to help understand their beliefs.
95. Steve Bench was great! He spoke well, he was lively and gave great information
96. I really enjoyed the presentation by Steve bench regarding the different generations
97. I really enjoyed Gary Yeast. Learned that exercise can be just as important or more important for mental health than prescription medications. He also had some personal experiences that were interesting to hear about.
98. His last name was Bench. The first speaker talking about generations. Which I have heard before from others, but still find it interesting.
99. Steve Bench was very informative. I think he should be at a Lunch and Learn or another time that employees can listen.
100. Steve Bench - presented each generation with positivity and respect for each generation on how each are valuable
101. The speaker who did the millennial presentation was outstanding
102. Andrea Huggenvik - Her subject matter was very interesting and I could apply this to myself professionally and personally.
103. Really enjoyed the keynote speaker, I liked the humor and enthusiasm. There were some assumptions, but I think the generalizations of generational differences were spot on. It was great to see some of my managers in the room (baby boomers) during that part scribbling notes down on the content Steve presented (I am a millennial).
104. Jane Reilly-Smith. Her presentation was individuals with disabilities and success that they have had in Wausau community.
105. Could not get to the speakers wanted to see due to the poor room conditions.
106. Professor on civil rights history in Wisconsin. Clearly knows his topic and could therefore present in a professional "conversational manner.
107. "What are my biases?" Andrea Huggenvik - Excellent Speaker. "History of the Civil Rights Movement in Wisconsin" Brett Barker - Provided historical context.
108. I really enjoyed all of the presentations, but I thought the Hmong women one was really interesting and beneficial to me.
109. Steve Bench - interesting topic, good speaker
110. I really enjoyed the opening presentation on different generations in the workplace. It was very informational and fun to listen to. I also enjoyed the presentation on the history of the Civil Rights Movement in our own state.
111. Enjoyed Steve Bench's presentation and his unbiased review of generational differences
112. The Professor from UWMC. He firmly believes in what he said.

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113. The first speaker describing generation differences - hit the nail on the head. The woman from the YWCA was hard to listen to. Her presentation was un-engaging and her examples totally inappropriate. Felt she was voicing her own gender and political bias.
114. Yengyee Lo's presentation "Raw truth" was incredible! ADRC-CW presentation was also wonderful - allowing other department to see/learn about other departments.
115. I enjoyed Gary Yeast's presentation.
116. Steve Bench, provided a balanced perspective on the topic and reinforced everyone needs to take into account others lived experience perspectives.
117. The Hmong and Spanish words and culture sessions - they did a good job bringing out cultural differences that we might see but not understand.
118. wisconsin civil rights speaker was excellent
119. Professor Brett Barker - was wildly knowledgeable and very much enjoyed his presentation. I appreciated gaining some (local) historical context on the civil rights movement. I would love for him to come back and speak for a longer duration.
120. The Plain Clothes People talk was fantastic! I learned so much about them and their candor was refreshing.
121. All speakers were great!!!
122. FIRST ONE IN THE MORNING- STEVE BENCH-& GARY YEAST-INTERESTING
123. Opening speaker, Steve Bench, was outstanding. It would be very beneficial to have him back for a longer presentation.
124. All of the sessions I attended were very good. They need microphones for the lunch entertainment.
125. History of Civil Rights - Brett Baker, he was an awesome speaker, easy to listen to and gave great content regarding the history of both african americans in WI and also the indigenous people. He was by far my favorite.
126. no
127. The generational differences speaker was great. He kept your attention and made it relevant to all in attendance.
128. Steve Bench, I thought, represented each generation well.
129. The history professor was outstanding. As was the generational differences speaker. I was very impressed!
130. Yengyee Lor didn't seem prepared for her presentation. There wasn't much content and she seemed to be making up examples as she spoke. The INclusivity Report was the best presentaiton of the day.
131. Yengyee Lor & Professor Brett Barker
132. The speakers about the different generations working together. He really brought things into perspective. I would have gladly listened to him for a full hour.
133. Dr Yeast. He's an excellent speaker & I like him & his good advice of exercise, sleep & eat to help with stress.
134. All were great at what they presented.

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135. Yes, Steve Bench I like how he present the different of each Gernaration, it's an eye opening.
136. Bishop Martin - very open and honest, informative great at answering questions Steve Bench - engaging speaker
137. Enos Martin - He and the minister who assisted him were very candid and did a very good job of presenting their beliefs to us. Professor Barker: interesting topic - excellent speaker.
138. Steve Bench- invigorating speaker and great content, Brett Barker- informative, learned many things about our history,
139. Professor Brett Barker and the History of the Civil Rights Movement in WI. I found this presentation to be very interesting and I enjoyed learning more about this topic.
140. Steve Bench - Generational Gaps - was excellent.
141. Steve Bench was a fantastic speaker - fast, easy to understand, and heard lots of positive gossip about him. Love to see him back and incorporate new ideas. The woman after Steve, however, spoke at a level much higher than most of the room and was difficult to understand because of her higher level thinking.
142. Professor Baker on Civil Rights in Wisconsin was outstanding and very engaging. Could have listen to him for another hour or two.
143. Steve Bench was able to speak about generational differences with humor but more importantly being respectful of everyone.
144. Bishop Enos Martin
145. I really enjoyed the frist presenter on gernerational differences. Very engaging presentation
146. Menomitte Presentation was very informative...
147. CPR Training was very informative and eye opening.
148. Yengyee Lor did an outstanding presentation on Hmong Women Leadership-It's rise and it's challenges. She was a very dynamic speaker, the topic was very diverse and the cultural insights were very helpful.
149. The wisconsin history presentation stood out. great presenter and left everyone with a positive message for the future.
150. Generational differences was great and he could probably provide more info to us
151. Steve Bench Multi Generational Workforce, Andrea Huggenvik-Implicit Bias & Yengyee Lor
152. Steve Bench - energizing and candid; Brett Barker- informative;
153. The speaker for the implicit bias presentation was really good. She had some really good facts and information to the topic she spoke on. She sounded genuine and just honest about having these bias and what we can do about it. "Do better!"
154. I wasn't able to hear the whole presentation from Steve Bench. Because of my work hours, would love for that presenter to be available to speak again or at another event. Was able to catch the end of his talk and would love to hear more
155. I found Bishop Enos Martin's presentation to be the most interesting and the session at which I learned the most, with Professor Brett Barker a close second.
156. Bret Barker was amazing. Very interesting topic and a great presenter.

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157. Yes - Steve Bench, His presentation on Generational differences was upbeat and very informative.



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### Q5 - 5. Is there anything that you learned during the MLK "Day On" that stands out as particularly important and you would like to share?

1. I thoroughly enjoyed each seminar that I had attended. There was however; some duplication with Implicit Bias and the Raw Truth of Association by Color. But both were awesome!
2. Appreciate the effort thjat goes into the planning. I found the Red Cross offerings on CPR/1st aid and the blood drive a great additon. Very convenient, practical, and something that all county redidents should particiate in.
3. n/a
4. no
5. The "why does it matter?'" question regarding implicit bias. The answer, "because people are dying" has stuck with me and I'm pondering that.
6. I heard people say to treat everyone with respect and that is just good to reinforce and I liked talking to employees I don't see every day
7. Generational differences and Implicit Bias
8. If we stay in our comfort zone, we are not learning. We need to get out of our comfort zone to really start learning.
9. how generations prefer to communicate. It all makes sense.
10. I learned to view work styles and life through the eyes of the different age groups.
11. I thoroughly enjoyed the whole day, I learned a lot from the breakout sessions so thank you!
12. The camaraderie I felt with my fellow employees was great, although you really can see how much we all desire to hang out with people we already know. I did make a little effort to speak to people I didn't know, and I met two new people.
13. The world is changing, we need to keep up.
14. As more of a straightforward person a really great take away from one of the presenters was " Help me understand" Sometimes it's far to easy to make assumptions and come in hot to a situation where as this phrase is a great step back and allows the other person to shed some light on what is going on from there perspective.
15. It was interesting to learn more about the Mennonites who live within out county and to understand their culture more deeply.
16. Learning about the generation differences was very interesting and helpful.
17. I think the mennonites were incredible because I truly think more people need to be informed about their beliefs and culture. Also the generational speaker did any amazing way of describing how it feel to be a millennial in todays society.
18. I was really interested in the generational differences presentation. Not sure if it was the presenter or the content but I was drawn to that presentation.
19. I learned so much about implicit bias. And the most important being that we cannot help having bias but now that we know about it it is our responsibility to do better.
20. no

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21. I became aware of some interesting things about the people from the different age groups that I work with.
22. Learned about the CART
23. I learned a lot about the Mennonite way of life and what people in those communities believe. I found it fascinating. I also learned a lot of great info about the history of the Civil Rights movement in Wisconsin.
24. Again, the Mennonite presentation was extremely important - I'm glad to see that they will probably be doing another presentation so that all of those who didn't get to attend during the Day On will get another chance. Also, Steve Bench did a fantastic job of illuminating the generational differences, helping us understand the reasons behind the common traits of specific generations. He was a phenomenal speaker!
25. Learning more about the Critical Response Team was really a stand out to me in that I knew there were teams in place to handle trauma situations, but it was quite helpful to get some insight as to the functioning of those teams as well as the value they bring to Marathon County.
26. I thought the information regarding generational bias was great. Made me understand why different generations act the way they do and how to understand each better.
27. I was very interested in the speakers that pertained to Marathon County specifically, i.e.: the Mennonite Bishop, the history professor, etc.
28. All of us coming together to learn is really a special thing. I feel supported and valued by Marathon County and I am not referring to my department, but to the administration as a whole.
29. Yes. I learned that 80+ percent of women have a bias against women leaders.
30. It should be mandatory that the people identified in the STS study attend a learning session with Julie Jensen - EVERYone needs to know this information and most do not (in court setting)
31. Older leaders (boomers) need to look into how to lead the other classes in a productive way for all.
32. Sometimes it seems as if in an effort to be inclusive, we end up calling undue attention to minorities who may or may not want this.
33. Need new topics.
34. The Steve Bench presentation on generational differences was very engaging and interesting.
35. There is a high level of awareness in the county on diversity, I think it is good to see how well we do as a people.
36. No
37. I thought the culture information was very interesting and I was glad it was shared.
38. I thought the first program explaining the differences with the generations was quite good, great presenter.
39. Learning spanish-if I continue to learn it will help me be able to communicate with our customers.
40. no
41. Just how much difference that there is between the four groups and how much respect has been lost in the young generation compared to us little bit older people
42. I need to be more tolerant of up and comers and consider the way they think and what's important (or not important) to them.
43. Understanding how to best work with other generations

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- 
44. The younger generation regards their phone as their independence from everything and it enables them to do many things!
- 
45. Understanding of the differences in perception and engagement between generations, and issues with bias. I plan on taking the survey to see how I come out.
- 
46. Marathon County employees are on the right path. It is important to open our minds and hearts to learning more about diversity. This allows the community to grow. We can do more and need to do more to better the future for all of Marathon County.
- 
47. Andrea from the Y provided a good framework that it would be interesting to have further discussions within departments.
- 
48. I enjoyed learning about the Mennonite culture and the generational differences. The info learned in generational differences is helpful to both my professional and personal life.
- 
49. The Changing Face of Marathon County Government - there was a comment I saw on the slides where an employee in one of the focus groups said that they felt like a token because I have felt like that in my work place too so that really stood out to me. Also, the one where they were afraid to talk to supervisor or management. That is something that needs to be addressed in order to grow professionally and culturally. I believe some management is out of touch or need a reminder on how to manage their department. I feel like some of the seminars should be more directly towards management because what can we do about it? Nothing. It should be a requirement that they need to attend. I believe Mai Kou made a comment that she really believes that change should come from the top to bottom and I strongly agree with her. I also really like the Biases speech too because there was a statement that was made, given if there should be a flow chart on how to discipline workers if they have broken rules and policies. We all should be treated equally and not on our college degree, status, title, or how long we have served the public.
- 
50. Race history in Wisconsin.
- 
51. I found the tips on preventing escalation from Deputy Bell's presentation very useful.
- 
52. The Civil Rights Movement in Marathon County was very relative to the history of Marathon County and often a topic that one does not think of much (Civil Rights are generally thought of as occurring in larger cities)
- 
53. I did not know there was a Marathon County Stress Team
- 
54. Steve Bench was very very good!
- 
55. The level of participation by county staff remains strong which is extremely important to support efforts to continue this "staff in-service day". Opportunity greatly appreciated! Thank you. Julia Wicke
- 
56. Andrea Huggenvik - Her subject matter was very interesting and I could apply this to myself professionally and personally.
- 
57. I appreciated the transparency of the inclusivity survey results (both positive and negative). It might be worth doing a similar presentation for the culture survey feedback when the time comes and what plans/changes have been implemented or planned to be based on those results. I work at the health department and I give a kudos to Joan for making this event a priority. If we want to grow as a whole and develop our core values, this needs to be a county-wide priority. I am glad Joan made it a priority for our department.
- 
58. No
- 
59. Disappointed in this year's organization. Last year was more efficient.

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60. The realization that we all have bias, and that we need to work with ourselves at preventing our biases from affecting our service to others.

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61. Unable to attend any other sessions due to inadequate space. DISAPPOINTED

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62. The history of the state of Wisconsin and how we actually were ahead of the times.

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63. The Mennonite presentation was very good. It is nice to talk with people of different backgrounds to know how to respectfully serve them.

---

64. Elderly population is growing - we need to put in place programs/services to prepare for this group. Everyone has biases and it can be changed if you would just take the time to learn about other people instead of assuming.

---

65. Level of quality of the speakers (Steve Bench, Andrea Huggenvick, and Yengyee Lor) and panel participants "The Changing Face of Marathon County Government"

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66. the wisconsin civil rights movement was very informative to me, the history of our state

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67. The video that Yengyee Lor showed during her presentation encouraging the "flip it to test it" tip. It's a valuable way to test for bias.

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68. The first and second speakers in the theater were highlights for me.

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69. I took away some tips from the Sheriff's talk and will implement some safety tips into my daily life and when making home visits. Also, I don't have much knowledge of the tribes in WI but I believe it would be good to know more. Knowing more for me brings a different appreciation for who they are and where they have been.

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70. no

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71. Being aware of the generational differences and how we can all work together is important. It will shape how we work going forward.

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72. The implicit bias information was exceptional. The historical overview by Professor Barker touched me very deeply.

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73. Cpr

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74. Learned that #1 reason people fall & injure themselves is due to medications. I have a better understanding of biases. I'm using the advice from the secondary traumatic stress presentation of being thankful of 3 things every day for 2 weeks.

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75. Unconscious bias

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76. History of the Civil Rights Movement in Wisconsin, How far the Black had come and the first year they got to vote was 1849.

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77. Including others that live with us in the county sharing their culture (namely Hmong, Spanish, and Amish/Mennonite) was great.

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78. I found the Implicit Bias presentation was especially informative and really got me thinking about myself and the things I need to keep in mind when conducting myself.

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79. Inclusivity Survey results: another new initiative we need to continue and strive to do our best. Kudo's to all.

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80. I learned how to say hello in Hmong and that was awesome.

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81. Never heard of Vel Phillips in Civil Rights High School or College text books and her profound impacts on civil rights in Wisconsin History and the Country.

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- 
82. The leadership qualities highly satisfied employees reported occurring within their Department.
- 
83. I think it is a good event for all staff.
- 
84. Great way to celebrate MLK day! Its nice to all come together for one day and talk to others from different departments
- 
85. Hmong women's culture is currently at where the "white woman" suffrage culture were many years ago....
- 
86. As stated in number 4, This presentiaont was particularly valuable to me.
- 
87. It appears the sessions by Steve Bench and Mennonite Bishop Enos Martin were very good. Is it possible to run sessions twice throughout the day in order for all to attend. Too bad the sessions are limited by attendance too large for a room.
- 
88. Awareness for our implicit biases is important. Awareness that other's biases may or may not have a foundation in an experience we have not had that shaped that person.
- 
89. The history of the civil rights movement in WI was very educational and also the presentation on the Plain Clothed People.
- 
90. The history lesson about Civil Rights in Wisconsin.
- 
91. Great advice to remove names from Resumes. Also think about removing actual dates of ed and employment. Just use time

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## Q6 - 6. Additional comments:

1. Everyone seemed cold a lot of people wore coats to keep warm. It was great to have snacks for breakfast but would it be possible to have them in the main building. I also noticed that there was students attending some presentations this made MC employees miss some interesting presentations because they were to full.
2. Having additional information regarding the content of the sessions prior to attending would be valuable. For example - I attended the preventing escalation presentation (which was very good), but wasn't anticipating it was going to be more about physical situations than about workplace situations. Some rooms were too small for the audience size. Would have been nice to have morning food/beverages in the same building as the presentations.
3. Noon entertainment couldn't be seen or heard except by people seated at the very nearby tables. I would have like to experinced it.
4. It would be helpful if there was a way to check interest in certain speakers that are only available. It would be appreciated if these popular topic speakers were scheduled in the auditorium. Many speakers rooms were full so could not attend. There were overlapping speakers regarding implicit bias.
5. Please provide a brief summary of what each presentation/event will be covering. That makes it easier to determine which items may be better for individuals to attend. Also, having a sign-up (i.e. thru sign-up genius) would help anticipate the number of individuals interested in a session to assist with capacity.
6. The Black room was too small, not enough room for all who wanted to attend those sessions.
7. There was such a high demand for some of the speakers that you could not get into the rooms, and ended up going back to the theater whether it was what you had wanted to see or not. The aging in Marathon County was full by the time I got to the room along w/the Mennonnite discussion. The speaker from the YWCA was really good; however, it was very hard to do the group activity in the theater.
8. I think this event gets better each year.
9. Lunch entertainment could improve. Was not able to hear a thing.
10. I hope we can get some new topics for next year as I've done a lot of implicit bias and deescalation training.
11. As stated above, I had to work unitl around 12:20 and had to drive to the site and then find parking, so by the time I got to East Gate Hall a little before noon, there was no lunch left.
12. I think it is better when the meeting are in different buildings thoroughout the county as the parking was atrocious. It was quite the walk for some of our older employees.
13. Not enough seating in some of the rooms. Make sure there is abundance of seating. Plan for the most people. I feel we could have done a better job of planning for more people.
14. I was offended by many of the presenters and comments in the sessions that I attended. This wasn't about growing this was about accusing. I will not attend any sessions next year.
15. Overall I felt it was an improvement over last year. I was happy with the lunch and the variety of presentations. I'm sure next year will be even better.
16. It was great that all programs were offered at the same location. Would have liked to see the same speakers offered at different times throughout the day.
17. I felt the lunch feature presented by the UWMC Theater Students was in poor taste. It felt like they were making fun of individuals with mental illness rather than trying to bring awareness of the disease.
18. Many of the presentations this year were repeats - or very close - to presentations last year, which was disappointing. Walk to Youth Building was challenging for some participants as was parking.

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19. It would be nice to get out in the public and make a difference. Example: vol at nursing home or hospital or assisted living

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20. 1. Having people sign up for sessions beforehand or even just indicate interest could alleviate the issues with there not being enough room for everyone who wants to see a certain presentation. 2. The sessions I found helpful were ones that actually went over useful information. I would love a day where we are able to learn about all the different cultures we interact with on a daily basis. That would be useful to me. The more nebulous talks about diversity tended to be more of a talk which made generalizations about perceived minorities and majorities. This is not helpful to anyone. Inclusion should be inclusive and not perpetuate the same closed-mindedness that we are trying to overcome. Stereotyping and closed-mindedness are still stereotyping and closed-mindedness even if it meets the requirements of being "politically correct". Instead of pitting people against each other and making people feel defensive, let's instead created an environment where we are all first and foremost human beings. Then we can avoid having people who appear to be "caucasian" being stereotyped and people who appear to be "minorities" being forced to speak for their perceived people group. Just because someone looks "caucasian" or "hmong" etc doesn't mean you are guessing correctly and doesn't mean you know anything about them. That is just as bad as the racism we are trying to get rid of. 3. I think the representative in the panel seemed very uncomfortable. The stats from the survey were interesting and useful, but having the panel made everyone feel awkward. Perhaps next time if you have a panel, just include individuals who express an interest in analyzing the survey publicly instead of selecting people based on their race or gender. I do hope that the county will be using the results from the survey in the same way that the culture survey is used. I think this is valuable information if we create action plans to address issues and continue to get feedback from employees. I think having MLK Day On is a great thing and should continue, but there is still room for improvement.

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21. Would recommend having people sign up for break-out sessions so the speaker is placed a room with enough seats. The black box was too small for most of the speakers and I was unable to attend a session that would have been very useful for my position because the room was full 1/2 hour before the presentation.

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22. Seating/size of rooms available seemed to be a problem throughout the day

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23. Appreciate the opportunity to have this day.

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24. Bigger room for the Mennonite speaker.

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25. While I enjoyed this year's MLK Day and the one in 2018, there was sadly no real focus on LGBT issues or way of life. While things like race, gender and age are important, there is so much more to diversity than just race. I feel like there is still a lot of prejudice against LGBT people (for example, we JUST got the right to marry less than 4 years ago), so there should be programming about Marathon County's gay population and how things are changing for people, or what life is like here for them. I think it would be great if we had a session of transgender people (there is a local support/advocacy group called Transfam Wausau who may be willing to participate), as the trans population is one we may not interact with daily but they are here in Marathon County and we should learn about them and recognize them. I think it would also be cool to have a session with drag queens about the art of drag (and clearing up the differences/misconceptions between doing drag and being transgender, as I'm sure many people don't know the difference). I would also like to learn more about other religions in the area. Wausau is home to one of the only synagogues in the region, yet I don't know a lot about the Jewish faith. So, maybe having the rabbi from that synagogue come talk about be enlightening (and representatives from other religions in the area). I think this is extremely important, especially given all of the anti-semitism that has been happening around the state and country (shootings, vandalism, hate marches) in the last few years. There



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is so much more here than just Christianity here, and I think we should all learn more. Other ideas I came up with were having sessions on homelessness (with reps from the Salvation Army and local shelter). Sort of "a day in the life of a homeless person," which I think would be powerful and eye-opening. Also, having a session about the opioid crisis (maybe with a panel of professionals and/or recovering addicts) would also be beneficial, since many of our departments (health, sheriff's dept., library, social services, courts, etc.) deal with this issue almost daily. That being said, I am very much looking forward to MLK Day 2020! P.S. I only said "facilities and parking" needs improvement because many of your most popular sessions (Bishop Enos Martin, de-escalation, etc.) were in the Black Box or similar-sized rooms and there wasn't enough room. Having some bigger facilities (or spreading the day among multiple campuses, like River Drive, the employee health clinic, etc.) might be helpful.

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26. Most of the rooms did not have adequate space for the people wanting to listen to the presentation
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27. Not trying to be nit-picky, but I was unable to hear the noon entertainment - they could have used some amplification. Also, it would be nice if there was at least one healthier option for the lunch.
- 
28. There were a few sessions I wished I could have attended, but they landed at the same time so I had to pick one. Unavoidable perhaps, and I do not have a ready idea for a solution other than to suggest perhaps we do a "lunch and learn" sort of period and offer a session during that time where employees could eat and participate in a session. Overall, I think the "Day On" is a fantastic idea and I hope it continues well into the future and thank you for the opportunity to participate!
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29. I'm glad that there is another chance to hear the Mennonite Bishop, as I was unable to get into that session. Hopefully, it will be recorded because it is difficult to attend the lunch and learn events because of my schedule.
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30. Thank you for giving employees of Marathon County an opportunity to come together, take a break from the work week, and learn about each other and what is going on in our community!
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31. This was a better event than last year and last year was excellent!
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32. I was angry that there couldn't have been some water or something to drink for the attendees. I know if I walked to another building I could have found something to drink. Also, I thought the presentations would have been more geared toward our jobs. A presentation on the ADRC, really? Next year let's have one on the Clerk of Courts! I thought they could have been structured better, such as, active shooter, transportation issues in Marathon County, the future of NCHC, how to be safe at work, what areas in Marathon County not areas that workers should go to alone, how to defuse situations. I know that you had one speaker on escalation, but he geared the talk more toward a police officer. Let's be more proactive with presentations that actually help the workers.
- 
33. I felt bad for the noon performance - This was not planned out as well as it should have been. Effort went into the play/skit but no thought of if anyone could hear this. Anything next year should be amplified.
- 
34. I appreciate that Bishop Martin may not have wanted to speak in a larger room to a larger group, but it would be great to see more of these type of speakers, whether its a Hmong person who lived in Laos, or other speakers on other religions -- its about more than a "race" diversity that we should be focusing on. We should also be focusing on PHYSICALLY disabled people as a group that is challenged by the diversity they need to overcome, and what things affect them when interacting with County employees doing their work.
- 
35. It would have been nice if the same classes were offered in the morning and afternoon for those departments that have to have staff available such as CPS area.
- 
36. I was extremely frustrated with the YWCA speaker. She was rude and she was annoying and didn't talk about diversity, rather I felt like she was telling us what she thinks we should believe. I was frustrated with her and had to leave! Don't allow this day to be political!!!



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37. More planning for room size to accomodate all attending.

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38. Room space needs to be reviewed so people can see the speakers they want to see.

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39. I thought it didn't make sense for someone to be taking a survey asking us if we will attend lunch when the schedule wasn't put out yet for us to determine if we could or even wanted to go. Not everyone in the county works M-F 8-4:30. Plus we have to ask our supervisor if we can go since it may create overtime on our day off.

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40. There was a great deal as an inbetweenner that I appreciated, but I do not feel that the management in my department felt the same way

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41. I don't feel we should create a problem that doesn't exist. It is good to discuss level of awareness but we do very well in the county at accepting all people.

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42. Regarding the results of the Inclusivity Audit report, I thought the 4 individuals didn't seem prepared. It was as if they were first receiving the results at that moment.

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43. I would have loved to attend the Mennonite presentation, but the room was already full. If that program could have been in the theater, it would have been great!

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44. Not enough room for the Mennonite program, many people were turned away.

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45. We couldn't hear the lunch entertainment in the back of the room. Lunch service was very slow and those of us at the end of the line didn't get dessert as others did and our pizza slices were very small compared to those that were at the front of the line.

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46. I was disappointed that I could not attend certain sessions because of the limited seating room.

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47. I look forward to MLK Day On next year again it is a very interesting day and I leave with lots to think about.

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48. This is a great event. I learn more every year.

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49. Excellent all around topics and learning opportunity. Love having at the UW, but several rooms are not big enough. (Theater is great venue).

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50. Bring Steven Bench back for a presentation for ALL to see. He was soooo good. He could have said so much more but was rushed for time at the end. PLEASE BRING HIM BACK FOR ANOTHER SESSION. MAYBE TWO HOURS??? SO WORTH IT!

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51. GREAT location- but some of the more popular presentations filled quickly and were limited by the room size. Noon entertainment was a good idea- but couldn't hear very well. Is there a better way to organize how people get their lunch to make it more efficient?

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52. Some of the presentations did not have adequate space so everyone interested could attend. It would be nice if all presentations were held in rooms large enough so anyone who wants to attend a particular presentation is able to. Additionally, due some areas that needed to remain open during this day, not everyone had adequate time for the lunch offered. It would be nice if the lunch time was extended OR all facets of our organization are closed for the day so we can participate in sessions all day and have time to enjoy the lunch provided.

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53. Continue to celebrate MLK day!

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54. It would have been helpful to have more descriptions of what was being covered and bios of presenters to help choose presentations. This might have also helped with the overlap in content between the presentations by Andrea Huggenvik and Yenglee Lor. It would have been helpful to have more content on different communities- in particular Hmong and Latinx not just translation.

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55. It would be nice if all sessions were on the campus, so less travel is required. The parking is scarce and the weather is not suitable for all employees to be walking. The breakfast was very unorganized. The building

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was locked at the advertised start time and there was not initially any food or beverages until closer to 8:00. The lunch "entertainment" could not be heard by all and what I could hear seemed to be making fun of mental health more than anything. This was offensive and definitely not inclusive. I don't think we should have any lunch entertainment if we are to be networking and meeting new people. Larger conference rooms are needed for the sessions. Many rooms were full to capacity and then some, leaving safety concerns in case of an emergency.

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56. I really like Steve Bench and I wish he spoke more about the generational workforce and what we should expect from working with different generation. Also, I wish Mennonite Bishop Enos Martin wasn't in the small room and instead be in the theater for he is more relatable for public service.
- 
57. a larger space or multiple sessions of the same topic - I was turned away from two sessions despite arriving quite early. Maybe send out a survey a week or two ahead of time to see which presentations have the most interest and need more space.
- 
58. I appreciate the county's investment in its employees by taking this day to provide us with these learning opportunities!
- 
59. Although the topics were good, most didn't pertain to me professionally. It would be beneficial to have topics that specifically pertained to our profession as its an excellent time to attend required and/or recommended training when it is a day away from the every day work day.
- 
60. I didn't really care for the panel of speakers at the end. It felt a little awkward and was slightly uncomfortable for me to watch. I do think that there is a great variety and enjoy this experience. I also liked that the presentations were all in one location. That made things much easier!
- 
61. The lunch presentation was not only difficult to hear but the content needed a lead in presentation. The way the skit came accross was derogatory towards diagnosing professionals and could have been offensive towards people who take the prescribed medications that were a part of the skit. I know it was not the intention to mke fun of mental illness or the stigma associated and I know the intent was to provide some education but thisis a big topic and there needed to be more information and dialoge provided to explain the skit.
- 
62. Due to my job duties, I am only allowed to go half a day to MLK day and that time is chosen for me. It would be nice if I'm required to go during the afternoon that the presentations that are presented in the morning might also be presented in the afternoon. Also maybe do a signup like offering a class (first come/first served). I arrived 20 minutes early to see the mennonite presentation and was turned away due to being too full. I know we recd notification that a lunch & learn might be offered but do to having to have coverage and only being able to allow so many people to within my unit, attending again might not be possible. We only allowed like 3 people to attend other lunch and learns at a time..
- 
63. We need of a variety. Of course the Amish/Mennoite was so full, because it was different. Listening all day to basically the same message gets very long.
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64. I felt very uncomfortable in Implicit Basis. I felt horrible for the 2 ladies in our group that were African American. Questions that were asked and comments made were very racially motivated but that is my opinion. Need better entertainment also.
- 
65. May I please suggest that a brief description of each presentation be shared when sending out the schedule? This would provide staff information to be even more informed when deciding what to attend and then what to expect. Thank you. Julia Wicke
- 
66. There were several times I wanted to attend two presentations which were occurring at the same time (for example, What Are My Biases? and CART were at the same time). This forced me to have to choose which one to attend. It would be nice if some of the presentations could be offered more than once. In addition, a few of my coworkers were going to go to the First Aid and CPS training which they were told was cancelled but we did not receive any notice.

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67. I am glad to hear that the Amish presentation may happen again. I wasn't able to get in on that one due to capacity and I was really looking forward to it. I took advantage of the blood drive opportunity. The noon entertainment was interesting, it felt a little strange on a day when we're learning about inclusivity and the feature was mocking mental illness and treatment. I get that it was supposed to be humorous, but probably not the right time for it. Maybe a video/documentary showing of MLK would make more sense and wouldn't be a huge time/cost investment. People could grab their lunch and head back over to the theater. Just an idea. Thanks for putting this on! The event felt like it improved from last year. One other thing to consider maybe for next year is to only have the keynote and Brad's opening at that time. Other presentations should start after that. I just don't think it does the presenters justice as the majority of us attended the keynote.
- 
68. Disappointed in this years organization. Lats year was more effecient.
- 
69. Liked having everything in walking distance. A parking map would be helpful. Probably will not get to courthouse for Bishop Enos Martin - please have him back next year and in a bigger room.
- 
70. Not enough seating for some of the presentations. Would have like to have seen some of the presenations, but not enough seating.
- 
71. I really would have liked to attend the "Plain Clothes" presentation. I think having two implicit bias presentations back to back in the auditorium was a bit redundant and others could have presented in there that had a different topic.
- 
72. Would have appreciated the opportunity to pre-register to provide Admin an opportunity to meet the needs of speakers and attendees. UW campus logistics felt disconnected, was not a convenient venue.
- 
73. I would like to see something on religious diversity training. Living in Central Wisconsin, the majority of people are Christian, but we do have non-religious, Jewish, Muslim, and more non-Christian peoples living in Marathon County. I think it some sort of training on how we can do programs and services that cater to everyone and not just the (religious) majority would be a great use of time.
- 
74. Breaks with juice or water or coffee. Maybe could have had a little background on the beginning of Marathon County.
- 
75. Second year in a row the main auditorium was FREEZING
- 
76. It was very difficult to hear the noon entertainment. Also, the "Black Box' room was way too small for the number of people who wanted to attend the presentations there.
- 
77. This year's noon entertainment was funny and entertaining, for those who were closer to the stage. It was hard to hear in the back and see.
- 
78. I see in the email with the survey link we will attempt to get Bishop Martin in for a lunch & learn which is great, but were several other sessions as well that did not have adequate space for those wanting to attend. Perhaps we can do a survey BEFORE the even next year to determine where the various sessions should be held based on interest?
- 
79. glad i sat with some other county workers for lunch, had been talking about donating blood, which prompted me too for the 1st time
- 
80. I think it would be beneficial to have representation from the LGBTQ+ and disabled/differently-abled communities as well as perhaps a training around the systemic barriers people (minorities, women) face.
- 
81. I thought that the day went very well. I would continually strive to get new viewpoints and presenters to add every year.
- 
82. In the forthcoming years, I think the speakers and topics should be changed. I noticed there was a lot of the same topics as in 2018.
- 
83. I found it interesting that the director of the YWCA spoke about bias and not allowing your bias to influence how you treat people. Yet, during the Senate confirmation hearing for Justice Kavanaugh, the

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YWCA had a sign on their property stating that "We Believe Dr. Ford." To me, that was a fairly clear statement of bias - choosing sides before all the information was known. It doesn't appear as though Ms. Huggenvik practices what she preaches. While she may have had some important points to make, she didn't have credibility with me because of that.

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84. I would appreciate a healthier food option for lunch next year. I did like that a lot of the talks were all in the same building this year instead of different locations.
- 
85. Larger rooms with adequate seating would be appreciated. A description of the presentations would also be helpful.
- 
86. Yengyee Lor's presentation on "The Raw Truth of Association by Color" was difficult to follow. She did not seem well prepared.
- 
87. The lunch entertainers needed microphones. You couldn't hear them (and could barely see them) with a room full of people eating lunch. I missed the point of their presentation because I couldn't hear most of it. A real disservice to them :(
- 
88. I love the idea of spending a day talking and thinking about inclusion, especially in Marathon County. I'd like to see more hands on types of presentations that allow us to be more active rather than passive.
- 
89. A Bigger Room for the bigger topics would be a good idea.
- 
90. Presenter by Yengyee was good too. Not to judge other by the way they look or colors of their skin until you get to know them.
- 
91. Having larger rooms or adjusting seating next year for popular topics this year (I was unable to attend the Plainclothes People presentation because it was too full).
- 
92. It was standing room only for the de-escalation presentation which I wanted to attend, but didn't. I was disappointed in that. I felt that last year's presenter for implicit bias gave a better presentation than this year. For those professions that need Continuing Education Hours, is there a way for this to occur.
- 
93. I feel that the sessions were not as good as last year.
- 
94. Let's work on these items all year. Glad to hear you will have a lunch and learn with the Bishop.
- 
95. Would be nice to have overview of each class listed before the day - sometimes the title of the class doesn't explain what it is about. The Red Cross CPR refresher for hands only compressions was excellent. Would be nice to have the First Aid Refresher that was listed too. Need microphone for noon entertainment. Could not hear.
- 
96. Thanks for this opportunity. Inclusivity is an important factor in mental and physical health. I wonder if "MLK 'Day on'" has a connotation that every other day is "MLK 'Day off'"...just a thought!
- 
97. Great opportunity for County Employee's.
- 
98. I request a sign up system so that staff can be efficient in their planning of attendance, and also to manage the size of the audience for each session. If there is more interest in certain topics, rooms can be reassigned to allow for that. I also do not recommend entertainment at the lunch hour if the session continues to be in East Gate Hall. It is too noisy in there and hard to see and hear. Plus groups enter for lunch at different times.
- 
99. Was not all that impressed with the Panel at the end. It was nice to showcase the workers who stood out but there was little time to hear from them and their ideas for the future. Not sure if facilitating this session differently is possible. Thanks for everything though.
- 
100. I heard from people that they couldn't get into sessions and there was not enough space. Also coffee/snacks should be at the locations where the trainings are located. It was too cold to have to be going to different buildings.

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101. The lunch presentation was not done well. It appeared to make fun of Mental Health. Possible to have just music at lunch next year? It's very hard to hear in that room. We ran out of pizza also.

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102. While it is clearly wrong to mistreat someone who has a different language, skin color, religion, or other ways in serving residents or working with co-workers, accepting each difference equally is a different matter and the difficulty in society past and current. One cannot accept everyone's beliefs without denying someone's.

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103. I did not attend the session(s) on implicit bias because it seemed similar in content to the 2018 presentation. Also, I thought the presentation about aging in Marathon County would be more about the changing population and what county workers might expect in the future, rather than a summary of ADRC's services (with which I was already familiar). In the future, I would be interested to see a session related to LGBT issues (which may have been covered in implicit bias) and perhaps a session for county employees on personal finance and investing/retirement.

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104. Great event. Extremely worthwhile.