

# Pay difference shocks young manager; holiday dinners, dieting

Dear Dr. Brothers: I have been working for "Company X," an industry leader, for about five years, and have become very close to another woman who was hired at about the same time. We work in different departments but have virtually the same job description. I just found out (inadvertently) that she makes about \$10,000 a year more than I do! I don't want her to know that I am aware of her salary because of how I found out, but lately she has been asking me what is wrong because I am really feeling bad about this. I know it isn't her "fault," but I feel so angry. I'm also mad at the company for taking advantage of me all this time. — L.T.

Dear L.T.: I'm sorry you had to find out this unpleasant news (and in a way that makes you uncomfortable to discuss), but imagine if everyone in the com-



**Dr. Joyce Brothers**

● Ask Dr. Brothers

pany had his or her salary posted on the bulletin board. There would probably be a lot of distressed people feeling envious and angry. I'm sure even many of the employees with the highest salaries don't feel they are paid what they are worth — that's just human nature, it seems. I hope you don't let this knowledge go any further in turning you against your good friend. If you look at the situation in an objective way — it's difficult, I know — you'll have to admit that your colleague

shouldn't be blamed for making more than you. Instead, why not go about trying to get a promotion or a raise to bring you to an even level?

All things being equal, a company will hire someone for as

little as it can. Your friend might have come in with a higher previous salary, or simply said no to offers until she was satisfied. If you concentrate on honing your negotiation skills before your next salary review, you might find yourself in a stronger position to bargain for a better salary. Perhaps the inadvertent discovery will be a blessing in disguise if it helps to light a fire under you. But don't blame your friend for being successful; use her as a benchmark for what you want to achieve. Then you can

celebrate together.

Dear Dr. Brothers: In this holiday season, no matter what the faith or color of the celebrating family, a huge amount of socializing and partying is based on food and the enjoyment of it. Well, I'm someone who loves food, ALL food, and that's my problem, because I'm also trying to lose weight. Someone suggested that I delay my arrival at the various homes of my friends until after the meals are over. I'm not about to do that, miss out on all the fun — no way! Any thoughts that might help

me out this season without feeling too deprived? — R.M.

Dear R.M.: By all means, go to the parties, see your family and friends, share food with them, but don't arrive starving. Take the time to eat some food that's on your diet before you go, and then serve yourself small portions when you're there. If you drink at all, you can cut out a lot of calories if instead you bring your own diet soft drinks, although your host will probably already have an ample supply.

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**Public Notice**

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**ORDINANCE NO. 1411**

AN ORDINANCE AUTHORIZING THE CITY OF COLBY, KANSAS TO ISSUE ITS TAXABLE INDUSTRIAL REVENUE BONDS, SERIES 2007 (WWW, INC.) IN AN AGGREGATE PRINCIPAL AMOUNT NOT EXCEEDING \$1,600,000 FOR THE PURPOSE OF ACQUIRING, CONSTRUCTING AND EQUIPPING A COMMERCIAL TRAVEL PLAZA FACILITY; AUTHORIZING EXECUTION OF A BOND AGREEMENT BETWEEN THE CITY, WWW, INC., AS TENANT AND WESTERN STATE BANK, GOODLAND, KANSAS (THE "BANK"); AUTHORIZING THE CITY TO LEASE SUCH FACILITY TO WWW, INC. AND AUTHORIZING EXECUTION OF A LEASE BETWEEN SAID CITY AND WWW, INC.; APPROVING THE FORM OF A GUARANTY AGREEMENT BY AND BETWEEN THE TENANT, MICHAEL D. WOOFER, JAY WOOFER AND SUSAN WOOFER AND WESTERN STATE BANK; AND AUTHORIZING THE EXECUTION OF ADDITIONAL DOCUMENTS NECESSARY OR DESIRABLE TO EFFECT THE TRANSACTION CONTEMPLATED HEREBY.

THE GOVERNING BODY OF THE CITY OF COLBY, KANSAS HAS FOUND AND DETERMINED:

A. The City of Colby, Kansas (the "Issuer") is authorized by the Kansas Economic Development Revenue Bond Act, as amended, as codified in K.S.A. 12-1740 *et seq.* (the "Act"), to acquire, construct, improve and equip certain facilities (as defined in the Act) for commercial, industrial and manufacturing purposes, to enter into leases and lease-purchase agreements with any person, firm or corporation for such facilities, and to issue revenue bonds for the purpose of paying the costs of such facilities.

B. The Issuer's governing body has determined that it is desirable in order to promote, stimulate and develop the general economic welfare and prosperity of the Issuer and the State of Kansas that the Issuer issue its Taxable Industrial Revenue Bonds, Series 2007 (WWW, Inc.) dated as of their Issue Date in an aggregate principal amount not exceeding \$1,600,000 (the "Bonds"), for the purpose of paying the costs of acquiring, constructing and equipping a certain commercial travel plaza facility (the "Project"), as more fully described in the Bond Agreement and in the Lease authorized in this ordinance for lease to WWW, Inc. (the "Tenant") and sublease to Petro Stopping Centers, L.P.

C. The Issuer's governing body finds that it is necessary and desirable in connection with the issuance of the Bonds to execute and deliver the following documents (collectively, the "Bond Documents"):

(i) a Bond Agreement (the "Bond Agreement"), between the Issuer, the Tenant and Western State Bank, Goodland, Kansas (the "Bank") prescribing the terms and conditions of issuing and securing the Bonds;

(ii) a Lease (the "Lease"), with the Tenant, under which the Issuer will acquire, construct and equip the Project and lease it to the Tenant in consideration of Basic Rent and other payments; and

D. The Issuer's governing body has found that under the provisions of K.S.A. 79-201a Second, the Project purchased or constructed with the proceeds of the Bonds is eligible for exemption from ad valorem property taxes for up to 10 years, commencing in the calendar year following the calendar year in which the Bonds are issued, if proper application is made. The Issuer's governing body has further found that the Project should be exempt from ad valorem property taxes for a period of 10 years. Prior to making this determination, the governing body of the Issuer has conducted the public hearing and reviewed the analysis of costs and benefits of such exemption required by K.S.A. Supp. 12-1749d.

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF COLBY, KANSAS:

Section 1. **Definition of Terms.** All terms and phrases not otherwise defined in this ordinance will have the meanings set forth in the Bond Agreement and the Lease.

Section 2. **Authority to Cause the Project to be Purchased and Constructed.** The Issuer is authorized to cause the Project to be acquired, constructed and equipped in the manner described in the Bond Agreement and the Lease.

Section 3. **Authorization of and Security for the Bonds.** The Issuer is authorized and directed to issue the Bonds, to be designated "City of Colby, Kansas Taxable Industrial Revenue Bonds, Series 2007 (WWW, Inc.)" in an aggregate principal amount not exceeding \$1,600,000. The Bonds will be in such principal amount, will bear interest at various stated rates and will mature, and will have such other redemption provisions, including premiums, will be in such forms and will be issued according to the provisions, covenants, agreements and other terms as are set forth in the Bond Agreement. The Bonds are being issued for the purpose of providing funds to pay the costs of acquiring, constructing and equipping the Project. The Bonds will be special limited obligations of the Issuer payable solely from revenues generated from the Project and the Lease of the Project. The Bonds will not be general obligations of the Issuer, nor constitute a pledge of the faith and credit of the Issuer, and will not be payable in any manner by taxation.

Section 4. **Authorization of Bond Agreement.** The Issuer is authorized to enter into the Bond Agreement with the Bank and the Tenant in the form approved in this ordinance. The Issuer will issue and sell the Bonds and provide for payment of the Bonds and interest thereon from the revenues derived by the Issuer under the Lease and other moneys as described in the Bond Agreement, all on the terms and conditions in the Bond Agreement.

Section 5. **Authorization of Lease of the Project.** The Issuer is authorized to enter into the Lease with the Tenant in the form approved in this ordinance. The Issuer will acquire, construct and equip the Project and lease it to the Tenant according to the provisions of the Lease.

Section 6. **Approval of the Guaranty Agreement.** The form of the Guaranty Agreement between the Tenant, the other guarantor(s) named therein, and the Bank, for the benefit of the owners of the Bonds, is approved.

Section 7. **Execution of Bonds and Bond Documents.** The Mayor of the Issuer or such person authorized by the Issuer to act for the Mayor in the Mayor's absence is hereby authorized and directed to execute the Bonds and deliver them to the Bank for authentication on behalf of the Issuer in the manner provided by the Act and in the Bond Agreement. The Mayor or other authorized signatory is hereby authorized and directed to execute and deliver the Bond Documents on behalf of the Issuer in substantially the forms presented for review prior to passage of this ordinance, which forms are approved, with such corrections or amendments as the Mayor or other authorized signatory shall approve, as evidenced by his or her signature. The authorized signatory may also sign and deliver such other documents, or certificates as may be necessary or desirable to carry out the purposes and intent of this ordinance and the Bond Documents. The City Clerk or the Deputy City Clerk of the Issuer is hereby authorized and directed to attest the execution of the Bonds, the Bond Documents and such other documents, certificates and instruments as may be necessary or desirable to carry out the intent of this ordinance under the Issuer's corporate seal.

Section 8. **Tax Exemption.** The Project will be exempt from ad valorem property taxes for 10 years, commencing in the calendar year after the calendar year in which the Bonds are issued. The Tenant must prepare the application for exemption and submit it to the Issuer for its review. After its review, the Issuer will submit the application for exemption to the Thomas County Appraiser for review and transmittal to the State Board of Tax Appeals.

Section 9. **Pledge of the Project and Net Lease Rentals.** The Issuer hereby pledges the Project and the net rentals generated under the Lease to the payment of the Bonds in accordance with K.S.A. 12-1744. The lien created by the pledge will be discharged when all of the Bonds are paid have been paid or deemed to have been paid under the Bond Agreement.

Section 10. **Further Authority.** The officials, officers, agents and employees of the Issuer are authorized and directed to take whatever action and execute whatever other documents or certificates as may be necessary or desirable to carry out the provisions of this ordinance and to carry out and perform the Issuer's duties with respect to the Bonds and the Bond Documents.

Section 11. **Effective Date.** This ordinance shall take effect after its passage by the governing body of the Issuer, signature by the Mayor and publication once in the Issuer's official newspaper.

PASSED by the Governing Body of the City of Colby, Kansas this 19<sup>th</sup> day of December, 2006.

APPROVED AND SIGNED by the Mayor of the City of Colby, Kansas this 19th day of December, 2006.

[SEAL] K. G. Bieber, Mayor

Attest: Beverly J. Stiebeck, City Clerk

(Published in the Colby Free Press on December 21, 2006.)

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