

MINUTES OF THE HOUSE COMMERCE AND LABOR COMMITTEE

The meeting was called to order by Chairman Steve Brunk at 9:20 A.M. on February 20, 2008 in Room 784 of the DSOB.

All members were present except:

Brenda Landwehr- excused  
Candy Ruff- excused  
Lana Gordon- excused

Committee staff present:

Jerry Ann Donaldson, Kansas Legislative Research Department  
Jill Wolters, Office of Revisor of Statutes  
Rena Jefferies, Office of Revisor of Statutes  
Stephen Bainum, Committee Assistant

Conferees appearing before the committee:

Mike Good and Paul H Wooley, PH.D. of Via Christi Orthopaedic Research Institute  
Wendell Bailey, Small Business Administration  
Derrick Sontag, National Federation of Independent Business  
Jeff Glendening, Kansas Chamber of Commerce  
Pete Schrepferman, Owner, Johnstone Supply

Others attending: See attached list.

**Mike Good and Paul Wooley gave a PowerPoint presentation on the use of BioComposites in the replacement of knee and hip joints.**

Representative Huntington asked who the competitor was for Stryker in the manufacture of implants. Paul said that there are about five majors, Smith & Nephew, Depew, Biomet and others. "Is the thought to bring Stryker to Wichita?" Yes, they are now centered in Warsaw, Indiana which is a tiny little town in Indiana.

Representative Garcia asked if there were any other locations they were seeking for the industry. Paul said that Wichita was the best place to center the industry because of the composite industry that is concentrated there.

The Chairman thanked Mike and Paul for the interesting presentation.

**The Chairman opened the hearing on HB 2827 Rules and regulations; consideration of effect on small employers.**

**Rena Jefferies explained the bill to the committee (Attachment 1).** Two statutes are amended to include a definition for small employer. Section 2 requires that when an economic impact statement is prepared the agency include a statement regarding its impact on small employers.

**Wendell Bailey testified as a proponent of HB 2827 with a paper on Regulatory Flexibility (Attachment 2).** He said that 92 percent of businesses in every state are small businesses. They bear a disproportionate share of regulatory costs and burdens. The intent of this legislation is to foster a climate for entrepreneurial success in the state so that small businesses will continue to create jobs, produce innovative new products, and bring more Kansans into the economic mainstream, and broaden the tax base.

**Pete Schrepferman presented his case in support of HB 2827 (Attachment 3).** As the owner of Johnstone Supply he has seen how a compliance issue that is barely noticed by large business can greatly impact the productivity of a small business. He believes that the legislation is a step in the right direction for small businesses.

**Jeff Glendening presented his testimony in support of HB 2827 (Attachment 4).** He stressed the higher cost of regulation on small business. Kansas lags behind other states when considering the effects of rules and regulations. Kansas is among the only eight states that have not enacted partial or full regulatory fairness

CONTINUATION SHEET

MINUTES OF THE House Commerce and Labor Committee at 9:20 A.M. on February 20, 2008 in Room 784 of the DSOB.

legislation. The other forty-two states have partial or full regulatory fairness legislation.

**Derrick Sontag presented his testimony in support of HB 2827 (Attachment 5).** The National Federation of Independent Business in Kansas strongly supports this legislation. In a survey of their membership of more than 4,500 members 77% said that the Act should be enacted in Kansas. There were 3.3% who said no and 19.7% were undecided. As a result of this legislation, small businesses will be better able to comply with agency rules and to survive in a competitive marketplace.

There were no neutral or opponents of the legislation.

Representative Brunk asked if the legislation was open to language inclusive of not for profit business. Derrick said that was the way the bill was originally written and that he would be open to language that would limit it to for profit businesses.

Representative Huntington asked if there was a Fiscal Note. Representative Brunk said yes and that it indicated that the bill would have no Fiscal affect on agency operation.

The Chairman closed the hearing on HB 2827. The next meeting is planned for Thursday, February 21<sup>st</sup>. The meeting was adjourned at 10:25 A.M.

COMMERCE & LABOR COMMITTEE

DATE: 2-20-08

NAME	REPRESENTING
Dennis Clements	Rep Ruiz
Amy Thornton	KDWP
Kete Schreyer for Man	WJBA
Tim Witzman	WJBA
Zonick Sontag	NFIB
JEFF GLENZIK	KSCNMB3112
Ashley Sherard	Lenoxa Chamber
Wendell Bailey	U.S. Small Bus. Adm.

Office of Revisor of Statutes  
300 S.W. 10<sup>th</sup> Avenue  
Suite 010-E, Statehouse  
Topeka, Kansas 66612-1592  
Telephone (785) 296 -2321 FAX (785) 296-6668

MEMORANDUM

To: House Committee on Commerce and Labor  
From: Renae Jefferies, Assistant Revisor  
Date: February 20, 2008  
Subject: House Bill No. 2827

HB 2827 amends two statutes in the rules and regulations filing act, K.S.A. 77-415 et seq.

Section 1 amends K.S.A. 75-415, the definitions section, to include a definition for small employer. It defines "small employer" as "any person, firm, corporation, partnership or association that employs not more that 50 employees, the majority of whom are employed within this state."

Section 2 amends K.S.A. 77-416 to provide that when an economic impact statement is prepared by any state agency regarding a rule or regulation, the agency include a statement regarding such rule or regulation's economic impact on small employers.

The act takes effect upon publication in the statute book.

# Regulatory Flexibility: What It Is And Why It Matters

According to a 2001 study funded by the Office of Advocacy, *The Impact of Regulatory Costs on Small Firms*, by Drs. Mark Crain and Thomas Hopkins, small businesses spend \$6,975 each year per employee just to comply with federal regulations and mandates. That is 60 percent more than large firms.

In September 1980, Congress enacted the Regulatory Flexibility Act (RFA), which mandated that agencies consider the impact of their regulatory proposals on small entities, analyze equally effective alternatives, and make their analyses available for public comment.

The law was not intended to create special treatment for small businesses. Congress intended that agencies consider impacts on small businesses to ensure that, in their efforts to fulfill their public responsibilities, their regulatory proposals did not have unintended anticompetitive impacts and that agencies explored less burdensome alternatives that were equally effective in resolving agency objectives.

In March 1996, Congress was finally persuaded by 16 years of uneven compliance with the RFA, and by the repeated urging of the small business community, to authorize the courts to review agency compliance with the RFA. This amendment to the RFA, in the form of the Small Business Regulatory Enforcement Fairness Act (SBREFA), became law and raised the stakes for regulatory agencies. Judicial review gave the RFA "teeth" and reinforced the RFA requirement that agencies reach out and consider the input of small businesses in the development of regulatory proposals.

One of the clearest examples of how benefits can be derived from efforts to ensure compliance with the RFA comes from the Office of Advocacy's work with the U.S. Department of Transportation (DOT). In 2002, DOT published a proposed rule to revise its Computer Reservations System (CRS) regulations. DOT issued its proposed rule to exam-

ine whether the existing rules governing these systems were necessary and if so, whether they should be modified. Through small business outreach, Advocacy determined that the proposed rule had several provisions that could harm small businesses such as travel agencies. In its March 2003 comment letter, Advocacy encouraged DOT to publish for comment a revised initial regulatory flexibility analysis that identified the affected small entities, analyzed the proposal's economic impact on the small entities, and addressed regulatory alternatives that would minimize the impact on small businesses.

On January 7, 2004, DOT announced that it would deregulate the CRS industry by discontinuing most of its regulations on January 31, 2004. To ensure a smooth transition, rules governing display bias and prohibiting CRSs from imposing certain unreasonably restrictive contract clauses remained in effect until July 31, 2004. The final rule allowed travel agencies to negotiate their own contracts and receive bonuses and other incentives from CRSs. DOT achieved its deregulatory objective while protecting the interests of small businesses in the travel industry. The travel agent industry was very pleased with DOT's decision and estimated that removal of the CRS rules prevented travel agents from losing \$438 million annually in revenue.

Enforcing the RFA is central to the success of tearing down regulatory barriers to entrepreneurial success. By working with federal agencies to implement the RFA, the Office of Advocacy in FY 2004 saved small businesses \$17.1 billion in foregone federal regulatory costs—money that can now be invested by the businesses in other productive uses.

## Regulatory Flexibility and the States

While there are federal measures in place to reduce regulatory burdens on small businesses, the need does not stop at the federal level. More than 92 percent of businesses in every state are small businesses, which bear a disproportionate share of regulatory costs and burdens. However, sometimes because of their size, the aggregate importance of small businesses to the economy is overlooked. Because of this, it is very easy to fail to notice the negative impact of regulatory activities on them.

Recognizing that in addition to the federal government, state and local governments can also be a source of burdensome regulations on small business, Advocacy drafted model regulatory flexibility legislation for the states based on the federal RFA.

The intent of Advocacy's model legislation is to foster a climate for entrepreneurial success in the states so that small businesses will continue to create jobs, produce innovative new products and services, bring more Americans into the economic mainstream, and broaden the tax base. Excessive regulation can be reduced and the economy improved without sacrificing important regulatory goals such as higher environmental quality, greater travel safety, better workplace conditions, and increased family financial security.

---

*"This bill recognizes the vital role that small business plays in growing jobs and opportunity within the state. We must work to create an environment that fosters small business growth."*—Kentucky Governor Ernie Fletcher

---

Many states have some form of regulatory flexibility laws on the books. However, many of these laws do not contain all of the five critical elements addressed in Advocacy's model legislation. Recognizing that some laws are missing key components that give regulatory flexibility its effectiveness, legislators continue to introduce legislation to strengthen their current systems.

According to Advocacy's state model legislation, successful state-level regulatory flexibility laws should address the following: 1) a small business definition that is consistent with state practices and permitting authorities; 2) a requirement that state agencies perform an economic impact analysis on the effect of a rule on small businesses before

they regulate; 3) a requirement that state agencies consider alternatives for small businesses that are less burdensome while meeting the agency's regulatory goals; 4) a provision that requires state governments to review existing regulations periodically; and 5) judicial review to give the law "teeth."

Since 2002, 14 state regulatory flexibility laws have been signed into law,<sup>1</sup> 33 state legislatures have considered regulatory flexibility legislation,<sup>2</sup> and four executive orders have been signed by governors implementing regulatory flexibility.<sup>3</sup>

---

*"This bill is all about making life easier for our state's small businesses, which is a big step forward in stimulating job creation and economic growth in South Carolina. Ultimately, though, letting those businesses keep more of what they earn so they can reinvest in new people, new equipment and new technologies is going to have the biggest impact on our state's economy."*—South Carolina Governor Mark Sanford

---

In 2005, 18 states introduced regulatory flexibility legislation (Alabama, Alaska, Hawaii, Indiana, Iowa, Mississippi, Missouri, Montana, New Jersey, New Mexico, North Carolina, Ohio, Oregon, Pennsylvania, Tennessee, Utah, Virginia, and Washington). Alaska Governor Frank Murkowski, Indiana Governor Mitch Daniels, Missouri Governor Matt Blunt, New Mexico Governor Bill Richardson, and Virginia Governor Mark Warner signed regulatory flexibility legislation into law and Arkansas Governor Mike Huckabee implemented regulatory flexibility through an executive order in 2005.

One of the most recent examples on the state level of how benefits can be derived from regulatory flexibility laws comes from the New York

1 These states include: Alaska, Colorado, Connecticut, Indiana, Kentucky, Missouri, New Mexico, North Dakota, Rhode Island, South Carolina, South Dakota, Virginia, and Wisconsin.

2 These states include: Alabama, Alaska, California, Colorado, Connecticut, Georgia, Hawaii, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Mississippi, Missouri, Montana, Nebraska, New Jersey, New Mexico, North Carolina, North Dakota, Ohio, Oregon, Pennsylvania, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Washington, and Wisconsin.

3 These states include: Arkansas, Massachusetts, Missouri (whose executive order was later superseded by legislation), and West Virginia.

Department of Health. In October 2004, New York State adopted an emergency regulation to prevent prescription fraud by requiring the use of an official state prescription form for all prescriptions issued in New York. These forms have a security feature used to curtail alterations and forgeries which often divert drugs to the black market and result in the sale to unsuspecting consumers. This type of fraud also costs New York's Medicaid program and private insurers tens of millions of dollars annually in fraudulent claims.

Under New York's Administrative Procedure Act and an Executive Order signed by Governor Pataki, the Department of Health was required to perform a regulatory flexibility analysis for small business. As a result of its analysis, the agency found that the proposed regulation would affect a variety of small businesses such as practitioners, pharmacists, retail pharmacies, hospitals, and nursing homes.

Therefore, in drafting the regulation, the Department of Health met with and considered comments from the affected small businesses. By consulting with small business throughout the rule writing process, the agency was able to craft a regulation that met its goals without unduly burdening small entities.

As a result of this collaborative effort, the Department of Health promulgated a rule that took into account the uniqueness of small businesses by establishing a grant administered by the agency to defray costs for software adjustments faced by small pharmacies; eliminating the official prescription fee for small practitioners and institutions; and allowing small practitioners, pharmacists, retail pharmacies, hospitals, and nursing homes 18 months to transition to the new prescription form system.

Under the Serialized Official New York State Prescription Form regulation, private insurers and the Medicaid program are expected to save millions

of dollars by reducing fraudulent prescription claims while at the same time benefiting the state, its citizens, and private insurers.

A vibrant and growing small business sector is critical to creating jobs in a dynamic economy. Small businesses are 99.7 percent of all businesses, employ half of the work force, produce 52 percent of the private sector output, and provide significant ownership opportunities for women, minorities, and immigrants.

---

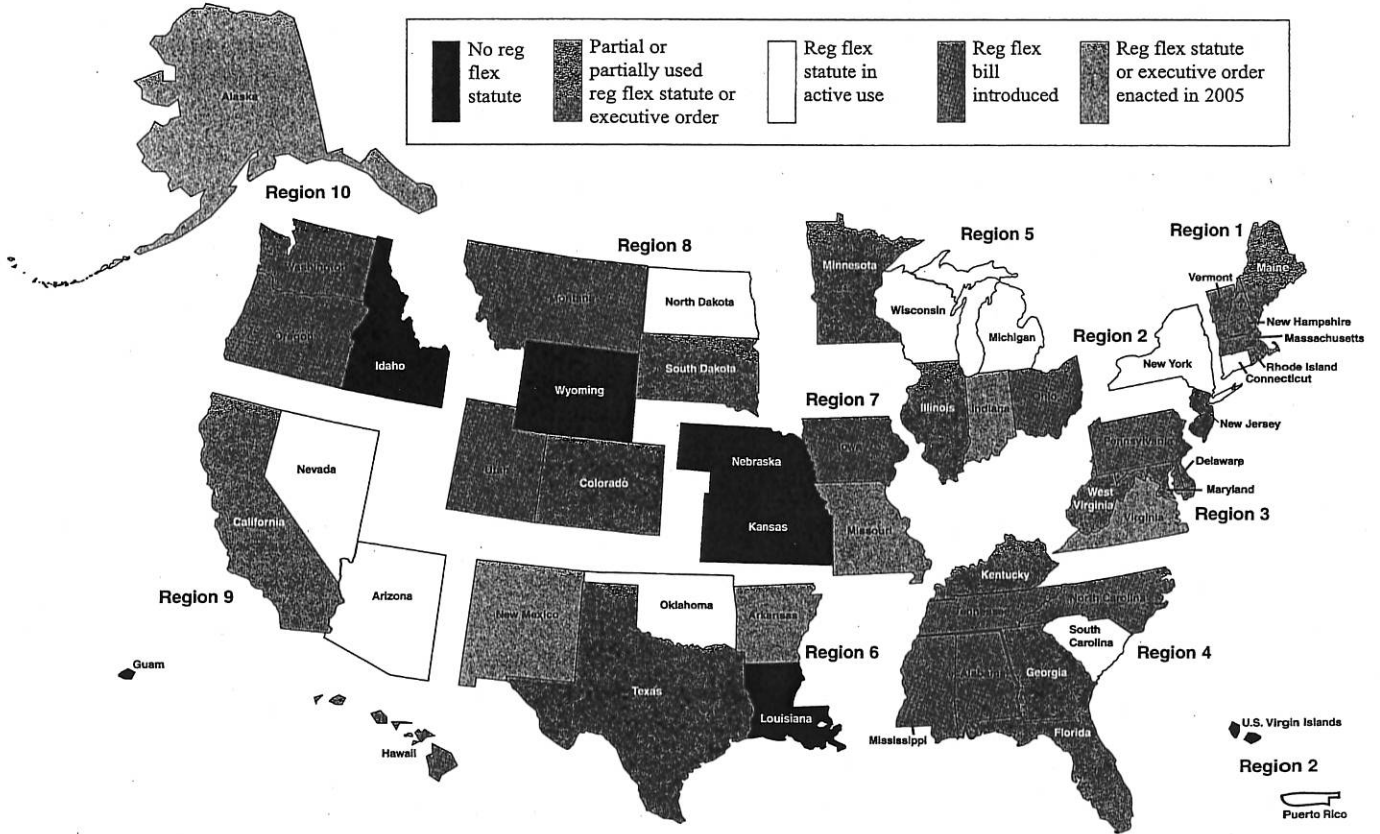
*"Small business is the dynamo that powers our economy and every dollar a small business puts towards complying with cumbersome government regulations is a dollar that cannot be spent expanding the business, providing benefits, or hiring new employees. I sponsored HB 33 because I see smarter regulations as an economic development tool and strongly feel that we can add an awareness of the needs of small businesses to the regulatory process without compromising the health, safety, or welfare of the public."*

*—Alaska Representative Kevin Meyer*

---

Advocacy welcomes the opportunity to work with state leaders on their regulatory issues. In addition to this report, the text of Advocacy's model legislation and frequently updated versions of the state regulatory flexibility legislative activity map can be found on Advocacy's website at [http://www.sba.gov/advo/laws/law\\_modeleg.html](http://www.sba.gov/advo/laws/law_modeleg.html).

# State Regulatory Flexibility Model Legislation Activity



August 2005

2-4



# Appendix B

## The Regulatory Flexibility Act

The following text of the Regulatory Flexibility Act of 1980, as amended, is taken from Title 5 of the United States Code, Sections 601-612. The Regulatory Flexibility Act was originally passed in 1980 (P.L. 96-354). The act was amended by the Small Business Regulatory Enforcement Fairness Act of 1996 (P.L. 104-121).

### Congressional Findings and Declaration of Purpose

(a) The Congress finds and declares that —

- (1) when adopting regulations to protect the health, safety and economic welfare of the Nation, Federal agencies should seek to achieve statutory goals as effectively and efficiently as possible without imposing unnecessary burdens on the public;
- (2) laws and regulations designed for application to large scale entities have been applied uniformly to small businesses, small organizations, and small governmental jurisdictions even though the problems that gave rise to government action may not have been caused by those smaller entities;
- (3) uniform Federal regulatory and reporting requirements have in numerous instances imposed unnecessary and disproportionately burdensome demands including legal, accounting and consulting costs upon small businesses, small organizations, and small governmental jurisdictions with limited resources;
- (4) the failure to recognize differences in the scale and resources of regulated entities has in numerous instances adversely affected competition in the marketplace, discouraged innovation and restricted improvements in productivity;
- (5) unnecessary regulations create entry barriers in many industries and discourage potential entrepreneurs from introducing beneficial products and processes;

(6) the practice of treating all regulated businesses, organizations, and governmental jurisdictions as equivalent may lead to inefficient use of regulatory agency resources, enforcement problems and, in some cases, to actions inconsistent with the legislative intent of health, safety, environmental and economic welfare legislation;

(7) alternative regulatory approaches which do not conflict with the stated objectives of applicable statutes may be available which minimize the significant economic impact of rules on small businesses, small organizations, and small governmental jurisdictions;

(8) the process by which Federal regulations are developed and adopted should be reformed to require agencies to solicit the ideas and comments of small businesses, small organizations, and small governmental jurisdictions to examine the impact of proposed and existing rules on such entities, and to review the continued need for existing rules.

(b) It is the purpose of this Act [enacting this chapter and provisions set out as notes under this section] to establish as a principle of regulatory issuance that agencies shall endeavor, consistent with the objectives of the rule and of applicable statutes, to fit regulatory and informational requirements to the scale of the businesses, organizations, and governmental jurisdictions subject to regulation. To achieve this principle, agencies are required to solicit and consider flexible regulatory proposals and to explain the rationale for their actions to assure that such proposals are given serious consideration.

### Regulatory Flexibility Act

- § 601 Definitions
- § 602 Regulatory agenda
- § 603 Initial regulatory flexibility analysis
- § 604 Final regulatory flexibility analysis
- § 605 Avoidance of duplicative or unnecessary analyses
- § 606 Effect on other law
- § 607 Preparation of analyses
- § 608 Procedure for waiver or delay of completion
- § 609 Procedures for gathering comments
- § 610 Periodic review of rules



**Wichita Independent Business Association**

---

*THE VOICE OF INDEPENDENT BUSINESS*

**House Commerce Committee  
Testimony in Support of HB 2827**

**By: Pete Schrepferman, Owner, Johnstone Supply  
February 20, 2008**

Chairman Brunk and honorable committee members:

Thank you for the opportunity to speak with you regarding how state regulations impact my business and why small businesses support the requirement, as set out in HB 2827, which proposes to require regulators to conduct and impact study specifically on small businesses. My name is Pete Schrepferman, and I am the owner of Johnstone Supply in Wichita. As a small business owner for more than 26 years, I've seen firsthand how a compliance issue that is barely noticed by large businesses can greatly – and negatively – impact the productivity of a small business.

If proposing agencies are required to analyze how rules and regulations impact businesses with fewer than 50 employees, I believe many eyes would be opened to the unfair burden put on small business.

I can illustrate my point of view with my recent experience with the Kansas Department of Revenue and destination sourcing. I collect sales tax on behalf of the state of Kansas and was required a few years back to change our accounting system to calculate sales tax based on destination sourcing. As a small, family owned and operated business (as many small businesses are), our office staff amounts to my wife and myself, and one clerk. We wear many hats. In order to comply with the new regulations, we had to enter the more than 750 different tax jurisdictions in the state, and to code each of our customers to the proper jurisdiction. We then devised an Excel report to correspond to the format required by KDOR. We copy that data to the KS WebTax form. Initially, we spent several hours each month reviewing the results, particularly since our computer came up with slightly different figures. We have come to the conclusion that the differences, usually less than .5%, were the result of rounding; often in our favor.

445 N. Waco Street / Wichita, KS 67202-3719  
316-267-8987 / 1-800-279-9422 / FAX 316-267-8964 / E-mail: info@  
www.wiba.org

House Commerce & Labor  
Date: 2-20-08  
Attachment # 3

We were fortunate that as part of a national organization we have proprietary software that could handle 750 tax jurisdictions. I have heard of several businesses that were not so fortunate and had to buy new software, and in some cases new computer systems to comply with these new regulations. As with our business, most were faced with the choice of hiring outside help to set this up, or taking the owners' time away from running the business to do it. In most cases this was done after hours or on a weekend.

The KS WebTax site is user- friendly now that we have everything in place. We now have the process to the point where we spend about 2 hours each month in review and reporting. We have reached the point where we don't try to reconcile our results with KS WebTax if the difference is slight. We just pay what they show and move on.

HB 2827 is a step in the right direction for continued economic development on an important sector of Kansas business – small business. I look forward to working with lawmakers to create the best possible environment for all businesses in Kansas. Thank you for the opportunity to share my input and perspective on the proposed bill. I will stand for questions.

# Legislative Testimony

HB 2827

February 20, 2008

Testimony before the Kansas House Commerce Committee  
By Jeff Glendening, Vice President of Political Affairs



Chairman Brunk and members of the committee;

The Kansas Chamber of Commerce supports the proposal of HB 2827 to bring about regulatory fairness in the state. The Chamber believes this bill will have a positive impact on small businesses in Kansas. As Kansas competes with other states, not taking the time to determine the impact of new rules and regulations only impedes business growth.

According to the Small Business Office of Advocacy, more than 93 percent of businesses in every state are small business. The Office of Advocacy also found that firms with fewer than 20 employees annually spend \$7,647 per employee to comply with federal regulations, compared with the \$5,282 spent by firms with 500 or more employees. That is a 45 percent greater burden on small entities than their larger business counterparts.

Kansas lags behind other states when considering the effects of rules and regulations. Kansas is among the only eight states that have not enacted partial or full regulatory fairness legislation. In the region, Colorado, Missouri and Oklahoma have already passed regulatory fairness legislation. In the other forty-two states with partial or full regulatory fairness legislation, there have been several key components of that legislation.

- Identifies and estimates the number of small businesses affected by a proposed rule.
- Estimates the costs required for compliance with the proposed regulation.
- Considers utilizing alternative regulatory methods that will accomplish the agency objective while minimizing the adverse impact on small business.

The Chamber believes that HB 2827 has these successful key components in the framework. A recent situation in Arizona demonstrates the positive impact this bill could have on small businesses.

In 2004, the Arizona Department of Environmental Quality (ADEQ) found that the state administered Air Permits Administration Fund (APAF) was operating at a substantial shortfall of approximately \$1.7 million per year.



State law required that the APAF must cover its cost by imposing direct fees on those who hold the air permits. Before regulatory fairness laws were enacted the state probably would have just raised air permit fees. However, under Arizona's regulatory fairness law the agency was required to do an economic impact study and found that the cost of increased fees would overburden the small businesses that held these permits. As an alternative, the ADEQ met with stakeholders and came up with a plan to reduced the administrative costs of this important program while improving compliance and mitigating the original fee increase proposal. This alternative action saved small businesses money and streamlined the ADEQ creating a win/win situation for everyone involved.

We are committed to working together to make Kansas a more fair and competitive place to do business so that more companies view Kansas as a great place to make investments and create jobs. Again, the Chamber supports the direction HB 2827 is taking the state of Kansas.

Thank you for your time and I will be happy to answer any questions.

*Kansas Chamber, with headquarters in Topeka, is the leading statewide pro-business advocacy group moving Kansas towards becoming the best state in America to live and work. The Chamber represents small, medium and large employers all across Kansas.*

4-2



The Voice of Small Business®

**Legislative Testimony  
Derrick Sontag, NFIB State Director  
House Bill 2827  
February 20, 2008**

Mr. Chairman and members of the committee:

Thank you for the opportunity to appear before you in support of House Bill 2827.

The National Federation of Independent Business/Kansas and its more than 4,500 members strongly support measures that promote regulatory fairness for small businesses. The intent of the legislation is to foster a climate for entrepreneurial success in Kansas, so that small businesses will continue to create jobs, produce innovative new products and services, bring more Kansans into the economic mainstream, and broaden the tax base. The goal would be to accomplish this without sacrificing agency regulatory goals.

Specific to Kansas, in 2006 NFIB asked the following question of its membership:

*Should the Small Business Regulatory Fairness Act be enacted in Kansas?*  
*Yes=77%                      No=3.3%                      Undecided=19.7%*

According to the Small Business Administration’s (SBA) Office of Advocacy, businesses with fewer than 20 employees spend 45 percent more per employee than larger firms to comply with government regulations. These small firms spend four and a half times as much per employee to comply with environmental regulations and 67 percent more per employee on tax compliance than larger businesses do.

HB 2827 would help rectify this problem by doing the following:

**Defining “Small Employer”**

- Proposed legislation would define “small employer” as any person, firm corporation, or partnership with no more than 50 employees.
- Firms employing less than 100 employees represent more than 94% of businesses in Kansas, according to the latest statistics from the U.S. Census Bureau.

**Economic Impact Statement Specific to Small Business**

- Current law requires state agencies to prepare an economic impact statement to determine the effect of a proposed rule on all governmental agencies or units, all regulated persons and the general public.
- Proposed legislation calls for state agencies to take into account the immediate and long-term economic impact specific to “small employers”.

By recognizing the cost of a regulation to small businesses and the differences in scale and resources of regulated businesses, agencies are able to craft regulations that consider the uniqueness of small firms. As a result, small businesses are better able to comply with agency rules and to survive in a competitive marketplace.

The legislation before the committee calls for state agencies to consider the impact a proposed regulation would have on small businesses *before* enactment. The purpose is to educate state agencies of the various challenges small business owners have in complying with regulations. Not to mention, that the legislation would increase the amount of communication and cooperation between government and small business owners.

Thank you for your time and consideration on this important matter.

Derrick Sontag  
State Director  
National Federation of Independent Business/Kansas

5-2