





ATTACHMENT A

**BACKGROUND AND QUALIFICATIONS FOR KEY
PERSONNEL AND BOARD MEMBERS**

**SUMMARY SHEET OF PERSONAL DATA FOR BOARD MEMBERS, EDUCATIONAL
LEADER AND OTHER SCHOOL STAFF**

**Charter School Application
For
Academy of Languages and International Business, Inc.**

David Brian Holmes

No previous alias
482-72-8146
DOB-04/22/1960
White
Male

Rose Marie Martin

Rose Marie Knezic
391-74-6443
DOB-12/27/1959
Hispanic
Female

Irene Denise Alarcon

Irene Denise Alarcon Moreno
392-08-1475
DOB-02/13/1969
Hispanic
Female

Jeffrey Michael Speller

No previous alias
342-60-4309
DOB-08/04/1959
Black
Male

Lynne Renee Dixon-Speller

Lynne Renee Dixon
227-90-6906
DOB-09/30/1959
Black
Female

Jeffrey Thomas Radtke

No previous alias
388-70-0350
DOB-02/16/1967
White
Male

Rose R. Guajardo

Rose Rodriguez
395-32-0760
DOB-09/25/1934
Hispanic
Female

Wenbin Yuan

No previous alias
484-11-44348
DOB-05/11/1958
Asian
Male

ATTACHMENT A1

**BACKGROUND AND QUALIFICATIONS FOR KEY
PERSONNEL**

ROSE M. MARTIN
2824 North Summit Avenue
Milwaukee, WI 53211
(414)467-1282
rmartinr12@aol.com

EDUCATION

M.A. University of Wisconsin- Milwaukee, Administration and Supervision, May 2000
B.S. Alverno College, Milwaukee, WI, Elementary Education, December 1991
Diploma Hamilton High School, Milwaukee, WI June 1977

EXPERIENCE

Administrator, La Causa Charter School, Milwaukee, WI July 2003- June 2005

- Developed curriculum that was implemented schoolwide
- Developed and implemented various programs for students including "*Classical Visions Connecting Communities*" with the Waukesha Symphony Orchestra and "*Cupcakes and Ballet*" with the Milwaukee Ballet Company
- Recruited faculty for the school
- Acted as the liaison between the school and the community at large, including donors, media and politicians
- Acted as the legal agent (LEA) for the Special Education component of the school
- Provided professional development for the staff on a regular basis
- Mentor to new teachers
- Managed a budget of approximately \$6 million dollars
- Grant writing (all grants written were awarded at 100%)
- Responsible for reporting to state (DPI) and local (MPS) agencies
- Worked with parents to insure parental involvement

Teacher, Milwaukee Public Schools, January 1992- July 2003 and January 2006 to Present

- Forest Home Avenue School (1991-1997) Bilingual Teacher, Grade Level Chair
- Riley Elementary School (1997-2003) Bilingual Teacher, Grade Level Chair
- Seher Elementary School (Jan. 2006-June 2006) Bilingual Special Education Teacher,
- Seher Elementary School (Aug.2006- Present)Bilingual Teacher- Grade 7

PRESENTER

- National Council of La Raza (NCLR) National Conference, Philadelphia, July 2005
- Wisconsin Charter School Association, State Conference, Madison, WI , April 2005
- National Association of Bilingual Educators (NABE) National Conference, January 2005

COACHING EXPERIENCE

- Cheerleading, Forest Home Avenue School 1992-1997
- Girls' Volleyball Coach, Forest Home Avenue School 1992-1997
- Riley Elementary School, 1997-2002

AWARDS

- First Place Video: "The Game of Life"
Time-Warner Cable HANG TOUGH Contest 1996

PROFESSIONAL MEMBERSHIPS

- National Council of La Raza (NCLR)
- National Association of Bilingual Educators (NABE)
- Milwaukee Teachers Education Association (MTEA)

ATTACHMENT A2

**BACKGROUND AND QUALIFICATIONS FOR BOARD
MEMBERS**

David B. Holmes

11639 North River Road, Mequon, Wisconsin 53092

414-291-8840 (work); 414-839-1319 (cell)

david.holmes@symbiontonline.com

| | |
|--------------------|---|
| PROFILE | Twenty years of professional experience as a scientific and environmental consultant. Coauthor of professional papers at conferences in the USA, Canada, Germany, and Australia. Participant in trade delegation to Beijing and Qinghai Province in China. Extensive travel experience in United States, Canada, Central and South America, Europe, the Middle East, Australia, and China. Limited study of French, Russian, and Spanish. Resident of the Milwaukee area since 1974. Resident of the City of Milwaukee from 1982 to 2004. |
| EDUCATION | Master of Science Degree in Geosciences, University of Wisconsin-Milwaukee May 1984 |
| | Bachelor of Science Degree in Geology, University of Wisconsin-Milwaukee May 1988 |
| | Undergraduate studies, Grinnell College, Grinnell, Iowa 1978 to 1980 |
| EMPLOYMENT HISTORY | Symbiont, 6737 W. Washington St., Suite 3440, West Allis, WI 1996-present Senior Project Manager, Stockholder <ul style="list-style-type: none">• Managed a wide range of scientific and environmental projects for municipal, industrial, commercial, and other types of clients for projects located throughout Wisconsin, Illinois, and Indiana.• Managed performance of environmental due diligence investigations including more than 300 parcels located within the City of Milwaukee under master services agreements with the Redevelopment Authority of the City of Milwaukee• Brownfields project coordinator and the lead author on seven brownfields funding applications with the U.S EPA and the Wisconsin Department of Commerce with a 100% success rate resulting in more than \$1.5 million in funding for Symbiont municipal, industrial, and real estate development clients.• Participated in trade delegation to China (2004)• Led efforts to evaluate possible opening of regional office in Shanghai EnviroGuide, LLC, Milwaukee, WI 1996 Software Designer <ul style="list-style-type: none">• Aided with development of environmental compliance software. HSI GeoTrans, Brookfield, WI 1986 to 1996 Project Manager <ul style="list-style-type: none">• Managed and performed a broad range of hydrologic, scientific, and environmental consulting• Managed more than \$1 million of investigations associated with chemical releases at a solvent recycling facility in central Wisconsin with contamination extending more than 1 mile from the facility. Developed a variety of innovative investigation techniques |

PROFESSIONAL
PUBLICATIONS

- Holmes, D. and Misky, D., "Environmental Assessment and Remediation of 2-Block Inner City Area for Development of Residential Infill Development," Poster Paper presented at Brownfields 2005 Conference, Denver, Colorado, November 2-4, 2005.
- Nazari, M. and Holmes, D., "Investigating the Vertical Distribution of Chlorinated Hydrocarbons (CHC) Solvents in Dual Porosity Aquifers: Case Studies from Germany and the USA Illustrate Liability Issues Associated with CHC-Contaminated Facilities," Proceedings of EURO-Forum Altlasten 1993, Saarbrücken, Germany, November 30 - December 2, 1993.
- Holmes, D., "Open Borehole Sampling and Testing Methods," Lecture presented at the 4th Annual Environmental Drilling Technology Seminar sponsored by the University of Wisconsin-Milwaukee Center for Continuing Education, Milwaukee, Wisconsin, September 14-15, 1992.
- Holmes, D., Davies, D., and Campbell, K., "Contamination of a Site by Chlorinated Solvent DNAPLs - A Case Study," Proceedings of International Hydrology and Water Resources Symposium, Perth, Australia, 1991.
- Davies, D., Holmes, D., and Campbell, K., "Use of the Westbay Multi-Port (MP) Sampling System - A Case Study," Proceedings of International Hydrology and Water Resources Symposium, Perth, Australia, 1991.
- Holmes, D., and Campbell, K., "Contaminant Stratification at a Deeply Penetrating Multiple Component DNAPL Site," Geological Society of America Abstracts with programs, vol. 23, no. 3, p. 18, 1991.
- Holmes, D., and Campbell, K., "Contaminant Stratification at a Deeply Penetrating Multiple Component DNAPL Site," Proceedings of Superfund 90, Conference of the Hazardous Materials Control Research Institute, Washington, D.C., 1990.
- Campbell, K., Holmes, D., and Storrs, J., "Reconnaissance Methods for Determining the Nature and Extent of Deeply Penetrating DNAPLs," Proceedings of the International Association of Hydrogeologists, Conference on Subsurface Contamination by Immiscible Fluids, Alberta, Canada, April 18-20, 1990.
- Holmes, D., and Lasca, N., "Pebble Lithology of the Pierz Drumlin Field in Central Minnesota," Geological Society of America Abstracts with Programs, vol. 20, no. 7, p. A285, 1988.
- Holmes, D., "The Surficial Geology of Parts of Benton and Eastern Morrison Counties, Minnesota," Master's Thesis, University of Wisconsin, Milwaukee, 190 pp., 1988.

Irene D. Alarcon

11639 North River Road, Mequon, Wisconsin 53092

414-839-1616 (cell)

irene.alarcon@yahoo.com

| | | |
|--------------|--|-----------------|
| PROFILE | Six years of professional experience as a teacher and teaching assistant at three of the largest charter schools in the City of Milwaukee. Bilingual teacher fluent in Spanish and English with limited fluency in Italian. | |
| EDUCATION | Masters Degree in Education (in progress) – Lakeland College | 2005 to present |
| | Graduate studies in Art for Exceptional Children at the University of Wisconsin – Whitewater | 2003 |
| | Bachelor Degrees in Education and Educational Administration, University of San Carlos, Guatemala City, Guatemala | 1994 |
| | Associate Degree in Accounting, Colegio San Marcos, San Marcos, Guatemala | 1988 |
| WORK HISTORY | La Causa Charter School, 1643 S. 2nd Street, Milwaukee, WI Teacher (K-5 and 2nd Grade) <ul style="list-style-type: none">• Bilingual teacher for students in K-5 (2 years) and 2nd grade (1 year).• Organized relief effort to help victims of Hurricane Stan in Guatemala, collecting more than 3000 pounds of food and clothing, contributed by teachers and students at three Milwaukee schools, including La Causa Charter School. Obtained approvals for export of the materials by soliciting assistance from Congresswoman Gwen Moore, the Guatemalan Consulates in Chicago and Miami, the Office of the First Lady of Guatemala, Telemundo, and the American and International Red Cross. Solicited and obtained corporate support both in Milwaukee and Guatemala to pay for storage and shipment of the relief supplies. Also raised funds to help replace emergency vehicles destroyed in the Hurricane, which killed an estimated 2000 people in Guatemala in August 2005.• Participant in trade delegation to China (2003)• Attended educational conferences in San Diego, Philadelphia, Madison, and Washington, D.C.• Presenter at educational conference in Kansas City for the National Council of La Raza.• Coordinated scheduled participation by 10 staff from La Causa Charter School at educational conference in Guatemala (cancelled due to school funding problems).• Participant in cultural exchange program together with other staff at La Causa Charter School involving guest conductor of Milwaukee Symphony Orchestra (Robert Debbaut) and the National Symphony of Guatemala. | 2003 to 2006 |
| | Bruce Guadalupe Community School 1028 S. 9th St., Milwaukee, WI Teacher (K-5) <ul style="list-style-type: none">• Bilingual teacher for students in K-5. | 2002 to 2003 |

WORK HISTORY
(CONTINUED)

**Milwaukee Academy of Science, 2000 W. Kilbourn Ave.,
Milwaukee, WI**

1986 to 1996

Spanish Teacher, Reading Teacher, and Teaching Assistant

- Taught Spanish to approximately 300 students in K-5 through 6th grade.
- Taught reading to 25 students in 2nd through 4th grades.

**University School of Milwaukee, 2100 W. Fairy Chasm Rd.,
River Hills, WI**

August 1997,
1998, 1999

Spanish Teacher, Rainbow of Languages Summer Program

- Taught Spanish to approximately 20 students for three week summer sessions.

LYNNE R. DIXON-SPELLER

6524 Betsy Ross Place

Wauwatosa, WI 53213

414.755.2722

lynnewithane@wi.rr.com

WORK HISTORY

2006 – present

Mount Mary College, Milwaukee, WI

Part-time Instructor in Apparel Design

A fully accredited four year college offering more than 155 majors and programs. Taught construction, pattern-making and design concept and components.

2005 – present

Leaders Forum, Milwaukee, WI

Consultant

Evaluating and redeveloping the African American Fund Development Institute program and participant survey process. Suggest recommendations for improvements in the curriculum to generate a 10% increase in the attendees fund raising efforts.

2003 – present

Milwaukee Area Technical College, Milwaukee, WI

Part-time Instructor in Interior Design and Textiles

An accredited technical college offering more than 186 degrees, diplomas and certificates. Taught basic design, lighting, building construction, healthcare design, design concept and all textile courses.

2003 – 2005

Kalmbach Publishing/"Bead Style" Magazine, Waukesha, WI

Contributing Fashion Editor/Contributing Author

Conceptualized and developed fashion section for "Bead Style" magazine, a national bi-monthly publication with a circulation of over 150,000. Selected models, stylists, make-up artists, themes and featured jewelry for the "Back Page". Prepared articles on instructions and techniques to recreate unusual handmade jewelry.

1987-1994

University of Delaware, Newark, DE

Assistant Professor of Apparel Design, Department of Textiles, Design and Consumer Economics

Instructed undergraduate students in the various facets of apparel design, garment construction, flat pattern, draping and manufacturing. Advised individual students according to their curriculums. Advised student organizational functions. Created, developed and taught core required course on "Ethnic Influences in American Fashion" (funded by grant). Participated in scholarly activities of research, course development, public lectures and creative endeavors while pursuing tenure.

1991 – 1993

Washington View Magazine, Washington, DC

Fashion Director – Editor

Supervised all facets of fashion layouts and editorials for the magazine. Selected models, photographers, locations, make-up artists, stylists, hair stylists, designers and vendors in order to create a theme for various fashion pictorials and editorials. Edited final photo selections in order to insure quality presentations of designer's work.

BOARDS

2005 – present

Malaika Early Learning Center, Milwaukee, WI

Board of Directors

Currently developing a fundraising event in conjunction with the Wisconsin Conservatory of Music. Targeting potential donors and raising awareness for the center in the immediate and surrounding communities.

2004 – Present

First Stage Children's Theatre, Milwaukee, WI

Board of Directors

Member of Community Partnership committee. Created AIM (Arts In Motion) transportation program for Milwaukee Youth Arts Center in conjunction with Milwaukee County Transit System. Developed to meet transportation needs of excluded regional students. Raised \$10,000 through corporate gifts.

2004 – present

Milwaukee Symphony Orchestra, Milwaukee, WI

Board of Directors

Created Historic Black College Night. A fund raising concert event to initiate audience diversification through development. \$45,000 raised supporting the United Negro College Fund and Thurgood Marshall Scholarship Fund through community and corporate gifts. Created four minority scholarships to the Wisconsin Conservatory of Music through corporate gifts. Member of marketing sub-committee. Created adult-child mentoring program allowing inner-city music students to be escorted to concerts by successful adults providing mentoring opportunities. (corporate sponsored)

2004 – present

Social Development Commission Foundation, Milwaukee, WI

Board of Directors – Currently on hiatus

2002 - present

Milwaukee Art Museum, Milwaukee, WI

Friends of Art Board of Directors

Raised \$75,000 supporting the Lakefront Festival of Arts through corporate gifts.

2001 - present

Milwaukee Ballet, Milwaukee, WI

Board of Directors

Chair of 2003 Ballet Ball. Raised \$50,000 and increased minority attendance from 2% to 33%. Member of marketing committee, search committees for artistic director and executive director, futurist committee, development committee and special events committee. Raised \$130,000 through corporate gifts. Facilitated partnership between Milwaukee Public Library and Milwaukee Ballet: "Books, Bats and Ballet"

2000 - present

Milwaukee Symphony Orchestra League, Milwaukee, WI

Board of Directors

Co-chair of design committee for 2001 Symphony Showhouse. Raised \$50,000 and minority participation. Co-chair of 2002 Symphony Showhouse. Raised \$50,000. Co-chair of entertainment committee for 2002 Symphony Ball. Raised \$120,000. Co-chair of educational seminar for 2001 Halston fashion show. Raised \$150,000.

1999 - present

Milwaukee Public Library, Milwaukee, WI

Friends of the Milwaukee Public Library Board of Directors

Created the Milwaukee "Ride to Read" program allowing children under the age of 15 to use their special library cards to ride the city bus to and from the library. Raised \$5,000 through corporate gifts. Co-chair of 2001-2005 Ben Franklin Awards Dinner raising \$60,000 to \$80,000 per year through corporate gifts. Member of marketing sub-committee, member of Milwaukee Reads City-wide book club planning committee 2002 and 2003, member of program committee, member of nominating committee and member of Bookseller marketing committee raising \$50,000 per year for librarian grants. Literary luncheon planning committee for 2001 and 2002 raising \$40,000 per year.

EDUCATION

M.S., Textiles and Clothing, Western Kentucky University, Bowling Green, KY

B.S., Interior Design and Architectural Planning, Western Kentucky University, Bowling Green, KY

HONORS, ASSOCIATIONS AND PUBLICATIONS

1989 ITAA (International Textile and Apparel Association) International Competition Winner, Finalist 1990, 1991, 1992, 1993.

Black Fashion Museum, Harlem, NY. 1989 Competition winning garment exhibited and donated to permanent collection.

Black Fashion Museum, Washington, DC. 1993 Competition finalist garment exhibited and donated to permanent collection.

Threads Magazine, Articles published. June/July 1992 "Metamorphosis". June/July 1998 "Drape a Swimsuit that Fits".

Bead & Button Magazine, multiple articles published.

JEFF SPELLER
6524 Betsy Ross Pl.
Wauwatosa, Wisconsin 53213
414 755-2722
jspeller@wi.rr.com

Summary of Experience

I bring over fifteen years of manufacturing and supply chain business leadership experience. My background includes P&L management, business development, Lean Manufacturing training and implementation, plant operations, supply chain management, financial analysis, supplier quality improvement process development, Six Sigma Greenbelt training, QS9000/ISO9001, process improvements, regulatory approvals, and workforce development.

2005 to present

Independent Consulting, Milwaukee, Wisconsin
Business development and operations consulting.

- Technical and operations for the development of a tri-lingual charter high school in Milwaukee, Wisconsin.
- Operations development and site development for Hale Healthcare Products Company's Transitional Living Quarters facility.

2003 to 2005

Think Global Technologies, Inc., Milwaukee, Wisconsin
A Managed IT, customer message development and technology-training firm.

Director of Marketing, Business Development and Operations:

- Review and management of TGTI's overall marketing strategy, including refinements to structure and additions to content.
- Lead design and installation of pc controlled Video production studio for a local church that included two robotic video cameras, one mobile remote camera.

2002 to 2003

Sears Product Repair Services, Wauwatosa, Wisconsin

A \$700 million national provider of in-home product repairs, parts and customer service.

District Service General Manager, Wisconsin District:

Senior level field manager supporting multiple locations from in Michigan, Wisconsin and Illinois with full P&L responsibility. Responsible for over 200 employees providing in-home technical support and customer service support on over 150,000 service calls per year. Generating revenue of \$9.7 million. Achieved ranking of fourth of sixty five repair districts nationally in 2002.

- Restructured District management to increase number of technicians per manager **Net Result:** Productivity and efficiency improvements throughout the District.
- Drove focus on improving discounting cost per call metric from \$10 per call down to \$7 per call. **Net Result:** An annualized savings of \$450,000.

2000 to 2001

General Electric Medical Systems, Waukesha, Wisconsin

A \$7.9 billion global manufacturer of medical diagnostic and imaging equipment.

Global Supply Chain Manager, Americas Xray Manufacturing: Responsible to General Manager Global Supply Chain Xray for streamlining supply chain and P & L of \$600 million FDA certified, medical equipment manufacturing facility with 150 employees.

- Re-configured product flow-through on Xray component line to eliminate bottlenecks. **Net Result:** Improved yield output from 20% to 90% in one (1) month and generated record sales output of \$20,000,000 above plan.
- Added new workstation and technician, and provided manufacturing training on mobile diagnostic imaging equipment line. **Net Result:** Exceeded quarterly forecasted shop output by 5 units and \$90,000 in sales.
- Initiated monthly external supplier delivery reviews. **Net Result:** Improved delivery performance ratings from 60% to 95%.
- Identified quality improvement opportunities with internal feeder plants. **Net Result:** Established weekly review process that simplified problem resolution.
- Performed Six Sigma analysis of manufacturing output and global product demand. **Net Results:** Increased forecast by 20% to meet demand and captured \$4,000,000 in previously lost sales.
- Established best practice corrective-action teams in Milwaukee; Monterrey, Mexico; Paris, France; and Budapest, Hungary. **Net Result:** Improved communications for shared components and first time through metrics by 10%.

- 1999 to 2000 **Trumark Inc.**, Lansing, Michigan
 A \$35 million automotive supplier of stamped components to the automotive industry.
Vice President, General Manager: Responsible to President for operations and P&L of QS9000 certified, metal stamping and assembly facility with 300 employees.
- Reviewed QS9000 requirements, developed action plans, and implemented corrective actions. **Net Result:** Achieved QS9000 re-certification.
 - Developed and implemented Lean Manufacturing initiatives for stamping and assembly per Ford Total Cost Management directives. **Net Results:** Improved tool changeover times from eight (8) hours to two (2) hours, reduced down-time by 10%, and increased overall equipment effectiveness (OEE) metric by 33%.
 - Facilitated reorganization of finished goods and work in process inventory management system for transition to MFG/PRO ERP system.
- 1997 to 1999 **Tower Automotive Products Co.**, Milwaukee, Wisconsin
 A \$2 billion supplier of heavy and light truck frames to the automotive industry.
- 1999 **General Manager, Milwaukee Press Operations:** Responsible to Director of Milwaukee Operations for process improvements and P&L for QS9000 certified, \$204 million metal processing and stamping division with 500 employees.
- Participated in union/management committee using benchmarking to evaluate pay for performance compensation models. **Net Result:** Established improved payout programs based on work group achievements.
 - Developed Lean Manufacturing training for union and management.
Net Result: Trained 400 employees and achieved 80% program involvement.
- 1997 to 1999 **General Manager, Ram Assembly Unit:** Responsible to Director of Milwaukee Operations for production, quality, materials, engineering, finance, purchasing, and P&L for QS9000 certified, \$122 million sales assembly unit with 300 employees
- Implemented third shift frame-manufacturing operation to meet demand.
Net Result: Met customer delivery objectives with zero (0) downtime.
 - Developed employee involvement-based customer service program focused on problem root cause identification and resolution. **Net Result:** Increased quality metric from 70% to 90% in one (1) year and reduced PPM metric by 25%.
 - Created and directed cross-functional team with sales, engineering and finance to work with customer on prior year's sales misses. **Net Result:** Generated sales increase of \$4,700,000.
 - Built on-site coating facility to streamline production process.
Net Result: Reduced product throughput from twelve (12) hours to two (2) hours.
- 1993 to 1996 **Ford Motor Company, Vehicle Operations**, Dearborn, Michigan
 A \$119 billion automotive manufacturer and exporter.
Production Superintendent: Responsible to Chief Engineer for dimensional integrity, product flow, new product development and introduction, and "fit and finish" problem resolution in areas of stamping, welding, and assembly.
- 1981 to 1992 **General Motors, Assembly Division**, Baltimore, Maryland
 A \$140 billion automotive manufacturer and exporter.
 Held positions of increasing responsibility including, General Supervisor, Technical Supervisor and Process Engineer.
- Education:** B.S., Electrical Engineering, Tennessee State University, Nashville, Tennessee, 1993
 Commercial Real Estate Development, ACRE Program, Marquette University, 2005
- Professional Affiliations:** YMCA of Metropolitan Milwaukee – Parklawn Branch, Board of Managers
 Academy of Languages and International Business, Inc. Development Board
 Legal Education And Public Service High School Advisory Board
 Member Omega Psi Phi Fraternity, Inc.

Jeffrey T. Radtke
608 South 26th Street, Sheboygan, Wisconsin 53081
jtradtke@charter.net
(920)912-5444

Profile: 18 years of work experience at Kohler Company in Kohler, Wisconsin. The parent of three boys ages 9, 12, and 18, one of whom is a special needs child. An active volunteer in his community and at various events involving his children and family. U.S. Marines Corps veteran

Education: Diploma, North High School, Sheboygan WI 1985

Military Service: United States Marine Corps (1986-1988) Honorable Discharge due to brain tumor caused by cancer.

Work History: Kohler Company, 444 Highland Drive, Kohler, Wisconsin 1988 to Present

Quality Control-

Responsibilities include:

- Inspecting finished products for imperfections
- Keeping running records of productivity
- Preparation and presentation of results

Glaze Sprayer-

Responsibilities include:

- Working independently and cooperatively to complete the glaze spraying of the various products manufactured by Kohler
- Keeping running records of productivity
- Working with guest artists in the completion of special edition items

Various assignments over the years throughout the factory and the office.

Community Activities:

- Member, Thielman's Athletic Club - An organization that organizes fund raising to benefit the Sheboygan community at large.
-
- Youth Team Coach- basketball, soccer
- Member and Volunteer - Holy Family Church

WENBIN YUAN, P.G.
1130 Jewel Street, Brookfield, WI 53005
262-797-7976
Wenbin@dakotaintertekcorp.com

FIELDS OF SPECIALIZATION:

- Educator with experiences in high school, colleges and weekend school in Chinese teaching, environmental and geological teaching and board activities
- Worked in the education and environmental consulting fields for over 24 Years
- Started three non-profit organizations and three for-profit organizations in the past 15 years as founder, board member and executive
- Published numerous articles in social sciences, environmental education and cultural issues
- President of \$3 to \$5 million per year (annual revenue) service company for the past 12 years
- Worked in the environmental consulting industry for four years.
- Coordinated and led seven trade delegations to Beijing, Shanghai, and other areas of China during 2000 to 2006.

RESPONSIBILITIES:

Wenbin is a State of Wisconsin certified professional hydrologist and professional geologist. Mr. Yuan is the CEO and founder of Dakota Intertek Corp. He has been in charge of the entire business operation of Dakota with the responsibility to ensure that every service delivered by Dakota meets company goals, and that every client is pleased with Dakota's services. He also provides technical guidance, review and direct management of construction projects (www.dakotaintertekcorp.com) since 1994.

Wenbin Yuan is also the founder, and current board member and vice president of non-profit Milwaukee Modern Chinese School (www.MMCSweb.com) for the past four years.

Wenbin Yuan is the founder and current council member of non-profit Society of Chinese American Professors and Scientists (www.SoCAPS.org) of the past two years.

Wenbin Yuan is also a current board member of a non profit organization: Project Access, Inc. in Milwaukee which serves Milwaukee disabled, elderly and economically disadvantaged (www.projectaccessinc.org) for the past four years.

Wenbin Yuan is a founder and served as two-term board member of American Chinese Scientists and Engineers (www.acse.org) from 1994 through 1996.

Wenbin Yuan is the current Board Member of National Association of Minority Contractors – Wisconsin Chapter (www.namc.org) for the past four years.

PROFESSIONAL EXPERIENCE:

Mr. Yuan has worked in the educational field for primary education for one year and higher education for eight years. Chinese teacher in Milwaukee Modern Chinese School from 2001 to 2003, seminar lecturer in Marquette University School of Business and Law

School from 2002 to 2006. Teaching assistant in Iowa State University from 1987 to 1990, lecturer in Taiyuan University of Technology from 1985 to 1987, lecturer in Shengyang Gold College from 1982 to 1985.

Mr. Yuan has been serving engineering/consulting and construction industry for approximately the past 17 years. As a hydrologist, Wenbin also conducted hydrogeologic and hydrologic studies and environmental assessment, engineering and consulting projects. His last ten years have been mostly focused on general construction and construction management. He has successfully managed medium to large projects, totaling over \$30,000,000.

EDUCATION:

- Ph.D. Program Studies in Civil/Environmental Engineering, Marquette University, 1991 to 1994 (incomplete)
- Master of Science, Water Resources and Geology, Iowa State University, 1990
- Bachelor of Science, Geological Engineering, Central-Southern Institute of Technology, 1982

REGISTRATIONS & CERTIFICATIONS:

- Registered Professional Geologist # 95, State of Wisconsin
- Registered Professional Hydrologist # 137-111, State of Wisconsin



ATTACHMENT B

**LEGAL STRUCTURE OF SCHOOL AND SUPPORTING
DOCUMENTATION**



ATTACHMENT B1
ARTICLES OF INCORPORATION



DEPT. OF
FINANCIAL INSTITUTIONS
STATE OF WISCONSIN

2006 JUN 13 11:55
**ARTICLES OF INCORPORATION OF THE
ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS,
INCORPORATED**

The undersigned, for the purpose of forming a Wisconsin nonstock corporation under Chapter 181 of the Wisconsin Statutes, repealed and recreated by 1997 Wisconsin Act 79, do hereby associate as a body corporate and adopt the following Articles of Incorporation:

ARTICLE I

The name of the corporation, hereinafter referred to as the "Corporation" is **Academy of Languages and International Business, Incorporated.**

ARTICLE II

The corporation is organized under Ch. 181 of the Wisconsin Statutes.

ARTICLE III

The name of the initial registered agent at such address is: **David Holmes.**

ARTICLE IV

The street address of the initial registered office of the Corporation is:

11639 North River Road, Mequon, Wisconsin 53092

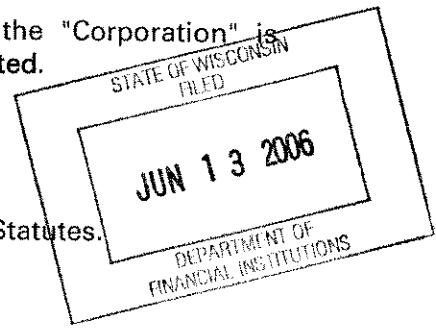
ARTICLE V

The mailing address of the initial principal office of the Corporation is:

11639 North River Road, Mequon, Wisconsin 53092

ARTICLE VI

The corporation will not have members.



WI - DFI CORP
FILE ID# ➔ A053181

ARTICLE VII

The names and addresses of the persons who shall serve as directors until the first annual meeting of the Board of Directors, or until their successors shall have been elected and qualified, are as follows:

David B. Holmes – 11639 North River Road, Mequon, WI 53092

Wenbin Yuan – 1130 Jewel Street, Brookfield, WI 53005

Jeffrey M. Speller – 6524 Betsy Ross Place, Wauwatosa, WI 53213

Jeffrey T. Radtke – 608 South 26th Street, Sheboygan, WI 53081

ARTICLE VIII

The purposes for which this corporation is organized are to establish and operate one or more public charter schools in the City of Milwaukee that will: (a) promote the study English, Spanish, and Mandarin Chinese languages, (b) utilize a project-based learning format where applicable, (b) establish collaborative and cooperative learning programs with one or more schools in located in Asia, Latin America, and/or Africa, (d) promote partnerships with Wisconsin and Milwaukee-area businesses with operations or interests in those regions or countries, and (e) provide students with a learning environment in which to gain knowledge, understanding, and skills necessary to complete successfully in the global economy of the 21st century and beyond.

ARTICLE IX

The Corporation is organized exclusively for charitable, religious, educational, and scientific purposes, including for such purposes, the making of distributions to organizations that qualify as exempt organizations under section 501(c)(3) of the Internal Revenue Code, or corresponding section of any future federal tax code. The Corporation may receive and administer funds for scientific, religious, educational, and charitable purposes, within the meaning of Section 501(c)(3) of the Internal Revenue Code of 1986 and to that end, the Corporation is empowered to hold any property, or any undivided interest therein, without limitation as to amount or value; to dispose of any such property and to invest, reinvest, or deal with the principal or the income in such manner as, in the judgment of the directors, will best promote the purposes of the Corporation, without limitation, except such limitations, if any, as may be contained in the instrument under which such property is received, these Articles of Incorporation, the By-Laws of the Corporation, or any applicable laws, to do any other act or thing incidental to or connected with the foregoing purposes or in advancement thereof, but not for the

pecuniary profit or financial gain of its directors or officers except as permitted under the Not-for-Profit Corporation Law.

No part of the net earnings of the Corporation shall inure to the benefit of any member, trustee, officer of the Corporation, or any private individual, except that reasonable compensation may be paid for services rendered to or for the Corporation affecting one or more of its purposes, and no member, trustee, officer of the Corporation, or any private individual shall be entitled to share in the distribution of any of the corporate assets on dissolution of the Corporation. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the Corporation shall not participate in or intervene in, including the publication or distribution of statements, any political campaign on behalf of any candidate for public office.

Upon the dissolution of the Corporation, the Board of Directors, shall, after paying or making provision for the payment of all the liabilities of the corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation, to one or more charitable, religious, scientific, literary, or educational organizations which would then qualify as an exempt organization or organizations under the provisions of Section 501(c)(3) of the Internal Revenue Code and its Regulations as they now exist or as they may be hereafter amended, or to the federal government, or to a state or local government, for a public purpose.

Any such assets not so disposed of shall be disposed of by the Court of Common Pleas of the county in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization or organizations as said Court shall determine, which are organized and operated exclusively for such purposes.

ARTICLE X

The period of duration of the Corporation is perpetual.

ARTICLE XI


The territory in which the operations of the Corporation are principally to be conducted is the United States of America and its territories and possessions, but the operations of the Corporation shall not be limited to such territory.


ARTICLE XII

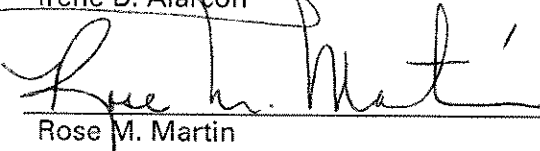
The names and addresses of the initial incorporators are as follows:

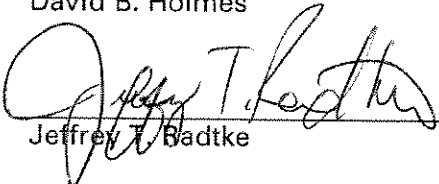
| | |
|------------------------|--|
| Irene D. Alarcon | 11639 North River Road, Mequon, WI 53092 |
| David B. Holmes | 11639 North River Road, Mequon, WI 53092 |
| Rose M. Martin | 608 South 26th Street, Sheboygan, WI 53081 |
| Jeffrey T. Radtke | 608 South 26th Street, Sheboygan, WI 53081 |
| Jeffrey M. Speller | 6524 Betsy Ross Place, Wauwatosa, WI 53213 |
| Lynne R. Dixon-Speller | 6524 Betsy Ross Place, Wauwatosa, WI 53213 |

IN WITNESS WHEREOF, the undersigned have made and subscribed to these Articles of Incorporation at Milwaukee, Wisconsin on April 28, 2006.


Irene D. Alarcon


David B. Holmes


Rose M. Martin


Jeffrey T. Radtke



Jeffrey M. Speller

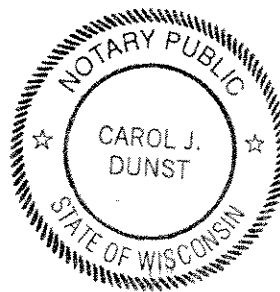

Lynne R. Dixon-Speller

This document was drafted by David B. Holmes.

STATE OF WISCONSIN
COUNTY OF MILWAUKEE

The foregoing instrument was acknowledged before me this 28th day of April, 2006


Notary Public
State of Wisconsin
My Commission Expires 11-16-08



June 5, 2006

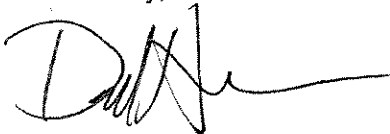
State of Wisconsin
Department of Financial Institutions
Division of Corporate and Consumer Services
345 West Washington Avenue, 3rd Floor
Madison, WI 53703

Dear Sir/Madam:

**RE: Articles of Incorporation – Nonstock Corporation
Academy of Languages and International Business, Incorporated**

Enclosed please find one original and one exact copy of the "Articles of Incorporation of the Academy of Languages and International Business, Incorporated." Also enclosed is a check from David Holmes (check no. 4114) in the amount of \$35.00 made out to "Department of Financial Institutions." If you have any questions or concerns regarding the enclosed documents, please contact me at either my office (414-291-8840), my cell phone (414-839-1319), or by email (david.holmes@symbiontonline.com).

Sincerely,

A handwritten signature in black ink, appearing to read 'David Holmes', with a long horizontal flourish extending to the right.

David Holmes

Academy of Languages and International Business
11639 N. River Rd.
Mequon, WI 53092

ATTACHMENT B2
BY-LAWS

**BYLAWS
OF THE
ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS, INCORPORATED**

ARTICLE 1

Offices

- 1.1 Principal Office. The principal office of the Corporation in the State of Wisconsin shall be located in the City of Milwaukee, County of Milwaukee. The Corporation may have such other offices or places of business as the Board of Directors may designate or as the business of the Corporation may require.
- 1.2 Registered Agent. The Corporation shall maintain a registered agent as required by the Wisconsin Nonstock Corporation Law whose address may be, but need not be, identical with the principal office of the Corporation. The name and address of the registered agent may be changed from time to time by the Board of Directors.

ARTICLE 2

Membership

The Corporation shall have no members.

ARTICLE 3

Board of Directors

- 3.1 General Powers. The business and affairs of the Corporation shall be managed and controlled by the Board of Directors. The Board of Directors shall utilize and distribute the net earnings and principal funds of the Corporation solely in accordance with the purposes for which the Corporation is exercised.
- 3.2 Number. The Board of Directors shall consist of not less than five (5) members nor more than thirteen (13).
- 3.3 Term. Each director shall hold office until the next annual meeting of directors and until his or her successor shall have been elected or until his or her prior death, resignation or removal. A director may be removed from office with or without cause by the affirmative vote of not less than two-thirds (2/3) of the members of the Board of Directors. A director may resign at any time by delivering written notice of his or her resignation to the Board of Directors, to the chairperson of the Board of Directors or to the Corporation. A resignation is effective when the notice is delivered unless the notice specifies a later effective date. Directors need not be residents of the State of Wisconsin.

- 3.4 Vacancies. In case of any vacancy in the membership of the Board of Directors the remaining directors, by affirmative vote of a majority thereof, may nominate a successor to hold office for the unexpired portion of the term of the director whose place shall be vacant, until the appointment of a successor. The Corporation shall consider such nomination and shall ultimately fill the vacancy by appointment of a successor.
- 3.5 Place of Meeting. The Board of Directors may hold their meetings at such place or places within or out of the State of Wisconsin as they may from time to time determine, and may keep the books of the Corporation in such place or places in the State of Wisconsin as they may from time to time determine.
- 3.6 Regular Meeting. The regular meetings of the Board of Directors for the election of directors and officers and the transaction of such other business as may properly come before the meeting shall be held at the offices of the Corporation or at such other place as the President may lawfully designate, at 10:00 o'clock a.m. on the first Tuesday of August in each year, if not a legal holiday, and if said date is a legal holiday, on the next succeeding business day. Notice of regular meetings shall be given seven (7) days prior to the meeting.
- 3.7 Special Meetings. Special meetings of the Board of Directors shall be held whenever called by the President of the Corporation or by the directors then in office. Notice of any special meeting shall be given forty-eight (48) hours previous thereto by any of the means as set forth in.
- 3.8 Notice. Whenever under these Bylaws or Chapter 181 of the Wisconsin statutes any notice of any meeting is required, such notice shall be given in writing and hand delivered, mailed postage prepaid, or sent by Federal Express or other commercial courier service, fees prepaid or provided for, or by e-mail or facsimile, to a director at such address or e-mail address as the person entitled to notice may have from time to time specified by written notice to the Secretary of the Corporation or, in the absence of any such specification, to such address of such person as may be determined with reasonable diligence. Hand delivered notices shall be deemed given on the day they are so delivered. Notices given by mail or by courier delivery shall be deemed given two (2) business days after they are deposited in the mail or delivered to the courier service, as the case may be. Whenever any notice is required to be given under the provisions of these Bylaws or under the provisions of the Articles of Incorporation or any statute, a waiver thereof in writing signed at any time, whether before or after the time of meeting, by the person entitled to such notice shall be deemed equivalent to the giving of such notice. The attendance of a director at a meeting shall constitute a waiver of notice of such meeting except where a director attends a meeting and objects thereto to the transaction of any business because the meeting is not lawfully called or convened. Except as otherwise provided in these Bylaws or in Chapter 181 of the Wisconsin statutes, neither the business to be transacted nor the purposes of any meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting.
- 3.9 Executive Committee. The Board of Directors by resolution adopted by the affirmative vote of a majority of the number of directors present at a meeting at which a quorum is present, may designate an Executive Committee, the

membership to be constituted by said Board at the time of said designation which, to the extent provided in said resolution as initially adopted, and as thereafter supplemented or amended by further resolution adopted by a like vote, shall have and may exercise when the Board of Directors is not in session, the normal powers of a Board of Directors in the management of the business and affairs of a Corporation, except action in respect to election of officers. Except for Article V below, the Executive Committee shall fix its own rules governing the conduct of its activities and shall make such report to the Board of Directors of its activities as the Board of Directors may request.

- 3.10 Special Committees. Special Committees may be appointed by the President or the Board of Directors or the Executive Committee to perform such duties and have such authority as may be assigned to them by the Board of Directors or Executive Committee.
- 3.11 Telephone Conferences. Members of the Board of Directors or any committee designated by the Board may participate in a meeting of such Board or committee by means of a conference telephone call or similar communications equipment, so that all persons participating in the meeting can hear each other. Participation in a meeting in this manner shall constitute presence in person at such meeting.
- 3.12 Quorum. At any meeting of the Board of Directors, a majority of the number of directors then in office shall constitute a quorum for the transaction of any business. If the number of directors necessary to constitute a quorum shall fail to attend at the time and place fixed for any regular or special meeting of the Board of Directors, the directors in attendance may adjourn from time to time without notice or other announcement at the meeting until the requisite number of directors to constitute a quorum shall attend.
- 3.13 Manner of Acting. The act of a majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors unless the act of a greater number is required by law or the Corporation's Articles of Incorporation or Bylaws.
- 3.14 Action Without a Meeting. Any action required or permitted to be taken at any meeting of the Board of Directors may be taken without a meeting if a consent in writing setting forth the action so taken shall be signed by at least two-thirds (2/3) of the directors then in office as provided for in § 181.0821 of the Wisconsin Statutes.
- 3.15 Election of Officers. At the regular meeting of the Board of Directors held in each year, the Board of Directors shall proceed to the election of the officers of the Corporation.

ARTICLE 4

Standing Committees

The Board of Directors hereby appoints the following committees:

- 4.1 Governance Council. Governance Council shall have influence with the educational program including the development and implementation of policies related to curriculum, enrichment, extra curricular educational activities, student evaluations, professional development, admissions, scheduling, community relations, safety, proposals for charter revision and renewal, dispute resolution and interaction with the Department of Public Instruction. Governance Council shall review and assess school performance with respect to student achievement, school culture and parental involvement and report from time-to-time to the Board of Directors.

During the 2007-2008 school year, there will be eight (8) voting members and one (1) employee non-voting members of the Governance Council serving one year terms and representing the school's various contingencies.

- a) The Director of the Academy of Languages and International Business, Incorporated (non-voting).
- b) Two (2) parents elected from and by parents whose children are enrolled at Academy of Languages and International Business, Incorporated.
- c) Three (3) certified teachers and one (1) teaching assistant representative elected from or by the school's credentialed teachers and teaching assistants.
- d) Two (2) community representatives.

During the 2008-2009, two student representatives will be added to the Governance Council, elected by the students. One of the students will represent students in Grades 9 and 10 and the other representative will represent Grades 11 and 12.

The Governance Council subject to the authority of the Board of Directors shall develop its own Bylaws and Policies and Procedures.

- 4.2 Parent Teacher Association. The objectives, subject to the authority of the Board of Directors, shall have the following purpose:

ARTICLE 5

Officers

- 5.1 Officers. The officers of the Corporation shall be a president, vice president, secretary, and treasurer. The same individual may hold more than one office except that the individual occupying the office of president shall not be eligible

during his or her tenure of office to hold the office of vice-president or secretary. The president of the Corporation shall be a member of the Board of Directors.

5.2 Duties of Officers. The duties of the officers are as follows:

- a) President. The President shall be the Director of the school and shall be the principal executive officer of the Corporation and, subject to the control of the Board of Directors and Executive Committee, shall in general supervise and control all of the business and affairs of the Corporation. He or she shall, when present, preside at all meetings of the Board of Directors and Executive Committee meetings. He or she may sign, with the Secretary or any other proper officer of the Corporation authorized by the Board of Directors or Executive Committee, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors or Executive Committee has authorized to be executed, except in cases where the signing and execution thereof shall be expressly delegated by the Board of Directors or by these Bylaws to some other officer or agent of the Corporation, or shall be required by law to be otherwise signed or executed; and in general shall perform all duties incident to the office of President and such other duties as may be prescribed by the Board of Directors or Executive Committee from time to time.
 - b) Vice-President. In the absence of the President or in the event of his or her death, inability or refusal to act, the Vice-President shall perform the duties of the President and when so acting, shall have all the powers of and be subject to all the restrictions upon the President. The Vice-President shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board of Directors.
 - c) Secretary. The Secretary shall (1) keep the minutes of the Board of Directors' and Executive Committees' meetings in one or more books provided for that purpose; (2) see that all notices are duly given in accordance with the provisions of these Bylaws or as required by the law; (3) be custodian of the corporate records; and (4) in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the President, Board of Directors or Executive Committee.
 - d) Treasurer. The Treasurer shall: (1) have charge and custody of and be responsible for all funds and securities of the Corporation; receive and give receipts for monies due and payable to the Corporation from any source whatsoever, and deposit all such monies in the name of the Corporation in such banks, savings and loan associations, trust companies or other depositories as shall be selected by the Board of Directors or Executive Committee; and (2) in general, perform all of the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him or her by the President, Board of Directors or Executive Committee. Officers shall also perform such additional or different duties as shall from time to time be imposed or required by the Board of Directors.
- 5.3 Other Officers. The Board of Directors may appoint such other officers and agents as they may deem necessary, who shall have such authority and shall

perform such duties as from time to time may be prescribed by the Board of Directors.

- 5.4 Vacancies. In the case of a vacancy in any office, the Board of Directors shall elect a successor to hold such office for the unexpired term thereof.
- 5.5 Bond. The Treasurer of the Corporation shall furnish, upon request by the Board of Directors, proper surety bond for the faithful performance of his or her duties, provided that the premium for every such bond shall be borne by the Corporation.

ARTICLE 6

Indemnification

- 6.1 Indemnity of Directors and Officers. The Corporation shall indemnify a director or officer to the extent that he or she has been successful on the merits or otherwise in the defense of a proceeding, for all reasonable expenses incurred in the proceeding if the director or officer was a party because he or she is a director or officer of the Corporation, except, pursuant to the exceptions listed below in 6.2.
- 6.2 Exceptions to Indemnity. A Corporation shall indemnify a director or officer against liability incurred by the director or officer in a proceeding to which the director or officer was a party because he or she is a director or officer of the Corporation, unless liability was incurred because the director or officer breached or failed to perform a duty that he or she owes to the Corporation and that breach or failure to perform constitutes any of the following:
- a) a willful failure to deal fairly with the Corporation or its members in connection with a matter in which the director or officer has a material conflict of interest;
 - b) a violation of the criminal law unless the director or officer had reasonable cause to believe that his or her conduct was lawful or no reasonable cause to believe that his or her conduct was unlawful;
 - c) a transaction from which the director or officer derived an improper personal profit or benefit; or;
 - d) willful misconduct.

ARTICLE 7

Dissolution

- 7.1 Events Causing Dissolution. Either of the following events shall cause the dissolution of the Corporation.
- a) If all of the directors of the Corporation die or are otherwise unable to act as a director without the appointment of successor director(s); and
 - b) Any other event deemed sufficient by the directors of the Corporation.
- 8.2 Distribution Upon Dissolution. Upon dissolution of the Corporation, the Corporation's net assets, after paying or making provisions for the payment of the Corporation's liabilities, if any, shall be disposed of exclusively for the purposes of the corporation in such manner as the Board of Directors shall determine, or to such organization or organizations organized and operated exclusively for charitable, educational, or scientific purposes as shall at the time qualify as an exempt organization or organizations under section 501(c)(3) of the Internal Revenue Code of 1986, as amended (or the corresponding provision of any future United States Internal Revenue Law), as the Board of Directors shall determine.

ARTICLE 8

Corporate Seal

- 8.1 The Corporation shall have no seal.

ARTICLE 9

Miscellaneous

- 9.1 Voting Securities. Shares of stock or other voting securities standing in the name of the Corporation may be voted by the President or Vice-President of the Corporation or any other officer or proxy appointed by the President or Vice-President of the Corporation.
- 9.3 Checks, Drafts, etc. All checks, drafts, and orders for payment of money shall be signed in the name of the Corporation and shall be signed and countersigned by such officer or officers as the Board of Directors shall from time to time designate for the purpose.
- 9.4 Contracts. When the execution of any contract or other instrument has been authorized without specification of the executing officers, the President or Vice-President, together with the Secretary or the Treasurer, may execute the same in the name of and on behalf of the Corporation.

- 9.5 Prohibited Actions. The Corporation shall distribute its income for each tax year at such time and in such manner so that it will not become subject to the tax on undistributed income imposed by Section 4942 of the Internal Revenue Code. Furthermore, the Corporation will not:
- a) engage in any act of self-dealing as defined in Section 4941(d) of the Code;
 - b) retain any excess business holdings as defined in Section 4943(c) of the Code;
 - c) make any investments in a manner that would subject it to tax under Section 4944 of the Code; or
 - d) make any taxable expenditure as defined in Section 4945(d) of the Code.
- 9.6 Headings. The headings in these Bylaws are intended for convenience only and should not affect the meaning or interpretation hereof.
- 9.7 Interpretation. In interpreting these Bylaws, whenever the context so requires, a) the singular shall include the plural and the plural shall include the singular, and b) any gender shall include all genders.

ARTICLE 10

Fiscal Year

- 10.1 The fiscal year of the Corporation shall end on the 30th of June of each year.

ARTICLE 11

Amendments

- 11.1 These Bylaws may be altered or amended at any regular or special meeting of the Board of Directors by vote of a majority of the directors then in office.

**ACADEMY OF LANGUAGES AND
INTERNATIONAL BUSINESS, INC.**

September 26, 2006

CONFLICT OF INTEREST POLICY

Article I
Purpose

The purpose of the conflict of interest policy is to protect the tax-exempt organization's (Organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Organization or might result in a possible excess benefit transaction. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

Article II
Definitions

1. Interested Person

Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement.
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

Article III
Procedures

1. Duty to Disclose

In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest

- a. An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The chairperson of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the governing board or committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy

- a. If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.
- b. If after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV
Records of Proceedings

The minutes of the governing board and all committees with board delegated powers shall contain:

- a. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.
- b. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V
Compensation

- a. A voting member of the governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI
Annual Statements

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflicts of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII
Periodic Reviews

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects.

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment of payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transactions.

Article VII
Use of Outside Experts

When conducting the periodic review as provided for in Article VII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

ATTACHMENT B3
TAX DETERMINATION LETTER

Form 1023 Checklist

(Revised June 2006)

Application for Recognition of Exemption under Section 501(c)(3) of the Internal Revenue Code

Note. Retain a copy of the completed Form 1023 in your permanent records. Refer to the General Instructions regarding Public Inspection of approved applications.

Check each box to finish your application (Form 1023). Send this completed Checklist with your filled-in application. If you have not answered all the items below, your application may be returned to you as incomplete.

- Assemble the application and materials in this order:
- Form 1023 Checklist
 - Form 2848, *Power of Attorney and Declaration of Representative* (if filing)
 - Form 8821, *Tax Information Authorization* (if filing)
 - Expedite request (if requesting)
 - Application (Form 1023 and Schedules A through H, as required)
 - Articles of organization
 - Amendments to articles of organization in chronological order
 - Bylaws or other rules of operation and amendments
 - Documentation of nondiscriminatory policy for schools, as required by Schedule B
 - Form 5768, *Election/Revocation of Election by an Eligible Section 501(c)(3) Organization To Make Expenditures To Influence Legislation* (if filing)
 - All other attachments, including explanations, financial data, and printed materials or publications. Label each page with name and EIN.
- User fee payment placed in envelope on top of checklist. DO NOT STAPLE or otherwise attach your check or money order to your application. Instead, just place it in the envelope.
- Employer Identification Number (EIN)
- Completed Parts I through XI of the application, including any requested information and any required Schedules A through H.
- You must provide specific details about your past, present, and planned activities.
 - Generalizations or failure to answer questions in the Form 1023 application will prevent us from recognizing you as tax exempt.
 - Describe your purposes and proposed activities in specific easily understood terms.
 - Financial information should correspond with proposed activities.
- Schedules. Submit only those schedules that apply to you and check either "Yes" or "No" below.
- | | | | | | |
|------------|--------------|-------------|------------|---------|-------------|
| Schedule A | Yes ___ | No <u>X</u> | Schedule E | Yes ___ | No <u>X</u> |
| Schedule B | Yes <u>X</u> | No ___ | Schedule F | Yes ___ | No <u>X</u> |
| Schedule C | Yes ___ | No <u>X</u> | Schedule G | Yes ___ | No <u>X</u> |
| Schedule D | Yes ___ | No <u>X</u> | Schedule H | Yes ___ | No <u>X</u> |

TAXPAYER'S COPY

An exact copy of your complete articles of organization (creating document). Absence of the proper purpose and dissolution clauses is the number one reason for delays in the issuance of determination letters.

- Location of Purpose Clause from Part III, line 1 (Page, Article and Paragraph Number) PAGE 2, ARTICLE VIII
- Location of Dissolution Clause from Part III, line 2b or 2c (Page, Article and Paragraph Number) or by operation of state law PAGE 7, ARTICLE 7, PARAGRAPH 7.2

- Signature of an officer, director, trustee, or other official who is authorized to sign the application.
 - Signature at Part XI of Form 1023.

- Your name on the application must be the same as your legal name as it appears in your articles of organization.

Send completed Form 1023, user fee payment, and all other required information, to:

Internal Revenue Service
P.O. Box 192
Covington, KY 41012-0192

If you are using express mail or a delivery service, send Form 1023, user fee payment, and attachments to:

Internal Revenue Service
201 West Rivercenter Blvd.
Attn: Extracting Stop 312
Covington, KY 41011

348

January 2002)

Department of the Treasury
Internal Revenue Service

Power of Attorney and Declaration of Representative

▶ See the separate instructions.

OMB No. 1545-0150

For IRS Use Only

Received by:

Name _____

Telephone _____

Function _____

Date / /

Part I Power of Attorney (Type or print.)

1 Taxpayer information. Taxpayer(s) must sign and date this form on page 2, line 9.

| | | |
|--|------------------------------------|--|
| Taxpayer name(s) and address ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS, INCORPORATED 11639 NORTH RIVER ROAD MEQUON, WI 53092 | Social security number(s) _____ | Employer identification number 03-0606316 |
| | Daytime telephone number _____ | Plan number (if applicable) _____ |

hereby appoint(s) the following representative(s) as attorney(s)-in-fact:

2 Representative(s) must sign and date this form on page 2, Part II.

| | |
|---|---|
| Name and address EDWARD M. BRADY KOMISAR BRADY & CO., LLP 633 WEST WISCONSIN AVENUE, SUITE 900 MILWAUKEE, WI 53203-1907 | CAF No. 4000-14760R Telephone No. 414-271-3966 Fax No. 414-271-3502 Check if new: Address <input type="checkbox"/> Telephone No. <input type="checkbox"/> |
| Name and address | CAF No. _____ Telephone No. _____ Fax No. _____ Check if new: Address <input type="checkbox"/> Telephone No. <input type="checkbox"/> |
| Name and address | CAF No. _____ Telephone No. _____ Fax No. _____ Check if new: Address <input type="checkbox"/> Telephone No. <input type="checkbox"/> |

to represent the taxpayer(s) before the Internal Revenue Service for the following tax matters:

3 Tax matters

| Type of Tax (Income, Employment, Excise, etc.) or Civil Penalty (See the instructions for line 3.) | Tax Form Number (1040, 941, 720, etc.) | Year(s) or Period(s) |
|---|---|-------------------------|
| APPLICATION FOR TAX-EXEMPT STATUS | FORM 1023 | 2006-2008 |
| | | |

4 Specific use not recorded on Centralized Authorization File (CAF). If the power of attorney is for a specific use not recorded on CAF, check this box. See the instructions for **Line 4. Specific uses not recorded on CAF.**

5 Acts authorized. The representatives are authorized to receive and inspect confidential tax information and to perform any and all acts that I (we) can perform with respect to the tax matters described on line 3, for example, the authority to sign any agreements, consents, or other documents. The authority does not include the power to receive refund checks (see line 6 below), the power to substitute another representative, the authority to execute a request for a tax return, or a consent to disclose tax information unless specifically added below, or the power to sign certain returns. See the instructions for **Line 5. Acts authorized.**

List any specific additions or deletions to the acts otherwise authorized in this power of attorney: _____

Note: In general, an unenrolled preparer of tax returns cannot sign any document for a taxpayer. See Revenue Procedure 81-38, printed as Pub. 470, for more information.

Note: The tax matters partner of a partnership is not permitted to authorize representatives to perform certain acts. See the separate instructions for more information.

6 Receipt of refund checks. If you want to authorize a representative named on line 2 to receive. **BUT NOT TO ENDORSE OR CASH**, refund checks, initial here _____ and list the name of that representative below.

Name of representative to receive refund check(s) ▶ _____

For Paperwork Reduction and Privacy Act Notice, see the separate instructions.

Form **2848** (Rev. 1-2002)

ices and communications. Original notices and other written communications will be sent to you and a copy to the first representative listed on line 2 unless you check one or more of the boxes below.

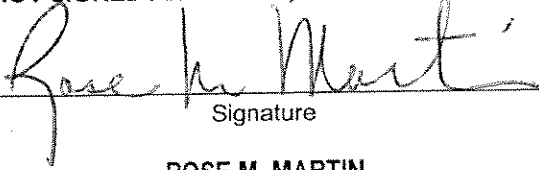
- If you want the first representative listed on line 2 to receive the original, and yourself a copy, of such notices or communications, check this box
- b If you also want the second representative listed to receive a copy of such notices and communications, check this box.
- c If you do not want any notices or communications sent to your representative(s), check this box

8 Retention/revocation of prior power(s) of attorney. The filing of this power of attorney automatically revokes all earlier power(s) of attorney on file with the Internal Revenue Service for the same tax matters and years or periods covered by this document. If you do not want to revoke a prior power of attorney, check here

YOU MUST ATTACH A COPY OF ANY POWER OF ATTORNEY YOU WANT TO REMAIN IN EFFECT.

9 Signature of taxpayer(s). If a tax matter concerns a joint return, both husband and wife must sign if joint representation is requested, otherwise, see the instructions. If signed by a corporate officer, partner, guardian, tax matters partner, executor, receiver, administrator, or trustee on behalf of the taxpayer, I certify that I have the authority to execute this form on behalf of the taxpayer.

▶ IF NOT SIGNED AND DATED, THIS POWER OF ATTORNEY WILL BE RETURNED.


9-28-06
Executive Director

 Signature Date Title (if applicable)
 ROSE M. MARTIN

 Print Name

 Signature Date Title (if applicable)

 Print Name

Part II Declaration of Representative

Caution: Students with a special order to represent taxpayers in Qualified Low Income Taxpayer Clinics or the Student Tax Clinic Program, see the separate instructions for Part II.

Under penalties of perjury, I declare that:

- I am not currently under suspension or disbarment from practice before the Internal Revenue Service;
- I am aware of regulations contained in Treasury Department Circular No. 230 (31 CFR, Part 10), as amended, concerning the practice of attorneys, certified public accountants, enrolled agents, enrolled actuaries, and others;
- I am authorized to represent the taxpayer(s) identified in Part I for the tax matter(s) specified there; and
- I am one of the following:
 - a Attorney — a member in good standing of the bar of the highest court of the jurisdiction shown below.
 - b Certified Public Accountant — duly qualified to practice as a certified public accountant in the jurisdiction shown below.
 - c Enrolled Agent — enrolled as an agent under the requirements of Treasury Department Circular No. 230.
 - d Officer — a bona fide officer of the taxpayer's organization.
 - e Full-Time Employee — a full-time employee of the taxpayer.
 - f Family Member — a member of the taxpayer's immediate family (i.e., spouse, parent, child, brother, or sister).
 - g Enrolled Actuary — enrolled as an actuary by the Joint Board for the Enrollment of Actuaries under 29 U.S.C. 1242 (the authority to practice before the Service is limited by section 10.3(d)(1) of Treasury Department Circular No. 230).
 - h Unenrolled Return Preparer — an unenrolled return preparer under section 10.7(c)(1)(viii) of Treasury Department Circular No. 230.

▶ IF THIS DECLARATION OF REPRESENTATIVE IS NOT SIGNED AND DATED, THE POWER OF ATTORNEY WILL BE RETURNED.

| Designation — Insert above letter (a-h) | Jurisdiction (state) or Enrollment Card No. | Signature | Date |
|---|---|-----------|------|
| b | Wisconsin | | |
| | | | |
| | | | |

821

(file 2004)
Department of the Treasury
Internal Revenue Service

Tax Information Authorization

▶ Do not use this form to request a copy or transcript of your tax return.
Instead, use Form 4506 or Form 4506-T.

OMB No. 1545-1165
For IRS Use Only

Received by:
Name _____
Telephone (____) _____
Function _____
Date ____/____/____

1 Taxpayer information. Taxpayer(s) must sign and date this form on line 7.

| | | |
|---|---------------------------|---|
| Taxpayer name(s) and address (type or print) THE ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS, INC. 608 S. 26TH STREET SHEBOYGAN, WI 53081 | Social security number(s) | Employer identification number 03-0606316 |
| | Daytime telephone number | Plan number (if applicable) |

2 Appointee. If you wish to name more than one appointee, attach a list to this form.

| | |
|---|--|
| Name and address JENNIFER MEDLEY KOMISAR BRADY & CO., LLP 633 W. WISCONSIN AVE., #900 MILWAUKEE, WI 53203 | CAF No. 4005-97264R Telephone No. 414-271-3966 Fax No. 414-271-3502 |
| Check if new: Address <input type="checkbox"/> Telephone No. <input type="checkbox"/> Fax No. <input type="checkbox"/> | |

3 Tax matters. The appointee is authorized to inspect and/or receive confidential tax information in any office of the IRS for the tax matters listed on this line. Do not use Form 8821 to request copies of tax returns.

| (a) Type of Tax (Income, Employment, Excise, etc.) or Civil Penalty | (b) Tax Form Number (1040, 941, 720, etc.) | (c) Year(s) or Period(s) (see the instructions for line 3) | (d) Specific Tax Matters (see instr.) |
|--|--|--|--|
| APPLICATION FOR TAX EXEMPT STATUS | 1023 | 2006-2008 | |
| | | | |

4 Specific use not recorded on Centralized Authorization File (CAF). If the tax information authorization is for a specific use not recorded on CAF, check this box. See the instructions on page 3. If you check this box, skip lines 5 and 6.

- 5 Disclosure of tax information** (you must check a box on line 5a or 5b unless the box on line 4 is checked):
- a If you want copies of tax information, notices, and other written communications sent to the appointee on an ongoing basis, check this box.
 - b If you do not want any copies of notices or communications sent to your appointee, check this box

6 Retention/revocation of tax information authorizations. This tax information authorization automatically revokes all prior authorizations for the same tax matters you listed on line 3 above unless you checked the box on line 4. If you do not want to revoke a prior tax information authorization, you must attach a copy of any authorizations you want to remain in effect and check this box
To revoke this tax information authorization, see the instructions on page 3.

7 Signature of taxpayer(s). If a tax matter applies to a joint return, either husband or wife must sign. If signed by a corporate officer, partner, guardian, executor, receiver, administrator, trustee, or party other than the taxpayer, I certify that I have the authority to execute this form with respect to the tax matters/periods on line 3 above.
▶ IF NOT SIGNED AND DATED, THIS TAX INFORMATION AUTHORIZATION WILL BE RETURNED.

| | | | |
|----------------------|-------------------------------------|----------------------|-------------------------------------|
| Signature | Date | Signature | Date |
| Print name | Title (if applicable) | Print name | Title (if applicable) |
| <input type="text"/> | PIN number for electronic signature | <input type="text"/> | PIN number for electronic signature |

J23

1023 (Rev. 6-2006)
Department of the Treasury
Internal Revenue Service

Application for Recognition of Exemption Under Section 501(c)(3) of the Internal Revenue Code

OMB No. 1545-0056

Note: If exempt status is approved, this application will be open for public inspection.

Use the instructions to complete this application and for a definition of all **bold** items. For additional help, call IRS Exempt Organizations Customer Account Services toll-free at 1-877-829-5500. Visit our website at **www.irs.gov** for forms and publications. If the required information and documents are not submitted with payment of the appropriate user fee, the application may be returned to you.

Attach additional sheets to this application if you need more space to answer fully. Put your name and EIN on each sheet and identify each answer by Part and line number. Complete Parts I - XI of Form 1023 and submit only those Schedules (A through H) that apply to you.

Part I Identification of Applicant

| | | | |
|--|------------|---|--|
| 1 Full name of organization (exactly as it appears in your organizing document) | | 2 c/o Name (if applicable) | |
| ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS, INC. | | | |
| 3 Mailing address (Number and street) (see instructions) | Room/Suite | 4 Employer Identification Number (EIN) | |
| 11639 NORTH RIVER ROAD | | 03-0606316 | |
| City or town, state or country, and ZIP + 4 | | 5 Month the annual accounting period ends (01 - 12) | |
| MEQUON, WI 53092 | | 06 | |
| 6 Primary contact (officer, director, trustee, or authorized representative) | | b Phone: (414)839-1319 | |
| a Name: DAVID HOLMES | | c Fax: (optional) (414)291-8841 | |
| 7 Are you represented by an authorized representative, such as an attorney or accountant? If "Yes," provide the authorized representative's name, and the name and address of the authorized representative's firm. Include a completed Form 2848, <i>Power of Attorney and Declaration of Representative</i> , with your application if you would like us to communicate with your representative. | | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | |
| 8 Was a person who is not one of your officers, directors, trustees, employees, or an authorized representative listed in line 7, paid, or promised payment, to help plan, manage, or advise you about the structure or activities of your organization, or about your financial or tax matters? If "Yes," provide the person's name, the name and address of the person's firm, the amounts paid or promised to be paid, and describe that person's role. | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| 9a Organization's website: N/A | | | |
| b Organization's email: (optional) N/A | | | |
| 10 Certain organizations are not required to file an information return (Form 990 or Form 990-EZ). If you are granted tax-exemption, are you claiming to be excused from filing Form 990 or Form 990-EZ? If "Yes," explain. See the instructions for a description of organizations not required to file Form 990 or Form 990-EZ. | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |
| 11 Date incorporated if a corporation, or formed, if other than a corporation. (MM/DD/YYYY) 06/07/2006 | | | |
| 12 Were you formed under the laws of a foreign country? If "Yes," state the country. | | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | |

For Paperwork Reduction Act Notice, see page 24 of the instructions.

Form 1023 (Rev. 6-2006)

Organizational Structure

Must be a corporation (including a limited liability company), an unincorporated association, or a trust to be tax exempt. (See instructions.) **DO NOT file this form unless you can check "Yes" on lines 1, 2, 3, or 4.**

Are you a **corporation**? If "Yes," attach a copy of your articles of incorporation showing **certification of filing** with the appropriate state agency. Include copies of any amendments to your articles and be sure they also show state filing certification. **Yes** **No**

2 Are you a **limited liability company (LLC)**? If "Yes," attach a copy of your articles of organization showing certification of filing with the appropriate state agency. Also, if you adopted an operating agreement, attach a copy. Include copies of any amendments to your articles and be sure they show state filing certification. Refer to the instructions for circumstances when an LLC should not file its own exemption application. **Yes** **No**

3 Are you an **unincorporated association**? If "Yes," attach a copy of your articles of association, constitution, or other similar organizing document that is dated and includes at least two signatures. Include signed and dated copies of any amendments. **Yes** **No**

4a Are you a **trust**? If "Yes," attach a signed and dated copy of your trust agreement. Include signed and dated copies of any amendments. **Yes** **No**

b Have you been funded? If "No," explain how you are formed without anything of value placed in trust. **Yes** **No**

5 Have you adopted **bylaws**? If "Yes," attach a current copy showing date of adoption. If "No," explain how your officers, directors, or trustees are selected. **Yes** **No**

Part III Required Provisions in Your Organizing Document

The following questions are designed to ensure that when you file this application, your organizing document contains the required provisions to meet the organizational test under section 501(c)(3). Unless you can check the boxes in both lines 1 and 2, your organizing document does not meet the organizational test. **DO NOT file this application until you have amended your organizing document.** Submit your original and amended organizing documents (showing state filing certification if you are a corporation or an LLC) with your application.

1 Section 501(c)(3) requires that your organizing document state your exempt purpose(s), such as charitable, religious, educational, and/or scientific purposes. Check the box to confirm that your organizing document meets this requirement. Describe specifically where your organizing document meets this requirement, such as a reference to a particular article or section in your organizing document. Refer to the instructions for exempt purpose language. Location of Purpose Clause (Page, Article, and Paragraph): **ARTICLES OF INCORP, PG. 2, ART VIII**

2a Section 501(c)(3) requires that upon dissolution of your organization, your remaining assets must be used exclusively for exempt purposes, such as charitable, religious, educational, and/or scientific purposes. Check the box on line 2a to confirm that your organizing document meets this requirement by express provision for the distribution of assets upon dissolution. If you rely on state law for your dissolution provision, do not check the box on line 2a and go to line 2c.

2b If you checked the box on line 2a, specify the location of your dissolution clause (Page, Article, and Paragraph). Do not complete line 2c if you checked box 2a. **PAGE 7, ARTICLE 7, PARAGRAPH 7.2**

2c See the instructions for information about the operation of state law in your particular state. Check this box if you rely on operation of state law for your dissolution provision and indicate the state:

Part IV Narrative Description of Your Activities

Using an attachment, describe your *past*, *present*, and *planned* activities in a narrative. If you believe that you have already provided some of this information in response to other parts of this application, you may summarize that information here and refer to the specific parts of the application for supporting details. You may also attach representative copies of newsletters, brochures, or similar documents for supporting details to this narrative. Remember that if this application is approved, it will be open for public inspection. Therefore, your narrative description of activities should be thorough and accurate. Refer to the instructions for information that must be included in your description.

Part V Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors

1a List the names, titles, and mailing addresses of all of your officers, directors, and trustees. For each person listed, state their total annual **compensation**, or proposed compensation, for all services to the organization, whether as an officer, employee, or other position. Use actual figures, if available. Enter "none" if no compensation is or will be paid. If additional space is needed, attach a separate sheet. Refer to the instructions for information on what to include as compensation.

| Name | Title | Mailing address | Compensation amount (annual actual or estimated) |
|------------------------|---------------------------|---|--|
| ROSE M. MARTIN | EXECUTIVE DIRECTOR | 11639 N. RIVER ROAD MEQUON, WI 53092 | 100,000 |
| DAVID B. HOLMES | PRESIDENT | 11639 N. RIVER ROAD MEQUON, WI 53092 | 0 |
| ROSE GUADJARDO | DIRECTOR | 11639 N. RIVER ROAD MEQUON, WI 53092 | 0 |
| JEFFREY RADTKE | DIRECTOR | 11639 N. RIVER ROAD MEQUON, WI 53092 | 0 |
| JEFFREY SPELLER | DIRECTOR | 11639 N. RIVER ROAD MEQUON, WI 53092 | 0 |

1 Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

List the names, titles, and mailing addresses of each of your five highest compensated employees who receive or will receive compensation of more than \$50,000 per year. Use the actual figure, if available. Refer to the instructions for information on what to include as compensation. Do not include officers, directors, or trustees listed in line 1a.

Table with 4 columns: Name, Title, Mailing address, Compensation amount. Row 1: ROSE M. MARTIN, EXECUTIVE DIRECTOR, 11639 N. RIVER ROAD MEQUON, WI 53092, 100,000.

c List the names, names of businesses, and mailing addresses of your five highest compensated independent contractors that receive or will receive compensation of more than \$50,000 per year. Use the actual figure, if available. Refer to the instructions for information on what to include as compensation.

Table with 4 columns: Name, Title, Mailing address, Compensation amount. Row 1: NONE.

The following "Yes" or "No" questions relate to past, present, or planned relationships, transactions, or agreements with your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in lines 1a, 1b, and 1c.

2a Are any of your officers, directors, or trustees related to each other through family or business relationships? If "Yes," identify the individuals and explain the relationship. [X] Yes [] No

b Do you have a business relationship with any of your officers, directors, or trustees other than through their position as an officer, director, or trustee? If "Yes," identify the individuals and describe the business relationship with each of your officers, directors, or trustees. [] Yes [X] No

c Are any of your officers, directors, or trustees related to your highest compensated employees or highest compensated independent contractors listed on lines 1b or 1c through family or business relationships? If "Yes," identify the individuals and explain the relationship. [X] Yes [] No

3a For each of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, or 1c, attach a list showing their name, qualifications, average hours worked, and duties.

b Do any of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, or 1c receive compensation from any other organizations, whether tax exempt or taxable, that are related to you through common control? If "Yes," identify the individuals, explain the relationship between you and the other organization, and describe the compensation arrangement. [] Yes [X] No

4 In establishing the compensation for your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed on lines 1a, 1b, and 1c, the following practices are recommended, although they are not required to obtain exemption. Answer "Yes" to all the practices you use.

- a Do you or will the individuals that approve compensation arrangements follow a conflict of interest policy? [X] Yes [] No
b Do you or will you approve compensation arrangements in advance of paying compensation? [X] Yes [] No
c Do you or will you document in writing the date and terms of approved compensation arrangements? [X] Yes [] No

Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

Do you or will you record in writing the decision made by each individual who decided or voted on compensation arrangements? Yes No

e Do you or will you approve compensation arrangements based on information about compensation paid by **similarly situated** taxable or tax-exempt organizations for similar services, current compensation surveys compiled by independent firms, or actual written offers from similarly situated organizations? Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

f Do you or will you record in writing both the information on which you relied to base your decision and its source? Yes No

g If you answered "No" to any item on lines 4a through 4f, describe how you set compensation that is **reasonable** for your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in Part V, lines 1a, 1b, and 1c.

5a Have you adopted a **conflict of interest policy** consistent with the sample conflict of interest policy in Appendix A to the instructions? If "Yes," provide a copy of the policy and explain how the policy has been adopted, such as by resolution of your governing board. If "No," answer lines 5b and 5c. Yes No

b What procedures will you follow to assure that persons who have a conflict of interest will not have influence over you for setting their own compensation?

c What procedures will you follow to assure that persons who have a conflict of interest will not have influence over you regarding business deals with themselves?

Note: A conflict of interest policy is recommended though it is not required to obtain exemption. Hospitals, see Schedule C, Section I, line 14.

6a Do you or will you compensate any of your officers, directors, trustees, highest compensated employees, and highest compensated independent contractors listed in lines 1a, 1b, or 1c through **non-fixed payments**, such as discretionary bonuses or revenue-based payments? If "Yes," describe all non-fixed compensation arrangements, including how the amounts are determined, who is eligible for such arrangements, whether you place a limitation on total compensation, and how you determine or will determine that you pay no more than reasonable compensation for services. Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

b Do you or will you compensate any of your employees, other than your officers, directors, trustees, or your five highest compensated employees who receive or will receive compensation of more than \$50,000 per year, through non-fixed payments, such as discretionary bonuses or revenue-based payments? If "Yes," describe all non-fixed compensation arrangements, including how the amounts are or will be determined, who is or will be eligible for such arrangements, whether you place or will place a limitation on total compensation, and how you determine or will determine that you pay no more than reasonable compensation for services. Refer to the instructions for Part V, lines 1a, 1b, and 1c, for information on what to include as compensation. Yes No

7a Do you or will you purchase any goods, services, or assets from any of your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," describe any such purchase that you made or intend to make, from whom you make or will make such purchases, how the terms are or will be negotiated at **arm's length**, and explain how you determine or will determine that you pay no more than **fair market value**. Attach copies of any written contracts or other agreements relating to such purchases. Yes No

b Do you or will you sell any goods, services, or assets to any of your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," describe any such sales that you made or intend to make, to whom you make or will make such sales, how the terms are or will be negotiated at arm's length, and explain how you determine or will determine you are or will be paid at least fair market value. Attach copies of any written contracts or other agreements relating to such sales. Yes No

8a Do you or will you have any leases, contracts, loans, or other agreements with your officers, directors, trustees, highest compensated employees, or highest compensated independent contractors listed in lines 1a, 1b, or 1c? If "Yes," provide the information requested in lines 8b through 8f. Yes No

b Describe any written or oral arrangements that you made or intend to make.

c Identify with whom you have or will have such arrangements.

d Explain how the terms are or will be negotiated at arm's length.

e Explain how you determine you pay no more than fair market value or you are paid at least fair market value.

f Attach copies of any signed leases, contracts, loans, or other agreements relating to such arrangements.

9a Do you or will you have any leases, contracts, loans, or other agreements with any organization in which any of your officers, directors, or trustees are also officers, directors, or trustees, or in which any individual officer, director, or trustee owns more than a 35% interest? If "Yes," provide the information requested in lines 9b through 9f. Yes No

Compensation and Other Financial Arrangements With Your Officers, Directors, Trustees, Employees, and Independent Contractors (Continued)

Describe any written or oral arrangements you made or intend to make.

- Identify with whom you have or will have such arrangements.
Explain how the terms are or will be negotiated at arm's length.
Explain how you determine or will determine you pay no more than fair market value or that you are paid at least fair market value.
Attach a copy of any signed leases, contracts, loans, or other agreements relating to such arrangements.

Part VI Your Members and Other Individuals and Organizations That Receive Benefits From You

The following "Yes" or "No" questions relate to goods, services, and funds you provide to individuals and organizations as part of your activities. Your answers should pertain to past, present, and planned activities. (See instructions.)

- 1a In carrying out your exempt purposes, do you provide goods, services, or funds to individuals?
1b In carrying out your exempt purposes, do you provide goods, services, or funds to organizations?
2 Do any of your programs limit the provision of goods, services, or funds to a specific individual or group of specific individuals?
3 Do any individuals who receive goods, services, or funds through your programs have a family or business relationship with any officer, director, trustee, or with any of your highest compensated employees or highest compensated independent contractors listed in Part V, lines 1a, 1b, and 1c?

Part VII Your History

The following "Yes" or "No" questions relate to your history. (See instructions.)

- 1 Are you a successor to another organization?
2 Are you submitting this application more than 27 months after the end of the month in which you were legally formed?

Part VIII Your Specific Activities

The following "Yes" or "No" questions relate to specific activities that you may conduct. Check the appropriate box. Your answers should pertain to past, present, and planned activities. (See instructions.)

- 1 Do you support or oppose candidates in political campaigns in any way?
2a Do you attempt to influence legislation?
2b Have you made or are you making an election to have your legislative activities measured by expenditures by filing Form 5768?
3a Do you or will you operate bingo or gaming activities?
3b Do you or will you enter into contracts or other agreements with individuals or organizations to conduct bingo or gaming for you?
c List the states and local jurisdictions, including Indian Reservations, in which you conduct or will conduct gaming or bingo.

Your Specific Activities (Continued)

Do you or will you undertake fundraising? If "Yes," check all the fundraising programs you do or will conduct. (See instructions.)

- mail solicitations, phone solicitations, email solicitations, accept donations on your website, personal solicitations, receive donations from another organization's website, vehicle, boat, plane, or similar donations, government grant solicitations, foundation grant solicitations, Other

Attach a description of each fundraising program.

- b Do you or will you have written or oral contracts with any individuals or organizations to raise funds for you?
c Do you or will you engage in fundraising activities for other organizations?
d List all states and local jurisdictions in which you conduct fundraising.
e Do you or will you maintain separate accounts for any contributor under which the contributor has the right to advise on the use or distribution of funds?

5 Are you affiliated with a governmental unit? If "Yes," explain.

6a Do you or will you engage in economic development? If "Yes," describe your program.

b Describe in full who benefits from your economic development activities and how the activities promote exempt purposes.

7a Do or will persons other than your employees or volunteers develop your facilities? If "Yes," describe each facility, the role of the developer, and any business or family relationship(s) between the developer and your officers, directors, or trustees.

b Do or will persons other than your employees or volunteers manage your activities or facilities? If "Yes," describe each activity and facility, the role of the manager, and any business or family relationship(s) between the manager and your officers, directors, or trustees.

c If there is a business or family relationship between any manager or developer and your officers, directors, or trustees, identify the individuals, explain the relationship, describe how contracts are negotiated at arm's length so that you pay no more than fair market value, and submit a copy of any contracts or other agreements.

8 Do you or will you enter into joint ventures, including partnerships or limited liability companies treated as partnerships, in which you share profits and losses with partners other than section 501(c)(3) organizations? If "Yes," describe the activities of these joint ventures in which you participate.

9a Are you applying for exemption as a childcare organization under section 501(k)? If "Yes," answer lines 9b through 9d. If "No," go to line 10.

b Do you provide child care so that parents or caretakers of children you care for can be gainfully employed (see instructions)? If "No," explain how you qualify as a childcare organization described in section 501(k).

c Of the children for whom you provide child care, are 85% or more of them cared for by you to enable their parents or caretakers to be gainfully employed (see instructions)? If "No," explain how you qualify as a childcare organization described in section 501(k).

d Are your services available to the general public? If "No," describe the specific group of people for whom your activities are available. Also, see the instructions and explain how you qualify as a childcare organization described in section 501(k).

10 Do you or will you publish, own, or have rights in music, literature, tapes, artworks, choreography, scientific discoveries, or other intellectual property? If "Yes," explain. Describe who owns or will own any copyrights, patents, or trademarks, whether fees are or will be charged, how the fees are determined, and how any items are or will be produced, distributed, and marketed.

Your Specific Activities (Continued)

11 Do you or will you accept contributions of: real property; conservation easements; closely held securities; intellectual property such as patents, trademarks, and copyrights; works of music or art; licenses; royalties; automobiles, boats, planes, or other vehicles; or collectibles of any type? If "Yes," describe each type of contribution, any conditions imposed by the donor on the contribution, and any agreements with the donor regarding the contribution. Yes No

12a Do you or will you operate in a **foreign country** or **countries**? If "Yes," answer lines 12b through 12d. If "No," go to line 13a. Yes No
b Name the foreign countries and regions within the countries in which you operate.
c Describe your operations in each country and region in which you operate.
d Describe how your operations in each country and region further your exempt purposes.

13a Do you or will you make grants, loans, or other distributions to organization(s)? If "Yes," answer lines 13b through 13g. If "No," go to line 14a. Yes No
b Describe how your grants, loans, or other distributions to organizations further your exempt purposes.
c Do you have written contracts with each of these organizations? If "Yes," attach a copy of each contract. Yes No
d Identify each recipient organization and any **relationship** between you and the recipient organization.
e Describe the records you keep with respect to the grants, loans, or other distributions you make.
f Describe your selection process, including whether you do any of the following:
 (i) Do you require an application form? If "Yes," attach a copy of the form. Yes No
 (ii) Do you require a grant proposal? If "Yes," describe whether the grant proposal specifies your responsibilities and those of the grantee, obligates the grantee to use the grant funds only for the purposes for which the grant was made, provides for periodic written reports concerning the use of grant funds, requires a final written report and an accounting of how grant funds were used, and acknowledges your authority to withhold and/or recover grant funds in case such funds are, or appear to be, misused. Yes No
g Describe your procedures for oversight of distributions that assure you the resources are used to further your exempt purposes, including whether you require periodic and final reports on the use of resources.

14a Do you or will you make grants, loans, or other distributions to foreign organizations? If "Yes," answer lines 14b through 14f. If "No," go to line 15. Yes No
b Provide the name of each foreign organization, the country and regions within a country in which each foreign organization operates, and describe any relationship you have with each foreign organization.
c Does any foreign organization listed in line 14b accept contributions earmarked for a specific country or specific organization? If "Yes," list all earmarked organizations or countries. Yes No
d Do your contributors know that you have ultimate authority to use contributions made to you at your discretion for purposes consistent with your exempt purposes? If "Yes," describe how you relay this information to contributors. Yes No
e Do you or will you make pre-grant inquiries about the recipient organization? If "Yes," describe these inquiries, including whether you inquire about the recipient's financial status, its tax-exempt status under the Internal Revenue Code, its ability to accomplish the purpose for which the resources are provided, and other relevant information. Yes No
f Do you or will you use any additional procedures to ensure that your distributions to foreign organizations are used in furtherance of your exempt purposes? If "Yes," describe these procedures, including site visits by your employees or compliance checks by impartial experts, to verify that grant funds are being used appropriately. Yes No

Your Specific Activities (Continued)

- 17 Do you have a close connection with any organizations? If "Yes," explain. Yes No
- Are you applying for exemption as a cooperative hospital service organization under section 501(e)? If "Yes," explain. Yes No
- 18 Are you applying for exemption as a cooperative service organization of operating educational organizations under section 501(f)? If "Yes," explain. Yes No
- 19 Are you applying for exemption as a charitable risk pool under section 501(n)? If "Yes," explain. Yes No
- 20 Do you or will you operate a school? If "Yes," complete Schedule B. Answer "Yes," whether you operate a school as your main function or as a secondary activity. Yes No
- 21 Is your main function to provide hospital or medical care? If "Yes," complete Schedule C. Yes No
- 22 Do you or will you provide low-income housing or housing for the elderly or handicapped? If "Yes," complete Schedule F. Yes No
- 23 Do you or will you provide scholarships, fellowships, educational loans, or other educational grants to individuals, including grants for travel, study, or other similar purposes? If "Yes," complete Schedule H. Yes No

Note: Private foundations may use Schedule H to request advance approval of individual grant procedures.

Financial Data

Uses of this schedule, years in existence refer to completed tax years. If in existence 4 or more years, complete the schedule for the most recent 4 tax years. If in existence more than 1 year but less than 4 years, complete the statements for the year in existence and provide projections of your likely revenues and expenses based on a reasonable and good faith estimate of your future finances for a total of 3 years of financial information. If in existence less than 1 year, provide projections of your likely revenues and expenses for the current year and the 2 following years, based on a reasonable and good faith estimate of your future finances for a total of 3 years of financial information. (See instructions.)

A. Statement of Revenues and Expenses

| Type of revenue or expense | 3 prior tax years or 2 succeeding tax years | | | | (e) Provide Total for (a) through (d) |
|--|---|-------------------------------|-------------------------------|-------------------------------|---------------------------------------|
| | Current tax year | (a) From 06/07/06 To 06/30/06 | (b) From 07/01/06 To 06/30/07 | (c) From 07/01/07 To 06/30/08 | |
| Revenues | | | | | |
| 1 Gifts, grants, and contributions received (do not include unusual grants) | 0 | 2,083,092 | 2,749,638 | 3,666,184 | 8,498,914 |
| 2 Membership fees received | | | | | 0 |
| 3 Gross investment income | | | | | 0 |
| 4 Net unrelated business income | | | | | 0 |
| 5 Taxes levied for your benefit | | | | | 0 |
| 6 Value of services or facilities furnished by a governmental unit without charge (not including the value of services generally furnished to the public without charge) | | | | | 0 |
| 7 Any revenue not otherwise listed above or in lines 9-12 below (attach an itemized list) | | | | | 0 |
| 8 Total of lines 1 through 7 | 0 | 2,083,092 | 2,749,638 | 3,666,184 | 8,498,914 |
| 9 Gross receipts from admissions, merchandise sold or services performed, or furnishing of facilities in any activity that is related to your exempt purposes (attach itemized list) | | | | | 0 |
| 10 Total of lines 8 and 9 | 0 | 2,083,092 | 2,749,638 | 3,666,184 | 8,498,914 |
| 11 Net gain or loss on sale of capital assets (attach schedule and see instructions) | | | | | 0 |
| 12 Unusual grants | | | | | 0 |
| 13 Total Revenue Add lines 10 through 12 | 0 | 2,083,092 | 2,749,638 | 3,666,184 | 8,498,914 |
| Expenses | | | | | |
| 14 Fundraising expenses | | | | | |
| 15 Contributions, gifts, grants, and similar amounts paid out (attach an itemized list) | | | | | |
| 16 Disbursements to or for the benefit of members (attach an itemized list) | | | | | |
| 17 Compensation of officers, directors, and trustees | 0 | 100,000 | 100,000 | 100,000 | |
| 18 Other salaries and wages | 0 | 915,507 | 1,180,422 | 1,319,187 | |
| 19 Interest expense | | | | | |
| 20 Occupancy (rent, utilities, etc.) | 0 | 355,400 | 478,600 | 601,800 | |
| 21 Depreciation and depletion | | | | | |
| 22 Professional fees | | | | | |
| 23 Any expense not otherwise classified, such as program services (attach itemized list) | 0 | 208,623 | 295,146 | 381,467 | |
| 24 Total Expenses Add lines 14 through 23 | 0 | 1,579,530 | 2,054,168 | 2,402,454 | |

Academy of Languages and International Business, Inc.

Attachment to Form 1023

Page 9

| | 6/30/2007 | 6/30/2008 | 6/30/2009 |
|--|------------|--------------|--------------|
| Salaries | \$ 915,507 | \$ 1,180,422 | \$ 1,319,187 |
| Director Salary | 100,000 | 100,000 | 100,000 |
| Utilities | \$ 90,000 | \$ 135,000 | \$ 180,000 |
| Facility | 170,400 | 213,600 | 256,800 |
| Purchased Services, building maintenance | 70,000 | 105,000 | 140,000 |
| Taxes - real, personal property | 25,000 | 25,000 | 25,000 |
| Total Occupancy Expenses | \$ 355,400 | \$ 478,600 | \$ 601,800 |

Other Expenses:

| | | | |
|--------------------------|------------|------------|------------|
| Central Services Total | \$ 27,598 | \$ 41,397 | \$ 55,196 |
| Special Ed | 1,500 | 2,250 | 3,000 |
| Lease - copier | 20,000 | 20,000 | 20,000 |
| Textbooks/Curriculum | 6,000 | 9,000 | 12,000 |
| Food Service | 106,000 | 159,000 | 212,000 |
| Insurance | 18,000 | 27,000 | 36,000 |
| Board Expenses | 5,000 | 5,000 | 5,000 |
| Audit | 7,000 | 7,000 | 7,000 |
| Professional Development | 10,000 | 15,000 | 20,000 |
| Business Services | 4,425 | 4,849 | 5,071 |
| Recruitment - Staff | 1,000 | 1,500 | 2,000 |
| Recruitment - Students | 1,500 | 2,250 | 3,000 |
| Field Trips | 600 | 900 | 1,200 |
| Total Other Expenses | \$ 208,623 | \$ 295,146 | \$ 381,467 |

Expense Summary:

| | | | |
|----------------|--------------|--------------|--------------|
| Salaries | \$ 1,015,507 | \$ 1,280,422 | \$ 1,419,187 |
| Occupancy | 355,400 | 478,600 | 601,800 |
| Other | 208,623 | 295,146 | 381,467 |
| Total Expenses | \$ 1,579,530 | \$ 2,054,168 | \$ 2,402,454 |

Financial Data (Continued)

B. Balance Sheet (for your most recently completed tax year)

Year End: 06/30/06

(Whole dollars)

Table with columns for line numbers (1-18) and dollar amounts. Rows include Assets (Cash, Accounts receivable, Inventories, Bonds, Corporate stocks, Loans, Other investments, Depreciable assets, Land, Total Assets) and Liabilities (Accounts payable, Contributions, Mortgages, Other liabilities, Total Liabilities). Fund Balances or Net Assets (Total fund balances, Total Liabilities and Fund Balances). Total Assets and Total Liabilities are both 0.

19 Have there been any substantial changes in your assets or liabilities since the end of the period shown above? If "Yes," explain. [] Yes [] No

Part X Public Charity Status

Part X is designed to classify you as an organization that is either a private foundation or a public charity. Public charity status is a more favorable tax status than private foundation status. If you are a private foundation, Part X is designed to further determine whether you are a private operating foundation. (See instructions.)

- 1a Are you a private foundation? If "Yes," go to line 1b. If "No," go to line 5 and proceed as instructed. [] Yes [X] No
b As a private foundation, section 508(e) requires special provisions in your organizing document in addition to those that apply to all organizations described in section 501(c)(3). Check the box to confirm that your organizing document meets this requirement, whether by express provision or by reliance on operation of state law. []
2 Are you a private operating foundation? To be a private operating foundation you must engage directly in the active conduct of charitable, religious, educational, and similar activities, as opposed to indirectly carrying out these activities by providing grants to individuals or other organizations. [] Yes [X] No
3 Have you existed for one or more years? If "Yes," attach financial information showing that you are a private operating foundation; go to the signature section of Part XI. If "No," continue to line 4. [] Yes [X] No
4 Have you attached either (1) an affidavit or opinion of counsel, (including a written affidavit or opinion from a certified public accountant or accounting firm with expertise regarding this tax law matter), that sets forth facts concerning your operations and support to demonstrate that you are likely to satisfy the requirements to be classified as a private operating foundation; or (2) a statement describing your proposed operations as a private operating foundation? [] Yes [] No
5 If you answered "No" to line 1a, indicate the type of public charity status you are requesting by checking one of the choices below. You may check only one box.
The organization is not a private foundation because it is:
a 509(a)(1) and 170(b)(1)(A)(i)—a church or a convention or association of churches. Complete and attach Schedule A. []
b 509(a)(1) and 170(b)(1)(A)(ii)—a school. Complete and attach Schedule B. []
c 509(a)(1) and 170(b)(1)(A)(iii)—a hospital, a cooperative hospital service organization, or a medical research organization operated in conjunction with a hospital. Complete and attach Schedule C. []
d 509(a)(3)—an organization supporting either one or more organizations described in line 5a through c, f, g, or h or a publicly supported section 501(c)(4), (5), or (6) organization. Complete and attach Schedule D. []

Public Charity Status (Continued)

- 509(a)(4)—an organization organized and operated exclusively for testing for public safety.
- 509(a)(1) and 170(b)(1)(A)(iv)—an organization operated for the benefit of a college or university that is owned or operated by a governmental unit.
- g** 509(a)(1) and 170(b)(1)(A)(vi)—an organization that receives a substantial part of its financial support in the form of contributions from publicly supported organizations, from a governmental unit, or from the general public.
- h** 509(a)(2)—an organization that normally receives not more than one-third of its financial support from gross **investment income** and receives more than one-third of its financial support from contributions, membership fees, and gross receipts from activities related to its exempt functions (subject to certain exceptions).
- i** A publicly supported organization, but unsure if it is described in 5g or 5h. The organization would like the IRS to decide the correct status.

6 If you checked box g, h, or i in question 5 above, you must request either an **advance** or a **definitive ruling** by selecting one of the boxes below. Refer to the instructions to determine which type of ruling you are eligible to receive.

- a Request for Advance Ruling:** By checking this box and signing the consent, pursuant to section 6501(c)(4) of the Code you request an advance ruling and agree to extend the statute of limitations on the assessment of excise tax under section 4940 of the Code. The tax will apply only if you do not establish public support status at the end of the 5-year advance ruling period. The assessment period will be extended for the 5 advance ruling years to 8 years, 4 months, and 15 days beyond the end of the first year. You have the right to refuse or limit the extension to a mutually agreed-upon period of time or issue(s). Publication 1035, *Extending the Tax Assessment Period*, provides a more detailed explanation of your rights and the consequences of the choices you make. You may obtain Publication 1035 free of charge from the IRS web site at www.irs.gov or by calling toll-free 1-800-829-3676. Signing this consent will not deprive you of any appeal rights to which you would otherwise be entitled. If you decide not to extend the statute of limitations, you are not eligible for an advance ruling.

Consent Fixing Period of Limitations Upon Assessment of Tax Under Section 4940 of the Internal Revenue Code

For Organization

 (Signature of Officer, Director, Trustee, or other authorized official) (Type or print name of signer) (Date)

 (Type or print title or authority of signer)

For IRS Use Only

 IRS Director, Exempt Organizations (Date)

b Request for Definitive Ruling: Check this box if you have completed one tax year of at least 8 full months and you are requesting a definitive ruling. To confirm your public support status, answer line 6b(i) if you checked box g in line 5 above. Answer line 6b(ii) if you checked box h in line 5 above. If you checked box i in line 5 above, answer both lines 6b(i) and (ii).

- (i) **(a)** Enter 2% of line 8, column (e) on Part IX-A. Statement of Revenues and Expenses. _____
- (b)** Attach a list showing the name and amount contributed by each person, company, or organization whose gifts totaled more than the 2% amount. If the answer is "None," check this box.
- (ii) **(a)** For each year amounts are included on lines 1, 2, and 9 of Part IX-A. Statement of Revenues and Expenses, attach a list showing the name of and amount received from each **disqualified person**. If the answer is "None," check this box.
- (b)** For each year amounts are included on line 9 of Part IX-A. Statement of Revenues and Expenses, attach a list showing the name of and amount received from each payer, other than a disqualified person, whose payments were more than the larger of (1) 1% of line 10, Part IX-A. Statement of Revenues and Expenses, or (2) \$5,000. If the answer is "None," check this box.

Did you receive any unusual grants during any of the years shown on Part IX-A. Statement of Revenues and Expenses? If "Yes," attach a list including the name of the contributor, the date and amount of the grant, a brief description of the grant, and explain why it is unusual. Yes No

User Fee Information

*st include a user fee payment with this application. It will not be processed without your paid user fee. If your average gross receipts have exceeded or will exceed \$10,000 annually over a 4-year period, you must submit payment of \$750. If gross receipts have not exceeded or will not exceed \$10,000 annually over a 4-year period, the required user fee payment is \$300. See instructions for Part XI, for a definition of **gross receipts** over a 4-year period. Your check or money order must be made payable to the United States Treasury. **User fees are subject to change. Check our website at www.irs.gov and type "User Fee" in the keyword box, or call Customer Account Services at 1-877-829-5500 for current information.***

- 1 Have your annual gross receipts averaged or are they expected to average not more than \$10,000? Yes No
 If "Yes," check the box on line 2 and enclose a user fee payment of \$300 (Subject to change—see above).
 If "No," check the box on line 3 and enclose a user fee payment of \$750 (Subject to change—see above).
- 2 Check the box if you have enclosed the reduced user fee payment of \$300 (Subject to change).
- 3 Check the box if you have enclosed the user fee payment of \$750 (Subject to change).

I declare under the penalties of perjury that I am authorized to sign this application on behalf of the above organization and that I have examined this application, including the accompanying schedules and attachments, and to the best of my knowledge it is true, correct, and complete.

Please Sign Here

Rose M. Martin
(Signature of Officer, Director, Trustee, or other authorized official)

Rose M. Martin
(Type or print name of signer)

9-28-06
(Date)

(Type or print title or authority of signer)

Reminder: Send the completed Form 1023 Checklist with your filled-in-application.

Form **1023** (Rev. 6-2006)

Schedule B. Schools, Colleges, and Universities

If you operate a school as an activity, complete Schedule B

Part I Operational Information

- 1 Do you normally have a regularly scheduled curriculum, a regular faculty of qualified teachers, a regularly enrolled student body, and facilities where your educational activities are regularly carried on?
b Is the primary function of your school the presentation of formal instruction?
2a Are you a public school because you are operated by a state or subdivision of a state?
b Are you a public school because you are operated wholly or predominantly from government funds or property?
3 In what public school district, county, and state are you located?
4 Were you formed or substantially expanded at the time of public school desegregation in the above school district or county?
5 Has a state or federal administrative agency or judicial body ever determined that you are racially discriminatory?
6 Has your right to receive financial aid or assistance from a governmental agency ever been revoked or suspended?
7 Do you or will you contract with another organization to develop, build, market, or finance your facilities?

Note. Make sure your answer is consistent with the information provided in Part VIII, line 7a.

- 8 Do you or will you manage your activities or facilities through your own employees or volunteers? If "No," attach a statement describing the activities that will be managed by others, the names of the persons or organizations that manage or will manage your activities or facilities, and how these managers were or will be selected.

Note. Answer "Yes" if you manage or intend to manage your programs through your own employees or by using volunteers. Answer "No" if you engage or intend to engage a separate organization or independent contractor. Make sure your answer is consistent with the information provided in Part VIII, line 7b.

Section II Establishment of Racially Nondiscriminatory Policy

Information required by Revenue Procedure 75-50.

- 1 Have you adopted a racially nondiscriminatory policy as to students in your organizing document, bylaws, or by resolution of your governing body?
2 Do your brochures, application forms, advertisements, and catalogues dealing with student admissions, programs, and scholarships contain a statement of your racially nondiscriminatory policy?
a If "Yes," attach a representative sample of each document.
b If "No," by checking the box to the right you agree that all future printed materials, including website content, will contain the required nondiscriminatory policy statement.
3 Have you published a notice of your nondiscriminatory policy in a newspaper of general circulation that serves all racial segments of the community?
4 Does or will the organization (or any department or division within it) discriminate in any way on the basis of race with respect to admissions; use of facilities or exercise of student privileges; faculty or administrative staff; or scholarship or loan programs?

Schedule B. Schools, Colleges, and Universities (Continued)

Complete the table below to show the racial composition for the current academic year and projected for the next academic year, of: (a) the student body, (b) the faculty, and (c) the administrative staff. Provide actual numbers rather than percentages for each racial category.

If you are not operational, submit an estimate based on the best information available (such as the racial composition of the community served).

| Racial Category | (a) Student Body | | (b) Faculty | | (c) Administrative Staff | |
|-----------------|------------------|-----------|--------------|-----------|--------------------------|-----------|
| | Current Year | Next Year | Current Year | Next Year | Current Year | Next Year |
| ASIAN | 0 | 25 | 0 | 2 | 0 | 0 |
| BLACK | 0 | 50 | 0 | 3 | 0 | 0 |
| HISPANIC | 0 | 50 | 0 | 3 | 1 | 1 |
| WHITE | 0 | 75 | 0 | 6 | 0 | 0 |
| Total | 0 | 200 | 0 | 14 | 1 | 1 |

6 In the table below, provide the number and amount of loans and scholarships awarded to students enrolled by racial categories.

| Racial Category | Number of Loans | | Amount of Loans | | Number of Scholarships | | Amount of Scholarships | |
|-----------------|-----------------|-----------|-----------------|-----------|------------------------|-----------|------------------------|-----------|
| | Current Year | Next Year | Current Year | Next Year | Current Year | Next Year | Current Year | Next Year |
| ASIAN | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| BLACK | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| HISPANIC | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| WHITE | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 0 | 0 | 0.00 | 0.00 | 0 | 0 | 0.00 | 0.00 |

7a Attach a list of your incorporators, founders, board members, and donors of land or buildings, whether individuals or organizations.

b Do any of these individuals or organizations have an objective to maintain segregated public or private school education? If "Yes," explain. Yes No

8 Will you maintain records according to the non-discrimination provisions contained in Revenue Procedure 75-50? If "No," explain. (See instructions.) Yes No

Wisconsin Department of Financial Institutions

Strengthening Wisconsin's Financial Future

Result of lookup for A053181. (0.58 seconds)

Corporate Records

ACADEMY OF LANGUAGES AND INTERNATIONAL BUSINESS, INCORPORATED

Vital Statistics

Entity ID A053181

Registered Effective Date 6/7/2006

Period of Existence PER

Status Incorporated/Qualified/Registered

Status Date 6/7/2006

Entity Type Non-Stock Corporation

Annual Report Requirements Non-stock Corporations are required to file an Annual Report under s. 181.1622 WI Statutes.

Addresses

Registered Agent Office DAVID HOLMES
11639 NORTH RIVER ROAD
MEQUON, WI 53092

Principal Office 11639 NORTH RIVER ROAD
MEQUON, WI 53092

Historical Information

Annual Reports None

Certificates of Newly-elected Officers/Directors None

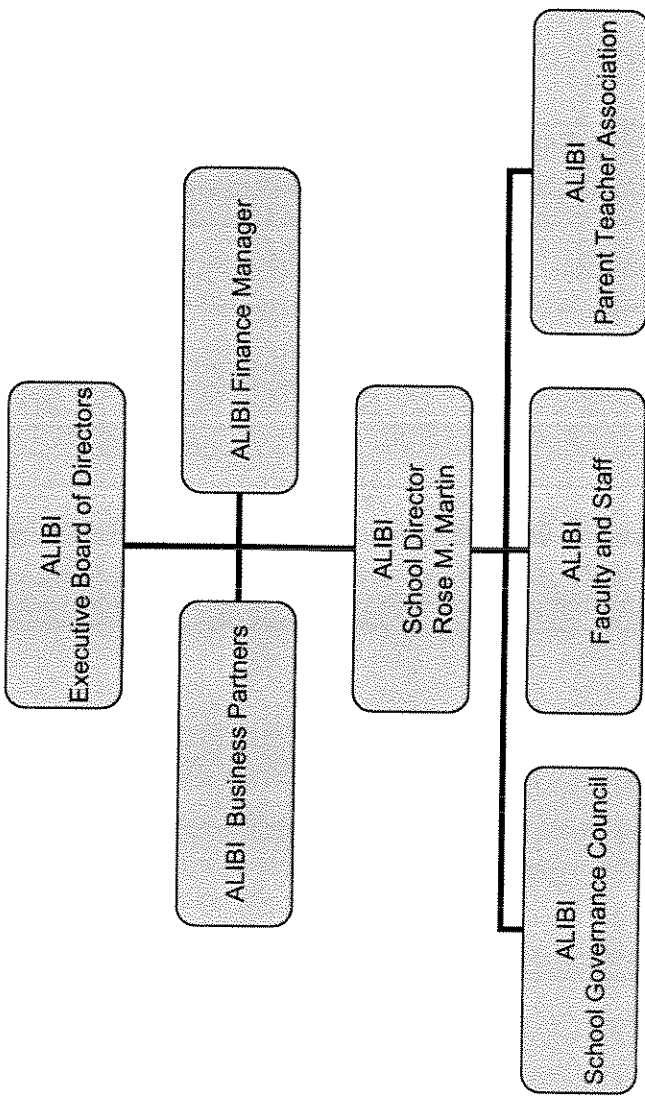
Old Names None

| Chronology | Effective Date | Transaction | Filed Date | Description |
|------------|----------------|---------------------------------------|------------|-------------|
| | 6/7/2006 | Incorporated / Qualified / Registered | 6/13/2006 | |

ACADEMY OF LANGUAGES AND
INTERNATIONAL BUSINESS, INC.
FEIN 03-0606316
ATTACHMENT TO FORM 1023



ATTACHMENT C
ORGANIZATION CHART



Academy of Languages and International Business, Inc.
Organizational Chart