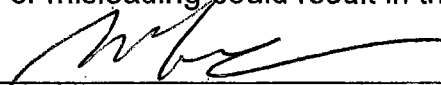


City of Gahanna  
Incentive Application Form

1. Company name: KAHIKI FOODS, INC.
2. Company address: 3004 EAST 14th AVENUE  
COLUMBUS, OHIO 43219-2355
3. Type of business: WHOLESALE - FROZEN ORIENTAL ENTREES
4. Company contact person: MICHAEL C. TSAO
5. Telephone number: 614-253-3040 email: michael.tsao@kahiki.com
6. Proposed location of new leased/owned space: 1100 MORRISON ROAD, GAHANNA, OHIO 43230
7. Prior or current location: 3004 EAST 14th AVENUE, COLUMBUS, OHIO 43219-2355
8. Number of employees to be employed at site: 150 employees by year 2006
9. Estimated payroll for employees at site: \$3.5 Million by year 2006
10. Company Description (i.e. Years in business, ownership): Please describe in detail on a separate sheet of paper. See attached profile
11. If leased space provide the terms of the lease: Building Purchased December, 2002
12. Growth Projections (income): See attached Projections- \$19.5 Million in year. 2006

Application Acknowledgement

As an authorized agent of the applicant company, I hereby submit this application for consideration. I understand that any information on this application found to be false or misleading could result in the termination of this program.

  
\_\_\_\_\_  
Signature/Title      MICHAEL C. TSAO      PRESIDENT      December 18, 2002      Date

Approved by: \_\_\_\_\_  
City of Gahanna



KAHIKI FOODS, INC. 3004 EAST 14TH AVE • COLUMBUS, OHIO 43219 • 1-888-436-2500 • Fax 614-253-8581 • [www.kahiki.com](http://www.kahiki.com)

KAHIKI FOODS, INC.

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- FINANACIAL FORECAST

## **Summary of Financial Projections**

Attached are three years Balance Sheet, Income Statement, and Cash Flow Projections for Kahiki Foods, Inc. performed by both our auditor GBQ and us. assuming the Company move to the proposed new site in fall of 2003.

Since this is a projection, we used the most conservative method to perform the task on revenue. We used the current customer base and moderately extended into three years, not taking the account of additional new customers; additional new category like bottling, jarring and fresh refrigerated; additional marketing channels like co-packing, private labeling, and foodservice branding.

We like to point out by moving into the new facility, we will avoid the large increase of rent of over 125,000 per year starting end of 2004; rental of outside frozen warehouse for over 85,000 per year. In addition, there will be a tremendous operation efficiency, buying power, and productive labor, which did not reflect by this projection.

We have isolated the bond interest, depreciation and the trustee fees in administration cost for this project as an item by itself. The other incomes are from brokerage accounts, interest from cash management of sweep and investment accounts etc.

The following assumptions and projections are using our past experience and our best abilities to predict the future, we can not guarantee the result will be as projected; however we believe our performance will surpass these result by a large margin.

Michael Tsao  
President  
September 10, 2002

KAHIKI FOODS, INC

ASSUMPTIONS IN FORECAST

USED ACTUAL AMOUNTS FOR THE FIRST FOUR MONTHS OF 2002 AND THE REMAINING MONTHS WERE CALCULATED WITH THE ASSUMPTIONS BELOW

1) MARKETABLE SECURITIES ANTICIPATE GROWTH AT 4% ANNUALLY. BASED ON THE TYPE OF INVESTMENTS. THE COMPANY WILL UTILIZE \$500,000 OF PROCEEDS IN FY'03 TO PAY FOR THE NEW BUILDING

2) ACCOUNTS RECEIVABLE AT 1.05% OF AVERAGE MONTHLY SALES (11 TO 12 TURNS)

3) INVENTORY 12% OF COST OF GOODS SOLD + OPERATING EXPENSES + .64(PAYROLL AND PAYROLL TAXES) + UTILITIES + MAINTENANCE+ DEPRECIATION + \$50,000 OF PROPERTY COSTS). THIS RESULTS IN 9-10 TURNS OF INVENTORY WHICH IS CONSISTENT WITH PRIOR YEARS.

4) FIXED ASSETS - MACHINE PURCHASE OF \$313,800 IN FY 2003. PROCEEDS FROM BONDS USED TO PURCHASE BUILDING \$2,300,000 MACHINERY AND EQUIPMENT \$1,165,000 BUILDING RENOVATIONS AND OTHER SOFT COSTS \$935,000 SIX MONTHS CAPITALIZED INTEREST \$129,605 IN 2004. ANTICIPATED FUTURE ADDITIONS OF \$500,000 IN 2005 AND 2006. IN 2004, REMOVAL OF ASSETS FROM SERVICE THAT CANNOT BE MOVED TO THE NEW LOCATION.

5) BOND ISSUE COSTS ARE BEING AMORITIZED OVER 20 YEARS FROM THE ISSUANCE OF THE DEBT.

6) AP AND ACCRUAL ((PAYROLL+OPERATING+ADVERTISING+ADMINISTRATIVE+UTILITIES+REPAIRS AND MAINTENANCE+COGS+\$50,000)/12)\*1.10. THIS RESULTS IN THE SAME NUMBER OF TURNS OF PAYABLES AS IN PRIOR YEARS.

7) DEFERRED TAXES ASSUME SAME AS PREVIOUS YEAR FOR PURPOSES OF FORECAST.

6) BANK DEBT - USE ACTUAL LINE OF CREDIT AMOUNT FROM 2002 SINCE RELATED TO CASH BALANCES. EXISTING DEBT USE FUTURE MINIMUM PAYMENTS DUE BASED ON MARCH 31, 2002 AUDITED FINANCIAL STATEMENTS. NEW BOND ISSUE, USE THE AMORITIZATION SCHEDULE PROVIDED BY MCDONALD INVESTMENTS, INC. EXCESS CASH IN FISCAL YEAR 2004 WAS USED TO REPAY THE BORROWINGS ON THE LINE OF CREDIT.

7) INCOME TAXES WERE ASSUMED TO BE AT THE 40% TAX RATE.

**KAHIKI FOODS, INC.  
ASSUMPTIONS IN INCOME AND EXPENSES**

**REVENUE**

**SALES WILL INCREASE**

FROM 2003 – 2004	32%
FROM 2004 - 2005	24%
FROM 2005 - 2006	25%

DETAILED PROJECTION SHOWING CUSTOMERS AND DOLLARS ARE ATTACHED TO THESE ASSUMPTIONS.

**COST OF SALES**

WILL STAY AROUND 39% OF REVENUE. THIS IS BASED ON BETTER BUYING POWER, LARGER QUANTITIES WHICH EQUALS TO BETTER PRICES.

**PAYROLL AND TAXES**

PAYROLL WILL INCREASE WITH NEW HIRES. THE PERCENTAGE SHOULD STAY THE SAME AT 18% - 19% OF REVENUE. THE ADDITION OF NEWER EQUIPMENT AND MORE AUTOMATION WILL KEEP THIS AT THE SAME LEVEL .

**OPERATING EXPENSES**

THE FIRST YEAR SHOULD STAY AT 5 % OF REVENUE. THE SECOND AND THIRD YEAR WILL INCREASE WITH MORE RESEARCH AND DEVELOPMENT AND A LARGE INCREASE IN LIQUID NITROGEN, AND OTHER SUPPLIES.

**ADVERTISING**

COST WILL START TO INCREASE WITH REVENUE GOING UP, WHICH WILL EFFECT BROKERS FEES, DEMOS AND INCREASE IN NEW BROCHURES AND PLACEMENT OF ADS IN TRADE JOURNALS.

**ADMINISTRATIVE**

FIRST YEAR WILL REMAIN CONSTANT. YEARS TWO AND THREE WILL INCREASE IN LEGAL AND ACCOUNTINGS FEES . OTHER CATEGORIES WILL SHOW INCREASES ATTRIBUTED TO THE NEW LOCATION.

## UTILITIES

COST OF UTILITIES WILL INCREASE THE FIRST YEAR . THIS WILL BE ATTRIBUTED TO OPERATION IN TWO BUILDINGS. THE NEXT TWO YEARS COST WILL INCREASE WITH LARGER CONSUMPTION OF ELECTRIC, GAS AND WATER.

## REPAIRS

MAINTENANCE WILL STAY AROUND 1% - 2% OF REVENUE. THIS IS ATTRIBUTED TO MOVING INTO A NEW REFURBISHED FACILITY WHICH WILL REQUIRE LESS MAINTENANCE FOR THE FIRST FEW YEARS. MACHINERY AND EQUIPMENT WILL NOT NEED THE SAME ATTENTION TO START .

KAHIKI FOODS, INC  
FINANCIAL FORECAST

	Projected Fiscal Year 2004	Projected Fiscal Year 2005	Projected Fiscal Year 2006
<b>BALANCE SHEETS</b>			
<b>CURRENT ASSETS</b>			
CASH	20,648	61,649	340,221
MARKETABLE SECURITIES	613,853	638,407	663,944
ACCOUNTS RECEIVABLE	1,100,465	1,367,188	1,708,984
REFUNDABLE INCOME TAXES	-	-	-
DEFERRED INCOME TAXES	90,000	90,000	90,000
INVENTORY	982,531	1,246,283	1,529,935
<b>TOTAL CURRENT ASSETS</b>	<b>2,807,498</b>	<b>3,403,526</b>	<b>4,333,084</b>
<b>FIXED ASSETS</b>			
FIXED ASSETS	6,713,842	7,213,842	7,713,842
LESS ACCUM. DEPN.	1,497,378	2,103,378	2,713,378
<b>TOTAL FIXED ASSETS</b>	<b>5,216,464</b>	<b>5,110,464</b>	<b>5,000,464</b>
<b>OTHER ASSETS</b>			
OTHER ASSETS	35,000	35,000	35,000
BOND ISSUE COSTS, NET	112,509	106,739	100,970
<b>TOTAL OTHER ASSETS</b>	<b>147,509</b>	<b>141,739</b>	<b>135,970</b>
<b>TOTAL ASSETS</b>	<b>8,171,471</b>	<b>8,655,730</b>	<b>9,469,518</b>
<b>LIABILITIES AND STOCKHOLDERS EQUITY</b>			
<b>LIABILITIES</b>			
ACCOUNTS PAYABLE AND ACCRUALS	972,924	1,252,253	1,575,414
DEFERRED INCOME TAXES	100,000	100,000	100,000
<b>LINE OF CREDIT</b>			
EXISTING DEBT	617,730	400,029	243,658
NEW BOND DEBT	4,136,767	4,003,433	3,863,431
<b>TOTAL DEBT</b>	<b>4,754,497</b>	<b>4,403,462</b>	<b>4,107,089</b>
<b>TOTAL LIABILITIES</b>	<b>5,827,421</b>	<b>5,755,715</b>	<b>5,782,503</b>
<b>STOCKHOLDERS' EQUITY</b>			
COMMON STOCK	1,479,868	1,479,868	1,479,868
APIC	485,565	485,565	485,565
TREASURY STOCK	(86,000)	(86,000)	(86,000)
RETAINED EARNINGS	464,617	1,020,582	1,807,582
<b>TOTAL STOCKHOLDERS' EQUITY</b>	<b>2,344,050</b>	<b>2,900,015</b>	<b>3,687,015</b>
<b>TOTAL LIABILITIES &amp; STOCKHOLDERS' EQUITY</b>	<b>8,171,471</b>	<b>8,655,730</b>	<b>9,469,518</b>

KAHIKI FOODS, INC  
FINANCIAL FORECAST

	Projected Fiscal Year 2004	% of Sales	Projected Fiscal Year 2005	% of Sales	Projected Fiscal Year 2006	% of Sales
<b>INCOME STATEMENTS</b>						
NET SALES	12,576,745	100%	15,625,000	100%	19,531,250	100%
COST OF MATERIALS	(4,904,931)	-39%	(6,015,625)	-39%	(7,519,531)	-38%
GROSS PROFIT	7,671,814	61%	9,609,375	62%	12,011,719	62%
<b>COST OF OPERATIONS</b>						
PAYROLL AND TAXES	(2,299,614)	-18%	(2,968,750)	-19%	(3,710,938)	-19%
OPERATING EXPENSES	(659,849)	-5%	(1,093,750)	-7%	(1,367,188)	-7%
ADVERTISING	(2,032,056)	-16%	(2,500,000)	-16%	(3,320,313)	-17%
ADMINISTRATIVE	(175,283)	-1%	(312,500)	-2%	(390,625)	-2%
UTILITIES	(415,000)	-3%	(546,875)	-4%	(585,940)	-3%
REPAIRS	(176,980)	-1%	(273,438)	-2%	(341,797)	-2%
TOTAL GENERAL & ADMIN EXPENSES	(5,758,782)	-46%	(7,695,313)	-49%	(9,716,801)	-50%
INCOME BEFORE INTEREST AND TAX	1,913,032	15%	1,914,062	12%	2,294,918	12%
PROPERTY COSTS	(174,000)	-1%	(174,200)	-1%	(174,200)	-1%
INTEREST EXPENSE ON BOND ISSUANCE	(237,936)	-2%	(226,038)	-1%	(218,818)	-1%
INCOME BEFORE TAX, DEPRECIATION AND BOND FEES	1,501,096	12%	1,513,824	10%	1,901,900	10%
DEPRECIATION	(609,243)	-5%	(606,000)	-4%	(610,000)	-3%
BOND AMORITIZATION	(2,885)	0%	(5,770)	0%	(5,770)	0%
UNREALIZED HOLDING GAIN ON INVESTMENT	23,610	0%	24,554	0%	25,536	0%
LOSS ON DISPOSAL OF LEASHOLD IMPROVEMENTS	(217,378)	-2%	-	0%	-	0%
INCOME BEFORE TAXES	695,200	6%	926,608	6%	1,311,667	7%
INCOME TAX EXPENSE	(278,080)	-2%	(370,643)	-2%	(524,667)	-3%
NET INCOME	417,120	3%	555,965	4%	787,000	4%



KAHIKI FOODS, INC  
FINANCIAL FORECAST

	Projected Fiscal Year 2004	Projected Fiscal Year 2005	Projected Fiscal Year 2006
<b>STATEMENT OF CASH FLOWS</b>			
<b>OPERATING ACTIVITIES</b>			
NET INCOME (LOSS)	417,120	555,965	787,000
DEPRECIATION	612,128	611,770	615,770
LOSS ON DISPOSAL OF LEASHOLD IMPROVEMENTS	217,378	-	-
UNREALIZED GAIN/LOSS ON MARKETABLE	(23,610)	(24,554)	(25,536)
DECREASE (INCREASE) IN ACCOUNTS RECEIVABLE	(269,215)	(266,722)	(341,797)
DECREASE (INCREASE) IN INVENTORY	(230,549)	(263,752)	(283,652)
DECREASE (INCREASE) IN OTHER ASSETS	-	-	-
INCREASE (DECREASE) IN ACCOUNT PAYABLE	162,520	279,329	323,161
CASH PROVIDED BY OPERATING ACTIVITIES	<u>885,772</u>	<u>892,035</u>	<u>1,074,945</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
PROCEEDS FROM SALE OF MARKETABLE SECURITIES	-	-	-
FIXED ASSET PURCHASES	-	(500,000)	(500,000)
CASH USED IN FINANCING ACTIVITIES	<u>-</u>	<u>(500,000)</u>	<u>(500,000)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
REPAYMENTS OF THE LINE OF CREDIT	(654,824)	-	-
PAYMENTS ON BANK DEBT	(214,171)	(217,701)	(156,371)
PAYMENTS ON NEW DEBT	(43,233)	(133,334)	(140,002)
BOND ISSUE COSTS PAID	-	-	-
BORROWINGS FROM BANK	-	-	-
CASH PROVIDED BY (USED IN) FINANCING ACTIVITIES	<u>(912,228)</u>	<u>(351,035)</u>	<u>(296,373)</u>
NET INCREASE DECREASE IN CASH	(26,456)	41,000	278,572
CASH BEGINNING OF THE YEAR	<u>47,104</u>	<u>20,648</u>	<u>61,649</u>
CASH END OF THE YEAR	<u>20,648</u>	<u>61,649</u>	<u>340,221</u>

KAHIKI FOODS, INC  
FINANCIAL FORECAST

R. JS	<u>Projected Fiscal Year 2004</u>	<u>Projected Fiscal Year 2005</u>	<u>Projected Fiscal Year 2006</u>
EBITDA	1,545,264	1,764,416	2,146,254
TANGIBLE NET WORTH (ASSETS-LIABILITIES)	2,344,050	2,900,015	3,687,015
DEBT COVERAGE RATIO (EBDA / CURRENT MATURITIES OF DEBT)	2.93	3.94	5.26
WORKING CAPITAL ((CUR. ASSETS-CUR. LIAB.)	1,834,574	2,151,274	2,757,670
LIABILITIES TO ADJUSTED TANGIBLE NET WORTH	2.49	1.98	1.57
BANK DEBT TO TANGIBLE NET WORTH	2.03	1.52	1.11

### III. *Kahiki* Foods, Inc.

#### A. *Brief History*

*Kahiki* was founded in 1961 as a theme based Polynesian restaurant. The exterior roof resembled a massive Polynesian war canoe and the interior ceilings reached 80 feet in height. On the main floor, a rain forest with tropical birds ran along one wall, while an aquarium with tropical fish ran along the opposite wall. Authentic Polynesian artifacts were seen throughout the restaurant, with stone tile gods and an authentic outrigger canoe completing the decor. The restaurant was nationally recognized as one of the Top 10, Five Star Diamond restaurants in Asian-Pacific category. It won the Millennium Award as one of the Top 100 restaurants of the 20<sup>th</sup> Century and was named the top Polynesian restaurant in America in the 20<sup>th</sup> Century.

In 1991, the company began a food processing operation to manufacture and process frozen and other finished Polynesian/Asian foods for wholesale distribution. The company secured The Kroger Company as its first customer, selling its products into Kroger's deli department. *Kahiki* was restricted to market its product only in the state of Ohio because it did not have a USDA approved processing plant.

In 1995, the company built a small (7,000 sq ft) USDA approved manufacturing site. The company expanded its production and marketing programs and introduced a food line under the *Kahiki*® brand for retail and foodservice markets.

In March 2000 at New York's Carnegie Hall, *Kahiki* was named "Best Asian Handheld Foods" by The American Tasting Institute during their "Awards of the Americas" ceremony. *Kahiki* was awarded their prestigious "Best of Show" and "Gold Medal Taste" awards for several entrée, egg roll, and potsticker frozen food products.

In the summer of 2000, the company sold the land that the restaurant was located on to Walgreens, closing the restaurant on August 26. All of the key artifacts and decorations were stored in safekeeping, to be used for a new *Kahiki* restaurant which is planned to be built in the future. In September 2000, a medium sized (22,000 square foot) USDA facility was opened. Later that month, shipments began to Sam's Club, and

for the first time, the *Kahiki*® brand began appearing on store shelves coast-to-coast.

***B. Target Markets***

*Kahiki* currently focuses its selling efforts on the three primary markets listed below:

**1. Retail Supermarkets**

- Traditional frozen food aisles
- Frozen meat department
- Frozen fish department
- “Grab & go” cold prepared foods section
- Hot service deli section

**2. Warehouse Clubs**

**3. Foodservice Operators**

- Traditional foodservice distributors (i.e. Sysco)
- Vending distributors and operators
- Convenience stores
- MUFSO (multi-unit foodservice operators – i.e. Max & Erma’s)
- Schools

***C. Key Customers and Distributors***

Current key *Kahiki* customers include:

- Retail supermarket frozen food section: Wal-Mart Supercenters, The Kroger Company, Albertson’s, Publix, Harris Teeter, Schnuck’s, Dierberg’s, Marsh, Meijer, SuperTarget, Wegman’s, Ukrop’s, Albertson’s, and Giant Eagle.
- Retail supermarket deli section: The Kroger Company, Top’s Markets, Dominick’s Finer Foods, Jewel, Safeway, SuperKmart, and Von’s.
- Foodservice distributors and operators: Gordon Food Service, US Foodservice, Sysco, Abbott Foods, Magic Wok, and Royal Foods.
- Warehouse Clubs: Sam’s Club, Costco, Costco Mexico, PriceSmart, Cost-U-Less.

#### ***D. Product Categories***

*Kahiki* segments its products into three main categories. They are as follows:

- **Convenience Meals.** Includes 11 oz. single serve entrees, 24 oz. Fried Rice, 27 oz. "Meal for 2", 48 oz. "Family Meals", and 72 oz. stir-fry meal kits.
- **Hand-held Products.** Includes egg rolls, potstickers, and other appetizers.
- **Foodservice Products.** Includes meal components such as fried rice, marinated meats, tempura meats, and Pacific Rim sauces.

Convenience meals account for 51% of sales, handheld products 42%, and foodservice products 7% (as of February 28, 2002).

#### ***E. Product Line***

The *Kahiki* retail, deli, and warehouse club product line includes:

- **Entrees:** 11 oz. single serve, 24 oz. Fried Rice, 27 oz. "Meals for 2", and 48 oz. "Family Meals"
- **Egg rolls:** 3 oz. egg rolls, 1 oz. minis, and individually wrapped 3 oz. egg rolls using a susceptor sleeve (i.e. "Egg Rolls To-Go!").
- **Appetizers:** Potstickers, Samosas, and Tiki Bites (each package include dipping sauces).
- **Platters:** 28.5 oz. "Aloha Party Platters" and a 37.5 oz. "Pu Pu Platter"

The *Kahiki* foodservice product line includes:

- **Egg rolls:** Bulk packed 3 oz. egg rolls, 1 oz. minis, and individually wrapped 3 oz. egg rolls using a susceptor sleeve (i.e. "Egg Rolls To-Go!").
- **Appetizers:** Bulk packed potstickers, Chicken Po Po skewers, Samosas, and Tiki Bites.
- **Stir-Fry Meal Kits:** 72 oz. 3-component system that can feed 9-12 people.
- **Pacific Rim Sauces:** Eight varieties of institutional size stir-fry sauces packed frozen and four new shelf stable bottled sauces.
- **Meats:** Bulk packed meat components (cooked, sliced and marinated, or tempura style)
- **Rices:** Premium fried rice and steamed white rice.

**F. Key Product Attributes**

- Convenience: Ease of use through the microwave oven is a significant factor for consumers and institutional foodservice operators. *Kahiki's* product line requires simple preparation and heating steps. Virtually every product is ready-to-serve within 20 minutes, providing quick and easy meal solutions for our customers. *Kahiki* has just introduced its "Egg Roll To-Go!" line which allows consumers to purchase individually wrapped egg rolls and microwave them inside a susceptor sleeve in 2 minutes – resulting in a nicely crisped product. In addition, *Kahiki* will soon launch a convenient-to-use shelf stable line of bottled sauces targeted at the foodservice industry.
- Authentic taste and strong flavor profiles: We employ recipes and sauces used in the award-winning *Kahiki* restaurant to enhance the authenticity of our products. This allows us to achieve the best aroma, appearance, and flavor profile for our products.
- Health: Health conscious consumers generally recognize Pan-Asian foods as offering health benefits. *Kahiki* does not use preservatives and does not add MSG. We only use the highest quality ingredients.
- Packaging: *Kahiki* has won awards and recognition for its eye-catching packaging graphics. Our products are enhanced through the use of modern packaging innovations (such as susceptor technology and self-venting, peelable lids), techniques, and graphic designs. We also utilize packaging that is environmentally responsible. *Kahiki* products incorporate bold, colorful graphics that command shelf attention.

**G. Management**

The key strength of the company lies in its management team. The following is a brief summary of the responsibilities and experiences of each member of the management team:

- **President & Chief Executive Officer: Mr. Michael Tsao**, the company's president and chairman of the Board of Directors. Mr. Tsao has been with *Kahiki* for 24 years. Under his leadership, the *Kahiki* restaurant was recognized as one of the top restaurants in the United States. He founded the frozen food manufacturing division and led the company through its first IPO.

- Mr. Tsao has 31 years of experience in the hospitality industry. He has been an executive officer of local professional associations and a member of government advisory boards. Mr. Tsao has served in an executive capacity for both full service and fast food restaurants. During his career, he served as General Manager of Trader Vic's Restaurant in Beverly Hilton Hotel, and President and General Manager of the Columbus Sheraton Plaza, a 400-room hotel. Mr. Tsao's experience in the food processing industry includes finance, operations, marketing analysis, purchasing, food preparation and facility management. Mr. Tsao is a graduate of Pasadena City College.
- Senior Vice President of Sales and Marketing: **Mr. Alan Hoover** joined the company in May 1999 and is in charge of sales, marketing, and packaging. Mr. Hoover is a graduate of Clemson University with a degree in Administrative Management. In addition, he has an MBA degree from Benedictine University in Financial Management. He has 24 years of sales and marketing experience, including positions with food packaging companies International Paper, Sonoco Products, and Tenneco.
- Vice President: **Mrs. Alice Tsao** is vice president and secretary of the company. Ms. Tsao has been with *Kahiki* for 21 years and has experience in all operational areas of the company. Ms. Tsao has the day-to-day responsibility for *Kahiki's* administration functions.
- Treasurer and Chief Financial Officer: **Mr. Kenneth H. Kisner** is treasurer of the company. Mr. Kisner has been with *Kahiki* for the last 10 years. He is in charge of all financial support, payrolls, accounts receivable, account payable, maintaining and updating of all company records. Mr. Kisner has served as controller of the Columbus Sheraton Hotel prior to his joining *Kahiki*.
- Plant Production Manager: **Mr. Henry Liu** is in charge of food production for the company. Mr. Liu has been with *Kahiki* for 11 years. He is in charge of food production, including quality control, research and development, and supervision of all food plant production. Mr. Liu was graduate of Fu Dan University in Shanghai, China.

With the rapid growth being experienced at *Kahiki*, we anticipate the need to hire more management personnel in the near future.

*H. Board of Directors*

The Board of Directors of the company assists the management team in its strategic direction. The board's membership includes inside directors **Mr. Tsao, Ms. Tsao,** and **Mr. Hoover,** plus outside directors **Dr. Winston Bash,** retired and former Director of the Food Industries Center at The Ohio State University College of Agriculture, and **Mr. Robert Binsky,** Executive Vice President of Cable Link, Inc. **Mr. Andrew Federico** of Carlile Patchen & Murphy serves as corporate counsel.