



Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Pierce,Harvey R	Chairman Chief Exec	1,067,476.98	\$1,710,581	\$873,538	\$3,651,596
Anderson,David R	President Chf Oprtg	710,400.00	\$880,901	\$468,244	\$2,059,545
Moore,Darnell	Exec VP	419,246.25	\$443,851	\$281,018	\$1,144,115
Johnson,John B	Treasurer; Exec VP	414,246.20	\$438,450	\$287,301	\$1,139,997
Eldridge,James F	Secretary; Exec VP	414,246.20	\$438,450	\$228,928	\$1,081,623
De Salvo,Dan R	Exec VP	414,248.28	\$438,450	\$214,311	\$1,067,009
King,Thomas S	Investments VP	346,476.85	\$291,027	\$177,208	\$814,712
Chapman,Byrne W	Information Svs VP	348,169.27	\$284,673	\$140,562	\$773,403
Salzwedel,Jack C	Exec VP	314,234.67	\$282,923	\$118,665	\$715,822
Meyer,Alan E	Exec VP	315,043.93	\$264,023	\$124,364	\$703,431
Taarud,Terese A	Claims VP	287,707.79	\$230,112	\$147,165	\$664,984
Chvala,Vicki L	Human Resources VP	274,861.41	\$225,991	\$144,444	\$645,296
Schultz,Daniel R	Controller VP	269,401.46	\$224,525	\$146,686	\$640,611
Zwettler,Joseph J	Personal Lines VP	237,247.36	\$196,055	\$188,673	\$621,975
Alfermann,Donald D	Sales VP	243,630.88	\$203,821	\$151,003	\$598,455
Gleason,Bradley J	Actuarial VP	253,861.52	\$213,965	\$103,160	\$570,986
Spencer,Christopher S	Legal VP	215,016.45	\$181,598	\$149,320	\$545,935
Duran,Michael R	Sales VP	234,630.74	\$196,110	\$105,222	\$535,962
Burke,Jeffrey E	Marketing VP	240,150.02	\$200,394	\$67,311	\$507,855
Bosco,M Jeff	Life/Health VP	236,188.38	\$196,442	\$58,225	\$490,855
Haas,Richard J	Ofc Administration Sr VP	210,015.32	\$177,314	\$101,996	\$489,325
Afable,Mark V	Govt Affairs/Compl VP	227,247.21	\$187,487	\$73,083	\$487,817
Rekowski,Jerry G	Commercial F/R VP	204,553.96	\$169,879	\$95,361	\$469,794
Conboy,J Keith	District Sales Manager	273,897.24	\$125,780	\$48,379	\$448,056
Fetherston,Richard A	Public Relations VP	199,630.83	\$166,120	\$77,985	\$443,735
Boschulte Jr,Robert D	Financial Svs VP	198,476.97	\$158,245	\$76,827	\$433,549
Hamilton,Ann M	Education VP	198,169.28	\$156,145	\$78,644	\$432,958
Rosenberg,Marty	District Sales Manager	262,600.98	\$77,219	\$64,831	\$404,652
Espy,Mark C	District Sales Manager	244,662.62	\$53,213	\$41,237	\$339,112
White,Richard J	Equity Investment Director	230,077.11	\$37,665	\$64,611	\$332,354
Hammer,Gary A	District Sales Manager	224,326.37	\$36,180	\$63,727	\$324,234
Swalve,Paul W	District Sales Manager	226,911.52	\$47,971	\$48,837	\$323,719
Johnson,William H	District Sales Manager	214,573.98	\$60,780	\$46,880	\$322,234
Deacon,R Michael	District Sales Manager	228,452.46	\$57,592	\$35,201	\$321,246
Jensen,Timothy W	District Sales Manager	220,375.23	\$59,714	\$36,738	\$316,827
Taylor,Stephen J	District Sales Manager	210,188.12	\$63,322	\$39,898	\$313,408
Holstein,William H	District Sales Manager	214,607.77	\$66,850	\$31,704	\$313,161
Keith,Gladys A	Sales Director	182,988.61	\$29,950	\$100,170	\$313,108
Hannifan,Phillip S	Fixed Income Invest Director	214,191.50	\$35,063	\$53,922	\$303,176
Benusa,Gerry W	Sales VP	187,251.37	\$62,388	\$52,996	\$302,635
Mc Coy,W Scott	District Sales Manager	220,256.54	\$45,169	\$37,049	\$302,475
Knox,John H	District Sales Manager	206,720.29	\$60,793	\$33,437	\$300,951
Wilkinson,Lon K	District Sales Manager	190,687.13	\$81,460	\$27,872	\$300,020
Steffen,Richard M	Sales VP	187,250.06	\$62,388	\$48,077	\$297,715
Riggs,Michael R	District Sales Manager	217,639.37	\$59,457	\$18,604	\$295,701
Robinson,Douglas R	District Sales Manager	195,454.21	\$74,400	\$25,658	\$295,512
La Veer,Rick L	Sales VP	187,130.79	\$62,388	\$44,035	\$293,554
Flynn,Gary P	Sales Director	188,390.45	\$30,671	\$75,999	\$295,061
Ikpi,William O	District Sales Manager	204,193.09	\$59,752	\$25,879	\$289,825
Grilz,Anthony R	District Sales Manager	198,432.32	\$68,962	\$20,944	\$288,338
Friend,Richard S	District Sales Manager	216,982.25	\$41,675	\$26,930	\$285,588
Butler,Gary D	District Sales Manager	204,330.93	\$41,112	\$39,241	\$284,684
Thedinga,John W	Sales Director	187,630.32	\$30,710	\$67,925	\$286,265

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Hunter, Shawn P	District Sales Manager	218,512.25	\$42,930	\$22,276	\$283,719
Koupal, Peter J	District Sales Manager	189,185.11	\$60,182	\$33,300	\$282,667
Lubahn, Michael J	District Sales Manager	195,758.59	\$61,315	\$25,528	\$282,602
Cossalter, Dennis J	District Sales Manager	197,840.91	\$54,900	\$28,687	\$281,427
Loper, Dennis J	Loss Resrv/Pd Anlys Director	196,982.96	\$32,243	\$52,197	\$281,423
Fiorelli, Dean M	Plng Actng Exp Anly Director	178,633.45	\$29,236	\$73,226	\$281,096
Brynd, Steven R	Sales Director	188,995.00	\$30,770	\$63,860	\$283,625
Holmen, Thomas O	District Sales Manager	184,517.60	\$56,166	\$40,074	\$280,758
Schraufnagel, Gary M	Sales Director	184,256.94	\$30,158	\$68,387	\$282,802
Newman, Ann E	Sales Director	162,509.18	\$33,501	\$84,198	\$280,208
Saponas, George W	District Sales Manager	188,899.98	\$65,696	\$23,763	\$278,358
Daigle, Jack A	Sales Director	186,739.39	\$30,564	\$60,110	\$277,414
Willis, Douglas W	District Sales Manager	211,304.08	\$40,194	\$22,671	\$274,169
Duval, Todd C	District Sales Manager	196,631.61	\$59,379	\$17,402	\$273,413
Willard, Kenneth R	District Sales Manager	175,795.68	\$52,524	\$44,070	\$272,390
Manganelli, Charles P	District Sales Manager	195,266.55	\$52,330	\$24,220	\$271,817
Smith, James Z	District Sales Manager	193,858.06	\$45,863	\$31,977	\$271,697
Maloney, Patrick W	Sales Director	176,867.62	\$28,947	\$68,025	\$273,840
Powell, Ryan H	Sales Director	173,520.10	\$28,399	\$70,796	\$272,714
Kaye, Ralph E	District Sales Manager	205,280.72	\$36,996	\$27,498	\$269,775
Indre, Michael T	District Sales Manager	177,988.71	\$35,266	\$56,191	\$269,445
Van, Charles R	District Sales Manager	187,886.75	\$55,836	\$25,718	\$269,441
Pierce, Steven J	District Sales Manager	186,165.81	\$58,761	\$23,768	\$268,695
Tjugum, Steven R	Mktg Fld Relations Director	181,855.54	\$40,721	\$43,439	\$266,015
Slocum, Rick K	District Sales Manager	170,733.73	\$55,117	\$38,421	\$264,271
Hickman, Julie M	District Sales Manager	197,844.42	\$34,714	\$31,274	\$263,832
Siebers, Paulette L	Broker/Dealer VP	160,815.40	\$39,084	\$62,028	\$261,927
Ellefson, Thomas J	Actuary Auto Lines Director	181,511.11	\$29,708	\$49,990	\$261,209
Frahm, Jane F	District Sales Manager	190,482.47	\$51,426	\$18,755	\$260,664
Mc Morris, John	District Sales Manager	178,975.21	\$57,563	\$22,637	\$259,176
Romney, Mark R	District Sales Manager	189,868.34	\$53,999	\$15,202	\$259,069
Smith, Mark A	District Sales Manager	193,476.71	\$34,491	\$30,280	\$258,248
Mahoney, Carol A	Regional Claim Manager	150,013.93	\$23,482	\$84,593	\$258,089
Hetzel, Timothy J	District Sales Manager	169,941.79	\$53,142	\$33,167	\$256,251
Brandl, Michael E	District Sales Manager	186,636.59	\$32,924	\$36,556	\$256,116
Zerr, Deanna G	District Sales Manager	178,619.01	\$53,773	\$23,612	\$256,004
Toney, Robert CD	Sales Director	183,079.82	\$32,266	\$40,533	\$255,879
Carnine, Robert D	District Sales Manager	166,743.17	\$50,034	\$37,562	\$254,338
Van Dyn Hoven, Larry	District Sales Manager	168,691.25	\$54,798	\$28,494	\$251,984
Splitt, Daniel L	Actuary Commercl Ln Directo	177,656.03	\$29,076	\$45,059	\$251,791
Mc Carter, Jean	District Sales Manager	181,832.06	\$49,290	\$20,407	\$251,529
Prien, Henry L	District Sales Manager	169,264.83	\$56,041	\$25,154	\$250,460
Kirby, Karen J	District Sales Manager	175,455.14	\$50,214	\$23,358	\$249,027
Bergquist, Elizabeth A	Sales Director	181,065.39	\$32,266	\$33,386	\$246,718
Rogers, Stuart P	District Sales Manager	184,674.25	\$42,697	\$19,046	\$246,418
Hoffman, James M	Regional Legal A G Counsl	151,114.55	\$24,727	\$70,070	\$245,912
Schroeder, Julie L	District Sales Manager	183,071.75	\$40,553	\$22,205	\$245,830
Wallace, Richard L	District Sales Manager	163,184.25	\$51,655	\$30,585	\$245,424
Trujillo, Danette M	District Sales Manager	177,383.19	\$54,319	\$13,718	\$245,420
Putnam, David	District Sales Manager	171,503.80	\$29,962	\$43,801	\$245,266
Harris, Daniel G	Tax Director	157,012.89	\$25,694	\$62,559	\$245,265
Radisewitz, Cary M	District Sales Manager	167,552.54	\$53,737	\$23,164	\$244,454
Bough, Renais J	District Sales Manager	165,233.62	\$54,328	\$23,741	\$243,303

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Thedinga, Stephen A	Quality & Planning Director	148,331.27	\$36,305	\$57,269	\$241,905
Christensen, Kelly L	District Sales Manager	175,909.13	\$45,039	\$20,521	\$241,469
Edlefson, Dale R	Actry Pure Research Director	165,384.77	\$27,069	\$48,792	\$241,246
Sand, Dennis	District Sales Manager	169,590.22	\$26,044	\$44,361	\$239,995
Berneck, Michael J	District Sales Manager	176,691.54	\$39,631	\$22,988	\$239,311
Porter, Mary E	District Sales Manager	163,749.75	\$44,266	\$31,242	\$239,257
Jones, Terry R	District Sales Manager	167,658.61	\$47,602	\$23,948	\$239,209
Tobin, Richard M	District Sales Manager	148,690.43	\$66,310	\$21,864	\$236,864
Cunningham, Daniel K	Plan/Administration Director	162,513.34	\$36,084	\$38,176	\$236,774
Wilberg, Richard W	American Ctr Dvlmt Director	154,391.29	\$25,264	\$56,591	\$236,246
McCartan, Bernard T	Regional Legal A G Counsl	153,180.05	\$25,066	\$57,359	\$235,605
Quesnel, Robert D	Sales Director	158,039.39	\$25,862	\$57,870	\$241,771
Pelusi, Sherrie L	District Sales Manager	156,309.69	\$58,518	\$19,672	\$234,499
Hartman, Mark R	District Sales Manager	148,117.92	\$78,081	\$7,592	\$233,791
Slack, Kenneth R	Claim Legal A G Counsl	141,104.75	\$23,087	\$69,376	\$233,568
Marciniak, Douglas R	District Sales Manager	168,078.31	\$50,865	\$13,867	\$232,810
Fancher, William T	Sales Director	161,615.68	\$26,448	\$47,392	\$235,455
Radabaugh, Diana K	District Sales Manager	161,876.63	\$49,799	\$20,049	\$231,725
Merrill, Sandra K	District Sales Manager	181,334.65	\$31,339	\$18,658	\$231,332
Stiff, Cassandra R	Sales Director	163,838.64	\$26,812	\$42,710	\$233,361
Edge, Richard T	Machine Serv Bureau Director	136,768.74	\$24,885	\$67,690	\$229,344
Kattermann, George A	Catastrophe Claim Director	170,676.07	\$38,295	\$19,930	\$228,902
Hermie, Timothy D	District Sales Manager	165,669.61	\$43,413	\$18,996	\$228,078
Mc Elroy, Bryan E	District Sales Manager	148,273.44	\$68,493	\$8,988	\$225,755
Elkins, Ann L	Operations Director	134,362.82	\$24,716	\$66,644	\$225,723
Link, Sheila M	Sales Director	159,416.59	\$25,159	\$40,850	\$225,426
Duffy, Rita J	District Sales Manager	147,965.21	\$44,601	\$32,482	\$225,049
Westrate, William B	Actuary HO Lines Director	170,052.39	\$27,843	\$27,024	\$224,919
Whitlock, James L	District Sales Manager	195,904.38	\$12,059	\$15,951	\$223,915
Spindler, Jane E	Regional Claim Manager	137,999.86	\$21,759	\$62,054	\$221,813
Clark, David R	District Sales Manager	166,405.37	\$29,855	\$25,442	\$221,703
Maxwell, Steve G	Strategic Staffing Director	145,593.78	\$23,823	\$50,107	\$219,524
Mooney, Thomas G	Billing Operations Director	156,059.47	\$25,538	\$37,731	\$219,328
Gresham, Gerald J	District Sales Manager	182,821.66	\$5,000	\$30,268	\$218,089
St Vincent, James E	Org Effectiveness Director	147,126.66	\$24,074	\$46,497	\$217,697
Stimeling, Douglas A	Sales Director	157,282.43	\$25,738	\$36,833	\$219,853
Ifkewitsch, Bernie	District Sales Manager	158,937.11	\$32,680	\$25,195	\$216,812
Young, Jeffrey W	District Sales Manager	157,554.46	\$36,404	\$22,132	\$216,090
Eckert, Larry M	District Sales Manager	159,881.26	\$18,221	\$37,614	\$215,716
Johnson, Wayne A	District Sales Manager	164,265.74	\$31,485	\$19,654	\$215,404
Quesnel, Michael J	Sales Director	149,580.76	\$24,476	\$44,128	\$218,185
Listau, Christopher R	Sales Director	155,556.83	\$25,458	\$36,343	\$217,359
Zweifel, Frederick W	Special Projects Director	127,013.58	\$19,795	\$67,714	\$214,522
Behrens, James W	Legal Sec & Cnsl	133,762.79	\$21,884	\$58,578	\$214,225
Christensen, John C	Life/Health Chf Actury	158,174.33	\$25,900	\$29,656	\$213,731
Edwards, Zachery C	District Sales Manager	156,885.28	\$48,530	\$7,314	\$212,729
Lund, Verdell L	District Sales Manager	164,082.23	\$29,403	\$18,610	\$212,095
Steger, Evonne M	Cust Acquisition Director	142,030.70	\$29,928	\$39,907	\$211,866
Reinsch, Steven H	District Sales Manager	144,943.28	\$30,943	\$35,313	\$211,198
Carter III, David M	Sales Director	150,949.10	\$24,707	\$38,220	\$213,876
Hammarberg, Jon K	Regional Legal A G Counsl	132,712.77	\$21,712	\$56,110	\$210,535
Kelly, Daniel J	Product Design Director	146,146.45	\$23,913	\$40,366	\$210,426
Gilb, Carolyn S	Sales Director	154,528.18	\$33,159	\$22,653	\$210,340

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Stender, Britt	Sales Director	147,134.69	\$24,079	\$41,425	\$212,638
Weith, Ellen Michele	District Sales Manager	132,790.45	\$48,495	\$28,247	\$209,532
Mc Donald, Christopher C	District Sales Manager	143,682.91	\$42,576	\$23,015	\$209,274
Buskager, Phyllis J	Plng/Admin/Metrics Director	129,691.46	\$21,217	\$58,151	\$209,059
Kosowski, Kevin L	District Sales Manager	171,444.86	\$13,952	\$23,119	\$208,516
Geisler, Maryelyn	Product Design Director	120,259.61	\$22,439	\$65,198	\$207,896
Anfenson, Thomas J	Field Sales Support Director	153,576.70	\$25,131	\$33,098	\$211,805
Anderson, Keith B	People Strategies Director	132,415.22	\$21,663	\$53,510	\$207,588
Clemens, Steven A	Network & EUC Techn Direct	146,682.00	\$25,255	\$35,484	\$207,421
Tovar, Rick	District Sales Manager	164,950.35	\$28,790	\$13,381	\$207,121
Knoche, Gregg A	Account Management Directo	142,022.66	\$24,910	\$40,105	\$207,038
Laczynski, Todd L	District Sales Manager	157,545.68	\$31,790	\$17,673	\$207,009
Helixon, Joel P	District Sales Manager	152,568.35	\$31,533	\$22,054	\$206,156
Doepke, James L	Operations Director	136,628.21	\$25,098	\$44,035	\$205,761
Fehrenbach, Michael L	District Sales Manager	158,105.30	\$24,427	\$23,122	\$205,654
Graham Jr, Edgar H	District Sales Manager	141,408.98	\$48,313	\$14,624	\$204,345
Robbins, Michael A	District Sales Manager	152,001.09	\$24,157	\$28,119	\$204,277
Stamness, Garry A	Computing Platform Director	147,197.97	\$25,771	\$31,057	\$204,026
Burton, Rachelle G	Sales Director	148,751.17	\$24,356	\$33,617	\$206,725
Montagna, Tammy B	Sales Director	157,022.47	\$23,178	\$22,772	\$202,972
Brown, Richard D	Regional Legal A G Counsl	140,182.42	\$22,936	\$39,744	\$202,863
Holzhauser, Mark J	Regional Legal A G Counsl	132,711.86	\$21,712	\$48,395	\$202,819
Wanner, Gregory S	Actuary Prod Resch Director	145,422.76	\$23,795	\$33,016	\$202,234
Laurich, Linda L	State Govt Affairs Director	126,764.40	\$20,738	\$54,624	\$202,126
Hilby, Robert A	Internal Audit Director	133,052.96	\$21,768	\$46,519	\$201,340
Dvorak, Kenneth M	Benefits Director	139,464.74	\$22,819	\$38,999	\$201,282
Poeschl, Clint L	District Sales Manager	149,882.12	\$44,263	\$6,850	\$200,995
Kern, Monte L	Risk Management Director	119,684.54	\$22,344	\$58,309	\$200,338