REPORT ON EXECUTIVE COMPENSATION Domestic Insurers

State of Wisconsin
Office of the Commissioner of Insurance
P. O. Box 7873
Madison, WI 53707-7873

Ref: Sections 601.42 and 611.63 (4), Wis. Stat.

Insurer Name

AMERICAN FAMILY MUTUAL INSURANCE COMPANY

For Calendar Year Ending

December 31, 2007

INSTRUCTIONS:

Each Wisconsin domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filled with the annual statement on or before March 1. The Report on Executive Compensation shall report on the annual compensation of each director, the chief executive officer, and the four most highly paid officers or employes other than the chief executive officer. In addition, report all officers and employes of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers which are part of a group of insurers or other holding company system may file amounts paid to officers and employes in Parts I and III either on a consolidated basis or by allocation to each insurer. The footnote to Part I should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid and accrued during the report year for the benefit of an individual director, officer, or employe, and shall include wages, salaries, bonuses, retirement benefits, deferred compensation, commissions, directors fees, retainers, stock grants, gains from the exercise of stock options, and all other forms of personal compensation.

Part I Officer and Employe Compensation

Report on the compensation of the chief executive officer, and the four most highly paid officers or employes other than the chief executive officer. In addition, report all other officers or employes based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or employe whose total annual compensation is in excess of
Less than \$200,000,000	\$100,000
\$200,000,000 to \$400,000,000	\$175,000
More than \$400,000,000	\$250,000

^{*} If the report completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
*** SEE ATTACHED ***					
· ·					
: :					
the reporting insurer a member of a g					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes No [] If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which	
If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which	Is the reporting insurer a member of a group of insurers or other holding company system? Yes 7 No. 1
para to deal marvidadi by of on benail of all companies which	If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on begit of all compensation which
are a part of the group? Yes 🛂; or 2) an allocation to each insurer? Yes [1	are a part of the group? Yes [2]; or 2) an allocation to each insurer? Yes [2]

Insurer Name	For Calendar Year Ending
AMERICAN FAMILY MUTUAL INSURANCE COMPANY	g
TWELTONIA TAMIET WOTOAL INSURANCE COMPANY	December 31, 2007

Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
*** SEE ATTACHED ***					
					······
·					
:					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	*** SEE ATTA	CHED ***		
B. Directors				

Name	Principal Position	Salary	Bonus	All Other Compensation	Te4-1
Anderson, David R	Chairman and Chief Executive Officer	\$ 898,481.34	1.		Total
Burke, Jeffrey	District Sales Manager		 	\$ 560,793.31	\$ 1,617,224.
Salzwedel, Jack C	President and Chief Operating Officer	\$ 29,167.00	 	\$ 1,021,158.45	\$ 1,050,325.
Chvala, Vicki L	Executive Vice President	\$ 597,803.78		\$ 285,365.66	\$ 976,769.
Eldridge,James F		\$ 444,262.32		\$ 310,787.65	\$ 798,307.
Moore, Darnell	Chief Legal Officer Secretary	\$ 461,015.50		\$ 234,252.36	\$ 744,817.
	Executive Vice President	\$ 469,015.33		\$ 199,252.03	\$ 718,674.
Meyer,Alan E	Executive Vice President	\$ 419,169.17	\$ 45,045.00	\$ 164,725.41	\$ 628,939.
Schultz, Daniel R	Chief Financial Officer/Treasurer	\$ 376,015.29	\$ 40,755.00	\$ 209,871.37	\$ 626,641.
King,Thomas S	Investments Vice President	\$ 388,250.10	\$ 34,134.75	\$ 167,664.15	\$ 590,049.
Taarud, Terese	Former Claim Vice President	\$ -	\$ -	\$ 578,800.00	\$ 578,800.
Gleason,Bradley J	Executive Vice President	\$ 354,784.50	\$ 38,288.25	\$ 158,888.66	\$ 551,961.
Chapman,Byrne W	Information Services Vice President	\$ 390,246.12			\$ 549,212.
Zwettler,Joseph J	Personal Lines Vice President	\$ 262,630.67	\$ 23,078.25		\$ 493,968.
Pierce, Harvey	Retired Chairman and Chief Exec. Officer	\$ 358,912.20	\$ -		\$ 467,279.
Rekowski,Jerry G	Executive Vice President	\$ 273,400.00			\$ 433,299.5
Duran,Michael R	Sales Vice President				
Afable,Mark V	Claim Vice President	\$ 289,576.87			
Swalve,Paul W	District Sales Manager				\$ 392,962.7
Maxwell, Steve G	Human Resources Vice President				\$ 382,923.0
Spencer, Christopher S	Legal Vice President				\$ 381,510.
Bosco,M Jeff	Life/Health Vice President				\$ 376,381.2
_oper,Dennis J				\$ 64,262.70	\$ 367,848.2
Riggs, Michael R	P & C Loss Reserving Vice President			\$ 59,263.43	\$ 360,123.9
	Sales Director		\$ 64,429.04	\$ 45,722.32	\$ 352,247.1
Hartman, Mark R	District Sales Manager		\$ 83,649.22	\$ 85,807.61	\$ 349,105.1
Benusa,Gerry W	Commercial Farm/Ranch Vice President		\$ 23,253.75	\$ 59,957.26	\$ 343,457.1
etherston, Richard A	Public Relations Vice President	\$ 229,246.21	\$ 20,182.50	\$ 91,835.30	\$ 341,264.C
Conboy,J Keith	District Sales Manager	\$ 231,974.08	\$ 44,067.89	\$ 57,609.85	
(napstein,Annette S	Office Administration Vice President	\$ 226,630.83	\$ 20,182.50 \$	\$ 83,661.97	
Siebers,Paulette L	Broker/Dealer Vice President	\$ 214,246.31			····
letzel,Timothy J	District Sales Manager	\$ 183,754.46			
mith,James Z	District Sales Manager	\$ 203,242.47			····
ensen,Timothy W	District Sales Manager	\$ 229,918.74			
olmen,Thomas O	District Sales Manager	\$ 203,343.14			
oschulte Jr,Robert D	Financial Services Vice President	\$ 218,785.77			
teffen,Richard M	Sales Vice President	\$ 249,015.29 \$			
lc Coy,W Scott	District Sales Manager				
pi,William O	District Sales Manager				
hite,Richard J	Equity Investment Director	\$ 207,548.26 \$			
chmoeger,Mary L		\$ 252,940.85 \$			303,957.54
a Veer,Rick L	Executive Vice President	\$ 240,891.63 \$		39,140.59 \$	303,172.22
	Sales Director	\$ 247,471.05 \$		37,065.61 \$	302,567.54
aylor,Stephen J	District Sales Manager	\$ 213,630.46 \$	39,348.81 \$	48,324.12 \$	301,303.39
anganelli,Charles P	District Sales Manager	\$ 231,129.57 \$	42,622.85 \$	26,530.81 \$	300,283.23
iox,John H	District Sales Manager	\$ 203,058.57 \$	55,574.96 \$	41,398.18 \$	300,031.71
ınter,Shawn P	District Sales Manager	\$ 224,167.25 \$	4,600.00 \$	70,795.64 \$	299,562.89
erce,Steven J	District Sales Manager	\$ 202,901.53 \$		41,269.85 \$	299,339.94
idisewitz,Cary M	District Sales Manager	\$ 190,507.06 \$	62,148.06 \$	45,308.30 \$	297,963.42
end,Richard S	District Sales Manager	\$ 229,379.69 \$	21,680.84 \$	44,454.87 \$	
ıval,Todd C	District Sales Manager	\$ 184,096.60 \$	30,424.36 \$		295,515.40
n,Charles R	District Sales Manager	\$ 196,079.91 \$		80,222.17 \$	294,743.63
ymour,Scott J	Government Affairs/Compliance Vice Presiden		55,480.98 \$	43,050.44 \$	294,611.33
asee,Kari E	Controller Vice President	T	17,550.00 \$	77,693.22 \$	294,440.52
ffman,James M		\$ 228,729.78 \$	20,182.50 \$	44,611.71 \$	293,523.99
loney,Patrick W	Regional Legal Associate General Counsel	\$ 190,949.96 \$	5,341.00 \$	96,913.59 \$	293,204.55
	Sales Director	\$ 202.934.80 \$	6,994.86 \$	80,395.85 \$	290,325.51
nrenbach,Michael L	District Sales Manager	\$ 191,228.62 \$	62,512.53 \$	34,378.78 \$	288,119.93
es,Terry R	District Sales Manager	\$ 210,537.14 \$	40,679.12 \$	36,484.52 \$	287,700.78
pahn,Michael J	District Sales Manager	\$ 193,514.44 \$	29,257.64 \$	63,982.66 \$	286,754.74
nd,Steven R	Sales Director	\$ 209,822.37 \$	5,869.43 \$	70,533.09 \$	286,224.89
	District Sales Manager	\$ 194,731.62 \$	33,843.25 \$	57,402.86 \$	285,977.73
nney,Mark R	1		JUJUJUJU J Ø	J1,7UZ,UU 3	ر ۱۱۱۴,دی،
nney,Mark R nine,Robert D					
	District Sales Manager	\$ 191,851.83 \$	29,085.69 \$	64,660.01 \$	285,597.53
nine,Robert D					

Name			T			All Other				
Willis, Douglas W			\perp	Salary		Bonus	C			Total
Van Dyn Hoven, Larry		Fixed Income Investments Director	\$	235,665.04	\$	6,593.02	\$	40,422.44	\$	282,680.50
Westrate, William B	Willis,Douglas W	District Sales Manager	\$	226,815.35	\$	6,400.00	\$	45,458.75	\$	278,674.10
Sand,Dennis	Van Dyn Hoven,Larry	District Sales Manager	\$	182,905.46	\$	49,387.89	\$	43,824.27	\$	276,117.62
Sand, Dennis	Westrate,William B	Actuarial Vice President	\$	223,538.37	\$	19,656.00	\$	31,645.96	\$	274,840.33
Lund, Verdell L	Sand,Dennis	District Sales Manager	\$	183,079.84	\$	24,711.54	\$		\$	274,141.14
Schroeder_Julie L	Lund,Verdell L	District Sales Manager	\$	190,779.34	\$	55,124.42	\$	27,722.25	\$	273,626.01
SchrauInagel, Gary M Sales Director	Duffy,Rita J	District Sales Manager	\$	171,764.07	\$	60,772.97	\$	40,851.14	\$	273,388.18
Schraufnagel,Gary M Sales Director \$ 204,767.35 \$ 11,420.77 \$ 56,355.50 \$ 272,543.62 McCartan,Bernard T Regional Legal Associate General Counsel \$ 194,411.64 \$ 5,437.93 \$ 72,026.40 \$ 271,875.97 Prien,Henry L District Sales Manager \$ 194,411.64 \$ 5,437.93 \$ 72,026.40 \$ 271,875.97 Hammer,Gary A District Sales Manager \$ 194,411.64 \$ 5,437.93 \$ 720,264.01 \$ 270,842.79 Hammer,Gary A District Sales Manager \$ 194,818.43 \$ 34,827.69 \$ 41,183.44 \$ 270,829.56 Christensen,Kelly L District Sales Manager \$ 176,541.35 \$ 34,997.60 \$ 54,918.56 \$ 268,530.28 Shisler,SiRyan District Sales Manager \$ 176,541.35 \$ 34,999.60 \$ 54,918.56 \$ 266,459.53 Daigle,Jack A Sales Director \$ 202,922.25 \$ 8,589.04 \$ 54,928.33 \$ 266,333.62 Tobin,Richard M District Sales Manager \$ 163,869.06 \$ 31,401.35 \$ 70,488.97 \$ 265,759.38 Gilb,Carolyn S Sales Vice President \$ 214,799.65 \$ 21,083.25 \$ 29,313.63 \$ 265,136.53 Takedinga,John W Sales Vice President \$ 209,058.36 \$ 11,284.94 \$ 43,798.50 \$ 264,634.44 Thedinga,John W Sales Director \$ 190,550.66 \$ 6,864.48 \$ 66,528.76 \$ 263,943.90 Kutz Jr,Sylvan J Sales Director \$ 190,550.66 \$ 6,864.48 \$ 66,528.76 \$ 263,943.90 Kutz Jr,Sylvan J Sales Director \$ 196,751.80 \$ 31,492.72 \$ 34,534.87 \$ 262,779.39 Flymn,Gary P Sales Director \$ 166,494.41 \$ 4,656.24 \$ 90,349.15 \$ 261,499.80 Flymn,Gary P Sales Director \$ 166,890.78 \$ 18,390.79 \$ 269,750.51 Sales Director \$ 166,894.41 \$ 4,656.24 \$ 90,349.16 \$ 263,750.51 Sales Director \$ 205,575.31 \$ 34,534.87 \$ 262,779.39 Flymn,Gary P Sales Director \$ 166,890.78 \$ 43,297.15 \$ 26,972.47 \$ 259,965.75 Flymn,Gary P Sales Director \$ 166,895.44 \$ 4,656.24 \$ 90,349.16 \$ 261,499.80 Flymn,Gary P Sales Director \$ 166,895.44 \$ 4,656.24 \$ 90,349.16 \$ 261,499.80 Flymn,Gary P Sales Manager \$ 166,895.78 \$	Schroeder,Julie L	District Sales Manager	\$	209,538.41	\$	18,749.48	\$		\$	
McCartan, Bernard T	Schraufnagel,Gary M	Sales Director	\$	204,767.35	\$	11,420.77	\$	56,355.50	\$	
Prien, Henry L	McCartan,Bernard T	Regional Legal Associate General Counsel	\$	194,411.64	\$	5,437.93	\$	72,026,40	_	
Hammer,Gary A	Prien,Henry L	District Sales Manager	\$	197,468.44	\$	31,476.74	\$		+	
Christensen.Kelly L	Hammer,Gary A	District Sales Manager	\$	194,818.43	\$		\$		+	
Shister,S.Bryan District Sales Manager \$ 176,541.35 \$ 34,999.60 \$ 54,918.58 \$ 266,459.53	Christensen,Kelly L	District Sales Manager	\$	178,468.08	\$	49,144.95	\$	40.917.25		
Daigle, Jack A Sales Director \$ 202,922.25	Shisler,S.Bryan	District Sales Manager	\$	176,541.35	\$	34,999.60	\$	·		
Tobin,Richard M	Daigle,Jack A	Sales Director	\$		\$					
Gilb, Carolyn S Sales Vice President \$ 214,739.65 \$ 21,083.25 \$ 29,313.63 \$ 265,136.53 Stark, Tony M	Tobin,Richard M	District Sales Manager	\$	163,869.06	\$					
Stark, Tony M	Gilb,Carolyn S	Sales Vice President	\$	214,739.65	\$			·		
Thedinga, John W Sales Vice President \$ 209,058.36 \$ 11,284.94 \$ 43,798.50 \$ 264,141.80 Powell, Ryan H Sales Director \$ 190,550.66 \$ 6,864.48 \$ 66,528.76 \$ 263,943.90 Kirby, Karen J District Sales Manager \$ 193,270.89 \$ 32,384.83 \$ 38,094.79 \$ 263,750.51 Kutz Jr, Sylvan J Sales Director \$ 184,306.19 \$ 18,590.63 \$ 60,475.40 \$ 263,372.22 Holstein, William H District Sales Manager \$ 196,751.80 \$ 31,492.72 \$ 34,534.87 \$ 262,779.39 Newman, Ann E Sales Director \$ 166,494.41 \$ 4,656.24 \$ 90,349.15 \$ 261,499.80 Flynn, Gary P Sales Director \$ 205,575.31 \$ 3,384.82 \$ 46,041.07 \$ 260,001.20 Listau, Christopher R Sales Vice President \$ 206,316.48 \$ 18,111.60 \$ 34,858.42 \$ 259,286.50 Radabaugh, Diana K District Sales Manager \$ 174,443.74 \$ 57,549.54 \$ 26,972.47 \$ 258,965.75 Rogers, Stuart P District Sales Manager \$ 166,90.78 \$ 43,297.15 \$ 28,811.47 \$	Stark,Tony M	District Sales Manager	\$	183,886.97	\$					
Powell,Ryan H Sales Director \$190,550.66 \$6,864.48 \$66,528.76 \$263,943.90	Thedinga,John W	Sales Vice President	\$	209,058.36	\$				<u> </u>	-
Kirby,Karen J	Powell,Ryan H	Sales Director	_		\$					
Kutz Jr, Sylvan J Sales Director \$184,306.19 \$18,590.63 \$60,475.40 \$263,372.22 Holstein, William H District Sales Manager \$196,751.80 \$31,492.72 \$34,534.87 \$262,779.39 Newman, Ann E Sales Director \$166,494.41 \$4,656.24 \$90,349.15 \$261,499.80 Flynn, Gary P Sales Director \$205,575.31 \$8,384.82 \$46,041.07 \$260,001.20 Listau, Christopher R Sales Vice President \$206,316.48 \$18,111.60 \$34,858.42 \$259,286.50 Radabaugh, Diana K District Sales Manager \$174,443.74 \$57,549.54 \$26,972.47 \$258,965.75 Rogers, Stuart P District Sales Manager \$186,690.78 \$43,297.15 \$28,811.47 \$258,799.40 Pelusi, Sherrie L District Sales Manager \$163,704.33 \$66,014.22 \$27,824.43 \$257,542.98 Porter, Mary E District Sales Manager \$166,845.34 \$54,548.20 \$35,327.10 \$256,720.64 Hickman, Julie M District Sales Manager \$189,049.19 \$31,569.34 \$35,437.13 \$256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$168,688.89 \$4,717.69 \$81,742.66 \$255,149.23 Goldermann, Stephen P District Sales Manager \$153,608.72 \$46,704.20 \$53,997.97 \$254,310.89 Butller, Gary D District Sales Manager \$173,874.22 \$22,504.53 \$57,289.97 \$253,668.72 Wallace, Richard L District Sales Manager \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$252,303.89 Pictoran In Cesar A Sales Director \$156,344.61 \$50,929.60 \$45,029.68 \$	Kirby,Karen J	District Sales Manager	\$							
Holstein,William H	Kutz Jr,Sylvan J	Sales Director	\$	····	\$			·		
Newman,Ann E Sales Director \$ 166,494.41 \$ 4,656.24 \$ 90,349.15 \$ 261,499.80 Flynn,Gary P Sales Director \$ 205,575.31 \$ 8,384.82 \$ 46,041.07 \$ 260,001.20 Listau, Christopher R Sales Vice President \$ 206,316.48 \$ 18,111.60 \$ 34,858.42 \$ 259,286.50 Radabaugh, Diana K District Sales Manager \$ 174,443.74 \$ 57,549.54 \$ 26,972.47 \$ 258,965.75 Rogers, Stuart P District Sales Manager \$ 186,690.78 \$ 43,297.15 \$ 28,811.47 \$ 258,799.40 Pelusi, Sherrie L District Sales Manager \$ 163,704.33 \$ 66,014.22 \$ 27,824.43 \$ 257,542.98 Porter, Mary E District Sales Manager \$ 166,845.34 \$ 54,548.20 \$ 35,327.10 \$ 256,720.64 Hickman, Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,401.84 Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 <td< td=""><td>Holstein,William H</td><td>District Sales Manager</td><td>\$</td><td></td><td>\$</td><td></td><td></td><td>·····</td><td></td><td>····</td></td<>	Holstein,William H	District Sales Manager	\$		\$			·····		····
Flynn,Gary P Sales Director \$ 205,575.31 \$ 8,384.82 \$ 46,041.07 \$ 260,001.20	Newman,Ann E	Sales Director	\$	166,494,41	\$				<u> </u>	
Listau, Christopher R Sales Vice President \$ 206,316.48 \$ 18,111.60 \$ 34,858.42 \$ 259,286.50 Radabaugh, Diana K District Sales Manager \$ 174,443.74 \$ 57,549.54 \$ 26,972.47 \$ 258,965.75 Rogers, Stuart P District Sales Manager \$ 186,690.78 \$ 43,297.15 \$ 28,811.47 \$ 258,799.40 Pelusi, Sherrie L District Sales Manager \$ 163,704.33 \$ 66,014.22 \$ 27,824.43 \$ 257,542.98 Porter, Mary E District Sales Manager \$ 166,845.34 \$ 54,548.20 \$ 35,327.10 \$ 256,720.64 Hickman, Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,018.40 Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 <td< td=""><td>Flynn,Gary P</td><td>Sales Director</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></td<>	Flynn,Gary P	Sales Director								
Radabaugh, Diana K District Sales Manager \$ 174,443.74 \$ 57,549.54 \$ 26,972.47 \$ 258,965.75 Rogers, Stuart P District Sales Manager \$ 186,690.78 \$ 43,297.15 \$ 28,811.47 \$ 258,799.40 Pelusi, Sherrie L District Sales Manager \$ 163,704.33 \$ 66,014.22 \$ 27,824.43 \$ 257,542.98 Porter, Mary E District Sales Manager \$ 166,845.34 \$ 54,548.20 \$ 35,327.10 \$ 256,720.64 Hickman, Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,401.84 Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53	Listau,Christopher R	Sales Vice President	\$							
Rogers, Stuart P	Radabaugh,Diana K	District Sales Manager	\$							
Pelusi, Sherrie L District Sales Manager \$ 163,704.33 \$ 66,014.22 \$ 27,824.43 \$ 257,542.98 Porter, Mary E District Sales Manager \$ 166,845.34 \$ 54,548.20 \$ 35,327.10 \$ 256,720.64 Hickman, Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,401.84 Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Rogers,Stuart P	District Sales Manager	\$							
Porter, Mary E District Sales Manager \$ 166,845.34 \$ 54,548.20 \$ 35,327.10 \$ 256,720.64 Hickman, Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,401.84 Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Pelusi,Sherrie L	District Sales Manager	\$		<u> </u>		<u> </u>			
Hickman,Julie M District Sales Manager \$ 214,898.85 \$ 4,000.00 \$ 37,502.99 \$ 256,401.84 Cossalter,Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens,James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann,Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler,Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak,Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace,Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Porter,Mary E		\$						<u> </u>	
Cossalter, Dennis J District Sales Manager \$ 189,049.19 \$ 31,569.34 \$ 35,437.13 \$ 256,055.66 Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Hickman,Julie M	District Sales Manager	\$							
Behrens, James W Legal Asst Secretary & Corp Counsel \$ 168,688.89 \$ 4,717.69 \$ 81,742.65 \$ 255,149.23 Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Cossalter, Dennis J	District Sales Manager	\$						<u> </u>	
Goldermann, Stephen P District Sales Manager \$ 153,608.72 \$ 46,704.20 \$ 53,997.97 \$ 254,310.89 Butler, Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Behrens,James W	Legal Asst Secretary & Corp Counsel	\$				·		<u> </u>	
Butler,Gary D District Sales Manager \$ 205,054.10 \$ 11,200.00 \$ 38,041.45 \$ 254,295.55 Ryniak,Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace,Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Goldermann,Stephen P	District Sales Manager	\$		<u> </u>		-		<u> </u>	
Ryniak, Keith J Sales Director \$ 173,874.22 \$ 22,504.53 \$ 57,289.97 \$ 253,668.72 Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Butler,Gary D									
Wallace, Richard L District Sales Manager \$ 156,344.61 \$ 50,929.60 \$ 45,029.68 \$ 252,303.89	Ryniak,Keith J				-					
Pinzon Ir Casar A Solos Director	Wallace,Richard L				<u> </u>					
	Pinzon Jr,Cesar A		\$		·		<u></u>		<u> </u>	250,634.13

	Principal	T					All Other	T	
Name	Position	1	Salary	l	Bonus	Co	mpensation		Total
Culver, Craig C	Director	\$	46,500.00	\$	-	\$	-	\$	46,500.00
Dewey, Londa	Director	\$	1,500.00	\$	-	\$	-	\$	1,500.00
Howard, Leslie A	Director	\$	57,000.00	\$	-	\$		\$	57,000.00
Kellner, Ted D	Director	\$	48,000.00	\$	-	\$	-	\$	48,000.00
Mohs, Thomas J	Director	\$	49,500.00	\$	_	\$	-	\$	49,500.00
Oliver, Walter	Director	\$	43,500.00	\$	-	\$	-	_	43,500.00
Parish, Barbara A	Director	\$	6,916.45	\$	-	\$		\$	6,916.45
Pierce, Harvey	Director	\$	54,000.00	\$	-	\$	_	\$	54,000.00
Protsch, Eliot	Director	\$	49,500.00	\$	-	\$	-		49,500.00
Renk, Richard	Director	\$	49,500.00	\$	-	\$	-		49,500.00
Thornton, Jerry S	Director	\$	42,000.00	\$	-	\$	-		42,000.00
Wiley, John D	Director	\$	46,500.00	\$	-	\$	-		46,500.00
Zimbrick, Thomas J	Director	\$	55,500.00	\$	**	\$	-		55,500.00

	Salary	Bonus	All Other Compensation	Total
Officer Totals	\$ 23,332,315.98	\$ 3,223,024.54	\$ 9,238,507.67	\$ 35,793,848.19
Director Totals	\$ 549,916.45	\$ -	\$ -	\$ 549,916.45