





Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Anderson, David R	Chairman and Chief Executive Officer	\$ 898,481.34	\$ 157,950.00	\$ 560,793.31	\$ 1,617,224.65
Burke, Jeffrey	District Sales Manager	\$ 29,167.00	\$ -	\$ 1,021,158.45	\$ 1,050,325.45
Salzwedel, Jack C	President and Chief Operating Officer	\$ 597,803.78	\$ 93,600.00	\$ 285,365.66	\$ 976,769.44
Chvala, Vicki L	Executive Vice President	\$ 444,262.32	\$ 43,257.50	\$ 310,787.65	\$ 798,307.47
Eldridge, James F	Chief Legal Officer, Secretary	\$ 461,015.50	\$ 49,549.50	\$ 234,252.36	\$ 744,817.36
Moore, Darnell	Executive Vice President	\$ 469,015.33	\$ 50,407.50	\$ 199,252.03	\$ 718,674.86
Meyer, Alan E	Executive Vice President	\$ 419,169.17	\$ 45,045.00	\$ 164,725.41	\$ 628,939.58
Schultz, Daniel R	Chief Financial Officer/Treasurer	\$ 376,015.29	\$ 40,755.00	\$ 209,871.37	\$ 626,641.66
King, Thomas S	Investments Vice President	\$ 388,250.10	\$ 34,134.75	\$ 167,664.15	\$ 590,049.00
Taarud, Terese	Former Claim Vice President	\$ -	\$ -	\$ 578,800.00	\$ 578,800.00
Gleason, Bradley J	Executive Vice President	\$ 354,784.50	\$ 38,288.25	\$ 158,888.66	\$ 551,961.41
Chapman, Byrne W	Information Services Vice President	\$ 390,246.12	\$ 34,310.25	\$ 124,656.55	\$ 549,212.92
Zwettler, Joseph J	Personal Lines Vice President	\$ 262,630.67	\$ 23,078.25	\$ 208,259.98	\$ 493,968.90
Pierce, Harvey	Retired Chairman and Chief Exec. Officer	\$ 358,912.20	\$ -	\$ 108,366.97	\$ 467,279.17
Rekowski, Jerry G	Executive Vice President	\$ 273,400.00	\$ 26,065.00	\$ 133,834.54	\$ 433,299.54
Duran, Michael R	Sales Vice President	\$ 267,632.21	\$ 23,517.00	\$ 130,094.41	\$ 421,243.62
Afable, Mark V	Claim Vice President	\$ 289,576.87	\$ 25,447.50	\$ 77,938.42	\$ 392,962.79
Swalve, Paul W	District Sales Manager	\$ 241,870.09	\$ 38,427.94	\$ 102,625.35	\$ 382,923.38
Maxwell, Steve G	Human Resources Vice President	\$ 257,287.98	\$ 22,522.50	\$ 101,699.65	\$ 381,510.13
Spencer, Christopher S	Legal Vice President	\$ 234,707.66	\$ 20,621.25	\$ 121,052.30	\$ 376,381.21
Bosco, M Jeff	Life/Health Vice President	\$ 279,015.50	\$ 24,570.00	\$ 64,262.70	\$ 367,848.20
Loper, Dennis J	P & C Loss Reserving Vice President	\$ 276,553.80	\$ 24,306.75	\$ 59,263.43	\$ 360,123.98
Riggs, Michael R	Sales Director	\$ 242,095.83	\$ 64,429.04	\$ 45,722.32	\$ 352,247.19
Hartman, Mark R	District Sales Manager	\$ 179,648.36	\$ 83,649.22	\$ 85,807.61	\$ 349,105.19
Benusa, Gerry W	Commercial Farm/Ranch Vice President	\$ 260,246.12	\$ 23,253.75	\$ 59,957.26	\$ 343,457.13
Fetherston, Richard A	Public Relations Vice President	\$ 229,246.21	\$ 20,182.50	\$ 91,835.30	\$ 341,264.01
Conboy, J Keith	District Sales Manager	\$ 231,974.08	\$ 44,067.89	\$ 57,609.85	\$ 333,651.82
Knapstein, Annette S	Office Administration Vice President	\$ 226,630.83	\$ 20,182.50	\$ 83,661.97	\$ 330,475.30
Siebers, Paulette L	Broker/Dealer Vice President	\$ 214,246.31	\$ 18,866.25	\$ 91,986.50	\$ 325,099.06
Hetzel, Timothy J	District Sales Manager	\$ 183,754.46	\$ 36,174.14	\$ 104,915.84	\$ 324,844.44
Smith, James Z	District Sales Manager	\$ 203,242.47	\$ 35,199.09	\$ 82,919.41	\$ 321,360.97
Jensen, Timothy W	District Sales Manager	\$ 229,918.74	\$ 34,537.00	\$ 53,343.94	\$ 317,799.68
Holmen, Thomas O	District Sales Manager	\$ 203,343.14	\$ 55,625.84	\$ 58,771.37	\$ 317,740.35
Boschulte Jr, Robert D	Financial Services Vice President	\$ 218,785.77	\$ 19,217.25	\$ 78,360.75	\$ 316,363.77
Steffen, Richard M	Sales Vice President	\$ 249,015.29	\$ 21,937.50	\$ 37,748.94	\$ 308,701.73
Mc Coy, W Scott	District Sales Manager	\$ 233,313.48	\$ 21,715.11	\$ 53,386.11	\$ 308,414.70
Ikpi, William O	District Sales Manager	\$ 207,548.26	\$ 55,738.56	\$ 42,594.03	\$ 305,880.85
White, Richard J	Equity Investment Director	\$ 252,940.85	\$ 7,076.74	\$ 43,939.95	\$ 303,957.54
Schmoeger, Mary L	Executive Vice President	\$ 240,891.63	\$ 23,140.00	\$ 39,140.59	\$ 303,172.22
La Veer, Rick L	Sales Director	\$ 247,471.05	\$ 18,030.88	\$ 37,065.61	\$ 302,567.54
Taylor, Stephen J	District Sales Manager	\$ 213,630.46	\$ 39,348.81	\$ 48,324.12	\$ 301,303.39
Manganelli, Charles P	District Sales Manager	\$ 231,129.57	\$ 42,622.85	\$ 26,530.81	\$ 300,283.23
Knox, John H	District Sales Manager	\$ 203,058.57	\$ 55,574.96	\$ 41,398.18	\$ 300,031.71
Hunter, Shawn P	District Sales Manager	\$ 224,167.25	\$ 4,600.00	\$ 70,795.64	\$ 299,562.89
Pierce, Steven J	District Sales Manager	\$ 202,901.53	\$ 55,168.56	\$ 41,269.85	\$ 299,339.94
Radisewitz, Cary M	District Sales Manager	\$ 190,507.06	\$ 62,148.06	\$ 45,308.30	\$ 297,963.42
Friend, Richard S	District Sales Manager	\$ 229,379.69	\$ 21,680.84	\$ 44,454.87	\$ 295,515.40
Duval, Todd C	District Sales Manager	\$ 184,096.60	\$ 30,424.36	\$ 80,222.17	\$ 294,743.63
Van, Charles R	District Sales Manager	\$ 196,079.91	\$ 55,480.98	\$ 43,050.44	\$ 294,611.33
Seymour, Scott J	Government Affairs/Compliance Vice President	\$ 199,197.30	\$ 17,550.00	\$ 77,693.22	\$ 294,440.52
Grasee, Kari E	Controller Vice President	\$ 228,729.78	\$ 20,182.50	\$ 44,611.71	\$ 293,523.99
Hoffman, James M	Regional Legal Associate General Counsel	\$ 190,949.96	\$ 5,341.00	\$ 96,913.59	\$ 293,204.55
Maloney, Patrick W	Sales Director	\$ 202,934.80	\$ 6,994.86	\$ 80,395.85	\$ 290,325.51
Fehrenbach, Michael L	District Sales Manager	\$ 191,228.62	\$ 62,512.53	\$ 34,378.78	\$ 288,119.93
Jones, Terry R	District Sales Manager	\$ 210,537.14	\$ 40,679.12	\$ 36,484.52	\$ 287,700.78
Lubahn, Michael J	District Sales Manager	\$ 193,514.44	\$ 29,257.64	\$ 63,982.66	\$ 286,754.74
Brynd, Steven R	Sales Director	\$ 209,822.37	\$ 5,869.43	\$ 70,533.09	\$ 286,224.89
Romney, Mark R	District Sales Manager	\$ 194,731.62	\$ 33,843.25	\$ 57,402.86	\$ 285,977.73
Carnine, Robert D	District Sales Manager	\$ 191,851.83	\$ 29,085.69	\$ 64,660.01	\$ 285,597.53
Smith, Mark A	District Sales Manager	\$ 199,366.35	\$ 33,795.47	\$ 51,133.35	\$ 284,295.17
Slocum, Rick K	District Sales Manager	\$ 177,571.79	\$ 57,981.12	\$ 47,951.74	\$ 283,504.65
Mc Morris, John	District Sales Manager	\$ 218,355.51	\$ 40,165.21	\$ 24,208.42	\$ 282,729.14

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Hannifan, Phillip S	Fixed Income Investments Director	\$ 235,665.04	\$ 6,593.02	\$ 40,422.44	\$ 282,680.50
Willis, Douglas W	District Sales Manager	\$ 226,815.35	\$ 6,400.00	\$ 45,458.75	\$ 278,674.10
Van Dyn Hoven, Larry	District Sales Manager	\$ 182,905.46	\$ 49,387.89	\$ 43,824.27	\$ 276,117.62
Westrate, William B	Actuarial Vice President	\$ 223,538.37	\$ 19,656.00	\$ 31,645.96	\$ 274,840.33
Sand, Dennis	District Sales Manager	\$ 183,079.84	\$ 24,711.54	\$ 66,349.76	\$ 274,141.14
Lund, Verdell L	District Sales Manager	\$ 190,779.34	\$ 55,124.42	\$ 27,722.25	\$ 273,626.01
Duffy, Rita J	District Sales Manager	\$ 171,764.07	\$ 60,772.97	\$ 40,851.14	\$ 273,388.18
Schroeder, Julie L	District Sales Manager	\$ 209,538.41	\$ 18,749.48	\$ 44,400.39	\$ 272,688.28
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	\$ 197,468.44	\$ 31,476.74	\$ 41,897.61	\$ 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	\$ 178,468.08	\$ 49,144.95	\$ 40,917.25	\$ 268,530.28
Shisler, S. Bryan	District Sales Manager	\$ 176,541.35	\$ 34,999.60	\$ 54,918.58	\$ 266,459.53
Daigle, Jack A	Sales Director	\$ 202,922.25	\$ 8,583.04	\$ 54,828.33	\$ 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	\$ 214,739.65	\$ 21,083.25	\$ 29,313.63	\$ 265,136.53
Stark, Tony M	District Sales Manager	\$ 183,886.97	\$ 36,389.20	\$ 44,358.27	\$ 264,634.44
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	\$ 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	\$ 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
Pinzon Jr, Cesar A	Sales Director	\$ 182,957.55	\$ 22,875.03	\$ 44,801.55	\$ 250,634.13

<b>Name</b>	<b>Principal Position</b>	<b>Salary</b>	<b>Bonus</b>	<b>All Other Compensation</b>	<b>Total</b>
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

	<b>Salary</b>	<b>Bonus</b>	<b>All Other Compensation</b>	<b>Total</b>
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