

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Anderson, David R	Chairman Chief Exec	\$ 969,630.76	\$ 581,103.13	\$ 665,659.42	\$ 2,216,393.31
Salzwedel, Jack C	President and Chf Op Ofc	\$ 669,630.80	\$ 376,192.50	\$ 216,146.83	\$ 1,261,970.13
King, Thomas S	Investments Vice President	\$ 8,977.70	\$ -	\$ 1,009,900.72	\$ 1,018,878.42
Eldridge, James F	Chief Legal Ofcr/Sec	\$ 539,888.42	\$ 113,027.20	\$ 266,948.10	\$ 919,863.72
Schultz, Daniel R	Chief Financial Ofcr/Trsr	\$ 408,092.51	\$ 180,320.80	\$ 249,173.67	\$ 837,586.98
Meyer, Alan E	Exec VP	\$ 436,092.48	\$ 112,256.56	\$ 194,360.36	\$ 742,709.40
Gleason, Bradley J	Exec VP	\$ 371,246.32	\$ 170,559.36	\$ 179,794.12	\$ 721,599.80
Rekowski, Jerome G	Exec VP	\$ 332,400.19	\$ 135,541.04	\$ 224,370.32	\$ 692,311.55
Bacus, Lisa R	Marketing VP	\$ 231,169.20	\$ 348,165.00	\$ 4,078.71	\$ 583,412.91
Schmoeger, Mary L	Exec VP	\$ 332,400.20	\$ 160,541.04	\$ 60,980.56	\$ 553,921.80
Afable, Mark V	Exec VP	\$ 329,169.43	\$ 97,846.89	\$ 96,211.67	\$ 523,227.99
Chapman, Byrne W	Svs & Infrastrctr Assoc VP	\$ 362,432.35	\$ 41,012.07	\$ 93,599.63	\$ 497,044.05
Zwettler, Joseph J	Brokerage/Alliances VP	\$ 270,786.04	\$ 52,210.86	\$ 164,077.54	\$ 487,074.44
Gunder, Peter C	Investments VP	\$ 137,419.26	\$ 340,000.00	\$ 5,624.62	\$ 483,043.88
Bosco, M Jeff	Life/Health VP	\$ 296,092.40	\$ 82,220.02	\$ 77,895.77	\$ 456,208.19
Benusa, Gerry W	Commercial F/R VP	\$ 275,552.32	\$ 78,174.16	\$ 88,582.34	\$ 442,308.82
Fetherston, Richard A	Public Relations VP	\$ 258,092.31	\$ 75,091.60	\$ 102,642.78	\$ 435,826.69
Spencer, Christopher S	CLO/Secretary Sr VP	\$ 253,669.27	\$ 50,180.70	\$ 128,183.62	\$ 432,033.59
Duran, Michael R	Agency Sales VP	\$ 279,478.57	\$ 53,944.80	\$ 97,719.29	\$ 431,142.66
White, Richard J	Equity Investment Director	\$ 263,342.44	\$ 14,735.98	\$ 149,638.68	\$ 427,717.10
Loper, Dennis J	P & C Loss Reservin VP	\$ 287,553.76	\$ 55,486.08	\$ 75,492.93	\$ 418,532.77
Knapstein, Annette S	Business/Wrkplc Svs VP	\$ 248,861.44	\$ 73,165.00	\$ 94,575.23	\$ 416,601.67
Grasee, Kari E	Controller VP	\$ 258,092.32	\$ 100,091.60	\$ 54,773.13	\$ 412,957.05
Steffen, Richard M	Agency Sales VP	\$ 278,092.52	\$ 78,944.80	\$ 51,991.93	\$ 409,029.25
Kelly, Daniel J	Human Resources VP	\$ 232,707.72	\$ 94,889.78	\$ 66,997.20	\$ 394,594.70
Westrate, William B	Personal Lines VP	\$ 257,630.76	\$ 100,091.60	\$ 36,298.16	\$ 394,020.52
Thedinga, John W	Prod Lns Territory VP	\$ 232,170.46	\$ 44,889.78	\$ 113,733.96	\$ 390,794.20
Siebers, Paulette L	Broker/Dealer VP	\$ 233,862.71	\$ 45,275.10	\$ 110,678.63	\$ 389,816.44
Listau, Christopher R	Agency Sales VP	\$ 238,738.67	\$ 71,431.06	\$ 46,338.55	\$ 356,508.28
Hannifan, Phillip S	Fixed Income Invest Director	\$ 245,378.14	\$ 13,729.98	\$ 93,694.60	\$ 352,802.72
Lamb, Steven G	District Sales Manager	\$ 211,688.39	\$ 94,244.97	\$ 45,503.88	\$ 351,437.24
Moore, Darnell	Exec VP	\$ 141,738.53	\$ 30,183.40	\$ 177,368.72	\$ 349,290.65
Seymour, Scott J	Govt Affairs/Compl VP	\$ 218,861.56	\$ 42,385.20	\$ 84,395.53	\$ 345,642.29
Manganelli, Charles P	District Sales Manager	\$ 237,418.77	\$ 58,132.27	\$ 39,860.44	\$ 335,411.48
Swalve, Paul W	District Sales Manager	\$ 228,336.14	\$ 70,977.94	\$ 26,762.21	\$ 326,076.29
Radisewitz, Cary M	District Sales Manager	\$ 191,222.88	\$ 80,897.44	\$ 53,726.99	\$ 325,847.31
Gilb, Carolyn S	Channel Devl Strat VP	\$ 239,400.23	\$ 46,431.06	\$ 33,475.31	\$ 319,306.60
Hoffman, James M	Regional Legal A G Counsl	\$ 196,719.10	\$ 11,005.07	\$ 108,442.77	\$ 316,166.94
Flynn, Gary P	Sales Director	\$ 212,174.45	\$ 17,427.57	\$ 80,585.10	\$ 310,187.12
Maloney, Patrick W	Sales Director	\$ 208,922.14	\$ 13,488.44	\$ 80,831.44	\$ 303,242.02
McCartan, Bernard T	Claims Legal VP	\$ 200,842.40	\$ 22,253.39	\$ 80,124.73	\$ 303,220.52
Bergquist, Elizabeth A	Education VP	\$ 207,784.60	\$ 43,269.43	\$ 51,987.56	\$ 303,041.59
La Veer, Rick L	Sales Director	\$ 244,374.84	\$ 13,673.79	\$ 41,961.09	\$ 300,009.72
Conboy, J Keith	District Sales Manager	\$ 209,325.07	\$ 47,665.00	\$ 39,876.53	\$ 296,866.60
Mc Coy, W Scott	District Sales Manager	\$ 224,463.23	\$ 34,949.05	\$ 37,318.76	\$ 296,731.04
Schraufnagel, Gary M	Sales Director	\$ 214,062.68	\$ 21,976.31	\$ 59,123.82	\$ 295,162.81
Jensen, Timothy W	District Sales Manager	\$ 216,953.25	\$ 42,480.58	\$ 34,260.39	\$ 293,694.22
Behrens, James W	Legal Sec & Cnsl	\$ 196,843.05	\$ 9,450.80	\$ 85,638.15	\$ 291,932.00
Brynd, Steven R	Sales Director	\$ 213,591.64	\$ 11,949.93	\$ 64,945.03	\$ 290,486.60
Lund, Verdell L	District Sales Manager	\$ 187,052.09	\$ 75,539.41	\$ 27,419.90	\$ 290,011.40
Jones, Terry R	District Sales Manager	\$ 206,060.47	\$ 56,419.44	\$ 25,703.97	\$ 288,183.88
Taylor, Stephen J	District Sales Manager	\$ 200,360.66	\$ 52,236.16	\$ 32,169.29	\$ 284,766.11
Poeschl, Clint L	District Sales Manager	\$ 186,861.20	\$ 81,601.41	\$ 15,450.37	\$ 283,912.98
Van, Charles R	District Sales Manager	\$ 189,964.75	\$ 64,002.89	\$ 28,236.26	\$ 282,203.90
Hartman, Mark R	District Sales Manager	\$ 157,924.57	\$ 85,597.50	\$ 37,940.14	\$ 281,462.21
Holmen, Thomas O	District Sales Manager	\$ 182,067.24	\$ 70,154.08	\$ 27,682.33	\$ 279,903.65
Newman, Ann E	Sales Director	\$ 171,904.46	\$ 9,615.45	\$ 97,483.59	\$ 279,003.50
Saponas, George W	Sales Director	\$ 193,778.30	\$ 46,416.36	\$ 36,062.59	\$ 276,257.25
Mc Morris, John	District Sales Manager	\$ 195,354.32	\$ 55,088.31	\$ 24,775.72	\$ 275,218.35
Friend, Richard S	District Sales Manager	\$ 223,420.25	\$ 36,642.32	\$ 14,270.45	\$ 274,333.02
Powell, Ryan H	Sales Director	\$ 195,570.75	\$ 10,940.76	\$ 67,609.41	\$ 274,120.92
Slocum, Rick K	District Sales Manager	\$ 172,043.02	\$ 76,173.66	\$ 25,204.68	\$ 273,421.36

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Butler, Gary D	District Sales Manager	\$ 197,465.62	\$ 15,525.60	\$ 59,431.68	\$ 272,422.90
Pierce, Steven J	District Sales Manager	\$ 190,748.80	\$ 59,472.38	\$ 18,622.45	\$ 268,843.63
Daigle, Jack A	Sales Director	\$ 208,394.29	\$ 11,658.88	\$ 47,790.67	\$ 267,843.84
Duffy, Rita J	District Sales Manager	\$ 162,995.61	\$ 66,708.82	\$ 37,252.18	\$ 266,956.61
Hammer, Gary A	District Sales Manager	\$ 188,022.40	\$ 43,059.07	\$ 35,168.89	\$ 266,250.36
Ellefson, Thomas J	Actuary Auto Lines Director	\$ 207,282.76	\$ 11,428.63	\$ 46,896.41	\$ 265,607.80
Van Dyn Hoven, Larry	District Sales Manager	\$ 182,264.85	\$ 56,832.12	\$ 25,322.33	\$ 264,419.30
Tobin, Richard M	District Sales Manager	\$ 161,818.39	\$ 40,848.18	\$ 61,331.57	\$ 263,998.14
Prien, Henry L	District Sales Manager	\$ 193,871.30	\$ 44,368.40	\$ 25,538.11	\$ 263,777.81
Smith, James Z	District Sales Manager	\$ 177,512.41	\$ 50,157.91	\$ 35,496.52	\$ 263,166.84
Hammarberg, Jon K	Regional Legal A G Counsl	\$ 172,855.44	\$ 9,668.70	\$ 80,511.13	\$ 263,035.27
VanBrocklin, Dana V	District Sales Manager	\$ 168,481.14	\$ 75,027.02	\$ 18,798.41	\$ 262,306.57
Sand, Dennis	District Sales Manager	\$ 181,346.06	\$ 30,013.38	\$ 50,107.13	\$ 261,466.57
Slack, Kenneth R	Claims Legal A G Counsl	\$ 172,853.71	\$ 9,668.61	\$ 78,425.54	\$ 260,947.86
Hickman, Julie M	District Sales Manager	\$ 209,154.45	\$ 23,414.36	\$ 26,758.64	\$ 259,327.45
Hetzel, Timothy J	District Sales Manager	\$ 175,422.35	\$ 45,993.83	\$ 36,259.38	\$ 257,675.56
Beck, Phillip R	District Sales Manager	\$ 170,387.19	\$ 67,255.35	\$ 19,475.46	\$ 257,118.00
Ikpi, William O	District Sales Manager	\$ 64,695.90	\$ 55,738.56	\$ 136,619.39	\$ 257,053.85
Fehrenbach, Michael L	District Sales Manager	\$ 176,797.34	\$ 61,009.99	\$ 18,842.72	\$ 256,650.05
Carnine, Robert D	District Sales Manager	\$ 183,915.19	\$ 32,216.25	\$ 39,737.55	\$ 255,868.99
Willard, Kenneth R	District Sales Manager	\$ 181,638.08	\$ 42,646.06	\$ 30,994.31	\$ 255,278.45
Wallace, Richard L	District Sales Manager	\$ 153,405.13	\$ 64,345.86	\$ 36,409.07	\$ 254,160.06
Hunter, Shawn P	District Sales Manager	\$ 217,855.12	\$ 13,037.99	\$ 23,123.84	\$ 254,016.95
Koupal, Peter J	District Sales Manager	\$ 192,029.74	\$ 26,694.02	\$ 34,608.32	\$ 253,332.08
Kirby, Karen J	District Sales Manager	\$ 193,017.92	\$ 41,386.32	\$ 18,452.75	\$ 252,856.99
Smith, Mark A	District Sales Manager	\$ 190,727.17	\$ 42,536.81	\$ 19,314.40	\$ 252,578.38
Porter, Mary E	District Sales Manager	\$ 158,384.15	\$ 67,709.81	\$ 25,605.75	\$ 251,699.71
Sebald, David L	Alternative Invest Director	\$ 199,093.84	\$ 11,138.06	\$ 41,453.79	\$ 251,685.69
Rogers, Stuart P	District Sales Manager	\$ 180,186.65	\$ 53,844.80	\$ 17,163.75	\$ 251,195.20
Christensen, Kelly L	District Sales Manager	\$ 169,276.78	\$ 59,423.61	\$ 21,703.17	\$ 250,403.56
Splitt, Daniel L	Actuary Comm F/R Director	\$ 199,911.79	\$ 11,043.86	\$ 39,429.64	\$ 250,385.29
Harris, Daniel G	Tax Director	\$ 182,089.95	\$ 10,185.84	\$ 58,023.37	\$ 250,299.16

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Kellner, Ted D	Principal	\$ 71,500.00	\$ -	\$ -	\$ 71,500.00
Zimbrick, Thomas J	Principal	\$ 71,000.00	\$ -	\$ -	\$ 71,000.00
Protsch, Eliot	Principal	\$ 70,000.00	\$ -	\$ -	\$ 70,000.00
Howard, Leslie	Principal	\$ 65,500.00	\$ -	\$ -	\$ 65,500.00
Oliver, Walter	Principal	\$ 63,500.00	\$ -	\$ -	\$ 63,500.00
Pierce, Harvey	Principal	\$ 62,500.00	\$ -	\$ -	\$ 62,500.00
Wiley, John D	Principal	\$ 61,000.00	\$ -	\$ -	\$ 61,000.00
Dewey, Londa	Principal	\$ 59,500.00	\$ -	\$ -	\$ 59,500.00
Renk, Richard	Principal	\$ 56,500.00	\$ -	\$ -	\$ 56,500.00
Culver, Craig	Principal	\$ 55,000.00	\$ -	\$ -	\$ 55,000.00
Thornton, Dr. Jerry Sue	Principal	\$ 55,000.00	\$ -	\$ -	\$ 55,000.00

	Salary	Bonus	All Other Compensation	Total
Officer Totals	\$ 21,779,638.02	\$ 6,428,446.95	\$ 7,771,028.54	\$ 35,979,113.52
Director Totals	\$ 691,000.00			\$ 691,000.00