

AAL Capital Management Corporation (A Delaware Corporation)

*OFFICERS AND DIRECTORS

Effective as of April 1, 1991

NAME	TITLE	ADDRESS
Rochelle Lamm Wallach	Director, President	1737 Reid Drive Appleton, WI 54914
Robert G. Same	Director, Senior Vice President Secretary	1125 Briarcliff Dr Appleton, WI 54915
Terrance P. Gallagher	VP/Financial Operations Treasurer	1115 Sunset Avenue Appleton, WI 54911
Joseph A. Thomas	VP/Operations	1112 E. Moorpark Ave Appleton, WI 54911
H. Michael Spence	Director, Senior Vice President Assistant Secretary	1520 Oakcrest Court Appleton, WI 54914
Carol D. Hard	VP/Marketing & Investor Services	376 Lopas Street Menasha, WI 54952
Angelo R. Barr	Vice President	2107 Jordan Place Boulder, CO 80302
James E. Brady	Vice President	162 N. Salem Road Ridgefield, CT 06877
Stanley H. Herman	Vice President	1427 Hidden Oaks Cir Corinth, TX 76205
John G. Persa	Vice President	350 East Daphne Road Fox Point, WI 53217
Kenneth E. Podell	Asst. Secretary	Route 1, Box 135 Shiocton, WI 54170
John H. Pender	Director	12 Hycrest Court Appleton, WI 54914
James H. Abitz	Director	Route 3 Appleton, WI 54915

^{*}Terms expire when Successors are named or as of earlier resignation or removal.