97940	INSTRUCTIONS ON REVERSE SIDE	TSSUED: 07-04-1995	
Return To Secretary of State 700 W Jefferson P.O. Box 83720 Boise, ID 83720-0080 * FIRST NOTICE * NO FEE REQUIRED	Idaho Gorporation Annual Report Form Due No Later Than November 395 I Mail 19 Accress Planse Correct of Vol Concod AAL CAPITAL MANAGEMENT CORPORAT ROCHELE JEANN MALLACH 222 WEST COLLEGE AVENUE APPLETON WI 54919	2. Registered Agent and Office NOTA P.O. BOX C T CORPORATION SYSTEM 300 NORTH 6TH STREET BOISE ID 83702	
		3. Incorporated Under The Laws of VO: 83849	
4. Names and Addresses of Off President: See Attached Secretary: Directors:	icers and Directors Name Street or P.O. Address	City State Postal Code	

AAL Capital Management Corporation (A Delaware Corporation)

OFFICERS AND DIRECTORS*

Effective as of April 15, 1995

NAME		<u>ADDRESS</u>
H. Michael Spence	Director, President	1520 Oakcrest Court Appleton, WI 54914
Robert G. Same	Director, Senior Vice President and Secretary	1125 Briarcliff Drive Appleton, WI 54915
Terrance P. Gallagher	Senior Vice President and Chief Financial Officer	1115 Sunset Avenue Appleton, WI 54911
Joseph A. Thomas	Vice President	1112 E. Moorpark Ave. Appleton, WI 54911
Phillip E. Beaver	Vice President	2986 Fairwinds Drive Neenah, WI 54956
Robert M. Roth	Vice President	940 East Capital Drive Appleton, WI 54911
Lori T. Richardson	Vice President	W6017 Pearl Street Appleton, WI 54915
William M. Ruffell	Vice President	1193 Salt Marsh Circle Pointe Vedra Beach, FL 32082
Stanley H. Herman	Vice President	1427 Hidden Oaks Cir. Corinth, TX 76205
Angelo R. Barr	Vice President	2280 Norwood Street Boulder, CO 80304

AAL Capital Management Corporation—continued (A Delaware Corporation)

OFFICERS AND DIRECTORS*

Effective as of April 15, 1995

NAME	TITLE	<u>ADDRESS</u>
Paul M. Stadler	Assistant Vice President	2707 Bittersweet Drive Green Bay, WI 54301
Byron C. Vielehr	Assistant Vice President	510 Plummers Harbor Rd. Neenah, WI 54956
Joseph F. Wreschnig	Assistant Vice President and Assistant Secretary	803 W. Summer Street Appleton, WI 54914
Charles A. Friedman	Assistant Vice President	1150 West Cecil Street Neenah, WI 54956
Charles D. Gariboldi, Jr.	Assistant Vice President	3111 N. McDonald St. Appleton, WI 54911
Kenneth E. Podell	Assistant Secretary	Route 1, Box 135 Shiocton, WI 54170
John H. Pender	Director	12 Hycrest Court Appleton, WI 54914
James H. Abitz	Director	N3794 Meade Street Appleton, WI 54915
John O. Gilbert	Director	5 Woodbury Court Appleton, WI 54915

o:\dasa\wpwork\officdir.cmc

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