

AAL Capital Management Corporation (A Delaware Corporation)

*OFFICERS AND DIRECTORS

Effective as of March 1, 1994

<u>NAME</u>	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 & Controller, Treasurer	1115 Sunset Avenue Appleton, WI 54911
Joseph A. Thomas	VP/Management Information Systems & Technology	1112 E. Moorpark Ave Appleton, WI 54911
H. Michael Spence	Director, Senior Vice President Assistant Secretary	1520 Oakcrest Court Appleton, WI 54914
Phillip E. Beaver	VP/Mutual Fund Sales & Service Center	432 Valley Road Appleton, WI 54911
Robert M. Roth	VP/Transfer Agency Operations	940 East Capitol Dr. Appleton, WI 54911
Donald G. Tyler	VP/Marketing	1828 South Lee Street Appleton, WI 54915

Lori T. Richardson	VP/Professional Development	W2801 Kebe Court Appleton, WI 54915
Robert J. Overgaard	Vice President	3247 Blackhawk Meadow Dr Danville, CA 94506
William M. Ruffell	Vice President	506 Old Orchard Circle Millersville, MD 21108
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
Paul M. Stadler	Assistant Vice President	2707 Bittersweet Green Bay, WI 54301
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 St. Appleton, WI 54915

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