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Form **990-EZ**

Short Form Return of Organization Exempt From Income Tax

OMB No 1545-1150

2009**Open to Public
Inspection**Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code
(except black lung benefit trust or private foundation)
▶ Sponsoring organizations of donor advised funds and controlling organizations as defined in section 512(b)(13) must file Form 990. All other organizations with gross receipts less than \$500,000 and total assets less than \$1,250,000 at the end of the year may use this form.
▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

A For the 2009 calendar year, or tax year beginning

03/01, 2009, and ending

02/28/2010

B Check if applicable:

☐ Address change
☐ Name change
☐ Initial return
☐ Termination
☐ Amended return
☐ Application pending

Please use IRS label or print or type See Specific Instructions.

C Name of organization

INTERNATIONAL AEROBATIC CLUB, INC.

Number and street (or P.O. box, if mail is not delivered to street address)

Room/suite

P.O. BOX 3086

City or town, state or country, and ZIP + 4

OSHKOSH, WI 54903

D Employer identification number

23-7067946

E Telephone number

(920) 426-4800

F Group Exemption Number . . . ▶

• Section 501(c)(3) organizations and 4947(a)(1) nonexempt charitable trusts must attach a completed Schedule A (Form 990 or 990-EZ).

G Accounting method ☐ Cash ☒ Accrual
Other (specify) ▶

I Website: ▶ WWW.IAC.ORG**J** Tax-exempt status (check only one) - ☒ 501(c)(3) (Insert no) 4947(a)(1) or 527

H Check ☒ if the organization is not required to attach Schedule B (Form 990, 990-EZ, or 990-PF)

K Check ☐ if the organization is not a section 509(a)(3) supporting organization and its gross receipts are normally not more than \$25,000. A Form 990-EZ or Form 990 return is not required, but if the organization chooses to file a return, be sure to file a complete return.

L Add lines 5b, 6b, and 7b, to line 9 to determine gross receipts, if \$500,000 or more, file Form 990 instead of Form 990-EZ . . . ▶ \$ 407,345.**Part I Revenue, Expenses, and Changes in Net Assets or Fund Balances** (See the instructions for Part I.)

Revenue	1	Contributions, gifts, grants, and similar amounts received	1	34,863.
	2	Program service revenue including government fees and contracts	2	142,508.
	3	Membership dues and assessments	3	181,249.
	4	Investment income	4	-3,854.
	5a	Gross amount from sale of assets other than inventory		
	5b	Less cost or other basis and sales expenses		
	5c	Gain or (loss) from sale of assets other than inventory (Subtract line 5b from line 5a)	5c	
	6	Special events and activities (complete applicable parts of Schedule G) If any amount is from gaming, check here ☒		
	6a	Gross revenue (not including \$ of contributions reported on line 1)	6a	270.
Expenses	6b	Less direct expenses other than fundraising expenses	6b	0.
	6c	Net income or (loss) from special events and activities (Subtract line 6b from line 6a)	6c	270.
	7a	Gross sales of inventory, less returns and allowances	7a	51,418.
	7b	Less cost of goods sold	7b	40,635.
	7c	Gross profit or (loss) from sales of inventory (Subtract line 7b from line 7a)	7c	10,783.
	8	Other revenue (describe ▶ ATCH 4)	8	891.
	9	Total revenue. Add lines 1, 2, 3, 4, 5c, 6c, 7c, and 8	9	366,710.
	10	Grants and similar amounts paid (attach schedule)	10	
	11	Benefits paid to or for members	11	0.
Net Assets	12	Salaries, other compensation, and employee benefits	12	3,572.
	13	Professional fees and other payments to independent contractors	13	6,175.
	14	Occupancy, rent, utilities, and maintenance	14	89,063.
	15	Printing, publications, postage, and shipping	15	231,646.
	16	Other expenses (describe ▶ ATCH 5)	16	330,456.
	17	Total expenses. Add lines 10 through 16	17	36,254.
	18	Excess or (deficit) for the year (Subtract line 17 from line 9)	18	239,486.
	19	Net assets or fund balances at beginning of year (from line 27, column (A)) (must agree with end-of-year figure reported on prior year's return)	19	275,740.
	20	Other changes in net assets or fund balances (attach explanation)	20	
21	Net assets or fund balances at end of year Combine lines 18 through 20	21		

Part II Balance Sheets. If Total assets on line 25, column (B) are \$1,250,000 or more, file Form 990 instead of Form 990-EZ

(See the instructions for Part II.)

	(A) Beginning of year	(B) End of year
22 Cash, savings, and investments	218,395.	204,582.
23 Land and buildings	43,411.	45,616.
24 Other assets (describe ▶ ATCH 7)	114,517.	149,198.
25 Total assets	376,323.	399,396.
26 Total liabilities (describe ▶ ATCH 8)	136,837.	123,656.
27 Net assets or fund balances (line 27 of column (B) must agree with line 21)	239,486.	275,740.

149

Expenses

(Required for section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts, optional for others.)

28 PUBLICATION - SPORT AEROBATICS, A MONTHLY MAGAZINE IS
ISSUED TO MEMBERS WITH INFORMATION ON THE ART OF
AEROBATIC AVIATION.

28a

119,888.

(Grants \$) If this amount includes foreign grants, check here ►

29a

163,551.

(Grants \$) If this amount includes foreign grants, check here ►

30a

31 Other program services (attach schedule)

(Grants \$) If this amount includes foreign grants, check here ☐

31a

32 Total program service expenses (add lines 28a through 31a)

32

283,439.

(a) Name and address

(b) Title and average hours per week devoted to position

(c) Compensation
(If not paid,
enter -0-)

(d) Contributions to employee benefit plans & deferred compensation

(e) Expense
account and
other allowances

ATTACHMENT 11

- 0 -

- 0 -

- 0 -

Part V Other Information (Note the statement requirements in the instructions for Part V)

	Yes	No
33 Did the organization engage in any activity not previously reported to the IRS? If "Yes," attach a detailed description of each activity		X
34 Were any changes made to the organizing or governing documents? If "Yes," attach a conformed copy of the changes		X
35 If the organization had income from business activities, such as those reported on lines 2, 6a, and 7a (among others), but not reported on Form 990-T, attach a statement explaining why the organization did not report the income on Form 990-T		
a Did the organization have unrelated business gross income of \$1,000 or more or was it subject to section 6033(e) notice, reporting, and proxy tax requirements?	X	
b If "Yes," has it filed a tax return on Form 990-T for this year?	X	
36 Did the organization undergo a liquidation, dissolution, termination, or significant disposition of net assets during the year? If "Yes," complete applicable parts of Schedule N		X
37a Enter amount of political expenditures, direct or indirect, as described in the instructions ▶ 37a 0.		
b Did the organization file Form 1120-POL for this year?		X
38a Did the organization borrow from, or make any loans to, any officer, director, trustee, or key employee or were any such loans made in a prior year and still outstanding at the end of the period covered by this return?		X
b If "Yes," complete Schedule L, Part II and enter the total amount involved 38b N/A		
39 Section 501(c)(7) organizations Enter		
a Initiation fees and capital contributions included on line 9 39a N/A		
b Gross receipts, included on line 9, for public use of club facilities 39b N/A		
40a Section 501(c)(3) organizations Enter amount of tax imposed on the organization during the year under section 4911 ▶ 0., section 4912 ▶ 0., section 4955 ▶ 0.		
b Section 501(c)(3) and 501(c)(4) organizations Did the organization engage in any section 4958 excess benefit transaction during the year or is it aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? If "Yes," complete Schedule L, Part I		X
c Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax imposed on organization managers or disqualified persons during the year under sections 4912, 4955, and 4958 ▶ N/A		
d Section 501(c)(3) and 501(c)(4) organizations Enter amount of tax on line 40c reimbursed by the organization ▶ N/A		
e All organizations At any time during the tax year, was the organization a party to a prohibited tax shelter transaction? If "Yes," complete Form 8886-T		X
41 List the states with which a copy of this return is filed ▶ NONE		
42a The organization's books are in care of ▶ JULIE WATSON Telephone no ▶ 920-426-4833		
Located at ▶ 3000 POBEREZNKY ROAD OSHKOSH, WI ZIP + 4 ▶ 54902		
b At any time during the calendar year, did the organization have an interest in or a signature or other authority over a financial account in a foreign country (such as a bank account, securities account, or other financial account)?		X
If "Yes," enter the name of the foreign country ▶		
See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts .		
c At any time during the calendar year, did the organization maintain an office outside of the U S ?		X
If "Yes," enter the name of the foreign country ▶		
43 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-EZ in lieu of Form 1041 - Check here. and enter the amount of tax-exempt interest received or accrued during the tax year ▶ 43 N/A		
44 Did the organization maintain any donor advised funds? If "Yes," Form 990 must be completed instead of Form 990-EZ		X
45 Is any related organization a controlled entity of the organization within the meaning of section 512(b)(13)? If "Yes," Form 990 must be completed instead of Form 990-EZ		X

Form 990-EZ (2009)

Part VI Section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts only. All section 501(c)(3) organizations and section 4947(a)(1) nonexempt charitable trusts must answer questions 46-49b and complete the tables for lines 50 and 51

- 46 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I **46** ☐ Yes ☒ No
- 47 Did the organization engage in lobbying activities? If "Yes," complete Schedule C, Part II **47** ☐ Yes ☒ No
- 48 Is the organization a school as described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E **48** ☐ Yes ☒ No
- 49a Did the organization make any transfers to an exempt non-charitable related organization? **49a** ☐ Yes ☒ No
- b If "Yes," was the related organization a section 527 organization? **49b** ☐ Yes ☒ No
- 50 Complete this table for the organization's five highest compensated employees (other than officers, directors, trustees and key employees) who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

(a) Name and address of each employee paid more than \$100,000	(b) Title and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans & deferred compensation	(e) Expense account and other allowances
NONE				

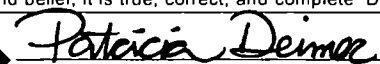
f Total number of other employees paid over \$100,000 **f** NONE

- 51 Complete this table for the organization's five highest compensated independent contractors who each received more than \$100,000 of compensation from the organization. If there is none, enter "None"

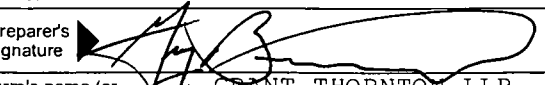
(a) Name and address of each independent contractor paid more than \$100,000	(b) Type of service	(c) Compensation
NONE		

d Total number of other independent contractors receiving over \$100,000 **d** NONE

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here  **7/14/2010**
Signature of officer Date

PATRICIA DEIMER, MANAGER IAC
Type or print name and title

Paid Preparer's Use Only Preparer's signature  Date **7/13/2010** Check if self-employed ☐ Preparer's identifying number (See instructions) N/A

Firm's name (or yours if self-employed), address, and ZIP + 4 **GRANT THORNTON LLP** EIN **N/A**
PO BOX 8100 MADISON, WI 53708-8100 Phone no **608-257-6761**

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

Form 990-EZ (2009)

Part II **Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)**
(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")						
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3.						
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f).						
6 Public support. Subtract line 5 from line 4						

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
7 Amounts from line 4						
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
11 Total support. Add lines 7 through 10						
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here						☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2009 (line 6, column (f) divided by line 11, column (f))	14	%
15 Public support percentage from 2008 Schedule A, Part II, line 14	15	%
16a 33 1/3% support test - 2009. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
b 33 1/3% support test - 2008. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		
17a 10%-facts-and-circumstances test - 2009. If the organization did not check a box on line 13, 16a or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		
b 10%-facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		

Part III Support Schedule for Organizations Described in Section 509(a)(2)
 (Complete only if you checked the box on line 9 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants")	371,749	211,869	210,823	214,362	216,112	1,224,915
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose	122,111	133,209	126,214	118,361	142,508	642,403
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 through 5	493,860	345,078	337,037	332,723	358,620	1,867,318
7a Amounts included on lines 1, 2, and 3 received from disqualified persons	0	0	0	0	0	0
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of \$5,000 or 1% of the amount on line 13 for the year	0	0	0	0	0	0
c Add lines 7a and 7b.	0	0	0	0	0	0
8 Public support (Subtract line 7c from line 6)						1,867,318

Section B. Total Support

Calendar year (or fiscal year beginning in) ►	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) 2009	(f) Total
9 Amounts from line 6.	493,860	345,078	337,037	332,723	358,620	1,867,318
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	7,764	13,388	8,945	5,177	5,263	40,537
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b	7,764	13,388	8,945	5,177	5,263	40,537
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income Do not include gain or loss from the sale of capital assets (Explain in Part IV) <u>ATCH 1</u>	261	14	0	0	891	1,166
13 Total support. (Add lines 9, 10c, 11, and 12)	501,885	358,480	345,982	337,900	364,774	1,909,021
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2009 (line 8, column (f) divided by line 13, column (f))	15	97.82 %
16 Public support percentage from 2008 Schedule A, Part III, line 15	16	98.01 %

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2009 (line 10c, column (f) divided by line 13, column (f))	17	2.12 %
18 Investment income percentage from 2008 Schedule A, Part III, line 17	18	1.98 %

- 19a 33 1/3% support tests - 2009.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and **stop here** The organization qualifies as a publicly supported organization ☒ **X**
- b 33 1/3% support tests - 2008.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and **stop here** The organization qualifies as a publicly supported organization ☐
- 20 Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ☐

Part IV **Supplemental Information.** Complete this part to provide the explanation required by Part II, line 10, Part II, line 17a or 17b, or Part III, line 12. Provide any other additional information. See instructionsATTACHMENT 1

SCHEDULE A, PART III

DESCRIPTION	2005	2006	2007	2008	2009	TOTAL
MISCELLANEOUS	261	14	0	0	891	1,166
TOTAL	<u>261</u>	<u>14</u>	<u>0</u>	<u>0</u>	<u>891</u>	<u>1,166</u>

FORM 990EZ, PART I - INVESTMENT INCOME

<u>DESCRIPTION</u>	<u>AMOUNT</u>
INTEREST INCOME	113.
RENT AND ROYALTY INCOME	-3,967.
TOTAL	<u>-3,854.</u>

FORM 990EZ, PART I - SPECIAL EVENTS AND ACTIVITIES

<u>DESCRIPTION</u>	<u>GROSS REVENUE</u>	<u>DIRECT EXPENSES</u>	<u>NET INCOME</u>
RAFFLE TICKET SALES	270.	0.	270.
TOTALS	<u>270.</u>	<u>0.</u>	<u>270.</u>

FORM 990EZ, PART I - OTHER REVENUE

MISCELLANEOUS INCOME

891.

TOTALS

891.

FORM 990EZ, PART I - OTHER EXPENSES

SUPPLIES	5,471.
TRAVEL	19,867.
CONFERENCES, CONVENTIONS	303.
INTEREST	1,621.
DEPRECIATION	211.
ADVERTISING AND PROMOTION	1,157.
PUBLIC RELATIONS	9,203.
AWARDS	20,098.
BANQUET EXPENSE	9,026.
BANK ISSUES GIVEN AWAY	29.
ADMINISTRATIVE FEES	29,708.
INSURANCE - PROPERTY & LIABILITY	8,572.
COMMISSIONS	6,916.
PHOTOGRAPHIC DEPT EXPENSE	3,324.
PRODUCTION COSTS	12,608.
OUTSIDE SERVICES	22,527.
DUES - NAA	6,900.
SALARIES AND WAGES REIMBURSED TO EAA	54,100.
PENSION PLAN CONTRIBUTIONS REIMBURSED TO EAA	2,595.
OTHER EMPLOYEE BENEFITS REIMBURSED TO EAA	8,368.
PAYROLL TAXES REIMBURSED TO EAA	3,672.
BANK SERVICE CHARGES	760.
EMPLOYEE DEVELOPMENT	409.
ELECTION EXPENSE	4,183.
MIS/INSTALLATION & PROGRAMS	18.
TOTAL	<u>231,646.</u>

FORM 990EZ, PART II - CASH, SAVINGS AND INVESTMENTS

<u>DESCRIPTION</u>	<u>BEGINNING OF YEAR</u>	<u>END OF YEAR</u>
CASH	18,689.	22,335.
SAVINGS	199,706.	182,247.
TOTALS	<u>218,395.</u>	<u>204,582.</u>

FORM 990EZ, PART II - OTHER ASSETS

<u>DESCRIPTION</u>	<u>BEGINNING OF YEAR</u>	<u>END OF YEAR</u>
ACCOUNTS RECEIVABLE	62,007.	87,444.
LESS: ALLOWANCE FOR DOUBTFUL ACCOUNTS	3,225.	1,225.
INVENTORIES FOR SALE OR USE	41,846.	51,361.
PREPAID EXPENSES OR DEFERRED CHARGES	6,768.	7,556.
INVENTORY - OFFICE SUPPLIES	7,121.	4,062.
TOTALS	<u>114,517.</u>	<u>149,198.</u>

FORM 990EZ, PART II - TOTAL LIABILITIES

<u>DESCRIPTION</u>	<u>BEGINNING OF YEAR</u>	<u>END OF YEAR</u>
ACCOUNTS PAYABLE	26,257.	4,764.
SUPPORT AND REVENUE FOR FUTURE PERIODS	110,580.	118,892.
TOTALS	<u>136,837.</u>	<u>123,656.</u>

FORM 990EZ, PART III - ORGANIZATION'S PRIMARY EXEMPT PURPOSE

TO ENCOURAGE, AID AND ENGAGE IN RESEARCH, INCLUDING THAT OF A
SCIENTIFIC NATURE, AND IN EDUCATION FOR THE IMPROVEMENT OF AVIATION
SAFETY THROUGH A BETTER UNDERSTANDING OF THE ART OF AEROBATICS AND TO
PROMOTE AND ENCOURAGE AEROBATICS EDUCATION AND COMPETITION ON A
NATIONAL AND INTERNATIONAL LEVEL.

FORM 990EZ, PART III - STATEMENT OF PROGRAM SERVICE ACCOMPLISHMENTS

ATTACHMENT 10

PROGRAM SERVICE ACCOMPLISHMENT 2

MEMBERSHIP SERVICES - COSTS ASSOCIATED WITH THE FOLLOWING:
JUDGES SCHOOL WHERE PARTICIPANTS LEARN HOW TO JUDGE AERO-
BATIC EVENTS, CONTESTS WHERE THOSE INTERESTED CAN COMPETE IN
AEROBATIC EVENTS OBSERVED BY THE GENERAL PUBLIC, PROMOTION
OF MEMBERSHIP IN THE ORGANIZATION AND DISTRIBUTION OF
VARIOUS AWARDS AND TROPHIES.

FORM 990EZ, PART IV - LIST OF OFFICERS, DIRECTORS, TRUSTEES AND KEY EMPLOYEES

ATTACHMENT 11

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT. AND OTHER ALLOWANCES
VICKI CRUSE 3000 POBERENZY ROAD OSHKOSH, WI 54902	FORMER PRESIDENT 10.00	0.	0.	0.
ALLYSON PARKER-LAUK 3000 POBERENZY ROAD OSHKOSH, WI 54902	SECRETARY 10.00	0.	0.	0.
DOUG SOWDER 3000 POBERENZY ROAD OSHKOSH, WI 54902	VICE PRESIDENT 10.00	0.	0.	0.
DOUG BARTLETT 3000 POBERENZY ROAD OSHKOSH, WI 54902	PRESIDENT 10.00	0.	0.	0.
MIKE HEUER 3000 POBERENZY ROAD OSHKOSH, WI 54902	TREASURER 10.00	0.	0.	0.
TOM ADAMS 3000 POBERENZY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
ROBERT ARMSTRONG 3000 POBERENZY ROAD	DIRECTOR 10.00	0.	0.	0.

FORM 990EZ, PART IV - LIST OF OFFICERS, DIRECTORS, TRUSTEES AND KEY EMPLOYEES

ATTACHMENT 11 (CONT'D)

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT. AND OTHER ALLOWANCES
OSHKOSH, WI 54902				
DEBBY RIHN-HARVEY 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
KLEIN GILHOUSEN 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
DOUG LOVELL 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
BOB HART 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
LOUIS J. ANDREW 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
NORM DEWITT 3000 POBERENZKY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.

FORM 990EZ, PART IV - LIST OF OFFICERS, DIRECTORS, TRUSTEES AND KEY EMPLOYEES

ATTACHMENT 11 (CONT'D)

NAME AND ADDRESS	TITLE AND AVERAGE HOURS PER WEEK DEVOTED TO POSITION	COMPENSATION	CONTRIBUTIONS TO EMPLOYEE BENEFIT PLANS	EXPENSE ACCT. AND OTHER ALLOWANCES
RANDY REINHARDT 3000 POBERENZY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
DARREN PLEASANCE 3000 POBERENZY ROAD OSHKOSH, WI 54902	DIRECTOR 10.00	0.	0.	0.
PATRICIA DEIMER 3000 POBERENZY ROAD OSHKOSH, WI 54902	EXECUTIVE DIRECTOR 40.00	0.	0.	0.
GRAND TOTALS		0.	0.	0.