



**TOMMY G. THOMPSON**

**APR 5 1999**

**Governor  
State of Wisconsin**

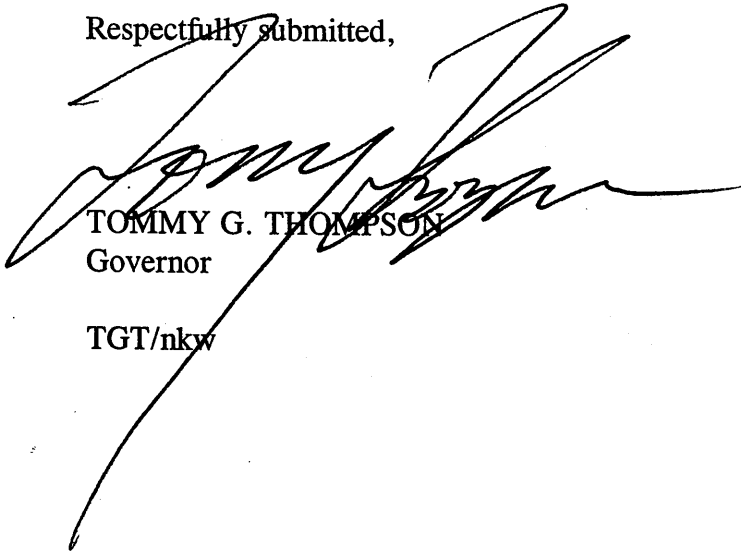
March 19, 1999

To the Honorable Members of the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do reappoint Laurie R. McCallum to the Personnel Commission effective March 19, 1999, pursuant to the statute governing, to serve a five year term to expire March 1, 2004.

Ms. McCallum will be available to the Senate for hearings and my staff will assist in any way they can.

Respectfully submitted,



TOMMY G. THOMPSON  
Governor

TGT/nkw



**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

March 19, 1999

Laurie R. McCallum  
6 Colony Circle  
Madison, WI 53717

Dear Ms. McCallum:

This letter is to confirm your nomination as the Commissioner effective March 19, 1999 to serve a five year term to expire March 1, 2004. We have agreed on a salary of \$77,000 with the following increments:

March 1, 2000 - \$78,500  
March 1, 2001 - \$80,000  
March 1, 2002 - \$81,500  
March 1, 2003 - \$83,000

This nomination requires Senate confirmation and I have forwarded the necessary information to the Senate Chief Clerk so a hearing can be scheduled.

I am pleased that you have agreed to take on this task. I know you will do a superb job.

My very best to you and my thanks for the commitment you are making.

Sincerely,

  
TOMMY G. THOMPSON  
Governor

TGT/nkw



**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

**GOVERNOR'S APPOINTMENT**

**NAME/MAILING ADDRESS:** Laurie R. McCallum  
6 Colony Circle  
Madison, WI 53717

**E-MAIL ADDRESS:** laurie.mccallum@pcm.state.wi.us

**RESIDES IN:** Madison

**TELEPHONE:** 608/266-9571 (W)

**OCCUPATION:** Commissioner  
Personnel Commission

**APPOINTED TO:** Commissioner  
(Personnel Commission)

**TERM:** a five year term to expire March 1, 2004

**SUCCEEDS:** herself

**SENATE CONFIRMATION:** required

**DATE OF APPOINTMENT:** March 19, 1999

**DATE OF NOMINATION:** March 19, 1999

**COMPENSATION:** March 1, 1999 - \$77,000  
March 1, 2000 - \$78,500  
March 1, 2001 - \$80,000  
March 1, 2002 - \$81,500  
March 1, 2003 - \$83,000

Laurie R. McCallum  
-6 Colony Circle  
Madison, WI 53717  
(608) 833-8053 (home)  
(608) 266-9571 (office)

## **WORK EXPERIENCE**

### **Commissioner, Personnel Commission, State of Wisconsin**

Employed: January, 1982 to present

Chairperson: June, 1988 to present

Duties: Serve as member of three-person quasi-judicial commission charged with deciding complaints of employment discrimination and appeals of personnel actions filed by state employees; serve as hearing examiner for contested cases; as Chairperson, supervise administration of the agency which includes preparing and monitoring agency budget and supervising agency staff of equal rights investigators, attorneys, and support staff

### **Executive Director, Council on Criminal Justice, State of Wisconsin**

Employed: July, 1981 to January, 1982

Duties: Head of Wisconsin's criminal justice planning agency--final authority for all agency decisions; supervise a staff of 33 persons, including staffs of regional offices--responsible for all final staffing and personnel decisions; manage a multi-million dollar budget--final review and sign-off on budget and expenditure plans--extensive contacts with Legislature to lobby for budget; direct criminal justice planning program--propose new initiatives, establish program priorities, undertake and implement these initiatives and priorities, undertake extensive contacts with the Legislature relating to criminal justice legislation; coordinate state program with needs of criminal justice community and regional coordinating councils, decide on distribution of action (grant) dollars--monitor grants projects for both program effectiveness and financial compliance; staff a 33-member advisory council

### **Assistant Legal Counsel and Policy Advisor, Office of the Governor, State of Wisconsin**

Employed: February, 1979 to January, 1982

Duties: Supervise legal support staff; serve as pardon and extradition counsel; review state contracts and grants for compliance with law and administration policy; negotiate and supervise drafting of special counsel agreements; provide legal support for other areas of Executive Office; serve as voting member of State Claims Board and Council on Criminal Justice and Chairman of Pardon Advisory Board; coordinate legal staff response to constituent correspondence; handle ten policy areas (including insurance, health, criminal justice, courts, ethics, and elections)--including assisting in preparation of state budget, issue research, speech-writing, extensive legislative liaison duties, preparation of bill analyses and recommendations, and appearances and speeches before groups on behalf of Governor

Supervisor: Paul J. Swain, Legal Counsel

### **Partner, Petri and McCallum Law Firm, Fond du Lac, Wisconsin**

Employed: May, 1979 through April, 1980

Duties: Sole active partner of general private law practice; manage all aspects of business; handle all investigations and litigation; supervise office staff

### **Health Project Director, Office of the Commissioner of Insurance, State of Wisconsin**

Employed: April, 1978 to February 1979

Duties: Supervise a four-person team created to study issues of current interest in the health insurance field and develop mechanisms to deal with problems encountered in these areas; plan and direct the work activities of project team members; make all staffing and personnel decisions

Supervisor: Harold R. Wilde, Commissioner of Insurance



STATE OF WISCONSIN  
**ETHICS BOARD**

James R. Morgan  
Chairman  
Paul M. Holzem  
David L. McRoberts  
Robert G. Borgwardt  
Joanne R. Orr  
Dorothy C. Johnson

On the capitol square at:  
44 EAST MIFFLIN STREET, STE 601  
MADISON, WISCONSIN 53703-2800  
phone: 608/266-8123  
fax: 608/264-9309  
e-mail: [ethics@ethics.state.wi.us](mailto:ethics@ethics.state.wi.us)  
web: <http://ethics.state.wi.us>

Roth Judd  
Director

NOMINEE: Laurie R. McCallum  
POSITION: Member, Personnel Commission

STATUTORY  
REFERENCE:

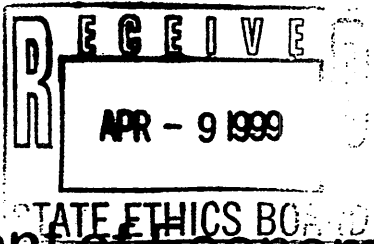
(d) The members of the personnel commission shall be nominated by the governor, and with the advice and consent of the senate appointed, for 5-year terms, subject to the following conditions:

1. At least one member shall be licensed to practice law in this state.
2. They shall possess some professional experience in the field of personnel or labor relations.
3. No member may hold any other position in state employment.
4. No member, when appointed or for 3 years immediately prior to the date of appointment, may have been an officer of a committee in any political party, partisan political club or partisan political organization or have held or been a candidate for any partisan elective public office. No member may become a candidate for or hold any such office.
5. At no time may more than 2 members be adherents of the same political party.
6. Each member of the commission shall be a U.S. citizen and shall have been a resident of this state for at least 3 years.

(3) FULL-TIME OFFICES. (a) A commissioner may not hold any other office or position of profit or pursue any other business or vocation, but shall devote his or her entire time to the duties of his or her office. \* \* \* \*

4/13/99 w)  
SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske,  
Zien and Farrow..

Mail or fax to:  
 Wisconsin Ethics Board  
 44 E. Mifflin St., Suite 601  
 Madison, WI 53703-2800  
 Fax: (608) 264-9309



Filed in 1999 for calendar year 1998

Print legibly in dark ink or type

# Statement of Economic Interests

Name: **McCallum, Laurie R.**  
 State position held or sought: **Personnel Commission**

## Part 1. Employers.

Check (✓) if None or Not Applicable

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business
Personnel Commission Off. of Lt. Governor	Madison WI Madison WI	Public Service

## Part 2. Ownership interests in businesses.

Check (✓) if None or Not Applicable

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)

## 2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state

## Part 3. Real estate.

Check (✓) if None or Not Applicable

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)

## Part 4. Customers, clients, and tenants (other than individuals\*).

Check (✓) if None or Not Applicable

Customer, client, or tenant	City and state

## Part 5. Business entertainment and other gifts.

Check (✓) if None or Not Applicable

Name of giver	City and state

**Part 6. Honoraria and payment of expenses.**

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

Check (✓) if None or Not Applicable

**Part 7. Other sources of income.**

Source of income	City and state

Check (✓) if None or Not Applicable

**Part 8. Stocks, bonds, mutual funds, and the like.**

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
See ATTACHED			

Check (✓) if None or Not Applicable

**Part 9. Offices and directorships.**

Business or organization	City and state	Position

Check (✓) if None or Not Applicable

**Part 10. Representation of organizations.**

Business or organization	City and state

Check (✓) if None or Not Applicable

**Part 11. Creditors.**

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
Homeside Lending	Madison WI		
Federal Credit Union	Fond du Lac WI	X	X

Check (✓) if None or Not Applicable

**Part 12. Changes to reportable interests this year.**

Check (✓) one:

- My reportable interests have not changed between December 31, 1998 and my nomination/appointment date.
- I have noted on this Statement how my reportable interests have changed between December 31, 1998 and my nomination/appointment date.

Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

Signature of person filing: [Signature] Date: 4/9/99 Daytime phone #: 266-9571  
 Fax # (optional): \_\_\_\_\_

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.

Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: [Signature] 4/9/99

Laurie R. McCallum

Part 8, Stocks, bonds mutual funds, and the like.

<u>Name of Security</u>	<u>Type of Security</u>	<u>Value</u> <u>\$50,000</u> <u>or less</u>	<u>Value</u> <u>More than</u> <u>\$50,000</u>
Madison Gas & Electric	stock	x	
Amoco	stock	x	
Firststar	stock		x
Johnson & Johnson	stock	x	
Merck	stock	x	
Mobil	stock	x	
Pepsi	stock	x	
Colgate/Palmolive	stock	x	
M & I Corporation	stock	x	
Ameritech	stock		x
Merrill Lynch & Co.	stock	x	
MFS Total Return Fund	stock	x	
Lucent Technologies	stock	x	
Amer. Home Products	stock	x	
Elf Aquit.	stock	x	
G. E.	stock	x	
Novartis	stock	x	
DPL	stock	x	
Creative Technology	stock	x	
Strong Mutual Fund	mutual fund	x	
Nuveen	mutual fund	x	
Nicholas Mutual Fund	mutual fund	x	
Merrill Lynch	money market		x





State of Wisconsin

PERSONNEL COMMISSION



APR 21 1999

April 19, 1999

131 West Wilson Street  
Suite 1004  
Madison, Wisconsin 53703

Phone: (608) 266-1995  
Fax: (608) 266-9608  
E-Mail: roberta.bushey@  
pcm.state.wi.us

The Honorable James Baumgart  
State Senator  
PO Box 7882  
Madison, Wisconsin 53707-7882

Laurie R. McCallum  
Chairperson

Donald R. Murphy  
Commissioner

Judy M. Rogers  
Commissioner

Dear Senator Baumgart:

Governor Thompson has recently nominated me for reappointment to the Personnel Commission, and I am taking this opportunity to respectfully request your support as I seek Senate confirmation of my nomination.

Since first being appointed to the Commission by Governor Lee Dreyfus in 1982, I have focused my energies on applying the principles of integrity, fairness, and impartiality mandated by the position. I believe that I have been a productive decision-maker, and that I have made a substantial contribution to the level of legal scholarship at the Commission. As Chairperson since 1988, I have emphasized greater efficiency and accountability without sacrificing quality.

Enclosed is a copy of my resume. All other pertinent appointment documents have been forwarded to the Senate Committee on Labor.

I would be happy to meet with you at your convenience to discuss my nomination, or to provide any additional information you may request.

Sincerely,

Laurie R. McCallum

Laurie R. McCallum  
-6 Colony Circle  
Madison, WI 53717  
(608) 833-8053 (home)  
(608) 266-9571 (office)

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Employed: April, 1978 to February 1979

Duties: Supervise a four-person team created to study issues of current interest in the health insurance field and develop mechanisms to deal with problems encountered in these areas; plan and direct the work activities of project team members; make all staffing and personnel decisions

Supervisor: Harold R. Wilde, Commissioner of Insurance

**Consumer Attorney, Office of the Commissioner of Insurance, State of Wisconsin**

Employed: January, 1978 to April, 1978

Duties: Direct investigation and enforcement of Wisconsin insurance laws, especially in the area of consumer complaints against agents and insurers; supervise investigators and enforcement staff

Supervisor: Harold R. Wilde, Commissioner of Insurance

**Health Project Attorney, Office of the Commissioner of Insurance, State of Wisconsin**

Employed: November, 1977 to April, 1978

Duties: Provide legal support for health project including drafting of proposed legislation, administrative rules, and legal opinions

Supervisor: Phyllis J. Dube, Health Project Director

**ACTIVITIES AND HONORS**

Member--Governor's Advisory Council on Judicial Selection--Supreme Court vacancy--June of 1993

Instructor--University of Wisconsin School of Law--General Practice Course--1992, 1993, 1996, 1998

Member--State Bar of Wisconsin: September, 1977 to present; Board of Governors, Labor Law Section, 1988 to 1992

Metropolitan Board of Directors, Madison YMCA: 1982 to 1988

Board of Directors, Off-the-Square-Club (Facility for the Chronically Mentally Ill): 1982-1987

Region V Vice-Chairman, National Criminal Justice Association: 1981

Volunteer Committee, Wisconsin Special Olympics: 1982

**EDUCATION**

**Law School:**

Degree: Juris Doctor, Southern Methodist University School of Law, May, 1977

Dates Attended: August, 1974 through May, 1977

Professional Association: Phi Delta Phi Legal Fraternity

Activities and Honors: Moot Court Justice; Dennis Barger Memorial Scholar; Jackson, Walker, Winstead, Cantwell and Miller Scholar; Legal Extern Program with the Dallas County District Attorney's Office

**Other College Work:**

University of Arizona, Tucson, Arizona, from August, 1969 through May, 1973

Macalester College, from September, 1968 through May, 1969

Degree Received: Bachelor of Arts in Psychology; completed one year of graduate study in developmental psychology

College Activities and Honors:

Phi Beta Kappa

National Merit Scholar

Phi Kappa Phi

Graduation with Highest Distinction



**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

February 11, 1999

To the Honorable Members of the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do reappoint Mark E. Shain to the Auctioneer Board effective May 1, 1999, pursuant to the statute governing, to serve a four year term to expire May 1, 2003.

Mr. Shain will be available to the Senate for hearings and my staff will assist in any way they can.

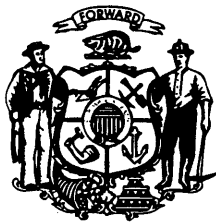
Respectfully submitted,

A large, stylized handwritten signature of Tommy G. Thompson in black ink.

TOMMY G. THOMPSON  
Governor

TGT/nkw





**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

**GOVERNOR'S APPOINTMENT**

**NAME/MAILING ADDRESS:** Mark E. Shain  
W6839 County Highway G  
Greenwood, WI 54437

**E-MAIL ADDRESS:** not available

**RESIDES IN:** Greenwood

**TELEPHONE:** 715/267-6496 (W/H)

**OCCUPATION:** Farmer/Trucking  
Pine Nob Dairy

**APPOINTED TO:** Auctioneer Board  
(public member)

**TERM:** a four year term to expire May 1, 2003

**SUCCEEDS:** himself

**SENATE CONFIRMATION:** required

**DATE OF APPOINTMENT:** May 1, 1999

**DATE OF NOMINATION:** February 11, 1999

**COMPENSATION:** \$25 per diem, plus expenses



MARK SHAIN (Judy)

W6839 Co. Hwy G

GREENWOOD WI 54437

phones: (715) 267-6496 or 797-1976

D.O.B. Dec. 17, 1952

CHILDREN: Cindy computer programmer MASON Sr/IOE  
Doug 1998 Graduate UW-STOUT-Engineering

Spouse: Judy IRA/C.D. officer at the  
Citizens State of Loyal  
Loyal WI

My Work: Farmer / Contractor  
Custom PLANTING + Spraying  
Specialty Excavation

Public Service: FORMER Greenwood Comm. Schools  
School BOARD MEMBER

Member: Greenwood Comm. Schools  
Building Comm.

Member: CLARK Co. FARM BUREAU-Direct  
WISCONSIN FARM BUREAU

Member: FARM Credit Services  
MEDFORD-THORP

Member: AUCTIONEER BOARD - Dept. of  
Regulation + Licensing

QUESTIONS  
3-5  
FARMING  
PER DAY

FEB 24 1999



STATE OF WISCONSIN  
**ETHICS BOARD**

James R. Morgan  
Chairman  
Paul M. Holzem  
David L. McRoberts  
Robert G. Borgwardt  
Joanne R. Orr  
Dorothy C. Johnson

On the capitol square at:  
44 EAST MIFFLIN STREET, STE 601  
MADISON, WISCONSIN 53703-2800  
phone: 608/266-8123  
fax: 608/264-9309  
e-mail: [ethics@ethics.state.wi.us](mailto:ethics@ethics.state.wi.us)  
web: <http://ethics.state.wi.us>

Roth Judd  
Director

NOMINEE: Mark E. Shain

POSITION: Member, Auctioneer Board  
(*public member*)

STATUTORY  
REFERENCE:

**15.07 Boards. (1) SELECTION OF MEMBERS. (cs)** No member of the auctioneer board, real estate appraisers board or real estate board may be an officer, director or employe of a private organization that promotes or furthers any profession or occupation regulated by that board.

**15.405 Department of regulation and licensing; attached boards and examining boards.**

**(3) Auctioneer board.** (a) There is created in the department of regulation and licensing an auctioneer board consisting of the following members appointed for 4-year terms:

1. Four members, each of whom is registered under ch. 480 as an auctioneer, or is an auction company representative, as defined in s. 480.01 (3), of an auction company that is registered under ch. 480 as an auction company.

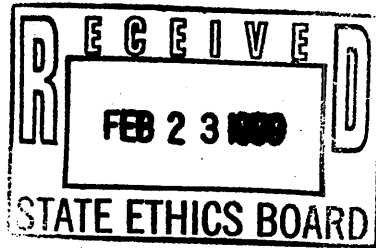
2. Three public members.

(b) No member of the board may serve more than 2 terms.

2/23/99 cw

SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske, Zien and Farrow..

Mail or fax to:  
 Wisconsin Ethics Board  
 44 E. Mifflin St., Suite 601  
 Madison, WI 53703-2800  
 Fax: (608) 264-9309



Filed in 1999 for calendar year 1998

Print legibly in dark ink or type

# Statement of Economic Interests

Name: **Shain, Mark**  
 State position held or sought: **Member, Auctioneer Board**

## Part 1. Employers.

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business	<input type="checkbox"/> Check (✓) if None or Not Applicable
<b>SELF-EMPLOYED (MARK SHAIN)</b>	<b>GREENWOOD WI</b>	<b>CUSTOM FARMING, EXCAVATION, TRUCKING</b>	
<b>CITIZEN'S STATE OF IOWA</b>	<b>LOVAL WI</b>	<b>IRA/IRA PERSONAL BANKER</b>	

## Part 2. Ownership interests in businesses.

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)	<input type="checkbox"/> Check (✓) if None or Not Applicable
<b>LO-TILER</b>	<b>GREENWOOD WI</b>	<b>CUSTOM FARMING</b>	<b>SOLE PROPRIETORSHIP</b>	
<b>SPECIALTY EXCAVATION</b>	<b>GREENWOOD WI</b>	<b>BACK HOE, TRUCKING</b>	<b>SOLE PROPRIETORSHIP</b>	

### 2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state
<b>N/A</b>		

## Part 3. Real estate.

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)	<input type="checkbox"/> Check (✓) if None or Not Applicable
<b>W6339 CATHY G GREENWOOD WI 54437</b>	<b>FARM/RESIDENCE</b>	<b>OWNER</b>	

## Part 4. Customers, clients, and tenants (other than individuals).

Customer, client, or tenant	City and state	<input type="checkbox"/> Check (✓) if None or Not Applicable

## Part 5. Business entertainment and other gifts.

Name of giver	City and state	<input checked="" type="checkbox"/> Check (✓) if None or Not Applicable

\*Questions about completing this form? Call (608) 266-8115  
 \*Other inquiries (608) 266-8123

\*Attach additional pages as needed



**Part 6. Honoraria and payment of expenses.**

Check (✓) if None or Not Applicable

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

**Part 7. Other sources of income.**

Check (✓) if None or Not Applicable

Source of income	City and state

**Part 8. Stocks, bonds, mutual funds, and the like.**

Check (✓) if None or Not Applicable

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
<del>EMERGENCY SERIES</del>			
EQUITY TRUST SERIES VALUE GROWTH	RETIREMENT ACCOUNT	✓	
" BLUE CHIP	"	✓	
STATE BANK OF KENTON	IRA	✓	
CITIZEN'S STATE BANK OF LOGAN	IRA / Profit Sharing	✓	

**Part 9. Offices and directorships.**

Check (✓) if None or Not Applicable

Business or organization	City and state	Position

**Part 10. Representation of organizations.**

Check (✓) if None or Not Applicable *per filing 2/23/99*

Business or organization	City and state

**Part 11. Creditors.**

Check (✓) if None or Not Applicable

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
FARM CREDIT SERVICES THROUGH LLC			
CITIZEN'S STATE BANK OF LOGAN			

**Part 12. Changes to reportable interests this year.**

- Check (✓) one:
- My reportable interests have not changed between December 31, 1998 and my nomination/appointment date.
  - I have noted on this Statement how my reportable interests have changed between December 31, 1998 and my nomination/appointment date.

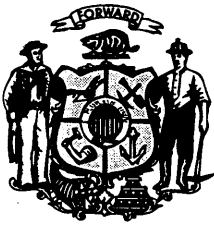
Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

Signature of person filing: Mark E. Shain Date: 2-22-99 Daytime phone #: (715) 267-6496 Fax # (optional):  

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected. Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: ip 2/23/99



**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

February 11, 1999

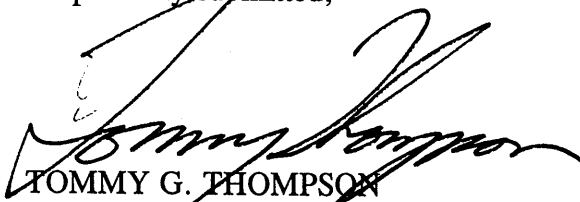
To the Honorable Members of the Senate:

I am pleased to nominate and with the advice and consent of the Senate, do reappoint Marie M. Skic-Loy to the Auctioneer Board effective May 1, 1999, pursuant to the statute governing, to serve a four year term to expire May 1, 2003.

*LAST  
TEAM  
ALLOWED*

Ms. Skic-Loy will be available to the Senate for hearings and my staff will assist in any way they can.

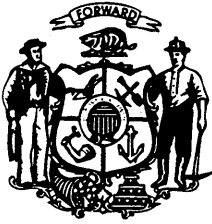
Respectfully submitted,



TOMMY G. THOMPSON  
Governor

TGT/nkw





**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

**GOVERNOR'S APPOINTMENT**

**NAME/MAILING ADDRESS:** Marie M. Skic-Loy  
14800 4th Avenue  
Merrill, WI 54452

**E-MAIL ADDRESS:** not available

**RESIDES IN:** Merrill

**TELEPHONE:** 715/536-6065 (W/H)

**OCCUPATION:** Owner  
Skic's Inc.

**APPOINTED TO:** Auctioneer Board  
(public member)

**TERM:** a four year term to expire May 1, 2003

**SUCCEEDS:** herself

**SENATE CONFIRMATION:** required

**DATE OF APPOINTMENT:** May 1, 1999

**DATE OF NOMINATION:** February 11, 1999

**COMPENSATION:** \$25 per diem, plus expenses



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**Marie Skic-Loy**

---

14800 12<sup>th</sup> Avenue • Merrill, WI 54452 • (715) 536-6065

**Involvement in Organizations and Civic Groups:**

- Northcentral Technical College Board of Trustee Member
- Veterans of Foreign War Auxiliary #1638
- Business and Professional Women
- Wisconsin Women in agriculture (WWA)
- Associated Milk Producers Incorporated (AMPI)
- Wisconsin Taxpayers Alliance
- University of Wisconsin Marathon Center Advisory Committee
- Trinity Lutheran Church Stewardship Committee
- Lutheran Children's Friends Society
- Lutheran Church Ladies Aid
- Marathon County Republican Party
- 4-H Leader
- Licensed Foster Parent
- Family host for foreign exchange students

**Awards and Honors:**

Wisconsin Farm Wife of the Year





STATE OF WISCONSIN  
**ETHICS BOARD**

James R. Morgan  
Chairman  
Paul M. Holzem  
David L. McRoberts  
Robert G. Borgwardt  
Joanne R. Orr  
Dorothy C. Johnson

On the capitol square at:  
44 EAST MIFFLIN STREET, STE 601  
MADISON, WISCONSIN 53703-2800  
phone: 608/266-8123  
fax: 608/264-9309  
e-mail: [ethics@ethics.state.wi.us](mailto:ethics@ethics.state.wi.us)  
web: <http://ethics.state.wi.us>

Roth Judd  
Director

NOMINEE: Marie M. Skic-Loy

POSITION: Member, Auctioneer Board  
(*public member*)

STATUTORY

REFERENCE: **15.07 Boards.** (1) SELECTION OF MEMBERS. (cs) No member of the auctioneer board, real estate appraisers board or real estate board may be an officer, director or employe of a private organization that promotes or furthers any profession or occupation regulated by that board.

**15.405 Department of regulation and licensing; attached boards and examining boards.**

(3) Auctioneer board. (a) There is created in the department of regulation and licensing an auctioneer board consisting of the following members appointed for 4-year terms:

1. Four members, each of whom is registered under ch. 480 as an auctioneer, or is an auction company representative, as defined in s. 480.01 (3), of an auction company that is registered under ch. 480 as an auction company.

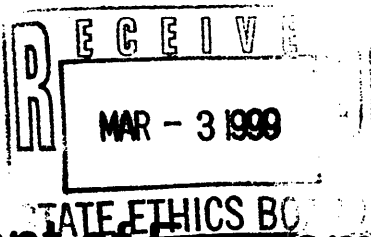
2. Three public members.

(b) No member of the board may serve more than 2 terms.

3/4/99 cw

SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske, Zien and Farrow..

Mail or fax to:  
 Wisconsin Ethics Board  
 44 E. Mifflin St., Suite 601  
 Madison, WI 53703-2800  
 Fax: (608) 264-9309



Filed in 1999 for calendar year 1998

Print legibly in dark ink or type

# Statement of Economic Interests

**Name** Skic Loy, Marie  
**State position held or sought:** Member, Auctioneer Board

## Part 1. Employers.

Check (✓) if None or Not Applicable

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business

## Part 2. Ownership interests in businesses.

Check (✓) if None or Not Applicable

2a.

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)
Skic's Inc	Merrill WI	Springing keefer, Cash crops,	Subchapter C

### 2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state
Agri	Stanley Skic - Mary Calmes Walter Skic - Mark Skic Carol Neen - Rose Wilson	Merrill WI 54452

## Part 3. Real estate.

Check (✓) if None or Not Applicable

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)
825 Rainbow Dr Merrill	Farm	own part of Corp
825 Rainbow Dr	Rental home	own
850 A+B Rainbow Dr	" "	own
14820 4th ave	Rental "	own

## Part 4. Customers, clients, and tenants (other than individuals\*).

Check (✓) if None or Not Applicable

Customer, client, or tenant	City and state

## Part 5. Business entertainment and other gifts.

Check (✓) if None or Not Applicable

Name of giver	City and state

\*Questions about completing this form? Call (608) 266-8115  
 \*Other inquiries (608) 266-8123

\*Attach additional pages as needed

**Part 6. Honoraria and payment of expenses.**

Check (✓) if None or Not Applicable

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt
<i>Spic's Inc</i>	<i>\$ 3,000</i>		<i>interest</i>

**Part 7. Other sources of income.**

Check (✓) if None or Not Applicable

Source of income	City and state
<i>Rentals</i>	<i>Merrill WI 54452</i>

**Part 8. Stocks, bonds, mutual funds, and the like.**

Check (✓) if None or Not Applicable

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000

**Part 9. Offices and directorships.**

Check (✓) if None or Not Applicable

Business or organization	City and state	Position

**Part 10. Representation of organizations.**

Check (✓) if None or Not Applicable

Business or organization	City and state
<i>Wausau Area Tappers League</i>	<i>Wausau WI 54401</i>
<i>Wis Women for Agriculture - Mar-Linn Chapter</i>	<i>Wausau + Merrill</i>
<i>Trinity Lutheran Church Stewardship</i>	<i>Merrill WI 54452</i>

**Part 11. Creditors.**

Check (✓) if None or Not Applicable

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
<i>Faculty Pay to The Veterans of Foreign Wars Dept of M</i>			

**Part 12. Changes to reportable interests this year.**

Check (✓) one:

- My reportable interests have not changed between December 31, 1998 and my nomination/appointment date.
- I have noted on this Statement how my reportable interests have changed between December 31, 1998 and my nomination/appointment date.

Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

*Maui Spic Dry*  
 Signature of person filing \_\_\_\_\_ Date *3-1-99* Daytime phone #: *715 536-6065*  
 Fax # (optional): \_\_\_\_\_

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.

Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: *AP 3/4/99*



**TOMMY G. THOMPSON**

**Governor  
State of Wisconsin**

**GOVERNOR'S APPOINTMENT**

**NAME/MAILING ADDRESS:** Dr. Linda Stewart  
Department of Workforce Development  
201 E. Washington Avenue, Room 400X  
Madison, WI 53702

**E-MAIL ADDRESS:** stewali@dwd.state.wi.us

**RESIDES IN:** Milwaukee

**TELEPHONE:** 608/266-7552 (W)

**OCCUPATION:** Secretary  
Department of Workforce Development

**APPOINTED TO:** Department of Workforce Development  
(Secretary)

**TERM:** a term at the pleasure of the Governor

**SUCCEEDS:** herself

**SENATE CONFIRMATION:** required

**DATE OF APPOINTMENT:** January 4, 1999

**DATE OF NOMINATION:** January 4, 1999

**COMPENSATION:** \$93,269 per annum





**Linda Stewart, Secretary  
Wisconsin Department of Workforce Development**

Linda Stewart is the Secretary of the Department of Workforce Development, appointed by Governor Tommy G. Thompson on January 6, 1997. Department of Workforce Development is the agency that oversees all work-related activities in the state including the new W-2 program.

Prior to this appointment, she served as the assistant state director overseeing the Division of Program and Economic Development with the Wisconsin Technical College System.

Ms. Stewart joined the Wisconsin Technical College System as an executive assistant in 1990 and was promoted to assistant director just a year later. Prior to joining WTCS, Ms. Stewart was manager of the Compact for Educational Opportunity; assistant vice president for corporate banking at First Bank Milwaukee and management trainee to the assistant vice president for retail banking at First Wisconsin National Bank. She also held positions with the University of Michigan and the State of Wisconsin.

A graduate of Rockford College, Ms. Stewart went on to earn a master's degree in adult and continuing education and a doctorate degree in educational administration and supervision at the University of Michigan.

Ms. Stewart, who resides in Milwaukee, serves on many Boards, the Glass Ceiling Commission, Wisconsin Technical College System State Board, North Milwaukee State Bank Board of Directors and State Labor Management Council.



STATE OF WISCONSIN  
**ETHICS BOARD**

James R. Morgan  
Chairman  
Paul M. Holzem  
David L. McRoberts  
Robert G. Borgwardt  
Joanne R. Orr  
Dorothy C. Johnson

On the capitol square at:  
44 EAST MIFFLIN STREET, STE 601  
MADISON, WISCONSIN 53703-2800  
phone: 608/266-8123  
fax: 608/264-9309  
e-mail: [ethics@ethics.state.wi.us](mailto:ethics@ethics.state.wi.us)  
web: <http://ethics.state.wi.us>

Roth Judd  
Director

NOMINEE: Linda Stewart

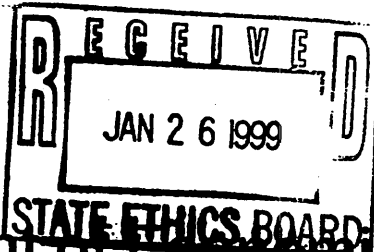
POSITION: Secretary, Department of Workforce Development

STATUTORY  
REFERENCE:

**15.22 Department of workforce development; creation.** There is created a department of workforce development under the direction and supervision of the secretary of workforce development.

1/26/99  
SENATE COMMITTEE ON LABOR: Senators Baumgart (Chair), Decker, Breske,  
Zien and Farrow..

Mail or fax to:  
 Wisconsin Ethics Board  
 44 E. Mifflin St., Suite 601  
 Madison, WI 53703-2800  
 Fax: (608) 264-9309



Filed in 1999 for calendar year 1998

Print legibly in dark ink or type

# Statement of Economic Interests

**Name** Stewart, Linda  
**State position held or sought:** Workforce Development, Dept. of Secretary

## Part 1. Employers.

Check (✓) if None or Not Applicable

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business
Dept. of Workforce Development	Madison, Wisconsin	W-2 ADMIN, Employ + Training Admin

## Part 2. Ownership interests in businesses.

Check (✓) if None or Not Applicable

2a.

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)

## 2b. For the businesses listed above, report below

Business	Name of owners or partners	City and state

## Part 3. Real estate.

Check (✓) if None or Not Applicable

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)

## Part 4. Customers, clients, and tenants (other than individuals\*).

Check (✓) if None or Not Applicable

Customer, client, or tenant	City and state

## Part 5. Business entertainment and other gifts.

Check (✓) if None or Not Applicable

Name of giver	City and state

**Part 6. Honoraria and payment of expenses.**

Check (✓) if None or Not Applicable

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

**Part 7. Other sources of income.**

Check (✓) if None or Not Applicable

Source of income	City and state
Board Fees - North Milwaukee State Bank	Milwaukee, WI

**Part 8. Stocks, bonds, mutual funds, and the like.**

Check (✓) if None or Not Applicable

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
T Rowe Price	IRA Mutual Fund	X	
JANUS	IRA Mutual Fund	X	
EQUITABLE	401K Mutual Fund	X	

**Part 9. Offices and directorships.**

Check (✓) if None or Not Applicable

Business or organization	City and state	Position
North Milwaukee State Bank	Milwaukee, Wis	Director

**Part 10. Representation of organizations.**

Check (✓) if None or Not Applicable

Business or organization	City and state

**Part 11. Creditors.**

Check (✓) if None or Not Applicable

Creditor	City and state	Amount \$50,000 or less	Amount More than \$50,000
St. Frances Nat'l Bank			
Wentworthwide Mortgage Co.			X
Nat'l City Visa			X
FIRSTAR National Bank		X	
Edgewater Credit Union		X	

**Part 12. Changes to reportable interests this year.**

Check (✓) one:

My reportable interests have not changed since last December 31.

I have noted on this Statement how my reportable interests have changed since last December 31.

Before signing, please review each part to be sure that you have listed the required information or checked the box for "None or Not Applicable."

I have read the accompanying instructions and certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

Signature of person filing: Gene Stewart Date: 1/20/99 Daytime phone #: 608-267-9697  
 Fax # (optional): \_\_\_\_\_

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected.

Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review: M 1/20/99

**Senate Committee on Labor  
Sec. Stewart's Confirmation hearing  
2/9/99**

**Greeting**

- Good morning

***Thank you***

- Thank you, members of the committee, for this opportunity to talk with you about my nomination by Governor Thompson as Secretary for the Department of Workforce Development.
- I've been privileged to serve as Secretary for the Department of Workforce Development since January 1997.
- It is with excitement that I am here before you today.

***Opportunities ahead***

- There are a number of opportunities ahead for developing Wisconsin's workforce and I am excited about facing the challenges of building an even stronger quality of life for all of us.
- Today, I am going to share with you some information on my background as well as my perspective on the direction for the department and the state related to workforce issues.

## **Department mission**

- As a way to set the stage, I want to share the department's mission with each of you.
- The mission was developed through an extensive strategic planning process by DWD staff. I have been lucky and privileged to work toward fulfilling this mission with a fine group of professionals over the last few years, and I look forward to the years to come.
- The Department of Workforce Development has a clear mission.
- The department is to develop and support programs that allow all individuals to participate fully in the State's economy.

## ***Department customers***

- The department's customers are jobseekers, incumbent workers, employers and labor.
- Our customers are also folks who pay child support, are seeking welfare assistance, have been injured on the job, are seeking skills to reenter the workforce and the list continues.
- Our programs touch every person in the state.

## ***Department logistics***

- A few statistics to give you some idea of the department's scope.
- The department's annual budget is \$1.3 million and is one of the larger state agencies.
- There are eight divisions in total, with 2,400 employees located around the state.

*(continued)*

### ***Department logistics (continued)***

- Our unemployment insurance program affects about 110,000 employers and 2.4 million workers.
- We handle 4,000 wage claims, 900 labor standards and 100 prevailing complaints each year.
- We disperse about 60% of the checks in the state.
- We have one job center in nearly every county.
- We work to make people's lives better.

### **Personal beliefs**

- I believe in getting people into the workforce and helping them to stay in the workforce.
- I believe in promoting a safe, quality work environment that benefits employers and employees.
- I believe in training people so they can advance up a career ladder that helps them support themselves and their families.
- I believe in using partnerships to build coalitions, identify needs and find appropriate solutions.
- I believe in the power of people's abilities, and my beliefs have been reinforced by the stories of the people who use the department's services.

### ***Personal background***

- My background reflects my combined interest in people and enhancement.
- My educational background is in sociology and educational administration.
- I received my doctorate in educational administration from the University of Michigan.
- I spent a number of years in the banking industry and the educational arena.
- I have diverse experience that lends itself to managing a diverse department with public and private sector interests on programs affecting unique populations.
- I have spent the last few years promoting innovation and creativity in building strong partnerships to take our workforce into the next millennium and in preparing our customers for the challenges that lie ahead.
- I believe strongly in sharing skills with the community and working to build a stronger workforce by shaping the workers and the environment.

### **Department accomplishments**

- I'm proud of the things the department has accomplished over the past few years.
- I look forward to meeting the challenges of tomorrow head on.
- We've made a lot of strides for jobseekers and employers and we have new things to do and new strides to make.
- I'm going to take a few moments and share some highlights of our recent accomplishments.



## ***Department accomplishments (continued)***

### ***Wisconsin Works, W-2***

- Wisconsin Works, (W-2), has been implemented successfully. We've decreased caseloads more than anyone anticipated, and we are using a continuous improvement approach to enhancing the program and working harder to help people become self-sufficient.

### ***New Hire***

- Two of our divisions worked together to establish the New Hire program, which allows us to help our children in a very positive fashion. We sweep new hires for child support delinquency and ensure parents are taking responsibility for their financial obligations to children.

### ***UI telephone claims-taking system***

- Our unemployment insurance division implemented a new telephone claims system. It allows people to call into an automated system and process their claims during daytime, evening and weekend hours. The whole process can be done automatically, and 13% of people filing a claim never have to talk to a customer service representative. It has been a great time and cost saving system.

## ***Department accomplishments (continued)***

### ***New Career Counseling Centers***

- We've opened three new career counseling centers for youth. One is in Racine, in the Workforce Development Center, the second is in Jefferson County, located in the high school and this counseling center provides a clear link between youth career search resources and the Job Center's adult client job search efforts. Our third new career counseling center is in Wausau and it serves a large East Asian community.

### ***Alternative dispute resolution (WC)***

- The worker's compensation division has made good progress over the last year to institute alternative dispute resolution. This approach occurs early in the dispute process and helps us maximize settlements. In fact, we are spending about 20 hours each week on para-legal alternative dispute resolution and will increase that to 40 hours over the next several months.

### ***Workplace Safety Initiative***

- We've also instituted a Workplace Safety Initiative, which is a genuine partnership with business and labor. The initiative involves identifying businesses with poor safety records, offering training programs and providing marketing outreach and safety awards.

## **Legislative issues**

A few issues related to the Department will likely come your way.

### ***Labor shortage***

Wisconsin is facing a labor shortage. We will need to come up with innovative ways to help jobseekers become qualified applicants and to help businesses find them.

### ***W-2***

W-2 will continue to be of legislative interest, as we get into year two of the program. There will be interest in enhancing the education and training components of the program. And, as the next round of W-2 contracts are ready to go, there will likely be constituent and legislative interest in both the process and the outcome.

### ***Y2K***

- The Year 2000 offers challenges for all of us.
- I am proud of the proactive approach used by the Department as it works to prepare our systems and the systems of our partners.
- The department knows that if our local partners don't understand the importance of contingency planning and making sure the bugs are indeed out, it is our customers that lose. In fact, we are co-hosting a Contingency Conference in February to impress upon our local partners the critical nature of the Y2K problem.
- Much of our testing is being completed ahead of schedule. We expect to be ready when the year 2000 strikes. We will continue our efforts to make the transition into the next new year a smooth one.

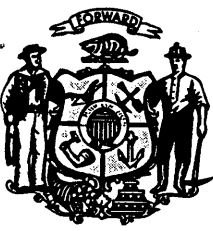
## **Questions?**

- I would be pleased to answer any questions you might have of me.

*(after questioning)*

## **Close**

- Thank you, again, for this opportunity to talk with you today and for consideration of my nomination as department secretary.



TOMMY G. THOMPSON

JUN 24 1998

Governor  
State of Wisconsin

GOVERNOR'S APPOINTMENT

AMENDED NOTICE

**NAME/MAILING ADDRESS:** Cynthia A. Van Bogaert *citizen member*  
Boardman, Suhr, Curry & Field, LLP  
P. O. Box 927  
Madison, WI 53701-0927

**E-MAIL ADDRESS:** cvanbog@bscf.com

**RESIDES IN:** Brooklyn

**TELEPHONE:** 608/257-9521 (W)  
608/283-7543 (H)

**OCCUPATION:** Employee Benefits Attorney  
Boardman, Suhr, Curry & Field, LLP

**APPOINTED TO:** Employee Trust Funds Board  
(non-WRS part/bene, 5 yrs exp) /

**TERM:** a term to expire May 1, 2001

**SUCCEEDS:** vacancy (C. Beck)

**SENATE CONFIRMATION:** required

**DATE OF APPOINTMENT:** June 16, 1998

**DATE OF NOMINATION:** June 16, 1998

**COMPENSATION:** \$25 per diem, plus expenses

AMENDED: 06/22/98





**Boardman, Suhr, Curry & Field LLP**  
ATTORNEYS AT LAW

Fourth Floor  
One South Pinckney Street  
P.O. Box 927  
Madison, WI 53701-0927  
Telephone (608) 257-9521  
Facsimile (608) 283-1709

**CYNTHIA A. VAN BOGAERT**  
Direct Dial Number (608) 283-7543  
E-mail: cvanbog@bscf.com

### **BIOGRAPHY OF CYNTHIA A. VAN BOGAERT**

Cynthia A. Van Bogaert practices employee benefits and executive compensation law at Boardman, Suhr, Curry & Field LLP. She has helped clients with legal advice regarding the design, implementation and administration of all types of employee benefits plans. She has assisted clients in all aspects of plans, including plan and forms drafting, compliance, nondiscrimination testing, Form 5500 and determination letter filings, QDROs, mergers, acquisitions, financings, terminations, litigation, and a wide range of IRS and DOL filings, audits, voluntary compliance programs, and other actions. She is experienced with ESOPs, 401(k), profit sharing and defined benefit plans, including prototype arrangements, as well as health, cafeteria and other welfare plans and executive compensation arrangements, such as nonqualified deferred compensation plans, split dollar insurance, phantom stock plans, and stock options.

Cindy previously served as in-house employee benefits attorney for Inland Steel Industries in Chicago and as sole in-house counsel for the Administrative Management Group, a Chicago-area third-party plan administrator. She also has worked as in-house counsel for U.S. Steel in Pittsburgh and Dallas and for Peoples Gas in Chicago.

Cindy has authored articles that include: *What, Me Worry? Pension Plan Fiduciaries and the Year 2000*, Journal of Pension Benefits; *Fiduciary Concerns for Recordkeepers*, Journal of Pension Benefits; *When Recordkeepers Become Fiduciaries*, 401(k) Advisor; *Take Another Look at Your Non-Calendar Year Plan*, Profit Sharing; and *SBA '96 Provides Some ADP/ACP Testing Benefits Without Safe Harbors*, Journal of Taxation of Employee Benefits. Cindy has spoken on benefits issues before several groups, including the University of Wisconsin School of Business Small Business Development Center, "Employee Benefit Plans -- Do's and Don'ts," Wisconsin State Bar Convention, "Using New Health Plan Rules to Improve Health Coverage," WEB-Madison, "The Year 2000 Problem for Employee Benefits Plans," and a University of Wisconsin Law School-sponsored seminar, *Limited Liability Entities and Partnerships*. She is a member of the bar in Illinois and Wisconsin, and also participates in employee benefits organizations, such as American Society of Pension Actuaries (APM), the International Foundation of Employee Benefit Plans, and the Greater Madison Area Society for Human Resources Management. She serves on the State of Wisconsin Employee Trust Funds Board and is a national Board member of WEB, a national network of benefits professionals. She also serves as President of the Madison chapter of WEB (formerly, Madison Pension Council). Cindy is a Phi Beta Kappa who received both her undergraduate degree in mathematics (B.S. 1980) and her legal education at the University of Wisconsin at Madison (J.D. 1982). She also has studied at the University of Chicago M.B.A. program.



**Boardman, Suhr, Curry & Field LLP**  
ATTORNEYS AT LAW

Fourth Floor  
One South Pinckney Street  
P.O. Box 927  
Madison, WI 53701-0927  
Telephone (608) 257-9521  
Facsimile (608) 283-1709

**CYNTHIA A. VAN BOGAERT**

Direct Dial Number (608) 283-7543

E-mail: [cvanbog@bscf.com](mailto:cvanbog@bscf.com)

Employee benefits attorney with experience ranging from multi-billion dollar plans to middle market and smaller plans.

**PROFESSIONAL EXPERIENCE**

**BOARDMAN, SUHR, CURRY & FIELD LLP**  
One of the largest law firms in Madison, Wisconsin.

August 1996 - Present

**Employee Benefits Attorney**

Advise clients regarding the design, implementation and administration of all types of employee benefits plans. Practice also includes executive compensation matters.

*Examples of Types of Plans*

401(k)s  
ESOPs  
Profit sharing  
Employer match  
Money purchase  
Cross-tested plans  
Defined benefit  
403(b)s  
Cafeteria  
Health  
Group Life Insurance  
Severance  
Nonqualified deferred compensation  
Incentive stock option plans  
Split dollar insurance arrangements

*Examples of Involvement and Issues*

Plan, SPD and forms drafting  
IRS and DOL audits  
Voluntary compliance programs  
Compliance and administration  
Distribution planning from qualified plans and IRAs  
Nondiscrimination testing  
Form 5500  
Determination letters  
QDROs  
Mergers and acquisitions  
Force reduction  
Financings  
Terminating plans  
Fee sharing contracts

*Examples of Specific Accomplishments:*

Developed acquisition, merger, and termination strategies involving ESOPs and other benefit plans

Prepared executive compensation plans, such as split dollar insurance plans, deferred compensation plans and incentive stock option plans



Cynthia A. Van Bogaert

Page 2

Amended and restated cafeteria plans for HIPAA and other changes

Analyzed non-discrimination testing results and recommended design solutions

Prepared and filed IRS determination letter requests and plan amendments

Addressed late amender plans, including Voluntary Closing Agreement Program filings, and prepared and implemented VCR filings with respect to required minimum distributions and excess annual additions

Drafted and negotiated contracts with mutual fund companies for fee sharing with third party administrators

Analyzed prohibited transaction implications of referral payments in the banking industry for pension-related business

**THE ADMINISTRATIVE MANAGEMENT GROUP, INC.** August 1994 - August 1996  
Ninth largest employee benefits consulting firm in Illinois.

**Attorney/Consultant**

Provided high quality, proactive, and cost-effective answers and alternatives on plan design, compliance, and administrative matters. Drafted plan documents, summary plan descriptions and determination letter applications, handled regional prototype plan matters, advised on plan mergers, corporate acquisitions and divestitures and plan design, reviewed forms, analyzed and provided alternatives for discrimination testing, advised clients regarding plan self-audits and IRS enforcement alternatives and answered technical administrative questions. Drafted, reviewed and negotiated contracts. Provided internal training on technical benefits issues.

*Examples of Specific Accomplishments:*

Drafted restatements of existing plans into regional prototype

Developed user-friendly question-and-answer format summary plan description

Prepared determination letter application for plan in controlled group with Qualified Separate Lines of Business

Prepared master trust Form 5500 filing

Researched and advised client regarding design and implementation of new defined contribution plan involving trust to trust transfer of assets for divested division of company





Cynthia A. Van Bogaert  
Page 3

Investigated and proposed alternatives concerning administrative issues, such as incorrect plan year, erroneous contributions and distributions, and administration of qualified domestic relations orders

Advised client seeking to maximize deductible contributions to leveraged ESOP

Drafted administrative service agreement

**HEWITT ASSOCIATES**

May and June 1994

Major national employee benefits consulting firm

**Benefits Attorney**

Prepared IRS determination letter filings for eleven pension plans for June 30, 1994 extended reliance deadline. Amended and restated defined benefit pension plan. Worked on target benefit plans, integrated defined contribution and defined benefit plans, and plans with multiple employers.

**INLAND STEEL INDUSTRIES, INC.**

1988 to 1993

\$3.5 billion in net sales; steel manufacturing and distribution of steel and other products

**ERISA, Compensation and Benefits Attorney**

Handled all matters relating to employee compensation and benefit matters including benefit design planning, benefit plan compliance and document preparation, pension investment and health contracts, executive compensation, labor contracts (benefit issues), COBRA, subrogation, bankruptcies, and litigation as related to benefit plans. Drafted contracts and advised regarding independent contractor issues and employment matters.

*Examples of Specific Duties:*

Participated in benefit planning and implemented legally mandated changes in ten pension, profit sharing, and 401(k) plans

Reviewed plan investment contracts for \$1.7 billion pension plan and seven 401(k) plans

Implemented Employee Stock Ownership Plan feature into \$450 million 401(k) profit sharing plan

Provided legal advice for \$120 million health care and life insurance plan

Designed and implemented six 401(k) plans; terminated five 401(k) and profit sharing plans



Cynthia A. Van Bogaert

Page 4

Managed benefits litigation; responded to bankruptcies and qualified domestic relations orders; reviewed and drafted summary plan descriptions and other compliance documentation

Participated in labor negotiations on pension and benefits issues with Steelworkers

Negotiated ERISA language in company financings

**PEOPLES ENERGY CORPORATION, Corporate and Energy Attorney** 1985 to 1988  
\$1 billion in operating revenues; natural gas distribution serving the Chicago area

**UNITED STATES STEEL CORPORATION, State and Local Tax Attorney** 1983 to 1985  
\$4.5 billion in sales; steel, energy and other diversified businesses

#### **AFFILIATIONS**

Currently admitted to Practice: Wisconsin and Illinois

Board Member - State of Wisconsin Employee Trust Funds

Chicago Bar Association, Wisconsin Bar Association, Dane County Bar Association, American Bar Association

President, WEB - Madison Chapter

Director-at-Large Midwest, WEB

Legal Association of Women

International Foundation of Employee Benefit Plans

Chicago Metro Ethics Coalition, past member

Chicago Volunteer Legal Services Foundation, past member

#### **PUBLICATIONS**

"What, Me Worry? Pension Plan Fiduciaries and the Year 2000," *Journal of Pension Benefits* (1998)

"What Makes a Recordkeeper Resemble a Plan Fiduciary?" *Panel Publishers 401(k) Advisor* (1998)

"Fiduciary Concerns for Recordkeepers (and the Plan Sponsors Who Hire Them)," *Journal of Pension Benefits* (1997)

"SBA '96 Provides Some ADP/ACP Testing Benefits Without Safe Harbors," *Journal of Taxation of Employee Benefits* (1997)

"Take Another Look at Your Non-Calendar Year Plan," *Profit Sharing* (1995)



Cynthia A. Van Bogaert  
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### OUTSIDE SPEAKING ENGAGEMENTS

Speaker, Wisconsin State Bar Convention (1998), *"Using New Health Plan Rules to Improve Health Coverage"*

Instructor, University of Wisconsin School of Business, Small Business Development Center (1998), *"Employee Benefit Plans -- Do's and Don'ts"*

Speaker, WEB-Madison Chapter (1998), *"The Year 2000 Problem for Employee Benefits Plans"*

Speaker, University of Wisconsin Law School-sponsored seminar on Limited Liability Entities and Partnerships (1997), *"Employee Benefits: Special Issues in a Noncorporate Enterprise"*

### EDUCATION

**M.B.A. Program** - (Completed ten of twenty required courses for M.B.A.) - Dean's List  
University of Chicago Graduate School of Business 1990-1993

**Law School - J.D.** - Dean's List  
University of Wisconsin Law School 1980-1982

**Undergraduate - B.S. Mathematics** - Graduated with Distinction, Dean's List, Phi Beta Kappa  
University of Wisconsin-Madison 1976-1980



**Boardman, Suhr, Curry & Field**  
ATTORNEYS AT LAW

410 Firststar Plaza  
One South Pinckney Street  
P.O. Box 927  
Madison, WI 53701-0927  
Telephone (608) 257-9521  
Facsimile (608) 283-1709

**CYNTHIA A. VAN BOGAERT**

Direct Dial Number (608) 283-7543

E-mail: [cvanbog@bscf.com](mailto:cvanbog@bscf.com)

Attorney specializing in ERISA, compensation and benefits law. Broad experience from dealing with multi-billion dollar pension plan and multi-million dollar 401(k) and health plans to middle market and smaller plans. Routinely advised and prepared board materials for senior management.

**PROFESSIONAL EXPERIENCE**

**BOARDMAN, SUHR, CURRY & FIELD**

Third largest law firm in Madison, Wisconsin, with 42 attorneys

August 1996 - Present

**Employee Benefits Attorney**

Advise clients regarding the design, implementation and administration of all types of employee benefits plans. Assist clients in all aspects of plans, including compliance, nondiscrimination testing, Form 5500 and determination letter filings, QDROs, mergers, acquisitions, financings, terminations, litigation, and a wide range of IRS and DOL filings, audits, voluntary compliance programs, and other actions. Experience with ESOPs, 401(k) and profit sharing plans, as well as defined benefit, welfare and nonqualified executive compensation arrangements. Work with union plans, including collective bargaining with respect to employee benefits.

**Major Accomplishments:**

- Advised clients on acquisition, merger, and termination strategies involving ESOPs and other benefit plans
- Analyzed non-discrimination testing results and recommended design solutions
- Prepared and filed IRS determination letter requests
- Drafted plan amendments and Board materials
- Addressed late amender plans and prepared and implemented VCR filings with respect to required minimum distributions and excess annual additions
- Drafted and negotiated contracts with mutual fund companies for fee sharing with third party administrators
- Analyzed prohibited transaction implications of referral payments in the banking industry for pension-related business
- Advised clients with respect to steps necessary for compliance with Uniformed Services Employment and Reemployment Act of 1994.

**THE ADMINISTRATIVE MANAGEMENT GROUP, INC.**  
Ninth largest employee benefits consulting firm in Illinois.

August 1994 - Present

**Attorney/Consultant**

Provided high quality, proactive, and cost-effective answers and alternatives on plan design, compliance, and administrative matters. Drafted plan documents, summary plan descriptions and determination letter applications, handled regional prototype plan matters, advised on plan mergers, corporate acquisitions and divestitures and plan design, reviewed forms, analyzed and provided alternatives for discrimination testing, advised clients regarding plan self-audits and IRS enforcement alternatives and answered technical administrative questions. Drafted, reviewed and negotiated contracts and researched corporate, tax and employment matters. Updated and informed management as to changes in benefits and other law. Provided internal training on technical benefits issues.

**Major Accomplishments:**

- Drafted restatements of existing plans into regional prototype
- Developed user-friendly question-and-answer format summary plan description
- Prepared determination letter application for plan in controlled group with Qualified Separate Lines of Business
- Prepared master trust Form 5500 filing
- Researched and advised client regarding design and implementation of new defined contribution plan involving trust to trust transfer of assets for divested division of company
- Investigated and proposed alternatives concerning incorrect plan year, erroneous contributions and distributions, and administration of qualified domestic relations orders
- Advised client seeking to maximize deductible contributions to leveraged ESOP
- Drafted administrative service agreement and software license agreement
- Researched sales tax and trademark issues

**HEWITT ASSOCIATES**  
Major national employee benefits consulting firm

May and June 1994

**Benefits Attorney**

Prepared IRS determination letter filings for eleven pension plans for June 30, 1994 extended reliance deadline. Amended and restated defined benefit pension plan. Worked on target benefit plans, integrated defined contribution and defined benefit plans, and plans with multiple employers.

**INLAND STEEL INDUSTRIES, INC.**

1988 to 1993  
\$3.5 billion in net sales; steel manufacturing and distribution of steel and other products

**ERISA, Compensation and Benefits Attorney**

Handled all matters relating to employee compensation and benefit matters including benefit design planning, benefit plan compliance and document preparation, pension investment and health contracts, executive compensation, labor contracts (benefit issues), COBRA, subrogation, bankruptcies, and litigation as related to benefit plans. Drafted contracts and advised regarding independent contractor issues and employment matters.

**Major Accomplishments:**

- Participated in benefit planning and implemented legally mandated changes in ten pension, profit sharing, and 401(k) plans
- Reviewed plan investment contracts for \$1.7 billion pension plan and seven 401(k) plans
- Implemented Employee Stock Ownership Plan feature into \$450 million 401(k) profit sharing plan
- Provided legal advice for \$120 million health care and life insurance plan
- Designed and implemented six 401(k) plans; terminated five 401(k) and profit sharing plans
- Managed benefits litigation; responded to bankruptcies and qualified domestic relations orders; reviewed and drafted summary plan descriptions and other compliance documentation
- Participated in labor negotiations on pension and benefits issues with Steelworkers
- Routinely drafted materials for Board approval of benefit and compensation changes
- Negotiated language in company financings for ERISA covenants
- Advised client with respect to changes due to Financial Accounting Standard Board rules for retiree health plans
- Implemented executive compensation and benefit programs
- Drafted bonus programs

**PEOPLES ENERGY CORPORATION**

1985 to 1988  
\$1 billion in operating revenues; natural gas distribution serving the Chicago area

**General Corporate and Energy Attorney**

Specialized in energy and real estate contracts, easements, articles of incorporation and dissolution, interventions in federal appellate court matters, state administrative hearings and

unemployment compensation litigation, federal and state utility law, contracts, securities, and corporate matters.

**UNITED STATES STEEL CORPORATION** 1983 to 1985  
\$4.5 billion in sales; steel, energy and other diversified businesses

**State and Local Tax Attorney**

Prepared and handled tax protests and briefs, litigation, administrative hearings, negotiations with auditors and assessors, and contracts (tax issues).

**AFFILIATIONS**

Currently admitted to Practice: Wisconsin and Illinois  
Chicago Bar Association, Wisconsin Bar Association, Dane County Bar Association, American Bar Association  
Vice President, Madison Pension Council  
Legal Association of Women  
International Foundation of Employee Benefit Plans  
WEB  
Chicago Metro Ethics Coalition, past member  
Chicago Volunteer Legal Services Foundation, past member

**PUBLICATIONS**

"Take Another Look at Your Non-Calendar Year Plan," *Profit Sharing* (1995)  
"SBA '96 Provides Some ADP/ACP Testing Benefits Without Safe Harbors," *Journal of Taxation of Employee Benefits* (1997)

**EDUCATION**

**Business School**

Completed ten of twenty required courses for M.B.A.  
University of Chicago Graduate School of Business 1990-1993  
Dean's List

**Law School**

J.D., University of Wisconsin Law School 1980-1982  
Dean's List  
Article published by State Bar of Wisconsin, Taxation Section

**Undergraduate**

B. S. Mathematics, University of Wisconsin-Madison 1976-1980  
Graduated with Distinction, Dean's List  
Phi Beta Kappa



STATE OF WISCONSIN  
**ETHICS BOARD**



James R. Morgan  
Chairman  
Paul M. Holzem  
David L. McRoberts  
Robert G. Borgwardt  
Joanne R. Orr  
Dorothy C. Johnson

On the capitol square at:  
44 EAST MIFFLIN STREET, STE 601  
MADISON, WISCONSIN 53703-2800  
phone: 608/266-8123  
fax: 608/264-9309  
ethics@mail.state.wi.us

Roth Judd  
Director

NOMINEE: Cynthia A. Van Bogaert

POSITION: Member, Employe Trust Funds Board  
*(non-WRS participant/beneficiary, 5 yrs exp)*

STATUTORY

REFERENCE: 15.16(1) EMPLOYE TRUST FUNDS BOARD.

\* \* \* \*

(c) One member shall be a public member who is not a participant in or beneficiary of the Wisconsin retirement system, with at least 5 years of experience in actuarial analysis, administration of an employe benefit plan or significant administrative responsibility in a major insurer. It is the intent of the legislature that the member appointed under this paragraph shall represent the interests of the taxpayers of this state and shall not be representative of public employe or employer interests.

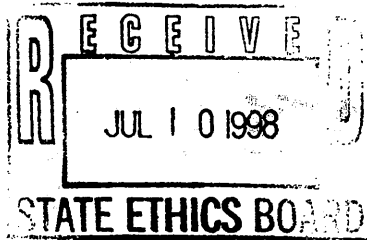
7/20/98

SENATE COMMITTEE ON HUMAN RESOURCES, LABOR, TOURISM, VETERANS AND MILITARY AFFAIRS: Senators Zien, (Chair), A. Lasee, Fitzgerald, Breske and Decker.



Mail or Fax to:

Wisconsin Ethics Board  
44 E. Mifflin St., Suite 601  
Madison, WI 53703-2800  
Fax: (608) 264-9309



Information must be current as of this  
Appointment/Nomination date:

**JUN 16 1998**

Print legibly in black ink or type

## Statement of Economic Interests

NAME: **Van Bogaert, Cynthia A.**  
STATE POSITION: **Employee Trust Funds, Dept. of**  
HELD OR SOUGHT: **Member, Employee Trust Funds Board**

**ABOUT THIS FORM:** This Statement of Economic Interests has been prescribed by the Wisconsin Ethics Board pursuant to §19.41, *Wisconsin Statutes*. The Statement is divided into several parts. Most parts ask for information about you as well as immediate family members. The information requested concerns the previous calendar year and, for some items, requires a snapshot of economic interests held on a specified date.

Part 1 of this Statement asks you to identify your family's employers. Part 2 asks for information about your family's ownership interests in businesses and enterprises. Part 3 asks you to identify your family's real estate holdings. Part 4 asks you to identify certain of the clients, customers, and tenants of the businesses and real estate you listed in Parts 2 and 3. Part 5 asks you to identify sources from which you received business entertainment and other gifts. Part 6 asks you to identify sources from which you received honoraria or payment of expenses. Part 7 asks you to identify all other sources from which you or your family received income. Part 8 asks you to identify securities which your family owned either directly or indirectly. Part 9 asks you to identify certain organizations in which you or an immediate family member was an officer or director. Part 10 asks you to identify certain organizations of which you or your family was an authorized representative or legal agent. Finally, Part 11 asks you to identify certain of your family's creditors.

Complete each part of this Statement. If any item does not apply, check (✓) the box marked "None or Not Applicable."  
Attach additional pages if necessary.

**Definitions:** "Income" means gross income before deductions and depreciation, from whatever source derived, as defined by the Internal Revenue Code, but excludes dividends and interest. "Immediate family member" means your spouse, and any child, step-child, parent, or parent-in-law who receives more than one-half of his or her support from you or from whom you receive more than one-half of your support. A "lobbyist" is an individual whose duties include trying to influence legislation or administrative rules in Wisconsin by communicating with an elected state official, agency official, or legislative employee on another's behalf for pay.

- Questions about completing this form? Call (608) 266-8115.
- Other inquiries (608) 266-8123.

### Part 1. Employers.

List each employer from which you or an immediate family member received income of \$1,000 or more in 1997. You do not have to identify any source of income from which you or an immediate family member received less than \$1,000. You do not have to identify any employer who is an individual unless the income you or your family received came from the individual's operation of a business or the individual was a lobbyist.

Check (✓) if None or Not Applicable

Name of employer (If State of Wisconsin, identify agency or institution)	City and state	General nature of business
Boardman, Suhr, Curry & Field, LLP	Madison, WI	Law firm
EFMARK	Evansville, WI	Automatic teller machine sales & service

### Part 2. Ownership interests in businesses.

List each partnership (general, limited or limited liability), corporation (regardless of tax status and including service corporations), proprietorship, limited liability company, firm, franchise, or other business or enterprise in which you or an immediate family member, directly or indirectly, separately or together, owned or controlled at least a 10% interest on the Appointment Date. Businesses can include farms, manufacturing companies, sales and service operations, real estate rental, and professional practices. If you or an immediate family member was self-employed, but did not operate under a business name, merely list the business's customers and clients in Part 4. If you or an immediate family member was engaged in renting real estate, but did not operate under a business name, merely list, in Part 3, the address of the real estate and, in Part 4, the commercial tenants.

Check (✓) if None or Not Applicable

Name of business	City and state	General nature of business	Form of business organization (service corporation, subchapter S or C corporation, partnership, proprietorship, etc.)
(Farm)	Belmont, WI	Grain farm	Proprietorship

For the businesses listed above, your identification must be sufficient to enable a person to identify: (a) for a corporation, its officers and directors; (b) for a limited liability company, its managers or members, and (c) for any other business, its owners. Because limited partnerships, limited liability companies, and corporations created or registered to do business in Wisconsin file this information with the Department of Financial Institutions as a matter of public record, no further information is required about them. For other types of businesses, identify the owners and partners below, or explain where such information is available as a public record.

Check (✓) if None or Not Applicable

Business	Name of owners or partners	City and state
(Farm)	Cynthia A. Van Boqaert	Brooklyn, WI

Name Van Bogaert, Cynthia A.

### Part 3. Real estate.

Identify all real estate located in Wisconsin in which you or an immediate family member held at least a 10% interest valued at \$5,000 on the Appointment Date. Include real estate you or your family owned directly or through: (a) a partnership; (b) a corporation; (c) a trust; or (d) other enterprise. Do not list your principal residence unless you used it for the conduct of a business or for rental purposes.

Check (✓) if None or Not Applicable

Location of property (street address or fire number, municipality, and county)	Type of property (e.g., farm, recreational, commercial, rental)	Nature of interest (own, lease, option, easement, land contract)
Sec. 17, N3, E2, Kendal Township, Lafayette County, WI	Farm	Own
N8551 Freidig Road Brooklyn, WI	Farm	Own

### Part 4. Customers, clients, and tenants (other than individuals\*).

Identify every source of income of \$1,000 or more in 1997 of every business that you listed in Part 2, except a C corporation, and for every property listed in Part 3. This means identify each customer, client, tenant, and other source of income.

\*Do not identify an individual unless the individual was a lobbyist.

If your business received income from a third-party payer (such as a fee, commission, or insurance payment received by a realtor, travel agent, or medical practice), list the third-party payer as well as the customer, client, or tenant.

You do not have to list:

- a corporation's sources of income if the corporation was not a service corporation or an "S" corporation under the Internal Revenue Code
- sources of income of a business in Part 2 or property in Part 3 from which you or an immediate family member received less than \$1,000.
- an individual who was not a lobbyist
- a decedent's estate.

Check (✓) if None or Not Applicable

Customer, client, or tenant	City and state
Agri-grain	East Dubuque, IL
Peavey	Dubuque, IL
Harvest States	Dubuque, IL

### Part 5. Business entertainment and other gifts.

List all individuals and organizations from which you received, in 1997, entertainment or gifts having a total value of more than \$50. Include tickets to sporting or theatrical events, golfing fees, prizes, samples and promotional items, items from sales representatives or as part of business promotions, and similar items. You do not have to report gifts received by immediate family members if they were not intended for you. A "gift" includes any money, property, favor, service, entertainment, travel, or payment furnished without valuable consideration. A "gift" does not include political contributions reported to the Elections Board, or meals, beverages, or lodging that an individual offers as hospitality at his or her own expense, and not as a business expense, for reasons unrelated to your holding state public office. You do not have to report gifts from your spouse, child, parent, brother, sister, grandchild, grandparent, aunt, uncle, niece, nephew, fiancé(e), parent-in-law, grandparent-in-law, brother-in-law, or sister-in-law.

Check (✓) if None or Not Applicable

Name of giver	City and state

### Part 6. Honoraria and payment of expenses.

List each individual or organization from which you received, in 1997, lodging, transportation, meals, expenses, or honoraria having a total value of more than \$50, for attendance at a conference, presentation of a talk, participation in a meeting, or for a published work about issues initiated by or affecting state government or state agencies. Honoraria you or an immediate family member received that were unrelated to state issues should be accounted for in Part 7.

You do not have to list information about lodging, transportation, meals, money or any other thing of pecuniary value: (1) if you returned it within 30 days; (2) if you received it from the agency of which your state public office is a part; (3) if you received it from a source listed in Part 1 or Part 4; or (4) if you already reported the payment to the Ethics Board as a matter of public record.

Check (✓) if None or Not Applicable

Payer	Approximate value of expenses	Amount of honorarium	Circumstances of receipt

### Part 7. Other sources of income.

Identify any other sources, not previously identified, from which you or an immediate family member received income (other than dividends or interest) of \$1,000 or more in 1997. Include honoraria not elsewhere reported, Social Security payments, retirement benefits, directors' fees, commissions, proceeds from the sale of real estate, and the like. You do not have to list insurance benefits, inheritances, scholarships (if no teaching or services were required in return), or Wisconsin Retirement Fund benefits. You do not have to list proceeds from the sale of securities unless you know the purchaser's identity. You do not have to list individuals, unless the individual was a lobbyist.

Check (✓) if None or Not Applicable

Source of income	City and state
Rental income	
Sale of residence	Albany, WI
	Westmont, IL

Name Van Bogaert, Cynthia A.

### Part 8. Stocks, bonds, mutual funds, and the like.

List securities, as explained below, that you and your immediate family owned on the Appointment Date whose value was \$5,000 or more on that date.

List the following types of securities:

- stocks
- bonds
- mutual funds
- money market funds
- securities issued by the State of Wisconsin
- securities issued by governmental entities within Wisconsin
- limited partnerships
- commodity futures contracts

Do not list:

- any security in which your family's interest was less than \$5,000 on the Appointment Date
- savings accounts
- checking accounts
- certificates of deposit
- annuities
- insurance contracts
- any security issued by the federal government or a government outside Wisconsin
- any security issued by an organization that does not do business in Wisconsin

Be sure to include securities held for you or your family in:

- a deferred compensation plan, profit-sharing plan, or pension plan whose investments you or your family directs
- an individual retirement account (IRA)
- a corporation, partnership, or other entity which you or your family controls.

List the security by name. Be specific. For example, list "Fidelity Puritan Fund -- mutual fund" and "IBM Corporation -- stock." Do not list "deferred compensation plan" or "IRA" or "Merrill Lynch account," since these terms do not identify the actual underlying securities.

For each security you list, place a check in one of the columns at the right to indicate the value of your family's interest in the security on the Appointment Date.

Check (✓) if None or Not Applicable

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
General Electric	Stock	X	
Microsoft	Stock		X
Comp USA	Stock	X	
3 Com	Stock	X	
Lowe's	Stock	X	
(continued on attached page)			

### Part 9. Offices and directorships.

List each business, labor union, association, cooperative, or other organization of which you or an immediate family member was, on the Appointment Date, an officer or director. You do not have to identify any charitable organizations (entities to which a contribution is tax deductible); political organizations (entities whose primary purpose is to influence voting); non-profit social or community service organizations; trusts; or federal, state, or local governments or governmental agencies.

Check (✓) if None or Not Applicable

Business or organization	City and state	Position
WEB - Network of Benefits Professionals (not for profit)	Nationwide	Director-at-Large/ Midwest

### Part 10. Representation of organizations.

List each business, labor union, association, cooperative, partnership, or other organization of which you or an immediate family member was, on the Appointment Date, an authorized representative or legal agent. List any organization which you or an immediate family member represented in the organization's dealings with others or on whose behalf you or an immediate family member was authorized to speak. Include business clients for which you or an immediate family member provided legal representation in dealings with other parties, organizations on whose behalf you or an immediate family member publicly appeared, and partnerships in which you or an immediate family member was a general partner. You do not have to identify any charitable organizations (entities to which a contribution is tax deductible); political organizations (entities whose primary purpose is to influence voting); non-profit social or community service organizations; trusts; federal, state, or local governments or governmental agencies; or organizations for which your efforts did not include representation to third parties. You do not have to list organizations already identified in Parts 1, 2, or 9.

Check (✓) if None or Not Applicable

Business or organization	City and state
McFarland State Bank	McFarland, WI
First National Bank of Stoughton	Stoughton, WI
Physicians Plus Insurance Corp.	Madison, WI
Wisconsin Bankers Association	Madison, WI
Wisconsin Auto & Truck Dealers Assn.	Madison, WI
First Supply Group, Inc.	Madison, WI

(continued on attached page)

### Part 11. Creditors.

List each creditor to whom you or immediate family members, individually or together, owed \$5,000 or more on the Appointment Date. For each creditor listed, place a check in one of the columns at the right to indicate the amount owed. Include business creditors if you or an immediate family member was personally liable for the debt. Include your portion of any partnership debts.

Check (✓) if None or Not Applicable

Creditor	City and state	Amount	Amount
		\$50,000 or less	More than \$50,000
M&I Bank	Oregon, WI		X

Before signing, please review your Statement to be sure that for each part, you have listed the required information or checked the box for "None or Not Applicable."

I certify that the information contained in this Statement of Economic Interests is true, complete, and correct to the best of my knowledge, information, and belief.

*[Signature]* 7/10/98 (608) 283-7543  
 Signature of person filing Date Daytime telephone number

Statements of Economic Interests are open for public inspection. The Ethics Board will notify you of the identity of any person who examines your Statement. In accordance with §15.04(1)(m), Wisconsin Statutes, the Ethics Board states that no personally identifiable information is likely to be used for purposes other than those for which it is collected. Failure to file a completed form may result in a forfeiture of up to \$500.

Office Review  
 Jp 7/16/98

## Statement of Economic Interests

Van Bogaert, Cynthia A.

## Part 8. Stocks, bonds, mutual funds, and the like.

Name of security	Type of security	Value \$50,000 or less	Value More than \$50,000
Western Digital	Stock	X	
CMF Money Market Portfolio	Money mkt. fund	X	
20th Century	Mut. fund	X	
Founders	Mut. fund	X	
Mutual Beacon	Mut. fund	X	
Vanguard	Mut. fund	X	
Fidelity Growth & Income	Mut. fund	X	
Fidelity Select Biotech.	Mut. fund	X	
Fidelity Disciplined Equity	Mut. fund	X	
Fidelity Magellan	Mut. fund	X	
Fidelity Select Air Trsp.	Mut. fund	X	
Fidelity Asset Manager	Mut. fund	X	
Fidelity Spartan US Equity Index Fund	Mut. fund	X	
Vanguard Star Portfolio	Mut. fund	X	
Fidelity Spartan Money Market	Money mkt.	X	
Minn. Mut. Group Credit Union IRA General Account	Ins. annuity contract	X	
Vanguard Wellington Fund	Mut. fund	X	
Vanguard Health Care Portfolio	Mut. fund	X	
Firststar Equity Fund	See attached information	X	
Holt-Smith Growth Fund		X	

## Statement of Economic Interests

Van Bogaert, Cynthia A.

## Part 10. Representation of organizations.

Business or organization	City and State
Citizens State Bank of Ft. Atkinson	Ft. Atkinson, WI
Physicians Plus Medical Group	Madison, WI
Allen, Harrison, Williams, McDonnell & Swatek	Whitewater, WI
Dane County Regional Planning Commis.	Madison, WI
WATDA Services, Inc.	Madison, WI
WATDA Insurance Trust	Madison, WI
Financial Institution Products Corp.	Madison, WI
Employee Benefits Trust	Madison, WI
This list of clients includes only clients with current billable activity being performed by Cynthia A. Van Bogaert as of the date of the appointment. It does not include current clients without current billing for which future legal work is likely.	



Part 10. Representation of organizations.

Businesses or organizations using the BSCF Prototype Plan as of 6/16/98	City and state
William Bethke, D.D.S.	Eau Claire, WI
Chippewa Valley Emergency Care, S.C.	Eau Claire, WI
Computerized Medical Imaging, Inc.	Eau Claire, WI
Cumberland Clinic, S.C.	Cumberland, WI
Eau Claire Anesthesiologists, Ltd.	Eau Claire, WI
Family Medical Clinic of Stanley, S.C.	Stanley, WI
Farrell Equipment & Supply Co., Inc.	Eau Claire, WI
William J. Henry, M.D.	Wisconsin Rapids, WI
IHLE Orthopedic Clinic, Ltd.	Eau Claire, WI
Northwoods Therapy Associates, S.C.	Eau Claire, WI
Storm Orthodontic Clinic, S.C.	Rice Lake, WI
Western Wisconsin Urology, S.C.	Eau Claire, WI
Environmental & Respiratory Medicine, S.C.	Palos Heights, IL
Robert Gibbons, Ltd.	Chicago, IL
Pediatric Dentistry, S.C.	Eau Claire, WI
John Ryan	Winnetka, IL
Steep & Brew, Inc.	Madison, WI
Western Springs Family Practice, Ltd.	Western Springs, IL
Steinnessen Schlegel & Co., L.L.C.	Eau Claire, WI