

# 2016 LOBBY REPORT

\$15.5 million spent to influence state government in 2015. \$1.5 million more spent over 2014.

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## 2016 Nebraska Lobby Report

Another record-breaking year for the Nebraska Lobby! Special interests spent \$15,643,295 on influencing our state government. Lobbyist compensation was up by more than \$1.4 million. Dollars spent on enter-tainment and gifts reached a new high of \$396,486. The role of the lobby in raising campaign funds continues to be a key factor in getting elected.

In contrast, legislative salaries remain at \$12,000 per year. There are those who argue that entertainment and campaign funds compensate for low salaries. Common Cause would argue that perks and campaign contributions are simply used to buy access and influence. It is in the public's interest to pay legislators a reasonable salary while reducing the role of lobbyists to sources of information rather than procurers of perks and dollars.

In order to reach out to elected officials should the public have to compete with professional lobbyists? Would private citizens have greater influence if they took legislators to lunch at Billy's. Would a couple of drinks at the Nebraska Club garner a vote? How about season tickets to the Husker games? Would a promise of \$5,000 in campaign funds help? The answer should be no to all of the question.

Professional lobbyists should be providers of information who compete on the same level as every other citizen. Our legislators should be compensated in a manner that allows them to be independent of special interests. Our elections need to be publicly funded and free of big money influence. Our government was created to be a democracy not a plutocracy and gift givers, entertainers and those who wish to purchase elections need to be held in check.

Our 2016 Lobby Report demonstrates the growing influence of money in politics. The need for greater disclosure is obvious. Current laws prevent the public from connecting the dots that would give full view of all perks and all campaign dollars and our legislators seem content with the current fog.

Jack Gould, Common Cause Nebraska, Issues Chair

## **Lobbying Expenses**

Several categories of lobbying expenses indicate trends in lobbying activity, as shown in the accompanying table. The total amount spent by principals (entities hiring lobbyists) on lobbying per session continues to grow. Expenditure records going back to 2000 indicate a dramatic increase in 60-day sessions from \$3,002,853 in 2000 to \$14,070,476 in 2014. The 2014 Principal's Total Expense is the largest amount ever reported for a 60-day session. The 2015 total of \$15,645,290 is the largest amount ever spent on lobbying.

The statistics also indicate that Lobbyist Compensation has shown a steady increase accounting for the primary increases in Total Expenditures. Lobbyists earned a record high \$14,506,302.

It is important to note that the report of spending by lobbyists on food and beverages is included in the Entertainment category. For a more accurate picture of lobbying activity, both Miscellaneous and Entertainment categories should be broken into several smaller groupings. Food and beverages should have a separate category.

	2011	2012	2013	2014	2015
Lobbyist Compensation	\$12,200,404	\$12,082,196	\$12,833,019	\$13,032,999	\$14,506,302
Lobbyist Reimbursement	350,501	272,568	275,760	347,241	442,365
Entertainment	338,885	355,544	272,639	263,260	370,702
Miscellaneous	619,995	162,806	181,998	211,499	218,853
Office Supplies	129,936	171,194	170,620	160,495	33,180
Gifts & Event Tickets	36,864	25,637	28,369	23,992	25,784
Travel	142,904	52,913	44,930	19,014	41,759
Lodging	23,453	29,080	9,356	11,973	6,345
Total Expense	\$13,842,942	\$13,151,938	\$13,816,691	\$14,070,473	\$15,645,290

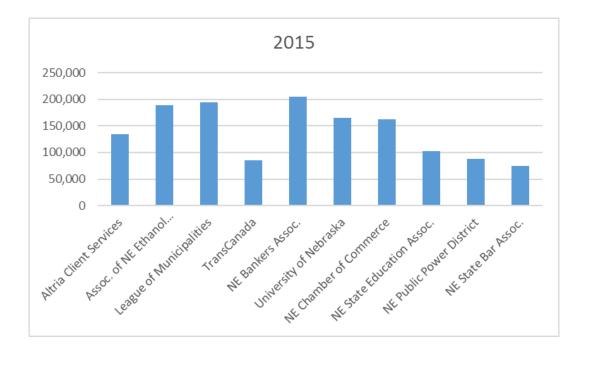
### Itemized Expenses

## Who Spends the Most on Lobbying?

Of the 545 entities that hire paid lobbyists in 2015, we have identified 10 of the biggest spenders over the last five years. Our 5-Year Total indicates that the Altria Client Services, the Parent Company for Philip Morris has moved into the number one position. The Nebraska Bankers Association spent the most in 2015.

	2011	2012	2013	2014	2015	5 Year Total
Altria Client Services	317,807	317,807	209,655	158,402	134,626	1,138,297
Assoc. of NE Ethanol Prods.	\$293,913	\$201,825	\$191,475	\$190,191	\$188,461	\$1,065,865
League of Municipalities	204,752	211,351	193,131	179,551	194,024	982,809
TransCanada	579,531	94,996	92,000	73,197	85,500	925,224
NE Bankers Assoc.	142,795	125,499	124,535	141,668	205,470	739,967
University of Nebraska	116,783	122,079	156,634	160,135	165,671	721,302
NE Chamber of Commerce	128,783	129,895	151,377	120,036	162,162	692,253
NE State Education Assoc.	148,601	137,761	103,050	68,645	102,361	560,418
NE Public Power District	89,655	83,521	86,292	78,544	87,387	425,399
NE State Bar Assoc.	86,021	86,202	92,388	74,841	74,410	413,862

#### Top Principal Spending in Nebraska



## Who Makes the Most?

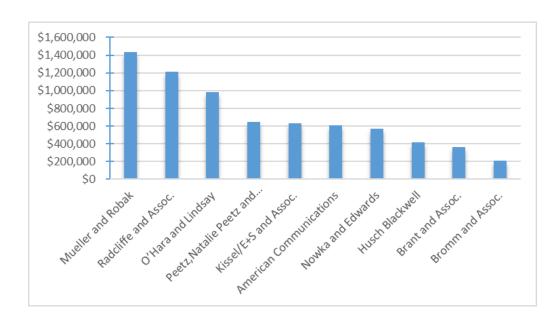
Most people recognize that the Nebraska Unicameral is terribly underpaid. \$12,000 and a limited per diem are not adequate to compensate for the long hours and the heavy responsibility. At the same time it is wrong to assume gift giving and special privileges are an accepted form of compensation. Lobbyists and principals provide these things with the expectation that they will win favor and gain special access.

It is ironic that "we the people" provide so little for our lawmakers while special interests are willing to spend so much. Our 49 senators earn collectively a total of \$588,000 each year while special interest are willing to spend over \$14,000,000 to influence our government. It is also ironic that most senators argue that the lobby has very little influence on their vote while so many powerful entities are sure their investment in lobbying pays off.

Firm	2011	2012	2013	2014	2015	5 Year Total
Mueller and Robak	\$1,176,804	\$1,164,855	\$1,273,952	\$1,425,318	\$1,438,822	\$6,479,751
Radcliffe and Assoc.	1,022,067	1,062,785	1,025,960	1,116,530	1,213,919	5,441,261
O'Hara and Lindsay	886,813	857,503	873,348	909,514	979,728	4,506,906
Peetz and Co	302,500	469,500	513,000	541,500	643,100	2,469,600
Kissel/E+S and Assoc.	548,657	564,764	611,519	534,076	630,208	2,889,224
American Comms.	517,555	528,999	592,350	618,221	607,115	2,864,240
Nowka and Edwards	497,362	521,862	552,308	557,101	573,324	2,701,957
Husch Blackwell	263,819	183,682	237,552	330,102	414,689	1,429,844
Brant and Assoc.	242,299	237,982	240,743	253,992	361,199	1,336,215
Bromm and Assoc.	183,700	170,104	172,317	207,791	211,571	945,483

#### Top Earning Lobbying Firms

Based on firm reporting of Total Receipts.



## Nebraska's Active Lobbyists

As the table below shows (people, companies or organizations that hire lobbyists) has steadily increased in recent years. The 545 principals hiring lobbyists in 2015 is a record for the state of Nebraska. Lobbying activity is largely influenced by the issues under consideration and by the willingness of principals to spend dollars to influence the government.

	2011	2012	2013	2014	2015
Compensated Lobbyists	323	313	321	316	351
Volunteer Lobbyists	60	50	38	39	42
Entities Hiring Lobbyists(Principals)	487	499	506	506	545
Volunteer Organizations	38	33	23	27	36
**Days in Session**	90	60	90	60	90

#### **Political Action Committees: PACs**

Political action committees, or PACs, are organizations established by corporations, labor unions, and other special interests, to raise money from individuals for political campaigns or other political causes. For many office holders and candidates for public office PACs are the largest source of campaign funds. A survey of campaign contributions over \$250 will show how important PACs are to the current election process. In Nebraska lobbyists play a major role not only in fundraisers and directing client money to favored candidates but they are permitted to participate in the distribution of Pac money. <u>Currently, of the 139 active PACs in Nebraska, lobbyist serve as treasurers for 52.</u> Since Nebraska no longer has limits on campaign contributions and spending those who have access to large sums of money become much more important to the election process.

## **Lobbying Impact**

It remains difficult to measure the full impact of lobbying money on the Nebraska Unicameral. Lobbyists are restricted to gifts of \$50 per month per senator. Senators must report only gifts valued over \$100. Principals, those special interests that hire lobbyists, only report total expenditures. Since food and beverages are included in entertainment figures the picture becomes clouded. Golf outings, luncheons, holiday gifts, birthday gifts, wedding presents, and tickets to events are difficult to track to specific senators.

If we use TransCanada as an example we know that over a five -year period the company spent \$925,224 on lobbying activity but we cannot track the money to specific events or specific recipients. If TransCanada gave a senator a gift value under \$100, neither TransCanada nor the senator would have to report the value or identify the gift. If TransCanada held an elaborate dinner and invited every senator providing food and beverages amounting to \$200 per senator, the expense might only show up in TransCanada's total entertainment figure. The public could not find out if their senator attended or the actual value of the event.

The	University	of	Nebraska
sper	nt the most lo	bby	ing money
on	entertainmen	t,	gifts, and
ticke	ets:		

Entertainment	\$32,472.81
Gifts	\$112.37
Tickets	\$11,672.00
Total	\$44,257.18

The only lobbying entity that provides greater disclosure is the

University of Nebraska. Several years ago the University agreed to disclose their "gifts of admission" so that the public could see who received the highly valued football tickets. It has been reported that the seating of senators is between the 40-yard lines about halfway up the lower section on the west side of the stadium. In 2015 the University placed a value of \$798 on two season tickets. Senators are not required to make the "foundation donation" that general public pays.

It can be argued that who gets free football tickets is a trivial issue but it is the only true measure of how accurately gifts are reported. The \$100 limit requires senators to report season tickets and the University is required to report all tickets to events. This makes it possible to cross check what is reported.

Ron Withem, the University's lead lobbyist, has indicated that Club Tickets and Skybox Tickets, which were popular items, will no longer be offered to senators on a single game basis.

Senators who buy season tickets with campaign dollars are expected to donate them to charity. The charities, however, do not have to be identified making it difficult to find out who uses the tickets.

**Recommendation:** Lobbyists and principals should stick to informing legislators, instead of buying influence.

## **UNL Football Tickets - 2015**

The charts below are compiled from the University of Nebraska's Principal's Report and the Statement of Financial Interests filed by the senators with the Nebraska Accountability and Disclosure Commission. The chart shows who accepted tickets, the value of the tickets and who actually reported the gift.

#### Received Free Tickets from the University (Valued at \$798 for 2 Tickets)

Sen. Brasch	Not Reported
Sen. Coash	Reported
Sen. Craighead	Not Reported
Sen. Crawford	Reported
Sen. Davis	Not Reported
Sen. Ebke	Not Reported
Sen. Haar	Reported
Sen. Howard	Reported
Sen. Larson	Reported
Sen. Morfeld	Reported
Sen. Murante	Reported

#### Paid for Tickets With Campaign Funds

Sen. Cook	\$798
Sen. Johnson	\$798
Sen. Krist	\$798
Sen. Mello	\$798 (Donated)
Sen. Scheer	\$798
Sen. Williams	\$798

**Recommendation:** All principals should have the same gift reporting standards as the University, to allow Nebraskans to cross-check official gift reports.

\*Appendix a, b, c, d: Who received University tickets and the value of those tickets.

# **Public School Lobbying**

Many public entities, already supported by tax dollars, spend tax dollars to lobby for more tax dollars.

The most visible examples are the University of Nebraska and Nebraska's public schools. Below are the 17 school districts that have had the revenue to hire their own lobbyists over the last 5 years. The questions remain. Is the investment in the best interest of all Nebraska school children? Are these districts sacrificing a teacher to hire a lobbyist? Does the lobbying result in competition for tax dollars leaving the districts without lobbyists with less funding? Are the lobbyists working for the best interest of all Nebraska children or just for the children in the districts that pay them?

School District	2011	2012	2013	2014	2015	5 Year Total
Adams Central	\$4,267.52	\$2,511.45	\$11,117.87	\$8,070.15	\$5,200.00	\$31,166.99
Bellevue	73,800.00	60,000.00	60,200.00	60,200.00	58,400.00	312,600.00
Bennington	20,200.00	0.00	32,300.00	7,700.00	18,200.00	78,400.00
Columbus	11,250.00	15,000.00	11,250.00	0.00	0.00	37,500.00
DC West	0.00	0.00	0.00	25,200.00	10,200.00	35,400.00
Elkhorn	20,200.00	20,000.00	18,950.00	25,200.00	25,200.00	109,550.00
Fremont	12,092.29	10,558.61	20,000.04	20,000.04	0.00	62,650.98
Grand Island NW	4,268.01	2,606.68	11,079.02	8,070.15	5,200.00	31,223.86
Grand Island	30,000.00	30,000.00	30,000.00	30,000.00	30,000.00	150,000.00
Lakeview	4,348.02	2,646.08	6,080.69	8,174.11	5,000.00	26,248.90
Lincoln	70,447.95	54,823.16	45,086.06	42,706.22	40,000.52	253,063.91
Millard	65,471.95	65,396.11	66,079.15	59,823.93	62,280.48	319,051.62
Omaha	79,161.51	68,283.24	67,091.05	78,886.68	67,125.61	360,548.09
Papillion	12,200.00		27,200.00	36,200.00	36,200.00	111,800.00
Ralston	27,142.50	30,073.32	28,416.63	32,476.64	30,093.33	148,202.42
Springfield Platteview	0.00	0.00	10,769.25	20,100.00	10,000.00	40,869.25
Westside	22,646.36	27,704.92	31,418.13	29,832.96	19,666.64	131,269.01
Learning Community	24,491.13	24,248.39	24,248.39	26,527.06	26,994.07	126,509.04
Total Spending	\$457,496.11	\$389,603.57	\$477,037.89	\$492,640.88	\$422,766.58	\$2,239,545.03

\*\*\*As reported last year, a number of "lobby-less" school district have organized to form STANCE, Schools Taking Action for Nebraska Children's Education.

The member districts have pledged not to hire professional lobbyists but are requiring their superintendents to take an active role at the capitol. Their goal is to represent the interests of all Nebraska children rather than compete for the special interests of individual districts. STANCE should be credited for a truly noble effort.

## **Campaign Contributions**

Most corporate interests contribute generously to candidates form both parties but tend to favor incumbents. It is a very practical approach. Once a candidate is elected, offers to host fundraisers begin. There is a real value in developing an eight-year relationship with a newly elected senator. Most incumbent senators will accept a large portion of their campaign money through lobbyists and special interests. It is reasonable to think that term limits might reduce the fundraisers during a senator's second term but this is not the case. Many senators use campaign dollars for club memberships, travel expenses, charitable contributions, tickets to fundraising events, office supplies, computers, etc. If senators have other political ambitions or plans to return to the legislature in four years a healthy war chest is desirable and lobbyists are more than willing to help.

As a result of several Supreme Court decisions Nebraska no longer has limits on campaign spending or campaign contributions. (see Getting Elected in Nebraska on our Common Cause Nebraska webpage) This has created a situation in which the lobby can increase its importance by hosting fundraisers and urging clients to make generous contributions. By acting as a conduit for campaign funds the lobby grows in its ability to gain access and influence.

Although we tend to separate lobbying expenses from campaign contributions, both play a key role in winning access and influence. Altria Client Services, the Parent Company for Philip Morris, spent \$1,138,297 over a five-year period on lobbying but over just a five-month period (12/08/2015 to 04/08/2016) the company spent \$26,500 on campaign contributions.

Date	Recipient	Amount
11/4/2015	Friends for Adam Morfeld	1000
11/4/2015	Nebraskans for Tyson Larson	1000
11/6/2015	Watermeier for Legislature	1000
11/10/2015	Citizens to Elect Jim Smith	1000
11/11/2015	Burke Harr for Legislature	1000
11/11/2015	Joni Craighead for Legislature	1000
11/11/2015	Murante for Legislature	1000
11/17/2015	Pete Ricketts for Governor	1000
11/18/2015	Bob Krist for Legislature	1000
11/18/2015	Friends of Lindstrom	1000
11/23/2015	Citizens to Elect Jim Smith	1000
12/31/2015	Friends for Adam Morfeld*	-1000
12/9/2015	Jerry Johnson for Legislature	1000
12/9/2015	Scheer for State Legislature	1000
12/14/2015	NE Republican Party	5000
3/17/2016	NE Republican Party	5000
4/6/2016	Pete Ricketts for Governor	2500

Note: The check distributed to Friends of Adam Morfeld on 11/4/2015 was eventually canceled. Resulting in the negative amount on 12/31/2015

**Recommendation:** Place realistic caps on the amounts that corporations can donate to political campaigns.

## **In-session Fundraisers**

Lobbyist sponsored in-session fundraisers tend to be the most efficient approach to fundraising for both lobbyists and senators. The senators are in town, the lobbyists are in the rotunda, and the issues are on the floor. Common Cause estimates that an in-session fundraiser can generate as much as \$7,000 at a closed breakfast one hour before the senators are on the floor. With a \$250 disclosure requirement, most contributions are kept under \$250 which allows the reporting to appear only as cash. Invitations call for a \$100 contribution at the door for all lobbyists and a complimentary pass for all senators. These are closed events. The public and the press are not invited. It is possible for lobbyists to "bundle" checks from other individuals adding to the difficulty of tracing contributions.

29 states prohibit in-session fundraisers. Common Cause Nebraska has helped to draft legislation to prohibit these events but the Government Committee has refused to advance the legislation during four legislative sessions.

In session fundraisers are rarely advertised but some are placed on the Legislative Calendar in the Clerk's Office. Below is a current list of lobbyist scheduled in-session fundraisers from 2014 and 2015 as reported on the calendar.

Over the last 5 years we have seen a dramatic reduction in fundraisers reported on the Clerks Calendar. <u>This is</u> <u>not an indication that in-session fundraisers are becoming less frequent</u>. The in-kind contributions reported on campaign finance filings show lobbyist participation continues only less visible.

January	February	March
5 <sup>th</sup> - Kolterman	5 <sup>th</sup> - Howard	24 <sup>th</sup> – Johnson
14 <sup>th</sup> –Hadley*		
22 <sup>nd</sup> – Stinner		

#### 2015 In-Session Fundraisers

\*Term Limited

#### 2014 In-Session Fundraisers

January	February	March	April	May
6th - Heath Mello*	12th – Harr	6th – Crawford	2nd – Nordquist*	5th—Murante
22nd – Johnson	26th - Murante	19th – Cook*	9th – Morfeld	
28th – Watermeier		30th – Garrett	13th – Howard	
30th – Haar*			30th – Hughes	

\*Term Limited

**Recommendation:** Prohibit fundraisers during the legislative session.

## **Campaign Reporting**

Senators report campaign contributions and expenditures over \$250, but senators and other state officials do not have to provide a verifiable yearly bank balance for their campaign accounts. Contributions under \$250 are generally reported as cash creating a serious gap in the reporting requirements. In 2012 Senator Brenda Council was able to gamble away \$64,000 in campaign funds because auditors did not have access to a documented bank balance. In 2006 Senator Ray Mossey resigned after it was discovered that \$7,442.98 was missing from his campaign account. In 1993 Margaret Reynolds, the treasurer of Senator Scott Moore's campaign diverted \$6,680 for her own personal use. Auditors detected none of the felony thefts. Individuals outside the monitoring process reported all three.

In 2013, 2014, 2015 and 2016 Common Cause helped to write legislation that would require yearly verifiable bank balances to be submitted to the Accountability and Disclosure Commission. Without a verifiable campaign bank balance auditors have no way of cross checking reports.

This year LB166, the bill to require a verifiable bank balance, has again died in the Government Committee without even a vote. The bipartisan Accountability and Disclosure Commission, the Omaha World Herald, the Lincoln Journal Star, the League of Women Voters, and Common Cause Nebraska supported the bill. 30 senators actually signed on to LB166 as cosponsors but <u>the Government Committee failed to advance the bill</u>. The committee has argued that three felony convictions over 20 years are not enough to warrant reform.

**Recommendation:** Require a yearly campaign account balance from the bank.

### The Revolving Door

There are currently as many as 25 former state elected officials who have walked through the revolving door and are now lobbying for special interests. The National Conference of State Legislatures reports that 33 states have passed "revolving door" prohibitions calling for a one or two year "cooling off periods" before elected officials are able to become paid lobbyists. Common Cause Nebraska has helped to draft similar legislation in four legislative sessions but none of the bills have made it out of committee. A cooling off period allows for issues and committee ties to change. It also provides distance between legislation and any promises of future jobs.

In 2016 Senator Kuehn attempted to close the "door" but once again <u>the Government Committee re-</u><u>fused to advance the bill</u>.

**Recommendation:** Enforce a 2-year cooling off period before an elected official can become a lobbyist.

(The statistics gathered for this report are compiled from records available to the public at the Nebraska Accountability and Disclosure Commission and the office of the Clerk of the Legislature. Work is underway to provide these records online.)

### Appendix A:

#### University of Nebraska Football Ticket Reporting

Description	Name	Office Held	Value of Admission
2 UNL Season Football Tickets	Senator Colby Coash	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Joni Craighead	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Sue Crawford	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Al Davis	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Laura Ebke	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Ken Haar	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Sara Howard	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Tyson Larson	State Senator	\$798.00
2 UNL Season Football Tickets	Senator Adam Morfeld	State Senator	\$798.00
2 UNL Season Football Tickets	Senator John Murante	State Senator	\$798.00
			Total - \$7,980.00

### Appendix B:

#### University of Nebraska Additional Ticket Reporting

Description	Recipient	Office	Value of Admission
2 UNO Hockey Tickets	Sara Howard	State Senator	\$50.00
1 UNO Hockey Ticket	Bill Kintner	State Senator	\$25.00
2 UNO Hockey Tickets	Rick Kolowski	State Senator	\$50.00
1 UNO Hockey Ticket	Jeremy Nordquist	State Senator	\$25.00
2 UNO Hockey Tickets	Bob Hilkemann	State Senator	\$50.00
2 UNL Men's Basketball Tickets	John Kuehn	State Senator	\$36.00
2 UNL Men's Basketball Tickets	Burke Harr	State Senator	\$36.00
2 UNL Men's Basketball Tickets	Jeremy Nordquist	State Senator	\$36.00
2 UNL Men's Basketball Tickets	Mark Kolterman	State Senator	\$36.00
3 UNL Men's Basketball Tickets	Dan Watermeier	State Senator	\$36.00
2 UNL Women's Basketball Tickets	Sue Crawford	State Senator	\$18.00

## Appendix C:

# University of Nebraska Spring Game Ticket Reporting

Name of Recipient	Office Held	Value of Admission
Lydia Brasch	State Senator	\$20.00
Colby Coash	State Senator	\$20.00
Joni Craighead	State Senator	\$20.00
Al Davis	State Senator	\$20.00
Ken Haar	State Senator	\$20.00
Sara Howard	State Senator	\$20.00
Mark Kolterman	State Senator	\$20.00
Bob Krist	State Senator	\$20.00
Jim Scheer	State Senator	\$20.00
Ken Schilz	State Senator	\$20.00
Jim Smith	State Senator	\$20.00
Kate Sullivan	State Senator	\$20.00
Dan Watermeier	State Senator	\$20.00
Matt Williams	State Senator	\$20.00
Tanya Cook	State Senator	\$20.00
John Kuehn	State Senator	\$20.00
	Lydia Brasch Colby Coash Joni Craighead Al Davis Ken Haar Sara Howard Mark Kolterman Bob Krist Jim Scheer Ken Schilz Jim Smith Kate Sullivan Dan Watermeier Matt Williams Tanya Cook	Lydia BraschState SenatorColby CoashState SenatorJoni CraigheadState SenatorAl DavisState SenatorKen HaarState SenatorSara HowardState SenatorMark KoltermanState SenatorBob KristState SenatorJim ScheerState SenatorKen SchilzState SenatorJim SmithState SenatorKate SullivanState SenatorDan WatermeierState SenatorMatt WilliamsState SenatorTanya CookState Senator

#### Appendix D:

#### Other Gifts of Admissions to Legislative and Clerk's office staff

Teresa	Alexander
Kate	Allen
Michelle	Andahl
Lucas	Atkinson,
Emily	Bass
Gayle	Beals
Nicki	Behmer
Кау	Berquist
Jeremiah	Blake
Shirley	Bonne
Dick	Brown
Vicki	Buck
Burdette	Burkhart
Susan	Carlsward
Christina	Case
Katie	Chatters
Kim	Davis
Anna	DeGraff
Krissa	Delka
Barb	DeRuso
Beth	Dinneen
Jim	Doggett
Mary Jane	Edson
Josh	Eickmeier
Jamaica	Erwin
Mike	Evans
Janice	Foster
Tim	Freburg
Mark	Freeout
Jeff	Fryman
Ron	Gerdes
Daren	Gillispie
Sally	Grandgenett

Adam Hall Ann Hart Spencer Head Nanette Hessee Chuck Hubka Pam Huckins Jody Hurlbut Al Jensen Amy Johnson Abid Kassim Kitty Kearns Nick Knihnisky Carol Koranda Jaime Kruse Bobby Larsen Catherine Larsen Chris Leishman Barb Lococo Matt Magensen Bill Mareno Christina Mayer Amanda Miller Roxey Miner Kim Miranda Mandy Mizerski Patrick O'Donnell Joel Pelton Janet Powell Sam **Pynes** Katie Quinteo Lamont Rainey Steve Ramos Theresa Ramos

Kimbery	Rezac
Sally	Schultz
Natalie	Shunk
David	Slattery
Charles	Smith
Debbie	Smith
Brent	Smoyer
Janice	Sothka
Vickie	Stephanich
Kristen	Stiffler
Bethel	Stuart
Jon	Taylor
Jeanette	Thiem
Alycia	Tiemann Brady
Heidi	Uhing
Ben	Umberger
Loise	VanDeventer
Tom	Venzor
Laurie	Vollertsen
Patty	Wade
Katie	Wattermann
Laurie	Weber
Gary	Weiman
Dan	Wiles
Katherine	Wilson
Ron	Witkowski
Cindy	Wolfe
Kate	Wolfe
Kenny	Zoeller