



08048524

STRONGER *together*

PROCESSED
APR 25 2008 *R*
THOMSON REUTERS

Received SEC

APR 17 2008

Washington, DC 20549

UNITED
FIRE
GROUP®
ANNUAL
REPORT
2007



United Fire's Craig Wilson (at left) joins Katecho Product Coordinator Matt Wood and Director of HR/Safety Jayne Schmeling at Katecho's Des Moines facility. See page 22 for more on how this firm incorporates safety into making medical devices.

On cover, United Fire's Shawn O'Brien discusses safety issues with Life Line Emergency Vehicles workers on site in Sumner, Iowa.

contents

Company Profile	3
Financial Highlights.....	4
Chairman's Report.....	6
"Stronger Together"	8

Form 10-K follows



The 2008 annual stockholders' meeting will be held on Wednesday, May 21, 2008, at 10 a.m. in the company's home office building in Cedar Rapids, Iowa. The usual notices and proxy material will be mailed to stockholders in advance of the meeting.

Our 2007 Form 10-K is included in this Annual Report. A copy of the Form 10-K is filed with the Securities and Exchange Commission and is available to stockholders upon request to:

Corporate Secretary
United Fire & Casualty Company
118 Second Avenue SE
P.O. Box 73909
Cedar Rapids, Iowa 52407-3909
Telephone: 319-399-5700

OR

Registrar and Transfer Agent
Computershare Investor Services
2 North LaSalle Street
Chicago, Illinois 60602

company profile

United Fire Group operates property and casualty and life insurance businesses, marketing its products through independent agents. Although it maintains a broad geographic presence that includes most of the United States, more than half of its property and casualty premiums and three-fourths of its life insurance premiums are written in five states.

Throughout its 62 years of existence, the company has emphasized writing good business at an adequate price, preferring quality to volume. Its goal of consistent profitability is served by these business strategies:

- Disciplined, experienced underwriting.
- Long-term emphasis on core property and casualty commercial lines.
- Understanding local markets.
- Market focus on small to midsized companies.
- Strong agency relationships.
- Commitment to technology, including online services.
- Talented, resourceful and well-trained employees.
- Superior customer service.

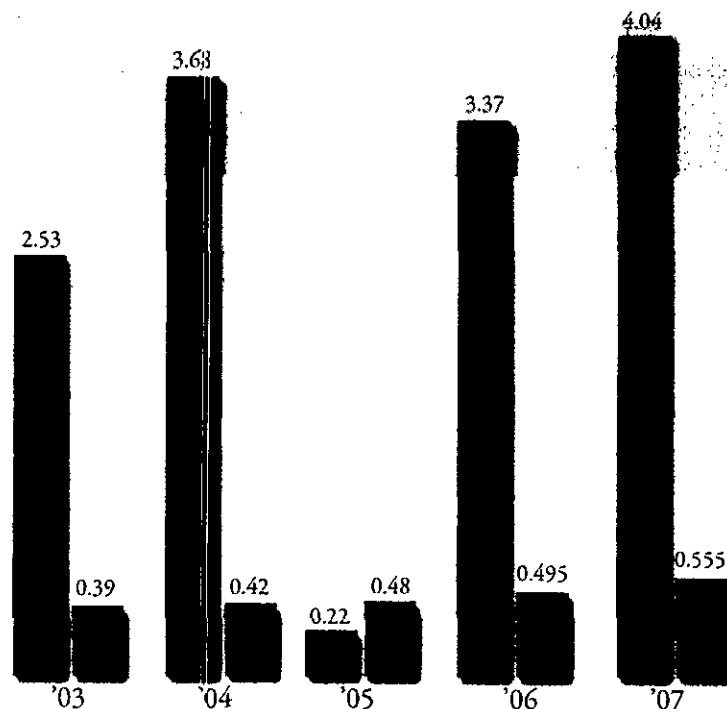
The company takes a conservative approach to the management of investments and earns excellent financial strength ratings from A.M. Best Company. It has been named to the Ward Group's 50 outstanding property and casualty insurance companies in the United States for 15 consecutive years.



U.S. ARMY



United Fire Group's Paul Baxter (left) meets with Valley Group Safety Director Shawn Meier.



EARNINGS AND DIVIDENDS PER COMMON SHARE

Basic earnings per common share

Cash dividends declared per common share



GROWTH IN ASSETS
(in millions)



GROWTH IN PREMIUM EARNED
(in millions)

financial highlights

	(Dollars in Thousands Except Per Share Data)				
Years Ended December 31	2007	2006	2005	2004	2003
Total assets	\$ 2,760,554	\$ 2,776,067	\$ 2,721,924	\$ 2,570,387	\$ 2,405,155
Total stockholders' equity	\$ 751,497	\$ 680,808	\$ 500,212	\$ 452,210	\$ 373,926
Book value per share	\$ 27.63	\$ 24.62	\$ 21.20	\$ 22.46	\$ 18.62
Revenues:					
Net premiums earned	\$ 505,763	\$ 503,122	\$ 495,516	\$ 492,291	\$ 464,595
Investment income, net	122,439	121,981	118,847	111,474	108,540
Realized investment gains (losses)	9,670	9,965	4,540	4,060	(1,691)
Other income	654	532	702	300	1,841
	\$ 638,526	\$ 635,600	\$ 619,605	\$ 608,125	\$ 573,285
Net income	\$ 111,392	\$ 88,085	\$ 9,044	\$ 78,817	\$ 55,574
Earnings available to common shareholders	111,392	88,085	4,938	74,075	50,832
Basic earnings per common share	4.04	3.37	0.22	3.68	2.53
Diluted earnings per common share	4.03	3.36	0.22	3.34	2.36
Cash dividends declared per common share	0.555	0.495	0.48	0.42	0.39
Combined ratio (statutory basis)	82.1%	89.7%	112.5%	86.4%	93.1%

The 2004 and prior amounts reflect the retroactive effects of our December 15, 2004, one-for-one stock dividend.





CHAIRMAN'S *report*

One of the first lessons I learned at my father's knee about investing was that, "If it seems too good to be true, it probably is!" As we have watched the current mortgage mess unfold, I often wondered why the wise (by their own admission) and overly compensated (according to their companies' proxy statements) individuals who are responsible for guiding some of our largest and most prestigious financial institutions didn't learn, or couldn't remember, what my father had taught me. After all, there is nothing more mundane in the financial world than a mortgage on a single family dwelling. How could you lose billions investing in them? Yet, by slicing and dicing something as simple as a mortgage on a single family dwelling, they did! Apparently, no one ever thought to ask any questions or wondered why they were reporting such out-sized profits from such a mundane business. Even Jimmy Stewart at the Bedford Falls Building Association in "It's a Wonderful Life" knew enough to "Keep It Simple, Stupid" (the old KISS rule), when making mortgages.

Another organization that believes in "keeping it simple" is a little insurance company out in the cornfields of Iowa that earned a record \$111,392,000 in 2007, while the smart people on the East Coast who run Citigroup, Merrill Lynch, et al were losing billions. That \$111,392,000 amounted to \$4.04 per share and was a 15.5 percent return on equity. It was a 26 percent increase over what it earned in 2006, which was also a record. We just hope it isn't "too good to be true"!

Earnings like this coming only two years after Katrina—the largest natural disaster loss in our country's history that ultimately cost more than \$224,620,000, net of reinsurance, was a

remarkable recovery. Of the 11,040 claims your company has reported as a result of Katrina, over 95 percent have been settled. It's too bad the FEMA couldn't do as well! And now the government is going to take over the health care system?

As we have often observed, "There is nothing wrong with the insurance business that a little underwriting profit won't cure," and an 18 percent underwriting profit is more than just a little; it can cure a lot! Unfortunately, we don't believe the insurance gods will let us earn that kind of underwriting profit for long. In fact, we are already feeling the presence of Adam Smith's invisible hand of competition as rates are being cut and premium growth gets harder to come by.

This is going to give Randy Ramlo and his team a real challenge. Last May, Randy took over the CEO's mantle from John Rife, who is continuing to help guide the life company. Randy joined the United Fire Group in 1984 and has spent 24 years in various positions in the underwriting department, including responsibility for the Surety Department and the Great Lakes Region, which in United's parlance encompasses an area stretching from Minnesota to Florida. With all that experience, you would think he would have known better than to set the bar so high! Randy will be the fifth CEO in your company's history, and the third who is not a McIntyre.

With Randy's promotion to the presidency, Mike Wilkins assumed the position of executive vice president. Mike joined the United Fire Group in 1985 and came up through the data processing side of the business. He ran our Lincoln

office when we had one. Mike's responsibilities include our automation efforts and personal lines underwriting.

John Rife had come up through the life insurance side of the business but learned the property and casualty business very quickly. No one could work a group of agents the way John could, and they loved it. At his retirement party, we had guests there from as far away as London. Of course, there was free booze and food. That always helps!

As mentioned previously, premium growth became difficult to come by in 2007. In fact, property and casualty premiums were actually down by approximately 1 percent. That lack of growth, however, masks a change in our book of business, as we deliberately cut back on our writings in Louisiana by approximately \$9,000,000, while replacing them with business elsewhere, mostly in the Midwest. While our writings in Louisiana were down by 30 percent, our exposures declined by 47 percent.

Likewise, United Life's premium writings were down, but for a different reason. Many life insurance products are interest rate sensitive and, frankly, cease to become attractive in a low interest rate environment such as we are now in. Therefore, we doubt that the life company will show much growth as long as the Federal Reserve follows its present policy. (In fact, so far this year, the Fed has cut the discount rate by 2 percent. This is truly going to be a challenging year for the life insurance business.) Fortunately, United Life was still

able to make a nice contribution to our bottom line. In 2007, it earned \$13,167,000, after tax.

Unlike those sophisticated financial institutions mentioned above, we had no write-downs or charge-offs from sub-prime mortgages or asset-backed securities. In fact, only 1 percent of our total invested assets are in the class, and the last time we bought any security of that type was in 2001. Since August 2002, our investments have been handled by Barrie Ernst, and he's too intelligent and too conservative to buy that kind of junk.

While I hesitate to say anything good about Sarbanes-Oxley, the bane of all publicly held companies and the accounting profession, I must admit that the mandates it has imposed on your board have helped make it a better board. For reasons we could never have anticipated, last year your board has had to become much more involved in the affairs of your company than they ever had before. They performed their role very well and demonstrated beyond a doubt that I am dispensable.

On August 9, 2007, the Iowa Insurance Department approved our request to purchase up to an additional 600,000 shares of our stock. Pursuant to that authorization, we have purchased and retired 497,500 shares.

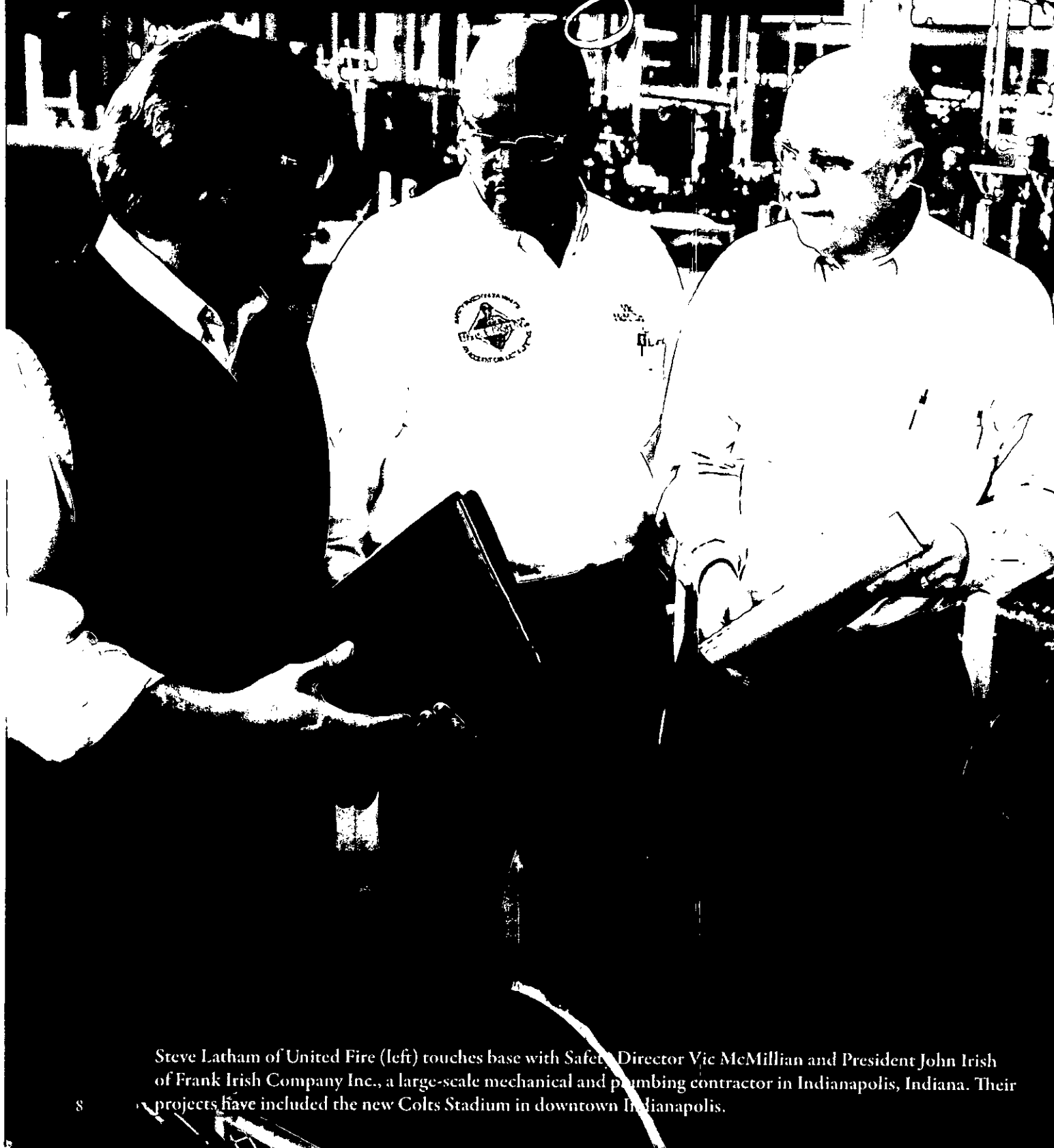
On November 16, 2007, your board voted to increase the quarterly dividend on your stock by 11 percent to \$.15 per share.



P. S. I once told my father—who was a master at writing long-winded explanations to our stockholders concerning their company's misfortunes, and why he knew next year would be better—that profits don't need long-winded explanations; only losses do. By that criteria, this letter is probably already too long.



STRONGER *together*



Each year, United Fire Group processes about 30,000 policyholder claims. Some are minor—fender benders and hail damage—while others are truly devastating, involving property destruction and serious medical injuries.

Most people view insurance companies as helping one put a loss behind them, which is our primary purpose. United Fire takes a more proactive approach. We devote a significant amount of our time and resources to helping customers prevent losses from ever happening.

“Working on loss control helps thwart problems that might disrupt business, lose employees or customers, and affect reputations,” adds United Fire CEO Randy Ramlo. “It also represents an additional opportunity to build relationships with our policyholders.”

As United Fire Group has grown, we have committed additional resources to our loss control department to provide quality service to policyholders. Over the years, we built our loss control team through training and development, and hiring representatives with good backgrounds in loss control. Our objective is to help clients realize the benefits of loss control: cost savings, improved efficiency and safer operations.

“We have worked to develop the expertise to effectively service the larger, diverse and complex accounts we have today,” says Brian Peck, Loss Control Manager for the Midwest Region. “Developing the loss control program and working with underwriting, claims and marketing has helped United Fire in retaining accounts, writing new business and improving loss ratio.”

Ergonomics and injury management are major factors in controlling losses. They go hand in hand.

Brian Peck, Loss Control Manager, Midwest Region

We work together to help clients develop loss control programs. In many cases, better safety is the result of improving the work environment to reduce injuries. We have worked with clients to help automate work stations to reduce the risk of repetitive motion; to minimize manual material handling by redesigning work stations; and to use ergonomically-designed hand tools to reduce hand and wrist strains.

“Ergonomics and injury management are major factors in controlling workers compensation losses. They go hand in hand,” Peck notes. “If you can reduce or eliminate ergonomic risk factors, the frequency and severity of losses is usually substantially reduced. That’s also true for injury management. Aggressive accident investigation, early return to work, and communication with physicians and claims representatives go a long way in controlling severity of losses.”



PARTNERSHIPS

From the start, the emphasis has been on working in partnership with clients.

"Our representatives work more as consultants or partners, rather than adversaries or inspectors," Peck explains. "We work together to develop goals and strategies."

This approach to loss control helps our customers operate their businesses more efficiently, improve product quality and worker safety, and control insurance costs.

"Our loss control reps have a rapport with the businesses and safety committees they work with," explains Brad Sayre, United Fire's Loss Control Manager for the Great Lakes Region. "In

the past, loss control and safety were considered an inconvenience. But progressive companies see that it's a benefit to them. It's a value-added service."

He cites a relatively new client in Minnesota that needed help in improving safety. They had a safety manual but no experience in how to apply safety regulations. Their previous insurance provider rarely visited on-site and offered no guidance. United Fire had much to offer.

"They appreciated having that option," Sayre says. "A loss control representative can really help with interpreting a lot of those safety issues. That's where the teamwork comes in."



Management commitment is the first step of any safety program.

—Ken Good, Loss Control Manager, Gulf Coast Region

*Building the loss control program has
also helped United Fire grow*

Randy Ramlo, President/CEO

United Fire's loss control department also works closely with our underwriting and marketing staff. We review our accounts' issues and safety concerns in monthly meetings. This gives United Fire a more comprehensive picture of the businesses we insure, helping us accurately match our coverage and pricing to the risk.

"United Fire's loss control staff is committed to the bottom line safety and health of our insured," Sayre stresses. "Our staff is one of the most committed and hardest-working in the industry. They will go the extra mile."

These loss control efforts have yielded positive results over the years. On the average, United Fire accounts receiving regular loss control services had a 10-point lower loss ratio and a 10-point higher retention rate than our average account.

THE PERSONAL TOUCH

We know that not all losses can be prevented, but many can—or the severity greatly lessened. Each week, our loss control representatives travel to different areas of the country, helping our commercial policyholders take steps to minimize injuries, reduce property damage and even save lives.

Our loss control reps are qualified to deliver safety training, including Occupational Safety and Health Administration (OSHA) instruction. This enables policyholders to create safer work environments by knowing what safety inspectors expect from every company. United Fire provides this at no cost to clients.

Safety programs vary with each client. We tailor our services to fit the need. Clients such as construction contractors and distributors need to have a fleet safety program, notes Ken Good, Loss Control Manager in our Galveston office.

"Management commitment is the first step of any safety program," Good explains. "Formalized training follows a specific safety policy. Ultimately, we want to talk to the people driving their vehicles. We target fleet safety, fire safety and liability. We can also provide safety videos to the company so they can do their own training."



Our representatives review losses to detect any accident trends or recurring concerns. This helps focus safety training on problem areas.

"We go in with the approach of being proactive, and hopefully, we'll reduce their accident rate," Good adds. "Most companies are responsive to loss control efforts. The ones that have used these programs have been very successful. It's made a real difference for them."

Building the loss control program has also helped United Fire grow, notes Randy Ramlo.

"It's allowed us to expand our horizons. We've been able to underwrite some unique businesses that other competitors won't insure," Ramlo explains. "We have carved out a niche by working with some of these smaller companies that might feel disenfranchised by the insurance industry."

United Fire's loss control program continues to grow each year. We enjoy partnering with our policyholders. We hope as you peruse this report, the stories you read will show we've come a long way together.

DALBEC ROOFING INC.

Long Lake, Minnesota

✓ SAFETY

✓ DEFENSIVE
DRIVING

✓ ROAD RAGE

✓ BUSINESS / HOME

✓ REPUTATION

The safety philosophy at Dalbec Roofing, based in Long Lake, Minnesota, comes through loud and clear in this statement on their Web site: "Simply put, we do everything we can to ensure that every employee goes home every night, safe and sound. And that includes the employees of our customers and those of any other contractors on the job site."

In the roofing business, that requires intensive, ongoing training to stay sharp and up-to-date on safety management and precautions.

Dalbec is a member of the Twin Cities Roofing Contractors Association safety program. Through that, Dalbec employees attend weekly "Tool Box Talks" on safety issues at the work site, and semi-annual, company-wide safety meetings that cover the latest safety practices mandated by the Occupational Safety and Health Administration (OSHA).

Complying with OSHA standards is no small accomplishment. But Dalbec's track record is excellent. As Dalbec President Kevin Krolczyk points out, the company did not have a single safety citation in its last OSHA inspection—a rare achievement.

"They're very serious about loss control and safety at Dalbec," explains Brad Sayre, Loss Control Manager for United Fire's Great Lakes Region.

United Fire takes seriously its obligation to help policyholders promote safety. Dalbec is a case in point. Sayre recently provided commercial vehicle safe driving training for Dalbec, discussing the importance of checking vehicles for safety defects before driving, securing loads, coping with road rage and hazardous conditions; and general safe driving practices.



agent

Marc Bullis
Bullis Insurance Agency, LLC
Minneapolis, Minnesota

Brad Sayre, Great Lakes Loss Control Manager, teaches a commercial vehicle safe driving class for Dalbec employees in Minneapolis.

DALBEC ROOFING INC.

United Fire reps can provide policyholders with training on many safety issues. Three reps, serving Minnesota, Wisconsin, Illinois and Indiana, are qualified to provide OSHA in-depth construction and general industry courses in 10- or 30-hour sessions. This enables policyholders to create a safer work environment and also know what OSHA expects from every company. It's also possible to set up a joint training session for several companies' employees.

"There aren't a lot of people who have taken that kind of training," Sayre adds. "Not all of our reps have that. But because of their experience, all our reps can go to a client and provide OSHA-related training in several areas. They know how OSHA enforces its regulations and have a good knowledge of the regulations themselves."

For instance, machine guarding in a manufacturing setting. Certain guards must be in place to prevent workers' access to, and injury from, dangerous parts of machines while they're operating. In some cases, that calls for a "lockout-tagout" program that, when properly implemented, keeps an energy source from reaching any part of the machine when someone is working on it. That area is then "locked and tagged" to clearly show anyone passing by that it's shut off and should not be re-engaged.

United Fire reps can also address personal protection equipment (safety glasses, gloves, special clothing and respirators) for handling chemicals; the Worker Right to Know regulation on information about chemicals in the workplace; scaffolding safety compliance; trenching safety for contractors; and forklift operation safety.

LIFE LINE

Sumner, Iowa

Safety and precision are what ambulances ultimately are all about. They carry professionals to and from life-threatening emergencies. Those care providers use their precise skills and quick response to treat the injured, relying on their ambulance to be a top performance unit.

Those demands go hand in hand with emphasizing safety in the facility where some of the best emergency vehicles are built: Life Line Emergency Vehicles of Sumner, Iowa.

Life Line builds ambulance and rescue vehicles from the floor up. United Fire Group has written Life Line's coverage since the company opened in 1985. Over that time, United Fire and Life Line have built a mutual loyalty that shows how well a great loss control partnership can work.

Shawn O'Brien, United Fire's loss control representative, has been a part of the team at Life Line from the beginning. He's proud of the progress and success the company has experienced and enjoys his work as their loss control "coach."

"When they started in 1985, they had about six employees. Now they have more than 165," O'Brien says. "As they grew,

I helped them develop policies, a safety control committee and some other prevention ideas."

Life Line has undertaken many improvements to make its work environment that much better—and safer, he says. For example, some workers were developing carpal tunnel syndrome and other hand injuries while using manual tools on the job. Life Line replaced those tools with pneumatic tools, taking much of the danger out of workers' tasks.

Another concern was falls on the job. For years, United Fire and Life Line discussed how to better protect workers welding and painting atop individual ambulances. When their work site is more than six feet high, some sort of protection is required. O'Brien suggested requiring a harness attached to the ceiling, preventing a fall if the worker slips or loses his footing. Life Line installed it, and it's made a real difference.

"Ergonomics has been a huge issue at Life Line," O'Brien says. "But with their changes, it's gotten a lot better."

Two years ago, Life Line hired Kirk Dighton, safety officer and now HR director, and Shawn now works closely with Kirk.

"He's formalized what we've done over the last 20 years," O'Brien explains. "Now Kirk and I walk through the plant together about three times a year to check for safety hazards."

Today, two years after building a brand new plant, Life Line's work environment has incorporated protections to address the safety issues O'Brien worked with them to correct.

His work's not over, O'Brien notes. It's an ongoing process to address all dangers in industrial settings. They are still working to eliminate manual material handling and heavy lifting, where possible.

"I try to be kind of a teammate with them," O'Brien says. "It's my job to work with them to find solutions to any problems."

"They are the best people I've ever worked with."



Shawn O'Brien of United Fire (standing at left) enjoys working closely with Life Line President Terry Letcher (seated). Opposite, Life Line's Safety Officer Kirk Dighton (at right) touches base with Shawn and employee Brad Opperman.



agent

Mike Byl
First Insurance Services
Waverly, Iowa

VALLEY GROUP

Rock Island, Illinois

The depth of commitment to safety at Valley Group, a street and road contractor based in Rock Island, Illinois, shows on many levels.

From their first day, new employees are trained on the importance of following safety procedures. Those apply to everyone, and there's a good reason, says Paul Baxter, United Fire's loss control rep who works with Valley Group.

In road construction, there's risk exposure on every work site. It's inherent in working with heavy equipment and traffic in public areas, near utility lines and other potential dangers.

Yet, Baxter notes, this firm's commitment to safety and prevention is the best he's ever seen.

"They include every employee—from the CEO to the newly hired apprentice—in their safety program, and safety really is the utmost concern," he explains. "It's one of the most safety-conscious firms I've ever worked with. They're very proactive."

Baxter works closely with Shawn Meier, Valley Group's safety director. They visit work sites together about four times a year and Baxter is always impressed at the precautions and conscientious approach they use. He sat in on Shawn's presentation to new Valley Group employees going through orientation, "and it's very in-depth. He goes through a lot of details. They're really doing everything they should do right from the start."



Pictured at left, Valley Group's Board Chairman John Hass (seated on left), President Bill Hass (seated on right) and Vice President Greg Hass (standing) ensure that safety is a top priority. At right, Valley Group's Safety Director Shawn Meier (on left) and Paul Baxter review safety precautions on site.

Valley Group's estimators and project managers participate in a pre-job hazard analysis before each project to pinpoint safety concerns. The firm's Web site has an entire page devoted to the importance of safety.

In the field, Baxter adds, "Shawn gives excellent safety talks to the guys on the job site. They're dealing with things like underground utilities, trying to avoid striking fiber optic cables or gas lines. They have clear procedures and policies on locating those lines and documenting their locations. It's an excellent program."

As they tour work sites together, Baxter says, "we work together, put our heads together and review what we see. Working with subcontractors, traffic flow and control—we talk about those issues and if we see a concern, we talk about it. If I have a recommendation, I know it's going to be taken care of."

Both men have law enforcement training and view security seriously.

"We have a good working, professional relationship," Baxter adds.

Valley Group's philosophy toward safety "makes my job that much easier, because safety comes first for them," Baxter points out. "They want our feedback and they really appreciate United Fire's input. They are knowledgeable, professional and have a great approach to safety. I just can't say enough good about them."



United Fire's Paul Baxter



agent

Brian Matlock
Ruhl & Ruhl Insurance
Davenport, Iowa

8

agent

Steve Cooper
McHenry Insurance Services, Inc.
McHenry, Illinois



In photo above, Stan Beinarauskas, COO of Midco International (center) briefs CEO Keith Malek (at right) on a production matter at the company's Chicago facility. Listening with Malek is United Fire's Mark Rienstra. At left, Midco worker Rutilio (Ralph) Delgado talks with Malek (center) and Rienstra on the firm's production floor.



MIDCO

Chicago, Illinois

*Mark
Rienstra of
United Fire
on site
at Midco.*

At Midco International, doing business the right way, efficiently, is the only way to operate. Nowhere is that more evident than in the companywide attitude toward safety.

This Chicago-based company started as a manufacturer of products ranging from onion peelers to air heaters. Today, it provides some of the finest residential and industrial grade burners and food service equipment. Emphasis has shifted from product development to product refinement for equipment such as water heaters, boilers, crop dryers and industrial ovens.

At Midco, efficiency is equated with safety. And because much of Midco's work force is made up of family members and second generation kin, safety is taken seriously.

"Safety is personal," explains Mark Rienstra, United Fire's loss control representative with Midco. "If someone gets hurt, it's someone in their family."

Long-term employment is another common denominator with Midco, a fact Rienstra appreciates.

"They value their employees at Midco," he says. "which translates into less turnover and more experienced—and safer—

workers. And many bring in their family members, which shows they feel it's a worthwhile organization to be a part of."

Midco has been innovative and progressive in shaping its products to meet demand, and in improving work stations to be safer and more efficient. That has included production floor renovation and fabrication to reduce worker risk, Rienstra says.

"They're very proactive. They're not content to rest on their laurels," Rienstra notes. "They're always thinking ahead, asking 'how can we make this safer?'"

When Rienstra began working with Midco a little over a year ago, he found they had a good safety program in place, including a detailed evacuation plan. They were willing to work with him to address any safety concerns.

"It's a very comfortable relationship," Rienstra says. "Safety starts with a strong management commitment, and Midco has a safety mentality. They're the experts on their processes. I can serve as an extra set of eyes for them as we review operations."

Midco is also International Standards Organization (ISO) 9001 certified, a badge of pride within the company because it's a tough quality control standard to meet.

Midco management also realizes the importance of training and making employees aware of the value of safety and preventative measures. Recently, as Midco CEO Keith Malek demonstrates (at right), an employee was using a piece of machinery when the machine malfunctioned. Had he not followed all safety precautions, he could have been seriously injured. The machine was taken off line, and the experience used to illustrate the importance of safety.



FRANK IRISH INC.

Indianapolis, Indiana

The approach to business at Frank Irish Company Inc., a mechanical and plumbing contracting firm in Indianapolis, Indiana, is exceptional in many ways. In scale, in exactness and in safety.

Steve Latham, United Fire's representative with the firm, puts it simply: "Frank Irish is not your typical mechanical contractor."

Most such contractors have an office, a small plant, and do nearly all their work in the field.

Frank Irish, established in 1916, has renovated a 150,000-square-foot steel warehouse into a facility where employees can build, test and measure entire, large-scale mechanical or plumbing systems, which are then loaded and hauled to a job site and installed as is. Prefabrication is the name of the game.

Instead of spending days in the field assembling components off site, these workers can do everything inside, in a clean, state-of-the-art, 45-foot-high structure. Ground operated, remote controlled overhead cranes enable workers to move and assemble large prefabricated components. Storage space is plentiful.

"They do as much work in the shop as they can," Latham explains, enabling the firm to tackle big jobs, such as a \$35 million, multi-year contract to work on Indianapolis' new Colts stadium.

While most contractors would have to coordinate their work with masons on site, Frank Irish can prepare and prefabricate an entire section of fixtures into a rack that can be lowered into a wall on site, ready to go.

In another job, they prefabricated 17 stories of

ductwork for air conditioning before hauling it to a job site, Latham says. They pressure-test every fixture in the shop before sending it to the site.

"It reduces the extra work they'd have to do in the field because everything is standardized," Latham adds. "It offers a lot more control, but also a lot more flexibility in what they can do."

Doing so much work in their own facility also greatly reduces the company's risk of job site theft. And when they do go to a site, workers bring lockable bins to protect all tools, piping and other materials.

"They go to extra lengths to secure and protect their materials," Latham says. "That means, in turn, that our risk is much lower too."

In-house work stations are ergonomically designed, minimizing any bending or lifting for employees. Work benches are on scissor lifts to be adjustable, improving safety.

Latham works closely with Frank Irish's safety director, primarily in the field at work sites, but visits the plant three times a year.

"Their safety operation is as elaborate as their work facility," he says. "We do site evaluations and look for any concerns. They involve their supervisors in their safety management program too."

He knows that if he voices a concern, it will be dealt with immediately, and he'll be informed on how it was handled.

"They like input from United Fire, and they're very responsive. They follow through quickly," Latham notes. "They're constantly looking at how they can improve the way they do things. I really enjoy working with them."



Steve Latham of United Fire



President John Irish, son of the company founder, (at left) is very much involved in the work of his successful firm in Indianapolis.

agent

Dave Linthicum
M.J. Schuetz Agency
Indianapolis, Indiana



Vic McMillian (above on left), Frank Irish safety director, reviews safety measures with United Fire's Steve Latham on site. At right, they check on progress at the new Colts Stadium, one of Frank Irish's major projects.

KATECHO

Des Moines, Iowa

Being proactive on safety goes hand in hand with the detail-oriented, high-tech business Katecho Inc. is in. In the world of medical device production, testing and research, there's little margin for error.

Based in Des Moines, Katecho makes medical products, specializing in disposable electrodes for pacing, defibrillation, muscle stimulation, patient monitoring and electro-surgery. Katecho also produces conductive adhesive hydrogels used on electrode pads. Additional services include engineering design services and product testing.

When Craig Wilson, United Fire's representative, started working with Katecho just over two years ago, he found they had a good safety program, with regular training and written procedures and policies on safety issues. Wilson visits Katecho's facility three or four times a year to review any trends with losses or new concerns.

"Repetitive-motion injuries have been an issue for them, but they're starting to automate a lot of their production now," Wilson says. "They've spent a lot of time and money to try to eliminate hazards for the employees."

Hands-on assembly areas are being automated, but maintenance personnel work regularly on computerized equipment and use good safety practices, Wilson notes.

*Craig Wilson
of United Fire*



"The facility is spotless," he adds. "Their housekeeping is unbelievable, and every place is well lit."

Working with Katecho has been a pleasure, Wilson says, because they take safety seriously.

"They're very self-sufficient with the staff they have," he explains. "But we have a good working relationship. I've made a couple of suggestions and they jumped right on them."

After one worker injured himself slightly when a piece of machinery jammed, Wilson suggested adding a "lockout-tagout" security measure that prevents energy from reaching machines once they're shut down. It was implemented immediately.

"They're very easy to work with," Wilson says. "They make changes on their own to address any issues."



At right, Director of HR/Safety Jayne Schmeling, and Matt Wood, former safety intern and now full-time employee in the engineering department, discuss safety measures with Craig Wilson (center) in Katecho's laboratory.

agent

John Hurley
Holmes Murphy
Des Moines, Iowa



AKIRA

Gainesville, Florida

From the sleek, elegant woodwork they create to their attitude toward workplace safety, Akira Wood is a class act.

Just ask Dave Kalmbach, United Fire's loss control representative who has worked closely with this Gainesville, Florida, company since 2005.

"I call them the poster child for all carpentry shops on safety," Kalmbach says. "I now gauge all other woodworking shops by their operation. They are absolutely top-notch."

Akira's main market is Miami, although they have worked from coast to coast as well as internationally. They specialize in luxury hotels such as the Hotel Delano in South Beach. Their first commercial job in 1982 was a restoration of the old capitol building in Tallahassee.

Kalmbach visits Akira every year to tour the facility and work with their safety managers. In his first visit, he made seven recommendations, Kalmbach recalls. Most of the concerns related to reducing the potential for explosions. Woodworking creates a lot of fine sawdust, and any static electricity or spark can trigger an explosion.

"They installed a vacuum system with all their equipment that immediately removes sawdust from work sites," Kalmbach says. "Plus, they do a complete clean-up of the

entire facility after each job. You're hard-pressed to find one speck of dust after that. They value safety."

Other concerns, such as guards for fluorescent lights and shutting off heaters near the spraying of flammable adhesives, have been addressed, Kalmbach adds.

"These are the kinds of things we try to alert people to," he explains. "We don't come in heavy-handed, sounding like we want to run their company. We tell them we want to be part of their safety team."

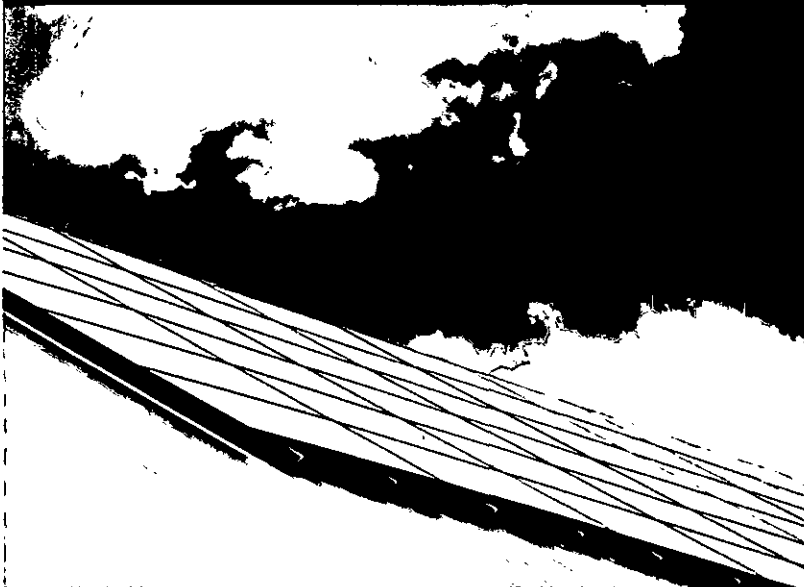
Akira has also made the effort to make its operations as "green" as possible, supplementing the power they need to operate with solar energy. To date, their enormous solar panel system is the largest commercial solar installation in Gainesville. Financial incentives such as federal tax credits and cash rebates from the state of Florida and the city of Gainesville have made the payback on the system less than five years.

In his most recent visit, Kalmbach points out, he only had two very minor safety issues. He knows Akira will take care of them.

"They have always complied with everything we've asked them to do. They're always very agreeable," he says. "They go above and beyond the call of duty."



David Kalmbach of United Fire



agent

Brian Scarborough
Scarborough Company Insurance, Inc.
Gainesville, Florida



Akira Wood Owner Hosh Shitama chats with Dave Kalmbach outside the entrance to the woodworking firm's renovated building. The Gainesville, Florida, firm is progressive on many fronts, including its notable use of solar panels and its open, spotless production floor space (both pictured at left). "Akira" is an old Japanese word stemming from ancient Chinese characters for the sun (smaller symbol) and moon (larger symbol).

to our agency force
THANK YOU

A 'thank you' to our United Fire Group independent agents for bringing these great clients into our fold, and into strong partnerships with United Fire on loss control. Also, for helping us with details and arrangements to feature them in our annual report. These agents' excellent working relationships with such well-run firms make it easier to tell the story of success.

Marc Bullis
Bullis Insurance Agency, LLC
Minneapolis, Minnesota

Steve Cooper
McHenry Insurance
Services, Inc.
McHenry, Illinois

Mike Byl
First Insurance Services
Waverly, Iowa

John Hurley
Holmes Murphy
Des Moines, Iowa

Brian Matlock
Ruhl & Ruhl Insurance
Davenport, Iowa

Brian Scarborough
Scarborough Company
Insurance, Inc.
Gainesville, Florida

Dave Linthium
M.J. Schutz Agency
Indianapolis, Indiana



Midco is a family in more ways than one. Its workers are multi-generational, as shown by these two fathers and sons: COO Stan Beinarauskas, at left, with his son Kyle, and Rutlio (Ralph) Delgado with his son Rutlio (Ruty) Delgado, above.

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-K

☒ Annual Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934 for the fiscal year ended December 31, 2007

OR

☐ Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934 for the transition period from _____ to _____

Commission File Number 2-39621

UNITED FIRE & CASUALTY COMPANY

(Exact name of registrant as specified in its charter)

Iowa
(State of Incorporation)

42-0644327
(IRS Employer Identification No.)

118 Second Avenue SE
PO Box 73909
Cedar Rapids, Iowa
(Address of principal executive offices)

52407-3909
(Zip Code)

Registrant's telephone number, including area code: (319) 399-5700

Securities Registered Pursuant to Section 12(b) of the Act: None

Securities Registered Pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act.
YES ☒ NO ☐

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act.
YES ☐ NO ☒

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. YES ☒ NO ☐

Indicate by check mark if disclosure of delinquent filers pursuant to Item 405 of Regulation S-K is not contained herein, and will not be contained, to the best of registrant's knowledge, in definitive proxy or information statements incorporated by reference in Part III of this Form 10-K or any amendment to this Form 10-K. ☒

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, or a non-accelerated filer. See definition of "accelerated filer and large accelerated filer" in Rule 12b-2 of the Exchange Act. (Check one):

Large accelerated filer ☒ Accelerated filer ☐ Non-accelerated filer ☐

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Act). YES ☐ NO ☒

As of February 22, 2008, 27,116,490 shares of common stock were outstanding. The aggregate market value of voting stock held by nonaffiliates of the registrant as of June 30, 2007, was approximately \$718.2 million. For purposes of this calculation, all directors and executive officers of the registrant are considered affiliates.

FORM 10-K TABLE OF CONTENTS

PAGE

PART I:

Item 1.	Business	1
Item 1A.	Risk Factors	12
Item 1B.	Unresolved Staff Comments	20
Item 2.	Properties	20
Item 3.	Legal Proceedings	21
Item 4.	Submission of Matters to a Vote of Security Holders	21

PART II:

Item 5.	Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities	22
Item 6.	Selected Financial Data	24
Item 7.	Management's Discussion and Analysis of Financial Condition and Results of Operations	25
Item 7A.	Quantitative and Qualitative Disclosures About Market Risk	54
Item 8.	Financial Statements and Supplementary Data	56
Item 9.	Changes in and Disagreements with Accountants on Accounting and Financial Disclosure	93
Item 9A.	Controls and Procedures	93
Item 9B.	Other Information	93

PART III:

Item 10.	Directors, Executive Officers and Corporate Governance	94
Item 11.	Executive Compensation	99
	Security Ownership of Certain Beneficial Owners and Management and Related	
Item 12.	Stockholder Matters	117
Item 13.	Certain Relationships and Related Transactions, and Director Independence	120
Item 14.	Principal Accounting Fees and Services	121

PART IV:

Item 15.	Exhibits, Financial Statement Schedules	122
	Signatures	129

PART I.

ITEM 1. BUSINESS

FORWARD-LOOKING INFORMATION

It is important to note that our actual results could differ materially from those projected in forward-looking statements. Information concerning factors that could cause actual results to differ materially from those in forward-looking statements is contained in Part I, Item 1A, "Risk Factors" and Part II, Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations."

GENERAL DESCRIPTION

The terms "United Fire," "we," "us," or "our" refer to United Fire & Casualty Company or United Fire & Casualty Company and its consolidated subsidiaries and affiliate, as the context requires. We are engaged in the business of writing property and casualty insurance and life insurance. We are an Iowa corporation incorporated in January 1946. Our principal executive office is located at 118 Second Avenue SE, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909. Telephone: 319-399-5700.

We report our operations in two business segments: property and casualty insurance and life insurance. A table reflecting revenues, net income and assets attributable to our operating segments is included in Part II, Item 8, Note 11, "Segment Information." All intercompany balances have been eliminated in consolidation.

Our property and casualty insurance segment includes United Fire & Casualty Company and the following companies, which United Fire & Casualty Company owns 100 percent, directly or indirectly: Addison Insurance Company, an Illinois property and casualty insurer; Lafayette Insurance Company, a Louisiana property and casualty insurer; American Indemnity Financial Corporation, a Delaware holding company; and Texas General Indemnity Company, a Colorado property and casualty insurer.

United Fire Lloyds, a Texas property and casualty insurer, is an affiliate of and operationally and financially controlled by United Fire & Indemnity Company.

Most of our property and casualty insurance subsidiaries are members of an intercompany reinsurance pooling arrangement. Pooling arrangements permit the participating companies to rely on the capacity of the entire pool's capital and surplus, rather than being limited to policy exposures of a size commensurate with each participant's own surplus level. Under such arrangements, the members share substantially all of the insurance business that is written, and allocate the combined premiums, losses and expenses based on percentages defined in the arrangement.

Our life insurance segment consists of United Life Insurance Company, an Iowa life insurer and wholly owned subsidiary of United Fire & Casualty Company.

As of December 31, 2007, we employed 667 full-time employees.

Available information

Our annual report on Form 10-K, quarterly reports on Form 10-Q, current reports on Form 8-K, and amendments to those reports filed or furnished pursuant to Section 13(a) or 15(d) of the Securities Exchange Act of 1934, as soon as reasonably practicable after we electronically file such materials with, or furnish them to, the Securities and Exchange Commission ("SEC"), are made available free of charge on our website at www.unitedfiregroup.com by selecting "Investor Relations" and then "SEC Filings."

United Fire & Casualty Company and Subsidiaries

Also available on our website is our Code of Ethics titled "Code of Ethics and Business Conduct," which can be accessed at www.unitedfiregroup.com by selecting "Investor Relations," then "Corporate Governance" and then "Code of Ethics."

A free copy of our filings, as filed with the SEC, may also be obtained by writing to: Investor Relations, United Fire Group, PO Box 73909, Cedar Rapids, Iowa 52407-3909.

Any of the materials that we file with the SEC may also be read and copied at the SEC's Public Reference Room at 100 F Street NE, Washington, D.C. 20549. Information on the operation of the SEC's Public Reference Room may be obtained by calling the SEC at 1-800-SEC-0330. The SEC maintains a website that contains reports, proxy and information statements, and other information regarding issuers that file electronically with the SEC at www.sec.gov.

GEOGRAPHIC DISTRIBUTION

We market our products through our home office in Cedar Rapids, Iowa, and two regional locations: Westminster, Colorado, a suburb of Denver, and Galveston, Texas.

We are licensed as a property and casualty insurer in 42 states, primarily in the Midwest, West and South. We have 865 independent agencies representing us and our property and casualty insurance subsidiaries. Our life insurance subsidiary is licensed in 28 states, primarily in the Midwest and West and is represented by 927 independent agencies. The following table depicts the top five states for direct premiums written for our property and casualty insurance operations and life insurance operations for the year ended December 31, 2007.

Top Five States for Direct Premium Written by Segment

(Dollars in Thousands)

Property and Casualty Insurance:			% to Total Direct Premium Written	Life Insurance:			% to Total Direct Premium Written
	2007				2007		
Texas	\$ 65,701		13.3 %	Iowa	\$ 79,284		40.4 %
Iowa	64,424		13.0 %	Minnesota	20,472		10.4 %
Colorado	53,013		10.7 %	Wisconsin	17,440		8.9 %
Louisiana	43,347		8.8 %	Nebraska	15,178		7.7 %
Missouri	42,459		8.6 %	Illinois	14,514		7.4 %
Direct Premium Written ⁽¹⁾	\$ 268,944		54.4 %	Direct Premium Written ⁽¹⁾	\$ 146,888		74.8 %

(1) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

We staff our regional offices with underwriting, claims and marketing representatives and administrative technicians, all of whom provide support and assistance to the independent agencies. Also, home office staff technicians and specialists provide support to the subsidiaries, regional offices and independent agencies. We use management reports to monitor subsidiary and regional offices for overall results and conformity to our business policies.

COMPETITION

The property and casualty and life insurance industries are highly competitive. We compete with numerous property and casualty insurance companies in the regional and national market, many of which are substantially larger and have considerably greater financial and other resources. In addition, because our products are marketed exclusively through independent insurance agencies, most of which represent more than one company, we face competition within each agency. Our competitors include companies that market their products through agents, as well as companies that sell insurance directly to their customers. Our competitive advantages include knowledgeable, experienced underwriters, appropriate pricing, quality service to our policyholders and our agents, and a competitive commissions program.

United Fire & Casualty Company and Subsidiaries

Because we rely heavily on independent agencies, we utilize a profit-sharing plan as an incentive for agents to place high-quality property and casualty insurance business with us. We estimate property and casualty agencies will receive profit-sharing commissions of \$12.4 million in 2008, based on business produced by the agencies in 2007.

We also encounter significant competition in all lines of life and annuity business from other life insurance companies and other providers of financial services. Our life insurance company utilizes competitive commission rates, other sales incentives and quality service to attract and maintain its relationship with independent agencies.

To enhance our ability to compete, we utilize technology in a variety of ways to assist our agents and improve the delivery of service to our policyholders. For example, our public website, which provides general company and product information, includes a section accessible exclusively to our agents where they can quote new business, submit applications, submit change requests, report new claims and process payments electronically. Our agents can access detailed information about their policyholders' accounts, including policy declarations, coverage forms, billing transactions and claims information. Our agents can also use our website to access their experience reports, review detailed information about our products, order sales literature and download our applications, questionnaires and other forms. Our surety bond agents can issue and upload contract, license and permit bonds online, submit new bid bond requests and view detailed bond information. Our life agents can quote new life policies, view the status of customers' applications and access detailed information on our annuity, universal life, term life and whole life policies. We electronically scan and store our documents, allowing multiple users to simultaneously retrieve and view them. Additionally, we provide our policyholders secure online access to their account information. We offer a variety of online payment options for our policyholders, including payment via credit card, debit card and electronic check. We believe our investment in technology allows us to provide enhanced service to our agents, policyholders and investors.

OPERATING SEGMENTS

Property and casualty insurance segment

We write both commercial and personal lines of property and casualty insurance. We focus on our commercial lines, which represented 92.6 percent of our property and casualty insurance premiums earned for the year ended December 31, 2007. Our personal lines represented 7.4 percent of our property and casualty insurance premiums earned for the year ended December 31, 2007.

Products

Our primary commercial policies are tailored business packages that include the following coverages: fire and allied lines, other liability, automobile, workers' compensation and surety. Our personal lines consist primarily of automobile and fire and allied lines coverages, including homeowners. For a more detailed discussion of our products, see the "Results of Operations" section of Part II, Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations."

Financial information

The following table shows loss ratios, expense ratios and combined ratios on a statutory basis for the periods indicated for us and for the property and casualty insurance industry. Industry ratios were obtained from A.M. Best Company.

Years Ended December 31	2007	Industry ⁽¹⁾	2006	Industry	2005	Industry
Loss ratio	52.4 %	67.7 %	60.2 %	65.3 %	81.2 %	75.3 %
Expense ratio ⁽²⁾	29.7 %	27.9 %	29.5 %	27.1 %	31.3 %	25.9 %
Combined ratio ⁽³⁾	82.1 %	95.6 %	89.7 %	92.4 %	112.5 %	101.2 %

(1) A.M. Best Company estimate

(2) Includes policyholder dividends

(3) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

United Fire & Casualty Company and Subsidiaries

The following table shows our loss ratios, expense ratios and combined ratios for the periods indicated, presented in accordance with U.S. generally accepted accounting principles ("GAAP"). Industry ratios are unavailable because they are not normally calculated in accordance with GAAP.

Years Ended December 31	2007	2006	2005
Loss ratio	52.0%	59.6%	82.4%
Expense ratio ⁽¹⁾	29.3%	28.3%	28.9%
Combined ratio ⁽²⁾	81.3%	87.9%	111.3%

(1) Includes policyholder dividends

(2) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

The following table displays information for our property and casualty insurance segment presented in accordance with GAAP. Amounts shown are prior to intersegment eliminations.

(Dollars in Thousands)				
Years Ended December 31	2007	2006	2005	
Total assets	\$ 1,554,490	\$ 1,524,790	\$ 1,412,890	
Premiums earned	\$ 473,134	\$ 467,031	\$ 456,147	
Net income (loss)	\$ 98,225	\$ 73,970	\$ (4,598)	

Seasonality

Our property and casualty insurance segment experiences some seasonality with regard to premiums written, which are generally highest in January and July and lowest during the fourth quarter. Although we experience some seasonality in our premiums written, premiums are earned ratably over the period of coverage. Losses and loss settlement expenses incurred tend to remain consistent throughout the year, with the exception of when a catastrophe occurs. Catastrophes inherently are unpredictable and can occur at any time during the year from man-made or natural disaster events that include, but which are not limited to, hail, tornadoes, hurricanes and windstorms.

Life insurance segment

Products

United Life Insurance Company underwrites all of our life insurance business. Our principal life insurance products are single premium annuities, universal life products and traditional life (primarily single premium whole life insurance) products. Single premium annuities (approximately 83 percent), traditional life products (approximately 10 percent), and universal life products (approximately 7 percent) comprised our 2007 life insurance premium revenues, as determined on the basis of statutory accounting principles. We also underwrite and market other traditional products, including term life insurance and whole life insurance. Additionally, we offer an individual disability income rider that may be attached to our life insurance products. We do not write variable annuities or variable insurance products.

Statutory accounting principles require us to recognize deposits for policyholders on universal life and annuity products as premiums when they are collected. Under GAAP, we are required to recognize these deposits as policyholder liabilities.

Life insurance in force, before ceded reinsurance, totaled \$4.5 billion and \$4.3 billion as of December 31, 2007 and 2006, respectively. Traditional life insurance products represented 59 percent and 56 percent of our insurance in force at December 31, 2007 and 2006, respectively. Universal life insurance represented 38 percent and 40 percent of insurance in force at December 31, 2007 and 2006, respectively.

United Fire & Casualty Company and Subsidiaries

Financial information

The following table displays information for our life insurance segment presented in accordance with GAAP. Amounts shown are prior to intersegment eliminations.

(Dollars in Thousands)				
Years Ended December 31	2007	2006	2005	
Total assets	\$ 1,436,437	\$ 1,475,944	\$ 1,522,867	
Premiums earned and other considerations	\$ 32,841	\$ 36,324	\$ 39,604	
Net income	\$ 13,167	\$ 14,115	\$ 13,642	

Seasonality

Our life insurance segment, as a whole, is generally not seasonal in nature.

REINSURANCE

Property and casualty insurance segment

Our property and casualty insurance companies follow the industry practice of reinsuring a portion of their exposure by ceding to reinsurers a portion of the premium received and a portion of the risk under the policies written. We purchase reinsurance to reduce the net liability on individual risks to predetermined limits and to protect us against catastrophic losses from a single catastrophe, such as a hurricane or tornado. We do not engage in any reinsurance transactions classified as finite risk reinsurance. In 2007, we ceded written premiums of \$41.0 million, which was 8.0 percent of our direct and assumed written premium.

We use many reinsurers, both domestic and foreign, which helps us to avoid concentrations of credit risk associated with our reinsurance. Our principal reinsurers include QBE Reinsurance Corporation, Hannover Ruckversicherungs, Platinum Underwriters Re, AXA Corporate Solutions Insurance Company, Partner Reinsurance Company of the United States and Mutual Boiler Reinsurance.

We have several treaties that provide us with reinsurance coverage. Our reinsurance program limits the risk of loss that we retain by reinsuring direct risks in excess of our stated retention. For a more detailed discussion of our reinsurance program, see Part II, Item 8, Note 5, "Reinsurance."

The ceding of insurance does not legally discharge us from primary liability under our policies, and we must pay the loss if the reinsurer fails to meet its obligation. We periodically monitor the financial condition of our reinsurers to confirm that they are financially stable. We believe that all of our reinsurers are in acceptable financial condition. At December 31, 2007, there were no reinsurance balances for which collection is at risk that would result in a material impact on our Consolidated Financial Statements. We account for premiums, written and earned, and losses incurred net of reinsurance ceded.

In the event that we incur catastrophe losses covered by our reinsurance program, our catastrophe reinsurance treaty would provide one guaranteed reinstatement at 100.0 percent of the original premium. We also purchase reinsurance from the Florida Hurricane Catastrophe Fund. The level of reinsurance protection obtained through this fund is immaterial to our operations.

The Terrorism Risk Insurance Program Reauthorization Act of 2007 ("TRIPRA") was signed into law by President Bush on December 27, 2007. TRIPRA extended, with modifications, The Terrorism Risk Insurance Act of 2002 ("TRIA") and The Terrorism Risk Insurance Extension Act of 2005 ("TRIA Extension Act"), previously set to expire on December 31, 2007. TRIA and TRIA Extension Act coverage included most direct commercial lines of business, including coverage for losses from nuclear, biological and chemical exposures if coverage was afforded by an insurer, with exclusions for commercial automobile insurance, burglary and theft insurance, surety insurance,

United Fire & Casualty Company and Subsidiaries

professional liability insurance and farm owners multiple peril insurance. TRIPRA continues these TRIA and TRIA Extension Act coverages while eliminating the previous distinction between foreign (covered) and domestic (not covered) acts of terrorism. Under TRIPRA, each insurer has a deductible amount, which is 20.0 percent of the prior year's direct commercial lines earned premiums for the applicable lines of business, and retention of 15.0 percent above the deductible. The percentages used in the TRIPRA deductible and retention calculations remained constant between 2007 and 2008. No insurer that has met its deductible shall be liable for the payment of any portion of that amount that exceeds the annual \$100 billion aggregate loss cap specified in TRIPRA. TRIA has provided, and TRIPRA will continue to provide, marketplace stability. As a result, coverage for terrorist events in both the insurance and reinsurance markets is often available. The amount of aggregate losses necessary for an act of terrorism to be certified by the U.S. Secretary of Treasury, the Secretary of State and the Attorney General was \$100 million for 2007 and remains the same for 2008. Our TRIA deductible was \$65.4 million for 2007 and our TRIPRA deductible will approximate \$66.8 million for 2008. Our catastrophe reinsurance treaty does not provide coverage for our terrorism exposure.

Historically, we have acted as a reinsurer, assuming both property and casualty reinsurance from other insurance or reinsurance companies. Most of the business we have assumed is property reinsurance, with an emphasis on catastrophe coverage. The majority of our assumed reinsurance business expired on or before December 31, 2000. We limit our exposure on our remaining assumed reinsurance contracts through selective renewal. However, we still have exposure related to the assumed reinsurance contracts that we have elected to continue writing and those that are in runoff status. In 2007, we assumed written premiums of \$16.9 million.

Life insurance segment

Our life insurance company purchases reinsurance to limit the dollar amount of any one risk of loss. On standard individual life cases where the insured is age 65 or younger, our retention is \$.2 million. On standard individual life cases where the insured is age 66 or older, our retention is \$.1 million. Our accidental death benefit rider on an individual policy is reinsured at 100 percent, up to a maximum benefit of \$.3 million. Our group coverage, both life and accidental death and dismemberment, is reinsured at 50 percent. Catastrophe excess reinsurance coverage applies when three or more insureds die in a catastrophic accident. For catastrophe excess claims, we retain the first \$1.0 million of ultimate net loss and the reinsurer agrees to indemnify us for the excess up to a maximum of \$5.0 million. We supplement this coverage when appropriate with "known concentration" coverage. Known concentration coverage is typically tied to a specific event and time period, with a threshold of a minimum number of lives involved in the event, minimum event deductible (company's retention) and a maximum payout. In 2007, we ceded earned premiums of \$1.7 million, which was 4.9 percent of our direct and assumed earned premiums.

The ceding of insurance does not legally discharge United Life Insurance Company from primary liability under its policies. United Life Insurance Company must pay the loss if the reinsurer fails to meet its obligations. United Life Insurance Company's primary reinsurance companies are Generali USA Life Reassurance Company, American United Life Insurance Company, Hannover Life Reassurance Company of America and RGA Reinsurance Company. We periodically monitor the financial condition of our reinsurers to confirm that they are financially stable. We believe that all of our reinsurers are in acceptable financial condition. At December 31, 2007 and 2006, there were no reinsurance balances for which collection is at risk that would result in a material impact on our Consolidated Financial Statements.

The life insurance segment began assuming credit life and accident and health insurance in 2002. We discontinued this practice in 2004. We have an immaterial exposure related to our assumed reinsurance contracts that are in a runoff status.

RESERVES

Property and casualty insurance segment

Reserves for losses and loss settlement expenses ("loss reserves") are management's best estimates at a given point in time of what we expect to pay for claims, based on facts, circumstances and historical trends then known.

The determination of reserves, particularly those relating to liability lines of insurance, reflects significant judgment factors. If, during the course of our regular monitoring of reserves, we determine that coverages previously written are incurring higher than expected losses, we would take action that could include increasing the related reserves. Any adjustments we make to reserves are reflected in operating results in the year in which we make those adjustments. As required by state law, we engage an independent actuary to render an opinion as to the adequacy of the statutory reserves we establish. The actuarial opinion is filed in those states where we are licensed. There are no material differences between our statutory reserves and those established under GAAP. Refer to the Critical Accounting Estimates section in Part II, Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations," for a more detailed discussion of our loss reserves.

We do not discount loss reserves based on the time value of money. However, we consider inflation in the reserving process by reviewing cost trends, loss settlement expenses, historical reserving results and likely future economic conditions.

The table on the following page illustrates the change in our estimate of reserves for loss and loss settlement expenses for our property and casualty companies for the years 1998 through 2006. The first section shows the amount of the liability, as originally reported, at the end of each calendar year in our Consolidated Financial Statements. These reserves represent the estimated amount of losses and loss settlement expenses for losses arising in all prior years that are unpaid at the end of each year, including an estimate for our IBNR losses, net of applicable ceded reinsurance. The second section displays cumulative amount of net losses and loss settlement expenses paid for each year with respect to that liability. The third section shows the re-estimated amount of the previously recorded liability based on experience as of the end of each succeeding year. The estimate is increased or decreased as more information becomes known about the losses for individual years. The last section compares the latest re-estimate with the original estimate. Conditions and trends that have affected development of loss reserves in the past may not necessarily exist in the future. Accordingly, it would not be appropriate to extrapolate future redundancies or deficiencies based on this table.

United Fire & Casualty Company and Subsidiaries

(Dollars in Thousands)										
Years Ended December 31	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007
Gross liability for loss and loss settlement expenses	\$ 251,117	\$ 338,243	\$ 358,032	\$ 363,819	\$ 392,649	\$ 427,047	\$ 464,889	\$ 620,100	\$ 518,886	\$ 496,083
Ceded loss and loss settlement expenses	8,111	27,606	37,526	36,909	35,760	27,307	28,609	60,137	40,560	38,800
Net liability for loss and loss settlement expenses	\$ 243,006	\$ 310,637	\$ 320,506	\$ 326,910	\$ 356,889	\$ 399,740	\$ 436,280	\$ 559,963	\$ 478,326	\$ 457,283
Cumulative net paid as of:										
One year later	\$ 71,251	\$ 97,021	\$ 110,516	\$ 112,546	\$ 107,271	\$ 100,895	\$ 110,016	\$ 230,455	\$ 148,593	
Two years later	123,965	154,886	166,097	172,538	172,158	167,384	166,592	321,110		
Three years later	155,622	189,730	204,792	215,002	214,307	203,861	213,144			
Four years later	176,376	213,190	230,889	240,973	237,150	231,278				
Five years later	190,644	231,838	245,677	252,969	253,026					
Six years later	199,802	241,540	252,153	264,311						
Seven years later	205,149	245,145	259,621							
Eight years later	208,632	249,302								
Nine years later	211,456									
Net liability re-estimated as of:										
End of year	\$ 243,006	\$ 310,637	\$ 320,506	\$ 326,910	\$ 356,889	\$ 399,740	\$ 436,280	\$ 559,963	\$ 478,326	\$ 457,283
One year later	213,047	273,706	273,469	315,854	344,590	361,153	358,796	534,998	433,125	
Two years later	233,325	261,217	290,872	323,354	340,502	331,693	330,137	508,774		
Three years later	226,353	273,921	300,011	321,168	324,582	317,187	319,335			
Four years later	232,851	279,740	302,884	318,125	313,745	309,146				
Five years later	235,860	279,653	298,428	309,033	308,304					
Six years later	235,560	280,983	296,296	307,790						
Seven years later	236,844	279,892	293,579							
Eight years later	237,192	276,815								
Nine years later	234,516									
Net redundancy	\$ 8,490	\$ 33,822	\$ 26,927	\$ 19,120	\$ 48,585	\$ 90,594	\$ 116,945	\$ 51,189	\$ 45,201	
Net re-estimated liability	\$ 234,516	\$ 276,815	\$ 293,579	\$ 307,790	\$ 308,304	\$ 309,146	\$ 319,335	\$ 508,774	\$ 433,125	
Re-estimated ceded loss and loss settlement expenses	9,886	26,147	33,617	39,606	40,292	34,403	33,946	76,117	46,120	
Gross re-estimated liability	\$ 244,402	\$ 302,962	\$ 327,196	\$ 347,396	\$ 348,596	\$ 343,549	\$ 353,281	\$ 584,891	\$ 479,245	
Gross redundancy	\$ 6,715	\$ 35,281	\$ 30,836	\$ 16,423	\$ 44,053	\$ 83,498	\$ 111,608	\$ 35,209	\$ 39,641	

United Fire & Casualty Company and Subsidiaries

Over the course of the last 10 years, our original net loss reserves have exceeded our incurred losses and loss settlement expenses. Because establishing reserves is inherently uncertain, an analysis of factors affecting reserves can produce a range of reasonable estimates. Our philosophy is to establish loss reserves that are appropriate and reasonable, but assume a pessimistic view of potential outcomes. Generally, our best estimate of loss reserves is slightly above the midpoint of a range of reasonable estimates. We believe that it is appropriate and reasonable to establish a best estimate within a range of reasonable estimates for use in determining loss reserves, especially when we are reserving for claims for bodily injury, disabilities and similar claims, for which settlements and verdicts can vary widely. Our reserving philosophy may result in favorable development in succeeding years that will decrease loss and loss settlement expenses for prior year claims in the year of adjustment. While we realize that this philosophy, coupled with what we believe to be aggressive and successful claims management and loss settlement practices, has resulted in year-to-year net redundancies in reserves, we believe our approach is preferable to experiencing year-to-year uncertainty as to the adequacy of our reserves.

We believe the loss reserves for our property and casualty insurance segment at December 31, 2007, are appropriate. The increases over the last 10 years in loss reserves reflect our increased business. The higher level of loss reserves in 2005 resulted from net liabilities related to Hurricane Katrina and Hurricane Rita. In determining the appropriateness of our loss reserves, we rely upon the opinion of Regnier Consulting Group, an independent actuary, that our loss reserves meet the requirements of applicable insurance laws, are consistent with loss reserves that are computed in accordance with accepted loss reserving standards and principles, and make a reasonable provision in the aggregate for all unpaid loss and loss settlement expense obligations under the terms of our insurance policies and agreements. We also consider state regulatory reviews and examinations and our own experience. We have made no significant changes in our reserving methodology or philosophy over the past year.

Life insurance segment

The reserves reported in our Consolidated Financial Statements are calculated in accordance with GAAP. We calculate our reserve for annuity and universal life policy deposits in accordance with SFAS No. 97, "Accounting and Reporting by Insurance Enterprises for Certain Long-Duration Contracts and for Realized Gains and Losses on the Sale of Investments." Under SFAS No. 97, we establish a benefit reserve at the time of policy issuance in an amount equal to the deposits received. Subsequently, we adjust the benefit reserve for any additional deposits, interest credited and partial or complete withdrawals. We determine reserves for statutory purposes based upon mortality rates and interest rates specified by Iowa state law. Our life insurance subsidiary's reserves meet or exceed the minimum statutory requirements. Griffith, Ballard and Company, an independent actuary, assists us in developing and analyzing our reserves.

INVESTMENTS

We comply with state insurance laws that prescribe the kind, quality and concentration of investments that may be made by insurance companies. We determine the mix of our investment portfolio based upon these state laws, our liquidity needs, our tax position and general market conditions. We also consider the timing of our obligations, as we must have cash available to pay obligations when due. We make modifications to our investment portfolio as these conditions change. We manage all but a small portion of our investment portfolio internally.

We invest the property and casualty insurance segment's assets to meet liquidity needs and maximize after-tax returns with appropriate risk diversification. We invest the life insurance segment's assets primarily in investment grade fixed maturities in order to meet liquidity needs, maximize the investment return and achieve a matching of assets and liabilities.

United Fire & Casualty Company and Subsidiaries

Investment results presented in accordance with GAAP are summarized in the following table.

(Dollars in Thousands)

Years ended December 31	Average Invested Assets ⁽¹⁾	Investment Income, Net ⁽²⁾	Annualized Yield on Average Invested Assets
2007	\$ 2,219,510	\$ 122,439	5.5 %
2006	2,158,953	121,981	5.7 %
2005	2,065,775	118,847	5.8 %

(1) Average based on invested assets (including money market accounts classified as cash equivalents) at beginning and end of year.

(2) Investment income after deduction of investment expenses, but before applicable income tax. Realized gains and losses are excluded.

REGULATION

We are subject to regulation and supervision in each of the states where our insurance companies are domiciled and licensed to conduct business. State insurance department commissioners regulate such matters as licenses, standards of solvency, premium rates, policy forms, investments, security deposits, accounting policy, form and content of financial statements, reserves for unpaid loss and loss settlement expenses, reinsurance, minimum capital and surplus requirements, dividends to shareholders, periodic examinations, and annual and other report filings. In general, such regulation is for the protection of policyholders rather than shareholders.

State regulators have the authority to approve or deny our premium rates to ensure that they are not excessive or discriminatory. For example, the Florida Office of Insurance Regulation rejected recent efforts by some insurers to increase rates for homeowners insurance within the state, in some cases by as much as 41 percent, and said that other rate reductions did not represent deep enough cuts. Because of this regulatory constraint, it is sometimes difficult to receive an adequate premium rate for our products, which can result in unsatisfactory underwriting results.

Despite strict oversight by state insurance regulators, insurance companies occasionally become insolvent. Each of our insurance companies is required to participate in state guaranty fund associations, whose purpose is to protect the policyholders of insolvent insurance companies. Guaranty fund associations assess solvent insurers to pay the claims of insolvent insurers. The assessments are based proportionately upon each solvent insurance company's share of written premiums in the applicable state. Most state guaranty fund associations allow solvent insurers to recoup the assessments paid through rate increases, surcharges or premium tax credits. However, there is no assurance that we will ultimately recover these assessments. At December 31, 2007, we had no liability for state guaranty fund assessments.

State insurance regulators also establish insurance funds to provide insurance coverage to those insureds unable to obtain insurance through the voluntary insurance market. Occasionally these funds will issue assessments to insurance companies, including us, that write business within their states. The terms of some of these assessments allow for the amounts assessed to be recovered through surcharges to policyholders applied to insurance policies written in the state over a specific period. Therefore, we may be entitled to recoup part or all of any assessments through future surcharges to policyholders.

Our insurance companies are subject to state laws and regulations that require investment portfolio diversification and that limit the amount of investment in certain categories. Noncompliance may cause nonconforming investments to be nonadmitted in measuring statutory surplus and, in some instances, states may require us to sell the nonconforming securities. As of December 31, 2007, we were materially in compliance with the investment laws and regulations of all states in which our insurance companies are domiciled in.

The National Association of Insurance Commissioners annually calculates a number of financial ratios to assist state insurance regulators in monitoring the financial condition of insurance companies. A "usual range" of results for each ratio is used as a benchmark. Departure from the "usual range" on four or more of the ratios could lead to inquiries from individual state insurance departments as to certain aspects of a company's business. None of our

United Fire & Casualty Company and Subsidiaries

insurance companies had four or more ratios outside the “usual range” at December 31, 2007. In addition to the financial ratios, we are also required to calculate a minimum capital requirement for each of our insurance companies based on individual company insurance risk factors. These “risk-based capital” results are used to identify companies that require regulatory attention or the initiation of regulatory action. At December 31, 2007, all of our insurance companies had capital well in excess of the required levels.

We are not aware of any other current recommendations by the National Association of Insurance Commissioners, federal government, or other regulatory authorities in the states in which we conduct business that, if or when implemented, would have a material effect on our liquidity, capital resources or operations.

FINANCIAL STRENGTH RATING

Our financial strength is regularly reviewed by an independent rating agency that assigns a rating based upon criteria such as results of operations, capital resources and minimum policyholders’ surplus requirements.

Our family of property and casualty insurers has received a group rating of “A” (Excellent) from A.M. Best Company. Within the group, all of our property and casualty insurers have an “A” (Excellent) rating, except one insurance subsidiary that is in a runoff status, which A.M. Best has designated as NR-3 (Rating Procedure Inapplicable). Our life insurance subsidiary has received an “A-” (Excellent) rating from A.M. Best Company. According to A.M. Best Company, companies rated “A” and “A-” have “an excellent ability to meet their ongoing obligations to policyholders.”

An insurer’s solvency rating is one of the primary factors evaluated by those in the market to purchase insurance. A poor rating indicates that there is an increased likelihood that the insurer could become insolvent and therefore not be able to fulfill its obligations under the insurance policies it issues. The level of an insurer’s solvency rating can affect its level of premium writings, the lines of business it can write and the market value of its shares of stock.

In recent years, A.M. Best has been reevaluating the methodology they utilize when rating an insurance company’s financial strength. The main focus of this reevaluation process has centered on whether or not solvency models currently utilized in determining an insurer’s financial strength contain enough flexibility and sophistication to accurately rate a specific insurer’s financial condition.

ITEM 1A. RISK FACTORS

RISK FACTORS

We provide the following discussion of risks and uncertainties relevant to our business. These are factors that we believe could cause our actual results to differ materially from expected and historical results. We could also be adversely affected by other factors in addition to those listed here. We have set forth additional information concerning factors that could cause actual results to differ materially from those in the forward-looking statements in Part II, Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations."

Risks relating to our business

- **The occurrence and severity of catastrophe losses are unpredictable and may adversely affect the results of our operations, liquidity and financial condition.**

Our property and casualty insurance operations expose us to claims arising from catastrophic events, which can be caused by various natural and man-made disasters, including, but not limited to, hurricanes, tornadoes, windstorms, hailstorms, fires, explosions, earthquakes, tropical storms and terrorist acts. Property damage resulting from catastrophes is the greatest risk of loss we face in the ordinary course of our business. We have exposure for catastrophe losses under both our commercial insurance policies and our personal insurance policies. In addition, our automobile and inland marine business exposes us to losses arising from floods and other perils.

Along with others in the industry, we use models developed by catastrophe modeling consultants in assessing our exposure to catastrophe losses. The catastrophe models that we employ have been evolving since the early 1990s and do not necessarily accurately predict future losses or accurately measure losses currently incurred. While we use information generated through catastrophe modeling in connection with our pricing and risk management activities, there are limitations with respect to any model's usefulness in predicting losses in any reporting period. In 2006, and in response to the events surrounding Hurricanes Katrina, Rita and Wilma, the two prominent catastrophe modeling companies made significant changes to their catastrophe models. These changes resulted in widely divergent results for the same or similar scenarios run through each company's catastrophe model. Divergent model results reached for the same or similar catastrophe scenarios lead to questionable predictive capability and post-event measurements that have not been well understood or proven to be sufficiently reliable. In addition, the models are not necessarily reflective of company- or state-specific policy language, demand surge for labor and materials and loss settlement expenses, which are subject to wide variation by catastrophe.

Because the occurrence and severity of catastrophes are inherently unpredictable and may vary significantly from year to year, historical results of operations may not be indicative of future results of operations. Catastrophes may also negatively affect our ability to write new business. Increases in the value and geographic concentration of insured property and the effects of inflation could increase the severity of claims from catastrophic events in the future.

- **Our reserves for property and casualty insurance losses and costs related to settlement of property and casualty losses and our life reserves may be inadequate, which would have an unfavorable impact on our financial results.**

Our reserves for claims and future policy benefits may prove to be inadequate, which may result in future charges to earnings and/or a downgrade of our financial strength rating or the financial strength ratings of our insurance company subsidiaries. We establish property and casualty loss reserves based on assumptions and estimates of damages and liabilities incurred. Griffith, Ballard and Company, our independent actuary, calculates reserves for our life insurance products based on many assumptions and estimates, including estimated premiums we will receive over the assumed life of the policy, the timing of the event covered by the insurance policy and the amount of benefits or claims to be paid.

Our property and casualty loss reserves are only estimates; we determine the amount of these loss reserves based on our best estimate and judgment of the losses and costs we will incur on existing insurance policies. Because of the uncertainties that surround estimating loss reserves, we cannot precisely determine the ultimate amounts of benefits

United Fire & Casualty Company and Subsidiaries

and claims that we will pay or the timing of payment of benefits and claims. The following factors may have a substantial impact on our future loss reserve development:

- The length of time between the actual occurrence of a claim and the report date of the claim;
- The amounts of claims settlements and awards;
- Changes in the cost of medical care, including the effect of inflation;
- The cost of home/business repair, including the effect of inflation and the accessibility of labor and materials;
- State regulatory requirements; and
- The judicial environment, including, but not limited to, changes in case law, the impact of jury awards and the interpretation of policy provisions.

Actual losses and loss settlement expenses paid might exceed our loss reserves. If our loss reserves are insufficient, or if we believe our loss reserves are insufficient to cover our actual loss and loss settlement expenses, we would have to increase our loss reserves and incur charges to our earnings. These charges could be material.

- **The cyclical nature of the property and casualty insurance business may affect our financial performance.**

The financial results of companies in the property and casualty insurance industry historically have been cyclical in nature, characterized by periods of severe price competition and excess underwriting capacity, or soft markets, followed by periods of high premium rates and shortages of underwriting capacity, or hard markets. We expect these cycles to continue. Premium rates for property and casualty insurance are influenced by factors that are outside of our control, including market and competitive conditions and regulatory issues. Soft market conditions could require us to reduce premiums, limit premium increases, or discontinue offering certain of our insurance products in one or more states, resulting in a reduction in our premiums written and in our profit margins and revenues. The demand for property and casualty insurance can also vary significantly, rising as the overall level of economic activity increases and falling as that activity decreases. Fluctuations in demand and competition could produce underwriting results that would have a negative impact on the results of our operations and financial condition.

- **We are subject to interest rate fluctuations and declines in the value of investments held in our investment portfolio due to various market factors, including declines in credit quality related to individual investments held in our investment portfolio, that could negatively affect our profitability.**

We are subject to the negative effects of interest rate fluctuations and other market changes, to declines in value due to market valuations and to declines in credit quality related to individual investments held in our investment portfolio. Some of our products, principally fixed annuities, expose us to the risk that changes in interest rates will reduce our "spread," which is the difference between the amounts that we are required to pay under the contracts and the rate of return we are able to earn on our investments intended to support our obligations under the contracts.

In periods of increasing interest rates, we may not be able to replace our invested assets with higher-yielding assets to the extent needed to fund the higher rates we must pay with respect to our interest-sensitive products to keep them competitive. Consequently, we may have to accept a lower spread and thus lower profitability, or face a decline in sales and loss of existing contracts and related assets. In periods of declining interest rates, we have to reinvest the cash we receive as interest or return of principal on our investments in lower-yielding instruments than previously available. Moreover, borrowers may prepay fixed income securities, commercial mortgages, and mortgage-backed securities in which we have invested in order to borrow at lower market rates, exacerbating this risk. Because we are entitled to reset the interest rates on our annuities only at limited, pre-established intervals and because many of our policies have guaranteed interest rates, our spreads could decrease and potentially become negative.

Due to the reinvestment risk described above, a decline in market interest rates available on investments could also reduce our return from investments of capital that do not support particular policy obligations, which could also have a material adverse effect on our results of operations. The adverse effect on us from fluctuations in interest rates may be exacerbated because we currently maintain, and intend to continue to maintain, a large portion (85.7 percent at December 31, 2007) of our investment portfolio in fixed income securities, including our portfolio of

United Fire & Casualty Company and Subsidiaries

preferred debt trading securities. The fair value of these investments generally increases or decreases in an inverse relationship with changes in interest rates. We classify the majority (98.5 percent, at December 31, 2007) of our fixed income securities as available-for-sale. We must report the value of those investments at their current fair value. Accordingly, fluctuations in interest rates may result in fluctuations in the valuation of our fixed income investments, which would affect our stockholders' equity.

Fluctuations in interest rates may cause increased surrenders and withdrawals from our life insurance and annuity products. In periods of rising interest rates, policy loans and surrenders and withdrawals of life insurance policies and annuity contracts may increase as policyholders seek to buy products with perceived higher returns. For example, due to increasing interest rates on alternative investments, we experienced surrenders and withdrawals on our annuity products totaling \$152.8 million in 2007 compared to \$159.6 million in 2006. These withdrawals and terminations may require us to accelerate the amortization of deferred policy acquisition costs, which would increase our expenses in the current period.

The fair value of securities in our investment portfolio may fluctuate depending on general economic and market conditions or events relating to a particular issuer of securities. Changes in the fair value of securities in our investment portfolio could result in realized or unrealized investment losses, thereby affecting our stockholders' equity.

We are exposed to the chance that issuers of bonds that we hold will not be able to pay principal or interest when it is due. Credit defaults and impairments may cause write-downs in the value of the bonds we hold. Pervasive deterioration in the credit quality of issuers, changes in interest rate levels and changes in interest rate spreads between types of investments could significantly affect the value of our invested assets and our earnings.

- **The outcome of current industry investigations and regulatory proposals could adversely affect our financial condition and results of operations.**

The insurance (and insurance brokerage) industry has become the focus of increased scrutiny by regulatory and law enforcement authorities, as well as class action attorneys and the general public, relating to allegations of improper special payments, price-fixing, bid-rigging, improper accounting practices, improper claims handling and other alleged misconduct, including the practices surrounding the placement of insurance business and misrepresentation in the scope of coverage. Formal and informal inquiries have been made of a large segment of the industry, and a large number of companies in the industry have received or may receive subpoenas, requests for information from regulatory authorities or other inquiries relating to these and similar matters. While we have no reason to believe that we will be targeted, these efforts are expected to result in both enforcement actions and proposals for new state and federal regulation, which may have a negative effect on our results of operations and financial condition.

- **The effects of emerging claim and coverage issues and class actions on our business are uncertain.**

As industry practices and legal, judicial, social and other environmental conditions change, unexpected and unintended issues related to claims and coverage may emerge. These issues may adversely affect our business by either extending coverage beyond our underwriting intent or by increasing the number and/or size of claims. Examples of these issues include:

- Judicial expansion of policy coverage and the impact of new theories of liability.
- An increase of plaintiffs targeting property and casualty insurers, including us, in purported class action litigation regarding claim-handling and other practices.
- An increase in the variety, number and size of claims relating to construction defects, which often present complex coverage and damage valuation questions.
- Adverse changes in loss cost trends, including inflationary pressure in medical cost and auto and home repair costs.
- An increase in the number and size of claims related to expenses for testing and remediation of mold conditions.

United Fire & Casualty Company and Subsidiaries

In addition, we have been the target of a number of class action lawsuits arising from Hurricane Katrina relating to allegations of improper claims settlement practices, misrepresentations in the scope of coverage and other matters. It is difficult to predict the outcome of these lawsuits, whether they will expand into other areas not yet contemplated, and whether activities and practices currently thought to be lawful will be characterized as unlawful. It is also difficult to predict the impact, if any, on our business and financial condition. However, rulings adverse to us in pending litigation arising from Hurricane Katrina would likely have a material adverse effect on our financial position, as well as on our results of operations.

Please refer to Part I, Item 3, "Legal Proceedings" for further discussion on our class action and individual lawsuits.

- **We are subject to comprehensive laws and regulations that pose particular risks to our ability to earn profits.**

We are subject to extensive supervision and regulation by the states in which we operate. Our ability to comply with these laws and regulations and obtain necessary and timely regulatory action is and will continue to be critical to our success and ability to earn profits.

Examples of state regulations that pose particular risks to our ability to earn profits include the following:

- *Required licensing.* We and our insurance company subsidiaries operate under licenses issued by various state insurance agencies. If a regulatory authority were to revoke an existing license or deny or delay granting a new license, our ability to continue to sell insurance in or to enter or offer new insurance products in that market would be substantially impaired.
- *Regulation of insurance rates and approval of policy forms.* The insurance laws of most states in which we operate require insurance companies to file insurance premium rate schedules and policy forms for review and approval. When our loss ratio compares favorably to that of the industry, state regulatory authorities may resist or delay our efforts to raise premium rates in the future, even if the property and casualty industry generally is not experiencing regulatory resistance to premium rate increases. If premium rate increases we deem necessary are not approved, we may not be able to respond to market developments and increased costs in that state. State regulatory authorities may even impose premium rate rollbacks or require us to pay premium refunds to policyholders, affecting our profitability. If insurance policy forms we seek to use are not approved by a state insurance agency, our ability to offer new products and grow our business in that state would be substantially impaired.
- *Restrictions on cancellation, nonrenewal or withdrawal.* Many states have laws and regulations restricting an insurance company's ability to cease or significantly reduce its sales of certain types of insurance in that state, except pursuant to a plan that is approved by the state insurance department. These laws and regulations could limit our ability to exit or reduce our business in unprofitable markets or discontinue unprofitable products.
- *Risk-based capital and capital adequacy requirements.* We and our insurance company subsidiaries and affiliate are subject to risk-based capital requirements, or RBC requirements, that require us and our insurance company subsidiaries to report our results of risk-based capital calculations to state insurance departments and the National Association of Insurance Commissioners. Any failure to meet applicable RBC requirements or minimum statutory capital requirements could subject us or our subsidiaries and affiliate to further examination or corrective action by state regulators, including limitations on our writing of additional business, state supervision or liquidation.
- *Transactions between insurance companies and their affiliates.* Transactions between us, our subsidiary insurance companies and our affiliate generally must be disclosed to—and in some cases approved by—state insurance agencies. State insurance agencies may refuse to approve or delay their approval of a transaction, which may impact our ability to innovate or operate efficiently.
- *Required participation in guaranty funds and assigned risk pools.* Certain states have enacted laws that require a property and casualty insurer conducting business in that state to participate in assigned risk plans, reinsurance facilities, and joint underwriting associations, or require the insurer to offer coverage to all consumers, often restricting an insurer's ability to charge the price it might otherwise charge. In these markets, we may be compelled to underwrite significant amounts of business at lower than desired

United Fire & Casualty Company and Subsidiaries

premium rates, possibly leading to an unacceptable return on equity. While these facilities are generally designed so that the ultimate cost is borne by policyholders, the exposure to assessments and our ability to recoup these assessments through adequate premium rate increases may not offset each other in our financial statements. Moreover, even if they do offset each other, they may not offset each other in our financial statements for the same fiscal period due to the ultimate timing of the assessments and recoupments or premium rate increases. Additionally, certain states require insurers to participate in guaranty funds for impaired or insolvent insurance companies. These state funds periodically assess losses against all insurance companies doing business in the state. Our operating results and financial condition could be adversely affected by any of these factors.

- *Restrictions on the amount, type, nature, quality and concentration of investments.* The various states in which we operate have certain restrictions on the amount, type, nature, quality and concentration of our investments. Generally speaking, these regulations require us to be conservative in the nature and quality of our investments and restrict our ability to invest in riskier, but often higher yield investments. These restrictions may make it more difficult for us to obtain our desired investment results.
- *Required methods of accounting.* Statutory accounting principles imposed upon us by the state insurance departments tend to be more conservative in nature than GAAP.
- *State and federal tax laws.* Under current federal and state income tax law, our life insurance and annuity products receive favorable tax treatment. This favorable treatment may give these products a competitive advantage over other non-insurance products. Congress from time to time considers legislation that would reduce or eliminate the favorable policyholder tax treatment currently applicable to life insurance and annuities. Congress also considers proposals to reduce the taxation of certain products or investments that may compete with life insurance and annuities. Legislation that increases the taxation on insurance products or reduces the taxation on competing products could lessen the advantage or create a disadvantage for certain of our products making them less competitive. Such proposals, if adopted, could have a material adverse effect on our financial position or ability to sell such products and could result in the surrender of some existing contracts and policies.
- *Periodic financial and market conduct examinations.* We are subject to periodic financial and market conduct examinations by the insurance departments in the various states in which we operate. Generally speaking, it is only states in which we have a company incorporated. Occasionally, however, we are examined by states in which we do not have a company incorporated. The costs of these examinations are borne by us and in any given year may contribute to our administrative expenses.

Compliance with these state laws and regulations requires us to incur administrative costs that decrease our profits. These laws and regulations may also prevent or limit our ability to underwrite and price risks accurately, obtain timely premium rate increases necessary to cover increased costs, discontinue unprofitable relationships or exit unprofitable markets, and otherwise continue to operate our business profitably. In addition, our failure to comply with these laws and regulations could result in actions by state or federal regulators, including the imposition of fines and penalties or, in an extreme case, revocation of our ability to do business in one or more states. Finally, we could face individual, group and class action lawsuits by our policyholders and others for alleged violations of certain state laws and regulations. Each of these regulatory risks could have a negative effect on our profitability.

- **Unauthorized data access and other security breaches could have an adverse impact on our business and reputation.**

Security breaches and other improper accessing of data in our facilities, networks or databases could result in loss or theft of data and information or systems' interruptions that may expose us to liability and have an adverse impact on our business. Moreover, any compromise of the security of our data could harm our reputation and business. There can be no assurances that we will be able to implement security measures adequate to prevent every security breach.

- **A reduction in our financial strength ratings could adversely affect our business and financial condition.**

Third-party rating agencies assess and rate the claims-paying ability of insurers and reinsurers based on criteria established by the agencies. Our property and casualty insurers have been assigned a financial strength rating of "A" (Excellent) from A.M. Best Company since 1994 (except for one insurance subsidiary that is in a runoff status, which A.M. Best has designated as NR-3 (Rating Procedure Inapplicable)). Our life insurance subsidiary has been

United Fire & Casualty Company and Subsidiaries

assigned a financial strength rating of "A-" (Excellent) from A.M. Best since 1998. A.M. Best historically has rated our property and casualty companies on a pooled basis. However, beginning in 2006, our companies were rated on a group basis, consistent with rating guideline changes A.M. Best recently adopted. These financial strength ratings are used by policyholders, insurers, reinsurers and insurance and reinsurance intermediaries as an important means of assessing the financial strength and quality of insurers and reinsurers. These ratings are not evaluations directed to potential purchasers of our common stock and are not recommendations to buy, sell or hold our common stock. These ratings are subject to change at any time and could be revised downward or revoked at the sole discretion of the rating agency. Downgrades in our financial strength ratings could adversely affect our ability to access the capital markets or could lead to increased borrowing costs in the future. Perceptions of our company by investors, producers, other businesses and consumers could also be significantly impaired.

We believe that the rating assigned by A.M. Best is an important factor in marketing our products. Our ability to retain our existing business and to attract new business in our insurance operations depends largely on our ratings by this agency. Our failure to maintain our ratings, or any other adverse development with respect to our ratings, could cause our current and future independent agents and insureds to choose to transact their business with more highly rated competitors. If A.M. Best downgrades our ratings or publicly indicates that our ratings are under review, it is likely that we would not be able to compete as effectively with our competitors and our ability to sell insurance policies could decline. If that happens, our sales and earnings would decrease. For example, many of our agencies and insureds have guidelines that require us to have an A.M. Best financial strength rating of "A-" or higher. A reduction of our A.M. Best ratings below "A-" would prevent us from issuing policies to a majority of our insureds or other potential insureds with similar ratings requirements. In addition, a ratings downgrade for our property and casualty insurers by A.M. Best below "A" would constitute an event of default under our credit facility.

- **Market conditions may affect our access to and the cost of reinsurance and our reinsurers may not pay losses in a timely manner or at all.**

As part of our overall risk and capacity management strategy, we purchase reinsurance for significant amounts of risk that we and our insurance company subsidiaries and affiliate underwrite. The availability and cost of reinsurance is subject to market conditions that are beyond our control. The availability and cost of the reinsurance we purchase may affect the level of our business and profitability. Although we purposely work with several reinsurance intermediaries and reinsurers, we may be unable to maintain our current reinsurance facilities or obtain other reinsurance facilities in adequate amounts and at favorable premium rates. Moreover, there may be a situation in which we have more than two catastrophic events within one policy year. Because our current catastrophe reinsurance program only allows for one automatic reinstatement at an additional reinstatement premium, we would be required to obtain a new catastrophe reinsurance policy to maintain our current level of catastrophe reinsurance coverage. Such coverage may be difficult to obtain, particularly if it is necessary to do so during hurricane season following the second catastrophe. If we are unable to renew our expiring facilities or to obtain new reinsurance facilities, either our net exposure to risk would increase or, if we are unwilling to bear an increase in net risk exposures, we would have to reduce the amount of risk we underwrite.

Although reinsurance makes the reinsurer liable to us to the extent the risk is transferred, it does not relieve us of our liability to our policyholders. Our ability to collect reinsurance recoverables may be subject to uncertainty. Our losses must meet the qualifying conditions of the reinsurance contract. Reinsurers must also have the financial capacity and willingness to make payments under the terms of a reinsurance treaty or contract. Particularly, following a major catastrophic event, our inability to collect a material recovery from a reinsurer on a timely basis, or at all, could have a material adverse effect on our liquidity, operating results and financial condition.

- **Our geographic concentration in both our property and casualty insurance and life insurance segments ties our performance to the business, economic and regulatory conditions of certain states.**

The following states provided 54.4 percent of the direct premium volume in the property and casualty insurance segment in 2007: Texas (13.3 percent), Iowa (13.0 percent), Colorado (10.7 percent), Louisiana (8.8 percent) and Missouri (8.6 percent). The following states provided 74.8 percent of the direct statutory premium volume in the life insurance segment in 2007: Iowa (40.4 percent), Minnesota (10.4 percent), Wisconsin (8.9 percent), Nebraska (7.7 percent) and Illinois (7.4 percent). Our revenues and profitability are subject to the prevailing regulatory, legal, economic, political, demographic, competitive, weather and other conditions in the principal states in which we do business. Changes in any of these conditions could make it less attractive for us to do business in such states and

United Fire & Casualty Company and Subsidiaries

would have a more pronounced effect on us compared to companies that are more geographically diversified. In addition, our exposure to severe losses from localized natural perils, such as hurricanes or hailstorms, is increased in those areas where we have written a significant amount of property and casualty insurance policies.

- **We face significant competitive pressures in our business that could cause demand for our products to fall and reduce our revenue and profitability.**

The insurance industry is highly competitive. In our property and casualty insurance business and in our life insurance business, we compete, and will continue to compete, with many major U.S. and non-U.S. insurers and smaller regional companies, as well as mutual companies, specialty insurance companies, underwriting agencies, and diversified financial services companies. Some of our competitors have far greater financial and marketing resources than we do. Our premium revenue and our profitability could decline if we lose business to competitors offering similar or better products at or below our prices. We price our insurance products based on estimated profit margins, and we would not be able to significantly reduce our current estimated profit margins in the near future. Some of our competitors, however, are better capitalized than we are and may be able to withstand significant reductions in their profit margins. If our competitors decide to target our policyholder base by offering lower-priced insurance, we may not be able to respond competitively, which could reduce our revenue and our profitability.

Risks relating to our common stock

- **As an insurance company, our ability to pay dividends is restricted by state law.**

We are an insurance company domiciled in the State of Iowa and, as a result, we are subject to Iowa insurance laws restricting our ability to pay dividends to our stockholders, including laws establishing minimum solvency and liquidity standards and laws that prohibit us from paying dividends except from the earned profits arising from our business. Our ability to pay dividends also depends upon the surplus and earnings of our subsidiary insurance companies and the ability of our subsidiary insurance companies to pay dividends to us. Payments of dividends by our subsidiary insurance companies are restricted by state insurance laws similar to those laws that restrict our payment of dividends. As a result of these restrictions, at times we may not be able to pay dividends on our common stock, or we may be required to seek prior approval from the applicable regulatory authority before we can pay any such dividends. In addition, the payment of dividends by us is within the discretion of our board of directors and will depend on numerous factors, including our financial condition, our capital requirements and other factors that our board of directors considers relevant.

- **The price of our common stock may be volatile.**

The trading price of our common stock may fluctuate substantially due to a variety of factors, some of which are beyond our control and may not be related to our operating performance. These fluctuations could be significant and could cause a loss of part or the entire amount invested in our shares of common stock. Factors that could cause fluctuations include, but are not limited to, the following:

- Variations in our actual or anticipated operating results or changes in the expectations of financial market analysts with respect to our results;
- Investor perceptions of the insurance industry in general and our company in particular;
- Market conditions in the insurance industry and any significant volatility in the market;
- Major catastrophic events; and
- Departure of our key personnel.

- **Certain provisions of our organizational documents, as well as applicable insurance laws, could impede an attempt to replace or remove our management, prevent the sale of our company or prevent or frustrate any attempt by stockholders to change the direction of our company, each of which could diminish the value of our common stock.**

Our articles of incorporation and bylaws, as well as applicable laws governing corporations and insurance companies, contain provisions that could impede an attempt to replace or remove our management or prevent the sale of our company that, in either case, stockholders might consider being in their best interests. For example:

United Fire & Casualty Company and Subsidiaries

- Our board of directors is divided into three classes. At any annual meeting of our stockholders, our stockholders only have the right to appoint approximately one-third of the directors on our board of directors. Consequently, it will take at least two annual stockholder meetings to effect a change in control of our board of directors.
- Our articles of incorporation limit rights of stockholders to call special meetings of stockholders.
- Our articles of incorporation set the minimum number of directors constituting the entire board of directors at nine and the maximum at 15, and they require approval of holders of two-thirds of all outstanding shares to amend these provisions.
- Our articles of incorporation require the affirmative vote of two-thirds of all outstanding shares to approve any plan of merger, consolidation, or sale or exchange of all—or substantially all—of our assets.
- Our board of directors may fill vacancies on the board of directors.
- Our board of directors has the authority, without further approval of our stockholders, to issue “blank check” preferred shares having such rights, preferences and privileges as the board of directors may determine.
- Section 490.1110 of the Iowa Business Corporation Act imposes restrictions on mergers and other business combinations between us and any holder of 10.0 percent or more of our common stock.
- Section 490.624A of the Iowa Business Corporation Act authorizes the terms and conditions of stock rights or options issued by us to include restrictions or conditions that preclude or limit the exercise, transfer, or receipt of such rights or options by a person, or group of persons, owning or offering to acquire a specified number or percentage of the outstanding common shares or other securities of the corporation.

Further, the insurance laws of Iowa and the states in which our subsidiary insurance companies are domiciled prohibit any person from acquiring direct or indirect control of us or our insurance company subsidiaries, generally defined as owning or having the power to vote 10.0 percent or more of our outstanding voting stock, without the prior written approval of state regulators.

These provisions of our articles of incorporation and bylaws, and these state laws governing corporations and insurance companies, may discourage potential acquisition proposals. These provisions and state laws may also delay, deter or prevent a change of control of our company, in particular through unsolicited transactions that some or all of our stockholders might consider to be desirable. As a result, efforts by our stockholders to change the direction or our company’s management may be unsuccessful, and the existence of such provisions may adversely affect market prices for our common stock if they are viewed as discouraging takeover attempts.

- **Our largest stockholder may take actions conflicting with other stockholders’ interests.**

Based upon the number of shares of our common stock outstanding as of December 31, 2007, our largest stockholder will have a beneficial interest in, and the power to vote or control the disposition of, approximately 14.2 percent of our issued and outstanding common stock. He is in a position to strongly influence the outcome of substantially all corporate actions requiring stockholder approval, including mergers involving our company, sales of all, or substantially all, of our assets and the adoption of amendments to our articles of incorporation. Also, he may have interests different than, or adverse to, those of our other stockholders.

United Fire & Casualty Company and Subsidiaries

ITEM 1B. UNRESOLVED STAFF COMMENTS

None.

ITEM 2. PROPERTIES

We own two buildings (a five-story office building and an eight-story office building in which part of the first floor is leased to tenants) and related parking facilities in Cedar Rapids, Iowa, that we use as our home office. The two buildings are connected by a skywalk. We also lease additional adjacent office space in Cedar Rapids. Our regional locations in Westminster, Colorado, and Galveston, Texas, conduct operations in leased office space. Our claims office in Metairie, Louisiana, also operates in leased office space. The table below shows a brief description of our owned and leased office space.

Location	Utilized by	Owned or Leased	Lease Expiration Date
Corporate Headquarters –			
Cedar Rapids, Iowa (118 Second Ave.)	Corporate Administration, Property and Casualty Segment	Owned	N/A
Cedar Rapids, Iowa (119 Second Ave.)	Corporate Administration, Life Insurance Segment	Owned	N/A
Cedar Rapids, Iowa (109 Second Street)	Corporate Administration	Leased	December 31, 2010 and April 30, 2012
Denver Regional Office – Westminster, Colorado	Property and Casualty Segment	Leased	June 30, 2015
Gulf Coast Regional Office – Galveston, Texas	Property and Casualty Segment	Leased	November 30, 2014
New Orleans Claims Office – Metairie, Louisiana	Property and Casualty Segment	Leased	September 30, 2009

ITEM 3. LEGAL PROCEEDINGS

We have been named as a defendant in various lawsuits, including actions seeking certification from the court to proceed as a class action suit and actions filed by individual policyholders, relating to disputes arising from damages that occurred as a result of Hurricane Katrina in 2005. As of December 31, 2007, there were in excess of 400 such cases pending, approximately 20 of which were styled as class actions. These cases have been filed in both Louisiana state courts and federal district courts. These cases involve, among other claims, disputes as to the amount of reimbursable claims in particular cases, as well as the scope of insurance coverage under homeowners and commercial property policies due to flooding, civil authority actions, loss of use and business interruption. Certain of these cases also claim a breach of duty of good faith or violations of Louisiana insurance claims-handling laws or regulations and involve claims for punitive or exemplary damages while other cases claim that under Louisiana's so-called "Valued Policy Law", the insurers must pay the total insured value of a home that is totally destroyed if any portion of such damage was caused by a covered peril, even if the principal cause of the loss was an excluded peril. Other cases challenge the scope or enforceability of the water damage exclusion in the policies.

Several actions pending against various insurers, including us, were consolidated for purposes of pretrial discovery and motion practice under the caption *In re Katrina Canal Breaches Consolidated Litigation*, Civil Action No. 05-4182 in the United States District Court, Eastern District of Louisiana. On November 27, 2006, the Federal District Court issued an Order in these consolidated cases denying our motion to dismiss. The Court held that the flood exclusions utilized in the forms of homeowners and commercial lines policies issued by us and a number of other insurance carriers were ambiguous because such exclusions did not specify that they applied to flooding caused by negligent acts or omissions as well as to flooding caused by natural incidents such as Acts of God. The plaintiffs in these cases claim, among other things, that the efficient proximate cause of their losses was the third-party negligence of Orleans Levee District. They claim that the Levee District was negligent in the maintenance of the canal walls or in its failure to warn the plaintiffs and others of the impending water intrusion. On August 2, 2007 the United States Court of Appeals, Fifth Circuit, issued an opinion reversing the District Court and finding the water damage exclusion to be unambiguous and enforceable. The plaintiffs in these cases have sought review in the United States Supreme Court.

Cases interpreting the water damage exclusion are also proceeding in the Louisiana state court system. A state trial court decision that adopted the legal reasoning of the (now reversed) Federal District Court was upheld by a divided Louisiana Court of Appeals. That court agreed with the trial court that the flood damage exclusion in a commercial property policy was ambiguous. The Louisiana Supreme Court has accepted this case for review. Activity in much of the hurricane-related litigation is at a standstill pending a decision by the Louisiana Supreme Court.

We intend to vigorously defend the flood exclusion matter and other cases related to losses incurred in connection with Hurricane Katrina. While we believe that the flood exclusion at issue is unambiguous and enforceable, the Louisiana Supreme Court could rule that our flood exclusions do not exclude losses from flooding caused by third-party negligence, that such negligence was the efficient proximate cause of such flooding, or that such an exclusion is inapplicable where any portion of a loss is attributable to a covered peril. Such a ruling would likely have a material adverse effect on our financial position, as well as on our results of operations. We have established our loss and loss settlement expense reserves on the assumption that the flood exclusion will be found to be enforceable and effective to exclude losses caused by third-party negligence, as well as by Acts of God, and that the application of the Valued Policy Law will not result in our having to pay damages for perils not otherwise covered. We believe that, in the aggregate, these reserves should be adequate. However, our evaluation of these claims and the adequacy of recorded reserves may change if we encounter adverse developments in the further defense of these claims.

We consider all of our other litigation pending at December 31, 2007, to be ordinary, routine, and incidental to our business.

ITEM 4. SUBMISSION OF MATTERS TO A VOTE OF SECURITY HOLDERS

There were no matters submitted to a vote of the shareholders during the fourth quarter of 2007.

United Fire & Casualty Company and Subsidiaries

PART II

ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES

United Fire's common stock is traded on the NASDAQ Stock Market under the symbol UFCS. On February 1, 2008, there were 929 holders of record of United Fire common stock. Such number of record holders does not reflect shareholders who beneficially own common stock in nominee or street name. The table below sets forth the high and low bid quotations for our common stock for the calendar periods indicated. These quotations reflect interdealer prices without retail markups, markdowns, or commissions and may not necessarily represent actual transactions.

Our policy has been to pay quarterly cash dividends, and we intend to continue that policy. The table below shows the quarterly cash dividends declared in 2007 and 2006. Payments of any future dividends and the amounts of such dividends, however, will depend upon factors such as net income, financial condition, capital requirements, and general business conditions. We have paid dividends every quarter since March 1968.

State law permits the payment of dividends only from statutory accumulated earned profits arising from business operations. Furthermore, under Iowa law we may pay dividends only if after giving effect to the payment we are either able to pay our debts as they become due in the usual course of business or our total assets would be equal to or more than the sum of our total liabilities. Our subsidiaries are also subject to similar state law restrictions on dividends.

Information about securities authorized for issuance under equity compensation plans is incorporated by reference from Part III, Item 12 "Security Ownership of Certain Beneficial Owners and Management."

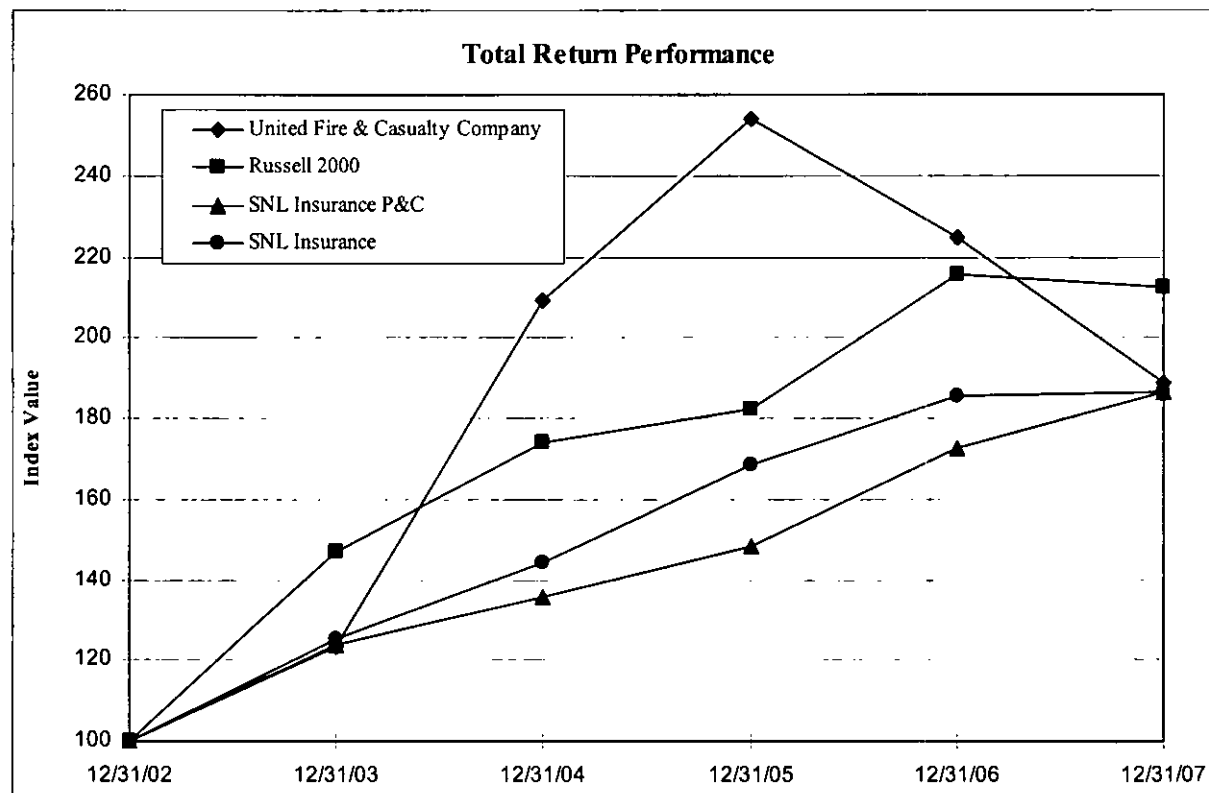
	Share Price		Cash Dividends
	High	Low	Declared
2007			
<u>Quarter Ended:</u>			
March 31	\$ 36.65	\$ 32.57	\$ 0.135
June 30	40.18	34.27	0.135
September 30	43.31	33.19	0.135
December 31	42.99	28.41	0.15
2006			
<u>Quarter Ended:</u>			
March 31	\$ 42.33	\$ 32.14	\$ 0.12
June 30	33.39	27.50	0.12
September 30	31.47	27.63	0.12
December 31	37.32	30.69	0.135

United Fire & Casualty Company and Subsidiaries

In August 2007, our Board of Directors authorized us to repurchase an up to an additional 600,000 shares of our common stock, raising our total repurchase authorization to 687,167 shares. The following table shows the authorizations and stock repurchases made during the fourth quarter. For a more detailed discussion of our stock repurchase plan, refer to the "Financial Overview" section of Part II, Item 7 "Management's Discussion and Analysis of Financial Condition and Results of Operations."

Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as a Part of Publicly Announced Plans or Programs	Maximum Number of Shares that May Yet be Purchased Under the Plans or Programs
10/1/07 – 10/31/07	100,000	\$ 33.37	100,000	387,167
11/1/07 – 11/30/07	124,100	\$ 29.38	124,100	263,067
12/1/07 – 12/31/07	73,400	\$ 29.23	73,400	189,667

The following graph compares the cumulative total stockholder return on our common stock for the last five fiscal years with the cumulative total return of the Russell 2000 Index, the SNL Insurance Company Index and the SNL Property & Casualty Insurance Index, assuming an investment of \$100 in each of the above at their closing prices on December 31, 2002, and reinvestment of dividends.



The following table shows the raw data used in the Total Return Performance graph above.

Index	Period Ending					
	12/31/02	12/31/03	12/31/04	12/31/05	12/31/06	12/31/07
United Fire & Casualty Company	\$ 100.00	\$ 123.32	\$ 209.15	\$ 254.08	\$ 224.90	\$ 188.52
Russell 2000	100.00	147.25	174.24	182.18	215.64	212.27
SNL Insurance P&C	100.00	123.73	135.62	148.25	172.81	186.59
SNL Insurance	100.00	124.94	144.22	168.70	185.41	186.58

United Fire & Casualty Company and Subsidiaries

ITEM 6. SELECTED FINANCIAL DATA

(Dollars in Thousands Except Per Share Data)

Years Ended December 31	2007	2006	2005	2004	2003
Total assets	\$ 2,760,554	\$ 2,776,067	\$ 2,721,924	\$ 2,570,387	\$ 2,405,155
Redeemable preferred stock	—	—	—	65,789	65,456
Revenues					
Net premiums earned	505,763	503,122	495,516	492,291	464,595
Investment income, net	122,439	121,981	118,847	111,474	108,540
Realized investment gains (losses), net	9,670	9,965	4,540	4,060	(1,691)
Other income	654	532	702	300	1,841
Net income	111,392	88,085	9,044	78,817	55,574
Preferred stock dividends and accretions	—	—	4,106	4,742	4,742
Basic earnings per common share	4.04	3.37	0.22	3.68	2.53
Diluted earnings per common share	4.03	3.36	0.22	3.34	2.36
Cash dividends declared per common share	0.555	0.495	0.48	0.42	0.39

The selected financial data herein has been derived from the consolidated financial statements of United Fire and its subsidiaries and affiliate. The data should be read in conjunction with Part II, Item 7 "Management's Discussion and Analysis of Financial Condition and Results of Operations" and Part II, Item 8 "Consolidated Financial Statements and Related Notes." The 2004 and prior amounts reflect the retroactive effects of our December 15, 2004, one-for-one stock dividend.

ITEM 7. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

ORGANIZATION OF MANAGEMENT'S DISCUSSION AND ANALYSIS

Management's Discussion and Analysis provides a narrative of our financial performance and condition that should be read in conjunction with the accompanying Consolidated Financial Statements. It includes the following sections:

- Forward-Looking Statements
- Overview and Outlook
 - Our Business
 - Financial Overview
 - Enterprise Risk Management
- Results of Operations
 - Property and Casualty Insurance Segment
 - Life Insurance Segment
 - Investment Results
 - Federal Income Taxes
- Investments
- Liquidity and Capital Resources
 - Sources and Uses of Funds
 - Liquidity
 - Recent Activity
 - Capital Resources
- Stockholders' Equity
- Contractual Obligations and Commitments
- Critical Accounting Estimates
 - Investment Valuation
 - Deferred Policy Acquisition Costs – Property and Casualty Insurance Segment
 - Deferred Policy Acquisition Costs – Life Insurance Segment
 - Loss and Loss Settlement Expenses – Property and Casualty Insurance Segment
 - Future Policy Benefits and Losses, Claims and Loss Settlement Expenses – Life Insurance Segment
- New Accounting Standards
- Non-GAAP Financial Measures

FORWARD-LOOKING STATEMENTS

This report may contain forward-looking statements about our operations, anticipated performance and other similar matters. The Private Securities Litigation Reform Act of 1995 provides a safe harbor under the Securities Act of 1933 and the Securities Exchange Act of 1934 for forward-looking statements. The forward-looking statements are not historical facts and involve risks and uncertainties that could cause actual results to differ materially from those expected and/or projected. Such forward-looking statements are based on current expectations, estimates, forecasts and projections about our company, the industry in which we operate, and beliefs and assumptions made by management. Words such as "expects," "anticipates," "intends," "plans," "believes," "continues," "seeks," "estimates," "predicts," "should," "could," "may," "will continue," "might," "hope" and variations of such words and similar expressions are intended to identify such forward-looking statements. These statements are not guarantees of future performance and involve risks, uncertainties and assumptions that are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed in such forward-looking statements. Among the factors that could cause our actual outcomes and results to differ are:

- The adequacy of our loss reserves established for Hurricane Katrina and Hurricane Rita, which are based on management estimates.
- Developments in domestic and global financial markets that could affect our investment portfolio and financing

United Fire & Casualty Company and Subsidiaries

plans.

- Additional government and NASDAQ policies relating to corporate governance, and the cost to comply.
- Changing rates of inflation.
- The valuation of invested assets.
- The valuation of pension and other postretirement benefit obligations.
- The calculation and recovery of deferred policy acquisition costs.
- The ability to maintain and safeguard the security of our data.
- The resolution of regulatory issues and litigation pertaining to and arising out of Hurricane Katrina.
- Our relationship with our reinsurers.
- Our relationship with our agents.
- The pricing of our products.
- The adequacy of the reinsurance coverage that we purchase.

These are representative of the risks, uncertainties and assumptions that could cause actual outcomes and results to differ materially from what is expressed in forward-looking statements. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this report or as of the date they are made. Except as required under the federal securities laws and the rules and regulations of the Securities and Exchange Commission (the "SEC"), we do not have any intention or obligation to update publicly any forward-looking statements, whether as a result of new information, future events or otherwise.

Additional information concerning factors that could cause actual results to differ materially from those in the forward-looking statements is contained in Part I, Item 1A "Risk Factors" of this document.

OVERVIEW AND OUTLOOK

Our business

We operate property and casualty and life insurance businesses, marketing our products through independent agents. Although we maintain a broad geographic presence that includes most of the United States, more than half of our property and casualty premiums are written in Iowa, Texas, Colorado, Louisiana and Missouri. Approximately three-fourths of our life insurance premiums are written in Iowa, Minnesota, Wisconsin, Nebraska and Illinois.

We conduct our operations through two distinct segments: property and casualty insurance and life insurance. We manage these segments separately because they generally do not share the same customer base, and they each have different pricing and expense structures. We evaluate segment profit based upon operating and investment results. Segment profit or loss described in the following sections of the Management's Discussion and Analysis is reported on a pre-tax basis. Additional segment information is presented in Part II, Item 8, Note 11 "Segment Information" to the Consolidated Financial Statements.

Our revenue is primarily composed of premiums and investment income. Major categories of expenses include losses and loss settlement expenses, changes in reserves for future policy benefits, operating expenses and interest on policyholders' accounts. Through disciplined underwriting and strong agency relationships, we have traditionally emphasized writing good business at an adequate price, preferring quality to volume. Our goal of consistent profitability is supported by these business strategies.

Our business is cyclical in nature and is influenced by many factors, including price competition, economic conditions, interest rates, weather-related events and other catastrophes including natural (for example hurricanes and tornados) and man-made disasters, state regulations, court decisions and changes in the law.

United Fire & Casualty Company and Subsidiaries

Financial overview

In 2007, we attained record net income of \$111.4 million, compared to \$88.1 million in 2006 and \$9.0 million in 2005. The strength of our underwriting and overall financial results in 2007 can be attributed to a relatively low level of claim activity related to catastrophes during the year. We also emphasized writing quality business – one of our company's core objectives – and had favorable results in our non-catastrophe claim activity in each of the past three years. Our results in 2005 were significantly impacted by losses from Hurricane Katrina. Additional development on Hurricane Katrina losses continued to impact our results in 2006.

An additional measure of our results is the combined ratio. The property and casualty insurance industry uses the combined ratio as a measure of underwriting profitability. The combined ratio is the sum of the loss ratio (losses and loss settlement expenses incurred as a percent of net premiums earned) plus the expense ratio (underwriting expenses as a percent of net written premiums, if calculated on a statutory basis, or net earned premiums, if calculated on a GAAP basis). A combined ratio below 100 percent generally indicates a profitable book of business. Our GAAP combined ratio was 81.3 percent, 87.9 percent and 111.3 percent in 2007, 2006 and 2005, respectively. Our statutory combined ratio was 82.1 percent, 89.7 percent and 112.5 percent in 2007, 2006 and 2005, respectively. The statutory combined ratio for the property and casualty industry is projected by A.M. Best to be 95.6 percent for 2007. The industry statutory combined ratio was 92.4 percent in 2006 and 101.2 percent in 2005.

In the wake of record losses related to Hurricane Katrina and Hurricane Rita, we disclosed in 2006 that we intended to reduce our property exposures in the Gulf Coast region, particularly in Louisiana, as a way to mitigate the catastrophe risk associated with this business. During 2007 we took steps to reduce our exposure in the Gulf Coast, including the implementation of stricter underwriting guidelines and policy terms, as well as significant premium rate increases in catastrophe-prone areas. These steps have reduced our probable maximum loss due to catastrophe in the Gulf Coast area by over 40 percent from pre-Hurricane Katrina levels. With the exposure reduction in Louisiana and increased catastrophe reinsurance protection, we believe that we would not exceed our catastrophe reinsurance coverage limits for any future catastrophes similar in magnitude and intensity to Hurricane Katrina, which was the costliest catastrophe in the history of our company.

Beginning in 2005, the property and casualty industry entered into a soft market, characterized by increased price competition and excess underwriting capacity. During the three years ended 2007, we have experienced an increasing rate of competition, which has resulted in decreasing levels of premium pricing in many of our lines of insurance and in many of the geographic areas in which we write, with the exception of coastal areas. The significant losses that the insurance industry suffered due to Hurricane Katrina created hard market conditions in the Gulf Coast region in both personal and commercial lines. However, many insurers, ourselves included, also experienced an increase in prices for property catastrophe reinsurance coverage.

We anticipate that the soft market and more competitive pricing environment will continue through 2008 and beyond. In order to mitigate the effects of a soft insurance market, we will focus on retaining good business and writing quality new business. We intend to capitalize on the strength of our existing agency relationships by emphasizing our highly educated and experienced underwriting staff and our ability and willingness to underwrite and accept unique risks. To aid in policy retention, we provide our agents with superior customer service, which includes personally answering the telephone instead of forcing agents to wade through a series of automated telephone prompts. We will continue to foster personal relationships with our agents by offering cost effective loss control programs and computer systems automation that simplifies and speeds up the process of quoting and writing policies. In 2007, our top 500 agencies generated approximately 88 percent of our underwriting profits. Therefore, the majority of our efforts will be focused on these most profitable agents. In 2008, we will evaluate the potential benefits of entering into additional niche markets.

During 2007, we began writing workers' compensation in states where we had previously not offered this line of insurance. Currently, workers' compensation insurance premiums account for approximately 10.0 percent of our direct premiums. In 2008, we plan to increase our writing of workers' compensation business as a companion line to our other commercial insurance policies. We are developing new underwriting tools and loss control services that will allow us to more effectively evaluate and mitigate risks, improving profitability in this line of business.

United Fire & Casualty Company and Subsidiaries

A lingering challenge from Hurricane Katrina remains policyholder litigation. United Fire & Casualty Company and our Louisiana property and casualty insurance subsidiary, Lafayette Insurance Company, along with many other insurers in the Louisiana market, are named defendants in litigation generated by this catastrophe. Refer to Part I, Item 3 "Legal Proceedings" for a discussion of this litigation and its potential impact to our operations.

The strong results and steady income produced by our life insurance segment has historically helped offset the volatility of our property and casualty insurance earnings due to the cyclical nature of the property and casualty insurance business. In order to maintain profitability within our life insurance segment we will continue to diversify our product offerings in response to industry needs. In 2007 we introduced a new universal life product that combined the most popular features of and replaced our two existing universal life products. Our new universal life product includes a disability income rider with an increased monthly disability income benefit from \$1,500 to \$2,500. During 2007 we continued to see annuity withdrawals exceed new annuity deposits – although at a slower rate than experienced during 2006. The current interest rate environment presents a challenge to maintaining a profitable interest rate spread for our annuity business. We will continue monitoring annuity withdrawals closely to determine if interest rate adjustments become necessary in the future. Despite these challenges, we remain optimistic about the future of our life insurance business.

In August 2007, we announced that our Board of Directors authorized us to repurchase up to an additional 600,000 shares of our common stock, bringing our total repurchase authorization to 687,167 shares. Under this share repurchase program, we may purchase our common stock from time to time through open market or privately negotiated transactions. The amount and timing of stock repurchases is determined at the discretion of management and depends on a number of factors, including the price of our common stock, general market and economic conditions, and corporate and regulatory requirements. The share repurchase program will be in effect for two years, but may be modified or discontinued by us at any time.

We are faced with the challenge of balancing the capital adequacy requirements established by A.M. Best with market expectations regarding returns on equity investment. We currently consider our stock to be undervalued and, therefore, a good investment opportunity for our capital resources. During the last two quarters of 2007, we repurchased 497,500 shares of our common stock and returned them to the status of authorized but unissued shares. For a more detailed accounting of the shares repurchased under this program, refer to Part II, Item 5 "Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities."

On February 15, 2008, our Board of Directors authorized us to repurchase up to an additional 500,000 shares of common stock. As of February 15, 2008, our remaining repurchase authorization is 689,667 shares.

Enterprise risk management

Enterprise risk management ("ERM") is a methodology that helps an organization assess and manage its overall exposure to risk. ERM has gained the attention of the insurance industry in recent years. ERM begins as a capital preservation process that helps insurers identify, quantify and manage risks from all sources that exist throughout the corporation, including risks arising from investments, underwriting, and operations. ERM considers the accumulation and diversification of risk and utilizes a company's past experience to help evaluate future business plans and manage risk.

In 2007, we continued formalizing our ERM processes. We employ a multi-disciplinary approach to risk identification and evaluation – from claims to underwriting to financial to investments. Members of our ERM committee include our chief executive officer, chief financial officer, executive vice president, vice president of claims, vice president of corporate underwriting, chief investment officer and vice president/chief operating officer of our life insurance subsidiary (United Life Insurance Company), and United Life Insurance Company's independent actuary. This committee met several times during the year to review the structure for our risk management process.

During its meetings, the ERM committee discussed the risks that our company faces, as well as the controls that are in place to mitigate those risks. These are not new ideas – management has actively and successfully managed risks

United Fire & Casualty Company and Subsidiaries

throughout our company's history. Collectively, the committee has identified two broad categories of risk faced by our company – insurance risk and operational risk. Types of insurance risks generally include, but are not limited to, those risks associated with geographical concentrations of property insured, business mix, catastrophe modeling, underwriting practices, loss reserving practices, policy pricing, and the actions of our competitors. Types of operational risks we face generally include, but are not limited to, those risks associated with business continuity planning, information technology, executive succession planning, regulatory and legal compliance, diversification of investments and the application of accounting policies and procedures.

ERM issues are discussed both during our quarterly Board of Directors meetings and at our semi-annual managers meetings. At these meetings, directors and managers are updated on ERM issues and the ongoing efforts of the ERM committee. The work of our ERM committee has led to the development of new tools designed to aid in the evaluation and mitigation of underwriting risks.

RESULTS OF OPERATIONS FOR THE YEARS ENDED DECEMBER 31, 2007, 2006 AND 2005

Consolidated Results of Operations Years ended December 31	(Dollars in Thousands)			% Change	
	2007	2006	2005	2007 vs. 2006	2006 vs. 2005
Revenues					
Net premiums earned	\$ 505,763	\$ 503,122	\$ 495,516	0.5 %	1.5 %
Investment income, net	122,439	121,981	118,847	0.4 %	2.6 %
Realized investment gains	9,670	9,965	4,540	-3.0 %	119.5 %
Other income	654	532	702	22.9 %	-24.2 %
Total Revenues	\$ 638,526	\$ 635,600	\$ 619,605	0.5 %	2.6 %
Benefits, Losses and Expenses					
Loss and loss settlement expenses	\$ 260,714	\$ 292,789	\$ 392,228	-11.0 %	-25.4 %
Increase in liability for future policy benefits	15,666	19,737	17,666	-20.6 %	11.7 %
Amortization of deferred policy acquisition costs	136,805	126,898	115,473	7.8 %	9.9 %
Other underwriting expenses	22,918	21,525	32,955	6.5 %	-34.7 %
Interest on policyholders' accounts	43,089	49,159	54,727	-12.3 %	-10.2 %
Total Benefits, Losses and Expenses	\$ 479,192	\$ 510,108	\$ 613,049	-6.1 %	-16.8 %
Income before income taxes	159,334	125,492	6,556	N/A	N/A
Federal income tax expense (benefit)	47,942	37,407	(2,488)	N/A	N/A
Net Income	\$ 111,392	\$ 88,085	\$ 9,044	N/A	N/A
Basic EPS					
	\$ 4.04	\$ 3.37	\$ 0.22	N/A	N/A
Diluted EPS					
	4.03	3.36	0.22	N/A	N/A

Our overall operating results have improved over the past three years. In 2007, we experienced a lower-than-normal level of catastrophe losses and continued to experience favorable results in most of our lines of business. Results in 2006 and 2005 were negatively impacted by Hurricane Katrina losses. The results in 2006 and 2005 without the impact of Hurricane Katrina were favorable, attesting to the quality of our core book of business. In addition, our life segment provided a steady stream of pre-tax income in each of the three years; \$20.3 million in 2007, \$21.9 million in 2006 and \$21.4 million in 2005.

There has been slow growth in our net premiums earned over the past three years. Moderate increases in property and casualty premiums have been offset by moderate decreases in life insurance premiums. In the property and casualty segment, competitive market conditions have led to pricing reductions. Premium writings also decreased in 2007 as a result of our planned reduction of property exposures in Louisiana. However, some of this decrease was offset by pricing increases, specifically in hurricane-exposed regions.

United Fire & Casualty Company and Subsidiaries

The commercial lines pricing environment continues to be competitive, with an average of mid-single digit percentage decreases in premium. In nearly every geographic location in which we do business, we are experiencing pricing pressure on renewal accounts, especially midsize and large accounts. The personal lines pricing environment also continues to be very competitive both in the auto and homeowners lines of business, with an average of mid-single digit percentage decreases in non-catastrophe exposed states.

Fortunately, we have been successful in retaining a high percentage of our quality accounts, so despite pricing reductions on these accounts they have continued to be profitable. In addition, we have been able to write new business, which has also been profitable.

Net investment income has increased moderately since 2005. In the life segment, our investment portfolio has decreased due to an outflow of annuity funds. Cash generated from operating results in the property and casualty segment has led to an increase in investable funds. During 2006 and 2007 we shortened the duration of our portfolio due to the interest rate environment. Over the past two years, short-term rates of return have generally exceeded long-term rates. Despite this recent short-term emphasis, we have actively managed the duration of our portfolio to attain an appropriate matching of assets to liabilities.

Property and casualty insurance segment

Property & Casualty Segment Results of Operations

(Dollars in Thousands)

Years ended December 31	2007	2006	2005	% Change	
				2007 vs. 2006	2006 vs. 2005
Net premiums written ⁽¹⁾	\$ 470,402	\$ 476,402	\$ 453,683	-1.3 %	5.0 %
Net premiums earned	\$ 473,134	\$ 467,031	\$ 456,147	1.3 %	2.4 %
Loss and loss settlement expenses	245,845	278,504	375,858	-11.7 %	-25.9 %
Amortization of deferred policy acquisition costs	123,420	118,756	106,348	3.9 %	11.7 %
Other underwriting expenses	15,378	13,269	25,536	15.9 %	-48.0 %
Underwriting income (loss)	\$ 88,491	\$ 56,502	\$ (51,595)	56.6 %	209.5 %
Investment income, net	43,363	40,225	34,741	7.8 %	15.8 %
Realized investment gains	7,099	6,986	2,013	1.6 %	247.2 %
Other income (loss)	59	(108)	—	N/A	N/A
Income (loss) before income taxes	\$ 139,012	\$ 103,605	\$ (14,841)	34.2 %	798.1 %

(1) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

Combined Ratio (GAAP Basis)

Years ended December 31	2007	2006	2005	Increase (Decrease) in Ratios	
				2007 vs. 2006	2006 vs. 2005
Loss ratio	52.0 %	59.6 %	82.4 %	-7.6 %	-22.8 %
Expense ratio	29.3 %	28.3 %	28.9 %	1.0 %	-0.6 %
Combined ratio ⁽¹⁾	81.3 %	87.9 %	111.3 %	-6.6 %	-23.4 %
Combined ratio (without catastrophes) ⁽¹⁾	78.3 %	75.1 %	66.2 %	3.2 %	8.9 %

(1) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

The property and casualty insurance segment reported pretax income of \$139.0 million in 2007 and \$103.6 million in 2006, compared with a pretax loss of \$14.8 million in 2005. The improvement in the 2007 and 2006 results compared to 2005, was primarily due to the significant impact Hurricane Katrina and Hurricane Rita had on our loss experience during 2005. The financial impact from these hurricanes was realized largely on our homeowners, allied lines and commercial multiple peril lines of business.

United Fire & Casualty Company and Subsidiaries

In the five years prior to 2005, our average catastrophe net losses incurred each year were approximately \$21.0 million. In 2005, we incurred \$197.1 million in catastrophes. Of this, \$178.2 million was attributable to Hurricane Katrina. In 2006, our catastrophe losses totaled \$59.8 million, with \$31.7 million related to Hurricane Katrina development. In 2007, we incurred \$14.1 million in catastrophe losses, with \$6.3 million from Hurricane Katrina. In the months following Hurricane Katrina, we made the decision to reduce our property exposures along the Gulf Coast. Due to regulatory constraints, we were required to wait until 2007 to initiate our plan. In 2007, we exceeded our goal of reducing our property exposures in Louisiana, reducing the exposure by one-third. This planned reduction contributed to the flat growth in premium revenue between 2006 and 2007. In addition, premium growth was mitigated due to pricing declines, as a result of soft market conditions. Over the past two years, competitive pressure has led to pricing reductions in many of our lines of business, and in most areas in which we write, with the exception of catastrophe exposed areas. Since Hurricane Katrina, we have significantly increased our pricing in hurricane-exposed regions.

Without the impact of catastrophes, our results have been favorable. Over the past three years, there has been some deterioration in our combined ratio (without catastrophes), due primarily to pricing conditions. Also negatively impacting our non-catastrophe results in 2007 was an increase in claims frequency in the commercial auto line of business and an increase in claims severity in the other liability line of business. Further discussion about these lines as well as our other lines of business, are included in subsequent sections of this report.

Net investment income is discussed on a consolidated basis in a following section of this report.

Premiums

(Dollars in Thousands)				% Change	
Years ended December 31	2007	2006	2005	2007 vs. 2006	2006 vs. 2005
Direct premiums written	\$ 494,541	\$ 504,420	\$ 474,668	-2.0%	6.3%
Assumed premiums written	16,907	19,000	15,088	-11.0%	25.9%
Ceded premiums written	(41,046)	(47,018)	(36,073)	-12.7%	30.3%
Net premiums written ⁽¹⁾	\$ 470,402	\$ 476,402	\$ 453,683	-1.3%	5.0%
Net premiums earned	473,134	467,031	456,147	1.3%	2.4%

(1) Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

During 2006 and 2007, despite the soft market conditions, our retention rates of quality accounts have remained high. We attribute this success to our relationships with our agents and a superior level of customer service. We also sought to increase our level of business through new policyholders. We initiated and increased writings in four southern states in 2007 and added many new accounts in some of our Midwestern states. The new business has been generated through our existing independent agency force. In 2007, we targeted the workers' compensation line of business for growth and were able to increase revenues for this line. We are working on a program of new underwriting tools, to be implemented in 2008 that we anticipate will contribute to the profitability in the workers' compensation line of business.

Over the past three years, our commercial lines of business has accounted for over 90 percent of premium revenue. We do not anticipate that our current mix of business (commercial lines/personal lines) will change materially.

Since 2000, we have had only five active accounts in our assumed business and a number of assumed contracts that are in run-off. Late in 2006, we made the decision to cancel one of the largest remaining assumed contracts. This decision was made in response to an exposure base that was in excess of our risk tolerance levels as compared to the premium we were able to collect. In 2007, premium writings were down by 11.0 percent as a result of this decision. During 2008, there will be additional reductions in assumed business as the cancelled contract expires.

Net premiums earned are decreased by ceded premiums that we pay to reinsurers. In 2005, we paid an \$8.0 million reinstatement premium for our catastrophe reinsurance coverage, due to the fact that we had exceeded our reinsurance limits of \$125.0 million on Hurricane Katrina. In 2006, premium rates for our catastrophe and excess of

United Fire & Casualty Company and Subsidiaries

loss reinsurance increased substantially because of the significant losses incurred by reinsurers as a result of Hurricane Katrina and other catastrophes. Pricing of ceded reinsurance did not increase materially in 2007. Rather, the reduction in ceded premiums written in 2007, was due to the lower level of direct premiums written.

Losses and Loss Settlement Expenses

Each year, our results are impacted not only by losses that occur in the current year, but also by development on losses that have occurred in prior years. The development, which can have either a favorable or unfavorable impact on earnings, is due to paying losses at amounts different than what we reserved, or to changing loss reserve estimates based on new information that becomes available to us. For the past ten years, we have experienced a net redundancy due to losses that occurred in prior years. In 2007, we incurred losses of \$245.8 million, of which \$291.0 million were from losses that occurred in 2007. We had favorable development from prior years' losses of \$45.2 million. The redundancy was realized in each of our lines of business, with the exception of homeowners, which was attributable to Hurricane Katrina development.

In 2006, loss and loss settlement expenses incurred were \$278.5 million, with \$303.5 million of loss and loss settlement expenses that occurred in 2006 and a redundancy of \$25.0 million (\$62.2 million without the adverse development on Hurricane Katrina claims) on losses that occurred prior to 2006, which resulted from settling or re-estimating claims for less than reserved for at December 31, 2005. Due to Hurricane Katrina, our homeowners, allied lines and commercial multiple peril lines of business experienced a reserve deficiency, while our remaining lines of business experienced reserve redundancies for the year.

In 2005, loss and loss settlement expenses incurred were \$375.9 million, which was comprised of \$453.4 million that was attributable to losses that occurred in 2005 as offset by a \$77.5 million redundancy on losses that occurred prior to 2005. This redundancy resulted from settling or re-estimating claims for less than reserved for at December 31, 2004. We experienced a reserve redundancy in each of our lines of business, with the exception of fidelity and surety.

Loss Reserves

We discuss our reserving process, which contributed to the favorable development of loss reserves in 2007, 2006 and 2005, under "Critical Accounting Estimates." The majority of our business consists of short duration contracts. However, we consider our workers' compensation and other liability lines of business to be long-tail lines of business due to the length of time that may elapse before claims are finally settled. Therefore, we may not know our final development on individual claims for many years. Our estimates for losses, particularly in these long-tail lines, are dependent upon many factors, such as the legal environment, inflation and medical costs. We consider all of these factors, as well as others, in estimating our loss reserves. As conditions or trends with respect to these factors change, we change our estimate for loss reserves accordingly.

The following table illustrates the primary components of the net loss redundancy we experienced in our reserves for 2007, 2006 and 2005.

(Dollars in Thousands)				
Years ended December 31	2007		2006	2005
Savings from:				
Salvage and subrogation	\$	11,637	\$	13,516
Alternative dispute resolution		8,847		8,360
Workers' compensation medical bill review		4,113		2,071
Other		29,322		38,269
		<u>53,919</u>		<u>62,216</u>
Adverse development from Hurricane Katrina		(8,718)		(37,251)
Net redundancy	\$	<u>45,201</u>	\$	<u>24,965</u>
			\$	<u>77,484</u>

United Fire & Casualty Company and Subsidiaries

Salvage is the sale of damaged goods, for which the insured has been indemnified for and for which the insured has transferred title to the insurance company. Salvage reduces the cost incurred for property losses. Subrogation also reduces the costs incurred for a loss by seeking payment from other parties involved in the loss and/or from the other parties' insurance company. Alternative dispute resolution facilitates settlements and reduces defense and legal costs through processes such as mediation and arbitration. Workers' compensation medical bill review is a system designed to detect duplicate billings, unrelated and unauthorized charges and coding discrepancies, as well as it ensures that we are billed for medical services according to the fee schedule designated by each state in which we have claims.

Our "other" redundancy is attributable to both the payment of claims in amounts other than the amounts reserved and changes in loss reserves due to additional information on individual claims that we received after the reserves for those claims had been established. The additional information we consider is unique to each claim. Such information may include facts that reveal we have no coverage obligation for a particular claim, changes in applicable laws that reduce our liability or coverage exposure on a particular claim, facts that implicate other parties as being liable on a particular claim and favorable court rulings that decrease the likelihood that we would be liable for a particular claim. Also, additional information relating to severity is unique to each claim. For example, we may learn during the course of a claim that bodily injuries are less severe than originally believed or that damage to a structure is merely cosmetic instead of structural.

The table on the following page depicts our net loss ratio for 2007, 2006 and 2005.

United Fire & Casualty Company and Subsidiaries

Years ended December 31	2007				2006				2005			
(Dollars in Thousands)	Net Premiums Earned	Net Losses & Loss Settlement Expenses Incurred	Net Loss Ratio	Net Premiums Earned	Net Losses & Loss Settlement Expenses Incurred	Net Loss Ratio	Net Premiums Earned	Net Losses & Loss Settlement Expenses Incurred	Net Loss Ratio	Net Premiums Earned	Net Losses & Loss Settlement Expenses Incurred	Net Loss Ratio
Commercial lines:												
Other liability ⁽¹⁾	\$ 136,704	\$ 55,354	40.5%	\$ 130,358	\$ 38,754	29.7%	\$ 121,529	37,822	31.1%			
Fire and allied lines ⁽²⁾	117,494	65,773	56.0	124,862	106,889	85.6	122,662	172,351	140.5			
Automobile	99,004	63,509	64.1	95,443	55,422	58.1	93,740	42,269	45.1			
Workers' compensation	48,359	32,408	67.0	42,079	31,160	74.1	39,084	24,566	62.9			
Fidelity and surety	21,848	2,121	9.7	22,021	7,741	35.2	25,202	11,670	46.3			
Miscellaneous	851	413	48.5	867	134	15.5	813	216	26.6			
Total commercial lines	\$ 424,260	\$ 219,578	51.8%	\$ 415,630	\$ 240,100	57.8%	\$ 403,030	\$ 288,894	71.7%			

Personal lines:

Fire and allied lines ⁽³⁾	\$ 21,117	\$ 12,434	58.9%	\$ 20,511	\$ 22,005	107.3%	\$ 21,240	\$ 61,363	288.9%
Automobile	13,764	8,561	62.2	16,427	7,771	47.3	20,421	9,458	46.3
Miscellaneous	311	353	N/A	332	502	N/A	528	1,086	N/A
Total personal lines	\$ 35,192	\$ 21,348	60.7%	\$ 37,270	\$ 30,278	81.2%	\$ 42,189	\$ 71,907	170.4%
Reinsurance assumed	\$ 13,682	\$ 4,919	36.0%	\$ 14,131	\$ 8,126	57.5%	\$ 10,928	\$ 15,057	137.8%
Total	\$ 473,134	\$ 245,845	52.0%	\$ 467,031	\$ 278,504	59.6%	\$ 456,147	\$ 375,858	82.4%

(1) "Other liability" is business insurance covering bodily injury and property damage arising from general business operations, accidents on the insured's premises and products manufactured or sold.

(2) "Fire and allied lines" includes fire, allied lines, commercial multiple peril and inland marine.

(3) "Fire and allied lines" includes fire, allied lines, homeowners and inland marine.

United Fire & Casualty Company and Subsidiaries

Commercial Lines

The net loss ratio in our commercial lines of business was 51.8 percent in 2007, 57.8 percent in 2006 and 71.7 percent in 2005. In our commercial property lines, the improvement was due primarily to the lower catastrophe losses experienced in 2007 and 2006 as compared to the losses experienced from Hurricane Katrina in 2005. The 2006 results in these lines were impacted by further development from Hurricane Katrina losses. Our commercial liability lines of business were not impacted materially by Hurricane Katrina. Across all of our commercial lines, pricing reductions impacted our results over the past three years, to varying degrees.

Commercial Fire and Allied Lines

Commercial fire and allied lines insurance covers losses to an insured's property, including its contents, from weather, fire, theft or other causes. We provide this coverage through a variety of business policies. The net loss ratio for our commercial fire and allied lines was 56.0 percent in 2007, 85.6 percent in 2006 and 140.5 percent in 2005. The improvement in our 2007 results was due to a lower number of fires and storms occurring during the year as well as better catastrophe results than in prior years. The deterioration in the 2006 and 2005 results were a result of net catastrophe losses and loss settlement expenses from Hurricanes Katrina and Rita, which totaled \$19.6 million and \$126.1 million in this line of business during 2006 and 2005, respectively. Also, pricing in our commercial property lines of business decreased during 2007 and 2006, with the exception of catastrophe-prone areas along the Gulf Coast, primarily in Louisiana.

Other Liability

Our other liability line of insurance covers businesses for bodily injury liability and property damage arising from general business operations, accidents on their premises and products manufactured or sold. We reported a net loss ratio in this line of 40.5 percent in 2007, 29.7 percent in 2006 and 31.1 percent in 2005. The deterioration in the net loss ratio in 2007 was primarily related to increased severity. We had several large liability losses in 2007, but have detected no trends as to cause of loss or geographic location. We also experienced an increase in net premiums earned of 4.9 percent in 2007 over 2006, compared to an increase of 7.3 percent in 2006 over 2005, as a result of pricing initiatives in this particular line of business.

Commercial Automobile

Our commercial automobile insurance covers physical damage to an insured's vehicle, as well as liabilities to third parties. Automobile physical damage insurance covers loss or damage to vehicles from collision, vandalism, fire, theft, flood or other causes. Automobile liability insurance covers bodily injury, damage to property resulting from automobile accidents caused by the insured, uninsured or underinsured motorists and the legal costs of defending the insured against lawsuits. Our company policy is to write only standard automobile insurance and we do not write coverage for large fleets of automobiles. Our net loss ratio in commercial automobile was 64.1 percent in 2007, 58.1 percent in 2006 and 45.1 percent in 2005. The deterioration in this line during 2007 was primarily due to a 3.8 percent increase in claim frequency as compared to 2006. The deterioration in this line during 2006 was primarily due to an increase in claim severity.

Workers' Compensation

Our net loss ratio in the workers' compensation line of business was 67.0 percent in 2007, 74.1 percent in 2006 and 62.9 percent in 2005. We consider our workers' compensation business to be a companion product; we rarely write stand-alone workers' compensation policies. Our workers' compensation insurance covers primarily small- to mid-size accounts. The improvement in results in 2007 was due to lower severity, a slight decrease in our frequency and improvements in our medical review programs. The deterioration in workers' compensation in 2006 was primarily due to an increase in claim severity.

During 2007, we introduced our workers' compensation business into states where we had not previously written our workers' compensation line and increased premium writings in states where we were already offering workers'

United Fire & Casualty Company and Subsidiaries

compensation insurance. The challenges facing workers' compensation insurance providers include the state regulatory climates in some states that make it difficult to obtain appropriate premium rate increases and inflationary medical costs. We believe that our underwriting expertise, loss control service and medical review programs will enable us to be profitable in the workers' compensation line of business. Currently, we have a project underway to introduce predictive modeling analytics into our workers' compensation underwriting process, which we anticipate will further enhance our profitability.

Fidelity and Surety

Our surety products guarantee performance and payment by our bonded principals. Our contract bonds protect owners from failure to perform on the part of our principals. In addition, our surety bonds protect material suppliers and subcontractors from nonpayment by our contractors. When surety losses occur, our loss is determined by estimating the cost to complete the remaining work and to pay the contractor's unpaid bills, offset by contract funds due to the contractor, reinsurance and the value of any collateral to which we may have access. The net loss ratio in this line was 9.7 percent in 2007, 35.2 percent in 2006 and 46.3 percent in 2005. The improvement in 2007 as compared to 2006 was the result of stricter underwriting guidelines, as well as a decrease in frequency and severity. In 2007, there were no new claims that exceeded our \$1.5 million reinsurance retention level, compared to three such claims in 2006 and four such claims in 2005. The 2006 and 2005 underwriting results were adversely impacted primarily by bonded principals that defaulted on their bonded obligations after a determination was made that they did not have the financial wherewithal to complete the bonded projects, which required us to pay the outstanding obligations associated with those projects. In response to the poor performance in the surety line of business, we continue to improve our underwriting discipline by, among other things, requiring principals to provide more frequent financial statements, requiring principals to maintain higher levels of capitalization, limiting bonding on those principals showing signs of inadequate cash flow and requiring additional indemnity and collateral. Our changes have resulted in a slight reduction in premium revenue in both 2007 and 2006.

Personal Lines

In our personal lines business, the net loss ratio was 60.7 percent in 2007, 81.2 percent in 2006 and 170.4 percent in 2005. The improvement in the 2007 results is due primarily to the effect that Hurricanes Katrina and Rita had on our 2006 and 2005 results. The competitive market conditions also impacted our results in each of these years. During 2007, premium pricing in our personal auto line of business decreased, while in 2006 and 2005, pricing decreased in each of our lines of personal insurance business. In both fire and allied lines (including homeowners) and automobile, our policy counts decreased in both 2007 and 2006. In our homeowners business, the premium reduction due to the loss of business was more than offset by the significant increases in premium pricing in hurricane-exposed regions.

In 2006, we introduced our Signature Premier Homeowners Program in Illinois, Iowa, Minnesota, Missouri, South Dakota, Wisconsin, Indiana, Nebraska and New Mexico. During 2007, we launched this product in North Dakota, Wyoming and Texas. In 2008, we plan to offer this insurance coverage in Colorado. While the product is still new, we have been pleased with the increase in the number of policies that we have issued and with the overall results.

Catastrophe Reinsurance

While we purchase catastrophe reinsurance to protect ourselves against severe hurricanes, Hurricane Katrina resulted in a level of damage that we did not foresee and did not consider when we evaluated our reinsurance coverage for 2005. This resulted in a level of reinsurance coverage that did not adequately protect us from the devastation of Hurricane Katrina. During 2007 and 2006, in addition to strengthening our underwriting guidelines in the Gulf Coast region and reducing our exposure in Louisiana, we also evaluated and modified our catastrophe reinsurance coverage to lessen the impact of future catastrophes in this region. Refer to Part I, Item 1, "Reinsurance," and Part II, Item 8, Note 5, "Reinsurance" for a more detailed discussion of our reinsurance programs.

United Fire & Casualty Company and Subsidiaries

Assumed Reinsurance

Our assumed reinsurance line of business improved in 2007 and 2006, reporting net loss ratios of 36.0 percent and 57.5 percent, respectively. The improvement in 2007 results was due to improved catastrophe loss development during the year. In 2005, the net loss ratio was 137.8 percent. The improvement in our net loss ratio from 2005 to 2006 was primarily due to the impact Hurricane Katrina and Hurricane Rita had on our assumed loss experience during 2005. In recent years, we have significantly reduced the level of our assumed reinsurance business. This decrease in assumed reinsurance business continued in 2007 with premium writing decreasing by 11.0 percent as the result of the cancellation of a large assumed contract. We anticipate more reductions in 2008 and in the future as the cancelled contract expires. We continue to have exposure, primarily with respect to catastrophe coverage related to the runoff business, as well as to the small number of assumed reinsurance contracts that we have continued to underwrite.

Other Underwriting Expenses

Our other underwriting expenses increased between 2007 and 2006, which was attributable to an increase in benefit expenses, an increase in accounts receivable charged off and a fixed level of operating expenses on flat premium revenue growth.

Life insurance segment

Life Insurance Segment Results of Operations Years ended December 31	(Dollars in Thousands)			% Change	
	2007	2006	2005	2007 vs. 2006	2006 vs. 2005
Revenues					
Net premiums written ⁽¹⁾	\$ 31,447	\$ 33,267	\$ 33,944	-5.5%	-2.0%
Net premiums earned	\$ 32,629	\$ 36,091	\$ 39,369	-9.6%	-8.3%
Investment income, net	79,076	81,756	84,105	-3.3%	-2.8%
Realized investment gains	2,571	2,979	2,528	-13.7%	17.8%
Other income	595	640	702	-7.0%	-8.8%
Total Revenues	\$ 114,871	\$ 121,466	\$ 126,704	-5.4%	-4.1%
Benefits, Losses and Expenses					
Loss and loss settlement expenses	\$ 14,869	\$ 14,285	\$ 16,370	4.1%	-12.7%
Increase in liability for future policy benefits	15,666	19,737	17,666	-20.6%	11.7%
Amortization of deferred policy acquisition costs	13,385	8,142	9,125	64.4%	-10.8%
Other underwriting expenses	7,540	8,256	7,419	-8.7%	11.3%
Interest on policyholders' accounts	43,089	49,159	54,727	-12.3%	-10.2%
Total Benefits, Losses and Expenses	\$ 94,549	\$ 99,579	\$ 105,307	-5.1%	-5.4%
Income Before Income Taxes	\$ 20,322	\$ 21,887	\$ 21,397	-7.2%	2.3%
Annuity deposits	\$ 161,482	\$ 145,345	\$ 65,367	11.1%	122.4%
Annuity surrenders and withdrawals	152,829	159,569	96,628	-4.2%	65.1%

1. Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

Our life insurance segment produced a steady stream of pre-tax income since 2005; however, revenues and expenses decreased in all three years. Net premium earned decreased in 2006 and 2007 due to a decrease in the sales of single premium whole life insurance and the run-off of credit life insurance. We intend to continue offering single premium whole life insurance and are developing a plan to give more focus to the marketing of this product. Net investment income also decreased in each of the three years presented, due to both declining invested assets and market interest rates. Investment results are discussed on a consolidated basis in a following section of this report.

United Fire & Casualty Company and Subsidiaries

The fixed annuity deposits that we collect are not reported as net premiums earned under GAAP. Instead, we invest annuity deposits and record them as future policy benefits. The revenue that is generated from fixed annuity products consists of policy surrender charges and investment income earned. The difference between the yield we earn on our investment portfolio and the interest we credit on our fixed annuities is known as the investment spread. The investment spread is a major driver of the profitability for all of our annuity products.

Our annuity deposits grew by 11.1 percent in 2007 and by 122.4 percent in 2006. The increasing levels of annuity deposits since 2005 is primarily due to an increase in renewals of existing annuities during 2006 and 2007. Beginning in 2005, we began to experience an increase in the amount of annuity surrenders and withdrawals. This activity increased significantly in 2006, and then decreased slightly in 2007. We attribute the level of annuity surrenders and withdrawals to the perceived attractiveness of other interest rate products, primarily bank CDs. We have the ability to adjust the rates that we credit on fixed annuity products; however, we did not raise our crediting rates to a point where our investment spread was compromised.

The reduction in annuity balances was the primary contributor to the decrease in interest on policyholders' accounts, each year since 2005, as well as a decline in credited interest rates on in force annuity contracts.

The increase in amortization of deferred policy acquisition costs in 2007 was due primarily to changes in our annuity assumptions, with the largest component attributable to a change in our policy lapse assumption. We increased our assumption in response to the increased level of annuity surrenders in recent years and our expectations about the interest rate environment. Amortization of deferred policy acquisition costs decreased in 2006 compared to 2005, due to a decrease of volume in our credit life and health insurance. We stopped writing new business in these lines of insurance in 2004. Refer to "Critical Accounting Estimates" in this section for a more detailed discussion of our life segment's deferred policy acquisition costs.

Investment results

(Dollars in Thousands)				% Change	
As of and for the years ended December 31	2007	2006	2005	2007 vs. 2006	2006 vs. 2005
Investment income, net	\$ 122,439	\$ 121,981	\$ 118,847	0.4%	2.6%
Net realized investment gains	9,670	9,965	4,540	-3.0%	119.5%
Net unrealized gains, after tax	85,579	93,519	86,440	-8.5%	8.2%
Other-than-temporary investment impairments	105	406	1,208	-74.1%	-66.4%

Over the past three years, our investment income has increased by 3.0 percent as a result of a 7.4 percent increase in the average invested assets which has offset the depressed market interest rates and the contraction of our annuity business during this period. More than 80.0 percent of our investment income originates from interest on fixed maturities. We derive our remaining investment income from dividends on equity securities, income from other long-term investments, interest on mortgage loans, interest on policy loans, interest on short-term investments and cash and cash equivalents and rent earned from tenants in our home office. The average investment yield, which is investment income divided by average invested assets, was 5.5 percent in 2007, 5.7 percent in 2006 and 5.8 percent in 2005.

Net realized investment gains in 2007 were primarily due to cash received as a result of transactions that impacted companies whose securities we held. The increase in net realized gains in 2006, compared to 2005, is primarily attributable to the sale of our property and casualty insurance subsidiary, American Indemnity Company, in 2006, which resulted in a realized gain of \$3.4 million.

As of December 31, 2007, we recorded net unrealized gains, after tax, of \$85.6 million, compared to \$93.5 million in 2006 and \$86.4 million in 2005. In each of the three years, our portfolio of equity securities was the largest contributor to net unrealized gains. In 2007, depressed stock prices resulted in the decrease in unrealized gains,

United Fire & Casualty Company and Subsidiaries

particularly in our holdings in financial equity securities. We attribute the decreased stock prices to general market conditions.

Refer to "Critical Accounting Estimates" in this section for a detailed discussion of our policy for recording other-than-temporary impairment charges.

Changes in unrealized gains do not affect net income and earnings per common share but do impact comprehensive income, stockholders' equity and book value per common share. We record unrealized losses subsequently identified as other-than-temporary impairments as a component of net realized investment gains. The amounts reported as net realized investment gains in 2007, 2006 and 2005 included other-than-temporary impairments of \$.1 million, \$.4 million and \$1.2 million, respectively. Refer to "Critical Accounting Estimates" in this section for a presentation of our impairment policy.

Federal income taxes

Our effective federal income tax expense rate of 30.1 percent for 2007, 29.8 percent for 2006 and federal income tax benefit rate of 37.9 percent for 2005 varied from the applicable federal income tax expense rate of 35.0 percent, due primarily to our portfolio of tax-exempt securities and, in 2007 and 2006, the reduction in valuation allowance resulting from the utilization of a portion of the net operating loss related to American Indemnity Financial Corporation.

As of December 31, 2007, we have net operating loss carryforwards ("NOL") totaling \$17.2 million, all of which was acquired as part of our purchase of American Indemnity Financial Corporation in 1999. Such net operating losses are currently available to offset future taxable income of our property and casualty companies. NOLs totaling \$.8 million and \$5.5 million expire in 2010 and 2011, respectively.

Upon the purchase of American Indemnity Financial Corporation, we recorded a valuation allowance against the NOLs due to our determination that we may not be able to fully realize the benefits of the NOLs. At December 31, 2007 and 2006, the valuation allowance was \$5.6 million and \$6.2 million, respectively. Upon review each year, when we have determined that the benefit of the NOLs could be realized, the decrease in the valuation allowance has been recorded as a reduction to current federal income tax expense. The NOLs were not utilized in 2005 due to an operating loss caused by the losses from Hurricane Katrina. In future years, decreases to the valuation allowance will continue to be recognized as a reduction to current federal income tax expense.

INVESTMENTS

Our main objectives, while maintaining an acceptable level of risk, in managing our investment portfolio are to maximize both after-tax investment income and total investment returns. We develop our investment strategies based on a number of factors, including estimated duration of reserve liabilities, short- and long-term liquidity needs, projected tax status, general economic conditions, expected rates of inflation and regulatory requirements. We manage our portfolio based on investment guidelines approved by our management, which comply with applicable statutory regulations.

United Fire & Casualty Company and Subsidiaries

The composition of our investment portfolio at December 31, 2007, is presented in the following table.

	Property & Casualty Insurance Segment		Life Insurance Segment		Total	
(Dollars in Thousands)		Percent of Total		Percent of Total		Percent of Total
Fixed maturities ⁽¹⁾	\$ 696,844	79.4 %	\$ 1,143,309	90.2 %	\$ 1,840,153	85.7 %
Equity securities	156,797	17.8	20,923	1.6	177,720	8.3
Trading securities	10,793	1.2	—	—	10,793	0.5
Mortgage loans	—	—	19,161	1.5	19,161	0.9
Policy loans	—	—	7,622	0.6	7,622	0.4
Other long-term investments	12,793	1.5	—	—	12,793	0.6
Short-term investments	1,200	0.1	77,134	6.1	78,334	3.6
Total	\$ 878,427	100.0 %	\$ 1,268,149	100.0 %	\$ 2,146,576	100.0 %

(1) Available-for-sale fixed maturities are carried at fair value, while held-to-maturity fixed maturities are carried at amortized cost.

At December 31, 2007, \$1,812.8 million, or 98.5 percent, of our fixed maturities were classified as available-for-sale, compared with \$1,808.2 million, or 97.6 percent, at December 31, 2006. We classify our remaining fixed maturities as held-to-maturity or trading. We record held-to-maturity securities at amortized cost. We record trading securities, primarily convertible redeemable preferred debt securities, at fair value, with any changes in fair value recognized in earnings. As of December 31, 2007, 95.1 percent of our fixed maturities were investment grade, as defined by the National Association of Insurance Commissioners' Securities Valuation Office, with ratings of Class 1 or Class 2.

LIQUIDITY AND CAPITAL RESOURCES

Sources and Uses of Funds

Our sources of cash inflows are premiums, annuity deposits, sales, calls or maturity of investments, and investment income. Historically, we have generated substantial cash inflows from operations because cash from premium payments is usually received in advance of cash payments made to settle losses. When investing the cash generated from operations, we invest in securities with maturities that approximate the anticipated timing of payments for losses and loss settlement expenses of the underlying insurance policies. The majority of our assets are invested in fixed maturities.

Our uses of cash include losses and loss settlement expenses, annuity withdrawals, commissions, premium taxes, income taxes, operating expenses, dividends, and investment purchases. Cash outflows may be variable because of the uncertainty regarding settlement dates for losses. In addition, the timing and amount of catastrophe losses are inherently unpredictable and could increase our liquidity requirements.

Liquidity

Liquidity measures our ability to generate sufficient cash flows to meet our short- and long-term cash obligations. We have significant cash inflows from sales of investments and scheduled and unscheduled investment security maturities, redemptions and prepayments. These investing cash flows totaled \$408.0 million, \$372.1 million and \$289.2 million in 2007, 2006 and 2005, respectively, which together with cash flows from operations were sufficient for our cash flow needs in both years.

If our operating and investing cash flows had not been sufficient to support our operations, we may also borrow up to \$50.0 million on a bank line of credit. Under the terms of our credit agreement, interest on outstanding notes is payable at the lender's prevailing prime rate, minus 1.0 percent. We did not utilize our line of credit in 2007 or 2006, other than to secure letters of credit utilized in our reinsurance operations. As of December 31, 2007 and 2006, \$2 million of the line of credit was allocated for that purpose.

United Fire & Casualty Company and Subsidiaries

We invest funds available for short-term cash needs primarily in money market accounts, which are classified as cash equivalents. At December 31, 2007, our cash and cash equivalents included \$110.5 million related to these money market accounts, compared with \$48.6 million at December 31, 2006.

The insurance laws of the states and jurisdictions where we and our insurance subsidiaries and affiliate are domiciled restrict the timing and the amount of dividends we pay, or our subsidiaries and affiliate pay, without prior regulatory approval. In 2007, 2006 and 2005, United Fire received \$4.0 million in dividends from its subsidiary, United Life Insurance Company. Pursuant to the sale of American Indemnity Company in May 2006, we implemented a plan of corporate reorganization. Part of this plan entailed the distribution of the majority of American Indemnity Company's net assets to United Fire & Casualty Company. This distribution was recognized by United Fire as a \$34.7 million intercompany dividend in 2006. Also, in 2007, United Fire received an \$8.0 million dividend from American Indemnity Financial Corporation.

Recent Activity

Our cash flow activity for the past three years is summarized in the following table.

Cash Flow Summary (Dollars in Thousands)	Years Ended December 31,		
	2007	2006	2005
Cash provided by (used in):			
Operating activities	\$ 105,780	\$ 104,457	\$ 53,690
Investing activities	(16,332)	(30,119)	(183,744)
Financing activities	(91,928)	17,916	(12,730)
Net increase (decrease) in cash and cash equivalents	\$ (2,480)	\$ 92,254	\$ (142,784)

As of December 31, 2007, our cash and cash equivalents totaled \$252.6 million, compared with \$255.0 million at December 31, 2006. In 2007 and 2006, our cash position was higher than historical levels. This was attributable to the flat to inverted yield curve. As short-term rates were equal to or higher than long-term rates over the past two years, we shortened the duration of our portfolio and invested in short-term money markets.

Net cash provided by operations varies with our underwriting profitability. Favorable underwriting results in each year contributed to an increase in our cash position. Additional increases to cash in 2006 included tax refunds and reinsurance recoveries received which related to Hurricanes Katrina and Rita.

Net cash outflows from investing activities have decreased each year since 2005. In May 2006, we received \$107.0 million in net proceeds from the issuance of 4,025,000 shares of common stock. We subsequently invested a portion of these funds, keeping some of the proceeds in cash and cash equivalents. In 2007, we repurchased 497,500 shares of common stock, which reduced our investing purchase activity, compared to 2006.

Net cash flows from financing activities have been impacted by a combination of factors. Cash outflows associated with our life insurance segment's annuity portfolio have increased in connection with the increased level of surrenders and withdrawals experienced in recent years. Net cash used in these activities totaled \$61.7 million, \$76.5 million and \$1.3 million for 2007, 2006 and 2005, respectively. The increase in withdrawals is described in the "Life Insurance Segment" section. During 2007, pursuant to Board authorization, we repurchased 497,500 shares of common stock, which used cash totaling \$16.1 million. Dividend payments to our common shareholders totaled \$15.3 million in 2007, compared with \$13.2 million in 2006 and \$12.0 million in 2005, as we have increased the amount of our dividend per common share each year. Additionally, in 2006, we had proceeds (net of underwriting expenses) of \$107.0 million due to the completion of our common stock offering.

STOCKHOLDERS' EQUITY

Stockholders' equity increased from \$680.8 million at December 31, 2006, to \$751.5 million at December 31, 2007, an increase of 10.4 percent, which resulted primarily from net income of \$111.4 million. Decreases to stockholders'

United Fire & Casualty Company and Subsidiaries

equity included dividends paid of \$15.3 million, a reduction in net unrealized appreciation on investments of \$7.9 million, net of tax, and the change in underfunded status of our employee benefit plans of \$3.9 million, net of tax. Book value per share at December 31, 2007, was \$27.63, compared with \$24.62 at December 31, 2006.

As of December 31, 2007, we had authorization from the Board of Directors to repurchase an additional 189,667 shares of our common stock. On February 15, 2008, our Board of Directors authorized us to repurchase up to an additional 500,000 shares of common stock. As of February 15, 2008, our repurchase authorization is 689,667 shares.

CONTRACTUAL OBLIGATIONS AND COMMITMENTS

The table below shows our contractual obligations and commitments, including our estimated payments due by period at December 31, 2007.

(Dollars in Thousands)		Payments Due By Period			
<u>Contractual Obligations</u>	<u>Total</u>	<u>Less Than One Year</u>	<u>One to Three Years</u>	<u>Three to Five Years</u>	<u>More Than Five Years</u>
Future policy benefits ⁽¹⁾	\$ 2,026,096	\$ 249,883	\$ 336,252	\$ 329,966	\$ 1,109,995
Loss and loss settlement expenses	496,083	186,026	190,127	74,412	45,518
Operating leases	23,037	4,390	7,813	5,300	5,534
Total	\$ 2,545,216	\$ 440,299	\$ 534,192	\$ 409,678	\$ 1,161,047

(1) This projection of our obligation for future policy benefits considers only actual future cash outflows. The future policy benefit reserves presented on the consolidated balance sheet is the net present value of the benefits to be paid, less the net present value of future net premiums.

Future policy benefits

Payment amounts for future policy benefit reserves must be actuarially estimated and are not determinable from the contract. The projected payments illustrated above are based on the assumption that the holders of our annuities and life insurance policies will withdraw their account balances from our company upon the expiration of their contracts. Actual cash withdrawals could differ significantly from these estimates, depending upon the interest rate environment at the time of the contract expirations.

Loss and loss settlement expenses

The amounts presented are estimates of the dollar amounts and time periods in which we expect to pay out our gross loss and loss settlement expense reserves. These amounts are based upon historical payment patterns and may not represent the actual future payments because the actual timing of the estimated future payments may vary from the stated contractual obligation. See "Critical Accounting Estimates: Loss and Loss Settlement Expenses – Property and Casualty Insurance Segment" in this section for further discussion.

Operating leases

Our operating lease obligations are primarily for the rental of office space, vehicles, computer equipment and office equipment.

At December 31, 2007, we have no off-balance sheet obligations or commitments.

CRITICAL ACCOUNTING ESTIMATES

Critical accounting estimates are defined as those that are representative of significant judgments and uncertainties and that potentially may result in materially different results under different assumptions and conditions. We base our discussion and analysis of our results of operations and financial condition on the amounts reported in our Consolidated Financial Statements, which we have prepared in accordance with GAAP. As we prepare these

United Fire & Casualty Company and Subsidiaries

Consolidated Financial Statements, we must make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses for the reporting period. We evaluate our estimates on an ongoing basis. We base our estimates on historical experience and on other assumptions that we believe to be reasonable under the circumstances. Actual results could differ from those estimates. We believe that our most critical accounting estimates are as follows.

Investment Valuation

Upon acquisition, we classify investment securities as held-to-maturity, available-for-sale, or trading. We record investments in held-to-maturity fixed maturities at amortized cost. We record available-for-sale fixed maturities, trading securities, equity securities, short-term investments and other long-term investments at fair value. We record mortgage loans at amortized cost and policy loans at the outstanding loan amount due from policyholders.

Determining Fair Value

In most cases, we use quoted market prices to determine the fair value of fixed maturities, trading securities, equity securities and short-term investments. Where quoted market prices are not available, we base fair value on estimated realizable value. For other long-term investments that primarily consist of holdings in limited partnership funds, we use the value determined by the various fund managers. We exclude unrealized appreciation or depreciation on investments carried at fair value, with the exception of trading securities, from net income and report it, net of applicable deferred income taxes, as a component of accumulated other comprehensive income in stockholders' equity.

Other-Than-Temporary Impairment Charges

We continually monitor the difference between our cost basis and the estimated fair value of our investments. Our accounting policy for impairment recognition requires us to record other-than-temporary impairment charges when we determine that it is more likely than not that we will be unable to collect all amounts due according to the contractual terms of the fixed maturity security or that the anticipated recovery in market value of the equity security will not occur in a reasonable amount of time. We include impairment charges on investments in net realized gains and losses based on the fair value of the investments at the measurement date. Factors considered in evaluating whether a decline in value is other-than-temporary include: the length of time and the extent to which the fair value has been less than cost; the financial conditions and near-term prospects of the issuer; and our intent and ability to retain the investment for a period of time sufficient to allow for any anticipated recovery. As of December 31, 2007, we had a number of securities where fair value was less than our cost. The total unrealized depreciation on these securities totaled \$17.6 million at December 31, 2007, compared with \$14.2 million at December 31, 2006. At December 31, 2007, the largest unrealized loss, after tax, on any single fixed maturity or equity investment was \$1.4 million. Our rationale for not recording other-than-temporary impairments on these securities is discussed in Part II, Item 8, Note 2, "Summary of Investments."

Deferred Policy Acquisition Costs – Property and Casualty Insurance Segment

We record an asset for deferred policy acquisition costs, such as commissions, premium taxes and other variable costs incurred in connection with the writing of our property and casualty lines of business. As of December 31, 2007 and 2006, we reported \$58.3 million in deferred policy acquisition costs. This asset is amortized over the life of the policies written, generally one year. We assess the recoverability of deferred policy acquisition costs on a quarterly basis by line of business. This assessment is performed by comparing recorded unearned premium to the sum of unamortized deferred policy acquisition costs and estimates of expected losses and loss settlement expenses. If the sum of these costs exceeds the amount of recorded unearned premium, that is, the line of business is expected to generate an operating loss, the excess is recognized as an offset against the asset established for deferred policy acquisition costs. This offset is referred to as a premium deficiency charge. If the amount of the premium deficiency charge is greater than the unamortized deferred policy acquisition cost asset, a liability will be recorded for the excess.

United Fire & Casualty Company and Subsidiaries

To calculate the premium deficiency charge, we estimate expected losses and loss settlement expenses by using an assumed loss and loss settlement expense ratio which approximates that of the recent past. This is the only assumption we utilize in our calculation. Changes in this assumption can have a significant impact on the amount of premium deficiency charge calculated. We do not consider anticipated investment income in determining the recoverability of deferred costs.

The following table illustrates the hypothetical impact on the premium deficiency charge recorded at December 31, 2007 of reasonably likely changes in the assumed loss and loss settlement expense ratio utilized for purposes of this calculation. The entire impact of these changes would be recognized through income as other underwriting expenses. The base amount indicated below is the actual premium deficiency charge recorded as of December 31, 2007.

Sensitivity Analysis - Impact of Changes in Assumed Loss and Loss Settlement Expense Ratios					
(Dollars in Thousands)	-10%	-5%	Base	+5%	+10%
Premium deficiency charge estimate	\$ -	\$ -	\$ 9	\$ 309	\$ 2,819

Actual future results could differ materially from our current estimates, requiring adjustments to the recorded deferred policy acquisition cost asset. Such adjustments are recorded through income in the period the adjustments are identified. Due to changes in the estimated recoverability of our deferred policy acquisition costs, the premium deficiency charge calculated at December 31, 2006 decreased \$7.3 million from the premium deficiency charge calculated at December 31, 2005. There was an immaterial change in premium deficiency between December 31, 2007 and December 31, 2006. A decrease in the premium deficiency charge allows us to defer comparatively more underwriting costs period over period, resulting in a relatively larger deferred acquisition cost asset. The changes in the estimated recoverability of our deferred policy acquisition costs are attributable to improvement in our underwriting experience over the recent past.

Deferred Policy Acquisition Costs – Life Insurance Segment

We record a deferred asset for our life insurance segment's policy acquisition costs. At December 31, 2007, we had \$70.7 million in deferred policy acquisition costs related to our life insurance segment, compared to \$77.4 million at December 31, 2006. Substantially the entire asset relates to our universal life and investment (i.e. annuity) contracts, hereafter referred to as non-traditional business.

We defer and amortize policy acquisition costs, with interest, on traditional life insurance policies, over the anticipated premium-paying period of the applicable policies.

We defer policy acquisition costs related to non-traditional business and amortize these costs in proportion to the present value of estimated expected gross profits. The components of gross profit include investment spread, mortality and expense margins and surrender charges. We periodically review estimates of expected profitability and evaluate the need to "unlock" or revise the amortization of the deferred policy acquisition cost asset. The primary assumptions utilized when estimating future profitability relate to interest rate spread, mortality experience and policy lapse experience. The table below illustrates the impact that a reasonably likely change in our assumptions used to estimate gross profit would have on the deferred policy acquisition cost asset for our non-traditional business recorded as of December 31, 2007. The entire impact of the changes illustrated would be recognized through income as an increase or decrease to amortization expense.

Sensitivity Analysis – Impact on DAC asset of changes in assumptions			
(Dollars in Thousands)			
Changes in assumptions	-10%		+10%
Interest rate spread assumption	\$ (1,591)	\$	1,534
Mortality experience assumption	2,393		(2,549)
Policy lapse experience assumption	2,538		(2,328)

United Fire & Casualty Company and Subsidiaries

A material change in these critical assumptions could have a negative or positive effect on our reported deferred policy acquisition cost asset, earnings and stockholders' equity.

The deferred policy acquisition costs in connection with our non-traditional business are adjusted with respect to estimated gross profits as a result of changes in the net unrealized gains or losses on available-for-sale fixed maturity securities allocated to support the block of fixed annuities and universal life policies. That is, because we carry fixed maturity securities available-for-sale at aggregate fair value, we make an adjustment to deferred policy acquisition costs equal to the change in amortization that would have been recorded if we had sold such securities at their stated aggregate fair value and reinvested the proceeds at current yields. We include the change in this adjustment, net of tax, as a component of accumulated other comprehensive income. This adjustment offset deferred policy acquisition costs by \$8.0 million at December 31, 2007, compared with \$4.1 million at December 31, 2006.

Loss and Loss Settlement Expenses – Property and Casualty Insurance Segment

Reserves for losses and loss settlement expenses are established for all incurred claims without discounting for the time value of money. Before credit for reinsurance recoverables, these reserves were \$496.1 million in 2007 and \$518.9 million in 2006. We purchase reinsurance to mitigate the impact of large losses and catastrophic events. Loss reserves ceded to reinsurers was \$38.8 million in 2007 and \$40.6 million in 2006. Our reserves by line of business as of December 31, 2007, were as follows.

(Dollars in Thousands)	Case-Basis	IBNR	Loss Settlement Expense	Total Reserves
Commercial lines:				
Fire and allied lines (1)	\$ 47,368	\$ 7,715	\$ 6,931	\$ 62,014
Other liability (2)	81,536	31,170	63,584	176,290
Automobile	53,835	11,223	13,599	78,657
Workers' compensation	86,053	9,150	16,319	111,522
Fidelity and surety	5,150	97	871	6,118
Miscellaneous	268	103	42	413
Total commercial lines	\$ 274,210	\$ 59,458	\$ 101,346	\$ 435,014
Personal lines:				
Automobile	5,097	829	1,099	7,025
Fire and allied lines (3)	17,745	1,912	1,658	21,315
Miscellaneous	1,218	51	266	1,535
Total personal lines	\$ 24,060	\$ 2,792	\$ 3,023	\$ 29,875
Reinsurance	8,647	22,350	197	31,194
Total	\$ 306,917	\$ 84,600	\$ 104,566	\$ 496,083

(1) "Fire and allied lines" includes fire, allied lines, commercial multiple peril and inland marine.

(2) "Other liability" is business insurance covering bodily injury and property damage arising from general business operations, accidents on the insured's premises and products manufactured or sold.

(3) "Fire and allied lines" includes fire, allied lines, homeowners and inland marine.

Case-Basis Reserves

For each of our lines of business, with respect to reported claims, we establish reserves on a case-by-case basis. Our experienced claims personnel estimate these case-based reserves using adjusting guidelines established by management. Our goal is to set the case-based reserves at the ultimate expected loss amount as soon as possible after information about the claim becomes available.

Estimating case reserves is subjective and complex and requires us to make estimates about the future payout of claims, which is inherently uncertain. When we establish and adjust reserves, we do so based on our knowledge of

United Fire & Casualty Company and Subsidiaries

the circumstances and facts of the claim. Upon notice of a claim, we establish a reserve based on the claim information reported to us at that time. Subsequently, we conduct an investigation of each reported claim, which allows us to more fully understand the factors contributing to the loss and our potential exposure. This investigation may extend over a long period of time. As our investigation of a claim develops, and as our claims personnel identify trends in claims activity, we refine and adjust our estimates of case reserves. To evaluate and refine our overall reserving process, we track and monitor all claims until they are settled and paid in full, with all salvage and subrogation claims being resolved.

Most of our insurance policies are written on an occurrence basis which provides coverage if a loss occurs in the policy period, even if the insured reports the loss many years later. For example, some general liability claims are reported 10 years or more after the policy period, and the workers' compensation coverage provided by our policies pays unlimited medical benefits for the duration of the claimant's injury up to the lifetime of the claimant. In addition, final settlement of certain claims can be delayed for years or decades due to litigation or other reasons. Reserves for these claims require us to estimate future costs, including the effect of judicial actions, litigation trends and medical cost inflation, among others. Reserve development can occur over time as conditions and circumstances change in years after the policy was issued.

Our loss reserves include amounts related to both short-tail and long-tail lines of business. "Tail" refers to the time period between the occurrence of a loss and the ultimate settlement of the claim. A short-tail insurance product is one where ultimate losses are known and settled comparatively quickly; ultimate losses under a long-tail insurance product are sometimes not known and settled for many years. The longer the time span between the incidence of a loss and the settlement of the claim, the more the ultimate settlement amount can vary from the reserves initially established. Accordingly, long-tail insurance products can have significant implications on the reserving process.

Our short-tail lines of business include fire and allied lines, homeowners, commercial property and inland marine. The amounts of the case-based reserves that we establish for claims in these lines depend upon various factors, such as individual claim facts (including type of coverage and severity of loss), company historical loss experience and trends in general economic conditions (including changes in replacement costs, medical costs and inflation).

For short-tail lines of business, the estimation of case-basis loss reserves is less complex than for long-tail lines because claims are generally reported and settled shortly after the loss occurs and because the claims relate to tangible property. Because of the relatively short time from claim occurrence to settlement, actual losses typically do not vary greatly from reserve estimates.

Our long-tail lines of business include workers' compensation and other liability. In addition, certain product lines such as personal and commercial auto, commercial multi-peril and surety include some long-tail coverages and some short-tail coverages. For many liability claims, significant periods of time, ranging up to several years, may elapse between the occurrence of the loss, the reporting of the loss to us and the settlement of the claim. As a result, loss experience in the more recent accident years for the long-tail liability classes has limited statistical credibility in our reserving process because a relatively small proportion of losses in these accident years are reported claims and an even smaller proportion are paid losses. In addition, long-tail liability claims are more susceptible to litigation and can be significantly affected by changing contract interpretations and the legal environment. Consequently, the estimation of loss reserves for long-tail classes is more complex and subject to a higher degree of variability than for short-tail classes.

The amounts of the case-based reserves that we establish for claims in long-tail lines depends upon various factors, including individual claim facts (including type of coverage, severity of loss and underlying policy limits), company historical loss experience, legislative enactments, judicial decisions, legal developments in the awarding of damages, changes in political attitudes and trends in general economic conditions, including inflation. As with the short-tail lines of business, we review and make changes to long-tail case-based reserves based on continually evolving facts as they become available to us during the claims settlement process. Our adjustments to case reserves are reflected in the financial statements in the period that new information arises about the claim. Examples of facts that become known that could cause us to change our case-based reserves include, but are not limited to: evidence that loss severity is different than previously assessed, new claimants who have presented claims and the assessment that no coverage exists.

United Fire & Casualty Company and Subsidiaries

IBNR Reserves

Incurred but not reported ("IBNR") reserves are estimated liabilities, which we establish because claims are not always reported promptly upon occurrence and because the assessment of existing known claims may change over time with the development of new facts, circumstances and conditions.

For both our short-tail and long-tail lines of business, we establish our reserves for IBNR claims by applying a factor to our current pool of in-force premium. This factor has been developed through a historical analysis of company experience as to what level of IBNR should be established to achieve an adequate IBNR reserve relative to our existing loss exposure base. Unique circumstances or trends which are evident as of the end of a given period may require us to refine our IBNR reserve calculation. This methodology for establishing our IBNR reserve has consistently resulted in aggregate reserve levels that management believes are reasonable in comparison to the reserve estimates prepared by Regnier Consulting Group, an independent actuary which we utilize.

For our short-tail lines of business, IBNR constitutes a small portion of the overall reserves. This is because claims are generally reported and settled shortly after the loss occurs. In our long-tail lines of business, IBNR constitutes a relatively higher proportion of total reserves, because, for many liability claims, significant periods of time may elapse between the initial occurrence of the loss, the reporting of the loss to us and the ultimate settlement of the claim.

Loss Settlement Expense Reserves

Loss settlement expense reserves include amounts ultimately allocable to individual claims, as well as amounts required for the general overhead of the claims handling operation that are not specifically allocable to individual claims. We do not establish loss settlement expense reserves on a claim-by-claim basis. Instead, we examine the ratio of loss settlement expenses paid to losses paid over the most recent three-year period, by line. We use these factors and apply them to open reserves, including IBNR reserves. We develop these factors annually, each December and use them throughout the year, unless development patterns or emerging trends warrant adjustments to the factors.

Generally, the loss settlement expense reserves for long-tail lines are a greater portion of the overall reserves, as there is often substantial legal fees and other costs associated with the complex liability claims that are associated with long-tail lines. Because short-tail lines settle much more quickly and the costs are easier to determine, loss settlement expense reserves for short-tail claims constitute a smaller portion of the total reserves.

Reinsurance Reserves

The estimation of assumed and ceded reinsurance loss and loss settlement expense reserves is subject to the same factors as the estimation of loss and loss settlement expense reserves. In addition to those factors, which give rise to inherent uncertainties in establishing loss and loss settlement expense reserves, there exists a delay in our receipt of reported claims due to the procedure of having claims first reported through one or more intermediary insurers or reinsurers.

Key Assumptions

In establishing an estimate of loss and loss settlement reserves, management uses a number of key assumptions. They are as follows:

- To our knowledge, there are no new latent trends that would impact our case-basis reserves;
- Our case-basis reserves reflect the most up-to-date information available about the unique circumstances of each claim;
- No new judicial decisions or regulatory actions will increase our case-basis obligations;
- The historical patterns of claim frequency and claim severity utilized within our IBNR reserve calculation,

United Fire & Casualty Company and Subsidiaries

- without considering unusual events, are consistent and will continue to be consistent; and
- The company's historical ratio of loss settlement expenses ("LAE") paid to losses paid is consistent and will continue to be consistent.

Due to the inherent uncertainty in the loss reserving process, management believes that there is a reasonable chance that modification to the key assumptions listed above could individually, or in aggregate, result in reserve levels that are misstated either above or below the actual amount for which the related claims will eventually settle.

Due to the formula-based nature of our IBNR and loss settlement expense reserve calculations, changes in the key assumptions utilized to generate these reserves can result in a quantifiable impact on our reported results. It is not possible to isolate and measure the potential impact of just one of these factors, and future loss trends could be partially impacted by all factors concurrently. Nevertheless, it is meaningful to view the sensitivity of the reserves to potential changes in these variables. To demonstrate the sensitivity of reserves to changes in significant assumptions, the following example is presented. The amounts reflect the pre-tax impact on earnings from a hypothetical percentage change in the calculation of IBNR and loss settlement expense reserves. The impact to pre-tax earnings would be a decrease if the reserves were to be adjusted upwards. The impact to pre-tax earnings would be an increase if the reserves were to be adjusted downwards. We believe that the changes presented are reasonably likely based upon an analysis of our historical IBNR and loss settlement expense experience.

(Dollars in Thousands)		
Change in claim frequency and claim severity assumptions utilized within the IBNR reserve calculation	5%	10%
Impact due to change in assumptions	\$ 4,230	\$ 8,460

(Dollars in Thousands)		
Change in LAE paid to losses paid ratio	1%	2%
Impact due to change in LAE reserving assumption	\$ 1,024	\$ 2,047

We are unable to reasonably quantify the impact of changes in our key assumptions utilized to establish individual case-basis reserves on our total reported reserve because the impact of these changes would be unique to each specific case-basis reserve established. However, based on historical experience, we believe that aggregate case-basis reserve volatility levels of five percent and ten percent can be attributed to the ultimate development of our case-basis reserves. The table below details the impact of this development volatility on our reported case-basis reserves. The impact to pre-tax earnings would be a decrease if the reserves were to be adjusted upwards. The impact to pre-tax earnings would be an increase if the reserves were to be adjusted downwards.

(Dollars in Thousands)		
Change in level of case-basis reserve development	5%	10%
Impact on reported case-basis reserves	\$ 13,532	\$ 27,065

In 2007, we did not change our key assumptions. In estimating our 2007 loss and loss settlement expense reserves, we did not anticipate future events or conditions that were inconsistent with past development patterns.

Our key assumptions are subject to change as actual claims occur and as we gain additional information about the variables that underlie our assumptions. Accordingly, management reviews and updates these assumptions periodically to ensure that the assumptions continue to be valid. If necessary, management makes changes not only in the estimates derived from the use of these assumptions, but also in the assumptions themselves. Due to the inherent uncertainty caused by using assumptions, loss and loss settlement expense reserve estimates are not exact, and using assumptions can result in estimated losses and loss settlement expenses that may differ materially from the actual losses and loss settlement expenses that subsequently emerge. These differences may be favorable or unfavorable.

United Fire & Casualty Company and Subsidiaries

As an example, if our reserve for loss and loss settlement expenses of \$496.1 million as of December 31, 2007, is 10 percent inadequate, we would experience a reduction in future earnings of up to \$49.6 million, before federal income taxes. This reduction could be recorded in one year or multiple years, depending on when we identify the deficiency. The deficiency would also affect our financial position in that our equity would be reduced by an amount equivalent to the reduction in net income. Any deficiency is recognized in the reserve for loss and loss settlement expenses and, accordingly, it usually does not have a material effect on our liquidity because the claims have not been paid. Conversely, if our estimates of ultimate unpaid loss and loss settlement expense liabilities prove to be redundant, our future earnings and financial position would be improved.

Other Liability Reserves

Our reserve for other liability claims at December 31, 2007, is \$176.3 million and consists of 3,000 claims, compared with \$171.2 million, consisting of 3,016 claims at December 31, 2006. Defense costs are a part of the insured costs covered by other liability policies and can be significant; sometimes greater than the cost of the actual paid claims. Of the \$176.3 million total reserve for other liability claims, \$47.0 million is identified as defense costs and \$16.6 million is identified as general overhead required in the settlement of claims. If our reserve for other liability loss and loss settlement expenses is overstated or understated by 10 percent, the potential impact to our Consolidated Financial Statements would be approximately \$17.8 million, before federal income taxes.

Included in the other liability line of business are gross reserves for construction defect losses and settlement expenses. Construction defect is a liability allegation relating to defective work performed in the construction of structures such as commercial buildings, apartments, condominiums, single family dwellings or other housing, as well as the sale of defective building materials. These claims seek recovery due to damage caused by alleged deficient construction techniques or workmanship. At December 31, 2007, we established \$10.5 million in construction defect loss and loss settlement expense reserves, consisting of 211 claims, compared with \$11.2 million, consisting of 217 claims, at December 31, 2006. The reporting of such claims can be delayed, as the statute of limitations can be up to 10 years. Also, recent court decisions have expanded insurers' exposure to construction defect claims. As a result, claims may be reported more than 10 years after a project has been completed, as litigation can proceed for several years before an insurance company is identified as a potential contributor. Claims have also emerged from parties claiming additional insured status on policies issued to other parties, such as contractors seeking coverage on a subcontractor's policy.

In addition to these issues, other variables also contribute to a high degree of uncertainty in establishing reserves for construction defect claims. These variables include: whether coverage exists; when losses occur; the size of each loss; expectations for future interpretive rulings concerning contract provisions; and the extent to which the assertion of these claims will expand geographically. In recent years, we have implemented various underwriting measures that may gradually mitigate the amount of construction defect losses experienced. These initiatives include increased care regarding additional insured endorsements and stricter underwriting guidelines on the writing of residential contractors.

Asbestos and Environmental Reserves

Included in the other liability line of business are gross reserves for asbestos and other environmental losses and loss settlement expenses. At December 31, 2007, we had \$5.0 million in direct and assumed asbestos and environmental loss reserves, compared with \$3.5 million at December 31, 2006. In addition, we had ceded asbestos and environmental loss reserves of \$1.9 million at December 31, 2007 compared to \$.6 million at December 31, 2006. The estimation of loss reserves for environmental claims and claims related to long-term exposure to asbestos and other substances is one of the most difficult aspects of establishing reserves, especially given the inherent uncertainties surrounding such claims. Although we record our best estimate of loss and loss settlement expense reserves, the ultimate amounts paid upon settlement of such claims may be more or less than the amount of the reserves, because of the significant uncertainties involved and the likelihood that these uncertainties will not be resolved for many years.

United Fire & Casualty Company and Subsidiaries

Workers' Compensation Reserves

Like the other liability line of business, workers' compensation losses and loss settlement expense reserves are based upon variables that create imprecision in estimating the ultimate reserve. Estimates for workers' compensation are particularly sensitive to assumptions about medical cost inflation, which has been steadily increasing over the past few years. Other variables that we consider and that contribute to the uncertainty in establishing reserves for workers' compensation claims include: the state legislative and regulatory environments; trends in jury awards; and mortality rates. Because of these variables, the process of reserving for the ultimate loss and loss settlement expense requires the use of informed judgment and is inherently uncertain. Consequently, actual loss and loss settlement expense reserves may deviate from estimates reflected in our Consolidated Financial Statements. Such deviations may be significant. Our reserve for workers' compensation claims at December 31, 2007, is \$111.5 million and consists of 2,191 claims, compared with \$103.7 million, consisting of 1,948 claims, at December 31, 2006. If our reserve for workers' compensation loss and loss settlement expenses is overstated or understated by 10 percent, the potential impact to our Consolidated Financial Statements would be approximately \$11.2 million, before federal income taxes.

Reserve Development

Over the course of the last 10 years, our net reserves for losses and loss settlement expenses have exceeded our net incurred losses and loss settlement expenses.

Generally, our best estimate of reserves is slightly above the midpoint of a range of reasonable estimates. We believe that in determining reserves, it is appropriate and reasonable to establish a best estimate within a range of reasonable estimates, especially when we are reserving for claims for bodily injury, disabilities and similar claims, for which settlements and verdicts can vary widely. Our reserving philosophy may result in favorable development in future years that will decrease loss and loss settlement expenses for prior year claims in the year of adjustment. While we realize that this philosophy, coupled with what we believe to be aggressive and successful claims management and loss settlement practices, has resulted in year-to-year redundancies in reserves, we believe our approach is better than experiencing year-to-year uncertainty as to the adequacy of our reserves.

The factors contributing to our year-to-year redundancy include the following:

- Establishing reserves that are appropriate and reasonable, but assuming a pessimistic view of potential outcomes.
- Using claims negotiation to control the size of settlements.
- Assuming that we have liability for all claims, even though the issue of liability may in some cases be resolved in our favor.
- Promoting claims management services to encourage return-to-work programs, case management by nurses for serious injuries and management of medical provider services and billings.
- Using programs and services to help prevent fraud and to assist in favorably resolving cases.

Based upon our comparison of carried reserves to actual claims experience over the last several years, we believe that using company historical premium and claims data to establish reserves for losses and loss settlement expenses results in adequate and reasonable reserves. Based upon this comparison, we believe that our total recorded loss reserves at December 31, 2007, are unlikely to vary by more than 10 percent of the recorded amounts, either positively or negatively. Historically, our reserves have had an average variance of less than 10 percent of recorded amounts, with our reserves booked as of December 31, 2006 and 2005, generating reserve redundancies of 9.4 percent and 4.5 percent in 2007 and 2006, respectively. These redundancies are discussed in detail in the "Results of Operations" section.

Significant change to the estimated reserves could have a material impact to our results of operations or financial position. An increase or decrease in reserve estimates would result in a corresponding decrease or increase in financial results. The following table details the pre-tax impact on our property and casualty insurance segment's financial results and financial condition of reasonably likely changes in our reserve development. Our lines of

United Fire & Casualty Company and Subsidiaries

business that have historically been most susceptible to significant volatility in reserve development have been shown separately and utilize hypothetical levels of volatility of five percent and ten percent. Our other, less volatile, lines have been aggregated and utilize hypothetical levels of volatility of three percent and five percent.

(Dollars in Thousands)				
Hypothetical Reserve Development Volatility Levels	-10%	-5%	+5%	+10%
Impact on Loss and Loss Settlement Expenses:				
Other liability	\$ (17,629)	\$ (8,815)	\$ 8,815	\$ 17,629
Workers' compensation	(11,152)	(5,576)	5,576	11,152
Automobile	(8,568)	(4,284)	4,284	8,568
Hypothetical Reserve Development Volatility Levels	-5%	-3%	+3%	+5%
Impact on Loss and Loss Settlement Expenses:				
All other lines	(6,129)	(3,678)	3,678	6,129

Independent Actuary

We are required by state law, to engage an independent actuarial firm to render opinions as to the reasonableness of the statutory reserves we establish. There are no material differences between our statutory reserves and those established under GAAP. During 2007 and 2006, we engaged the services of Regnier Consulting Group, Inc. as our "independent actuarial firm" for the property and casualty insurance segment. We anticipate that this engagement will continue in 2008.

It is management's policy to utilize staff adjusters to develop our estimate of case-basis loss reserves. IBNR and loss settlement expense reserves are established through various formulae that utilize pertinent, recent company historical data. The calculations are supplemented with knowledge of current trends and events that could result in adjustments to the level of IBNR and loss settlement expense reserves. In addition, management consults with Regnier Consulting Group throughout the year as deemed necessary. Management annually compares our estimate of total loss reserves to point estimates prepared by Regnier Consulting Group by line of business to ensure that our estimates are within the actuary's acceptable range. Regnier Consulting Group performs an extensive review of loss and loss settlement expense reserves at each year end using generally accepted actuarial guidelines to ensure that the recorded loss reserves appear reasonable. If the carried reserves were deemed unreasonable, we would adjust reserves. In 2007 and 2006, after considering the actuary's range of reasonable point estimates, management believed that carried reserves were reasonable and therefore did not make adjustments to reserves.

Regnier Consulting Group uses four projection methods in its actuarial analysis by line of our loss and loss settlement expense reserves. Based on the results of the projection methods, the actuaries select a point estimate of the reserves. They then compare this point estimate to our carried reserves to obtain an estimate of the adequacy of the carried reserves and to validate the reasonableness of the carried reserves. The four methods utilized by Regnier Consulting Group are: paid loss development; reported loss development; Bornhuetter-Ferguson based on paid losses; and Bornhuetter-Ferguson based on reported losses.

Based on the results of the four different projection methods, a reasonable range of net reserves from \$394.5 million to \$497.3 million has been calculated. Our net reserves for losses and loss settlement expenses as of December 31, 2007 were \$457.3 million.

We do not view the result of a single projection method as superior over the results of a combination of projection methods. That is, our actuary has not selected one method to determine the reserves. The results of Regnier Consulting Group's use of various methods, in conjunction with their actuarial judgment, leads to the actuarially-determined estimate of the reserves. The impact of reasonably likely changes in the reserving variables is implicitly considered in Regnier Consulting Group's use of several reserving methods.

United Fire & Casualty Company and Subsidiaries

Future Policy Benefits and Losses, Claims and Loss Settlement Expenses – Life Insurance Segment

We establish reserves for amounts that are payable under traditional insurance policies, including traditional life insurance, disability income, and income annuities. Reserves are calculated as the present value of future benefits expected to be paid, reduced by the present value of future expected premiums. Our estimates use methods and underlying assumptions that are in accordance with GAAP and applicable actuarial standards. The key assumptions that we utilize in establishing reserves are mortality, morbidity, policy lapse, renewal, retirement, investment returns, inflation, and expenses. Assumptions are established when the policy is issued. If actual experience is less favorable than assumptions, we may need to increase our reserves, resulting in a charge to policyholder benefits and claims.

Liabilities for future policy benefits for disabled lives are estimated using the present value of benefits method and experience assumptions as to claim terminations, expenses and interest.

Other policyholder reserves include claims that have been reported but not settled and claims incurred but not reported on life and disability income insurance. We use our own historical experience and other assumptions such as any known or anticipated developments or trends to establish reserves for these unsettled or unreported claims. The effects of changes in our estimated reserves are included in the results of operations in the period in which the changes occur.

Our reserves for universal life and deferred annuity contracts are based upon the policyholders' current account value. Acquisition expenses are amortized in relation to profits forecast based upon current best estimates of anticipated premium income, investment earnings, benefits and expenses.

Annually, we review our estimates of unearned revenue liabilities and deferred policy acquisition cost assets and compare them with actual experience. Differences between actual experience and the assumptions that we used in the pricing of policies, guarantees and riders and in the establishment of the related reserves result in variances in profit and could result in losses. The effects of the changes in such estimated reserves are included in the results of operations in the period in which the changes occur.

NEW ACCOUNTING STANDARDS

Refer to Part II, Item 8, Note 1 "Significant Accounting Policies" for a description of recently issued accounting pronouncements not effective for reporting purposes at December 31, 2007. We believe that the new accounting pronouncements, when adopted, will not materially affect our financial condition or results of operations.

NON-GAAP FINANCIAL MEASURES

We believe that disclosure of certain non-GAAP measures enhances investor understanding of our financial performance. The non-GAAP financial measures we utilize in this report are premiums written, catastrophe losses and combined ratio. These are statutory financial measures prepared in accordance with statutory accounting rules, as prescribed by the National Association of Insurance Commissioners' Accounting Practices and Procedures Manual.

United Fire & Casualty Company and Subsidiaries

Premiums written is a measure of our overall business volume. Net premiums written are comprised of direct and assumed premiums written, net of what we are charged for reinsurance policies. Direct premiums written is the amount of premiums charged for policies issued during the period. Assumed premiums written is consideration or payment we receive in exchange for reinsurance we provide to other insurance companies. We report these premiums as revenue as they are earned over the underlying policy period. We report premiums written applicable to the unexpired term of a policy as unearned premium subject to reinsurance. We evaluate premiums written as a measure of business production for the period under review.

(Dollars in Thousands)	Years Ended December 31,	
	2007	2006
Net premiums written	\$ 501,849	\$ 509,669
Net change in unearned premium	6,847	(9,110)
Net change in prepaid reinsurance premium	(2,933)	2,563
Net premiums earned	\$ 505,763	\$ 503,122

Catastrophe losses utilize the designations of the Insurance Services Office ("ISO") and are reported with loss and loss settlement expense amounts net of reinsurance recoverables, unless specified otherwise. According to the ISO, a catastrophe loss is a single unpredictable incident or series of closely related incidents causing severe insured losses that cause \$25.0 million or more in industry-wide direct insured losses to property and that affect a significant number of insureds and insurers ("ISO catastrophes"). We also include as catastrophes those events we believe are, or will be, material to our operations, either in amount or in number of claims made. The frequency and severity of catastrophic losses we experience in any year affect our results of operations and financial position. In analyzing the underwriting performance of our property and casualty insurance segment, we evaluate performance both including and excluding catastrophe losses. For the years ended December 31, 2007 and 2006 losses from non-ISO catastrophes totaled less than \$.4 million and \$.9 million, respectively. Portions of our catastrophe losses may be recoverable under our catastrophe reinsurance agreements. We include a discussion of the impact of catastrophes because we believe it is meaningful for investors to understand the variability in periodic earnings.

Combined ratio is a commonly used financial measure of underwriting performance. A combined ratio below 100 percent generally indicates a profitable book of business. The combined ratio is the sum of two separately calculated ratios, the loss and loss settlement expense ratio (referred to as the "net loss ratio") and the underwriting expense ratio (the "expense ratio"). When prepared in accordance with GAAP, the net loss ratio is calculated by dividing the sum of losses and loss settlement expenses by net premium earned. The expense ratio is calculated by dividing non-deferred underwriting expenses and amortization of deferred policy acquisition costs by net premiums earned. When prepared in accordance with statutory accounting principles, the net loss ratio is calculated by dividing the sum of losses and loss settlement expenses by net premium earned; the expense ratio is calculated by dividing underwriting expenses by net premiums written.

ITEM 7A. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

Our consolidated balance sheet includes a substantial amount of assets and liabilities whose fair values are subject to market risk. Market risk includes interest rate risk, foreign exchange risk, credit risk and equity price risk. Our primary market risk is exposure to interest rate risk. Interest rate risk is the price sensitivity of a fixed maturity security or portfolio to changes in interest rates. We also have limited exposure to equity price risk and foreign exchange risk.

We invest in interest rate sensitive securities, primarily fixed maturity securities. While it is generally our intent to hold our fixed maturity securities to maturity, we have classified a majority of our fixed maturity portfolio as available-for-sale. Our available-for-sale fixed maturity securities are carried at fair value on the balance sheet with unrealized gains or losses reported net of tax in accumulated other comprehensive income.

Increases and decreases in prevailing interest rates generally translate into decreases and increases in fair values of fixed maturity securities. Additionally, fair values of interest rate sensitive instruments may be affected by the creditworthiness of the issuer, prepayment options, relative values of alternative investments, the liquidity of the instrument and other general market conditions.

The active management of market risk is integral to our operations. We analyze potential changes in the value of our investment portfolio due to the market risk factors noted above within the overall context of asset and liability management. A technique we use in the management of our investment and reserve portfolio is the calculation of duration. Our actuaries estimate the payout pattern of our reserve liabilities to determine their duration, which is the present value of the weighted average payments expressed in years. We then establish a target duration for our investment portfolio so that at any given time the estimated cash generated by the investment portfolio will match the estimated cash flowing out of the reserve portfolio. We structure the investment portfolio to meet the target duration to achieve the required cash flow, based on liquidity and market risk factors.

Duration relates primarily to our life insurance segment because the long-term nature of these reserve liabilities increases the importance of projecting estimated cash flows over an extended time frame. At December 31, 2007, our life insurance segment had \$827.8 million in deferred annuity liabilities that were specifically allocated to fixed maturities. We manage the life insurance segment investments by focusing on matching the duration of the investments to that of the deferred annuity obligations. The duration for the investment portfolio must take into consideration interest rate risk. This is accomplished through the use of sensitivity analysis, which measures the price sensitivity of the fixed maturities to changes in interest rates. The alternative valuations of the investment portfolio, given the various hypothetical interest rate changes utilized by the sensitivity analysis, allow management to revalue the potential cash flow from the investment portfolio under varying market interest rate scenarios. Duration can then be recalculated at the differing levels of projected cash flows.

Amounts set forth in Table 1 detail the material impact of hypothetical interest rate changes on the fair value of certain core fixed maturity investments held at December 31, 2007. The sensitivity analysis measures the change in fair values arising from immediate changes in selected interest rate scenarios. We employed hypothetical parallel shifts in the yield curve of plus or minus 100 and 200 basis points in the simulations. Additionally, based upon the yield curve shifts, we employ estimates of prepayment speeds for mortgage-related products and the likelihood of call or put options being exercised within the simulations. According to this analysis, at current levels of interest rates, the duration of the investments supporting the deferred annuity liabilities is 0.15 years shorter than the projected duration of the liabilities. If interest rates increase by 100 basis points, the projected duration of the liabilities would be 0.34 years shorter than the duration of the investments supporting the liabilities. The selection of a 100-basis-point increase in interest rates should not be construed as a prediction by our management of future market events, but rather as an illustration of the potential impact of an event.

United Fire & Casualty Company and Subsidiaries

Table 1—Sensitivity Analysis—Interest Rate Risk

(Dollars in Thousands)	-200 Basis Points	-100 Basis Points	Base	+100 Basis Points	+200 Basis Points
Estimated fair value of fixed maturities	\$ 2,093,616	\$ 2,005,998	\$ 1,929,919	\$ 1,845,480	\$ 1,762,627

To the extent actual results differ from the assumptions utilized, our duration and interest rate measures could be significantly affected. As a result, these calculations may not fully capture the impact of nonparallel changes in the relationship between short-term and long-term interest rates.

Equity price risk is the potential loss arising from changes in the fair value of equity securities. Our exposure to this risk relates to our equity securities portfolio and covered call options that we write from time to time to generate additional portfolio income. The carrying values of our equity securities are based on quoted market prices as of the balance sheet date. Market prices of equity securities, in general, are subject to fluctuations that could cause the amount to be realized upon sale or exercise of the instruments to differ significantly from the current reported value. The fluctuations may result from perceived changes in the underlying economic characteristics of the issuer of securities, the relative price of alternative investments, general market conditions and supply and demand imbalances for a particular security.

The following table details the effect on fair value for a positive and negative 10 percent price change on our equity portfolio.

Table 2—Sensitivity Analysis—Equity Price Risk

(Dollars in Thousands)	-10%	Base	10%
Estimated fair value of equity securities	\$ 159,948	\$ 177,720	\$ 195,492

Foreign currency exchange rate risk arises from the possibility that changes in foreign currency exchange rates will affect the fair value of financial instruments. We have limited foreign currency exchange rate risk in our transactions with foreign reinsurers relating to the settlement of amounts due to or from foreign reinsurers in the normal course of business. We consider this risk to be immaterial to our operations.

United Fire & Casualty Company and Subsidiaries

ITEM 8. FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA

**Consolidated Balance Sheets
December 31, 2007 and 2006**

(Dollars in Thousands Except Per Share Data and Number of Shares)	2007	2006
ASSETS		
Investments		
Fixed maturities		
Held-to-maturity, at amortized cost (fair value \$27,981 in 2007 and \$45,715 in 2006)	\$ 27,343	\$ 44,663
Available-for-sale, at fair value (amortized cost \$1,786,915 in 2007 and \$1,787,880 in 2006)	1,812,810	1,808,228
Equity securities, at fair value (cost \$64,127 in 2007 and \$65,685 in 2006)	177,720	193,207
Trading securities, at fair value (amortized cost \$9,923 in 2007 and \$10,227 in 2006)	10,793	11,577
Mortgage loans	19,161	27,789
Policy loans	7,622	7,833
Other long-term investments	12,793	11,777
Short-term investments	78,334	28,268
	\$ 2,146,576	\$ 2,133,342
Cash and cash equivalents	\$ 252,565	\$ 255,045
Accrued investment income	28,431	28,383
Premiums receivable (net of allowance for doubtful accounts of \$631 in 2007 and \$393 in 2006)	121,059	126,689
Deferred policy acquisition costs	128,998	135,761
Property and equipment (primarily land and buildings, at cost, less accumulated depreciation of \$30,198 in 2007 and \$27,320 in 2006)	10,794	12,663
Reinsurance receivables and recoverables	45,475	53,543
Prepaid reinsurance premiums	2,645	5,578
Income taxes receivable	7,439	10,355
Other assets	16,572	14,708
TOTAL ASSETS	\$ 2,760,554	\$ 2,776,067
LIABILITIES AND STOCKHOLDERS' EQUITY		
Liabilities		
Future policy benefits and losses, claims and loss settlement expenses:		
Property and casualty insurance	\$ 496,083	\$ 518,886
Life insurance	1,184,977	1,233,342
Unearned premiums	224,530	231,377
Accrued expenses and other liabilities	63,937	67,690
Deferred income taxes	39,530	43,964
TOTAL LIABILITIES	\$ 2,009,057	\$ 2,095,259
Stockholders' Equity		
Common stock, \$3.33 1/3 par value; authorized 75,000,000 shares; 27,195,888 and 27,648,993 shares issued and outstanding in 2007 and 2006, respectively	\$ 90,653	\$ 92,163
Additional paid-in capital	149,511	161,533
Retained earnings	439,860	343,761
Accumulated other comprehensive income, net of tax	71,473	83,351
TOTAL STOCKHOLDERS' EQUITY	\$ 751,497	\$ 680,808
TOTAL LIABILITIES AND STOCKHOLDERS' EQUITY	\$ 2,760,554	\$ 2,776,067

The Notes to Consolidated Financial Statements are an integral part of these statements.

United Fire & Casualty Company and Subsidiaries

Consolidated Statements of Income
Years Ended December 31, 2007, 2006 and 2005

(Dollars in Thousands Except Per Share Data and Number of Shares)	2007	2006	2005
Revenues			
Net premiums earned	\$ 505,763	\$ 503,122	\$ 495,516
Investment income, net of investment expenses	122,439	121,981	118,847
Realized investment gains	9,670	9,965	4,540
Other income	654	532	702
	\$ 638,526	\$ 635,600	\$ 619,605
Benefits, Losses and Expenses			
Losses and loss settlement expenses	\$ 260,714	\$ 292,789	\$ 392,228
Increase in liability for future policy benefits	15,666	19,737	17,666
Amortization of deferred policy acquisition costs	136,805	126,898	115,473
Other underwriting expenses	22,918	21,525	32,955
Interest on policyholders' accounts	43,089	49,159	54,727
	\$ 479,192	\$ 510,108	\$ 613,049
Income before income taxes	\$ 159,334	\$ 125,492	\$ 6,556
Federal income tax expense (benefit)	47,942	37,407	(2,488)
Net income	\$ 111,392	\$ 88,085	\$ 9,044
Less preferred stock dividends and accretions	—	—	4,106
Earnings available to common shareholders	\$ 111,392	\$ 88,085	\$ 4,938
Weighted average common shares outstanding	27,568,742	26,132,531	22,444,793
Basic earnings per common share	\$ 4.04	\$ 3.37	\$ 0.22
Diluted earnings per common share	\$ 4.03	\$ 3.36	\$ 0.22
Cash dividends declared per common share	\$ 0.555	\$ 0.495	\$ 0.48

The Notes to Consolidated Financial Statements are an integral part of these statements.

United Fire & Casualty Company and Subsidiaries

Consolidated Statements of Stockholders' Equity
Years Ended December 31, 2007, 2006 and 2005

(Dollars in Thousands Except Per Share Data and Number of Shares)	Common Stock	Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Income, Net of Tax	Total
Balances, January 1, 2005	\$ 67,109	\$ 7,796	\$ 274,846	\$ 102,459	\$ 452,210
Net income	—	—	9,044	—	9,044
Change in net unrealized appreciation ⁽¹⁾	—	—	—	(17,275)	(17,275)
Minimum pension liability adjustment ⁽²⁾	—	—	—	1,256	1,256
Total comprehensive loss					(6,975)
Dividends on common stock, \$.48 per share	—	—	(10,912)	—	(10,912)
Dividends on preferred stock	—	—	(906)	—	(906)
Accretion of preferred stock issuance costs	—	—	(3,200)	—	(3,200)
Issuance of 3,420,727 shares of common stock attributable to conversion of preferred stock	11,402	57,454	—	—	68,856
Issuance of 43,640 shares of common stock attributable to exercise of stock options	145	971	—	—	1,116
Issuance of 850 shares of common stock attributable to employee service awards	2	21	—	—	23
Balances, December 31, 2005	\$ 78,658	\$ 66,242	\$ 268,872	\$ 86,440	\$ 500,212
Net income	—	—	88,085	—	88,085
Change in net unrealized appreciation ⁽¹⁾	—	—	—	7,079	7,079
Total comprehensive income					95,164
Initial recognition of underfunded status of employee benefit plans ⁽³⁾	—	—	—	(10,168)	(10,168)
Compensation expense and related tax benefit for stock option grants	—	1,371	—	—	1,371
Dividends on common stock, \$.495 per share	—	—	(13,196)	—	(13,196)
Issuance of 4,025,000 shares of common stock attributable to common stock offering ⁽⁴⁾	13,417	93,545	—	—	106,962
Issuance of 25,380 shares of common stock attributable to exercise of stock options	85	344	—	—	429
Issuance of 840 shares of common stock attributable to employee service awards	3	31	—	—	34
Balances, December 31, 2006	\$ 92,163	\$ 161,533	\$ 343,761	\$ 83,351	\$ 680,808
Net income	—	—	111,392	—	111,392
Change in net unrealized appreciation ⁽¹⁾	—	—	—	(7,940)	(7,940)
Change in underfunded status of employee benefit plans ⁽³⁾	—	—	—	(3,938)	(3,938)
Total comprehensive income					99,514
Compensation expense and related tax benefit for stock option grants	—	1,710	—	—	1,710
Dividends on common stock, \$.555 per share	—	—	(15,293)	—	(15,293)
Repurchase of 497,500 shares of common stock	(1,658)	(14,420)	—	—	(16,078)
Issuance of 43,650 shares of common stock attributable to exercise of stock options	146	666	—	—	812
Issuance of 745 shares of common stock attributable to employee service awards	2	22	—	—	24
Balances, December 31, 2007	\$ 90,653	\$ 149,511	\$ 439,860	\$ 71,473	\$ 751,497

(1) The change in net unrealized appreciation is net of reclassification adjustments and income taxes.

(2) The adjustment of minimum pension liability is net of income taxes.

(3) The recognition of the underfunded status of employee benefit plans is net of reclassification adjustments and income taxes.

(4) The amounts reported are net of underwriting expenses.

The Notes to Consolidated Financial Statements are an integral part of these statements.

United Fire & Casualty Company and Subsidiaries

Consolidated Statements of Cash Flows
Years Ended December 31, 2007, 2006 and 2005

(Dollars in Thousands)	2007	2006	2005
Cash Flows From Operating Activities			
Net income	\$ 111,392	\$ 88,085	\$ 9,044
Adjustments to reconcile net income to net cash provided by operating activities:			
Net bond premium (discount) accretion	\$ (506)	\$ 1,682	\$ 897
Depreciation and amortization	3,573	3,478	3,747
Stock-based compensation expense	1,377	1,234	—
Realized investment gains	(9,670)	(9,965)	(4,540)
Net cash flows from trading investments	2,066	(6,184)	5,343
Deferred income tax expense	2,429	9,963	711
Changes in:			
Accrued investment income	(48)	1,849	(3,064)
Premiums receivable	5,630	(11,034)	3,109
Deferred policy acquisition costs	2,932	(6,704)	(2,977)
Reinsurance receivables	8,068	72,618	(93,676)
Prepaid reinsurance premiums	2,933	(2,563)	107
Income taxes receivable/payable	2,916	30,334	(41,563)
Other assets	(1,864)	6,024	(4,388)
Future policy benefits and losses, claims and loss settlement expenses	(9,442)	(77,057)	186,430
Unearned premiums	(6,847)	9,110	(7,997)
Accrued expenses and other liabilities	(9,812)	(5,512)	944
Deferred income taxes	(467)	(488)	460
Other, net	1,120	(413)	1,103
Total adjustments	\$ (5,612)	\$ 16,372	\$ 44,646
Net cash provided by operating activities	\$ 105,780	\$ 104,457	\$ 53,690
Cash Flows From Investing Activities			
Proceeds from sale of available-for-sale investments	\$ 3,689	\$ 2,400	\$ 5,720
Proceeds from call and maturity of held-to-maturity investments	17,520	28,448	14,885
Proceeds from call and maturity of available-for-sale investments	326,345	263,538	230,978
Proceeds from short-term and other investments	60,454	77,683	37,592
Purchase of available-for-sale investments	(318,725)	(330,173)	(434,026)
Purchase of short-term and other investments	(103,967)	(67,043)	(36,981)
Net purchases and sales of property and equipment	(1,648)	(4,972)	(1,912)
Net cash used in investing activities	\$ (16,332)	\$ (30,119)	\$ (183,744)
Cash Flows From Financing Activities			
Policyholders' account balances:			
Deposits to investment and universal life contracts	\$ 217,691	\$ 206,783	\$ 131,590
Withdrawals from investment and universal life contracts	(279,417)	(283,233)	(132,882)
Issuance of common stock	836	107,425	717
Repurchase of common stock	(16,078)	—	—
Redemption of preferred stock	—	—	(142)
Payment of cash dividends	(15,293)	(13,196)	(12,013)
Tax benefit from issuance of common stock	333	137	—
Net cash (used in) provided by financing activities	\$ (91,928)	\$ 17,916	\$ (12,730)
Net Change in Cash and Cash Equivalents	\$ (2,480)	\$ 92,254	\$ (142,784)
Cash and Cash Equivalents at Beginning of Year	255,045	162,791	305,575
Cash and Cash Equivalents at End of Year	\$ 252,565	\$ 255,045	\$ 162,791

The Notes to Consolidated Financial Statements are an integral part of these statements.

United Fire & Casualty Company and Subsidiaries

Index of Notes to Consolidated Financial Statements	Page
Note 1. Significant Accounting Policies	61
Note 2. Summary of Investments	68
Note 3. Fair Value of Financial Instruments	74
Note 4. Short-Term Borrowings	75
Note 5. Reinsurance	75
Note 6. Reserves for Loss and Loss Settlement Expenses	77
Note 7. Statutory Reporting, Capital Requirements, and Dividends and Retained Earnings Restrictions	78
Note 8. Federal Income Tax	79
Note 9. Employee Benefits	80
Note 10. Stock Options	83
Note 11. Segment Information	85
Note 12. Quarterly Financial Information (Unaudited)	87
Note 13. Earnings and Dividends Per Common Share	87
Note 14. Comprehensive Income	88
Note 15. Lease Commitments	89

NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

NOTE 1. SIGNIFICANT ACCOUNTING POLICIES

Nature of operations, principles of consolidation and basis of reporting

The Consolidated Financial Statements have been prepared on the basis of GAAP, which differ in some respects from those followed in preparing our statutory reports to insurance regulatory authorities. Our stand-alone financial statements submitted to insurance regulatory authorities are presented on the basis of accounting practices prescribed or permitted by the insurance departments of the states in which we are domiciled ("statutory accounting practices").

We are engaged in the business of writing property and casualty insurance and life insurance.

The accompanying Consolidated Financial Statements include United Fire & Casualty Company ("United Fire") and its wholly owned subsidiaries: United Life Insurance Company, Lafayette Insurance Company, Addison Insurance Company, American Indemnity Financial Corporation, United Fire & Indemnity Company and Texas General Indemnity Company. United Fire Lloyds, an affiliate of United Fire, has also been included in consolidation. All intercompany balances have been eliminated in consolidation.

United Fire Lloyds is organized as a Texas Lloyds plan, which is an aggregation of underwriters who, under a common name, engage in the business of insurance through a corporate attorney-in-fact. United Fire Lloyds is financially and operationally controlled by United Fire & Indemnity Company, its corporate attorney-in-fact, pursuant to three types of agreements: trust agreements between United Fire & Indemnity Company and certain individuals who agree to serve as trustees; articles of agreement among the trustees who agree to act as underwriters to establish how the Lloyds plan will be operated; and powers of attorney from each of the underwriters appointing a corporate attorney-in-fact, who is authorized to operate the Lloyds plan. Because United Fire & Indemnity Company can name the trustees, the Lloyds plan is perpetual, subject only to United Fire & Indemnity Company's desire to terminate it.

United Fire & Indemnity Company provides all of the statutory capital necessary for the formation of the Lloyds plan by contributing capital to each of the trustees. The trust agreements require the trustees to become underwriters of the Lloyds plan, to contribute the capital to the Lloyds plan, to sign the articles of agreement and to appoint the attorney-in-fact. The trust agreements also require the trustees to pay to United Fire & Indemnity Company all of the profits and benefits received by the trustees as underwriters of the Lloyds plan, which means that United Fire & Indemnity Company has the right to receive 100 percent of the gains and profits from the Lloyds plan. The trustees serve at the pleasure of United Fire & Indemnity Company, which may remove a trustee and replace that trustee at any time. Termination of a trustee must be accompanied by the resignation of the trustee as an underwriter, so that the trustee can obtain the capital contribution from the Lloyds plan to reimburse United Fire & Indemnity Company. By retaining the ability to terminate trustees, United Fire & Indemnity Company possesses the ability to name and remove the underwriters.

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. The financial statement categories that are most dependent on management estimates and assumptions include investments, deferred policy acquisition costs and future policy benefits and losses, claims and loss settlement expenses.

United Fire & Casualty Company and Subsidiaries

Property and casualty insurance business

Premiums are reported in income on a daily pro rata basis over the terms of the respective policies. Unearned premium reserves are established for the portion of premiums written applicable to the unexpired term of policies in force.

Certain costs of underwriting new business, principally commissions, premium taxes and variable underwriting and policy issue expenses, have been deferred. Such costs are being amortized as premium revenue is being recognized. Policy acquisition costs deferred in 2007, 2006 and 2005 were \$123,362,000, \$124,307,000 and \$111,802,000, respectively. Amortization of deferred policy acquisition costs in 2007, 2006 and 2005 totaled \$123,420,000, \$118,756,000 and \$106,348,000, respectively. The method followed in computing deferred policy acquisition costs limits the amount of such deferred costs to their estimated realizable value, which gives effect to the premium to be earned, losses and expenses to be incurred and certain other costs expected to be incurred as the premium is earned.

To establish loss and loss settlement expense reserves, we make estimates and assumptions about the future development of claims. Actual results could differ materially from those estimates, which are subjective, complex and inherently uncertain. When we establish and adjust reserves, we do so given our knowledge at that time of the circumstances and facts of known claims. To the extent that we have overestimated or underestimated our loss and loss settlement expense reserves, we adjust the reserves in the period in which such adjustment is determined.

Life insurance business

On whole life and term insurance (traditional business) premiums are reported as earned when due and benefits and expenses are associated with premium income in order to result in the recognition of profits over the lives of the related contracts. On universal life and annuity policies (non-traditional business), income and expenses are reported when charged and credited to policyholder account balances in order to result in the recognition of profits over the lives of the related contracts. We accomplish this by means of a provision for future policy benefits and the deferral and subsequent amortization of life policy acquisition costs. We do not write variable annuities or variable life insurance products.

The costs of acquiring new life business, principally commissions, certain variable underwriting, agency and policy issue expenses, have been deferred. These costs are amortized to income over the premium-paying period of the related traditional policies in proportion to the ratio of the expected annual premium revenue to the expected total premium revenue and over the anticipated lives of non-traditional policies in proportion to the ratio of the expected annual gross profits to the expected total gross profits. Policy acquisition costs deferred in 2007, 2006 and 2005 were \$10,511,000, \$9,295,000 and \$6,648,000, respectively. Amortization of deferred policy acquisition costs in 2007, 2006 and 2005 totaled \$13,385,000, \$8,142,000 and \$9,125,000, respectively. The expected premium revenue and gross profits are based upon the same mortality and withdrawal assumptions used in determining future policy benefits. For non-traditional policies, changes in the amount or timing of expected gross profits result in adjustments to the cumulative amortization of these costs. The effect on the amortization of deferred policy acquisition costs for revisions to estimated gross profits is reported in earnings in the period such estimated gross profits are revised.

The effect on deferred policy acquisition costs that results from the assumed realization of unrealized gains (losses) is recognized with an offset to unrealized investment appreciation (depreciation) as of the balance sheet dates. As of December 31, 2007, pre-tax adjustments decreased deferred policy acquisition costs by \$3,831,000. As of December 31, 2006, pre-tax adjustments increased deferred policy acquisition costs by \$9,188,000.

Liabilities for future policy benefits for traditional products are computed by the net level premium method, using interest assumptions ranging from 4.5 percent to 6.0 percent and withdrawal, mortality and morbidity assumptions appropriate at the time the policies were issued. Accident and health reserves are stated at amounts determined by estimates on individual claims and estimates of unreported claims based on past experience. Liabilities for universal life and investment contracts are stated at policyholder account values before surrender charges. Liabilities for traditional immediate annuities are based primarily upon future anticipated cash flows using statutory mortality and

United Fire & Casualty Company and Subsidiaries

interest rates, which produce results that are not materially different from GAAP. Liabilities for deferred annuities are carried at the account value.

In September 2005, the American Institute of Certified Public Accountants issued Statement of Position ("SOP") 05-1, "Accounting by Insurance Enterprises for Deferred Acquisition Costs in Connection With Modifications or Exchanges of Insurance Contracts." SOP 05-1 provides guidance on accounting by insurance companies for deferred policy acquisition costs on internal replacements made primarily to contracts defined by SFAS No. 60, "Accounting and Reporting by Insurance Enterprises," as short-duration and long-duration life insurance contracts, and by SFAS No. 97, "Accounting and Reporting by Insurance Enterprises for Certain Long-Duration Contracts and for Realized Gain and Losses from the Sale of Investments," as investment contracts. The SOP defines an internal replacement as a modification in product benefits, features, rights, or coverages that occurs by the exchange of a contract for a new contract, or by amendment, endorsement, or rider to a contract, or by the election of a feature or coverage within a contract. Our adoption of SOP 05-1 effective January 1, 2007, did not have a material impact on the amounts reported for deferred life policy acquisition costs in our Consolidated Financial Statements.

Investments

Investments in held-to-maturity fixed maturities are recorded at amortized cost. We have the ability and positive intent to hold these investments until maturity. Available-for-sale fixed maturities, trading securities, equity securities and other long-term investments are recorded at fair value. Mortgage loans are recorded at cost. Policy loans are recorded at the outstanding loan amount due from policyholders. Included in investments at December 31, 2007 and 2006, are securities on deposit with, or available to, various regulatory authorities as required by law, with fair values of \$1,356,649,000 and \$1,389,654,000, respectively.

Realized gains or losses on disposition of investments are included in the computation of net income. Cost of investments sold is determined by the specific identification method. Changes in unrealized appreciation and depreciation, with respect to available-for-sale fixed maturities and equity securities, are reported as a separate component of accumulated other comprehensive income, less applicable income taxes.

In 2007, 2006 and 2005, we impaired certain holdings in our investment portfolio as a result of other-than-temporary declines in market value and recorded a pre-tax realized loss of \$105,000, \$406,000 and \$1,208,000, respectively. We continue to review all of our investment holdings for appropriate valuation on an ongoing basis. Refer to Note 2 "Summary of Investments" in this item for a discussion of our accounting policy for impairment recognition.

Reinsurance

Premiums earned and losses and loss settlement expenses incurred are reported net of reinsurance ceded. Ceded insurance business is accounted for on a basis consistent with the original policies issued and the terms of the reinsurance contracts. Refer to Note 5 "Reinsurance" in this item for a discussion of our reinsurance operations.

Cash and cash equivalents

For purposes of reporting cash flows, cash and cash equivalents include cash, nonnegotiable certificates of deposit with original maturities of three months or less and money market accounts. Negative cash balances are reported as a component of accrued expenses and other liabilities.

We made payments for income taxes of \$50,513,000, \$25,306,000 and \$37,903,000 during 2007, 2006 and 2005, respectively. In addition, we received refunds totaling \$7,783,000 and \$27,844,000 in 2007 and 2006, respectively, due to carryback of losses and the overpayment of 2005 tax. There were no significant payments of interest in 2007, 2006 and 2005, other than interest credited to policyholders' accounts.

Property, equipment and depreciation

Property and equipment is carried at cost less accumulated depreciation. Depreciation is computed primarily by the straight-line method over the estimated useful lives of the underlying assets. Depreciation expense totaled \$3,513,000, \$3,418,000 and \$3,687,000 for the years ended December 31, 2007, 2006 and 2005, respectively.

Amortization of intangibles

Our intangibles are composed entirely of agency relationships, which are being amortized by the straight-line method over periods of up to 10 years. We regularly review the carrying value of our intangibles for impairment in the recoverability of the underlying asset, with any impairment being charged to operations in the period that the impairment was recognized. We did not recognize an impairment write-down to the carrying value of our intangibles in 2007, 2006 or 2005.

Amortization expense totaled \$60,000 for each of the three years ended December 31, 2007, 2006 and 2005.

Income taxes

We file a consolidated federal income tax return. Deferred tax assets and liabilities are established based on differences between the financial statement bases of assets and liabilities and the tax bases of those same assets and liabilities, using the currently enacted statutory tax rates. Deferred income tax expense is measured by the year-to-year change in the net deferred tax asset or liability, except for certain changes in deferred tax amounts that affect stockholders' equity and do not impact income tax expense.

In June 2006, FASB Interpretation ("FIN") 48, "Accounting for Uncertainty in Income Taxes," was issued to clarify accounting for uncertainty in income taxes recognized in the financial statements in accordance with SFAS No. 109, "Accounting for Income Taxes." FIN 48 provides guidance on the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return, as well as the derecognition of a tax position previously recognized in the financial statements. FIN 48 also prescribes expanded disclosure requirements for unrecognized tax benefits recorded. Our adoption of this interpretation effective January 1, 2007, had no impact on our consolidated financial position.

We have recognized no liability for unrecognized tax benefits at January 1, 2007 or at any time during 2007. In addition, we have not accrued for interest and penalties related to unrecognized tax benefits. However, if interest and penalties would need to be accrued related to unrecognized tax benefits, such amounts would be recognized as a component of federal income tax expense.

We file income tax returns under U.S. federal and various state jurisdictions. We are no longer subject to U.S. federal income tax examination by tax authorities for years before 2004 and state income tax examination for years before 2002. There are no ongoing examinations of income tax returns by federal or state tax authorities.

Contingent liabilities

We have been named as a defendant in various lawsuits, including actions seeking certification from the court to proceed as a class action suit and actions filed by individual policyholders, relating to disputes arising from damages that occurred as a result of Hurricane Katrina in 2005. As of December 31, 2007, there were in excess of 400 such cases pending, approximately 20 of which were styled as class actions. These cases have been filed in both Louisiana state courts and federal district courts. These cases involve, among other claims, disputes as to the amount of reimbursable claims in particular cases, as well as the scope of insurance coverage under homeowners and commercial property policies due to flooding, civil authority actions, loss of use and business interruption. Certain of these cases also claim a breach of duty of good faith or violations of Louisiana insurance claims-handling laws or regulations and involve claims for punitive or exemplary damages, while other cases claim that under Louisiana's so-called "Valued Policy Law", the insurers must pay the total insured value of a home that is totally destroyed if

United Fire & Casualty Company and Subsidiaries

any portion of such damage was caused by a covered peril, even if the principal cause of the loss was an excluded peril. Other cases challenge the scope or enforceability of the water damage exclusion in the policies.

Several actions pending against various insurers, including us, were consolidated for purposes of pretrial discovery and motion practice under the caption *In re Katrina Canal Breaches Consolidated Litigation*, Civil Action No. 05-4182 in the United States District Court, Eastern District of Louisiana. On November 27, 2006, the Federal District Court issued an Order in these consolidated cases denying our motion to dismiss. The Court held that the flood exclusions utilized in the forms of homeowners and commercial lines policies issued by us and a number of other insurance carriers were ambiguous because such exclusions did not specify that they applied to flooding caused by negligent acts or omissions as well as to flooding caused by natural incidents such as Acts of God. The plaintiffs in these cases claim, among other things, that the efficient proximate cause of their losses was the third-party negligence of Orleans Levee District. They also claim that the Levee District was negligent in the maintenance of the canal walls or in its failure to warn the plaintiffs and others of the impending water intrusion. On August 2, 2007 the United States Court of Appeals, Fifth Circuit, issued an opinion reversing the District Court and finding the water damage exclusion to be unambiguous and enforceable. The plaintiffs in these cases have sought review in the United States Supreme Court.

Cases interpreting the water damage exclusion are also proceeding in the Louisiana state court system. A state trial court decision that adopted the legal reasoning of the (now reversed) Federal District Court was upheld by a divided Louisiana Court of Appeals. That court agreed with the trial court that the flood damage exclusion in a commercial property policy was ambiguous. The Louisiana Supreme Court has accepted this case for review. Activity in much of the hurricane-related litigation is at a standstill pending a decision by the Louisiana Supreme Court.

We intend to vigorously defend the flood exclusion matter and other cases related to losses incurred in connection with Hurricane Katrina. While we believe that the flood exclusion at issue is unambiguous and enforceable, the Louisiana Supreme Court could rule that our flood exclusions do not exclude losses from flooding caused by third-party negligence, that such negligence was the efficient proximate cause of such flooding, or that such an exclusion is inapplicable where any portion of a loss is attributable to a covered peril. Such a ruling would likely have a material adverse effect on our financial position, as well as on our results of operations. We have established our loss and loss settlement expense reserves on the assumption that the flood exclusion will be found to be enforceable and effective to exclude losses caused by third-party negligence, as well as by Acts of God, and that the application of the Valued Policy Law will not result in our having to pay damages for perils not otherwise covered. We believe that, in the aggregate, these reserves should be adequate. However, our evaluation of these claims and the adequacy of recorded reserves may change if we encounter adverse developments in the further defense of these claims.

We consider all of our other litigation pending at December 31, 2007, to be ordinary, routine, and incidental to our business.

Stock-based compensation

Pursuant to our adoption of SFAS No. 123(R), "Share-Based Payment" on January 1, 2006, we recognize stock-based compensation expense on options granted under our stock option plans ratably over the underlying vesting period which is five years. This expense is based on the fair value of the respective stock award and is recognized ratably over the underlying vesting period. We utilized the modified-prospective method prescribed by SFAS No. 123(R) in transitioning to this new accounting treatment for stock-based compensation expense. This method requires that stock-based compensation expense be recorded for all stock options granted subsequent to January 1, 2006 and all unvested stock options that existed upon the adoption of SFAS No. 123(R) in 2006.

We utilize the Black-Scholes option pricing method to establish the fair value of options granted under our stock option plans. Our determination of the fair value of stock-based payment awards on the date of grant using this option-pricing model is affected by our stock price, as well as assumptions regarding a number of complex and subjective variables. These variables include the expected volatility in our stock price, the expected dividends to be paid over the term of the awards, the risk-free interest rate and actual and projected employee stock option exercise activity. Any changes in these assumptions may materially affect the estimated fair value of the award.

United Fire & Casualty Company and Subsidiaries

Prior to the adoption of SFAS No. 123(R), we presented the tax benefit of stock option exercises as an operating cash flow. Upon the adoption of SFAS No. 123(R), tax benefits resulting from tax deductions in excess of compensation cost recognized for those options are classified as financing cash flows. This change in presentation did not have a material impact on the amounts reported in the accompanying consolidated statement of cash flows.

For the years ended December 31, 2007 and 2006, we recognized stock-based compensation expense of \$1,377,000 and \$1,175,000, respectively, which resulted in a \$.03 decrease in our basic and diluted earnings per share for both years. As of December 31, 2007, we have approximately \$4,188,000 in stock-based compensation expense that has yet to be recognized through our results of operations. This compensation will be recognized as the underlying stock options vest over a term of five years. Prior to January 1, 2006, the reporting of pro forma stock-based compensation expense was limited to disclosure in the notes to the Consolidated Financial Statements. Pro forma net income was \$8,653,000 for the year ended December 31, 2005. This amount included \$391,000 in pro forma stock-based compensation expense (net of the related tax effects), which would have resulted in a \$0.02 decrease in pro forma basic and diluted earnings per share for the year ended December 31, 2005.

Employee benefit obligations

In September 2006, the FASB issued SFAS No. 158, "Employers' Accounting for Defined Benefit Pension and Other Postretirement Plans," which requires the recognition of the overfunded or underfunded status of pension plans and other postretirement plans as an asset or liability on the balance sheet, with changes occurring during future years reflected as a component of accumulated other comprehensive income, net of tax, effective December 31, 2006. However, SFAS No. 158 does not change the amount of net periodic benefit cost to be recognized as a component of current period operations.

The table below displays the impact that SFAS No. 158 had on our Consolidated Financial Statements for December 31, 2006.

Incremental Effect of SFAS No. 158 on our Consolidated Balance Sheets at December 31, 2006				
(Dollars in Thousands)	Before Application of SFAS No. 158		Adjustments	After Application of SFAS No. 158
Assets:				
Prepaid pension benefits ⁽¹⁾	\$	8,054	\$ (8,054)	\$ —
Total assets		2,784,121	(8,054)	2,776,067
Liabilities:				
Liability for pension benefits ⁽²⁾	\$	—	\$ 7,774	\$ 7,774
Liability for health and dental benefits ⁽²⁾		14,809	(185)	14,624
Deferred income taxes		49,439	(5,475)	43,964
Total liabilities		2,093,145	2,114	2,095,259
Stockholders' Equity:				
Accumulated other comprehensive income	\$	93,519	\$ (10,168)	\$ 83,351
Total stockholders' equity		690,976	(10,168)	680,808

(1) Reported as a component of other assets.

(2) Reported as a component of accrued expenses and other liabilities.

The underfunded status of our employee benefit plans increased by \$5,746,000 in 2007, which resulted in a decrease of \$3,938,000 (net of tax of \$2,121,000) to accumulated other comprehensive income as of December 31, 2007.

New accounting standards

In February 2007, the FASB issued Statement of Financial Accounting Standards ("SFAS") No. 159, "The Fair Value Option for Financial Assets and Financial Liabilities." SFAS No. 159 permits entities to choose to measure and report many financial instruments and certain other assets and liabilities at fair value. The objective of SFAS No. 159 is to improve financial reporting by providing entities the opportunity to reduce the complexity in accounting for financial instruments and to mitigate volatility in reported earnings caused by measuring related assets and liabilities differently. SFAS No. 159 is effective for fiscal years beginning after November 15, 2007. We have elected not to report any financial assets or liabilities at fair value under SFAS No. 159 on January 1, 2008.

In September 2006, the FASB issued SFAS No. 157, "Fair Value Measurements." SFAS No. 157 defines fair value, establishes a framework for measuring fair value and expands disclosure requirements regarding fair value measurement. Where applicable, SFAS No. 157 simplifies and codifies previously issued guidance on fair value. Although SFAS No. 157 does not require any new fair value measurements, its application may, in certain instances, change current practice. SFAS No. 157 is effective for fiscal years beginning after November 15, 2007. Our adoption of SFAS No. 157 effective January 1, 2008, will not have any impact on the amounts reported in our Consolidated Financial Statements. However, we are currently evaluating the impact that the adoption of SFAS No. 157 will have on the disclosures made in our Consolidated Financial Statements.

United Fire & Casualty Company and Subsidiaries

NOTE 2. SUMMARY OF INVESTMENTS

A reconciliation of the amortized cost (cost for equity securities) to fair values of investments in held-to-maturity and available-for-sale fixed maturity and equity securities as of December 31, 2007 and 2006, is as follows:

December 31, 2007	(Dollars in Thousands)				
Type of Investment	Cost or Amortized Cost	Gross Unrealized Appreciation	Gross Unrealized Depreciation	Fair Value	
HELD-TO-MATURITY					
Fixed maturities					
Bonds:					
United States government:					
Collateralized mortgage obligations	\$ 2,911	\$ 69	\$ —	\$ 2,980	
Mortgage-backed securities	794	81	—	875	
States, municipalities and political subdivisions	20,131	520	70	20,581	
All foreign bonds	2,000	12	—	2,012	
All other corporate bonds	1,507	26	—	1,533	
Total Held-to-Maturity Fixed Maturities	\$ 27,343	\$ 708	\$ 70	\$ 27,981	
AVAILABLE-FOR-SALE					
Fixed maturities					
Bonds:					
United States government:					
Collateralized mortgage obligations	\$ 19,826	\$ 598	\$ 12	\$ 20,412	
Mortgage-backed securities	3	—	—	3	
All other government	147,402	439	2,398	145,443	
States, municipalities and political subdivisions	524,841	11,882	390	536,333	
All foreign bonds	37,354	773	202	37,925	
Public utilities	249,812	7,053	762	256,103	
Corporate bonds:					
Collateralized mortgage obligations	125	—	58	67	
All other corporate bonds	807,552	19,338	10,366	816,524	
Total Available-For-Sale Fixed Maturities	\$ 1,786,915	\$ 40,083	\$ 14,188	\$ 1,812,810	
Equity securities					
Common stocks:					
Public utilities	\$ 7,884	\$ 6,261	\$ 178	\$ 13,967	
Bank, trust and insurance companies	13,610	58,658	576	71,692	
All other common stocks	42,403	52,028	2,596	91,835	
Nonredeemable preferred stocks	230	—	4	226	
Total Available-for-Sale Equity Securities	\$ 64,127	\$ 116,947	\$ 3,354	\$ 177,720	
Total Available-for-Sale Securities	\$ 1,851,042	\$ 157,030	\$ 17,542	\$ 1,990,530	

United Fire & Casualty Company and Subsidiaries

December 31, 2006		(Dollars in Thousands)		
Type of Investment	Cost or Amortized Cost	Gross Unrealized Appreciation	Gross Unrealized Depreciation	Fair Value
HELD-TO-MATURITY				
Fixed maturities				
Bonds:				
United States government:				
Collateralized mortgage obligations	\$ 3,954	\$ 72	\$ —	\$ 4,026
Mortgage-backed securities	979	89	—	1,068
States, municipalities and political subdivisions	29,653	871	76	30,448
All foreign bonds	2,001	38	—	2,039
All other corporate bonds	8,076	72	14	8,134
Total Held-to-Maturity Fixed Maturities	\$ 44,663	\$ 1,142	\$ 90	\$ 45,715
AVAILABLE-FOR-SALE				
Fixed maturities				
Bonds:				
United States government:				
Collateralized mortgage obligations	\$ 21,040	\$ 193	\$ 5	\$ 21,228
Mortgage-backed securities	3	—	—	3
All other government	165,050	107	5,051	160,106
States, municipalities and political subdivisions	395,376	9,922	358	404,940
All foreign bonds	52,732	594	317	53,009
Public utilities	287,858	6,050	1,427	292,481
Corporate bonds:				
Collateralized mortgage obligations	235	—	62	173
All other corporate bonds	865,586	16,867	6,165	876,288
Total Available-For-Sale Fixed Maturities	\$ 1,787,880	\$ 33,733	\$ 13,385	\$ 1,808,228
Equity securities:				
Common stocks:				
Public utilities	\$ 11,123	\$ 9,547	\$ 274	\$ 20,396
Bank, trust and insurance companies	12,840	74,763	28	87,575
All other common stocks	41,492	43,951	436	85,007
Nonredeemable preferred stocks	230	—	1	229
Total Available-for-Sale Equity Securities	\$ 65,685	\$ 128,261	\$ 739	\$ 193,207
Total Available-for-Sale Securities	\$ 1,853,565	\$ 161,994	\$ 14,124	\$ 2,001,435

United Fire & Casualty Company and Subsidiaries

The amortized cost and fair value of held-to-maturity, available-for-sale and trading securities at December 31, 2007, by contractual maturity, are shown below. Expected maturities will differ from contractual maturities because borrowers may have the right to call or prepay obligations with or without call or prepayment penalties.

(Dollars in Thousands)	Held-To-Maturity		Available-For-Sale		Trading	
	Amortized Cost	Fair Value	Amortized Cost	Fair Value	Amortized Cost	Fair Value
December 31, 2007						
Due in one year or less	\$ 3,441	\$ 3,468	\$ 212,180	\$ 212,630	\$ 2,560	\$ 3,204
Due after one year through five years	8,420	8,628	589,969	606,036	—	—
Due after five years through 10 years	11,777	12,030	623,751	629,708	—	—
Due after 10 years	—	—	341,061	343,954	7,363	7,589
Mortgage-backed securities	794	875	3	3	—	—
Collateralized mortgage obligations	2,911	2,980	19,951	20,479	—	—
	\$ 27,343	\$ 27,981	\$ 1,786,915	\$ 1,812,810	\$ 9,923	\$ 10,793

Proceeds from sales of available-for-sale securities during 2007, 2006 and 2005 were \$3,689,000, \$2,400,000 and \$5,720,000, respectively. Gross gains of \$929,000, \$235,000 and \$2,249,000 and gross losses of \$0, \$16,000 and \$1,135,000 were realized on those sales in 2007, 2006 and 2005, respectively.

Our investment portfolio includes trading securities with embedded derivatives. These securities, which are primarily convertible redeemable preferred debt securities, are recorded at fair value. Income or loss, including the change in the fair value of these trading securities, is recognized currently in earnings as a component of realized investment gains. Our portfolio of trading securities had a fair value of \$10,793,000, at December 31, 2007 and \$11,577,000 at December 31, 2006.

Proceeds from the sale of trading securities were \$5,815,000, \$995,000 and \$11,140,000 in 2007, 2006 and 2005, respectively. Gross gains of \$2,081,000, \$232,000, and \$482,000 and gross losses of \$29,000, \$42,000 and \$106,000 were realized on these sales in 2007, 2006 and 2005, respectively. Additional gross gains (losses) of \$(480,000), \$1,367,000 and \$(491,000) were realized in 2007, 2006 and 2005, respectively, which were attributable to the change in fair value of these securities.

There were no sales of held-to-maturity securities during 2007, 2006 or 2005.

A summary of net realized investment gains resulting from sales, calls and other-than-temporary impairments and a summary of net changes in unrealized investment appreciation, less applicable income taxes, is as follows:

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Net realized investment gains			
Fixed maturities	\$ 2,078	\$ 3,143	\$ 2,150
Equity securities	6,020	5,265	2,505
Trading securities	1,572	1,557	(115)
	\$ 9,670	\$ 9,965	\$ 4,540
Net changes in unrealized investment appreciation			
Available-for-sale fixed maturities and equity securities	\$ (8,382)	\$ 1,703	\$ (54,246)
Deferred policy acquisition costs	(3,831)	9,188	27,669
Income tax effect	4,273	(3,812)	9,302
Change in net unrealized appreciation	\$ (7,940)	\$ 7,079	\$ (17,275)

United Fire & Casualty Company and Subsidiaries

Net investment income for the years ended December 31, 2007, 2006 and 2005, is composed of the following:

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Investment income			
Interest on fixed maturities	\$ 103,632	\$ 102,550	\$ 106,295
Dividends on equity securities	6,190	4,862	4,841
Income (loss) on other long-term investments ⁽¹⁾	(954)	366	(487)
Interest on mortgage loans	1,712	1,682	1,708
Interest on short-term investments	2,634	2,268	878
Interest on cash and cash equivalents	12,327	12,405	7,818
Other	1,208	1,815	1,804
Total investment income	\$ 126,749	\$ 125,948	\$ 122,857
Less investment expenses	4,310	3,967	4,010
Investment income, net	\$ 122,439	\$ 121,981	\$ 118,847

(1) Includes an adjustment to reflect the change in the fair value of our limited partnership investments.

We continually monitor the difference between our cost basis and the estimated fair value of our investments. Our accounting policy for impairment recognition requires that other-than-temporary impairment charges be recorded when we determine that it is more likely than not that we will be unable to collect all amounts due according to the contractual terms of the fixed maturity security, or that the anticipated recovery in market value of the equity security will not occur in a reasonable amount of time. Impairment charges on investments are recorded based on the fair value of the investments at the measurement date and are included in net realized gains and losses. Factors considered in evaluating whether a decline in value is other-than-temporary include: the length of time and the extent to which fair value has been less than cost; the financial condition and near-term prospects of the issuer; and our intent and ability to retain the investment for a period of time sufficient to allow for any anticipated recovery.

On the following pages are a summary of fixed maturity and equity securities that were in an unrealized loss position at December 31, 2007 and 2006. We have the ability and positive intent to hold the securities until such time as the value recovers or the securities mature. Further, we believe the deterioration in value of our fixed maturity portfolio is primarily attributable to changes in market interest rates and not the credit quality of the issuer. We attribute the deterioration in value of our equity security portfolio to usual market volatility and not to any permanent financial hardships encountered by the underlying companies in which we are invested. Therefore, we have concluded that our unrealized losses are temporary in nature.

United Fire & Casualty Company and Subsidiaries

(Dollars in Thousands)		Less than 12 months				12 months or longer				Total			
December 31, 2007		Number of Issues		Fair Value		Gross Unrealized Depreciation		Number of Issues		Fair Value		Gross Unrealized Depreciation	
Type of Investment													
HELD-TO-MATURITY													
Fixed maturities													
Bonds:													
States, municipalities and political subdivisions		—	\$	—	\$	—	\$	2	\$	1,214	\$	70	\$
Total Held-to-Maturity Fixed Maturities		—	\$	—	\$	—	\$	2	\$	1,214	\$	70	\$
AVAILABLE-FOR-SALE													
Fixed maturities													
Bonds:													
United States government:													
Collateralized mortgage obligations		—	\$	—	\$	—	\$	1	\$	2,269	\$	12	\$
All other government		3	14,985	613	—	613	—	16	—	69,727	1,785	84,712	2,398
States, municipalities and political subdivisions		30	28,176	196	—	196	—	7	—	5,918	194	34,094	390
All foreign bonds		2	4,559	173	—	173	—	2	—	6,963	29	11,522	202
Public utilities		7	20,567	109	—	109	—	14	—	41,169	653	61,736	762
Corporate bonds:													
Collateralized mortgage obligations		—	—	—	—	—	—	1	—	67	58	67	58
All other corporate bonds		42	99,748	6,785	—	6,785	—	32	—	101,263	3,581	201,011	10,366
Total Available-For-Sale Fixed Maturities		84	\$ 168,035	\$ 7,876	\$	\$ 7,876	\$	73	\$ 227,376	\$ 6,312	\$ 395,411	\$ 14,188	\$
Equity securities:													
Common stocks		49	\$ 11,832	\$ 2,885	\$	\$ 2,885	\$	8	\$ 4,700	\$ 465	\$ 16,532	\$ 3,350	\$
Nonredeemable preferred stocks		—	—	—	—	—	—	3	—	226	4	226	4
Total Available-for-Sale Equity Securities		49	\$ 11,832	\$ 2,885	\$	\$ 2,885	\$	11	\$ 4,926	\$ 469	\$ 16,758	\$ 3,354	\$
Total Available-for-Sale Securities		133	\$ 179,867	\$ 10,761	\$	\$ 10,761	\$	84	\$ 232,302	\$ 6,781	\$ 412,169	\$ 17,542	\$
Total		133	\$ 179,867	\$ 10,761	\$	\$ 10,761	\$	86	\$ 233,516	\$ 6,851	\$ 413,383	\$ 17,612	\$

United Fire & Casualty Company and Subsidiaries

(Dollars in Thousands)		Less than 12 months			12 months or longer			Total	
December 31, 2006		Gross			Gross				
Type of Investment	Number of Issues	Fair Value	Unrealized Depreciation	Number of Issues	Fair Value	Unrealized Depreciation	Fair Value	Gross Unrealized Depreciation	
HELD-TO-MATURITY									
Fixed maturities									
Bonds:									
States, municipalities and political subdivisions	1	\$ 387	\$ 19	2	\$ 911	\$ 57	\$ 1,298	\$ 76	
All other corporate bonds	4	667	14	1	17	—	684	14	
Total Held-to-Maturity Fixed Maturities	5	\$ 1,054	\$ 33	3	\$ 928	\$ 57	\$ 1,982	\$ 90	
AVAILABLE-FOR-SALE									
Fixed maturities									
Bonds:									
United states government:									
Collateralized mortgage obligations	1	\$ 2,543	\$ 5	—	\$ —	\$ —	\$ 2,543	\$ 5	
All other government	5	13,083	39	34	138,184	5,013	151,267	5,052	
States, municipalities and political subdivisions	19	18,672	123	4	4,998	235	23,670	358	
All foreign bonds	3	8,814	147	3	10,774	170	19,588	317	
Public utilities	9	31,004	203	18	58,131	1,225	89,135	1,428	
Corporate bonds:									
Collateralized mortgage obligations	—	—	—	1	174	62	174	62	
All other corporate bonds	46	143,024	1,001	56	193,789	5,162	336,813	6,163	
Total Available-For-Sale Fixed Maturities	83	\$ 217,140	\$ 1,518	116	\$ 406,050	\$ 11,867	\$ 623,190	\$ 13,385	
Equity securities:									
Common stocks	9	\$ 10,666	\$ 473	7	\$ 2,703	\$ 265	\$ 13,369	\$ 738	
Nonredeemable preferred stocks	—	—	—	1	229	1	229	1	
Total Available-for-Sale Equity Securities	9	\$ 10,666	\$ 473	8	\$ 2,932	\$ 266	\$ 13,598	\$ 739	
Total Available-for-Sale Securities	92	\$ 227,806	\$ 1,991	124	\$ 408,982	\$ 12,133	\$ 636,788	\$ 14,124	
Total	97	\$ 228,860	\$ 2,024	127	\$ 409,910	\$ 12,190	\$ 638,770	\$ 14,214	

United Fire & Casualty Company and Subsidiaries

NOTE 3. FAIR VALUE OF FINANCIAL INSTRUMENTS

We estimate the fair value of our financial instruments based on relevant market information or by discounting estimated future cash flows at estimated current market discount rates appropriate to the particular asset or liability shown.

In most cases, quoted market prices were used to determine the fair value of fixed maturities, equity securities, trading securities and short-term investments. Where quoted market prices do not exist, fair value is based upon estimated realizable value.

The estimated fair value of mortgage loans is based upon discounted cash flows, utilizing the market rate of interest for similar loans in effect at the valuation date.

The estimated fair value of policy loans is equivalent to carrying value. No policy loans are made for amounts in excess of the cash surrender value of the related policy. In all instances, the policy loans are fully collateralized by the related liability for future policy benefits for traditional insurance policies or by the policyholders' account balance for interest-sensitive policies.

Other long-term investments consist primarily of holdings in limited partnership funds that are valued by the various fund managers. In management's opinion, these values represent fair value at December 31, 2007 and 2006.

For cash and cash equivalents and accrued investment income, carrying value is a reasonable estimate of fair value, due to its short-term nature.

The fair value of the liabilities for annuity products that are in a benefit payment phase, guaranteed investment contracts and structured settlements is based on a discount rate of 5.75 percent at December 31, 2007 and 2006. The fair value of annuities currently in an accumulation phase is based on the underlying net cash surrender value.

A summary of the carrying value and estimated fair value of our financial instruments at December 31, 2007 and 2006, is as follows:

At December 31 (Dollars In Thousands)	2007		2006	
	Fair Value	Carrying Value	Fair Value	Carrying Value
Assets				
Investments:				
Held-to-maturity fixed maturities	\$ 27,981	\$ 27,343	\$ 45,715	\$ 44,663
Available-for-sale fixed maturities	1,812,810	1,812,810	1,808,228	1,808,228
Equity securities	177,720	177,720	193,207	193,207
Trading securities	10,793	10,793	11,577	11,577
Mortgage loans	18,188	19,161	27,282	27,789
Policy loans	7,622	7,622	7,833	7,833
Other long-term investments	12,793	12,793	11,777	11,777
Short-term investments	78,334	78,334	28,268	28,268
Cash and cash equivalents	252,565	252,565	255,045	255,045
Accrued investment income	28,431	28,431	28,383	28,383
Liabilities				
Policy Reserves:				
Annuity (Accumulations)	\$ 811,262	\$ 827,793	\$ 876,184	\$ 888,693
Annuity (Benefit Payments)	18,858	12,347	11,151	10,809
Structured settlements	680	822	706	791
Guaranteed investment contracts	28,925	29,855	24,739	25,618

United Fire & Casualty Company and Subsidiaries

NOTE 4. SHORT-TERM BORROWINGS

We maintain a \$50,000,000 bank line of credit. Under the terms of the agreement, interest on outstanding notes is payable at the lender's prevailing prime rate minus 1.0 percent. There was no outstanding loan balances at December 31, 2007 and 2006, nor did we borrow against this line of credit in 2007, 2006 or 2005. As of December 31, 2007, approximately \$187,000 of the line of credit was allocated towards letters of credit we have issued as a result of our reinsurance operations.

NOTE 5. REINSURANCE

Property and casualty insurance segment

Reinsurance is a contract by which one insurer, called the reinsurer, agrees to cover under certain defined circumstances, a portion of the losses incurred by a primary insurer if a claim is made under a policy issued by the primary insurer. We have several programs that provide reinsurance coverage. This reinsurance coverage limits the risk of loss that we retain by reinsuring direct risks in excess of our retention limits. The following table provides a summary of our primary reinsurance treaties. Retention amounts reflect the accumulated retentions and co-participation of all layers within a treaty.

Type of Reinsurance Treaty	2007 Reinsurance Program			2006 Reinsurance Program		
	Stated Retention	Limits	Coverage	Stated Retention	Limits	Coverage
Casualty excess of loss	\$ 2,000	\$ 20,000	100% of \$18,000	\$ 2,000	\$ 20,000	100% of \$18,000
Property excess of loss	\$ 2,000	\$ 12,000	100% of \$10,000	\$ 2,000	\$ 12,000	100% of \$10,000
Umbrella excess of loss	\$ 1,000	\$ 10,000	100% of \$9,000	\$ 1,000	\$ 10,000	100% of \$9,000
Surety excess of loss	\$ 1,500	\$ 20,000	89% of \$18,500	\$ 1,500	\$ 20,000	89% of \$18,500
Property catastrophe, excess ⁽¹⁾	\$ 20,000	\$ 200,000	95% of \$180,000	\$ 15,000	\$ 185,000	95% of \$170,000
Boiler and machinery	N/A	\$ 50,000	100% of \$50,000	N/A	\$ 25,000	100% of \$25,000

(1) For 2006, \$20.0 million of the property catastrophe reinsurance coverage applied only to specific named perils.

The ceding of insurance does not legally discharge us from primary liability under our policies and we must pay the loss if the reinsurer fails to meet its obligations. We believe all reinsurance receivables are collectable.

Historically, we have acted as a reinsurer, assuming both property and casualty reinsurance from other insurance or reinsurance companies. Most of the business we have assumed is property reinsurance, with an emphasis on catastrophe coverage. The majority of our assumed reinsurance business expired on or before December 31, 2000. Late in 2006, we made the decision to cancel one of the largest remaining assumed contracts. This decision was made in response to an exposure base that was in excess of our risk tolerance levels as compared to the premium we were able to collect. We limit our exposure on our remaining assumed reinsurance contracts through selective renewal. However, we still have exposure related to the assumed reinsurance contracts that we have elected to continue writing and those that are in runoff status.

In addition, in the event that we incurred catastrophe losses covered by our reinsurance programs, our catastrophe reinsurance program would provide one guaranteed reinstatement at 100.0 percent of the original premium. We also purchase reinsurance from the Florida Hurricane Catastrophe Fund. The level of reinsurance protection obtained through this fund is immaterial to our operations.

United Fire & Casualty Company and Subsidiaries

Premiums, losses and loss settlement expenses related to our ceded and assumed business is as follows:

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Ceded Business:			
Written premiums ceded	\$ 41,046	\$ 47,018	\$ 36,073
Earned premiums ceded	43,979	44,455	36,180
Loss and loss settlement expenses ceded	9,278	25,203	150,505
Assumed Business:			
Written premiums assumed	\$ 16,907	\$ 19,000	\$ 15,088
Earned premiums assumed	17,647	18,767	14,995
Loss and loss settlement expenses assumed	8,211	10,988	18,625

Life insurance segment

United Life Insurance Company has purchased reinsurance to limit the dollar amount of any one risk of loss. On standard individual life cases where the insured is age 65 or younger, our retention is \$200,000. On standard individual life cases where the insured is age 66 or older, our retention is \$80,000. Our accidental death benefit rider on an individual policy is reinsured at 100 percent up to a maximum benefit of \$250,000. Our group coverage, both life and accidental death and dismemberment, is reinsured at 50 percent. Catastrophe excess coverage applies when three or more insureds die in a catastrophic accident. For catastrophe excess claims, we retain the first \$1,000,000 of ultimate net loss and the reinsurer agrees to indemnify us for the excess up to a maximum of \$5,000,000. We supplement this coverage when appropriate with "known concentration" coverage. Known concentration coverage is typically tied to a specific event and time period, with a threshold of a minimum number of lives involved in the event, minimum event deductible (company's retention) and a maximum payout.

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Ceded Business:			
Insurance in force	\$ 737,561	\$ 658,817	\$ 546,135
Earned premiums	1,664	1,497	1,473
Loss and loss settlement expenses	813	596	1,404
Assumed Business:			
Insurance in force	\$ 1,458	\$ 4,245	\$ 8,992
Earned premiums	36	97	227
Loss and loss settlement expenses	29	101	64

The ceding of insurance does not legally discharge United Life Insurance Company from primary liability under its policies. United Life Insurance Company must pay the loss if the reinsurer fails to meet its obligations. Approximately 91.9 percent of ceded life insurance in force as of December 31, 2007, has been ceded to four reinsurers. We believe all reinsurance receivables are collectable.

From 2002 to 2004, the life insurance segment assumed portions of credit life and accident and health insurance business from other insurance companies. We continue to have exposure related to our assumed reinsurance contracts that are in a runoff status.

NOTE 6. RESERVES FOR LOSS AND LOSS SETTLEMENT EXPENSES

Because property and casualty insurance reserves are estimates of the unpaid portions of losses that have occurred, including IBNR losses, the establishment of appropriate reserves, including reserves for catastrophes, is an inherently uncertain and complex process. The ultimate cost of losses and related loss settlement expenses may vary materially from recorded amounts, which are based on management's best estimates. We regularly update our reserve estimates as new information becomes available and as events unfold that may affect the resolution of unsettled claims. Changes in prior year reserve estimates, which may be material, are reported in losses and loss settlement expenses in the accompanying Consolidated Statements of Income in the period such changes are determined.

The table below provides an analysis of changes in our property and casualty loss and loss settlement expense reserves for 2007, 2006 and 2005 (net of reinsurance amounts). The favorable development in each year resulted from a re-estimation of loss reserves recorded at December 31 of the prior year. This re-estimation is primarily attributable to both the payment of claims in amounts less than the amounts reserved and from changes in loss reserves due to additional information on individual claims that we received after the reserves for those claims had been established. Another factor contributing to the redundancy recognized each year is the development of reserves for IBNR claims and loss settlement expenses at a level significantly less than anticipated at December 31 of the prior year. We attribute this favorable development to the fact that during recent years, we have experienced abnormally low levels of noncatastrophe claims frequency, due to improvements in our underwriting process. We have not altered our reserving process as of December 31, 2007.

Conditions and trends that have affected the reserve development for a given year may change. Therefore, such development cannot be used to extrapolate future reserve redundancies or deficiencies.

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Gross liability for losses and loss settlement expenses at beginning of year	\$ 518,886	\$ 620,100	\$ 464,889
Reinsurance receivables	(40,560)	(60,137)	(28,609)
Net liability for losses and loss settlement expenses at beginning of year	\$ 478,326	\$ 559,963	\$ 436,280
Losses and loss settlement expenses incurred for claims occurring during			
Current year	\$ 291,046	\$ 303,469	\$ 453,342
Prior years	(45,201)	(24,965)	(77,484)
Total incurred	\$ 245,845	\$ 278,504	\$ 375,858
Losses and loss settlement expense payments for claims occurring during			
Current year	\$ 118,295	\$ 129,686	\$ 142,162
Prior years	148,593	230,455	110,013
Total paid	\$ 266,888	\$ 360,141	\$ 252,175
Net liability for losses and loss settlement expenses at end of year	\$ 457,283	\$ 478,326	\$ 559,963
Reinsurance receivables	38,800	40,560	60,137
Gross liability for losses and loss settlement expenses at end of year	\$ 496,083	\$ 518,886	\$ 620,100

We are not aware of any significant contingent liabilities related to environmental issues. Because of the type of property coverage we write, we have potential exposure to environmental pollution, mold and asbestos claims. Our underwriters are aware of these exposures and use riders or endorsements to limit exposure.

United Fire & Casualty Company and Subsidiaries

NOTE 7. STATUTORY REPORTING, CAPITAL REQUIREMENTS AND DIVIDENDS AND RETAINED EARNINGS RESTRICTIONS

Statutory capital and surplus in regards to policyholders at December 31, 2007, 2006 and 2005 and net income for the years then ended are as follows:

(Dollars in Thousands)	Statutory Capital and Surplus		Statutory Net Income	
2007				
Property and casualty ⁽¹⁾	\$	648,451	\$	105,083
Life, accident and health		164,168		15,115
2006				
Property and casualty ⁽¹⁾	\$	575,983	\$	71,564
Life, accident and health		151,676		18,006
2005				
Property and casualty ⁽¹⁾	\$	383,136	\$	1,565
Life, accident and health		135,362		17,640

(1) Because United Fire & Casualty Company owns United Life Insurance Company, the property and casualty statutory capital and surplus includes life, accident and health statutory capital and surplus and therefore represents our total consolidated statutory capital and surplus.

We and our property and casualty and life insurance subsidiaries prepare our statutory-basis financial statements in conformity with accounting practices prescribed or permitted by the insurance department of the applicable states of domicile. Prescribed statutory accounting practices include a variety of publications of the National Association of Insurance Commissioners ("NAIC"), as well as state laws, regulations and general administrative rules. Permitted statutory accounting practices encompass all accounting practices not so prescribed.

All states require domiciled insurance companies to prepare statutory-basis financial statements in conformity with the NAIC Accounting Practices and Procedures Manual, subject to any deviations prescribed or permitted by the applicable insurance commissioner and/or director. Statutory accounting practices primarily differ from GAAP in that policy acquisition and certain sales inducement costs are charged to expense as incurred, life insurance reserves are established based on different actuarial assumptions and the value of investments and deferred taxes are established on a different basis.

We are directed by the state insurance departments' solvency regulations to calculate a required minimum level of capital and surplus based on insurance risk factors. The risk-based capital results are used by the NAIC and state insurance departments to identify companies that merit regulatory attention or the initiation of regulatory action. At December 31, 2007, both United Life Insurance Company and United Fire and its property and casualty subsidiaries and affiliate had statutory capital and surplus in regards to policyholders well in excess of their required levels.

The State of Iowa Insurance Department governs the amount of dividends that we may pay to stockholders without prior approval by the department. Based on these restrictions, we are allowed to make a maximum of \$105,083,000 in dividend distributions to stockholders in 2008 without prior approval. We paid dividends of \$15,293,000, \$13,196,000 and \$11,818,000 in 2007, 2006 and 2005, respectively. Dividend payments by the insurance subsidiaries to United Fire are subject to similar restrictions in the states in which they are domiciled. In 2007, 2006 and 2005, United Fire received \$4,000,000 in dividends each year from United Life Insurance Company. Also, in 2007, United Fire received an \$8,000,000 dividend from American Indemnity Financial Corporation.

Pursuant to the sale of American Indemnity Company in May 2006, we implemented a plan of corporate reorganization. Part of this plan entailed the distribution of the majority of American Indemnity Company's net assets to United Fire & Casualty Company. This distribution was recognized by United Fire in 2006 as a \$34,700,000 intercompany dividend.

United Fire & Casualty Company and Subsidiaries

NOTE 8. FEDERAL INCOME TAX

Federal income tax expense (benefit) is composed of the following:

(Dollars in Thousands)				
Years Ended December 31	2007	2006	2005	
Current	\$ 45,980	\$ 27,932	\$ (3,659)	
Deferred	1,962	9,475	1,171	
Total	\$ 47,942	\$ 37,407	\$ (2,488)	

A reconciliation of income tax expense (computed at the applicable federal tax rate of 35 percent) to the amount recorded in the accompanying Consolidated Financial Statements is as follows:

(Dollars in Thousands)				
Years Ended December 31	2007	2006	2005	
Computed expected income tax expense	\$ 55,766	\$ 43,922	\$ 2,295	
Tax-exempt municipal bond interest income	(6,138)	(4,653)	(3,843)	
Nontaxable dividend income	(1,289)	(1,035)	(1,071)	
Valuation allowance reduction	(548)	(1,095)	—	
Other, net	151	268	131	
Federal income tax expense (benefit)	\$ 47,942	\$ 37,407	\$ (2,488)	

The significant components of the net deferred tax liability at December 31, 2007 and 2006, are as follows:

(Dollars in Thousands)				
December 31	2007	2006		
Deferred tax liabilities:				
Net unrealized appreciation on investment securities	\$ 48,849	\$ 51,783		
Deferred policy acquisition costs	41,938	44,287		
Pension	3,550	3,840		
Net bond discount accretion and premium amortization	3,829	3,453		
Miscellaneous	1,582	1,792		
Gross deferred tax liability	\$ 99,748	\$ 105,155		
Deferred tax assets:				
Financial statement reserves in excess of income tax reserves	\$ 24,168	\$ 26,767		
Unearned premium adjustment	15,405	15,596		
Net operating loss carryforwards	5,647	6,195		
Underfunded benefit plan obligation	7,596	5,475		
Postretirement benefits other than pensions	5,513	5,066		
Investment impairments	1,972	2,812		
Salvage and subrogation	1,377	1,675		
Miscellaneous	4,187	3,800		
Gross deferred tax asset	\$ 65,865	\$ 67,386		
Valuation allowance	(5,647)	(6,195)		
Deferred tax asset	\$ 60,218	\$ 61,191		
Net deferred tax liability	\$ 39,530	\$ 43,964		

As of December 31, 2007, we have a gross deferred tax asset for net operating loss carryforwards totaling \$17,215,000, all of which was acquired as part of our purchase of American Indemnity Financial Corporation. Net operating loss carryforwards totaling \$769,000 and \$5,491,000 expire in 2010 and 2011, respectively, and can only be used to offset future income of our property and casualty insurance segment. We are required to establish a

United Fire & Casualty Company and Subsidiaries

valuation allowance for any portion of the gross deferred tax asset that we believe may not be realized. At December 31, 2007, we recorded a valuation allowance of \$5,647,000. As we determine that the benefit of these net operating losses can be realized, the related reduction in the deferred tax asset valuation allowance will be recorded as a reduction to our current federal income tax expense.

NOTE 9. EMPLOYEE BENEFITS

The two main employee benefit plans we offer are a noncontributory defined benefit pension plan and an employee/retiree health and dental benefit plan.

Pension and other postretirement benefit plans

We offer a noncontributory defined benefit pension plan in which all of our employees are eligible to participate after they have completed one year of service, attained 21 years of age and have met the hourly service requirements. Retirement benefits under our pension plan are based on the number of years of service and level of compensation. Our policy is to fund this plan on a current basis to the extent that the contribution is deductible under existing tax regulations. We estimate that we will contribute approximately \$4,000,000 to the plan in 2008.

The following is a summary of the plan's weighted average asset allocations at December 31, 2007 and 2006 by asset category:

Pension Plan Assets (Dollars in Thousands)	2007	% of Total	2006	% of Total	Target Allocation
Stocks and Bonds:					
United Fire common stock - 202,058 shares	\$ 5,879	10.1 %	\$ 7,123	13.4 %	5-15 %
Other stocks and bonds	32,005	55.2 %	25,585	48.1 %	50-70 %
Total stocks and bonds	\$ 37,884	65.3 %	\$ 32,708	61.5 %	60-80 %
United Life Insurance Company annuity	7,989	13.8 %	8,539	16.0 %	10-20 %
Cash and cash equivalents including money market funds	12,105	20.9 %	11,993	22.5 %	10-25 %
Total Plan Assets	\$ 57,978	100.0 %	\$ 53,240	100.0 %	

Dividends on shares of United Fire common stock totaled \$109,000 and \$100,000 in 2007 and 2006, respectively. The annuity fund purchased from United Life Insurance Company is credited with compound interest on the average fund balance for the year. The interest rate will be equivalent to the ratio of net investment income to mean assets of United Life Insurance Company. It is our policy to structure our pension plan portfolio based upon a long-term, strategic outlook of the investment markets. We utilize historical and forward-looking return forecasts to establish future return expectations for our various asset categories. These investment return expectations are used to develop our asset allocation based on the specific needs of the pension plan. We utilize multiple investment managers in order to maximize the plan's return while minimizing risk.

We offer a health and dental benefit plan to all of our eligible employees and retirees, which is composed of two programs: (1) the self-funded retiree health and dental benefit plan and (2) the self-funded employee health and dental benefit plan. The plan provides health and dental benefits to our employees and retirees (and covered dependents) who have met the service and participation requirements stipulated by the plan. The plan's contract administrators are responsible for making medical and dental care benefit payments. Participants are required to submit claims for reimbursement or payment to the claims administrator within 12 months after the end of the calendar year in which the charges were incurred. An unfunded benefit obligation is reported for the plan, which relates primarily to our postretirement benefit program.

United Fire & Casualty Company and Subsidiaries

Estimates and assumptions used to determine benefit obligations and costs

The preparation of financial statements in conformity with GAAP requires us to make various estimates and assumptions that affect the reporting of net periodic benefit cost, plan assets and plan obligations at the date of the financial statements. Actual results could differ from these estimates. One significant estimate relates to the calculation of plan obligations. We annually establish the discount rate, which is an estimate of the interest rate at which the plan benefits could be effectively settled, that is used to determine the present value of the respective plans benefit obligations as of December 31. In estimating the discount rate, we look to rates of return on high-quality, fixed-income investments currently available and expected to be available during the period to maturity of the respective plans benefit obligations. Another significant assumption utilized is the expected long-term rate of return on the invested pension plan assets, which is an assumption as to the average rate of earnings expected on the pension plan funds invested, or to be invested, to provide for the settlement of benefits included in the projected pension benefit obligation. Investment securities, in general, are exposed to various risks, such as fluctuating interest rates, credit standing of the issuer of the security and overall market volatility. Annually, we perform an analysis of expected long-term rates of return based on the composition and allocation of our pension plan assets and recent economic conditions.

The following actuarial assumptions were used to determine the reported plan benefit obligations at December 31:

Weighted-average assumptions as of December 31,	Pension Benefits		Other Benefits	
	2007	2006	2007	2006
Discount rate	5.75 %	5.75 %	5.75 %	5.75 %
Rate of compensation increase	4.00 %	4.00 %	N/A	N/A

The following actuarial assumptions were used at January 1 to determine our reported net periodic benefit costs for the year ended December 31:

Weighted-average assumptions as of January 1,	Pension Benefits			Other Benefits		
	2007	2006	2005	2007	2006	2005
Discount rate	5.75 %	5.75 %	6.00 %	5.75 %	5.75 %	6.00 %
Expected long-term rate of return on plan assets	8.25 %	8.25 %	8.25 %	N/A	N/A	N/A
Rate of compensation increase	4.00 %	4.00 %	4.00 %	N/A	N/A	N/A

The table below provides a reconciliation of the changes in benefit obligations and fair value of plan assets for both plans and a statement of the plans' funded status for 2007 and 2006.

(Dollars in Thousands)	Pension Benefits		Other Benefits	
At December 31	2007	2006	2007	2006
<i>Reconciliation of projected benefit obligation</i>				
Obligation at beginning of year	\$ 61,014	\$ 54,369	\$ 14,624	\$ 14,320
Service cost	2,555	2,402	919	718
Interest cost	3,610	3,160	900	756
Actuarial loss (gain)	2,820	2,726	2,260	(703)
Benefit payments and adjustments	(2,040)	(1,643)	(540)	(467)
Obligation at December 31	\$ 67,959	\$ 61,014	\$ 18,163	\$ 14,624
<i>Reconciliation of fair value of plan assets</i>				
Fair value of plan assets at beginning of year	\$ 53,240	\$ 45,537	\$ —	\$ —
Actual return on plan assets	2,378	3,742	—	—
Employer contributions	4,400	5,604	540	467
Benefit payments and adjustments	(2,040)	(1,643)	(540)	(467)
Fair value of plan assets at December 31	\$ 57,978	\$ 53,240	\$ —	\$ —
Funded status at December 31	\$ (9,981)	\$ (7,774)	\$ (18,163)	\$ (14,624)

United Fire & Casualty Company and Subsidiaries

(Dollars in Thousands)	Pension benefits		Other benefits	
Years Ended December 31	2007	2006	2007	2006
Other amounts recognized in accumulated other comprehensive income:				
Unrecognized prior service cost	\$ 210	\$ 318	\$ (202)	\$ (220)
Unrecognized actuarial loss	19,398	15,510	2,296	35
Total other amounts recognized in accumulated other comprehensive income	\$ 19,608	\$ 15,828	\$ 2,094	\$ (185)

Our accumulated pension benefit obligation was \$55,993,000 and \$49,670,000 at December 31, 2007 and 2006, respectively. The unrecognized prior service cost and the unrecognized actuarial loss are being amortized on a straight-line basis over an average period of approximately 10 years. This period represents the average remaining employee service period until the date of full eligibility. We anticipate amortization of prior service costs and net losses for 2008 to be \$108,000 and \$1,206,000, respectively.

The table below provides the components of net periodic benefit cost for the plans for 2007, 2006 and 2005.

(Dollars in Thousands)	Pension benefits			Other benefits		
Years Ended December 31	2007	2006	2005	2007	2006	2005
Net periodic benefit cost:						
Service cost	\$ 2,555	\$ 2,402	\$ 2,113	\$ 919	\$ 718	\$ 634
Interest cost	3,610	3,160	2,875	900	756	728
Expected return on plan assets	(4,536)	(3,920)	(3,341)	—	—	—
Amortization of prior service cost	108	107	108	(18)	(12)	(12)
Amortization of net loss	1,090	808	570	—	—	—
Net periodic benefit cost	\$ 2,827	\$ 2,557	\$ 2,325	\$ 1,801	\$ 1,462	\$ 1,350

For measurement purposes of our health and dental benefit plan, a 10.0 percent annual rate of increase in the per capita cost of covered health care benefits is assumed for 2007. The rate is assumed to decrease gradually each year to a rate of 5.25 percent for 2013 and remain at that level thereafter. For dental claims, a 5.25 percent annual rate of increase was assumed for 2008 and thereafter.

Assumed health care cost trend rates have a significant effect on the amounts reported for the health care plans. A 1.0 percent change in assumed health care cost trend rates would have the following effects.

(Dollars in Thousands)	1% Increase	1% Decrease
Effect on total service and interest cost components of net periodic postretirement health care benefit cost	\$ 352	\$ (330)
Effect on the health care component of the accumulated postretirement benefit obligation	3,065	(2,467)

The following table summarizes the expected benefits to be paid from our plans over the next 10 years.

(Dollars in Thousands)	2008	2009	2010	2011	2012	2013-2017
Pension Benefits	\$ 2,224	\$ 2,351	\$ 2,512	\$ 2,601	\$ 2,835	\$ 17,490
Other Benefits:						
Excluding Modernization Act Subsidy	705	785	885	950	1,022	6,547
Expected Modernization Act Subsidy	(84)	(97)	(114)	(128)	(144)	(1,005)
Other Benefits	\$ 621	\$ 688	\$ 771	\$ 822	\$ 878	\$ 5,542

Other Benefit Plans

We have a profit-sharing plan in which employees who meet service requirements are eligible to participate. The amount of our contribution is discretionary and is determined annually, but cannot exceed the amount deductible for federal income tax purposes. Our contribution to the plan for the years ended December 31, 2007, 2006 and 2005, was \$4,107,000, \$3,892,000 and \$1,364,000, respectively.

We have an employee stock ownership plan for the benefit of eligible employees and their beneficiaries. All employees are eligible to participate in the plan upon completion of one year of service, meeting the hourly requirements with United Fire and attaining 21 years of age. Contributions to this plan are made at our discretion. These contributions are based upon a percentage of the total payroll and are allocated to participants on the basis of compensation. We make contributions in stock or cash, which the trustee uses to acquire shares of United Fire stock to allocate to participants' accounts. As of December 31, 2007, 2006 and 2005, the employee stock ownership plan owned 244,386, 248,764 and 249,978 shares of United Fire common stock, respectively. Shares owned by the employee stock ownership plan are included in shares issued and outstanding for purposes of calculating earnings per share and dividends paid on the shares are charged to retained earnings. We made contributions to the plan of \$275,000, \$650,000 and \$250,000 in 2007, 2006 and 2005, respectively.

NOTE 10. STOCK OPTION PLANS

Nonqualified Employee Stock Option Plan

We have a nonqualified employee stock option plan that authorizes the issuance of up to 1,000,000 shares of United Fire common stock to employees, with 310,908 options available for future issuance at December 31, 2007. The plan is administered by the Board of Directors. The Board has the authority to determine which employees will receive options, when options will be granted and the terms and conditions of the options. The Board may also take any action it deems necessary and appropriate for the administration of the plan. Pursuant to the plan, the Board may, at its sole discretion, grant options to any employees of United Fire or any of its affiliated companies. These options are granted to buy shares of United Fire's common stock at the market value of the stock on the date of grant. The options vest and are exercisable in installments of 20.0 percent of the number of shares covered by the option award each year from the grant date. To the extent not exercised, installments shall accumulate and be exercisable by the optionee, in whole or in part, in any subsequent year included in the option period, but not later than 10 years from the grant date. Stock options have historically been granted free of charge to eligible employees as designated by the Board of Directors.

Nonqualified Nonemployee Director Stock Option and Restricted Stock Plan

We have a nonqualified nonemployee director stock option and restricted stock plan that authorizes United Fire to grant restricted stock and nonqualified stock options to purchase 150,000 shares of United Fire's common stock, with 100,003 options available for future issuance at December 31, 2007. The board has the authority to determine which nonemployee directors receive options, when options and restricted stock shall be granted, the option price, the option expiration date, the date of grant, the vesting schedule of options or whether the options shall be immediately vested, the terms and conditions of options and restricted stock (other than those terms and conditions set forth in the plan) and the number of shares of common stock to be issued pursuant to an option agreement or restricted stock agreement. The board may also take any action it deems necessary and appropriate for the administration of the plan.

United Fire & Casualty Company and Subsidiaries

Stock Option Activity

The analysis below details the activity of both of our stock option plans for the year ended December 31, 2007. Information on the options outstanding at December 31, 2007, is also presented.

Options	Shares	Weighted-Average Exercise Price	Weighted-Average Remaining Contractual Life (Yrs)	Aggregate Intrinsic Value (In Thousands)
Outstanding at January 1, 2007	473,650	\$ 29.03		
Granted	212,500	34.67		
Exercised	(43,650)	12.76		
Forfeited or expired	(22,503)	30.66		
Outstanding at December 31, 2007	619,997	\$ 31.64	7.7	\$ 1,354
Exercisable at December 31, 2007	163,200	\$ 26.32	6.3	\$ 452

Intrinsic value is the difference between our share price on the last day of trading, December 31, 2007 and the price of the options when granted and represents the value that would have been received by option holders had they exercised their options on December 31, 2007. These values change based on the fair market value of our shares. The intrinsic value of options exercised totaled \$774,000, \$448,000 and \$845,000 in December 31, 2007, 2006 and 2005, respectively.

Assumptions

The weighted-average grant-date fair value of the options granted under the plan has been estimated using the Black-Scholes option pricing model with the following weighted-average assumptions.

December 31,	2007	2006	2005
Risk-free interest rate	4.60%	4.60%	4.07%
Expected option life (in years)	7.0	7.0	7.0
Expected annual dividend per share	\$ 0.495	\$ 0.48	\$ 0.48
Expected volatility of the Company's stock	28.28%	26.42%	26.72%
December 31,	2007	2006	2005
Weighted-average grant-date fair value of options granted during the year	\$ 11.71	\$ 12.75	\$ 10.05

The following table summarizes information regarding the stock options outstanding and exercisable at December 31, 2007:

Range of Exercise Prices	Options Outstanding			Options Exercisable	
	Number Outstanding	Weighted-Average Remaining Contractual Life (Yrs)	Weighted-Average Exercise Price	Number Exercisable	Weighted-Average Exercise Price
\$13.01 - 20.00	63,400	4.77	16.29	49,200	16.40
20.01 - 27.00	68,950	6.14	21.66	31,750	21.66
27.01 - 34.00	159,897	7.48	31.29	53,900	31.39
34.01 - 41.00	327,750	8.71	36.87	28,350	39.13
\$13.01 - 41.00	619,997	7.70	31.64	163,200	26.32

NOTE 11. SEGMENT INFORMATION

We have two reportable business segments in our operations: property and casualty insurance and life insurance. The property and casualty insurance segment has three domestic locations from which it conducts its business. All offices target a similar customer base, market the same products and use the same marketing strategies and are therefore aggregated. The life insurance segment operates from our home office. The accounting policies of the segments are the same as those described in Note 1. We analyze results based on profitability (i.e., loss ratios), expenses and return on equity. Because all of our insurance is sold domestically, we have no revenues allocable to foreign operations.

The property and casualty insurance segment markets most forms of commercial and personal property and casualty insurance products, including surety bonds and reinsurance. The business is generated through 865 independent agencies and brokers in 42 states. The life insurance segment underwrites and markets life (primarily universal and traditional life) and annuity (primarily single premium annuity) products to individuals and groups through 927 independent agencies in 28 states.

The following table set forth our net premiums earned and other considerations by segment before intersegment eliminations.

(Dollars in Thousands)				
Year Ended December 31	2007	2006	2005	
Property and Casualty Insurance Segment				
Net premiums earned:				
Fire and allied lines ⁽¹⁾	\$ 138,611	\$ 145,373	\$ 143,902	
Other liability ⁽²⁾	136,704	130,358	121,529	
Automobile	112,768	111,870	114,161	
Workers' compensation	48,359	42,079	39,084	
Fidelity and surety	21,848	22,021	25,202	
Reinsurance assumed	13,682	14,131	10,928	
Miscellaneous	1,162	1,199	1,341	
Total net premiums earned	\$ 473,134	\$ 467,031	\$ 456,147	
Life Insurance Segment				
Net premiums earned and other considerations:				
Ordinary life	\$ 18,542	\$ 20,875	\$ 20,596	
Universal life and investment-type product policy fees	11,405	11,032	12,477	
Accident and health	2,090	2,716	3,814	
Credit life	604	1,375	2,447	
Group life	200	326	270	
Total net premiums earned and other considerations	\$ 32,841	\$ 36,324	\$ 39,604	

(1) Fire and allied lines in this table includes fire, allied lines, homeowners, commercial multiple peril and inland marine.

(2) Other liability is business insurance covering bodily injury and property damage arising from general business operations, accidents on the insured's premises and products manufactured or sold.

United Fire & Casualty Company and Subsidiaries

Total revenue by segment includes sales to outside customers and intersegment sales that are eliminated to arrive at the total revenues as reported in the accompanying Consolidated Statements of Income. We account for intersegment sales on the same basis as sales to outside customers. The following table sets forth certain data for each of our business segments and is reconciled to our Consolidated Financial Statements. Depreciation expense and property and equipment acquisitions for the years ended December 31, 2007, 2006 and 2005, are reported in the property and casualty insurance segment.

(Dollars in Thousands)			
Years Ended December 31	2007	2006	2005
Property and Casualty Insurance Segment			
Revenues			
Net premiums earned	\$ 473,134	\$ 467,031	\$ 456,147
Net investment income	43,507	40,356	34,874
Realized investment gains	7,099	6,986	2,013
Other income (expense)	59	(108)	—
Total reportable segment	\$ 523,799	\$ 514,265	\$ 493,034
Intersegment eliminations	(144)	(131)	(133)
Total revenues	\$ 523,655	\$ 514,134	\$ 492,901
Net income (loss) before income taxes			
Revenues	\$ 523,799	\$ 514,265	\$ 493,034
Benefits, losses and expenses	384,855	410,762	507,977
Total reportable segment	\$ 138,944	\$ 103,503	\$ (14,943)
Intersegment eliminations	68	102	102
Total income (loss) before income taxes	\$ 139,012	\$ 103,605	\$ (14,841)
Income tax expense (benefit)	40,787	29,635	(10,243)
Net income (loss)	\$ 98,225	\$ 73,970	\$ (4,598)
Assets			
Total reportable segment	\$ 1,554,490	\$ 1,524,790	\$ 1,412,890
Intersegment eliminations	(230,373)	(224,667)	(213,833)
Total assets	\$ 1,324,117	\$ 1,300,123	\$ 1,199,057
Life Insurance Segment			
Revenues			
Net premiums earned and other considerations	\$ 32,841	\$ 36,324	\$ 39,604
Net investment income	78,986	81,650	83,872
Realized investment gains	2,571	2,979	2,528
Other income	595	640	702
Total reportable segment	\$ 114,993	\$ 121,593	\$ 126,706
Intersegment eliminations	(122)	(127)	(2)
Total revenues	\$ 114,871	\$ 121,466	\$ 126,704
Net income before income taxes			
Revenues	\$ 114,993	\$ 121,593	\$ 126,706
Benefits, losses and expenses	94,699	99,729	105,456
Total reportable segment	\$ 20,294	\$ 21,864	\$ 21,250
Intersegment eliminations	28	23	147
Total income before income taxes	\$ 20,322	\$ 21,887	\$ 21,397
Income tax expense	7,155	7,772	7,755
Net income	\$ 13,167	\$ 14,115	\$ 13,642
Assets			
Total assets	\$ 1,436,437	\$ 1,475,944	\$ 1,522,867
Consolidated Totals			
Total consolidated revenues	\$ 638,526	\$ 635,600	\$ 619,605
Total consolidated net income	\$ 111,392	\$ 88,085	\$ 9,044
Total consolidated assets	\$ 2,760,554	\$ 2,776,067	\$ 2,721,924

United Fire & Casualty Company and Subsidiaries

NOTE 12. QUARTERLY SUPPLEMENTARY INFORMATION (UNAUDITED)

The following table sets forth our selected unaudited quarterly financial information.

(Dollars in Thousands Except Per Share Data)					
Quarters	First	Second	Third	Fourth	Total
Year ended December 31, 2007					
Total revenues	\$ 156,100	\$ 158,450	\$ 158,219	\$ 165,757	\$ 638,526
Income before income taxes	\$ 49,525	\$ 45,179	\$ 26,470	\$ 38,160	\$ 159,334
Net income	\$ 34,610	\$ 31,252	\$ 19,071	\$ 26,459	\$ 111,392
Basic earnings per common share ⁽¹⁾	\$ 1.25	\$ 1.13	\$ 0.69	\$ 0.97	\$ 4.04
Diluted earnings per common share ⁽¹⁾	\$ 1.25	\$ 1.13	\$ 0.69	\$ 0.97	\$ 4.03
Year ended December 31, 2006					
Total revenues	\$ 154,142	\$ 156,887	\$ 158,177	\$ 166,394	\$ 635,600
Income before income taxes	\$ 16,737	\$ 32,541	\$ 32,988	\$ 43,226	\$ 125,492
Net income	\$ 13,451	\$ 22,942	\$ 22,426	\$ 29,266	\$ 88,085
Basic earnings per common share ⁽¹⁾	\$ 0.57	\$ 0.90	\$ 0.81	\$ 1.06	\$ 3.37
Diluted earnings per common share ⁽¹⁾	\$ 0.57	\$ 0.89	\$ 0.81	\$ 1.06	\$ 3.36

(1) The sum of the quarterly reported amounts may not equal the full year as each is computed independently.

NOTE 13. EARNINGS AND DIVIDENDS PER COMMON SHARE

Basic earnings per share is computed by dividing net income or loss available to common shareholders (net income or loss less dividends to preferred shareholders and accretions of preferred stock issuance costs) by the weighted-average number of common shares outstanding during the period. Diluted earnings per share give effect to all dilutive common shares outstanding during the period. The dilutive shares we consider in our diluted earnings per share calculation relate to our convertible preferred stock outstanding as well as our outstanding stock options. During 2005, we redeemed all shares of preferred stock that were not previously converted into shares of common stock.

We determine the dilutive effect of our convertible preferred stock using the "if-converted" method. Under this method, we add to the denominator of the earnings per share calculation a number determined by multiplying the number of convertible preferred shares by the appropriate conversion rate. We also add the amount of preferred dividends and accretions back to the numerator of the earnings per share equation due to the assumed conversion of all the convertible preferred stock to common stock at the beginning of the reporting period. If the effect of the if-converted method is anti-dilutive, the effect on diluted earnings per share of our convertible preferred stock is disregarded. The preferred stock had an anti-dilutive effect in 2005.

We determine the dilutive effect of our stock options outstanding using the "treasury stock" method. Under this method, we assume the exercise of all of the outstanding options whose exercise price is less than the weighted-average fair market value of our stock during the period. This method also assumes that the proceeds from the hypothetical stock option exercises are used to repurchase shares of common stock at the weighted-average fair market value of the stock during the period. The net of the assumed options exercised and assumed common shares repurchased represent the number of dilutive common shares, which we add to the denominator of the earnings per share calculation.

United Fire & Casualty Company and Subsidiaries

The components of basic and diluted earnings per share are displayed in the table below.

Years ended December 31	2007		2006		2005	
(In Thousands Except Per Share Data)	Basic	Diluted	Basic	Diluted	Basic	Diluted
Net income	\$ 111,392	\$ 111,392	\$ 88,085	\$ 88,085	\$ 9,044	\$ 9,044
Preferred dividends and accretions ⁽¹⁾	—	—	—	—	(4,106)	(4,106)
Earnings available for common shareholders	\$ 111,392	\$ 111,392	\$ 88,085	\$ 88,085	\$ 4,938	\$ 4,938
Weighted-average common shares outstanding	27,569	27,569	26,133	26,133	22,445	22,445
Add dilutive effect of stock options	—	71	—	69	—	90
Weighted-average common shares for EPS calculation	27,569	27,640	26,133	26,202	22,445	22,535
Earnings per common share	\$ 4.04	\$ 4.03	\$ 3.37	\$ 3.36	\$ 0.22	\$ 0.22
Stock options excluded from diluted EPS calculation ⁽¹⁾	—	138	—	142	—	—
Preferred stock excluded from diluted EPS calculation ⁽¹⁾	—	—	—	—	—	1,142

(1) Outstanding options to purchase shares of common stock (in all years presented) and preferred dividends and accretions (in 2005 only) that were excluded from the diluted earnings per share calculation because the effect of including them would have been anti-dilutive.

NOTE 14. COMPREHENSIVE INCOME (LOSS)

Comprehensive income (loss) includes changes in equity during a period except those resulting from investments by shareholders and dividends to shareholders. The following table sets forth the components of comprehensive income (loss) and the related tax effects for the years ended December 31, 2007, 2006 and 2005.

(Dollars in Thousands)	Years Ended December 31,		
	2007	2006	2005
Net income	\$ 111,392	\$ 88,085	\$ 9,044
Other comprehensive income (loss):			
Change in net unrealized appreciation on investments	(2,543)	20,856	(22,037)
Adjustment for net realized gains included in income	(9,670)	(9,965)	(4,540)
Adjustment for minimum pension liability	—	—	1,932
Change in unrecognized employee benefits costs	(7,239)	—	—
Adjustment for employee benefits costs included in income	1,180	—	—
Other comprehensive income (loss), before tax	(18,272)	10,891	(24,645)
Income tax effect	6,394	(3,812)	8,626
Other comprehensive income (loss), after tax	(11,878)	7,079	(16,019)
Comprehensive income (loss)	\$ 99,514	\$ 95,164	\$ (6,975)

NOTE 15. LEASE COMMITMENTS

At December 31, 2007, we were obligated under noncancelable operating lease agreements for office space, vehicles, computer equipment and office equipment. Most of our leases include renewal options, purchase options or both. These provisions may be exercised by us upon the expiration of the related lease agreements. Rental expense under our operating lease agreements was \$4,785,000, \$4,714,000 and \$4,558,000 for the years ended December 31, 2007, 2006 and 2005, respectively. Our most prominent lease arrangement is for office space through which we conduct the insurance operations of our Galveston, Texas, location. This lease was initiated in December 2004, with a lease term of 10 years. The annual lease payment for this office space is approximately \$2,100,000.

At December 31, 2007, our future minimum rental payments are as follows:

(Dollars in Thousands)		
2008	\$	4,390
2009		4,177
2010		3,636
2011		2,897
2012		2,403
Thereafter		5,534
Total	\$	23,037

United Fire & Casualty Company and Subsidiaries

Report of Independent Registered Public Accounting Firm on Financial Statements

Board of Directors and Stockholders
United Fire & Casualty Company

We have audited the accompanying consolidated balance sheets of United Fire & Casualty Company (United Fire) as of December 31, 2007 and 2006, and the related consolidated statements of income, stockholders' equity, and cash flows for each of the three years in the period ended December 31, 2007. Our audits also included the financial statement schedules of United Fire listed in Item 15(a)(2). These financial statements and schedules are the responsibility of United Fire's management. Our responsibility is to express an opinion on these financial statements and schedules based on our audits.

We conducted our audits in accordance with standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the consolidated financial position of United Fire & Casualty Company at December 31, 2007 and 2006, and the consolidated results of its operations and its cash flows for each of the three years in the period ended December 31, 2007, in conformity with U.S. generally accepted accounting principles. Also, in our opinion, the related financial statement schedules, when considered in relation to the basic financial statements taken as a whole, present fairly in all material respects the information set forth therein.

During 2006, United Fire changed its method of accounting for the recognition of stock-based compensation expense and the recognition of the funded status of its defined benefit pension and postretirement plans, which has been discussed in Note 1 to the consolidated financial statements.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States), the effectiveness of United Fire's internal control over financial reporting as of December 31, 2007, based on criteria established in Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission and our report, dated February 27, 2008, expressed an unqualified opinion thereon.

/s/ Ernst & Young LLP
Ernst & Young LLP

Chicago, Illinois
February 27, 2008

MANAGEMENT REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING

The management of United Fire & Casualty Company is responsible for establishing and maintaining adequate internal control over financial reporting. United Fire & Casualty Company's internal control over financial reporting is a process designed under the supervision of its Chief Executive Officer and Chief Financial Officer to provide reasonable assurance regarding the reliability of financial reporting and the preparation of its consolidated financial statements for external purposes in accordance with U.S. generally accepted accounting principles.

As of December 31, 2007, United Fire & Casualty Company's management assessed the effectiveness of internal control over financial reporting based on the criteria for effective internal control over financial reporting established in "Internal Control — Integrated Framework," issued by the Committee of Sponsoring Organizations (COSO) of the Treadway Commission. Based on the assessment, United Fire & Casualty Company's management determined that effective internal control over financial reporting is maintained as of December 31, 2007, based on those criteria.

Ernst & Young LLP, the independent registered public accounting firm that audited the consolidated financial statements of United Fire & Casualty Company included in this Annual Report on Form 10-K, has audited the effectiveness of internal control over financial reporting as of December 31, 2007. Their report, which expresses an unqualified opinion on the effectiveness of United Fire & Casualty Company's internal control over financial reporting as of December 31, 2007, is included in this item under the heading "Report of Independent Registered Public Accounting Firm on Internal Control Over Financial Reporting."

Dated: February 27, 2008

/s/ Randy A. Ramlo

Randy A. Ramlo
Chief Executive Officer

/s/ Dianne M. Lyons

Dianne M. Lyons
Chief Financial Officer

United Fire & Casualty Company and Subsidiaries

Report of Independent Registered Public Accounting Firm on Internal Control Over Financial Reporting

Board of Directors and Stockholders
United Fire & Casualty Company

We have audited the internal control over financial reporting of United Fire & Casualty Company (United Fire) as of December 31, 2007, based on criteria established in Internal Control – Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (the COSO criteria). United Fire's management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting included in the accompanying Management's Report on Internal Control Over Financial Reporting. Our responsibility is to express an opinion on United Fire's internal control over financial reporting based on our audit.

We conducted our audit in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects. Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with U.S. generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with U.S. generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

In our opinion, United Fire & Casualty Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2007, based on the COSO criteria.

We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States), the consolidated balances sheets of United Fire & Casualty Company as of December 31, 2007 and 2006, and the related consolidated statements of income, stockholders' equity, and cash flows for each of the three years in the period ended December 31, 2007, and our report dated February 27, 2008, expressed an unqualified opinion thereon.

/s/ Ernst & Young LLP
Ernst & Young LLP

Chicago, Illinois
February 27, 2008

ITEM 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE

None.

ITEM 9A. CONTROLS AND PROCEDURES

EVALUATION OF DISCLOSURE CONTROLS AND PROCEDURES

Our management, with the participation of our chief executive officer and chief financial officer, evaluated the effectiveness of our disclosure controls and procedures (as defined in Rule 15d-15(e) under the Securities Exchange Act of 1934, as amended (the "Exchange Act")) as of the end of the period covered by this report. Based on that evaluation, the chief executive officer and chief financial officer concluded that our disclosure controls and procedures as of the end of the period covered by this report were designed and functioning effectively to provide reasonable assurance that the information required to be disclosed by us in reports filed under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the Securities and Exchange Commission's rules and forms. We believe that a controls system, no matter how well designed and operated, cannot provide absolute assurance that the objectives of the controls system are met and no evaluation of controls can provide absolute assurance that all control issues and instances of fraud, if any, within a company have been detected.

MANAGEMENT'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING

Management's annual report on internal control over financial reporting and the attestation report of our independent registered public accounting firm are included in Item 8 under the headings "Management's Report on Internal Control over Financial Reporting" and "Report of Independent Registered Public Accounting Firm on Internal Control over Financial Reporting," respectively and incorporated herein by reference.

CHANGES IN INTERNAL CONTROL OVER FINANCIAL REPORTING

As required by Rule 15d-15(e) under the Securities Exchange Act of 1934, our management, including our chief executive officer and chief financial officer, has evaluated our internal control over financial reporting to determine whether any changes occurred during our fourth fiscal quarter that have materially affected, or are reasonably likely to materially affect, our internal control over financial reporting. Based on this evaluation, no such change in our internal control over financial reporting occurred during our fourth fiscal quarter.

ITEM 9B. OTHER INFORMATION

None.

United Fire & Casualty Company and Subsidiaries

PART III

ITEM 10. DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE

DIRECTORS AT UNITED FIRE

<u>Age (as of December 31, 2007), Present Position and Business Experience</u>	<u>Term as Director Expires</u>	<u>Served as Director Since</u>
Scott McIntyre Jr., 74, has served as chairman of our board of directors since 1975. He has been employed by us in various capacities since 1954, including as president from 1966 to 1997 and as chief executive officer from 1991 to 2000. Mr. McIntyre is the father-in-law of Christopher R. Drahozal, who also serves as a director. Mr. McIntyre has agreed to be nominated as a director at our next annual stockholders' meeting in 2008.	May 2008	1956
Christopher R. Drahozal, 46, is a professor of law at the University of Kansas School of Law, Lawrence, Kansas, where he has taught since 1994. Mr. Drahozal is the son-in-law of Scott McIntyre Jr.	May 2009	1997
Jack B. Evans, 59, is president of the Hall-Perrine Foundation, a private philanthropic corporation located in Cedar Rapids, Iowa. He has served as its president since January 1996. Prior to that, Mr. Evans was employed by SCI Financial Group, Cedar Rapids, Iowa, serving as its president from 1993 to 1995. SCI Financial Group was a regional financial services firm providing brokerage, insurance and related services to its clients. In addition to United Fire & Casualty Company, Mr. Evans also serves on the board of directors of Nuveen Institutional Advisory Corp. of Chicago, Illinois and on the Board of Regents for the State of Iowa. He is also a former director of Alliant Energy Corporation of Madison, Wisconsin and the Federal Reserve Bank of Chicago.	May 2009	1995
Thomas W. Hanley, 55, is a teacher at Xavier High School, a Catholic high school in Cedar Rapids, Iowa. He began teaching full time in 2004. From 2002 to 2004, Mr. Hanley conducted post-graduate studies in Theology at Loras College in Dubuque, Iowa. From 1979 to April 2003, Mr. Hanley was employed as a certified public accountant by McGladrey & Pullen, LLP, a tax and accounting firm in Cedar Rapids, Iowa. Mr. Hanley served as a partner at McGladrey & Pullen, LLP from 1983 to January 2002.	May 2009	2003
Douglas M. Hultquist, 52, is the president, chief executive officer and a director of QCR Holdings, Inc., a multi-bank holding company headquartered in Moline, Illinois that serves Moline and Rockford, Illinois; Milwaukee, Wisconsin and Davenport and Cedar Rapids, Iowa through wholly owned subsidiary banks. He was a public accountant with KPMG Peat Marwick beginning in 1977 and was named a partner of that firm in 1987. In 1991, the Quad City office of KPMG Peat Marwick merged with McGladrey & Pullen, a tax and accounting firm. Mr. Hultquist served as a tax partner in the Quad City office of McGladrey & Pullen from 1991 until he left and co-founded QCR Holdings, Inc. in 1993. Mr. Hultquist serves as director of Quad City Bank & Trust; director of Cedar Rapids Bank & Trust; director of Rockford Bank & Trust; director of Quad City Bancard; director of First Wisconsin Bank & Trust; and director of M2 Lease Funds. Mr. Hultquist also serves as board chair of Augustana College in Rock Island, Illinois. Mr. Hultquist has agreed to be nominated as a director at our next annual stockholders' meeting in 2008.	May 2008	2007
James A. Leach, 65, served as a Representative from Iowa to the United States Congress from 1977 until 2007. Immediately prior to leaving Congress, Mr. Leach served as chairman emeritus, Committee on Banking and Financial Services; member, Committee on International Relations; and chairman, Subcommittee on East Asian and Pacific Affairs. Mr. Leach is currently Director of the Institute of Politics at Harvard University's Kennedy School of Government in Cambridge, Massachusetts. He is currently on leave from Princeton University in Princeton, New Jersey where he is the John L. Weinberg Visiting Professor at the Woodrow Wilson School of Public and International Affairs.	May 2010	2007

United Fire & Casualty Company and Subsidiaries

<u>Age (as of December 31, 2007), Present Position and Business Experience</u>	<u>Term as Director Expires</u>	<u>Served as Director Since</u>
Casey D. Mahon, 56, is an adjunct professor of law at the University of Iowa College of Law, Iowa City, Iowa, where she has taught since 1998. Ms. Mahon was employed as senior vice president and general counsel of McLeodUSA, Inc. from June 1993 until she retired in February 1998. McLeodUSA, Inc. provides integrated communications services. Ms. Mahon has agreed to be nominated as a director at our next annual stockholders' meeting in 2008.	May 2008	1993
George D. Milligan, 51, is president of The Graham Group, Inc., Des Moines, Iowa, a position he has held since 1985. The Graham Group includes a real estate firm specializing in the development of medical office buildings and a construction firm specializing in the construction of hospital facilities. Since 2005, Mr. Milligan has also served on the board of directors of West Bancorporation, Inc. of West Des Moines, Iowa.	May 2009	1999
Mary K. Quass, 57, is president and chief executive officer of NRG Media, LLC, Cedar Rapids, Iowa. NRG Media, LLC is a radio broadcasting group of over 60 stations founded in August 2002. Ms. Quass is also president and chief executive officer of Quass Communications, LLC. Founded in 1998, Quass Communications, LLC is a privately held investment company. From 1988 to 1998, Ms. Quass held the position of president and chief executive officer of Quass Broadcasting Company, which operated radio stations and a sign company. In 1998, Quass Broadcasting Company merged with Capstar Broadcasting Partners to form Central Star Communications. Ms. Quass served as president and chief executive officer of Central Star Communications, which operated over 50 radio stations throughout the Midwest, until 2000.	May 2010	1998
John A. Rife, 65, retired in May 2007 as our president and chief executive officer. Mr. Rife continues to serve as president of our life subsidiary, United Life Insurance Company, a position he has held since 1984. Mr. Rife has served as a director of United Life Insurance Company since 1983. Since 2001, Mr. Rife has served on the board of directors of Cedar Rapids Bank & Trust, a bank in Cedar Rapids, Iowa. Since 2006, he has served on the board of directors of QCR Holdings, Inc., the parent holding company of Cedar Rapids Bank & Trust. Mr. Rife also serves on the boards of trustees of United Way of East Central Iowa and Mercy Medical Center.	May 2010	1998
Kyle D. Skogman, 57, is president of Skogman Construction Co. of Iowa, a company that specializes in residential construction, primarily in Cedar Rapids, Iowa. He has served in that capacity since 1990.	May 2010	2000
Frank S. Wilkinson Jr., 68, retired in December 2000 from E.W. Blanch Co., a Minneapolis, Minnesota company that provides risk management and distribution services and arranges reinsurance coverage between insurers and reinsurers. Before retiring after 31 years of service, Mr. Wilkinson held a number of positions with E.W. Blanch, including executive vice president and director from 1993 to 2000. Mr. Wilkinson served on the board of directors of Hub International, Ltd. of Chicago, Illinois from April 2003 until June 2007. Mr. Wilkinson currently serves on the board of directors of Benfield Group, Ltd. of London, England where he serves on the audit, remuneration (compensation) and nominating and governance committees. Mr. Wilkinson has agreed to be nominated as a director at our next annual stockholders' meeting in 2008.	May 2008	2001

United Fire & Casualty Company and Subsidiaries

EXECUTIVE OFFICERS AND CERTAIN SIGNIFICANT EMPLOYEES AT UNITED FIRE

The following table sets forth information as of December 31, 2007, concerning the following executive officers and significant employees.

<u>Name</u>	<u>Age</u>	<u>Position</u>
Scott McIntyre Jr. ⁽¹⁾	74	Chairman of the Board of Directors
Randy A. Ramlo ⁽¹⁾	46	President and Chief Executive Officer
Michael T. Wilkins ⁽¹⁾	44	Executive Vice President, Corporate Administration
Brian S. Berta	43	Vice President, Great Lakes regional office
David E. Conner ⁽¹⁾	49	Vice President and Chief Claims Officer
Barrie W. Ernst ⁽¹⁾	53	Vice President and Chief Investment Officer
David L. Hellen	55	Resident Vice President, Denver regional office
Kent J. Hutchins ⁽¹⁾	49	Vice President and Chief Operating Officer, United Life Insurance Company
Joseph B. Johnson	55	Resident Vice President, Gulf Coast regional office
David A. Lange	50	Corporate Secretary and Fidelity and Surety Claims Manager
Dianne M. Lyons ⁽¹⁾	44	Vice President and Chief Financial Officer
Scott A. Minkel	45	Vice President, Information Services
Douglas A. Penn	58	Vice President, Midwest regional office
Dennis J. Richmann	43	Vice President, Fidelity and Surety
John A. Rife ⁽¹⁾	65	President, United Life Insurance Company
Neal R. Scharmer ⁽¹⁾	51	Vice President, General Counsel and Corporate Secretary
Allen R. Sorensen	49	Vice President, Corporate Underwriting
Colleen R. Sova	53	Vice President, e-Solutions
Timothy G. Spain	56	Vice President, Human Resources
Galen E. Underwood	67	Treasurer

(1) Executive Officers

A brief description of the business experience of these officers follows.

Scott McIntyre Jr., chairman of our board of directors, has served us in that capacity since 1975. We have employed Mr. McIntyre in various capacities since 1954, including as president from 1966 to 1997 and as chief executive officer from 1991 to 2000.

Randy A. Ramlo was appointed our president and chief executive officer in May 2007. He previously served us as chief operating officer from May 2006 until May 2007, as executive vice president from May 2004 until May 2007, and as vice president, fidelity and surety, from November 2001 until May 2004. He also worked as an underwriting manager in our Great Lakes region. We have employed Mr. Ramlo since 1984.

Michael T. Wilkins became our executive vice president, corporate administration, in May 2007. He was our senior vice president, corporate administration, from May 2004 until May 2007, our vice president, corporate administration, from August 2002 until May 2004 and the resident vice president in our Lincoln regional office from 1998 until 2002. Prior to 1998, Mr. Wilkins held various other positions within our company since joining us in 1985.

Brian S. Berta is vice president of our Great Lakes region, a position he has held since May 2006. Mr. Berta previously served as underwriting manager in our Great Lakes region and has been employed by us since 1993.

David E. Conner was appointed our vice president and chief claims officer, effective January 1, 2005. Mr. Conner has served in various capacities within the claims department, including claims manager and assistant vice president, since joining us in 1998.

United Fire & Casualty Company and Subsidiaries

Barrie W. Ernst is our vice president and chief investment officer. He joined us in August 2002. Previously, Mr. Ernst served as senior vice president of SCI Financial Group, Cedar Rapids, Iowa, where he worked from 1980 to 2002. SCI Financial Group was a regional financial services firm providing brokerage, insurance and related services to its clients.

David L. Hellen was appointed resident vice president of our Denver regional office in 1988. We have employed Mr. Hellen since 1975.

Kent J. Hutchins was named vice president and chief operating officer of our life insurance subsidiary, United Life Insurance Company, in May 2007 after serving as its vice president and general manager from August 2006 until May 2007. Mr. Hutchins was previously employed by Tricor Lending and Financial Services in Prairie du Chien, Wisconsin. As an employee of Tricor, he was a member of our life agency force for 25 years before joining United Life Insurance Company as a marketing representative for the state of Wisconsin in June 2004.

Joseph B. Johnson was promoted to resident vice president of our Gulf Coast regional office in May 2007 after having served as branch manager since August 2006. Mr. Johnson has over 25 years of experience in the insurance industry. From August 2001 until August 2006, he served as vice president of insurance operations for Beacon Insurance Group in Wichita Falls, Texas.

David A. Lange has served as one of our corporate secretaries since 1997. Mr. Lange has also been a surety claims manager since he began his employment with us in 1987.

Dianne M. Lyons was appointed chief financial officer in May 2006. She was appointed vice president in May 2003 and served as our controller from 1999 until May 2006. Ms. Lyons has been employed by us in the accounting department since 1983.

Scott A. Minkel is our vice president, information services, a position he has held since May 2007. Prior to his promotion, Mr. Minkel served in various capacities within the information services department since joining us in 1984, including assistant vice president, director of information services and programming manager.

Douglas A. Penn is vice president of our Midwest regional office, a position he has held since May 2007. Since joining us in 1974, Mr. Penn has served in a variety of capacities including underwriting manager, marketing representative and commercial underwriter.

Dennis J. Richmann was named our vice president, fidelity and surety, in May 2006. He has been employed by us in various capacities since joining us in August 1988, most recently as surety bond underwriting manager.

John A. Rife retired in May 2007 as our president and chief executive officer. Mr. Rife continues to serve as president our life subsidiary, United Life Insurance Company, a position he has held since 1984. Mr. Rife has served as a director of United Life Insurance Company since 1983 and has served us as a director since 1998.

Neal R. Scharmer was appointed our vice president and general counsel in May 2001 and corporate secretary in May 2006. He joined us in 1995.

Allen R. Sorensen became our vice president, corporate underwriting, in May 2006. Mr. Sorensen began his career with us in June 1981 and has served us in various capacities including underwriting, product support and product automation.

Colleen R. Sova serves as vice president in our e-solutions department, a position she has held since May 2007. Prior to her promotion, Ms. Sova has served us in a variety of capacities since joining us in 1981 including assistant vice president and director of e-solutions, director of claims administration, claims supervisor and claims adjuster.

Timothy G. Spain became our vice president, human resources in July 2006. Mr. Spain began his employment with us in December 1994, most recently serving as training director.

Galen E. Underwood has served as our treasurer since 1979. He has been our employee since 1963.

AUDIT COMMITTEE

We have a separately designated standing audit committee as defined in Section 3(a)(58)(A) of the Securities Exchange Act of 1934. The board of directors has adopted an Audit Committee Charter that we have published on our web site, www.unitedfiregroup.com under "Investor Relations." Copies of the Audit Committee Charter can also be obtained free of charge by writing to Investor Relations c/o United Fire Group, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909. Our audit committee is composed of directors who are independent from management and free from any relationship that, in the opinion of the directors, would interfere with their exercise of independent judgment. The audit committee is primarily concerned with the effectiveness of audits of us performed by our internal auditor and independent registered public accounting firm. The audit committee seeks to maintain free and open communications between the directors, the independent registered public accounting firm, the internal auditors and management. Its duties consist of reviewing recommendations by the internal auditor and the independent registered public accounting firm on accounting matters and internal controls; advising the board on the scope of audits; reviewing our interim and annual Consolidated Financial Statements and the accounting standards and principles followed; appointing the independent registered public accounting firm; and conducting independent inquiries, if necessary. The audit committee meets at least four times annually. Current members of our audit committee include: Thomas W. Hanley (Chair), Jack B. Evans, George D. Milligan, Mary K. Quass and Kyle D. Skogman.

AUDIT COMMITTEE FINANCIAL EXPERT

The board of directors has determined that Thomas W. Hanley is an audit committee financial expert as defined by Item 407(d)(5) of Regulation S-K of the Securities Exchange Act of 1934 and is independent, as independence for audit committee members is defined in the listing standards of the NASDAQ Stock Market.

CODE OF ETHICS AND BUSINESS CONDUCT

The board of directors has adopted a Code of Ethics and Business Conduct that applies to all our officers, directors and employees. The Code of Ethics and Business Conduct establishes procedures regarding the reporting of a violation of the code. We have published our Code of Ethics and Business Conduct on our website at www.unitedfiregroup.com under "Investor Relations." Copies of the Code of Ethics and Business Conduct can also be obtained free of charge by writing to Investor Relations c/o United Fire Group, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909.

ITEM 11. EXECUTIVE COMPENSATION

COMPENSATION DISCUSSION AND ANALYSIS

The compensation committee of our board of directors is responsible for developing the philosophy and structure for compensation of our named executive officers and other senior executive officers. Our named executive officers include: Scott McIntyre Jr., chairman of our board of directors; Randy A. Ramlo, our president, chief executive officer and principal executive officer; Dianne M. Lyons, our vice president, chief financial officer and principal financial officer; Michael T. Wilkins, our executive vice president; John A. Rife, president of our life insurance company subsidiary, United Life Insurance Company; and Barrie W. Ernst, our vice president and chief investment officer. Each year, the compensation committee reviews and recommends to the board of directors the compensation of the named executive officers.

COMPENSATION AND BENEFITS PHILOSOPHY

The objectives of our compensation programs for senior executive officers are to attract and retain qualified senior executive officers, assure that our compensation of senior executive officers is fair and reasonable and provide incentives to our senior executive officers that are tied to both executing a sound business strategy and achieving shareholder value.

The compensation committee charter, which has been adopted by our board of directors, governs the compensation committee's activities and spells out its responsibilities. Some key features of that charter include:

- The compensation committee must be composed of only independent directors, with a minimum of three members.
- The compensation committee must conduct at least two meetings each calendar year.
- The compensation committee has the resources and authority to retain and compensate any outside counsel, expert, consultant or advisor it deems appropriate and necessary.

The responsibilities and functions of the compensation committee that relate to compensation for senior executive officers and directors are as follows:

- Annually recommend to the board of directors for approval the salaries, bonus and other compensation for all of our executive officers.
- Review and discuss with management the information reported in the Compensation Discussion and Analysis, and based on the review and discussions recommend to the board of directors that it be included in our annual report on Form 10-K.
- Approve and grant, or recommend to the board of directors the approval and granting of, stock options and other types of equity-based compensation in accordance with the terms of stock option and other equity-based plans.
- Periodically review and report to the board of directors about the competitiveness of our executive compensation programs.
- Periodically review and recommend to the board of directors for approval the compensation of our directors.
- Periodically review and make recommendations to the board of directors concerning appropriate levels of liability insurance for our directors and officers.
- Annually evaluate the compensation committee charter and the compensation committee's performance and make such reports to the board of directors as it deems warranted.

United Fire & Casualty Company and Subsidiaries

- Prepare and approve the compensation committee's report for inclusion in our annual proxy statement and report on Form 10-K in compliance with applicable rules and regulations of the Securities and Exchange Commission, the state of Iowa and the NASDAQ Stock Market, Inc.

When determining compensation levels for senior executive officers, the compensation committee considers the following principles:

- *Performance.* We strive to reward performance of our executive officers by linking compensation to individual performance, business unit performance, and company performance. Management believes that tying an individual's compensation to these three performance indicators is an important part of aligning our objectives with the personal interest of our senior executive officers.
- *Fairness and Reasonableness.* We strive to provide compensation and benefit programs that are fair and that reasonably reward senior executive officers for their services without being on the high end of salary ranges for comparable companies. The compensation committee reviews a variety of factors, including the cost of living and quality of life in the geographical areas where we are located, the executive's experience level, the responsibilities of an executive's position, our employee-friendly culture, the desire to avoid significant compensation disparities between senior executive officers and all other employees, and compensation and benefits of executives of other insurance companies and other companies of comparable size and geographic scope.
- *Cost.* By designing compensation programs that are cost-effective and affordable, we strive to protect the interests of our shareholders.

Our board of directors uses the total compensation approach to executive compensation, and considers both currently paid compensation and long-term incentive compensation to be necessary compensation tools. Our board of directors favors currently paid compensation, over long-term incentive compensation, believing it provides an immediate incentive for our executives. Executive compensation changes for 2008 are discussed in "Compensation Changes - 2008." Our board of directors awards long-term incentive compensation on a discretionary basis. Current paid compensation, coupled with long-term incentives, provides the compensation committee and the board of directors the flexibility necessary to design compensation programs that are fair and appropriate.

We have no written employment contracts or severance agreements with any of our executives. All our employees, including all senior executive officers, are "at will" employees.

We believe that ownership of our common stock promotes the alignment of directors' and officers' interests with ours and those of our shareholders. Our Articles of Incorporation require that all directors own our stock, but the Articles do not require or recommend a certain number of shares to be owned. We do not require our officers to be shareholders. During 2008, the compensation committee and board of directors are implementing stock ownership guidelines for executive officers.

ELEMENTS OF COMPENSATION

We compensate our senior executive officers using direct compensation, company-sponsored benefit plans and, to a minor extent, perquisites. As direct compensation, we pay base salary, performance-based cash awards, flexible benefit credits and equity awards. Company-sponsored benefit plans include insurance plans and retirement plans. As a minor part of our compensation program, we provide perquisites to certain of our senior executive officers.

Direct Compensation

Direct compensation consists of (i) base salary, (ii) annual performance-based cash awards, (iii) flexible benefit credits and (iv) long-term equity based awards. We pay these elements of direct compensation because we believe each of the following to be true:

- A fair and reasonable base salary is essential to attract and retain good executives.

United Fire & Casualty Company and Subsidiaries

- Annual performance-based cash awards are valuable in recognizing and rewarding both individual achievement and the executive's role in our overall performance.
- Equity-based compensation helps executives to "think like owners" and, therefore, align their interests with those of our shareholders.

Flexible benefit credits allow executives to elect benefits that correspond to their individual needs and preferences.

Base Salary

We design base salary to attract and retain experienced executives who can help us achieve our business goals. We determine an executive's initial base salary by considering a variety of factors, including the executive's experience level, the responsibilities of the executive's position, our existing compensation structure, the compensation levels in other companies, the cost of living and quality of life in the geographical areas where we are located and our employee-friendly culture. In addition, to determine increases in an executive's base salary, we consider individual performance, pertinent experience with us and increases in responsibility.

Annual Performance-Based Cash Awards

We maintain an annual incentive plan that provides annual performance-based cash awards. This plan links a portion of annual compensation directly to our performance. Each calendar year, all employees (except the chairman of the board and the president of our life insurance subsidiary) are eligible to participate in the plan if they (1) have worked for us for at least twelve months, (2) have 1,000 hours of service during the calendar year and (3) are in our employ at the time the cash awards for that year are paid. Employees who are otherwise eligible to participate who retire during the calendar year receive payments under this plan prorated to the date of their retirement. Our objective in using the annual incentive plan is to provide a strong financial incentive to all employees to achieve critical corporate, branch and department goals. To measure achievement under the annual incentive plan for all eligible employees (except our chief executive officer), we use three performance indicators: corporate return on equity (ROE), business unit targets based on losses and loss settlement expenses (loss ratio) and cost center expense targets. For our chief executive officer we use two performance indicators: ROE and our corporate growth rate, as measured by our property and casualty segment's direct premium written through our independent agencies. Each year, we establish minimum, target and maximum levels of performance for each performance indicator. After each fiscal year, we assess company performance for each performance indicator, comparing actual results to the pre-determined minimum, target and maximum levels. Attaining the highest level of performance in each of the three indicators would result in a cash award of 48.0 percent of base salary for our chief executive officer and 30.0 percent of base salary for our other participating named executive officers.

The compensation committee chose ROE as an annual incentive plan performance indicator because it believes that ROE is a good overall measure for evaluating our operating performance and that the value of our common stock is closely related to ROE performance. Accordingly, achieving ROE target levels should enhance our stock value and shareholder return. In determining whether we have achieved our ROE target goal, ROE is calculated based on after-tax consolidated earnings divided by average equity. We reserve the right to exclude the impact of net unrealized appreciation from our ROE calculation.

The compensation committee chose business unit loss ratios and cost center expense targets as annual incentive plan performance indicators because they are good measures of our underwriting performance and overall profitability. If we are able to keep our expenses in line with guidelines established for cost center expense targets, we are able to achieve profitability for ourselves and value for our shareholders. In determining whether we have achieved our business unit targets, loss ratios are calculated by dividing net premiums earned by net losses incurred plus allocated loss settlement expenses paid. Cost center expense targets are measured by expenses expressed as a percentage of direct written premiums.

The chairman of the board and the president of our life subsidiary are not participants in our annual incentive plan. For these individuals, the compensation committee determines on a discretionary basis what, if any, annual performance-based cash awards to grant them. The compensation committee recommends those awards to the board

United Fire & Casualty Company and Subsidiaries

of directors, which has the final approval. In making this determination, the compensation committee considers our achievement of the same three performance indicators that are used in the annual incentive plan, emphasizing each executive's overall performance in their leadership roles.

The table below shows the 2007 performance goals and actual results for our annual incentive plan. Payments to named executive officers under our annual incentive plan are made in March 2008 for performance during 2007.

Annual Incentive Plan

Performance Measure	2007 Plan Goals			2007 Annual Incentive Plan Actual Results (%)	Percentage of Total Incentive Plan Award to Executive (%)
	Threshold (%)	Target (%)	Maximum (%)		
Return on Equity					
Chief Executive Officer	10.0%	13.0%	16.0%	17.8%	75.0%
Other Named Executive Officers ⁽¹⁾	10.0	13.0	16.0	17.8	60.0
Business Unit Loss Ratio					
Chief Executive Officer	—	—	—	—	—
Other Named Executive Officers ⁽¹⁾	60.0	52.5	45.0	43.0	20.0
Cost Center Expense Target					
Chief Executive Officer	—	—	—	—	—
Other Named Executive Officers ⁽¹⁾	3.0	2.5	2.0	2.3	20.0
Corporate Growth Rate					
Chief Executive Officer	2.5	2.5	2.5	(0.3)	25.0
Other Named Executive Officers ⁽¹⁾	—	—	—	—	—

(1) Named executive officers participating in our annual incentive plan include Mr. Ramlo, Ms. Lyons, Mr. Ernst and Mr. Wilkins. Mr. McIntyre and Mr. Rife do not participate in the plan.

Flexible Benefit Credits

We maintain a flexible benefit credits program for all of our employees. Under this program, we allocate flexible benefit credits to each employee based on a formula that considers length of service with us and base salary. All employees are treated the same under the program. Near the end of each year, our employees determine how to "spend" their flexible benefit credits. Employees can allocate their credits among a variety of benefits, including supplemental life insurance, medical insurance, dental insurance, dependent life insurance and up to one week of vacation. If the flexible benefit credits allocated to an individual employee are not enough to cover their selected benefits, the difference is deducted from the employee's base salary. If an employee has excess flexible benefit credits available after making his or her benefit elections, the employee can elect to take the excess credits as direct cash compensation or contribute cash to our 401(k) plan.

This program gives each employee the opportunity to select the medical and other insurance options that best meets his or her individual needs and preferences. Each employee must choose between two company-sponsored medical plan options or waive medical coverage. If an employee waives medical coverage, we reduce that employee's flexible benefit credits.

Long-Term Equity Based Awards

We have adopted an employee stock option plan as part of our overall compensation program. The principal purpose of our board of directors granting stock options to named executive officers is to retain those executives and to provide compensation that encourages those executives to increase shareholder value by executing our strategies and achieving our goals. The expense related to these option awards is recognized in our Consolidated Financial Statements over the vesting period of the awards.

United Fire & Casualty Company and Subsidiaries

Our board of directors has full discretion to issue stock options to our named executive officers under the employee stock option plan. Each year, the compensation committee determines whether and to what extent it will recommend to the board of directors the granting of stock options to our named executive officers and other key employees. The board of directors then determines whether or not to act upon the committee's recommendations. At the board's regularly scheduled meeting held on February 16, 2007, the board granted stock options to named executive officers and other key employees. The exercise price of those options was the closing market price for our common stock on that date. The board of directors grants options at the February meeting each year because it is the first regularly scheduled meeting following the release of year-end earnings. In 2007, there were no material announcements made by us for the period between the release of year-end earnings and the granting of stock options.

The employee stock option plan permits repricing of options only in the limited circumstances of a stock split, combination of shares, stock dividend, reclassification, merger, consolidation, reorganization, recapitalization, or similar adjustment to the security underlying the options, or our dissolution or liquidation.

Options our board of directors has granted under the employee stock option plan have the following characteristics:

- Options vest 20 percent each year on the first five anniversaries of the grant date. Options vest immediately if we enter into an agreement to dispose of all or substantially all of our assets or capital stock. Under the employee stock option plan, the board of directors also has authority to accelerate vesting of stock options at their discretion.
- Options expire on the sooner of:
 - Ten years after the date on which they are granted;
 - One year after the termination of employment for reason of death or disability; or
 - 30 days after the termination of employment for any reason other than death or disability, unless extended by the board of directors by up to one year after termination of employment.
- The exercise price is the closing market price for our common stock on the option grant date.

To confirm the board's established practice, in 2007 the board of directors adopted a written policy regarding the issuance of options under the employee stock option plan. The policy provides that all options shall be issued at regularly scheduled meetings of the board of directors and that the exercise price for options issued under the plan shall be the closing market price on the option grant date.

Company-Sponsored Benefit Plans

We believe the insurance and retirement benefit plans we sponsor are an important part of fair and reasonable compensation for all of our employees, including our senior executive officers. We design these benefit plans to attract and retain good employees, to provide a measure of financial security for our employees and to assist our employees in providing for their own financial security in a manner that recognizes individual needs and preferences. We also provide these programs because we believe that employees who have a plan for health and financial security are better employees. We apply these programs equally to all employees. Our benefit plans consist of an insurance plan that provides health, vision, dental, disability and basic term life insurance coverage, and various retirement plans. These retirement plans are described below.

Insurance Plans

Our insurance package includes health, vision, dental, disability and basic term life insurance coverage. Senior executive officers participate in these benefits on the same basis as all of our other employees. These plans permit our employees to establish flexible spending accounts, up to statutorily prescribed maximum contribution amounts, to pay for un-reimbursed medical and dependent care expenses. Also, employees can use their flexible benefit credits as discussed above to tailor their insurance coverage to meet their individual financial security goals and needs.

United Fire & Casualty Company and Subsidiaries

We use a schedule to provide basic term life benefits to each full-time employee based on that employee's salary, with a maximum amount of \$250,000 of coverage for employees with salaries in excess of \$200,000. When an employee reaches age 65, we reduce this benefit to 50 percent of that employee's previous benefit, up to a maximum benefit of \$15,000.

We provide both short-term and long-term disability benefits to all of our employees. Employees are eligible to participate in our short-term disability program after one-half year of continuous employment. Benefits accrue under our short-term disability plan based on the number of years of service with us and then are calculated as a percentage of base salary. Short-term disability benefits terminate after six months.

Employees with one year of continuous service are eligible for our long-term disability program. Benefits under this program begin once an employee has been totally disabled for a period of six months. Benefits are calculated as a percentage of base salary. Employment with us terminates when an employee begins receiving long-term disability benefits.

Retirement Plans

We provide retirement benefits to all of our employees, including senior executive officers, through a combination of qualified and non-qualified plans. The compensation committee periodically reviews the benefits provided by company-sponsored benefit plans to ensure that the benefits provided by these plans are cost effective for us and that they are fair and reasonable. Benefit plan levels are not tied to company, business area or individual performance.

Defined Benefit Pension Plan.

The United Pension Plan is a qualified defined benefit pension plan intended to supplement our employees' retirement income and provide a measure of financial security in retirement. All of our employees who are 21 years of age and older automatically participate in the plan after completing one year of employment and 1,000 hours of service to us. Once eligibility criteria are met, participation in the plan begins on the next January 1 or July 1. Employees become 100 percent vested in the plan after completing five years of service. Plan benefits equal 1.25 percent of an employee's five year average annual compensation, plus .5 percent of average annual compensation in excess of covered compensation, multiplied by the lesser of years of service or 35 years. Covered compensation is determined by reference to the Social Security taxable wage base. Average annual compensation means annual compensation, averaged over the period of five consecutive years of service that produces the highest average. In most cases, the five year measurement period is the last five years of full-time employment prior to retirement.

Deferred Compensation Plan.

We maintain a non-qualified deferred compensation plan for executives at the vice president level or higher. We use this plan to provide these executives the opportunity to plan and supplement their retirement income by deferring receipt of part of their base salary and/or annual performance-based cash award. We hold the amounts deferred by an executive in a separate account for the benefit of that executive.

We pay the deferred amounts to the executive upon termination of employment for any reason after the executive reaches age 59½. The executive may elect to receive the benefits in a lump sum or in annual installments over a period of years ending not later than the year in which the executive reaches 75 years of age. An executive with less than five years of service who defers compensation under this plan forfeits 60 percent of the deferred amounts if that executive terminates employment prior to attaining age 59½. An executive with at least five years of service but less than ten years of service who defers compensation under this plan forfeits 30 percent of the deferred amounts if that executive terminates employment prior to attaining age 59½. An executive becomes fully vested in amounts deferred under our deferred compensation plan when the executive has attained ten years of service or reached age 59½. If the executive dies or becomes disabled while employed by us, we will pay the plan benefits as directed by the executive. The amounts deferred are subject to our creditors. Because an executive has a risk of forfeiture upon termination of employment prior to age 59½, we believe this plan is an important tool to retain our senior executive officers.

United Fire & Casualty Company and Subsidiaries

Self-Funded 401(k) Investment Plan.

We sponsor a 401(k) plan that allows all our employees, including senior executive officers, to make pre-tax contributions, up to statutorily allowed maximums, to an individual 401(k) retirement account and/or to make after-tax contributions to a Roth 401(k) retirement account. Our 401(k) plan offers a variety of investment options, including investment in our stock. Our 401(k) plan allows us to make discretionary contributions to the plan. Because we maintain and fund the defined benefit pension plan, we make no discretionary contributions to the 401(k) plan and we do not match employees' contributions to the 401(k) plan.

Employee Stock Ownership Plan.

We established the United Fire Group Employee Stock Ownership Plan (ESOP) so employees could share in our growth and prosperity. This plan does not permit employee contributions. We make contributions to this plan from time to time at the discretion of management. The plan allocates contributions to Plan participants on a basis determined by base salary level and years of service to us. All employees, including senior executive officers, are automatically enrolled in this plan when they reach age 21, complete one year of service and meet minimum hourly service requirements. Participants are 100 percent vested in the ESOP plan after completing five years of eligible service. Because employees must be participants in this plan for five years to be fully vested, we believe this plan provides additional incentive for employees to remain with us.

Employee Stock Purchase Plan.

The employee stock purchase plan is a non-qualified plan that allows all our employees, including senior executive officers, to purchase shares of our common stock through periodic payroll deductions of \$10 or more per pay period. Plan participants can also make optional cash contributions of \$10 or more in any given month to purchase additional shares. We maintain this plan to provide an opportunity for employees to invest in our stock. We believe that employees who own our stock will be more likely to execute our business strategies to achieve shareholder value.

Perquisites

We do not rely upon perquisites as a method of providing significant compensation to any of our employees, preferring instead to use direct compensation and benefit plans. We provide perquisites that are related to our business or that we believe are necessary to attract and retain key executive personnel.

For security reasons, the board of directors requires that the chairman of our board of directors use our corporate aircraft for business travel. We expect our chief executive officer and other executive officers to use the corporate aircraft for business travel whenever it is reasonable to do so. We permit the chairman of our board of directors and his wife to use the aircraft for personal travel. Through December 31, 2007, we permitted John A. Rife, chief executive officer until May 16, 2007 and president of our life subsidiary, to use the aircraft for personal travel. Under Internal Revenue Service regulations, we report the value of their personal use of the corporate aircraft as ordinary income. We increase their cash compensation to pay the income taxes associated with their personal use of the corporate aircraft.

In addition to the use of our corporate aircraft, we provide the following perquisites:

- We provide as a benefit to our chairman of the board a universal life insurance policy in the amount of \$540,600.
- For our chairman of the board and our life insurance company president we provide home telephone and internet service to enhance their ability to provide services to us.
- Because our chairman of the board, our chief executive officer, our life insurance company president and our chief investment officer use a country club for business entertainment, we pay one-half of the monthly dues for each of these executives.

United Fire & Casualty Company and Subsidiaries

As permitted by Internal Revenue Service regulations, we do not deduct the amount of these payments as business expenses and we do not report the value of these perquisites as income to the executive officers for income tax purposes.

THE ANNUAL COMPENSATION PROCESS

Role of Management

Our chief executive officer, with input from our chairman of the board, has a key role in determining compensation levels for the senior executive officers (not including the chairman of the board and the chief executive officer). Our chief executive officer directs the collection and compilation of data for consideration by the compensation committee. Guided by the principles discussed under "Compensation and Benefits Philosophy," our chief executive officer:

- Identifies appropriate performance measures and recommends to the compensation committee performance targets to determine annual and long-term awards.
- Using survey data and publicly disclosed compensation, develops compensation guidelines for each executive position.
- Based on survey data and on our performance, recommends annual salary and long-term awards to the compensation committee.
- Briefs each executive on the guidelines established for that executive's position.

Independent Consultants

Under its charter, the compensation committee has the authority to engage the services of outside advisors to assist in carrying out its duties. Under this authority, during 2007 the committee engaged the services of Compensation Resources, Inc. as outside compensation consultant to provide advice on compensation matters. The compensation committee engaged Compensation Resources, Inc. to provide an individual who would provide services to and report directly to the compensation committee on matters of executive compensation. Our named executives did not participate in the compensation committee's selection of Compensation Resources, Inc. Compensation Resources, Inc.'s engagement with the compensation committee includes:

- Reviewing and advising on all principal aspects of executive and non-employee director compensation, including base salaries and annual incentive awards for executive officers, and cash compensation and equity awards for non-employee directors;
- Reviewing and advising on target performance levels and the design of our annual incentive plan; and
- Providing advice on executive and director compensation matters as requested by the Committee.

During 2007, the individual also provided assistance to the compensation committee relating to our annual incentive plan for executives and the provisions of our employee stock option plan.

Compensation Resources, Inc. also assists our human resources department with, among other things, structuring various compensation programs that are available to all of our employees. To maintain the independence of the individual who provides services to the compensation committee, he does not provide any other services to us. The compensation committee believes that the individual is independent of management with respect to services provided to the compensation committee because:

- The individual who provides consulting services to the committee does not provide any other services to us;
- The individual who works with the compensation committee reports only to the committee, does not provide reports to our human resources department or to management, and does not meet with our human resources department or management; and

United Fire & Casualty Company and Subsidiaries

- The individual keeps confidential and separate from management all information provided by or to the compensation committee.

Role of the Compensation Committee and the Board of Directors

The compensation committee and the board of directors refers to the principles discussed under “Compensation and Benefits Philosophy” to guide it in determining and implementing compensation programs for the senior executive officers. For senior executive officers other than the chairman of the board and the chief executive officer, the compensation committee receives and reviews the recommendation of management as described above and makes recommendations to the board of directors.

The compensation committee and the board of directors take the following steps to approve the compensation of the chairman of the board and the chief executive officer:

- The compensation committee, with the assistance of Compensation Resources, Inc., identifies appropriate performance measures.
- The compensation committee reviews data provided by Compensation Resources, Inc. and management along with data it obtains from public sources. Based on that review, it recommends to the board of directors the annual salary and long-term awards for the chairman of the board and the chief executive officer.
- The board of directors reviews and considers the proposals of the compensation committee and makes its final determination based on our best interest and that of our shareholders.

United Fire & Casualty Company and Subsidiaries

COMPENSATION DURING THE LAST FISCAL YEAR

Summary Compensation Table – 2007

Name and Principal Position	Year	Salary (\$) ⁽¹⁾	Bonus (\$)	Option Awards (\$) ⁽²⁾⁽³⁾	Non-Equity Incentive Plan Compensation (\$) ⁽⁴⁾	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$)			Total (\$)
Randy A. Ramlo ⁽⁶⁾ President/Chief Executive Officer	2007	\$ 281,250	\$ —	\$ 35,859	\$ 101,250	\$ 13,428	\$ 10,794	\$ 442,581	
	2006	195,833	—	25,916	54,833	11,027	11,634	299,243	
Dianne M. Lyons Vice President/Chief Financial Officer	2007	188,750	—	23,906	54,738	10,396	8,359	286,148	
	2006	130,833	—	12,958	36,633	5,677	8,659	194,760	
John A. Rife ⁽⁷⁾ President – United Life Insurance Company Retired President/Chief Executive Officer	2007	500,000	125,000	47,811	—	23,717	23,990	720,519	
	2006	500,000	250,000	51,833	—	21,104	12,703	835,640	
Scott McIntyre Jr. Chairman of the Board	2007	375,000	100,000	47,811	—	(75,704) ⁽⁸⁾	93,936	541,043	
	2006	375,000	250,000	—	—	29,670	72,546	727,216	
Barrie W. Ernst Vice President/Chief Investment Officer	2007	230,000	—	11,953	66,700	5,634	8,951	323,237	
	2006	220,000	—	6,479	61,600	4,583	11,005	303,667	
Michael T. Wilkins Executive Vice President	2007	205,625	—	23,906	59,631	10,261	8,823	308,246	
	2006	165,000	—	12,958	46,200	6,711	9,979	240,848	

(1) The amounts shown in this column represent base salary without deductions for executive contributions to our 401(k) Plan or salary deferrals.

(2) We use the Black-Scholes model to determine this amount. This model estimates the fair value of traded options, which have different characteristics than employee stock options. Changes to the subjective assumptions used in the model can result in materially different fair value estimates. The hypothetical value determined by using this model is based on the following assumptions for 2007: an exercise price equal to the closing market price on the day of the grant; estimated dividend yield of 2.06 percent; expected volatility of 28.11 percent; a risk-free interest rate of 4.7 percent; and expected lives of seven years. This column reflects the fair value amounts expensed during 2007.

(3) Option awards represented in this column vest 20 percent each year for five years after the first anniversary of the grant date; unvested options are subject to forfeiture until vested.

(4) The amounts shown in this column are those amounts earned by the executive in 2007. These amounts were determined and paid in 2008.

(5) See the "All Other Compensation Detail" table on the next page.

(6) The board of directors appointed Mr. Ramlo as President/Chief Executive Officer of United Fire & Casualty Company and its subsidiaries (except for United Life Insurance Company) effective May 16, 2007.

(7) Mr. Rife retired as President/Chief Executive Officer of United Fire & Casualty Company and its subsidiaries (except for United Life Insurance Company) effective May 16, 2007.

(8) Mr. McIntyre's negative change in pension fund valuation is due to required distributions from the United Pension Plan to Mr. McIntyre under Internal Revenue Service guidelines.

United Fire & Casualty Company and Subsidiaries

The following table provides a detailed breakdown of the "All Other Compensation" figures appearing in the 2007 Summary Compensation Table.

All Other Compensation Detail – 2007

Name	Year	Perquisites and Personal Benefits ⁽¹⁾							Total (\$)
		Country Club Membership (\$) ⁽²⁾	Personal Travel on Company Aircraft (\$)	Misc. (\$) ⁽³⁾	Tax Gross-ups (\$)	Flexible Benefit Credits (\$)	ESOP Allocation (\$)	Insurance Premiums (\$)	
Randy A. Ramlo	2007	\$ —	\$ —	\$ —	\$ 2,050	\$ 6,749	\$ 1,756	\$ 240	\$ 10,794
	2006	—	—	—	2,183	5,443	3,768	240	11,634
Dianne M. Lyons	2007	—	—	—	—	6,594	1,525	240	8,359
	2006	—	—	—	—	5,919	2,560	180	8,659
John A. Rife	2007	3,309	9,885	506	1,485	6,749	1,756	300	23,990
	2006	—	—	—	1,698	6,587	4,118	300	12,703
Scott McIntyre Jr.	2007	2,274	52,241	426	5,472	6,749	1,756	25,018	93,936
	2006	2,539	29,465	731	4,087	6,587	4,118	25,018	72,546
Barrie W. Ernst	2007	—	—	—	146	6,749	1,756	300	8,951
	2006	—	—	—	—	6,587	4,118	300	11,005
Michael T. Wilkins	2007	—	—	—	177	6,749	1,657	240	8,823
	2006	—	—	—	—	6,587	3,212	180	9,979

- (1) If the total perquisites and other personal benefits received by an executive, except for tax gross-ups, does not exceed \$10,000, no amount is shown in this table for that year for that executive.
- (2) Because insurance is a relationship-driven business, we pay one half of annual country club dues for Messrs. Ramlo, Rife, McIntyre and Ernst to provide a facility for business entertainment.
- (3) Includes telephone and internet access.

The following table shows plan-based awards granted to the named executive officers during 2007.

Grants of Plan-Based Awards – 2007

Name	Grant Date ⁽¹⁾	Estimated Future Payouts under Non-Equity Incentive Plan Awards ⁽²⁾			All Other Option Awards: Number of Securities Underlying Options (#)	Exercise or Base Price of Option Awards (\$/Sh)	Aggregate Grant Date Fair Value of Stock and Option Awards (\$)
		Threshold (\$) ⁽³⁾	Target (\$) ⁽⁴⁾	Maximum (\$) ⁽⁵⁾			
Randy A. Ramlo	2/16/2007				15,000	\$ 35.23	\$ 179,293
	N/A	\$ 67,500	\$ 112,500	\$ 135,000			
Dianne M. Lyons	2/16/2007				10,000	35.23	119,529
	N/A	28,313	47,188	56,625			
John A. Rife ⁽⁶⁾	2/16/2007				20,000	35.23	239,057
	N/A	—	—	—			
Scott McIntyre Jr. ⁽⁶⁾	2/16/2007				20,000	35.23	239,057
	N/A	—	—	—			
Barrie W. Ernst	2/16/2007				5,000	35.23	59,764
	N/A	34,500	57,500	69,000			
Michael T. Wilkins	2/16/2007				10,000	35.23	119,529
	N/A	30,844	51,406	61,688			

- (1) All option awards were granted under our employee stock option plan.
- (2) We grant non-equity incentive plan awards under our annual incentive plan. The threshold, target and maximum amounts for future payouts are not determinable. The amounts shown are representative amounts based on the previous fiscal year's performance. We pay awards based on our 2007 performance in 2008. Actual amounts paid to each named executive officer for 2007 are shown in the Summary Compensation Table.
- (3) We estimate the amount in this column by assuming the achievement of threshold levels for all three performance indicators and by multiplying base salary by 24 percent for Mr. Ramlo and 15 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (4) We estimate the amount in this column by assuming the achievement of target levels for all three performance indicators and by multiplying base salary by 40 percent for Mr. Ramlo and 25 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (5) We estimate the amount in this column by assuming the achievement of maximum levels for all three performance indicators and by multiplying base salary by 48 percent for Mr. Ramlo and 30 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (6) Mr. Rife and Mr. McIntyre do not participate in our annual incentive plan.

United Fire & Casualty Company and Subsidiaries

The following table details the outstanding equity awards held by each of our named executive officers as of December 31, 2007.

Outstanding Equity Awards at Fiscal Year-End – 2007

Name	Option Awards			
	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Option Exercise Price (\$/Sh)	Option Expiration Date (1)(2)(3)(4)(5)
Randy A. Ramlo	2,000	—	\$ 15.16	2/21/2012
	1,600	400	15.85	2/21/2013 ⁽¹⁾
	2,400	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	2,000	8,000	39.13	2/17/2016 ⁽⁴⁾
	—	15,000	35.23	2/16/2017 ⁽⁵⁾
Dianne M. Lyons	400	—	15.16	2/21/2012
	800	800	15.85	2/21/2013 ⁽¹⁾
	800	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	1,000	4,000	39.13	2/17/2016 ⁽⁴⁾
	—	10,000	35.23	2/16/2017 ⁽⁵⁾
John A. Rife	1,500	2,000	15.85	2/21/2013 ⁽¹⁾
	4,000	8,000	21.66	2/20/2014 ⁽²⁾
	8,000	12,000	32.39	2/18/2015 ⁽³⁾
	4,000	16,000	39.13	2/17/2016 ⁽⁴⁾
	—	20,000	35.23	2/16/2017 ⁽⁵⁾
Scott McIntyre Jr.	—	2,000	15.85	2/21/2013 ⁽¹⁾
	12,000	8,000	21.66	2/20/2014 ⁽²⁾
	8,000	12,000	32.39	2/18/2015 ⁽³⁾
	—	20,000	35.23	2/16/2017 ⁽⁵⁾
Barrie W. Ernst	12,000	—	17.70	8/1/2012
	1,600	400	15.85	2/21/2013 ⁽¹⁾
	1,200	800	21.66	2/20/2014 ⁽²⁾
	1,000	1,500	32.39	2/18/2015 ⁽³⁾
	500	2,000	39.13	2/17/2016 ⁽⁴⁾
	—	5,000	35.23	2/16/2017 ⁽⁵⁾
Michael T. Wilkins	200	—	17.70	8/1/2012
	—	400	15.85	2/21/2013 ⁽¹⁾
	—	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	1,000	4,000	39.13	2/17/2016 ⁽⁴⁾
	—	10,000	35.23	2/16/2017 ⁽⁵⁾

Table footnotes appear on the next page.

- (1) The unexercisable portion of the options that expire on 2/21/2013 vest in full on 2/21/2008.
- (2) The unexercisable portion of the options that expire on 2/20/2014 vest one-half on 2/20/2008 and one-half on 2/20/2009.
- (3) The unexercisable portion of the options that expire on 2/18/2015 vest one-third on 2/18/2008, one-third on 2/18/2009 and one-third on 2/18/2010.
- (4) The unexercisable portion of the options that expire on 2/17/2016 vest one-fourth on 2/17/2008, one-fourth on 2/17/2009, one-fourth on 2/17/2010 and one-fourth on 2/17/2011.
- (5) The unexercisable portion of the options that expire on 2/16/2017 vest one-fifth on 2/16/2008, one-fifth on 2/16/2009, one-fifth on 2/16/2010, one-fifth on 2/16/2011 and one-fifth on 2/16/2012.

United Fire & Casualty Company and Subsidiaries

The following table represents the number of shares and the value of those shares acquired through the exercise of vested stock options under our Employee Stock Option Plan by the named executive officers during fiscal year 2007.

Option Exercises – 2007

Name	Option Awards	
	Number of Shares Acquired on Exercise (#)	Value Realized on Exercise (\$)
Randy A. Ramlo	—	\$ —
Dianne M. Lyons	—	—
John A. Rife	2,500	41,980
Scott McIntyre Jr.	6,000	100,080
Barrie W. Ernst	3,000	72,900
Michael T. Wilkins	2,800	52,116

POST EMPLOYMENT COMPENSATION

Pension Benefits – 2007

Name	Plan Name	Number of Years of Credited Service (#)	Present Value of Accumulated Benefit (\$)	Payments During Last Fiscal Year (\$)
Randy A. Ramlo	United Pension Plan	23	\$ 232,072	\$ —
Dianne M. Lyons	United Pension Plan	24	157,408	—
John A. Rife	United Pension Plan	31	1,144,540	—
Scott McIntyre Jr.	United Pension Plan	35 ⁽¹⁾	1,110,893	492,260 ⁽²⁾
Barrie W. Ernst	United Pension Plan	5	89,709	—
Michael T. Wilkins	United Pension Plan	22	170,748	—

(1) The maximum number of years allowed under the Plan for computation of benefits is 35. Mr. McIntyre has more than 35 years of service with us.

(2) This figure represents distributions made to Mr. McIntyre during 2007 that should have been made in prior years, including \$22,055 for 2003, \$150,205 for 2004 and \$171,244 for 2005.

The Pension Benefits table above reports the present value of the accumulated pension benefit payable for each named executive officer payable under our United Pension Plan. The present value is based on the retirement benefit formula for the compensation levels and years of service of those officers.

The pension plan uses average annual compensation for a participant for the highest five years for which that participant was paid as a participant. The pension plan uses only salary to determine the average annual compensation, excluding bonuses and other forms of compensation. Under federal law, the maximum salary that can be considered is \$220,000. The Internal Revenue Service adjusts this limit annually based on the Consumer Price Index.

The pension plan provides an annual benefit equal to the sum of 1.25 percent of five year average annual compensation plus 0.5 percent of average annual compensation in excess of covered compensation, multiplied by the lesser of years of service or 35 years. Covered compensation is determined by reference to the Social Security taxable wage base. The valuation method and all material assumptions used to determine the present value of the accrued pension benefit for each named executive officer is discussed in greater detail above under “Company-Sponsored Benefit Plans – Retirement Plans.”

The normal form of payment under the pension plan is a joint and 50 percent survivor annuity for a participant who is married on the annuity starting date and a life annuity for a participant who is unmarried. Participants may elect to

United Fire & Casualty Company and Subsidiaries

receive a monthly pension over the participant's life or a term of up to 20 years or, if the actuarial equivalent of the annuity is \$10,000 or less, in the form of cash. The amount of monthly pension benefits varies depending upon the term of payments elected by the participant, but the payments are in each case the actuarial equivalent of the normal form of payment.

Normal retirement age under the pension plan is 65, which is the earliest time a participant may retire under the plan without any benefit reduction due to age. Participants may elect early retirement at age 55, with a reduction of benefits of 6 percent for each year the participant retires after age 55 and before age 60 and a reduction of benefits of 4 percent for each year the participant retires after age 60 and before age 65.

The following table provides information about the participation by each of our named executive officers in the United Fire & Casualty Company Nonqualified Deferred Compensation Plan.

Nonqualified Deferred Compensation – 2007

Name	Executive Contributions in Last FY (\$) ⁽¹⁾	Aggregate Earnings in Last FY (\$)	Aggregate Withdrawals/ Distributions (\$)	Aggregate Balance at Last FYE (\$) ⁽²⁾
Randy A. Ramlo	\$ —	\$ —	\$ —	\$ —
Dianne M. Lyons	—	—	—	—
John A. Rife	—	17,680	—	339,137
Scott McIntyre Jr.	—	—	—	—
Barrie W. Ernst	12,760	2,116	—	45,237
Michael T. Wilkins	—	—	—	—

(1) All amounts shown in this column were reported as part of either the "Base Salary" or the "Non-Equity Incentive Plan Compensation" reported in the Summary Compensation Table on page 108 of this Form 10-K.

(2) All amounts reported in this column were reported as compensation in the Summary Compensation Table for previous reporting years.

The deferred compensation plan permits our executives at the vice president level or higher the opportunity to save a portion of their direct compensation for retirement. Executives must make a deferral election at least six months prior to the end of the applicable year or, for newly eligible executives, within 30 days of attaining eligible status. We do not make contributions to the deferred compensation plan.

Under the plan, we credit amounts deferred to notational accounts for the deferring executive. We determine the interest rate credited on these notational accounts annually, based on a reasonable rate of return, using the rate of return on our own investment portfolio as a guide.

The plan requires us to make payments to the deferring executive in a single lump sum or in annual installments over a period of years selected by the executive, not to extend beyond the year in which the participant reaches age 75.

United Fire & Casualty Company and Subsidiaries

PAYMENTS UPON TERMINATION OF EMPLOYMENT

We employ all of our employees, including our named executive officers, "at will," without employment contracts or severance agreements. We do not have a pre-defined involuntary termination severance plan or policy for employees, including the named executive officers.

Upon the termination of employment for any reason, our named executive officers will receive compensation and benefits pursuant to the same plans and arrangements that are available generally to all salaried employees. Such plans and arrangements do not discriminate in scope, terms or operation in favor of our named executive officers.

The information in the following table describes the compensation that would be payable under specific circumstances if the named executive officers' employment had terminated on December 31, 2007.

Potential Payments Upon Termination or Change-in-Control – 2007

Name	Termination Scenario	Annual Incentive Plan (\$) ⁽¹⁾⁽²⁾	Stock Options (\$) ⁽³⁾⁽⁴⁾	Nonqualified Deferred Compensation (\$) ⁽⁵⁾
Randy A. Ramlo	Death	\$ 101,250	\$ 84,060	\$ —
	Disability	—	84,060	—
	Retirement	101,250	84,060	—
	Change-in-control	101,250	84,060	—
Dianne M. Lyons	Death	54,738	44,588	—
	Disability	—	44,588	—
	Retirement	54,738	44,588	—
	Change-in-control	54,738	44,588	—
John A. Rife	Death	—	135,500	339,137
	Disability	—	135,500	339,137
	Retirement	—	135,500	339,137
	Change-in-control	—	135,500	339,137
Scott McIntyre Jr.	Death	—	175,080	—
	Disability	—	175,080	—
	Retirement	—	175,080	—
	Change-in-control	—	175,080	—
Barrie W. Ernst	Death	66,700	178,020	45,237
	Disability	—	178,020	45,237
	Retirement	66,700	178,020	31,666
	Change-in-control	66,700	178,020	45,237
Michael T. Wilkins	Death	59,631	19,423	—
	Disability	—	19,423	—
	Retirement	59,631	19,423	—
	Change-in-control	59,631	19,423	—

- (1) Upon termination of employment other than for death or retirement, a named executive officer participating in the annual incentive plan will receive payment under the plan for a particular year only if the officer was employed on the date the incentive plan payment is paid, typically in March of the following year.
- (2) Payments for participation in the annual incentive plan shown for a change-in-control event would be made for a particular year only if the executive were still employed on the date the incentive plan payment is scheduled to be paid, typically in March of the following year.
- (3) Upon termination of employment for any reason, all unvested options expire. The board of directors may, in its discretion, accelerate the vesting of unvested options. Amounts shown in this column are based on the fair market value of the stock underlying in-the-money vested options and in-the-money unvested options that would have become exercisable on December 31, 2007 if the board of directors had accelerated all unvested options. Upon termination of employment due to death or disability, all unexercised vested options remain exercisable for up to one year from the date of death or disability or the expiration date of the grant, whichever is earlier. Upon termination of employment for any reason other than death or disability, all unexercised vested options remain exercisable for up to 30 days after termination or the option expiration date, whichever occurs first.
- (4) Upon a change-in-control, all unvested options become exercisable. Amounts shown in this column assume acceleration of all unvested options and are calculated using fair market value of the stock underlying in-the-money vested options and in-the-money unvested options that would have become exercisable because of a change-in-control.
- (5) Upon termination of employment for any reason other than death or disability, our named executive officers will receive a distribution of compensation that each employee had deferred under the deferred compensation plan, together with earnings on that deferred compensation based upon a vesting schedule. An executive with less than five years of service who defers compensation under this plan forfeits 60 percent of the deferred amounts if that executive terminates employment prior to reaching age 59½. An executive with more than five and less than ten years of service who defers compensation under this plan forfeits 30 percent of the deferred amounts if that executive terminates employment prior to reaching age 59½. An executive becomes fully vested in amounts deferred under our deferred compensation plan when

United Fire & Casualty Company and Subsidiaries

the executive attains ten years of service or reaches age 59½. Upon the named executive officer's death or disability or if there is a change in control or ownership of a substantial portion of our assets, all amounts deferred under the deferred compensation plan immediately become 100 percent vested and nonforfeitable. Based upon his age and years of service, Mr. Rife is 100 percent vested in his deferred compensation plan amounts. Because of his age and years of service, Mr. Ernst is 70 percent vested in his deferred compensation plan amounts.

2008 COMPENSATION CHANGES

During 2007, the compensation committee worked to redesign our equity compensation program with the intent of using both restricted stock and options. The compensation committee believes that providing a balance of restricted stock and options is beneficial to us, our executives and our shareholders. The size of awards to executives under our annual incentive plan and our redesigned equity compensation program are initially tied to the executive's base salary. Under the redesigned equity compensation program, our executive officers (except our chairman of the board and the president of our life insurance subsidiary, United Life Insurance Company) are assigned to one of three "tiers" with each tier receiving a proportionate share of the pool of equity awards designated annually for all plan participants. The size of the awards will be modified based on our operating results, so that in years when performance has proven to be commendable, our executives will get higher annual incentive plan awards and more equity, and in years when results are not at target, the award levels will be diminished. We are implementing this new equity compensation plan during the 2008 fiscal year.

During 2008, the compensation committee and board of directors are also implementing stock ownership guidelines for its executive officers. Under the new guidelines, executives are expected to achieve their target ownership levels by December 31, 2012. The goal of these guidelines is to have the senior executive officers hold a more significant stake in our company. The table below provides information on potential payments to our named executives under the new equity compensation plan and target equity ownership levels under the new stock ownership guidelines for executives.

Compensation Changes – 2008

Name	Tier	2008 Salary Level (\$)	Estimated Value of Equity Awards (\$) ⁽¹⁾	Target Number of Shares of Common Stock to be Beneficially Owned by December 31, 2012 (#) ⁽²⁾
Randy Ramlo	3	\$ 350,000	\$ 306,130	24,063
Dianne Lyons	2	225,000	162,070	11,602
Mike Wilkins	2	240,000	172,870	12,375
Barrie Ernst	1	242,000	136,960	8,319

- (1) Equity awards will be paid if certain company ROE targets are met. Under the redesigned equity compensation program, total annual awards can range anywhere from 35 percent of the participating executives' aggregate annual salaries (if our ROE is between 5 and 10 percent), to 80 percent of the participating executives' aggregate annual salaries (if our ROE is above 20 percent). Based on our historic ROE performance, we anticipate that on a yearly basis the amount of equity awards granted under this plan will approximate 65 percent of the aggregate amount of the participating executives' annual salaries.
- (2) Equity ownership targets for members of Tier 3 were calculated as the number of shares equal to two times their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Equity ownership targets for members of Tier 2 were calculated as the number of shares equal to one and one half times their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Equity ownership targets for members of Tier 1 were calculated as the number of shares equal to their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Current beneficial ownership totals for each named executive can be found in the table on page 118.

DIRECTOR COMPENSATION

In 2007, all non-employee directors received a base director's fee of \$15,000 for service on the board of directors for that year. In addition, the vice chairman of the board of directors and the audit committee chair received an additional annual fee of \$10,000. The chairs of the compensation committee and the nominating and governance committee each received an additional annual fee of \$5,000. We pay an attendance fee of \$2,000 for each regularly scheduled meeting, \$1,000 for each unscheduled meeting that the chief executive officer and the chair of the compensation committee designate as a major meeting, and \$500 for all other meetings. We pay an attendance fee of \$1,000 for each audit committee meeting and \$500 for each compensation committee and nominating and

United Fire & Casualty Company and Subsidiaries

governance committee meeting. We also reimburse direct expenses, such as travel expenses, for non-employee directors to attend board and committee meetings. As of December 31, 2007 we maintained a nonqualified director stock option and restricted stock plan. During 2007, based upon the recommendation of the compensation committee, the board of directors approved the issuance under this plan of options for 2,000 shares of our common stock to each non-employee director under this plan.

For 2008, based upon the recommendation of the compensation committee, the board of directors adopted a new compensation schedule for non-employee directors. All non-employee directors will receive a base director's fee of \$20,000 for service on the board of directors. In addition, the vice chairman of the board of directors will receive an additional annual fee of \$20,000. The chairs of the audit, the compensation and the nominating and governance committees will each receive an additional annual fee of \$10,000. We will continue to pay an attendance fee of \$2,000 for each regularly scheduled meeting, \$1,000 for each unscheduled meeting that the chief executive officer and the chair of the compensation committee designate as a major meeting, and \$500 for all other meetings. We will also pay an attendance fee of \$1,000 for each audit committee meeting and \$500 for each compensation committee and nominating and governance committee meeting. Under our nonqualified director stock option and restricted stock plan, the board of directors may issue each non-employee director options, restricted stock units or a combination of both for a total of 3,000 shares of our common stock in 2008.

Qualified directors must be individuals who have the required background, experience and functional expertise to provide us with strategic direction and oversight. We have designed the compensation of our directors to attract and retain qualified directors and to align director compensation with the interests of our shareholders. The compensation committee is responsible for making recommendations to the board of directors regarding compensation plans and the elements of compensation of directors. In 2007 the compensation committee engaged Compensation Resources, Inc. as independent outside compensation consultants to provide information and advice regarding director and executive officer compensation. The following table shows director compensation for 2007.

Nonemployee Director Compensation – 2007

Name	Fees Earned or Paid in Cash (\$)	Option Awards (\$) ⁽¹⁾⁽²⁾	All Other Compensation (\$) ⁽³⁾	Total (\$)
Christopher R. Drahozal	\$ 23,000	\$ 18,840 ⁽⁴⁾	\$ 903	\$ 42,743
Jack B. Evans	40,200	18,840 ⁽⁵⁾	—	59,040
Thomas W. Hanley	37,500	18,840 ⁽⁶⁾	—	56,340
Douglas M. Hultquist	21,000	18,840 ⁽⁷⁾	—	39,840
James A. Leach	22,500	18,840 ⁽⁸⁾	—	41,340
Casey D. Mahon	26,000	18,840 ⁽⁹⁾	326	45,166
George D. Milligan	30,500	18,840 ⁽¹⁰⁾	512	49,852
Mary K. Quass	27,500	18,840 ⁽¹¹⁾	—	46,340
Byron G. Riley ⁽¹²⁾	2,350	—	—	2,350
Kyle D. Skogman	34,500	18,840 ⁽¹³⁾	—	53,340
Frank S. Wilkinson Jr.	33,500	18,840 ⁽¹⁴⁾	6,733	59,073

(1) Option awards represented in this column vest 20 percent each year for five years after the first anniversary of the grant date and are subject to forfeiture until vested.

(2) We use the Black-Scholes model to determine this amount. This model estimates the fair value of traded options, which have different characteristics than non-employee director stock options. Changes to the subjective assumptions used in the model can result in materially different fair value estimates. The hypothetical value determined by using this model is based on the following assumptions for 2007: an exercise price equal to the closing market price on day of grant; estimated dividend yield of 2.06 percent; expected volatility of 29.94 percent; risk-free interest rate of 3.9 percent; and expected lives of seven years.

(3) Amounts in this column represent reimbursement for travel and other incidental expenses for attendance at board of director and committee meetings.

(4) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 11,333.

United Fire & Casualty Company and Subsidiaries

- (5) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 6,533.
- (6) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 9,333.
- (7) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 2,000.
- (8) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 2,000.
- (9) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 9,933.
- (10) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 11,133.
- (11) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 11,333.
- (12) Mr. Riley retired from the board of directors effective May 16, 2007. He received a director's fee for one of our board of directors meetings during 2007, two boards of directors meetings for each of three of our subsidiaries, no annual retainer and no stock options or restricted stock. Aggregate options outstanding at December 31, 2007 – 8,133.
- (13) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 8,933.
- (14) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at December 31, 2007 – 10,333.

Compensation Committee Interlock and Insider Participation

Our compensation committee is composed of directors who are independent from management and free from any relationship that, in the opinion of the directors, would interfere with their exercise of independent judgment. No compensation committee member was an employee or former employee of ours. No compensation committee member had any relationship requiring disclosure under the "Transactions with Related Persons" section of this report. During 2007, none of our executive officers served on the compensation committee (or its equivalent) or board of directors of another entity whose executive officer(s) served on our compensation committee.

COMPENSATION COMMITTEE REPORT

February 2008

The Compensation Committee has reviewed and discussed with management the "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K and, based on such review and discussions, the Compensation Committee recommended to the Board of Directors that the "Compensation Discussion and Analysis" be included in the Company's Annual Report on Form 10-K for the year ended December 31, 2007.

Compensation Committee

Frank S. Wilkinson, Jr., Chair
James A. Leach
Casey D. Mahon
George D. Milligan

ITEM 12. SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS

SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS

The following table sets forth information as of February 1, 2008, with respect to ownership of United Fire's \$3.33½ par value common stock by principal security holders. Except as otherwise indicated, each of the persons named below has sole voting and investment powers with respect to the shares indicated.

Title of Class	Address of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percent of Class
Common	Scott McIntyre Jr. 2222 First Avenue NE, Apt. 1004 Cedar Rapids, Iowa 52402	3,855,672 ⁽¹⁾	14.18 %
Common	Dimensional Fund Advisors LP 1299 Ocean Avenue Santa Monica, California 90401	2,189,667 ⁽²⁾	8.05 %
Common	EARNEST Partners LLC 75 Fourteenth Street, Suite 2300 Atlanta, Georgia 30309	1,611,682 ⁽³⁾	5.93 %

(1) Includes 4,968 shares held in an individual retirement account for Mr. McIntyre's benefit; 2,561,176 shares owned by a revocable trust for the lifetime benefit of Mr. McIntyre, for which Mr. McIntyre serves as sole trustee; 40,087 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her children and grandchildren, for which Mr. McIntyre serves as sole trustee; 450,000 shares owned by a trust for the benefit of Mr. McIntyre's wife, for which Mr. McIntyre serves as sole trustee; 243,000 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her grandchildren, for which Mr. McIntyre serves as sole trustee; 519,180 shares owned by the McIntyre Foundation, for which Mr. McIntyre serves as president and one of four directors; 3,261 shares owned by Mr. McIntyre's wife; and 34,000 options that are exercisable on or before sixty (60) days from the date of this report.

(2) Based on Schedule 13-F filed with the Securities and Exchange Commission on January 31, 2008.

(3) Based on Schedule 13-G (Amendment No. 4) filed with the Securities and Exchange Commission on January 31, 2008.

SECURITY OWNERSHIP OF MANAGEMENT AND PRINCIPAL STOCKHOLDERS

The following table sets forth certain information regarding the beneficial ownership of our \$3.33½ par value common stock as of February 1, 2008, with respect to each of our directors, certain of our executive officers and all of our directors and officers, as a group.

As of February 1, 2008, we had 27,189,088 shares of \$3.33½ par value common stock outstanding. Except as otherwise indicated, each of the stockholders listed in the table on the following page has sole voting and investment power over the shares beneficially owned.

United Fire & Casualty Company and Subsidiaries

Title of Class	Name of Beneficial Owner	Amount and Nature of Beneficial Ownership ⁽¹⁾	Percentage of Class
Common	Christopher R. Drahozal	826,953 ⁽²⁾	3.04%
Common	Barrie W. Ernst	22,891 ⁽³⁾	.08%
Common	Jack B. Evans	23,115 ⁽⁴⁾	*
Common	Thomas W. Hanley	4,070 ⁽⁵⁾	*
Common	Douglas M. Hultquist	550 ⁽⁶⁾	*
Common	James A. Leach	—	*
Common	Dianne M. Lyons	10,825 ⁽⁷⁾	.04%
Common	Casey D. Mahon	12,351 ⁽⁸⁾	*
Common	Scott McIntyre Jr.	3,855,672 ⁽⁹⁾	14.18%
Common	George D. Milligan	9,528 ⁽¹⁰⁾	*
Common	Mary K. Quass	7,067 ⁽¹¹⁾	*
Common	Randy A. Ramlo	18,956 ⁽¹²⁾	.07%
Common	John A. Rife	56,806 ⁽¹³⁾	.21%
Common	Kyle D. Skogman	11,617 ⁽¹⁴⁾	*
Common	Michael T. Wilkins	11,148 ⁽¹⁵⁾	.04%
Common	Frank S. Wilkinson Jr.	12,760 ⁽¹⁶⁾	*
Common	All directors and officers as a group (includes 45 persons)	4,441,770 ⁽¹⁷⁾	16.34%

*Represents directors with ownership of less than 1 percent.

- (1) Except as otherwise indicated, each person has sole voting and investment power with respect to the number of shares indicated. The inclusion of any shares as beneficially owned does not constitute admission of beneficial ownership.
- (2) Includes 674 shares owned jointly by Mr. Drahozal and his wife; 177,274 owned individually by Mr. Drahozal's wife; 73,334 shares held in accounts for the benefit of Mr. Drahozal's minor children; 50,624 shares owned by a trust for which Mr. Drahozal's wife is one of two trustees; 519,180 shares owned by the McIntyre Foundation, for which Mr. Drahozal's wife serves as one of four directors; and 5,867 stock options that are exercisable by Mr. Drahozal on or before sixty (60) days from the date of this report. Mr. Drahozal is Mr. McIntyre's son-in-law. None of Mr. Drahozal's shares are pledged as security.
- (3) Includes 3,623 shares owned in a 401(k) account for Mr. Ernst's benefit; 168 shares held for the benefit of Mr. Ernst's daughter; and 19,100 stock options that are exercisable by Mr. Ernst on or before sixty (60) days from the date of this report. None of Mr. Ernst's shares are pledged as security.
- (4) Includes 674 shares owned individually by Mr. Evans; 19,350 shares owned in an individual retirement account for Mr. Evans' benefit; 2,024 shares owned in an IRA account for the benefit of Mr. Evans' wife; and 1,067 stock options that are exercisable by Mr. Evans on or before sixty (60) days from the date of this report. None of Mr. Evans' shares are pledged as security.
- (5) Includes 203 shares owned individually by Mr. Hanley and 3,867 stock options that are exercisable by Mr. Hanley on or before sixty (60) days from the date of this report. None of Mr. Hanley's shares are pledged as security.
- (6) Includes 550 shares owned individually by Mr. Hultquist and no stock options that are exercisable by Mr. Hultquist on or before sixty (60) days from the date of this report. None of Mr. Hultquist's shares are pledged as security.
- (7) Includes 225 shares owned by Ms. Lyons individually and 10,600 options that are exercisable by Ms. Lyons on or before sixty (60) days from the date of this report. None of Ms. Lyons' shares are pledged as security.
- (8) Includes 6,884 shares owned individually by Ms. Mahon; 1,000 shares owned in an individual retirement account for Ms. Mahon's benefit; and 4,467 stock options that are exercisable by Ms. Mahon on or before sixty (60) days from the date of this report. None of Ms. Mahon's shares are pledged as security.
- (9) Includes 4,968 shares held in an individual retirement account for Mr. McIntyre's benefit; 2,561,176 shares owned by a revocable trust for the lifetime benefit of Mr. McIntyre, for which Mr. McIntyre serves as sole trustee; 40,087 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her children and grandchildren, for which Mr. McIntyre serves as sole trustee; 450,000 shares owned by a trust for the benefit of Mr. McIntyre's wife, for which Mr. McIntyre serves as sole trustee; 243,000 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her grandchildren, for which Mr. McIntyre serves as sole trustee; 519,180 shares owned by the McIntyre Foundation, for which Mr. McIntyre serves as president and one of four directors; 3,261 shares owned by Mr. McIntyre's wife; and 34,000 options that are exercisable on or before sixty (60) days from the date of this report. None of Mr. McIntyre's shares are pledged as security.
- (10) Includes 3,861 shares owned by Mr. Milligan individually and 5,667 options that are exercisable by Mr. Milligan on or before sixty (60) days from the date of this report. None of Mr. Milligan's shares are pledged as security.
- (11) Includes 1,200 shares owned by Ms. Quass individually and 5,867 options that are exercisable by Ms. Quass on or before sixty (60) days from the date of this report. None of Ms. Quass' shares are pledged as security.

United Fire & Casualty Company and Subsidiaries

- (12) Includes 1,756 shares owned by Mr. Ramlo individually and 17,200 options that are exercisable by Mr. Ramlo on or before sixty (60) days from the date of this report. None of Mr. Ramlo's shares are pledged as security.
- (13) Includes 20,561 shares owned jointly by Mr. Rife and his wife; 745 shares owned by Mr. Rife's wife; and 35,500 options that are exercisable by Mr. Rife on or before sixty (60) days from the date of this report. None of Mr. Rife's shares are pledged as security.
- (14) Includes 670 shares owned in an individual retirement account for Mr. Skogman's benefit; 200 shares owned in a simplified employee pension account; 6,130 shares owned jointly by Mr. Skogman and his wife; 1,000 shares owned by Mr. Skogman's wife; 150 shares owned in an individual retirement account for the benefit of Mr. Skogman's wife; and 3,467 options that are exercisable by Mr. Skogman on or before sixty (60) days from the date of this report. None of Mr. Skogman's shares are pledged as security.
- (15) Includes 2,748 shares owned by Mr. Wilkins individually and 8,400 options that are exercisable by Mr. Wilkins on or before sixty (60) days from the date of this report. None of Mr. Wilkins' shares are pledged as security.
- (16) Includes 7,893 shares owned jointly by Mr. Wilkinson and his wife and 4,867 options that are exercisable by Mr. Wilkinson on or before sixty (60) days from the date of this report. None of Mr. Wilkinson's shares are pledged as security.
- (17) Because the 519,180 shares owned by the McIntyre Foundation are attributed to both Mr. McIntyre's and Mr. Drahozal's beneficial ownership total, we have deducted 519,180 shares from the total number of shares owned by all officers and directors to eliminate double counting.

SECURITIES AUTHORIZED FOR ISSUANCE UNDER EQUITY COMPENSATION PLANS

We have a nonqualified employee stock option plan that authorizes the issuance of up to 1,000,000 shares of United Fire common stock to employees, with 310,908 options available for future issuance at December 31, 2007. The plan is administered by the board of directors. The board has the authority to determine which employees will receive options, when options will be granted and the terms and conditions of the options. The board may also take any action it deems necessary and appropriate for the administration of the plan. Pursuant to the plan, the board may, at its sole discretion, grant options to any of our employees or any employee of our affiliated companies. These options are granted to buy shares of our common stock at the market value of the stock on the date of grant. The options vest and are exercisable in installments of 20 percent of the number of shares covered by the option award each year from the grant date. To the extent not exercised, installments shall accumulate and be exercisable by the optionee, in whole or in part, in any subsequent year included in the option period, but not later than ten (10) years from the grant date. Stock options have historically been granted free of charge to eligible employees as designated by the board of directors.

We have a nonqualified nonemployee director stock option and restricted stock plan that authorizes United Fire to grant restricted stock and nonqualified stock options to purchase 150,000 shares of United Fire's common stock with 100,003 options available for future issuance at December 31, 2007. The board has the authority to determine which nonemployee directors receive options, when options and restricted stock shall be granted, the option price, the option expiration date, the date of grant, the vesting schedule of options or whether the options shall be immediately vested, the terms and conditions of options and restricted stock (other than those terms and conditions set forth in the plan) and the number of shares of common stock to be issued pursuant to an option agreement or restricted stock agreement. The board may also take any action it deems necessary and appropriate for the administration of the plan.

Options outstanding and options available for future grant under our equity compensation plans at December 31, 2007, are displayed on the table below:

	Number of securities to be issued upon exercise of options outstanding	Weighted-average exercise price of outstanding stock options	Number of securities remaining available for future issuance under plan
Equity Compensation Plans Approved by Stockholders: Nonqualified Nonemployee Director Stock Option and Restricted Stock Plan	49,997	\$ 33.25	100,003
Equity Compensation Plans Not Approved by Stockholders: Nonqualified Employee Stock Option Plan	528,600	\$ 32.35	310,908
Total	578,597	\$ 32.42	410,911

ITEM 13. CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE

TRANSACTIONS WITH RELATED PERSONS

There are no transactions with related persons required to be reported under Item 13. In 2007 the nominating and governance committee of the board of directors adopted a written policy regarding transactions with related persons, including transactions related to the provision of goods or services. Prior to the adoption of the policy, the committee considered transactions with related persons pursuant to the general authority granted to it under the committee's charter. Pursuant to the policy, the committee gathers information from management and directors to determine what transactions to review, coordinates with the principal financial officer to monitor for potential related person transactions and reviews all transactions that could be considered to be a transaction with a related person, regardless of the amount of the transaction. The committee does not review transactions in the normal course of business unless the transaction involves an amount in excess of \$60,000. The committee reviews all transactions, regardless of amount, that are not in the ordinary course of business. If the committee determines there is a transaction or proposed transaction with a related person that must be reported under Item 13, the committee reports the transaction to the board of directors and recommends to the board the approval, disapproval, or ratification of the transaction or proposed transaction.

DIRECTOR INDEPENDENCE

The board of directors has analyzed the independence of each nonemployee director and has determined that all of the directors serving on the audit committee, the compensation committee and the nominating & governance committee, as shown in the table below, met the standards of independence under applicable NASDAQ Stock Market listing standards, including that each member is free of any relationship that would interfere with his or her individual exercise of independent judgment:

Independent Director	Committee Assignments
Jack B. Evans	Audit Committee, Nominating & Governance Committee
Thomas W. Hanley	Audit Committee (Chair)
James A. Leach	Compensation Committee
Casey D. Mahon	Compensation Committee
George D. Milligan	Audit Committee, Compensation Committee
Mary K. Quass	Audit Committee
Kyle D. Skogman	Audit Committee, Nominating & Governance Committee (Chair)
Frank S. Wilkinson Jr.	Compensation Committee (Chair), Nominating & Governance Committee

United Fire & Casualty Company and Subsidiaries

ITEM 14. PRINCIPAL ACCOUNTING FEES AND SERVICES

The audit committee reviews and approves audit and permissible nonaudit services performed by Ernst & Young LLP, as well as the fees charged by Ernst & Young LLP for such services. In its review of nonaudit service fees and its appointment of Ernst & Young LLP as our independent registered public accounting firm, the audit committee considered whether the provision of such services is compatible with maintaining Ernst & Young LLP's independence. The audit committee preapproved all of the services provided and fees charged by Ernst & Young LLP in 2007.

The following is a summary of the fees billed to United Fire by Ernst & Young LLP for professional services rendered for the fiscal years ended December 31, 2007 and December 31, 2006:

Fee Category	2007	2006
Audit Fees ⁽¹⁾	\$ 982,800	\$ 1,001,550
Audit-Related Fees ⁽²⁾	46,000	36,000
Tax Fees ⁽³⁾	—	—
All Other Fees ⁽⁴⁾	—	—
Total Fees	\$ 1,028,800	\$ 1,037,550

- (1) *Audit Fees.* Audit Fees consist of fees billed for professional services rendered for the audit of our Consolidated Financial Statements and internal control over financial reporting, review of the interim Consolidated Financial Statements included in quarterly reports and services that are normally provided by the independent registered public accounting firm in connection with statutory or regulatory filings or engagements. The 2006 fees reported are all the fees billed to us by Ernst & Young LLP for the 2006 audit. The 2007 fees reported are all the fees billed, or expected to be billed, to us by Ernst & Young LLP for the 2007 audit.
- (2) *Audit-Related Fees.* Audit-Related Fees reported for 2007 and 2006 include fees billed for professional services rendered for the audit of United Fire's employee benefit plans, including the United Fire Group 401(k) Plan and the United Pension Plan.
- (3) *Tax Fees.* There were no tax fees paid to Ernst & Young LLP for professional services rendered for tax compliance, tax advice or tax planning during 2007 or 2006.
- (4) *All Other Fees.* There were no other fees paid to Ernst & Young LLP for professional services rendered during 2007 or 2006.

United Fire & Casualty Company and Subsidiaries

PART IV

ITEM 15. EXHIBITS, FINANCIAL STATEMENT SCHEDULES

	Page
(a) 1. Financial Statements	
Consolidated Balance Sheets at December 31, 2007 and 2006	56
Consolidated Statements of Income for the three years ended December 31, 2007	57
Consolidated Statements of Stockholders' Equity for the three years ended December 31, 2007	58
Consolidated Statements of Cash Flows for the three years ended December 31, 2007	59
Notes to Consolidated Financial Statements	61
(a) 2. Financial Statement Schedules required to be filed by Item 8 of this Form:	
Schedule I. Summary of Investments – Other than Investments in Related Parties	124
Schedule III: Supplementary Insurance Information	125
Schedule IV: Reinsurance Schedule	126
Schedule V: Valuation and Qualifying Accounts	127
Schedule VI: Supplemental Information Concerning Property and Casualty Insurance Operations	128
All other schedules have been omitted as not required, not applicable, not deemed material or because the information is included the Consolidated Financial Statements.	

Exhibit number	Exhibit description	Filed herewith	Incorporated by reference			
			Form	Period ending	Exhibit	Filing date
3.1	Fourth Restated Articles of Incorporation		Amendment #1 to S-3		4.1	04/04/02
3.2	First Amendment to Fourth Restated Articles of Incorporation		Amendment #3 to S-3		4.2	05/03/02
3.3	Second Amendment to Fourth Restated Articles of Incorporation		10-Q	06/30/05	4.1	07/29/05
3.4	Bylaws of United Fire & Casualty Company		10-K	12/31/06	3.4	03/01/07
10.1	United Fire & Casualty Company Nonqualified Employee Stock Option Plan		S-8		4.3	09/09/98
10.2	United Fire & Casualty Company Employee Stock Purchase Plan	X				
10.3	United Fire & Casualty Company Nonqualified Nonemployee Director Stock Option and Restricted Stock Plan		S-8		4.1	10/23/05
10.4*	Description of employment arrangement between United Fire & Casualty Company and Randy A. Ramlo		10-Q	06/30/07	10.1	07/27/07
10.5*	United Fire & Casualty Annual Incentive Plan (Amended October 19, 2007)		10-Q	09/30/07	10.2	10/25/07
10.6*	United Fire & Casualty Company's Nonqualified Deferred Compensation Plan		10-Q	09/30/07	10.3	10/25/07
10.7*	Form of United Fire & Casualty Company Nonqualified Employee Stock Option Agreement	X				

United Fire & Casualty Company and Subsidiaries

Exhibit number	Exhibit description	Filed herewith	Incorporated by reference			
			Form	Period ending	Exhibit	Filing date
10.8*	Form of United Fire & Casualty Company Nonqualified Nonemployee Stock Option and Restricted Stock Agreement	X				
11	Statement Re Computation of Per Share Earnings. All information required by Exhibit 11 is presented within Note 13 of the Notes to Consolidated Financial Statements, in accordance with the provisions of SFAS No. 128	X				
12	Statement Re Computation of Ratios	X				
14	Code of Ethics		10-K	12/31/06	3.4	03/01/07
21	Subsidiaries of the registrant	X				
23.1	Consent of Ernst & Young LLP, independent registered public accounting firm	X				
23.2	Consent of Griffith, Ballard and Company, independent actuary	X				
23.3	Consent of Regnier Consulting Group, independent actuary	X				
31.1	Certification of Randy A. Ramlo pursuant to Section 302 of the Sarbanes—Oxley Act of 2002	X				
31.2	Certification of Dianne M. Lyons pursuant to Section 302 of the Sarbanes—Oxley Act of 2002	X				
32.1	Certification of Randy A. Ramlo pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes—Oxley Act of 2002	X				
32.2	Certification of Dianne M. Lyons pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes—Oxley Act of 2002	X				

*Indicates a management contract or compensatory plan or arrangement

United Fire & Casualty Company and Subsidiaries

Schedule I. Summary of Investments – Other than Investments in Related Parties

December 31, 2007	(Dollars in Thousands)			
Type of Investment	Cost or Amortized Cost	Fair Value	Amounts at Which Shown in Balance Sheet	
Fixed maturities:				
Bonds:				
United States government and government agencies and authorities	\$ 170,936	\$ 169,713	\$	169,563
States, municipalities and political subdivisions	544,972	556,914		556,464
Foreign governments	40,025	40,713		40,702
Public utilities	249,812	256,103		256,103
All other corporate bonds	815,883	825,661		825,634
Redeemable preferred stocks	2,553	2,480		2,480
Total fixed maturities	\$ 1,824,181	\$ 1,851,584	\$	1,850,946
Equity securities:				
Common stocks:				
Public utilities	\$ 7,884	\$ 13,967	\$	13,967
Bank, trust and insurance companies	13,610	71,692		71,692
Industrial, miscellaneous and all other	42,403	91,835		91,835
Nonredeemable preferred stocks	230	226		226
Total equity securities	\$ 64,127	\$ 177,720	\$	177,720
Mortgage loans on real estate	\$ 19,161	\$ 18,188	\$	19,161
Policy loans	7,622	7,622		7,622
Other long-term investments	12,793	12,793		12,793
Short-term investments	78,334	78,334		78,334
Total investments	\$ 2,006,218	\$ 2,146,241	\$	2,146,576

United Fire & Casualty Company and Subsidiaries

Schedule III. Supplementary Insurance Information

(Dollars in Thousands)	Deferred		Future Policy		Unearned		Earned		Investment		Benefits, Claims, Losses and Settlement Expenses		Amortization of Deferred Policy Acquisition Costs		Other Underwriting Expenses		Interest on Policyholders' Accounts		Premiums Written (2)
	Policy Acquisition Costs	Policy Acquisition Costs	Losses, Claims and Expenses	Losses, Claims and Expenses	Premiums	Premiums	Premium Revenue	Premium Revenue	Income, Net	Income, Net	Expenses	Expenses	Costs	Costs	Expenses	Expenses	Accounts	Accounts	
Year Ended December 31, 2007																			
Property and casualty	\$ 58,291	\$ 496,083	\$ 223,533	\$ 473,134	\$ 43,363	\$ 245,845	\$ 123,420	\$ 15,378	\$ —	\$ 470,402									
Life, accident and health ⁽¹⁾	70,707	1,184,977	997	32,629	79,076	30,535	13,385	7,540	43,089	—									
Total	\$ 128,998	\$ 1,681,060	\$ 224,530	\$ 505,763	\$ 122,439	\$ 276,380	\$ 136,805	\$ 22,918	\$ 43,089	\$ 470,402									
Year Ended December 31, 2006																			
Property and casualty	\$ 58,349	\$ 518,886	\$ 229,199	\$ 467,031	\$ 40,225	\$ 278,504	\$ 118,756	\$ 13,269	\$ —	\$ 476,402									
Life, accident and health ⁽¹⁾	77,412	1,233,342	2,178	36,091	81,756	34,022	8,142	8,256	49,159	—									
Total	\$ 135,761	\$ 1,752,228	\$ 231,377	\$ 503,122	\$ 121,981	\$ 312,526	\$ 126,898	\$ 21,525	\$ 49,159	\$ 476,402									
Year Ended December 31, 2005																			
Property and casualty	\$ 52,798	\$ 620,100	\$ 217,265	\$ 456,147	\$ 34,742	\$ 375,858	\$ 106,348	\$ 25,536	\$ —	\$ 453,683									
Life, accident and health ⁽¹⁾	67,071	1,285,635	5,002	39,369	84,105	34,036	9,125	7,419	54,727	—									
Total	\$ 119,869	\$ 1,905,735	\$ 222,267	\$ 495,516	\$ 118,847	\$ 409,894	\$ 115,473	\$ 32,955	\$ 54,727	\$ 453,683									

(1) Annuity deposits are included in future policy benefits, losses, claims and loss expenses.

(2) Per Regulation S-X, does not apply to life insurance companies. Please refer to the Non-GAAP financial measures section of this report for further explanation of this measure.

United Fire & Casualty Company and Subsidiaries

Schedule IV. Reinsurance

(Dollars in Thousands)	Gross Amount	Ceded to Other Companies	Assumed From Other Companies	Net Amount	Percentage of Amount Assumed to Net Earned
Year Ended December 31, 2007					
Life insurance in force	\$ 4,465,749	\$ 737,561	\$ 1,458	\$ 3,729,646	
Premiums earned:					
Property and casualty insurance	\$ 499,466	\$ 43,979	\$ 17,647	\$ 473,134	3.73 %
Life, accident and health insurance	34,257	1,664	36	32,629	0.11 %
Total	\$ 533,723	\$ 45,643	\$ 17,683	\$ 505,763	3.50 %
Year Ended December 31, 2006					
Life insurance in force	\$ 4,339,873	\$ 658,817	\$ 4,245	\$ 3,685,301	
Premiums earned:					
Property and casualty insurance	\$ 492,719	\$ 44,455	\$ 18,767	\$ 467,031	4.02 %
Life, accident and health insurance	37,491	1,497	97	36,091	0.27 %
Total	\$ 530,210	\$ 45,952	\$ 18,864	\$ 503,122	3.75 %
Year Ended December 31, 2005					
Life insurance in force	\$ 4,230,028	\$ 546,135	\$ 8,992	\$ 3,692,885	
Premiums earned:					
Property and casualty insurance	\$ 477,332	\$ 36,180	\$ 14,995	\$ 456,147	3.29 %
Life, accident and health insurance	40,615	1,473	227	39,369	0.58 %
Total	\$ 517,947	\$ 37,653	\$ 15,222	\$ 495,516	3.07 %

United Fire & Casualty Company and Subsidiaries

SCHEDULE V. VALUATION AND QUALIFYING ACCOUNTS

(Dollars in Thousands)

Description	Balance at beginning of period	Charged to costs and expenses	Deductions	Balance at end of period
Allowance for bad debts:				
Year ended December 31, 2007	\$ 393	\$ 238	\$ —	\$ 631
Year ended December 31, 2006 ⁽¹⁾	742	—	349	393
Year ended December 31, 2005	572	170	—	742
Deferred tax asset valuation allowance: ⁽²⁾				
Year ended December 31, 2007	\$ 6,195	\$ —	\$ 548	\$ 5,647
Year ended December 31, 2006	7,290	—	1,095	6,195
Year ended December 31, 2005	7,844	—	554	7,290

(1) Reversal of allowance due to subsequent collections.

(2) Recorded primarily in connection with the purchase of American Indemnity Financial Corporation.

United Fire & Casualty Company and Subsidiaries

Schedule VI. Supplemental Information Concerning Property and Casualty Insurance Operations

Affiliation with Registrant: United Fire and consolidated property and casualty subsidiaries	Reserves for Unpaid Claims and Claim Adjustment Expenses			Net Realized Investment Gains	Net Investment Income	Claims and Claim Adjustment Expenses Incurred Related to:		Amortization of Deferred Policy Acquisition Costs	Paid Claims and Claim Adjustment Expenses	Premiums Written	
	Deferred Policy Acquisition Costs	Unearned Premiums	Earned Premiums			Current Year	Prior Years				
2007	\$ 58,291	\$ 496,083	\$ 223,533	\$ 473,134	\$ 7,099	\$ 43,363	\$ 291,046	\$ (45,201)	\$ 123,420	\$ 266,888	\$ 470,402
2006	\$ 58,349	\$ 518,886	\$ 229,199	\$ 467,031	\$ 6,986	\$ 40,225	\$ 303,469	\$ (24,965)	\$ 118,756	\$ 360,141	\$ 476,402
2005	\$ 52,798	\$ 620,100	\$ 217,265	\$ 456,147	\$ 2,013	\$ 34,742	\$ 453,342	\$ (77,484)	\$ 106,348	\$ 252,175	\$ 453,683

United Fire & Casualty Company and Subsidiaries

SIGNATURES

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

UNITED FIRE & CASUALTY COMPANY

By: /s/ Randy A. Ramlo
Randy A. Ramlo, Chief Executive Officer

Date: 02/27/08

By: /s/ Dianne M. Lyons
Dianne M. Lyons, Vice President and Chief Financial Officer

Date: 02/27/08

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the Registrant and in the capacities and on the dates indicated.

By /s/ Scott McIntyre Jr.
Scott McIntyre Jr., Chairman and Director

Date 02/27/08

By /s/ Jack B. Evans
Jack B. Evans, Vice Chairman and Director

Date 02/27/08

By /s/ Christopher R. Drahozal
Christopher R. Drahozal, Director

Date 02/27/08

By: /s/ Thomas W. Hanley
Thomas W. Hanley, Director

Date 02/27/08

By /s/ Douglas M. Hultquist
Douglas M. Hultquist, Director

Date 02/27/08

By /s/ James A. Leach
James A. Leach, Director

Date 02/27/08

By /s/ Casey D. Mahon
Casey D. Mahon, Director

Date 02/27/08

By /s/ George D. Milligan
George D. Milligan, Director

Date 02/27/08

By /s/ Mary K. Quass
Mary K. Quass, Director

Date 02/27/08

By /s/ John A. Rife
John A. Rife, Director

Date 02/27/08

By /s/ Kyle D. Skogman
Kyle D. Skogman, Director

Date 02/27/08

By /s/ Frank S. Wilkinson Jr.
Frank S. Wilkinson Jr., Director

Date 02/27/08

United Fire & Casualty Company and Subsidiaries

Supplemental Information to be Furnished With Reports Filed Pursuant to Section 15(d) of the Act by Registrants Which Have Not Registered Securities Pursuant to Section 12 of the Act

(a),(b),(c) Four copies of the annual stockholders report for the year ended December 31, 2007 and four copies of the proxy statement will be furnished to the Securities and Exchange Commission when they are mailed to security holders. The annual report and proxy statement (foregoing material) shall not be deemed to be "filed" with the Commission or otherwise subject to the liabilities of Section 18 of the act.

**UNITED FIRE & CASUALTY COMPANY
EMPLOYEE STOCK PURCHASE PLAN**

AMENDED AND RESTATED AS OF NOVEMBER 16, 2007

1. Purpose. The purpose of the Employee Stock Purchase Plan (the APlan@) is to provide the employees of UNITED FIRE & CASUALTY COMPANY and its subsidiaries (hereinafter called the ACompany@) with a convenient way to become shareholders in the Company. It is believed that employee participation in the ownership of the Company will help to achieve the unity of purpose essential to the continued growth of the Company and the mutual benefit of its employees and shareholders.

2. Terms of Plan. The Plan will continue from year to year, but it may be modified or discontinued by the Company at any time.

3. Eligibility. All employees of the Company are eligible to participate.

4. Participation. Employees who wish to participate in the Plan shall execute an Election Form to be furnished by the Company electing to participate in the Plan and authorizing and instructing the Company to deduct from their pay a specified amount, to be applied to the purchase of the Company=s common stock. Payroll deductions may not be less than Ten Dollars (\$10) per pay period and must be in whole dollar amounts only. The deduction will be made at each pay period. Payroll deductions may not exceed Twelve Thousand Dollars (\$12,000) in any calendar year. Upon written request to the Company by the employee, the amount of payroll deduction will be changed or discontinued. A request to discontinue payroll deduction will not cause termination of an employee=s participation in the Plan unless an employee elects to terminate participation pursuant to paragraph 14. Nonparticipating employees may at any time elect to participate in the Plan by delivering a completed Election Form to the Company. Payroll deductions will commence with paychecks issued not later than the second pay period following receipt of the employee=s Election Form authorizing payroll deductions. The purchase of Shares in accordance with the Plan will commence after remittance of one (1) month=s deductions to the bank appointed to act as the financial agent (hereinafter referred to as the ACustodian Bank@).

5. Special Purchases. In addition to payroll deduction, participants in the Plan may make optional cash payments directly to the Company for the purchase of stock under the Plan. To make such optional cash payments, participants must utilize the form provided for that purpose by the Company. Optional cash payments must be in whole dollar amounts of not less than Ten Dollars (\$10). Cumulative optional cash contributions made during any calendar year may not exceed Twelve Thousand Dollars (\$12,000). The Company will remit optional cash payments received pursuant to this paragraph to the Custodian Bank with the next following remittance made pursuant to paragraph 7.

6. Delivery of Funds. All amounts withheld from an employee's compensation (pursuant to paragraph 4 hereof) or otherwise paid into the Plan by the employee (pursuant to paragraph 5 hereof) shall be remitted to the Custodian Bank from time to time but no later than the tenth (10th) day of each month for the purpose of purchasing stock for the employee=s account pursuant to paragraph 7.

7. Purchase of Stock. Within thirty (30) days following the date of each remittance the Custodian Bank will, in a single transaction, apply all of the funds remitted by the Company to the purchase of the Company=s common shares on the NASDAQ National Market System through an NASD member firm, at prevailing market prices. Purchases will be made in the name of the Custodian Bank for each employee's account under the Plan.

8. Share Ownership; Issuance of Stock. The shares of stock purchased for an employee pursuant to paragraph 7 shall be held by the Custodian Bank for the employee's account. An employee shall have the right, upon written request, to have the number of whole shares purchased by such employee issued in the form of a certificate and any fractional shares paid in cash. If the employee terminates participation in the Plan pursuant to paragraph 14, a stock certificate for the number of whole shares accumulated in the employee=s name will be issued, and the balance at market values will be remitted to the employee in cash, in the manner outlined in paragraph 14 below.

9. Dividends. Dividends on all shares held for an employee=s account under the Plan shall be reinvested by the Custodian Bank for the employee=s account, in the same manner as remittances are invested pursuant to paragraph 7.

10. Expenses. The charges of the Custodian Bank, all costs of maintaining records and executing transfers and brokerage expenses incurred in connection with the purchase of shares will be borne by the Company. Brokerage expenses paid by the Company on purchases of stock under the Plan shall be included as taxable income on a pro rata basis to the employees based on the number of shares (including fractional shares) purchased for the account of each employee during the period for which the expenses are paid.

11. Designation. Subject to its right to terminate the designation, the Company has designated COMPUTERSHARE as the Custodian Bank hereunder. The Custodian Bank is the financial agent who is charged with the responsibility of safekeeping of the funds paid in and the shares purchased under the Plan, unless and until the shares are issued to the employees or cash balances refunded.

12. Responsibility. Neither the Company, the Custodian Bank nor the broker through whom purchase orders are executed shall have any responsibility or liability, other than liabilities arising out of the 1933 and 1934 Securities Acts and applicable state securities laws, for any act or thing done or left undone, including, without limiting the generality of the foregoing, any action taken with respect to the price, time, quantity or other conditions and circumstances of the

purchase of shares under the terms of the Plan. A determination by the Company as to any question that may arise regarding the Plan's conduct or operation shall be final.

13. Limitation on Purchases. Aggregate purchases under the Plan shall be limited to a total of sixty thousand (60,000) shares per calendar year. The Company shall monitor the number of shares purchased under the Plan. If purchases of shares, if made, would exceed the annual limit, the Company shall either amend the Plan to allow for an increased number of shares to be purchased or inform all participants in the Plan that no further payroll deductions or special purchases shall be allowed during that year. A cessation of purchases pursuant to this paragraph shall not be a discontinuance or termination of the Plan by the Company.

14. Termination. As promptly as possible after the death or termination of employment of a participating employee, or after the election of a participating employee to terminate participation in the Plan for any reason, all whole shares in such employee's account will be transferred to such employee's name or order, or in the event of death, to the name of such employee's legal representative. Cash balances not yet remitted by the Company to the Custodian Bank will, in like manner, be refunded as promptly as possible. Within thirty (30) days following the date the Custodian Bank receives notice of the death or termination of employment of a participating employee or of the election of a participating employee to terminate participation in the Plan, the Custodian Bank shall sell, at the then current market price, any fractional shares in such an employee's account, and the proceeds of such transaction shall be promptly paid to the employee or to the employee's order, in cash.

Upon discontinuance of the Plan by the Company, all whole shares in all employees' accounts will be promptly transferred to each employee's name or order. Cash balances not yet remitted by the Company to the Custodian Bank will, in like manner, be refunded as promptly as possible. Within thirty (30) days following the date the Custodian Bank receives notice of the termination of the Plan by the Company, the Custodian Bank shall sell, at the then current market price, all fractional shares in all employees' accounts, and the proceeds of such transaction shall be promptly paid to the employees or to each employee's order, in cash.

15. Nonalienation. The right to make purchases under the Plan is personal to the employee and may not be assigned or otherwise transferred by the employee.

16. Jurisdiction. This Plan shall be governed and construed by and in accordance with the laws of the State of Iowa and the Rules and Regulations of the Securities and Exchange Commission.

NONQUALIFIED STOCK OPTION AGREEMENT

Pursuant to the
UNITED FIRE & CASUALTY COMPANY, INC.
NONQUALIFIED EMPLOYEE STOCK OPTION PLAN

THIS AGREEMENT is dated this _____ day of _____, 20____, between United Fire & Casualty Company, Inc. (the "Company") and _____ (the "Optionee").

WHEREAS, the Optionee is now an employee of the Company and the Company desires to afford the Optionee the opportunity to acquire stock ownership in the Company so that the Optionee may have a direct proprietary interest in the Company's success; and

WHEREAS, the Company has approved the United Fire & Casualty Company, Inc. Nonqualified Employee Stock Option Plan (the "Plan") pursuant to which the Company may, from time to time, enter into stock option agreements with certain of its eligible employees, as therein defined ("Eligible Employees");

NOW, THEREFORE, in consideration of the premises and of the mutual covenants and agreements hereinafter set forth, the parties hereto hereby mutually covenant and agree as follows:

1. **Grant of Option.** Subject to the terms and conditions set forth herein, the Company hereby grants to the Optionee during the period commencing on the date of this Agreement and ending on the earlier of the applicable date specified in Paragraph 4 or the date which is ten (10) years from the date of this Agreement (the "Option Period") Nonqualified Stock Options to purchase from the Company, at a price of \$ _____ per share, up to but not exceeding in the aggregate _____ shares of the Company's Common Stock ("Stock"), such number being subject to adjustment as provided in the Plan.

2. **Exercise of Option.** Subject to such other limitations as may be provided by the Board (as defined in the Plan), the Option granted in Paragraph 1 of this Agreement may be exercised as follows:

(a) The aggregate number of shares of Stock optioned by this Agreement shall be divided into installments, and may be purchased according to the following schedule:

(i) The first installment shall be in an amount equal to twenty percent (20%) of the Shares optioned hereunder, and shall be exercisable, in whole or in part, commencing one (1) year from the date of this Agreement;

(ii) The second installment shall be in an amount equal to twenty percent (20%) of the Shares optioned hereunder, and shall be exercisable, in whole or in part, commencing two (2) years from the date of this Agreement;

(iii) The third installment shall be in an amount equal to twenty percent (20%) of the Shares optioned hereunder, and shall be exercisable, in whole or in part, commencing three (3) years from the date of this Agreement;

(iv) The fourth installment shall be in an amount equal to twenty percent (20%) of the Shares optioned hereunder, and shall be exercisable, in whole or in part, commencing four (4) years from the date of this Agreement;

(v) The fifth installment shall be in an amount equal to twenty percent (20%) of the Shares optioned hereunder, and shall be exercisable, in whole or in part, commencing five (5) years from the date of this Agreement;

Any of the above installments may be accelerated as provided in Section 5 of the Plan.

(b) To the extent not exercised, installments shall accumulate ("Accrued Installments") and be exercisable by the Optionee, in whole or in part, in any subsequent year included in the Option Period but not later than the expiration of the Option Period.

(c) In no event shall any Option granted hereby be exercisable for a fractional share.

(d) From time to time, in its discretion, the Board may offer the Optionee the right to cancel any Options granted hereunder in exchange for such consideration as the Board shall determine.

3. Method of Exercising Option and Payment of Option Price. The Option hereby granted shall be exercised by the Optionee by delivering to the Secretary of the Company, from time to time, on any business day (the "Exercise Date"), a signed, written notice (the "Notice") specifying: (i) the Optionee's election to exercise such Option, (ii) the number of shares the Optionee then desires to purchase, and (iii) the day, which shall be not less than 10 nor more than 30 days from the date of such Notice, on which such shares will be purchased (the "Purchase Date"). The purchase price for the shares shall be paid on the Purchase Date in cash, certified check, bank draft, or postal money order to the order of the Company for an amount in United States Dollars equal to the option price for the number of shares specified in the Notice (the "Total Option Price").

4. Termination of Options. The Options granted hereby shall terminate and be of no force or effect upon the expiration of ten (10) years from the date of this Agreement unless terminated prior to such time under any of the following circumstances:

(a) **Termination of Employment.** If Optionee's employment is terminated for reasons other than death, disability or retirement, the Options granted hereby shall terminate and become unexercisable as of the earlier of: (i) the expiration of the applicable Option Period, or (ii) 30 days after the termination of employment occurs, provided however, that the Company may, in its discretion, extend said date up to and including a date one year following such termination of employment.

(b) **Retirement.** If Optionee's employment is terminated due to the Optionee's normal retirement from the Company the Options granted hereby shall terminate and become unexercisable as of the earlier of: (i) the expiration of the applicable Option Period, or (ii) one (1) year after the date of Optionee's retirement.

(c) **Disability.** If Optionee's employment is terminated due to the Optionee becoming disabled, the Options granted hereby shall terminate and become unexercisable as of the earlier of: (i) the expiration of the applicable Option Period, or (ii) the first anniversary of the date of the termination of employment by reason of disability.

(d) **Death.** If Optionee's employment is terminated due to Optionee's death, the Options granted hereby shall terminate and become unexercisable as of the earlier of: (i) the expiration of the applicable Option Period, or (ii) the first anniversary of the date of death of such Optionee. Any Accrued Installments of a deceased Optionee may be exercised prior to their expiration by (and only by) the person or persons to whom the Optionee's Option right shall pass by will or by the laws of descent and distribution, if applicable, subject, however, to all of the terms and conditions of the Plan and this Agreement.

(e) **Recapitalization; Merger and Consolidation.** If the shares of the Company's Stock as a whole are increased, decreased, or changed into or exchanged for a different number or kind of shares or securities of the Company, whether through merger, consolidation, reorganization, recapitalization, reclassification, stock dividend, stock split, combination of shares, exchange of shares, change in corporate structure, or the like, an appropriate and proportionate adjustment shall be made in the number and kinds of shares of Stock subject to this Agreement and in number, kinds, and per share exercise price of shares subject to unexercised Options or portions thereof granted prior to such change. Any such adjustment in an outstanding Option, however, shall be made without a change in the total price applicable to the unexercised portion of the Option, but with a corresponding adjustment in the price for each share of stock covered by the Option. No fractional shares shall be issued as a result of any such adjustment.

If the Company or the Stockholders of the Company enter into an agreement to dispose of all or substantially all of the assets or capital stock of the Company by means of a sale, merger, consolidation, reorganization, liquidation, or otherwise, all installments under this Option Agreement shall become immediately exercisable with respect to the full number of shares subject to this Option Agreement, and the Options granted hereby shall terminate and become unexercisable unless exercised during the period commencing as of the later of the date of execution of such agreement, or six (6) months after the date the Option is granted, and ending as of the earlier of the Option Expiration Date, or the date on which the disposition of assets or capital stock contemplated by the agreement is consummated.

Notwithstanding the foregoing, in the event that any such agreement shall be terminated without consummating the disposition of said stock or assets:

(i) any unexercised non-vested installments that had become exercisable solely by reason of the provisions of this Subsection 4(e) shall again become non-vested and unexercisable as of said termination of such agreement, and

(ii) the exercise of any option that had become exercisable solely by reason of this Subsection 4(e) shall be deemed ineffective and such installments shall again become non-vested and unexercisable as of said termination of such agreement.

Notwithstanding the foregoing provisions, the Board (or the Committee, if so authorized by the Board) may, at its election and subject to the approval of the corporation purchasing or acquiring the stock or assets of the Company (the "surviving corporation"), arrange for the Optionee to receive upon surrender of Optionee's Option a new option covering shares of the surviving corporation in the same proportion, at an equivalent option price and subject to the same terms and conditions as the old Option. For purposes of the preceding sentence, the excess of the aggregate fair market value of the shares subject to such new option immediately after consummation of such disposition of stock or assets over the aggregate option price of such shares of the surviving corporation shall not be more than the excess of the aggregate fair market value of all shares subject to the old Option immediately before consummation of such disposition of stock and assets over the aggregate Option Price of such shares of the Company, and the new option shall not give the Optionee additional benefits which such Optionee did not have under the old Option or deprive the Optionee of benefits which the Optionee had under the old Option. If such substitution of options is effectuated, the Optionee's rights under the old Option shall thereupon terminate.

Any determination made by the Board with respect to any matter referred to in this Paragraph 4 shall be final and conclusive on all persons affected thereby. Employment by the Company shall be deemed to include employment of the Optionee by, and to continue during any period in which the Optionee is in the employ of, any subsidiary.

5. Optionee. Whenever the word *Optionee* is used in any provision of this Agreement under circumstances where the provision should logically be construed to apply to the estate, personal representative, or beneficiary to whom this Option may be transferred by will or by the laws of descent and distribution, the word *Optionee* shall be deemed to include such person.

6. Assignability. Except as otherwise provided herein, the Option is not transferable by the Optionee otherwise than by will or the laws of descent and distribution and is exercisable during the Optionee's lifetime only by the Optionee. No assignment or transfer of this Option, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, except by will or the laws of descent and distribution, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon any attempt to assign or transfer this Option the same shall terminate and be of no force or effect.

7. Rights as a Stockholder. The Optionee shall not be deemed for any purpose to be a stockholder of the Company with respect to the shares represented by this Option except with respect to shares as to which this Option has been exercised, payment and issue has been made as herein provided, and the Optionee's name has been entered as a stockholder of record on the books of the Company.

8. **The Company's Rights.** The existence of this Option shall not affect in any way the right of power of the Company or its stockholders to make or authorize any or all adjustments, recapitalizations, reorganizations, or other changes in the Company's capital structure or its business, or any merger or consolidation of the Company, or any issue of bonds, debentures, preferred or other stocks with preference ahead of or convertible into, or otherwise affecting the Common Stock of the Company or the rights thereof, or the dissolution or liquidation of the Company, or any sale or transfer of all or any part of the Company's assets or business, or any other corporate act or proceeding, whether of a similar character or otherwise.

9. **Preemption by Applicable Laws or Regulations.** Anything in this Agreement to the contrary notwithstanding, if, at any time specified herein for the issuance of shares to the Optionee, any law, regulation, or requirements of any governmental authority having appropriate jurisdiction shall require either the Company or the Optionee to take any action prior to or in connection with the shares of Stock then to be issued, sold, or repurchased, the issue, sale, or repurchase of such shares of Stock shall be deferred until such action shall have been taken.

10. **Resolution of Disputes.** Any dispute or disagreement that shall arise under, or as a result of, or pursuant to, this Agreement shall be determined by the Board in its absolute and uncontrolled discretion, and any such determination or any other determination by the Board under or pursuant to this Agreement shall be final, binding, and conclusive on all persons affected thereby.

11. **Amendments.** The Board shall have the right, in its absolute and uncontrolled discretion, to alter or amend this Agreement, from time to time, in any manner, for the purpose of promoting the objectives of the Plan, but only if all agreements granting options to purchase shares of the Company's Stock pursuant to the Plan that are in effect and not wholly exercised at the time of such alteration or amendment shall also be similarly altered or amended with substantially the same effect, and any alteration or amendment of this Agreement by the Board shall, upon adoption thereof by the Board, become and be binding and conclusive on all persons affected thereby without requirement for consent or other action with respect thereto by any such person. The Company shall give written notice to the Optionee of any such alteration or amendment of this Agreement by the Board as promptly as practical after the adoption thereof. The foregoing shall not restrict the ability of the Optionee and the Company by mutual consent to alter or amend this Agreement in any manner that is consistent with the Plan and approved by the Board. The Optionee and the Company agree that this Agreement shall be subject to any provision necessary to assure compliance with federal and state securities laws.

12. **Notice.** Any notice that either party hereto may be required or permitted to give to the other shall be in writing and may be delivered personally or by mail, postage prepaid, addressed as follows: to the Company at United Fire & Casualty Company, Inc. 118 Second Avenue S.E. Cedar Rapids, IA 52401 or at such other address as the Company, by notice to the Optionee, may designate in writing from time to time; to the Optionee, at his or her address as shown on the records of the Company, or at such other address as the Optionee, by notice to the Secretary of the Company, may designate in writing from time to time.

13. **Tax Withholding.** The Company shall have the right to deduct from any payment hereunder any federal, state, local, or employment taxes that it deems are required by law to be withheld. At the request of the Optionee, or as required by law, such sums as may be required for the payment of any estimated or accrued income tax liability may be withheld and paid over to the governmental entity entitled to receive the same.

14. **Fractional Shares.** Any fractional shares concerning this Option shall be eliminated at the time of exercise by rounding down for fractions of less than one half (1/2) and rounding up for fractions of equal to or more than one half (1/2). No cash settlements shall be made with respect to fractional shares eliminated by rounding.

15. **Governing Law.** All matters relating to this Agreement shall be governed by the laws of the state of Iowa, without regard to the principles of the conflicts of laws, except to the extent preempted by the laws of the United States.

16. **Construction.** This Agreement has been entered into in accordance with the terms of the Plan, and wherever a conflict may arise between the terms of this Agreement and the terms of the Plan, the terms of the Plan shall control. All of the terms and conditions of the Plan are incorporated herein by reference.

17. **Qualified Nature of Agreement.** This Agreement is intended to be an agreement concerning a stock option arrangement that is not qualified under Section 422 of the Code (as defined in the Plan), and this Agreement shall be so construed.

18. **General.** The Company shall at all times during the term of the Option reserve and keep available such number of shares of Stock as will be sufficient to satisfy the requirements herein, shall pay all original issue and transfer taxes with respect to the issue and transfer of shares pursuant hereto and all other fees and expenses necessarily incurred by the Company in connection herewith, and will from time to time use its best efforts to comply with all laws and regulations that, in the opinion of counsel for the Company, shall be applicable thereto. This Agreement shall not be deemed to limit or restrict the right of the Company to terminate the Optionee's employment relationship at any time, for any reason, for or without cause.

19. **Regulatory Compliance.** No Stock shall be issued hereunder until the Company has received all necessary regulatory approvals and has taken all necessary steps to assure compliance with federal and state securities laws or has determined to its satisfaction and the satisfaction of its counsel that an exemption from the requirements of the federal and applicable state securities laws are available.

IN WITNESS WHEREOF, the Company has caused this Agreement to be executed by its duly authorized officer and the Optionee has signed this Agreement as of the date first above written.

UNITED FIRE & CASUALTY COMPANY, INC.

OPTIONEE

By: _____

STOCK OPTION

THIS STOCK OPTION is dated as of the day of _____, 20__ (the "Effective Date") by United Fire & Casualty Company, Inc. (the "Company") to _____ (the "Optionee").

1. Grant of Option.

Subject to the terms and conditions set forth herein, the Company hereby irrevocably grants to the Optionee the option to purchase from the Company, at a price of \$_____ per share (the "Exercise Price"), _____ shares of the Company's common stock ("Stock"), such number being subject to adjustment as provided herein.

2. Vesting.

a. The Option may be exercised only to the extent it is vested. This Option shall vest twenty percent (20%) on the first anniversary date of the Effective Date and twenty percent (20%) on each subsequent anniversary date of the Effective Date, until fully vested.

b. The Board of Directors may, on such terms and conditions as it may determine to be appropriate, accelerate the vesting of the Option. Also, the vesting of this Option may accelerate as provided herein.

c. All or any part of the vested portion of the Option may be exercised at any time in accordance with and as limited by this Option. A vested portion of the Option is considered to be outstanding until such portion of the Option is exercised in full or expires as provided herein.

3. Method of Exercising Option.

a. Notice. To exercise the Option, the Optionee shall deliver to the Company a written notice (the "Notice") signed by the Optionee that states the Optionee's election to exercise the Option, the number of shares being purchased and the date, not less than ten (10) nor more than thirty (30) days after the date of such notice, on which the shares will be purchased.

b. Certificate for Shares. Delivery to the Optionee of a certificate representing the shares purchased shall be made as soon as practicable, provided payment has been made therefor at the principal office of the Company. If any law or regulation requires the Corporation to take any action with respect to the shares specified in the Notice, then the date for the delivery of such shares against payment therefor shall be extended for the period necessary to take such action.

c. Failure to Pay. Upon the failure to take up and pay for the number of shares specified in the Notice on the date set forth therein, the Option shall expire with respect to such number of shares, but shall continue with respect to the remaining shares covered by the Option and not yet acquired pursuant thereto.

d. Other Policies. The Option shall be exercised only in accordance with the Company's Statement Regarding Insider Trading Restrictions under Sec Rule 10b-5, as the Statement may, from time to time, be amended.

4. Payment of Purchase Price.

a. The Optionee shall pay the purchase price for shares being purchased by one of the following methods:

i. Cash Payment. The purchase price for the shares shall be paid in cash, certified check or bank draft, or such other method acceptable to the Company, to the order of the Company for an amount in United States Dollars equal to the Exercise Price for the number of shares specified in the Notice.

ii. Transfer of Shares. As an alternative to 4(a)(i), if the Board of Directors of the Company, in its discretion, permits it, the Optionee may pay the purchase price of shares purchased pursuant to the Option by transferring to the Corporation previously acquired shares of Stock of the Corporation. The value of the shares previously acquired shall be the Fair Market Value on the date set forth in the Notice, as determined pursuant to Section 8.

iii. Cashless Exercise. As an alternative to 4(a)(i), the Optionee may pay the purchase price through a cancellation of all or a portion of this Option in satisfaction of the purchase price (a "Cashless Exercise"). To effect a Cashless Exercise, the Optionee shall tender to the Corporation the Notice referred to in Section 3(a), together with a Notice of Cashless Exercise that specifies the number of shares (the "Exercise Shares") that the Optionee wishes to be utilized to effect to the Cashless Exercise. All Exercise Shares must be vested. The Corporation shall issue to the Optionee, without any further payment by the Optionee, the number of shares of Stock equal to (i) the number of Exercise Shares less (ii) the number of Exercise Shares multiplied by a fraction, the numerator of which is the Exercise Price and the denominator of which is the Fair Market Value (determined as of the date specified in the Notice). The Option shall terminate and be cancelled with respect to the number of shares equal to the Exercise Shares.

b. If the number of Exercise Shares is less than the total number of shares subject to this Option, the Option shall remain in effect with respect to the remaining shares until terminated as provided herein.

5. Termination of Options.

The Options granted hereby shall terminate and be of no force or effect upon the expiration of ten (10) years from the Effective Date (the "Option Expiration Date").

6. Recapitalization; Merger and Consolidation.

a. After the granting of this Option, if the number of shares of Stock issued and outstanding as a whole is increased, decreased, or changed into or exchanged for a different number or kind of shares or securities of the Company, whether through merger, consolidation, reorganization, recapitalization, reclassification, stock dividend, stock split, combination of shares, exchange of shares, change in corporate structure, or the like, an appropriate and proportionate adjustment shall be made with respect to the unexercised portion of this Option in the number, kinds and per-share exercise price of shares of Stock subject to this Option. Any such adjustment in this Option, however, shall be made without a change in the total price applicable to the unexercised portion of the Option, but with a corresponding adjustment in the price for each share of Stock covered by the Option.

b. If the Company or the Stockholders of the Company enter into an agreement to dispose of all or substantially all of the assets or capital stock of the Company by means of a sale, merger, consolidation, reorganization, liquidation, or otherwise, then subject to the other provisions of this Section 6, this Option shall immediately be fully vested, and shall thereafter terminate and become unexercisable unless exercised before the earlier of the Option Expiration Date or the date on which the Company consummates the disposition of assets or capital stock contemplated by the agreement.

c. Notwithstanding the foregoing provisions of this Section, if any agreement referred to in Section 6(b) shall be terminated without consummation:

i. any unexercised non-vested portion of this Option that had become vested and exercisable solely by reason of the provisions of Section 6(b) shall again become non-vested and unexercisable as of said termination of such agreement, and

ii. the exercise of any portion of the Option that had become vested and exercisable solely by reason of Section 6(b) shall be deemed ineffective, and such portion shall again become non-vested and unexercisable as of the termination of such agreement without consummation.

d. Notwithstanding the foregoing provisions of this Section, if the number of shares of Stock issued and outstanding as a whole is increased, decreased, or changed into or exchanged for a different number or kind of shares or securities of the Company, whether through merger, consolidation, reorganization, recapitalization, reclassification, stock dividend, stock split, combination of shares, exchange of shares, change in corporate structure, or the like, the Board of Directors may, at its election, arrange for the Optionee to receive upon surrender of Optionee's Option and upon consummation of the Transaction, a new option covering shares of the surviving corporation in the same proportion, at an equivalent exercise price and subject to the same terms and conditions as this Option, in which case Section 6(a), (b) and (c) shall be ineffective. For purposes of the preceding sentence, the excess of the Fair Market Value of the shares subject to such new option immediately after consummation of such disposition of Stock or assets over the Exercise Price of such shares of the surviving corporation shall not be more than the excess of the Fair Market Value of the shares subject to this Option immediately before consummation of such disposition of Stock and assets over the Exercise Price of such shares of the Company. The new option shall not give the Optionee additional benefits which the Optionee does not have under this Option or deprive the Optionee of benefits which the Optionee has under this Option. If such substitution of options is effectuated, the Optionee's shall have the rights set forth in the new option, and the Optionee's rights under this Option shall thereupon terminate.

7. Optionee.

Whenever the word "Optionee" is used in any provision of this Option under circumstances where the provision should logically be construed to apply to the estate, personal representative, or beneficiary to whom this Option may be transferred by will or by the laws of descent and distribution, the word Optionee shall be deemed to include such person.

8. Fair Market Value.

The Fair Market Value per share of Stock on any relevant date shall be determined in accordance with the following provisions:

a. If the Stock is at the time traded on the NASDAQ National Market, then the Fair Market Value shall be the closing selling price per share of Stock on the date in question, as such price is

reported on the NASDAQ National Market or any successor system. If there is no closing selling price for the Stock on the date in question, then the Fair Market Value shall be the closing selling price on the last preceding date for which such quotation exists.

b. If the Stock is at the time listed on any Stock Exchange, then the Fair Market Value shall be the closing selling price per share of Common Stock on the date in question on the Stock Exchange determined by the Board of Directors to be the primary market for the Stock, as such price is officially quoted in the composite tape of transactions on such exchange. If there is no closing selling price for the Stock on the date in question, then the Fair Market Value shall be the closing selling price on the last preceding date for which such quotation exists.

c. If neither (a) nor (b) above applies, the Fair Market Value shall be determined by the Board of Directors, after taking into account such factors as it deems appropriate.

9. Assignability.

Except as otherwise provided herein, this Option is not transferable by the Optionee otherwise than by will or the laws of descent and distribution and is exercisable during the Optionee's lifetime only by the Optionee. No assignment or transfer of this Option, or of the rights represented thereby, whether voluntary or involuntary, by operation of law or otherwise, except by will or the laws of descent and distribution, shall vest in the assignee or transferee any interest or right herein whatsoever, but immediately upon any attempt to assign or transfer this Option the same shall terminate and be of no force or effect.

10. Rights as a Stockholder.

The Optionee shall not be deemed for any purpose to be a stockholder of the Company with respect to the shares represented by this Option except with respect to shares as to which this Option has been exercised, payment and issue has been made as herein provided, and the Optionee's name has been entered as a stockholder of record on the books of the Company.

11. The Company's Rights.

The existence of this Option shall not affect in any way the right or power of the Company or its stockholders to make or authorize any or all adjustments, recapitalizations, reorganizations, or other changes in the Company's capital structure or its business, or any merger or consolidation of the Company, or any issue of bonds, debentures, preferred or other stocks with preference ahead of or convertible into, or otherwise affecting the common stock of the Company or the rights thereof, or the dissolution or liquidation of the Company, or any sale or transfer of all or any part of the Company's assets or business, or any other corporate act or proceeding, whether of a similar character or otherwise.

12. Preemption by Applicable Laws or Regulations.

Anything in this Option to the contrary notwithstanding, if, at any time specified herein for the issuance of shares to the Optionee, any law, regulation, or requirements of any governmental authority having appropriate jurisdiction shall require either the Company or the Optionee to take any action prior to or in connection with the shares of Stock then to be issued, sold, or repurchased, the issue, sale, or repurchase of such shares of Stock shall be deferred until such action shall have been taken.

13. Resolution of Disputes.

Any dispute or disagreement that shall arise under, or as a result of, or pursuant to, this Option shall be determined by the Board in its absolute and uncontrolled discretion, and any such determination or any other determination by the Board under or pursuant to this Option and any interpretation by the Board of the terms of this Option shall be final, binding, and conclusive on all persons affected thereby.

14. Notice.

a. All notices, consents, waivers and other communications must be in writing and will be deemed to have been given (a) when delivered by hand (with written confirmation of receipt), (b) when sent by telecopier (with written confirmation of receipt) provided that a copy is also mailed by registered mail, return receipt requested, (c) three business days following mailing of such notice, consent, waiver or other communication by registered mail, return receipt requested, or (d) when received by the addressee, if sent by a nationally recognized overnight delivery service (receipt requested). For this purpose, the Company's address is United Fire & Casualty Company, Inc. 118 Second Avenue S.E. Cedar Rapids, IA 52401 or at such other address as the Company, by notice to the Optionee, may designate in writing from time to time. Notices to the Company shall be addressed to the attention of the Secretary or, if the Optionee is serving as Secretary, to the Chief Financial Officer.

b. The address of the Optionee shall be the address shown on the records of the Company, or at such other address as the Optionee, by notice to the Secretary of the Company, may designate in writing from time to time.

15. Tax Withholding.

The Company shall have the right to deduct from any payment hereunder any federal, state, local, or employment taxes that it deems are required by law to be withheld. At the request of the Optionee, or as required by law, such sums as may be required for the payment of any estimated or accrued income tax liability may be withheld and paid over to the governmental entity entitled to receive the same.

16. Fractional Shares.

Any fractional shares concerning this Option shall be eliminated at the time of exercise by rounding down for fractions of less than one half ($\frac{1}{2}$) and rounding up for fractions of equal to or more than one half ($\frac{1}{2}$). No cash settlements shall be made with respect to fractional shares eliminated by rounding.

17. Governing Law.

All matters relating to this Option shall be governed by the laws of the State of Iowa, without regard to the principles of the conflict of laws, except to the extent preempted by the laws of the United States.

18. General.

The Company shall at all times during the term of the Option reserve and keep available such number of shares of Stock as will be sufficient to satisfy the requirements herein, shall pay all original issue and transfer taxes with respect to the issue and transfer of shares pursuant hereto and all other fees and expenses necessarily incurred by the Company in connection herewith, and will from time to time use its best efforts to comply with all laws and regulations that, in the opinion of counsel for the Company, shall be applicable thereto. This Option shall not be deemed to limit or restrict the right of the Company to terminate the Optionee's employment relationship at any time, for any reason, for or without cause.

19. Regulatory Compliance.

No Stock shall be issued hereunder until the Company has received all necessary regulatory approvals and has taken all necessary steps to assure compliance with federal and state securities laws or has determined to its satisfaction and the satisfaction of its counsel that an exemption from the requirements of the federal and applicable state securities laws are available.

IN WITNESS WHEREOF, the Company has caused this Option to be executed by its duly authorized officer as of the date first above written.

UNITED FIRE & CASUALTY COMPANY, INC.

By: _____

EXHIBIT 12. COMPUTATION OF RATIOS OF EARNINGS TO FIXED CHARGES

(Dollars in Thousands)					
Years ended December 31	2007	2006	2005	2004	2003
Earnings:					
Income before income taxes	\$ 159,334	\$ 125,492	\$ 6,556	\$ 114,809	\$ 79,898
Add: fixed charges	44,046	50,102	55,639	56,837	56,858
Total earnings	\$ 203,380	\$ 175,594	\$ 62,195	\$ 171,646	\$ 136,756
Fixed charges:					
Interest on policyholders' accounts	\$ 43,089	\$ 49,159	\$ 54,727	\$ 56,386	\$ 56,459
Portion of rent representative of interest factor	957	943	912	451	399
Total fixed charges	\$ 44,046	\$ 50,102	\$ 55,639	\$ 56,837	\$ 56,858
Preferred stock dividend requirement	\$ —	\$ —	\$ 906	\$ 4,399	\$ 4,399
Combined fixed charges and preferred stock dividend requirements	\$ 44,046	\$ 50,102	\$ 56,545	\$ 61,236	\$ 61,257
Ratio of earnings to fixed charges	4.62	3.50	1.12	3.02	2.41
Ratio of earnings to combined fixed charges and preferred stock dividend requirements	4.62	3.50	1.10	2.80	2.23

EXHIBIT 21. SUBSIDIARIES OF THE REGISTRANT

Subsidiary	Jurisdiction of Organization	% of ownership by United Fire & Casualty Company or one of its subsidiaries
United Life Insurance Company	Iowa	100 % owned by United Fire & Casualty Company
Lafayette Insurance Company	Louisiana	100 % owned by United Fire & Casualty Company
Addison Insurance Company	Illinois	100 % owned by United Fire & Casualty Company
United Fire & Indemnity Company	Texas	100 % owned by United Fire & Casualty Company
American Indemnity Financial Corporation	Delaware	100 % owned by United Fire & Casualty Company
Texas General Indemnity Company	Colorado	100 % owned by American Indemnity Financial Corporation
United Fire Lloyds	Texas	Operationally and financially controlled by United Fire & Indemnity Company

EXHIBIT 23.1

Consent of Independent Registered Public Accounting Firm

We consent to the incorporation by reference in the Registration Statements of United Fire & Casualty Company (United Fire) described in the following table of our reports dated February 27, 2008, with respect to internal control over financial reporting and the consolidated financial statements and schedules of United Fire & Casualty Company included in this Annual Report (Form 10-K) for the year ended December 31, 2007.

Registration Statement Form	Number	Purpose
S-8	333-42895	Pertaining to United Fire's employee stock purchase plan
S-8	333-63103	Pertaining to United Fire's nonqualified employee stock option plan
S-8	333-107041	Pertaining to the United Fire Group 401(k) plan
S-8	333-129923	Pertaining to United Fire's nonqualified non-employee director stock option and restricted stock plan

/s/ Ernst & Young LLP
Ernst & Young LLP

Chicago, Illinois
February 27, 2008

EXHIBIT 23.2

Consent of Expert

We consent to the use of and reference to our name in the Annual Report on Form 10-K of United Fire & Casualty Company ("United Fire") for the year ended December 31, 2007 under the heading "Life insurance segment" under "Reserves" and under the heading "Risks relating to our business." We also consent to the incorporation by reference of such use and reference into the Registration Statements of United Fire described in the following table.

Registration Statement		Purpose
Form	Number	
S-8	333-42895	Pertaining to United Fire's employee stock purchase plan
S-8	333-63103	Pertaining to United Fire's nonqualified employee stock option plan
S-8	333-107041	Pertaining to the United Fire Group 401(k) plan
S-8	333-129923	Pertaining to United Fire's nonqualified non-employee director stock option and restricted stock plan

February 27, 2008

/s/ Steve Griffith
Griffith, Ballard and Company

EXHIBIT 23.3

Consent of Expert

We consent to the use of and reference to our name in the Annual Report on Form 10-K of United Fire & Casualty Company ("United Fire") for the year ended December 31, 2007 under the heading "Property and casualty insurance segment," under "Reserves" and the headings "IBNR Reserves" and "Independent Actuary" under "Loss and Loss Settlement Expenses – Property and Casualty Insurance Segment." We also consent to the incorporation by reference of such use and reference into the Registration Statements of United Fire described in the following table.

Registration Statement		Purpose
Form	Number	
S-8	333-42895	Pertaining to United Fire's employee stock purchase plan
S-8	333-63103	Pertaining to United Fire's nonqualified employee stock option plan
S-8	333-107041	Pertaining to the United Fire Group 401(k) plan
S-8	333-129923	Pertaining to United Fire's nonqualified non-employee director stock option and restricted stock plan

February 27, 2008

/s/ Steven J. Regnier
Regnier Consulting Group, Inc.
Steven J. Regnier, President

CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Randy A. Ramlo, certify that:

1. I have reviewed this annual report on Form 10-K of United Fire & Casualty Company;
2. Based on my knowledge, this annual report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this annual report;
3. Based on my knowledge, the Consolidated Financial Statements and other financial information included in this annual report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of and for, the periods presented in this annual report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and we have:
 - a. designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b. designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with GAAP;
 - c. evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d. disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting.
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent function):
 - a. all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b. any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Dated: February 27, 2008

/s/ Randy A. Ramlo

Randy A. Ramlo
Chief Executive Officer

Exhibit 31.2

CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Dianne M. Lyons, certify that:

1. I have reviewed this annual report on Form 10-K of United Fire & Casualty Company;
2. Based on my knowledge, this annual report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this annual report;
3. Based on my knowledge, the Consolidated Financial Statements and other financial information included in this annual report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of and for, the periods presented in this annual report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and we have:
 - a. designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
 - b. designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with GAAP;
 - c. evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
 - d. disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting.
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of registrant's board of directors (or persons performing the equivalent function):
 - a. all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
 - b. any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Dated: February 27, 2008

/s/ Dianne M. Lyons

Dianne M. Lyons
Chief Financial Officer

Exhibit 32.1

CERTIFICATION PURSUANT TO
18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report of United Fire & Casualty Company (the "Company") on Form 10-K for the period ending December 31, 2007, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Randy A. Ramlo, Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

- (1) The Report fully complies with the requirements of Section 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and result of operations of the Company.

/s/ Randy A. Ramlo

Randy A. Ramlo
Chief Executive Officer
February 27, 2008

A signed original of this written statement required by Section 906 has been provided to United Fire & Casualty Company and will be retained by United Fire & Casualty Company and furnished to the Securities and Exchange Commission or its staff upon request.

Exhibit 32.2

CERTIFICATION PURSUANT TO
18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report of United Fire & Casualty Company (the "Company") on Form 10-K for the period ending December 31, 2007, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Dianne M. Lyons, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

- (1) The Report fully complies with the requirements of Section 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and result of operations of the Company.

/s/ Dianne M. Lyons

Dianne M. Lyons
Chief Financial Officer
February 27, 2008

A signed original of this written statement required by Section 906 has been provided to United Fire & Casualty Company and will be retained by United Fire & Casualty Company and furnished to the Securities and Exchange Commission or its staff upon request.



UNITED FIRE & CASUALTY COMPANY

118 Second Avenue SE
Cedar Rapids, Iowa 52401

April 16, 2008

Dear Fellow Shareholder:

I am pleased to invite you to join us at United Fire & Casualty Company's 2008 Annual Meeting of Shareholders. This year's meeting will be held on the second floor of our principal executive offices located at 118 Second Avenue SE, in Cedar Rapids, Iowa. The meeting will take place on Wednesday, May 21, 2008 at 10:00 A.M.

At this year's meeting we will vote for the election of five directors for full terms, the adoption of a new employee stock plan, and amendments to our Articles of Incorporation. Management will also report on United Fire & Casualty Company's business, and shareholders will have an opportunity to ask questions of management and Ernst & Young LLP, our independent registered public accounting firm.

Attached you will find a notice of the meeting and a proxy statement that contains additional information about the meeting and explains the methods you can use to vote your proxy, including by telephone and via the Internet.

Your vote is important. Whether or not you plan to attend the meeting, we encourage you to sign and return your proxy card in the enclosed postage-paid envelope or use telephone or Internet voting prior to the meeting. This ensures that your shares of common stock will be represented and voted at the meeting even if you cannot attend.

For the Board of Directors,

A handwritten signature in black ink, appearing to read 'Scott McIntyre Jr.', written over a horizontal line.

Scott McIntyre Jr.
Chairman of the Board



UNITED FIRE & CASUALTY COMPANY

118 Second Avenue SE
Cedar Rapids, Iowa 52401

**NOTICE OF 2008 ANNUAL MEETING OF SHAREHOLDERS OF
UNITED FIRE & CASUALTY COMPANY**

DATE AND TIME: Wednesday, May 21, 2008, at 10:00 A.M.

PLACE: United Fire & Casualty Company
Corporate Headquarters
118 Second Avenue SE
Cedar Rapids, Iowa

ITEMS OF BUSINESS: At the meeting, we will ask shareholders to:

- 1) Elect five directors to three year terms.
- 2) Adopt the 2008 Stock Plan.
- 3) Amend our Articles of Incorporation regarding:
 - a. The record date used to make determinations of shareholders for any purpose
 - b. To provide for limitation of director liability and indemnification of directors to the fullest extent of Iowa law
- 4) Vote upon such other matters as may properly come before the meeting or any adjournments or postponements thereof.

WHO CAN VOTE: You can vote if you were a shareholder of record on April 2, 2008.

2007 ANNUAL REPORT: If you requested electronic delivery, we have delivered our 2007 Annual Report to you electronically. If you did not request electronic delivery, a copy of our 2007 Annual Report is enclosed.

Neal R. Scharmer
Corporate Secretary

Dated at Cedar Rapids, Iowa
April 16, 2008

**WHETHER OR NOT YOU PLAN TO ATTEND THE MEETING, PLEASE
COMPLETE, SIGN, DATE AND RETURN THE ACCOMPANYING PROXY CARD.**

Table of Contents

	<u>Page</u>
About the Annual Meeting	1
Proposal 1 – Election of Directors	3
Proposal 2 – 2008 Stock Plan	6
Proposal 3 – Amendments to the Articles of Incorporation	13
Corporate Governance	14
Board of Directors and Committees of the Board	14
Independence Determination	14
Audit Committee	14
Compensation Committee Interlock and Insider Participation	15
Nominating and Governance Committee	15
Transactions with Related Persons	15
Director Compensation	15
Executive Compensation	17
Compensation Discussion and Analysis	17
Compensation Committee Report	25
Summary Compensation Table – 2007	26
All Other Compensation Detail – 2007	27
Grants of Plan-Based Awards – 2007	27
Outstanding Equity Awards at Fiscal Year-End – 2007	28
Option Exercises – 2007	29
Pension Benefits – 2007	29
Nonqualified Deferred Compensation – 2007	30
Potential Payments upon Termination or Change-in-Control - 2007	31
2008 Compensation Changes	32
Audit Committee Report	33
Information about our Independent Registered Public Accounting Firm	34
Security ownership of Certain Beneficial Owners	35
Security Ownership of Management	35
Section 16(a) Beneficial Ownership Reporting Compliance	37
Miscellaneous	37
Code of Ethics	37
Communicating with the Board of Directors	37
Delivery of One Proxy Statement and Annual Report to Shareholders to a Single Household to Reduce Duplicate Mailings	38
Electronic Availability of Proxy Materials	38
Other Matters	38
Appendix A – Proposed Amendments to the Fourth Amended and Restated Articles of Incorporation of United Fire & Casualty Company	39



UNITED FIRE & CASUALTY COMPANY

118 Second Avenue SE
Cedar Rapids, Iowa 52401

**PROXY STATEMENT FOR THE
ANNUAL MEETING OF SHAREHOLDERS
TO BE HELD ON MAY 21, 2008**

This solicitation of proxies is made on behalf of the Board of Directors of United Fire & Casualty Company ("United Fire," "we," "us," or "our," as the context requires) and on behalf of the Trustees of the United Fire Group Employee Stock Ownership Plan (the "ESOP") and the United Fire Group 401(k) Plan (the "401(k) Plan"). Proxies will be used at the Annual Meeting of Shareholders of United Fire & Casualty Company (the "Annual Meeting"), an Iowa corporation, to be held on May 21, 2008 at 10:00 A.M., and at any adjournments or postponements thereof. The meeting will be held on the second floor of our principal executive offices at 118 Second Avenue SE, Cedar Rapids, Iowa. With respect to shares of our common stock held in the ESOP and the 401(k) Plan, the Board of Directors is soliciting participants on behalf of the Trustees of those plans to direct the Trustees how to vote the shares held in those plans.

The notice of meeting, proxy statement, and form of proxy is first being mailed to shareholders and participants in the United Fire Group 401(k) Plan and the United Fire Group Employee Stock Ownership Plan on or about April 16, 2008.

We will solicit proxies principally by mail, but our directors and employees may also solicit proxies by telephone, facsimile, or e-mail. Our directors and employees may also conduct personal solicitations.

ABOUT THE ANNUAL MEETING

What is the purpose of the Annual Meeting?

At the Annual Meeting, shareholders will act upon the matters listed in the attached Notice of Annual Meeting, including the election of directors, the adoption of an employee stock plan and amendments to our Articles of Incorporation. Our management will report on our performance during fiscal year 2007. Representatives of Ernst & Young LLP, our independent registered public accounting firm, will be present at the meeting, will have the opportunity to make a statement if they desire to do so, and will be available to respond to appropriate shareholder questions.

Who may attend the Annual Meeting?

All shareholders of record as of April 2, 2008 or their duly appointed proxies may attend the Annual Meeting. Although we encourage you to complete and return the enclosed proxy card by mail, or to vote by telephone or via the Internet to ensure your vote is counted, you may attend the Annual Meeting and vote your shares in person.

Who is entitled to vote at the Annual Meeting?

Only shareholders of record of our common stock at the close of business on April 2, 2008 are entitled to receive notice of and to vote at the Annual Meeting or at any postponements or adjournments thereof. At the close of business on April 2, 2008 there were 27,191,388 shares of our common stock outstanding and entitled to vote at the Annual Meeting. Each share of common stock entitles its record holder to one vote. If you hold your shares in "street name" (that is through a brokerage firm, bank or other nominee) and wish to vote in person at the annual meeting, you will need to bring a copy of a brokerage statement reflecting your stock ownership as of April 2, 2008.

What constitutes a quorum for the Annual Meeting?

The presence at the Annual Meeting of a majority of the outstanding shares of our common stock represented either in person or by proxy will constitute a quorum for the transaction of business at the meeting. Based on the number of shares outstanding on April 2, 2008, 13,595,670 shares of common stock, represented in person or by proxy, will constitute a quorum for conducting business at the Annual Meeting. Abstentions and broker non-votes will each be counted as present for purposes of determining the presence of a quorum at the Annual Meeting.

How do I vote my shares?

You may vote in the following ways:

- *In person:* We will distribute paper ballots to anyone who wishes to vote in person at the Annual Meeting. However, if you hold your shares in street name, you must request a proxy card from your broker in order to vote in person at the Annual Meeting. Holding shares in "street name" means that you hold them through a brokerage firm, bank, or other nominee in the records maintained by our transfer agent, Computershare Investor Services, LLC, instead of in your individual name.
- *By mail:* Please complete and sign your proxy card and return it to us by mail in the enclosed business reply envelope. If you mark your voting instructions on the proxy card, your shares will be voted as you instruct. If an additional proposal comes up for a vote at the Annual Meeting that is not on the proxy card, your shares will be voted in the best judgment of the authorized proxies, Scott McIntyre Jr. and Neal R. Scharmer.

If you do not mark voting instructions on your proxy card, your shares will be voted FOR approval of the director nominees, FOR adoption of the 2008 Stock Plan, and FOR amendment of our Articles of Incorporation.

- *By telephone:* Call the toll-free telephone number on your proxy card to vote by telephone. You must have a touch-tone telephone to use this voting method. You will need to follow the instructions on your proxy card and the voice prompts to vote your shares.
- *Via the Internet:* If you have Internet access available to you, you may go to the website listed on your proxy card to vote your shares via the Internet. You will need to follow the instructions on your proxy card and the website to vote your shares.

Telephone and Internet voting options are available 24 hours a day, seven days a week. When prompted, you will need to enter the control number shown on your proxy card. You will then be able to vote your shares and confirm that your instructions have been properly recorded. If you vote by telephone or via the Internet, your electronic vote authorizes the proxies in the same manner as if you had signed, dated and returned your proxy card by mail. Telephone and Internet voting procedures, including the use of control numbers found on the proxy cards, are designed to authenticate shareholders' identities, to allow shareholders to vote their shares of common stock and to confirm that their instructions have been properly recorded. If you vote by telephone or via the Internet, you do not need to return your proxy card.

If you hold your shares in street name, you may vote by telephone or via the Internet only if your broker or nominee makes those methods available to you, in which case your broker or nominee will enclose the instructions for using those options along with this proxy statement.

What if I am a beneficial owner rather than a holder of record?

If your shares are held in a brokerage account or by a bank or other nominee, you are considered to be the beneficial owner of shares held in street name. These proxy materials are being forwarded to you by your broker or nominee, who is considered to be the holder of record with respect to your shares. As the beneficial owner, you have the right to direct your broker or nominee how to vote your beneficial shares by filling out the voting instruction form provided to you. Telephone and Internet voting options may also be available to beneficial owners. As a beneficial owner, you are invited to attend the Annual Meeting, but you must obtain a legal proxy from the record holder of your shares in order to vote in person at the Annual Meeting.

If I hold my shares in a brokerage account and do not return voting instructions, will my shares be voted?

If your shares are held in a brokerage account or by a bank or other nominee, your broker, bank or other nominee will ask you how you want your shares to be voted. If you provide voting instructions, your shares must be voted as you direct. If you do not furnish voting instructions, one of two things can happen, depending upon whether a proposal is "routine." Under the rules that govern brokers who have record ownership of shares beneficially owned by their clients, brokers have discretion to cast votes on routine matters, such as the election of directors, without receiving voting instructions from their clients. Brokers are not permitted, however, to cast votes on "non-routine" matters, such as approval of stock incentive plans or amendment of articles of incorporation, without client voting instructions. A "broker non-vote" occurs when a broker holding shares for a beneficial owner does not vote on a particular proposal because the broker does not have discretionary voting power for that proposal and has not received voting instructions from the beneficial owner.

If I hold my shares in the ESOP or company 401(k) Plan, will my shares be voted?

We have added the shares of common stock held for the account of participants in the ESOP and the 401(k) Plan to the participants' other holdings shown on their proxy cards. If you hold stock through either of these plans, voting your proxy also serves as confidential voting instructions to the Trustees of the ESOP (John A. Rife and Timothy G. Spain) and/or to the Trustee of the 401(k) Plan (Charles Schwab & Co.). Those Trustees will vote your shares in accordance with the specific voting instructions that you indicate on your proxy card. If you provide no specific voting instructions, the Trustees of the ESOP will not vote your shares, and the Trustee of the 401(k) Plan will vote your shares in proportion to the voting instructions it receives from those plan participants who do submit voting instructions.

Can I revoke my proxy or change my vote after I return my proxy?

Yes. Even after you submit a proxy, you may revoke your proxy or change your vote at any time before it is exercised by:

- Delivering written notice to the transfer agent, Computershare Investor Services, LLC at its proxy tabulation center at P. O. Box 43126, Providence, Rhode Island 02940-5138;
- Delivering written notice to the Corporate Secretary of United Fire & Casualty Company at 118 Second Avenue SE, Cedar Rapids, Iowa 52401;
- Executing and delivering a later-dated proxy; or
- Appearing and voting in person at the Annual Meeting. Attendance at the Annual Meeting will not by itself revoke a previously granted proxy.

Who pays for this proxy solicitation?

United Fire will pay the total expense of this solicitation of proxies. The expenses may include reimbursement to brokerage firms and others of their cost for forwarding solicitation material to beneficial owners.

PROPOSAL 1—ELECTION OF DIRECTORS

Our Articles of Incorporation require that our Board of Directors be divided into three classes, A, B, and C, with one class elected at each Annual Meeting. The Board of Directors must consist of not more than fifteen (15) and not less than nine (9) members, with the precise number fixed by the directors. The directors have fixed membership of the Board of Directors at thirteen (13) and the number of Class A directors to be elected at this year's Annual Meeting at five (5), subject to such changes as the Board of Directors may make at the time of the Annual Meeting if any director nominations are made by minority shareholders, as described in the next paragraph.

Pursuant to our Articles of Incorporation, minority shareholders who collectively hold and vote one-fifth of our outstanding common stock are entitled to nominate and elect 20 percent (20%) of our directors. Accordingly, minority shareholders collectively holding one-fifth of our outstanding common stock are entitled to nominate and elect one (1) director if we have nine (9) directors; two (2) directors if we have a total of ten (10) through fourteen

(14) directors (our current number is twelve); and three (3) directors if we have fifteen (15) directors. The majority of our shareholders can always elect a majority of our directors.

Director Nominees

Nominees for Director (Class A) for the term expiring in 2011

Douglas M. Hultquist (Director since 2007)	Mr. Hultquist, 52, is the President, Chief Executive Officer, and a director of QCR Holdings, Inc., a multi-bank holding company headquartered in Moline, Illinois that serves Moline and Rockford, Illinois, Milwaukee, Wisconsin, and Davenport and Cedar Rapids, Iowa through wholly owned subsidiary banks. He has served in those positions since 1993. Mr. Hultquist was a tax partner in the Quad Cities office of McGladrey & Pullen, LLP, a national tax and accountancy firm from 1991 until he left and co-founded QCR Holdings, Inc. in 1993.
Casey D. Mahon (Director since 1993)	Ms. Mahon, 56, is an Adjunct Professor of Law at the University of Iowa College of Law, Iowa City, Iowa, where she has taught since 1998. From 1993 until 1998, Ms. Mahon served as Senior Vice President and General Counsel for McLeodUSA, Inc., which provides integrated communications services.
Scott McIntyre Jr. (Director since 1956)	Mr. McIntyre, 74, is Chairman of our Board of Directors, a position he has held since 1975. Mr. McIntyre is the father-in-law of Christopher Drahozal, who also serves as a director.
Randy A. Ramlo (Nominee)	Mr. Ramlo, 47, has served as our President and Chief Executive Officer since May 2007. He previously served us as Chief Operating Officer from May 2006 until May 2007, as Executive Vice President from May 2004 until May 2007, and as Vice President, Fidelity and Surety, from November 2001 until May 2004.
Frank S. Wilkinson Jr. (Director since 2001)	Mr. Wilkinson, 68, retired in December 2000 from E.W. Blanch Co., a company in Minneapolis, Minnesota that provides risk management and distribution services and arranges reinsurance coverage between insurers and reinsurers. Before retiring after 31 years of service, Mr. Wilkinson held a number of positions with E.W. Blanch Co., including Executive Vice President and director from 1993 to 2000. Mr. Wilkinson served on the Board of Directors of Hub International, Ltd. of Chicago, Illinois from April 2003 until June 2007. Mr. Wilkinson currently serves on the Board of Directors of Benfield Group, Ltd. of London, England, where he serves on the audit, remuneration (compensation) and nominating and governance committees.

Vote Required and Board Recommendation

Directors are elected by a plurality of the votes cast (either in person or by proxy) by the shares entitled to vote in the election at a meeting at which a quorum is present. In tabulating the voting results for the election of directors, "FOR" votes are counted in favor of the election of a director, and "WITHHOLD" votes are counted against the election of a director. Abstentions will not affect the election of directors. In tabulating the voting results for the election of directors, only "FOR" and "WITHHOLD" votes are counted. Shareholders do not have the right to cumulate their votes in the election of directors.

THE BOARD OF DIRECTORS UNANIMOUSLY RECOMMENDS A VOTE <u>FOR</u> THE ELECTION OF EACH NOMINEE FOR DIRECTOR. YOUR SHARES WILL BE VOTED <u>FOR</u> EACH NOMINEE NAMED ABOVE UNLESS YOU SPECIFICALLY DIRECT YOUR PROXY TO VOTE AGAINST THE NOMINEE.

Directors (Class C) Not Up for Election Whose Terms Expire in 2009

- Christopher R. Drahozal**
(Director since 1997)
- Mr. Drahozal, 46 is a Professor of Law at the University of Kansas School of Law in Lawrence, Kansas, where he has taught since 1994. Mr. Drahozal is the son-in-law of Scott McIntyre Jr., who serves as Chairman.
- Jack B. Evans**
(Director since 1995)
- Mr. Evans, 59, serves as President of the Hall-Perrine Foundation, a private philanthropic corporation located in Cedar Rapids, Iowa, a position he has held since 1996. From 1993 to 1995, Mr. Evans served as President of SCI Financial Group, a regional financial services firm providing brokerage, insurance and related services to its clients. Mr. Evans serves on the Board of Directors of Nuveen Institutional Advisory Corp. of Chicago, Illinois.
- Thomas W. Hanley**
(Director since 2003)
- Mr. Hanley, 56, is a full-time teacher at Xavier High School, a Catholic high school in Cedar Rapids, Iowa. He began teaching full-time in 2004. From 2002 to 2004, Mr. Hanley conducted post-graduate studies in Theology at Loras College in Dubuque, Iowa. From 1979 to April 2003, Mr. Hanley was employed as a certified public accountant by McGladrey & Pullen, LLP, a national tax and accounting firm. Mr. Hanley was a partner with McGladrey & Pullen, LLP from 1983 until 2002.
- George D. Milligan**
(Director since 1999)
- Mr. Milligan, 51, is President of The Graham Group, Inc. in Des Moines, Iowa, a position he has held since 1985. The Graham Group consists of a real estate firm specializing in the development of office buildings and a construction firm specializing in the construction of hospital facilities. Since 2005, Mr. Milligan has also served as a director of West Bancorporation, Inc. of West Des Moines, Iowa.

Directors (Class B) Not Up for Election Whose Terms Expire in 2010

- James A. Leach**
(Director since 2007)
- Mr. Leach, 65, served as a Representative from Iowa to the United States Congress from 1977 until 2007. Immediately prior to leaving Congress, Mr. Leach served as chairman emeritus, Committee on Banking and Financial Services; member, Committee on International Relations; and chairman, Subcommittee on East Asian and Pacific Affairs. Mr. Leach is currently Director of the Institute of Politics at Harvard University's Kennedy School of Government in Cambridge, Massachusetts. He is currently on leave from Princeton University in Princeton, New Jersey where he is the John L. Weinberg Visiting Professor at the Woodrow Wilson School of Public and International Affairs.
- Mary K. Quass**
(Director since 1998)
- Ms. Quass, 58, is President and Chief Executive Officer of NRG Media, LLC, Cedar Rapids, Iowa, a position she has held since 2002. NRG Media, LLC is a radio broadcasting group of over 60 stations. Ms. Quass is also President and Chief Executive Officer of Quass Communications, LLC, a position she has held since 1998. Quass Communications, LLC is a privately held investment company.
- John A. Rife**
(Director since 1998)
- Mr. Rife, 65, serves as President/CEO of our life insurance subsidiary, United Life Insurance Company, a position he has held since 1984. Mr. Rife served as our President from 1997 until 2007 and as our Chief Executive Officer from 2000 until 2007. Since 2006, Mr. Rife has served on the Board of Directors of QCR Holdings, Inc., a multi-bank holding company headquartered in Moline, Illinois.
- Kyle D. Skogman**
(Director since 2000)
- Mr. Skogman, 57, is President of Skogman Construction Co. of Iowa, a company that specializes in residential construction, primarily in Cedar Rapids, Iowa. He has served as President of Skogman Construction Co. of Iowa since 1990.

Director Relationships

None of the directors or nominees holds a directorship in any other company with a class of securities registered under Section 12 or subject to Section 15(d) of the Securities Exchange Act of 1934, or registered as an investment company under the Investment Company Act of 1940, except: Jack B. Evans, who is a director of Nuveen Institutional Advisory Corp.; George D. Milligan, who is a director of West Bancorporation, Inc.; and John A. Rife and Douglas M. Hultquist, who are directors of QCR Holdings, Inc.

PROPOSAL 2—2008 STOCK PLAN

General Information

At the meeting, the shareholders will be requested to approve the United Fire & Casualty Company 2008 Stock Plan (the “Stock Plan”), which is an amendment and restatement of the United Fire & Casualty Company Nonqualified Employee Stock Option Plan, which expires in 2008. In February 2008, the Board of Directors approved the Stock Plan, subject to approval by our shareholders. Our Board believes that the amendments included in the Stock Plan are an integral part of our long-term compensation philosophy. The Board of Directors unanimously recommends approval of the Stock Plan to allow the Company to continue to attract and retain the best available individuals for positions of substantial responsibility, to provide additional incentive to such individuals, and to promote the success, growth, and general prosperity of the Company’s business by aligning the financial interests of employees with long-term shareholder value. For these reasons, the Board of Directors has unanimously adopted resolutions approving the Stock Plan and recommending it to the shareholders for their approval.

Key Amendments to the Stock Plan

The key changes to the Stock Plan are:

- To increase the shares available for issuance under the Stock Plan by 900,000 shares of our common stock;
- To provide for stock awards, stock appreciation rights, and “incentive stock options,” as defined in Section 422 of the Internal Revenue Code, in addition to non-statutory options that were previously provided for in the Stock Plan; and
- To provide that the Stock Plan will continue in effect until action by the Board of Directors or by operation of law.

Vote Required and Board Recommendation

The affirmative vote of the holders of a majority of the votes cast in person or by proxy and entitled to vote at the meeting will be required to approve the 2008 Stock Plan. Neither abstentions nor broker non-votes will have any effect on the outcome of this proposal. In tabulating the voting results for the proposal to approve the 2008 Stock Plan, “FOR” votes are counted in favor of the proposal and “AGAINST” votes are counted against the proposal.

THE BOARD OF DIRECTORS UNANIMOUSLY RECOMMENDS A VOTE FOR THE APPROVAL OF THE 2008 STOCK PLAN.

Description of the Stock Plan

General

The following summary of the Stock Plan is qualified in its entirety by the specific language of the Stock Plan, a copy of which may be obtained upon written request to the United Fire Group, Investors Relations Department, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909, (319) 399-5700. The purposes of this Stock Plan are to attract and retain the best available individuals for positions of substantial responsibility, to provide additional incentive to such individuals, and to promote the success, growth, and general prosperity of the Company’s business by aligning the

financial interests of employees with long-term shareholder value. Stock options, stock awards and stock appreciation rights may be granted under the Stock Plan. Options granted under the Stock Plan may be either "incentive stock options," as defined in Section 422 of the Internal Revenue Code (the "Code"), or non-statutory stock options.

Administration

The Stock Plan will be administered by the Board of Directors or the Compensation Committee of the Board of Directors (the "Compensation Committee").

Eligibility

Incentive stock options may be granted only to employees of the Company or its subsidiaries. Non-statutory stock options, stock awards and stock appreciation right awards may be granted under the Stock Plan to employees, as well as to persons to whom offers of employment as employees have been granted. The Compensation Committee or the Board of Directors, in their discretion, will select the individuals to whom options, stock awards and stock appreciation rights will be granted, the time or times at which such awards are granted, and the number of shares subject to each grant.

Shares Subject to the Stock Plan

We propose an increase of 900,000 shares of our common stock to be available to be issued under the Stock Plan. If such increase is approved by our shareholders, the cumulative aggregate share authorization under the Stock Plan will increase from 1,000,000 (the shares currently authorized under the Stock Plan) to 1,900,000 shares. As of April 2, 2008, 792,092 shares had been issued under the Stock Plan and awards covering 631,850 shares were outstanding under the Stock Plan.

Limitations

The Stock Plan provides that the maximum aggregate number of common shares underlying all awards to be granted to any person in any single fiscal year of the Company shall not exceed 200,000 shares for options or stock appreciation rights, or 100,000 shares for stock awards (increased, in both cases proportionately, in the event of any stock split, stock dividend or similar event with respect to the Shares).

Terms and Conditions of Awards

Each award under the Stock Plan must be evidenced by a written agreement between us and the individual awardee specifying the number of shares and the other terms and conditions of the award. Awards are subject to the following additional terms and conditions:

Exercise Price. The Compensation Committee or the Board of Directors will determine the exercise price for the shares of common stock underlying each award at the time the award is granted. The exercise price for shares under a stock option may not be less than 100% of the fair market value of the common stock on the date such option is granted. Any incentive stock option granted to a person who at the time of grant owns stock possessing more than 10% of the total combined voting power of all classes of our stock or of any parent or subsidiary corporation must have an exercise price equal to at least 110% of the fair market value of a share of our common stock on the date of grant.

Repricing Prohibition. The Stock Plan expressly provides that, without the approval of shareholders, no award may be repriced, replaced, regranted through cancellation, or modified (except in connection with a change in the Company's capitalization), if the effect would be to reduce the exercise price for the shares underlying such award.

Exercise of Award; Form of Consideration. The Compensation Committee or the Board of Directors will determine when awards become exercisable. The means of payment for shares issued upon exercise of an award will be specified in each award agreement. The Stock Plan permits payment to be made by cash, check, broker assisted same day sales, and, in the case of certain executive officers, by delivery of other shares of Company stock which they have owned for six (6) months or more as of the exercise date. For non-statutory stock options, stock grants,

and stock received upon the exercise of stock appreciation rights, the option holder or stock recipient must also pay the Company, at the time of purchase, the amount of federal, state, and local withholding taxes required to be withheld by the Company.

Term of Award. The term of an award may be no more than ten (10) years from the date of grant. No award may be exercised after the expiration of its term.

Death or Disability. If an awardee's employment terminates as a result of his or her death, then all awards he or she could have exercised at the date of death, or would have been able to exercise within the following twelve (12) months if the employment had continued, may be exercised within the twelve (12) month period following the awardee's death by his or her estate or by the person who acquires the exercise right by bequest or inheritance. In addition, if an awardee's employment terminates as a result of the awardee's total and permanent disability, then the awardee may, within eighteen (18) months after the termination, exercise all awards he or she could have exercised at the termination date, or would have been able to exercise within the twelve (12) month period following the termination if the employment had continued, provided that no such award may be exercised after expiration of the term specified in the award agreement.

Nontransferability of Awards. Unless otherwise determined by the Compensation Committee or the Board of Directors, awards granted under the Stock Plan are not transferable other than by will or the laws of descent and distribution and may be exercised during the awardee's lifetime only by the awardee.

Other Provisions. An award agreement may contain other terms, provisions, and conditions not inconsistent with the Stock Plan, as may be determined by the Compensation Committee or the Board of Directors.

Stock Awards

Stock awards may be granted alone, in addition to, or in tandem with other awards under the Stock Plan. Unless the Compensation Committee or the Board of Directors determines otherwise, the stock award agreement will provide that any non-vested stock is forfeited back to the Company upon the awardee's termination of employment for any reason. The forfeiture provisions for the non-vested stock will lapse at a rate determined by the Compensation Committee or the Board of Directors.

Stock awards may be granted in the form of a stock bonus, a stock purchase right or restricted stock. The purchase price for shares issuable under each stock purchase right (and, if applicable, restricted stock) will be established by the Compensation Committee or the Board of Directors in their discretion and may be paid in cash, by check, in cash equivalent or by such other lawful consideration as approved by the Compensation Committee. No monetary payment is required for receipt of shares pursuant to a stock bonus, the consideration for which is services rendered by the participant, except that the participant must furnish consideration in the form of cash or past services rendered having a value not less than the par value of the shares acquired, to the extent required by law.

Stock awards may be granted by the Compensation Committee subject to such restrictions for such periods as determined by the Compensation Committee and set forth in a written agreement between us and the participant, and neither the award nor the shares acquired pursuant to the award may be sold or otherwise transferred or pledged until the restrictions lapse or are terminated. Restrictions may lapse in full or in installments on the basis of the participant's continued service or other factors, such as the attainment of performance goals established by the Compensation Committee or the Board of Directors.

Stock Appreciation Rights

Stock appreciation rights may be granted alone (Stand-Alone SARs), in addition to, or in tandem (Tandem SARs) with other awards under the Stock Plan. Upon exercise of a Stand-Alone SAR, the awardee will be entitled to receive the excess of the fair market value on the exercise date of the Company common shares underlying the stock appreciation right over the aggregate base price applicable to such shares; provided that the base price per share may not be less than the fair market value of such shares on the grant date. An awardee granted a Tandem SAR will be required to elect between exercising the underlying option and surrendering the option in exchange for a distribution from the Company equal to the excess of the fair market value on the surrender date of the shares that could have

been acquired under the option over the aggregate exercise price payable for such shares. Any such surrender must be first approved by the Compensation Committee or the Board of Directors. Distributions to the awardee may be made in common stock, in cash, or in a combination of stock and cash, as determined by the Compensation Committee or the Board of Directors.

Adjustments upon Changes in Capitalization, Merger or Sale of Assets

If the Company's stock changes by reason of any stock split, dividend, combination, reclassification or other similar change in the Company's capital structure effected without the receipt of consideration, appropriate adjustments shall be made in the number and class of shares of stock subject to the Stock Plan, the number and class of shares of stock subject to any award outstanding under the Stock Plan, and the exercise price for shares subject to any such outstanding award.

Amendment and Termination of the Stock Plan

The Board may amend, alter, suspend or terminate the Stock Plan, or any part thereof, at any time and for any reason. However, the Company shall obtain shareholder approval for any amendment to the Stock Plan to the extent necessary and desirable to comply with applicable laws. No such action by the Board or shareholders may alter or impair any award previously granted under the Stock Plan without the written consent of the awardee. The Stock Plan shall remain in effect until terminated by action of the Board of Directors or operation of law.

Performance Awards

The Compensation Committee or the Board of Directors may grant performance awards subject to such conditions and the attainment of such performance goals over such periods as the Compensation Committee or the Board of Directors determines in writing and sets forth in a written agreement between us and the participant. Performance awards will specify a predetermined amount of performance shares that may be earned by the participant to the extent that one or more predetermined performance goals are attained within a predetermined performance period.

Summary of Federal Income Tax Consequences of the Stock Plan

The following summary is intended only as a general guide to the current U.S. federal income tax consequences of participation in the Stock Plan and does not attempt to describe all possible federal or other tax consequences of such participation or tax consequences based on particular circumstances. Furthermore, the tax consequences are complex and subject to change, and a taxpayer's particular situation may be such that some variation of the described rules is applicable.

Incentive Stock Options

A participant recognizes no taxable ordinary income as a result of the grant or exercise of an incentive stock option qualifying under Section 422 of the Code. However, the exercise of an incentive stock option may increase the participant's alternative minimum tax liability, if any.

If a participant holds stock acquired through exercise of an incentive stock option for more than two years from the date on which the option was granted and more than one year after the date the option was exercised for those shares, any gain or loss on a disposition of those shares (a "qualifying disposition") will be a long-term capital gain or loss. Upon such a qualifying disposition, we will not be entitled to any income tax deduction.

Generally, if the participant disposes of the stock before the expiration of either of those holding periods (a "disqualifying disposition"), then at the time of disposition the participant will realize taxable ordinary income equal to the lesser of (i) the excess of the stock's fair market value on the date of exercise over the exercise price, or (ii) the participant's actual gain, if any, on the purchase and sale. The participant's additional gain or any loss upon the disqualifying disposition will be a capital gain or loss, which will be long-term or short-term depending on whether the stock was held for more than one year. To the extent the participant recognizes ordinary income by reason of a disqualifying disposition, generally we will be entitled (subject to the requirement of reasonableness, the provisions of Section 162(m) of the Code, and the satisfaction of a tax reporting obligation) to a corresponding income tax deduction in the tax year in which the disqualifying disposition occurs.

Nonstatutory Stock Options

Options not designated or qualifying as incentive stock options are nonstatutory stock options having no special tax status. A participant generally recognizes no taxable ordinary income as the result of the grant of such an option. Upon exercise of a nonstatutory stock option, the participant normally recognizes ordinary income in the amount of the difference between the option exercise price and the fair market value of the shares on the date of purchase. Generally, we will be entitled (subject to the requirement of reasonableness, the provisions of Section 162(m) of the Code, and the satisfaction of a tax reporting obligation) to an income tax deduction in the tax year in which such ordinary income is recognized by the participant.

Upon the disposition of stock acquired by the exercise of a nonstatutory stock option, any gain or loss, based on the difference between the sale price and the fair market value on the exercise date, will be taxed as capital gain or loss.

Stock Appreciation Rights

A participant recognizes no taxable ordinary income upon the receipt of a stock appreciation right. Upon the exercise of a stock appreciation right, the participant will recognize ordinary income in an amount equal to the excess of the fair market value of the underlying shares of common stock on the exercise date over the exercise price. Such ordinary income generally is subject to withholding of income and employment taxes. We generally should be entitled to a deduction equal to the amount of ordinary income recognized by the participant in connection with the exercise of the stock appreciation right, except to the extent such deduction is limited by applicable provisions of the Code.

Stock Bonuses and Stock Purchase Rights

A participant acquiring restricted stock generally will recognize ordinary income equal to the difference between the fair market value of the shares on the "determination date" (as defined below) and the participant's purchase price, if any. Such ordinary income generally is subject to withholding of income and employment taxes. The "determination date" is the date on which the participant acquires the shares unless they are subject to a substantial risk of forfeiture and are not transferable, in which case the determination date is the earlier of (i) the date on which the shares become transferable, or (ii) the date on which the shares are no longer subject to a substantial risk of forfeiture. If the determination date is after the date on which the participant acquires the shares, the participant may elect, pursuant to Section 83(b) of the Code, to have the date of acquisition be the determination date by filing an election with the Internal Revenue Service no later than 30 days after the date the shares are acquired. Upon the sale of shares acquired pursuant to a restricted stock award, any gain or loss, based on the difference between the sale price and the fair market value on the determination date, will be taxed as capital gain or loss. Such gain or loss will be long-term or short-term depending on whether the stock was held for more than one year. We will be entitled (subject to the requirement of reasonableness, the provisions of Section 162(m) of the Code, and the satisfaction of a tax reporting obligation) to a corresponding income tax deduction in the year in which such ordinary income is recognized by the participant.

Restricted Stock Awards

No taxable income is recognized upon receipt of a restricted stock award. In general, the participant will recognize ordinary income in the year in which the shares subject to that award vest and are actually issued to the participant in an amount equal to the fair market value of the shares on the date of issuance. We will be entitled (subject to the requirement of reasonableness, the provisions of Section 162(m) of the Code, and the satisfaction of a tax reporting obligation) to an income tax deduction equal to the amount of ordinary income recognized by the participant at the time the shares are issued. In general, the deduction will be allowed for the taxable year in which such ordinary income is recognized by the participant.

Performance Awards

A participant generally will recognize no income upon the grant of a performance award. Upon the settlement of such awards, participants normally will recognize ordinary income in the year of receipt in an amount equal to the cash received and the fair market value of any unrestricted shares received. Such ordinary income generally is subject to withholding of income and employment taxes. If the participant receives shares of restricted stock, the participant generally will be taxed in the same manner as described above in "Stock Bonuses and Stock Purchase

Rights.” Upon the sale of any shares received, any gain or loss, based on the difference between the sale price and the fair market value on the “determination date,” will be taxed as capital gain or loss. We generally should be entitled to a deduction equal to the amount of ordinary income recognized by the participant on the determination date, except to the extent such deduction is limited by applicable provisions of the Code.

Potential Limitation on Deductions

Section 162(m) of the Code denies a deduction to any publicly-held corporation for compensation paid to certain “covered employees” in a taxable year to the extent that compensation to each covered employee exceeds \$1 million. It is possible that compensation attributable to awards granted under the Stock Plan, when combined with all other types of compensation received by a covered employee from us, may cause this limitation to be exceeded in any particular year. However, certain kinds of compensation, including qualified “performance-based compensation,” are disregarded for purposes of the deduction limitation.

In accordance with Treasury Regulations issued under Section 162(m) of the Code, compensation attributable to stock options and stock appreciation rights will qualify as performance-based compensation if: (i) such awards are granted by a Compensation Committee comprised solely of “outside directors,” (ii) the plan contains a per-employee limitation on the number of shares for which such awards may be granted during a specified period, (iii) the terms of the plan, including the per-employee limitation on grant size, are approved by the shareholders, and (iv) the exercise or strike price of the award is no less than the fair market value of the stock on the date of grant. It is intended that the Compensation Committee may grant options and stock appreciation rights under the Stock Plan that qualify as performance-based compensation that is exempt from the \$1 million deduction limitation.

Compensation attributable to stock bonus awards, stock purchase rights, restricted stock awards, and performance awards will qualify as performance-based compensation, provided that: (i) the award is granted by a compensation committee comprised solely of “outside directors,” (ii) the award is granted (or vests) based upon the achievement of an objective performance goal established in writing by the Compensation Committee while the outcome is substantially uncertain, (iii) the Compensation Committee certifies in writing prior to the grant (or vesting, as applicable) of the award that the performance goal has been satisfied, and (iv) prior to the issuance, shareholders have approved the material terms of the plan (including the class of employees eligible for awards, the business criteria on which the performance goals may be based, and the maximum amount, or formula used to calculate the amount, payable upon attainment of performance goals). It is intended that the Compensation Committee may grant performance awards under the Stock Plan that qualify as performance-based compensation that is exempt from the \$1 million deduction limitation.

Grants to Certain Persons

We cannot currently determine the benefits or number of shares subject to awards that may be granted in the future to our executive officers and employees. However, we awarded our annual equity grants for fiscal year 2008 on February 15, 2008 to certain of our employees under the Stock Plan, and on May 21, 2008, the Compensation Committee will recommend to the Board of Directors equity awards to be granted under our equity compensation program to our named executive officers and our other executive officers (our executive management team) for the year ending December 31, 2008. In their discretion, the Compensation Committee and the Board of Directors can change the make-up of our executive management team and alter the allocation of benefits between the executive management team and other employees.

The table on the following page sets forth information with respect to grants made in fiscal year 2008 to date under the Stock Plan to employees and the grants expected to be made to each of our named executive officers, our current executive officers as a group, and all employees (excluding our current executive officers and named executive officers) as a group.

	Performance Awards ⁽¹⁾			
	Options ⁽²⁾ (#)	Options ⁽³⁾ (#)	Restricted Shares ⁽⁴⁾ (#)	Dollar Value (\$)
Scott McIntyre Jr. ⁽⁵⁾	3,000	—	—	\$ —
Randy A. Ramlo	—	13,979	4,380	306,130
Dianne M. Lyons	—	7,400	2,319	162,070
Michael T. Wilkins	—	7,894	2,473	172,870
John A. Rife ⁽⁵⁾	3,000	—	—	—
Barrie W. Ernst	—	6,254	1,959	136,960
Our current executive management team as a group (14 persons)	6,000	63,495	19,893	—
All current employees, excluding our current executive management team (63 persons)	97,600	—	—	—

- (1) Expected to be granted to our executive management team on May 21, 2008 if this Proposal 2 is approved. Our executive management team is composed of Mr. Ramlo, Ms. Lyons, Mr. Wilkins, Mr. Ernst and 12 other executives. Amounts represent the levels of shares of options and restricted stock that may be earned under the Stock Plan in accordance with the terms of our 2008 equity compensation program. See "2008 Compensation Changes" in this proxy statement for more information. The number of option and restricted stock shares granted is based on a valuation as of March 24, 2008.
- (2) Granted on February 15, 2008. On February 15, 2008, the closing price of our common stock on NASDAQ was \$34.76 per share. The number of persons to be included in the group receiving options is 61, excluding our current executive officers and named executive officers. If the awardee is then employed, options will vest 2 percent on the next five anniversaries of the grant date, beginning on the first anniversary of the grant date.
- (3) If the awardee is then employed, options will vest 20 percent on the next five anniversaries of the grant date, beginning on the first anniversary of the grant date.
- (4) If the awardee is then employed, restricted shares will vest 100 percent on the fifth anniversary of the grant date.
- (5) Mr. McIntyre and Mr. Rife do not participate in the performance awards for our executive management team.

Securities Authorized for Issuance under Equity Compensation Plans

In addition to the 2008 Stock Plan discussed under Proposal 2, we have a non-employee director stock option and restricted stock plan that authorizes United Fire to grant restricted stock and nonqualified stock options to purchase 150,000 shares of United Fire's common stock with 100,003 options available for future issuance at December 31, 2007. The board has the authority to determine which non-employee directors receive options, when options and restricted stock shall be granted, the option price, the option expiration date, the date of grant, the vesting schedule of options or whether the options shall be immediately vested, the terms and conditions of options and restricted stock (other than those terms and conditions set forth in the plan) and the number of shares of common stock to be issued pursuant to an option agreement or restricted stock agreement. The board may also take any action it deems necessary and appropriate for the administration of the plan.

Options outstanding and options available for future grant under our equity compensation plans at December 31, 2007, are displayed on the table below:

	Number of securities to be issued upon exercise of options outstanding	Weighted-average exercise price of outstanding stock options	Number of securities remaining available for future issuance under plan
Equity Compensation Plans Approved by Stockholders: Nonqualified Non-employee Director Stock Option and Restricted Stock Plan	49,997	\$ 33.25	100,003
Equity Compensation Plans Not Approved by Stockholders: Nonqualified Employee Stock Option Plan	528,600	\$ 32.35	310,908
Total	578,597	\$ 32.42	410,911

PROPOSAL 3—AMENDMENTS TO THE ARTICLES OF INCORPORATION

Background

The Board of Directors is proposing, for approval by our shareholders, two amendments to the Fourth Amended and Restated Articles of Incorporation of United Fire & Casualty Company (the "Articles of Incorporation"). Specifically, the shareholders are being requested to approve amendments to the Articles of Incorporation, as follows:

- 1) Amend Section 4 of Article V of the Articles of Incorporation. Currently, this Section provides that the Board of Directors may provide that the stock transfer books shall be closed for a stated period, not exceeding 50 days, for the purpose of determining shareholders for any purpose, including those shareholders entitled to notice of, or to vote at, any meeting of shareholders, or any adjournment thereof, or those shareholders entitled to receive payment of any dividends. The amendment will increase the number of days from 50 to 60 the maximum number of days the stock transfer books may be closed in order to make a determination of shareholders. This change will allow us more time to prepare for the payment of dividends and for the more orderly preparation of proxy statements and other notices to shareholders.
- 2) Amend Section 9 and add new Section 10 and Section 11 to Article VII of the Articles of Incorporation. Currently Section 9 of Article VII of our Articles of Incorporation provides for certain limitations to director liability and certain indemnifications for directors. The amendment will provide for limitation of director liability and indemnification of directors to the fullest extent allowable under Iowa law. This will assist us in continuing to attract and retain the best available individuals for positions on our Board of Directors.

The full text of the proposed amendments is attached as Appendix A to this proxy statement, with additions indicated by underlining and deletions indicated by strikeout.

Vote Required and Board Recommendation

The affirmative vote of the holders of two thirds of the common shares outstanding and entitled to vote (either in person or represented by proxy) is required for amendment of our Articles of Incorporation. In tabulating the voting results for the adoption of the amendment of the Articles of Incorporation, "FOR" votes are counted in favor of the proposal, and "AGAINST" votes, abstentions, and broker non-votes are counted against the proposal.

THE BOARD OF DIRECTORS UNANIMOUSLY RECOMMENDS A VOTE FOR THE AMENDMENT OF THE ARTICLES OF INCORPORATION.

CORPORATE GOVERNANCE

Board of Directors and Committees of the Board

The Board of Directors has three board-appointed committees, the Audit Committee, the Compensation Committee, and the Nominating and Governance Committee. Each committee reviews and approves its charter annually. The independent directors and Nominating and Governance Committee also review and approve all committee charters annually. Only independent directors may serve on and chair board committees. All of the directors serving on the Audit Committee, the Compensation Committee, and the Nominating and Governance Committee are independent directors. All three committee charters are available online at our public website, www.unitedfiregroup.com by selecting "Investor Relations" and then "Corporate Governance," or in paper form upon request to our Corporate Secretary, United Fire Group, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909.

The Board of Directors met four times in 2007. All of the incumbent directors attended in excess of 75 percent of the total number of meetings of the Board of Directors and the committees of the Board on which they served. Although we do not have a formal policy with respect to director attendance at annual meetings, all nominees and all but one of our continuing directors attended the 2007 Annual Meeting.

Independence Determination

The Board of Directors has analyzed the independence of each director and each director nominee and has determined that Ms. Mahon, Ms. Quass, and Messrs. Evans, Hanley, Leach, Milligan, Skogman, and Wilkinson, qualify as independent directors within the meaning of the applicable rules of The NASDAQ Stock Market LLC, including that each member is free of any relationship that would interfere with his or her individual exercise of independent judgment. To our knowledge, there are no family relationships among the directors or executive officers other than disclosed in this proxy statement.

Audit Committee

Thomas W. Hanley is the chair of our Audit Committee. The other members of the Audit Committee are Jack B. Evans, George D. Milligan, Mary K. Quass, and Kyle D. Skogman. We have a separately designated standing Audit Committee as defined in Section 3(a)(58)(A) of the Securities Exchange Act of 1934. Each member of the Audit Committee is an independent director. See "Independence Determination." The Board of Directors has determined that Thomas W. Hanley is an Audit Committee financial expert, as defined by Item 407(d)(5) of Regulation S-K of the Securities Exchange Act of 1934, and that he is independent, as independence for Audit Committee members is defined in the listing standards of The NASDAQ Stock Market LLC. The Audit Committee met four times in 2007.

The Audit Committee is primarily concerned with the effectiveness of audits of our company by our internal auditor and our independent registered public accounting firm. The Audit Committee seeks to maintain free and open communications between the directors, the independent registered public accounting firm, the internal auditors and management. Its duties consist of reviewing recommendations by the internal auditor and the independent registered public accounting firm on accounting matters and internal controls; advising the Board of Directors on the scope of audits; reviewing our annual Consolidated Financial Statements and the accounting standards and principles followed; appointing the independent registered public accounting firm; and, if necessary, conducting independent inquiries. The Audit Committee meets at least four times annually.

Compensation Committee Interlock and Insider Participation

Frank S. Wilkinson Jr. is the chair of our Compensation Committee. The other members of the Compensation Committee are George D. Milligan, Casey D. Mahon, and James A. Leach. All of the members of our Compensation Committee are independent from management and free from any relationship that, in the opinion of the directors, would interfere with their exercise of independent judgment. No Compensation Committee member was an employee or former employee of ours. No Compensation Committee member had any relationship requiring disclosure under the "Transactions with Related Persons" section of this proxy statement. During 2007, none of our executive officers served on the Compensation Committee (or its equivalent) or Board of Directors of another entity whose executive officer(s) served on our Compensation Committee. The duties of the Compensation Committee are described in further detail on pages 17-18 of this proxy statement. The Compensation Committee met six times in 2007.

Nominating and Governance Committee

Kyle D. Skogman is the chair of our Nominating and Governance Committee. The other members of the Nominating and Governance Committee are Jack B. Evans and Frank S. Wilkinson, Jr. All of the members of the Nominating and Governance Committee are independent from management and free from any relationship that, in the opinion of the directors, would interfere with their exercise of independent judgment. The Nominating and Governance Committee is responsible for reviewing candidates for director, including those currently serving as director and first time nominees, and making a recommendation to the entire board about their qualifications to serve as director. In reviewing candidate qualifications, the Nominating and Governance Committee considers financial, management and business skills as they relate to and complement those of current board members. The Nominating and Governance Committee may receive recommendations for Board candidates from various sources, including our directors, management and shareholders. The Nominating and Governance Committee is also responsible for making assessments of director independence and identifying and reviewing related person transactions. The Nominating and Governance Committee met four times in 2007.

Transactions with Related Persons

In 2007 the Nominating and Governance Committee adopted a written policy regarding transactions with related persons, including transactions related to the provision of goods or services. Prior to the adoption of the policy, the Nominating and Governance Committee considered transactions with related persons pursuant to the general authority granted to it under its charter. Pursuant to the policy, the Nominating and Governance Committee gathers information from management and directors to determine what transactions it reviews, coordinates with the principal financial officer to monitor for potential related person transactions, and reviews all transactions that could be considered to be a transaction with a related person, regardless of the amount of the transaction. The Nominating and Governance Committee does not review transactions in the normal course of business unless the transaction involves an amount in excess of \$60,000. The Nominating and Governance Committee reviews all transactions, regardless of amount, that are not in the ordinary course of business that would be required to be reported under Securities and Exchange Commission Form 10-K, Item 13 if the amount involved exceeded \$120,000. If the Nominating and Governance Committee determines there is a transaction or proposed transaction with a related person that must be reported under Securities and Exchange Commission Form 10-K, Item 13, it reports the transaction to the Board of Directors and recommends to the board the approval, disapproval, or ratification of the transaction or proposed transaction. There were no such transactions since the beginning of our last fiscal year and there are no such currently proposed transactions.

Director Compensation

In 2007, all non-employee directors received a base director's fee of \$15,000 for service on the Board of Directors for that year. In addition, the Vice Chairman of the Board of Directors and the Audit Committee chair received an additional annual fee of \$10,000. The chairs of the Compensation Committee and the Nominating and Governance Committee each received an additional annual fee of \$5,000. For meetings of the Board of Directors, we pay an attendance fee of \$2,000 for each regularly scheduled meeting, \$1,000 for each unscheduled meeting that the Chief Executive Officer and the chair of the Compensation Committee designate as a major meeting, and \$500 for all other meetings. We pay an attendance fee of \$1,000 for each Audit Committee meeting and \$500 for each Compensation Committee and Nominating and Governance Committee meeting. We also reimburse direct expenses,

such as travel expenses, for non-employee directors to attend board and committee meetings. As of December 31, 2007 we maintained a nonqualified director stock option and restricted stock plan. During 2007, based upon the recommendation of the Compensation Committee, the Board of Directors approved the issuance under this plan of options for 2,000 shares of our common stock to each non-employee director under this plan.

For 2008, based upon the recommendation of the Compensation Committee, the Board of Directors adopted a new compensation schedule for non-employee directors. All non-employee directors will receive a base director's fee of \$20,000 for service on the Board of Directors. In addition, the Vice Chairman of the Board of Directors will receive an additional annual fee of \$20,000. The chairs of the Audit, the Compensation and the Nominating and Governance Committees will each receive an additional annual fee of \$10,000. For meetings of the Board of Directors, we will continue to pay an attendance fee of \$2,000 for each regularly scheduled meeting, \$1,000 for each unscheduled meeting that the Chief Executive Officer and the chair of the Compensation Committee designate as a major meeting, and \$500 for all other meetings. We will also continue to pay an attendance fee of \$1,000 for each Audit Committee meeting and \$500 for each Compensation Committee and Nominating and Governance Committee meeting. Under our nonqualified director stock option and restricted stock plan, the Board of Directors adopted a policy of annually issuing 3,000 to each non-employee director, beginning in May 2008.

Qualified directors must be individuals who have the required background, experience and functional expertise to provide us with strategic direction and oversight. We have designed the compensation of our directors to attract and retain qualified directors and to align director compensation with the interests of our shareholders. The Compensation Committee is responsible for making recommendations to the Board of Directors regarding compensation plans and the elements of compensation of directors. In 2007 the Compensation Committee engaged Compensation Resources, Inc., an independent outside compensation consultant, to provide information and advice regarding director and executive officer compensation. The following table shows director compensation for 2007.

Non-Employee Director Compensation – 2007

Name	Fees Earned or Paid in Cash (\$)	Option Awards (\$)⁽¹⁾⁽²⁾	All Other Compensation (\$)⁽³⁾	Total (\$)
Christopher R. Drahozal	\$ 23,000	\$ 18,840 ⁽⁴⁾	\$ 903	\$ 42,743
Jack B. Evans	40,200	18,840 ⁽⁵⁾	—	59,040
Thomas W. Hanley	37,500	18,840 ⁽⁶⁾	—	56,340
Douglas M. Hultquist	21,000	18,840 ⁽⁷⁾	—	39,840
James A. Leach	22,500	18,840 ⁽⁸⁾	—	41,340
Casey D. Mahon	26,000	18,840 ⁽⁹⁾	326	45,166
George D. Milligan	30,500	18,840 ⁽¹⁰⁾	512	49,852
Mary K. Quass	27,500	18,840 ⁽¹¹⁾	—	46,340
Byron G. Riley ⁽¹²⁾	2,350	—	—	2,350
Kyle D. Skogman	34,500	18,840 ⁽¹³⁾	—	53,340
Frank S. Wilkinson Jr.	33,500	18,840 ⁽¹⁴⁾	6,733	59,073

- (1) Option awards represented in this column vest 20 percent each year for five years on the anniversary of the grant date and are subject to forfeiture until vested.
- (2) We use the Black-Scholes model to determine this amount. This model estimates the fair value of traded options, which have different characteristics than non-employee stock options. Changes to the subjective assumptions used in the model can result in materially different fair value estimates. The hypothetical value determined by using this model is based on the following assumptions for 2007: an exercise price equal to the closing market price on day of grant; estimated dividend yield of 2.06 percent; expected volatility of 29.94 percent; risk-free interest rate of 3.9 percent; and expected lives of seven years.
- (3) Amounts in this column represent reimbursement for travel and other incidental expenses for attendance at board of director and committee meetings.
- (4) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 11,333.

- (5) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 6,533.
- (6) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 9,333.
- (7) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 2,000.
- (8) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 2,000.
- (9) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 9,933.
- (10) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 11,133.
- (11) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 11,333.
- (12) Mr. Riley retired from the Board of Directors effective May 16, 2007. He received a director's fee for one of our Board of Directors meetings during 2007, two boards of directors meetings for each of three of our subsidiaries, no annual retainer and no stock options or restricted stock. Aggregate options outstanding at December 31, 2007 – 8,133.
- (13) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 8,933.
- (14) Represents grant date fair value for options issued during 2007. Aggregate options outstanding at 12/31/2007 – 10,333.

EXECUTIVE COMPENSATION

COMPENSATION DISCUSSION AND ANALYSIS

The Compensation Committee of our Board of Directors is responsible for developing the philosophy and structure for compensation of our named executive officers and other senior executive officers. Our named executive officers are Scott McIntyre Jr., Chairman of our Board of Directors; Randy A. Ramlo, our President, Chief Executive Officer and principal executive officer; Dianne M. Lyons, our Vice President, Chief Financial Officer and principal financial officer; Michael T. Wilkins, our Executive Vice President; John A. Rife, President of our life insurance company subsidiary, United Life Insurance Company; and Barrie W. Ernst, our Vice President and Chief Investment Officer. Each year, the Compensation Committee reviews and recommends to the Board of Directors the compensation of the named executive officers.

Compensation and Benefits Philosophy

The objectives of our compensation programs for senior executive officers are to attract and retain qualified senior executive officers, assure that our compensation of senior executive officers is fair and reasonable and provide incentives to our senior executive officers that are tied to both executing a sound business strategy and achieving shareholder value.

The Compensation Committee Charter, which was adopted by our Board of Directors, governs the Compensation Committee's activities and spells out its responsibilities. Some key features of that charter include:

- The Compensation Committee must be composed of only independent directors, with a minimum of three members.
- The Compensation Committee must conduct at least two meetings each calendar year.
- The Compensation Committee has the resources and authority to retain and compensate any outside counsel, expert, consultant or advisor it deems appropriate and necessary.

The responsibilities and functions of the Compensation Committee that relate to compensation for senior executive officers and directors are as follows:

- Annually recommend to the Board of Directors for approval the salaries, bonus and other compensation for all of our executive officers.
- Review and discuss with management the information reported in the Compensation Discussion and Analysis, and based on the review and discussions recommend to the Board of Directors that it be included in our annual report on Form 10-K.
- Approve and grant, or recommend to the Board of Directors the approval and granting, of stock options and other types of equity-based compensation in accordance with the terms of stock option and other equity-based plans.
- Periodically review and report to the Board of Directors about the competitiveness of our executive compensation programs.

- Periodically review and recommend to the Board of Directors for approval the compensation of our directors.
- Periodically review and make recommendations to the board of directors concerning appropriate levels of liability insurance for our directors and officers.
- Annually evaluate the Compensation Committee Charter and the Compensation Committee's performance and make such reports to the Board of Directors as it deems warranted.
- Prepare and approve the Compensation Committee's Report for inclusion in our annual proxy statement and report on Form 10-K in compliance with applicable rules and regulations of the Securities and Exchange Commission, the state of Iowa and The NASDAQ Stock Market LLC.

When determining compensation levels for senior executive officers, the Compensation Committee considers the following principles:

- *Performance.* We strive to reward performance of our executive officers by linking compensation to individual performance, business unit performance, and company performance. Management believes that tying an individual's compensation to these three performance indicators is an important part of aligning our objectives with the personal interest of our senior executive officers.
- *Fairness and Reasonableness.* We strive to provide compensation and benefit programs that are fair and that reasonably reward senior executive officers for their services without being on the high end of salary ranges for comparable companies. The Compensation Committee reviews a variety of factors, including the cost of living and quality of life in the geographical areas where we are located, the executive's experience level, the responsibilities of an executive's position, our employee-friendly culture, the desire to avoid significant compensation disparities between senior executive officers and all other employees, and compensation and benefits of executives of other insurance companies and other companies of comparable size and geographic scope.
- *Cost.* By designing compensation programs that are cost-effective and affordable, we strive to protect the interests of our shareholders.

Our Board of Directors uses the total compensation approach to executive compensation, and considers both currently paid compensation and long-term incentive compensation to be necessary compensation tools. Our Board of Directors favors currently paid compensation, over long-term incentive compensation, believing it provides an immediate incentive for our executives. Changes in long-term incentive compensation for 2008 are discussed in "2008 Compensation Changes" under "Compensation Discussion and Analysis." Our Board of Directors awards long-term incentive compensation on a discretionary basis. Current paid compensation, coupled with long-term incentives, permits the Compensation Committee and the Board of Directors the flexibility necessary to design compensation programs that are fair and appropriate.

We have no employment contracts or severance agreements with any of our executives. All our employees, including all senior executive officers, are "at will" employees.

We believe that ownership of our common stock promotes the alignment of directors' and officers' interests with ours and those of our shareholders. Our Articles of Incorporation require that all directors own our stock, but the Articles of Incorporation do not require or recommend a certain number of shares to be owned. We do not require our officers to be shareholders. During 2008, the Compensation Committee and Board of Directors are implementing stock ownership guidelines for executive officers.

Elements of Compensation

We compensate our senior executive officers using direct compensation, company-sponsored benefit plans and, to a minor extent, perquisites. As direct compensation, we pay base salary, performance-based cash awards, flexible benefit credits and equity awards. Company-sponsored benefit plans include insurance plans and retirement plans. As a minor part of our compensation program, we provide perquisites to certain of our senior executive officers.

Direct Compensation

Direct compensation consists of (i) base salary, (ii) annual performance-based cash awards, (iii) flexible benefit credits and (iv) long-term equity based awards. We pay these elements of direct compensation because we believe each of the following to be true:

- A fair and reasonable base salary is essential to attract and retain good executives.
- Annual performance-based cash awards are valuable in recognizing and rewarding both individual achievement and the executive's role in our overall performance.
- Equity-based compensation helps executives to "think like owners" and, therefore, align their interests with those of our shareholders.

Flexible benefit credits allow executives to elect benefits that correspond to their individual needs and preferences.

Base Salary

We design base salary to attract and retain experienced executives who can help us achieve our business goals. We determine an executive's initial base salary by considering a variety of factors, including the executive's experience level, the responsibilities of the executive's position, our existing compensation structure, the compensation levels in other companies, the cost of living and quality of life in the geographical areas where we are located and our employee-friendly culture. In addition, to determine increases in an executive's base salary, we consider individual performance, pertinent experience with us and increases in responsibility.

Annual Performance-Based Cash Awards

We maintain an annual incentive plan that provides annual performance-based cash awards. This plan links a portion of annual compensation directly to our performance. Each calendar year, all employees (except the Chairman of the Board and the President of our life insurance subsidiary) are eligible to participate in the plan if they (1) have worked for us for at least twelve months, (2) have 1,000 hours of service during the calendar year and (3) are in our employ at the time the cash awards for that year are paid. Employees who are otherwise eligible to participate who retire during the calendar year receive payments under this plan prorated to the date of their retirement. Our objective in using the annual incentive plan is to provide a strong financial incentive to all employees to achieve critical corporate, branch and department goals. To measure achievement under the annual incentive plan for all eligible employees (except our Chief Executive Officer), we use three performance indicators: corporate return on equity (ROE), business unit targets based on losses and loss settlement expenses (loss ratio) and cost center expense targets. For our Chief Executive Officer we use two performance indicators: ROE and our corporate growth rate, as measured by our property and casualty segment's direct premium written through our independent agencies. Each year, we establish minimum, target and maximum levels of performance for each performance indicator. After each fiscal year, we assess company performance for each performance indicator, comparing actual results to the pre-determined minimum, target and maximum levels. Attaining the highest level of performance in each of the three indicators would result in a cash award of 48.0 percent of base salary for our Chief Executive Officer and 30.0 percent of base salary for our other participating named executive officers.

The Compensation Committee chose ROE as an annual incentive plan performance indicator because it believes that ROE is a good overall measure for evaluating our operating performance and that the value of our common stock is closely related to ROE performance. Accordingly, achieving ROE target levels should enhance our stock value and shareholder return. In determining whether we have achieved our ROE target goal, ROE is calculated based on after-tax consolidated earnings divided by average equity. We reserve the right to exclude the impact of net unrealized appreciation from our ROE calculation.

The Compensation Committee chose business unit loss ratios and cost center expense targets as annual incentive plan performance indicators because they are good measures of our underwriting performance and overall profitability. If we are able to keep our expenses in line with guidelines established for cost center expense targets, we are able to achieve profitability for ourselves and value for our shareholders. In determining whether we have achieved our business unit targets, loss ratios are calculated by dividing net premiums earned by net losses incurred

plus allocated loss settlement expenses paid. Cost center expense targets are measured by expenses expressed as a percentage of direct written premiums.

The Chairman of the Board and the President of our life insurance subsidiary are not participants in our annual incentive plan. For these individuals, the Compensation Committee determines on a discretionary basis what, if any, annual performance-based cash awards to grant them. The Compensation Committee recommends those awards to the Board of Directors, which has the final approval. In making this determination, the Compensation Committee considers our achievement of the same three performance indicators that are used in the annual incentive plan, emphasizing each executive's overall performance in their leadership roles.

The table below shows the 2007 performance target levels and actual results for our annual incentive plan. Payments to named executive officers under our annual incentive plan were made in March 2008 for performance during 2007.

Annual Incentive Plan

Performance Measure	2007 Plan Goals			2007 Annual Incentive Plan Actual Results (%)	Percentage of Total Incentive Plan Award to Executive (%)
	Threshold (%)	Target (%)	Maximum (%)		
Return on Equity					
Chief Executive Officer	10.0%	13.0%	16.0%	17.8%	75.0%
Other Named Executive Officers ⁽¹⁾	10.0	13.0	16.0	17.8	60.0
Business Unit Loss Ratio					
Chief Executive Officer	—	—	—	—	—
Other Named Executive Officers ⁽¹⁾	60.0	52.5	45.0	43.0	20.0
Cost Center Expense Target					
Chief Executive Officer	—	—	—	—	—
Other Named Executive Officers ⁽¹⁾	3.0	2.5	2.0	2.3	20.0
Corporate Growth Rate					
Chief Executive Officer	2.5	2.5	2.5	(0.3)	25.0
Other Named Executive Officers ⁽¹⁾	—	—	—	—	—

(1) Named executive officers participating in our annual incentive plan include Mr. Ramlo, Ms. Lyons, Mr. Ernst and Mr. Wilkins. Mr. McIntyre and Mr. Rife do not participate in the plan.

Flexible Benefit Credits

We maintain a flexible benefit credits program for all of our employees. Under this program, we allocate flexible benefit credits to each employee based on a formula that considers length of service with us and base salary. All employees are treated the same under the program. Near the end of each year, our employees determine how to "spend" their flexible benefit credits. Employees can allocate their credits among a variety of benefits, including supplemental life insurance, medical insurance, dental insurance, dependant life insurance and up to one week of vacation. If the flexible benefit credits allocated to an individual employee are not enough to cover their selected benefits, the difference is deducted from the employee's base salary. If an employee has excess flexible benefit credits available after making his or her benefit elections, the employee can elect to take the excess credits as direct cash compensation or contribute cash to our 401(k) plan.

This program gives each employee the opportunity to select the medical and other insurance options that best meets his or her individual needs and preferences. Each employee must choose between two company-sponsored medical plan options or waive medical coverage. If an employee waives medical coverage, we reduce that employee's flexible benefit credits.

Long-Term Equity Based Awards

We have adopted an employee stock option plan as part of our overall compensation program. The principal purpose of our Board of Directors granting stock options to named executive officers is to retain those executives and to provide compensation that encourages those executives to increase shareholder value by executing our strategies and achieving our goals. The expense related to these option awards is recognized in our Consolidated Financial Statements over the vesting period of the awards.

Our Board of Directors has full discretion to issue stock options to our named executive officers under the employee stock option plan. Each year, the Compensation Committee determines whether and to what extent it will recommend to the Board of Directors the granting of stock options to our named executive officers and other key employees. The Board of Directors then determines whether or not to act upon the Compensation Committee's recommendations. At the board's regularly scheduled meeting held on February 16, 2007, the board granted stock options to named executive officers and other key employees. The exercise price of those options was the closing market price for our common stock on that date, which was \$35.23 per share. The Board of Directors grants options at the February meeting each year because it is the first regularly scheduled meeting following the release of year-end earnings. In 2007, there were no material announcements made by us for the period between the release of year-end earnings and the granting of stock options.

The employee stock option plan permits repricing of options only in the limited circumstances of a stock split, combination of shares, stock dividend, reclassification, merger, consolidation, reorganization, recapitalization, or similar adjustment to the security underlying the options, or our dissolution or liquidation.

Options our board of directors has granted under the employee stock option plan have the following characteristics:

- Options vest 20 percent each year on the first five anniversaries of the grant date. Options vest immediately if we enter into an agreement to dispose of all or substantially all of our assets or capital stock. Under the employee stock option plan, the Board of Directors also has authority to accelerate vesting of stock options at their discretion.
- Options expire on the sooner of:
 - Ten years after the date on which they are granted;
 - One year after the termination of employment for reason of death or disability; or
 - 30 days after the termination of employment for any reason other than death or disability, unless extended by the Board of Directors by up to one year after termination of employment.
- The exercise price is the closing market price for our common stock on the option grant date.

To confirm the board's established practice, in 2007 the Board of Directors adopted a written policy regarding the issuance of options under the employee stock option plan. The policy provides that all options shall be issued at regularly scheduled meetings of the Board of Directors and that the exercise price for options issued under the plan shall be the closing market price on the option grant date.

Company-Sponsored Benefit Plans

We believe the insurance and retirement benefit plans we sponsor are an important part of fair and reasonable compensation for all of our employees, including our senior executive officers. We design these benefit plans to attract and retain good employees, to provide a measure of financial security for our employees and to assist our employees in providing for their own financial security in a manner that recognizes individual needs and preferences. We also provide these programs because we believe that employees who have a plan for health and financial security are better employees. We apply these programs equally to all employees. Our benefit plans consist of an insurance plan that provides health, vision, dental, disability and basic term life insurance coverage, and various retirement plans. These retirement plans are described below.

Insurance Plans

Our insurance package includes health, vision, dental, disability and basic term life insurance coverage. Senior executive officers participate in these benefits on the same basis as all of our other employees. These plans permit our employees to establish flexible spending accounts, up to statutorily prescribed maximum contribution amounts, to pay for un-reimbursed medical and dependent care expenses. Also, employees can use their flexible benefit credits as discussed above to tailor their insurance coverage to meet their individual financial security goals and needs.

We use a schedule to provide basic term life benefits to each full-time employee based on that employee's salary, with a maximum amount of \$250,000 of coverage for employees with salaries in excess of \$200,000. When an employee reaches age 65, we reduce this benefit to 50 percent of that employee's previous benefit, up to a maximum benefit of \$15,000.

We provide both short-term and long-term disability benefits to all of our employees. Employees are eligible to participate in our short-term disability program after one-half year of continuous employment. Benefits accrue under our short-term disability plan based on the number of years of service with us and then are calculated as a percentage of base salary. Short-term disability benefits terminate after six months.

Employees with one year of continuous service are eligible for our long-term disability program. Benefits under this program begin once an employee has been totally disabled for a period of six months. Benefits are calculated as a percentage of base salary. Employment with us terminates when an employee begins receiving long-term disability benefits.

Retirement Plans

We provide retirement benefits to all of our employees, including senior executive officers, through a combination of qualified and non-qualified plans. The Compensation Committee periodically reviews the benefits provided by company-sponsored benefit plans to ensure that the benefits provided by these plans are cost effective for us and that they are fair and reasonable. Benefit plan levels are not tied to company, business area or individual performance.

Defined Benefit Pension Plan. The United Pension Plan is a qualified defined benefit pension plan intended to supplement our employees' retirement income and provide a measure of financial security in retirement. All of our employees who are 21 years of age and older automatically participate in the plan after completing one year of employment and 1,000 hours of service to us. Once eligibility criteria are met, the employee participates in the plan on the next January 1 or July 1. Employees become 100 percent vested in the plan after completing five years of service. Plan benefits equal 1.25 percent of an employee's five year average annual compensation, plus .5 percent of average annual compensation in excess of covered compensation, multiplied by the lesser of years of service or 35 years. Covered compensation is determined by reference to the Social Security taxable wage base. Average annual compensation means annual compensation, averaged over the period of five consecutive years of service that produces the highest average. In most cases, the five year measurement period is the last five years of full-time employment prior to retirement.

Deferred Compensation Plan. We maintain a non-qualified deferred compensation plan for executives at the Vice President level or higher. We use this plan to provide these executives the opportunity to plan and supplement their retirement income by deferring receipt of part of their base salary and/or annual performance-based cash award. We hold the amounts deferred by an executive in a separate account for the benefit of that executive.

We pay the deferred amounts to the executive upon termination of employment for any reason after the executive reaches age 59½. The executive may elect to receive the benefits in a lump sum or in annual installments over a period of years ending not later than the year in which the executive reaches 75 years of age. An executive with less than five years of service who defers compensation under this plan forfeits 60 percent of the deferred amounts if that executive terminates employment prior to attaining age 59½. An executive with at least five years of service but less than ten years of service who defers compensation under this plan forfeits 30 percent of the deferred amounts if that executive terminates employment prior to attaining age 59½. An executive becomes fully vested in amounts

deferred under our deferred compensation plan when the executive has attained ten years of service or reached age 59½. If the executive dies or becomes disabled while employed by us, we will pay the plan benefits as directed by the executive. The amounts deferred are subject to our creditors. Because an executive has a risk of forfeiture upon termination of employment prior to age 59½, we believe this plan is an important tool to retain our senior executive officers.

Self-Funded 401(k) Investment Plan. We sponsor a 401(k) plan that allows all our employees, including senior executive officers, to make pre-tax contributions, up to statutorily allowed maximums, to an individual 401(k) retirement account and/or to make after-tax contributions to a Roth 401(k) retirement account. Our 401(k) plan offers a variety of investment options, including investment in our stock. Our 401(k) plan allows us to make discretionary contributions to the plan. Because we maintain and fund the defined benefit pension plan, we make no discretionary contributions to the 401(k) plan and we do not match employees' contributions to the 401(k) plan.

Employee Stock Ownership Plan. We established the United Fire Group Employee Stock Ownership Plan (ESOP) so employees could share in our growth and prosperity. This plan does not permit employee contributions. We make contributions to this plan from time to time at the discretion of management. The plan allocates contributions to Plan participants on a basis determined by base salary level and years of service to us. All employees, including senior executive officers, are automatically enrolled in this plan when they reach age 21, complete one year of service and meet minimum hourly service requirements. Participants are 100 percent vested in the ESOP plan after completing five years of eligible service. Because employees must be participants in this plan for five years to be fully vested, we believe this plan provides additional incentive to employees to remain with us.

Employee Stock Purchase Plan. The employee stock purchase plan is a non-qualified plan that allows all our employees, including senior executive officers, to purchase shares of our common stock through periodic payroll deductions of \$10 or more per pay period. Plan participants can also make optional cash contributions of \$10 or more in any given month to purchase additional shares. We maintain this plan to provide an opportunity for employees to invest in our stock. We believe that employees who own our stock will be more likely to execute our business strategies to achieve shareholder value.

Perquisites

We do not rely upon perquisites as a method of providing significant compensation to any of our employees, preferring instead to use direct compensation and benefit plans. We provide perquisites that are related to our business or that we believe are necessary to attract and retain key executive personnel.

For security reasons, the Board of Directors requires that the Chairman of our Board of Directors use our corporate aircraft for business travel. We expect our Chief Executive Officer and other executive officers to use the corporate aircraft for business travel whenever it is reasonable to do so. We permit the Chairman of our Board of Directors and his wife to use the aircraft for personal travel. Through December 31, 2007, we permitted John A. Rife, Chief Executive Officer until May 16, 2007 and President of our life insurance subsidiary, to use the aircraft for personal travel. Under Internal Revenue Service regulations, we report the value of their personal use of the corporate aircraft as ordinary income. We increase their cash compensation to pay the income taxes associated with their personal use of the corporate aircraft.

In addition to the use of our corporate aircraft, we provide the following perquisites:

- We provide as a benefit to our Chairman of the Board a universal life insurance policy in the amount of \$540,600.
- For our Chairman of the Board and our life company President we provide home telephone and internet service to enhance their ability to provide services to us.
- Because our Chairman of the Board, our Chief Executive Officer, our life company President and our Chief Investment Officer use a country club for business entertainment, we pay one-half of the monthly dues for each of these executives.

As permitted by Internal Revenue Service regulations, we do not deduct the amount of these payments as business expenses and we do not report the value of these perquisites as income to the executive officers for income tax purposes.

The Annual Compensation Process

Role of Management

Our Chief Executive Officer, with input from our Chairman of the Board, has a key role in determining compensation levels for the senior executive officers (not including the Chairman of the Board and the Chief Executive Officer). Our Chief Executive Officer directs the collection and compilation of data for consideration by the Compensation Committee. Guided by the principles discussed under "Compensation and Benefits Philosophy," our Chief Executive Officer:

- Identifies appropriate performance measures and recommends to the Compensation Committee performance targets to determine annual and long-term awards.
- Using survey data and publicly disclosed compensation, develops compensation guidelines for each executive position.
- Based on survey data and on our performance, recommends annual salary and long-term awards to the Compensation Committee.
- Briefs each executive on the guidelines established for that executive's position.

Independent Consultants

Under its charter, the Compensation Committee has the authority to engage the services of outside advisors to assist in carrying out its duties. Under this authority, during 2007 the Compensation Committee engaged the services of Compensation Resources, Inc., an independent outside compensation consultant, to provide advice on compensation matters. The Compensation Committee engaged Compensation Resources, Inc. to provide an individual who would provide services to and report directly to the Compensation Committee on matters of executive compensation. Our named executive officers did not participate in the Compensation Committee's selection of Compensation Resources, Inc. Compensation Resources, Inc.'s engagement with the Compensation Committee includes:

- Reviewing and advising on all principal aspects of executive and non-employee director compensation, including base salaries and annual incentive awards for executive officers, and cash compensation and equity awards for non-employee directors;
- Reviewing and advising on target performance levels and the design of our annual incentive plan; and
- Providing advice on executive and director compensation matters as requested by the Compensation Committee.

During 2007, the individual also provided assistance to the Compensation Committee relating to our annual incentive plan for executives and the provisions of our employee stock option plan.

Compensation Resources, Inc. also assists our human resources department with, among other things, structuring various compensation programs that are available to all of our employees. To maintain the independence of the individual who provides services to the Compensation Committee, he does not provide any other services to us. The Compensation Committee believes that the individual is independent of management with respect to services provided to the Compensation Committee because:

- The individual who provides consulting services to the Compensation Committee does not provide any other services to us;
- The individual who works with the Compensation Committee reports only to the committee, does not provide reports to our human resources department or to management, and does not meet with our human resources department or management; and
- The individual keeps confidential and separate from management all information provided by or to the Compensation Committee.

Role of the Compensation Committee and the Board of Directors

The Compensation Committee and the Board of Directors refers to the principles discussed under "Compensation and Benefits Philosophy" to guide it in determining and implementing compensation programs for the senior executive officers. For senior executive officers other than the Chairman of the Board and the Chief Executive Officer, the Compensation Committee receives and reviews the recommendation of management as described above and makes recommendations to the Board of Directors.

The Compensation Committee and the Board of Directors take the following steps to approve the compensation of the Chairman of the Board and the Chief Executive Officer:

- The Compensation Committee, with the assistance of Compensation Resources, Inc., identifies appropriate performance measures.
- The Compensation Committee reviews data provided by Compensation Resources, Inc. and management along with data it obtains from public sources. Based on that review, it recommends to the Board of Directors the annual salary and long-term awards for the Chairman of the Board and the Chief Executive Officer.
- The Board of Directors reviews and considers the proposals of the Compensation Committee and makes its final determination based on our best interest and that of our shareholders.

COMPENSATION COMMITTEE REPORT

February 2008

The Compensation Committee has reviewed and discussed with management the "Compensation Discussion and Analysis" required by Item 402(b) of Regulation S-K and, based on such review and discussions, the Compensation Committee recommended to the Board of Directors that the "Compensation Discussion and Analysis" be included in the Company's Annual Report on Form 10-K for the year ended December 31, 2007.

Compensation Committee

Frank S. Wilkinson Jr., Chair
James A. Leach
Casey D. Mahon
George D. Milligan

SUMMARY COMPENSATION TABLE – 2007

Name and Principal Position	Year	Salary (\$) ⁽¹⁾	Bonus (\$)	Option Awards (\$) ⁽²⁾⁽³⁾	Non-Equity Incentive Plan Compensation (\$) ⁽⁴⁾	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$)			Total (\$)
								All Other Compensation (\$) ⁽⁵⁾	
Randy A. Ramlo ⁽⁶⁾	2007	\$ 281,250	\$ —	\$ 35,859	\$ 101,250	\$ 13,428	\$ 10,794	\$ 442,581	
President/Chief Executive Officer	2006	195,833	—	25,916	54,833	11,027	11,634	299,243	
Dianne M. Lyons	2007	188,750	—	23,906	54,738	10,396	8,359	286,148	
Vice President/Chief Financial Officer	2006	130,833	—	12,958	36,633	5,677	8,659	194,760	
John A. Rife ⁽⁷⁾	2007	500,000	125,000	47,811	—	23,717	23,990	720,519	
President – United Life Insurance Company Retired President/Chief Executive Officer	2006	500,000	250,000	51,833	—	21,104	12,703	835,640	
Scott McIntyre Jr.	2007	375,000	100,000	47,811	—	(75,704) ⁽⁸⁾	93,936	541,043	
Chairman of the Board	2006	375,000	250,000	—	—	29,670	72,546	727,216	
Barrie W. Ernst	2007	230,000	—	11,953	66,700	5,634	8,951	323,237	
Vice President/Chief Investment Officer	2006	220,000	—	6,479	61,600	4,583	11,005	303,667	
Michael T. Wilkins	2007	205,625	—	23,906	59,631	10,261	8,823	308,246	
Executive Vice President	2006	165,000	—	12,958	46,200	6,711	9,979	240,848	

(1) The amounts shown in this column represent base salary without deductions for executive contributions to our 401(k) Plan or salary deferrals.

(2) We use the Black-Scholes model to determine this amount. This model estimates the fair value of traded options, which have different characteristics than employee stock options. Changes to the subjective assumptions used in the model can result in materially different fair value estimates. The hypothetical value determined by using this model is based on the following assumptions for 2007: an exercise price equal to the closing market price on the day of the grant; estimated dividend yield of 2.06 percent; expected volatility of 28.11 percent; a risk-free interest rate of 4.7 percent; and expected lives of seven years. This column reflects the fair value amounts expensed during 2007.

(3) Option awards represented in this column vest 20 percent each year for five years after the first anniversary of the grant date; unvested options are subject to forfeiture until vested.

(4) The amounts shown in this column are those amounts earned by the executive in 2007. These amounts were determined and paid in 2008.

(5) See the "All Other Compensation Detail" table on the next page.

(6) The Board of Directors appointed Mr. Ramlo as President/Chief Executive Officer of United Fire & Casualty Company and its subsidiaries (except for United Life Insurance Company) effective May 16, 2007.

(7) Mr. Rife retired as President/Chief Executive Officer of United Fire & Casualty Company and its subsidiaries (except for United Life Insurance Company) effective May 16, 2007.

(8) Mr. McIntyre's negative change in pension fund valuation is due to required distributions from the United Pension Plan to Mr. McIntyre under Internal Revenue Service guidelines.

The following table provides a detailed breakdown of the "All Other Compensation" figures appearing in the 2007 Summary Compensation Table.

ALL OTHER COMPENSATION DETAIL – 2007

Name	Year	Perquisites and Personal Benefits ⁽¹⁾							Total (\$)
		Country Club Member- ship (\$) ⁽²⁾	Personal Travel on Company Aircraft (\$)	Miscel- laneous (\$) ⁽³⁾	Tax Gross- ups (\$)	Flexible Benefit Credits (\$)	ESOP Alloca- tion (\$)	Insurance Premiums (\$)	
Randy A. Ramlo	2007	\$ —	\$ —	\$ —	\$ 2,050	\$ 6,749	\$ 1,756	\$ 240	\$ 10,794
	2006	—	—	—	2,183	5,443	3,768	240	11,634
Dianne M. Lyons	2007	—	—	—	—	6,594	1,525	240	8,359
	2006	—	—	—	—	5,919	2,560	180	8,659
John A. Rife	2007	3,309	9,885	506	1,485	6,749	1,756	300	23,990
	2006	—	—	—	1,698	6,587	4,118	300	12,703
Scott McIntyre, Jr.	2007	2,274	52,241	426	5,472	6,749	1,756	25,018	93,936
	2006	2,539	29,465	731	4,087	6,587	4,118	25,018	72,546
Barrie W. Ernst	2007	—	—	—	146	6,749	1,756	300	8,951
	2006	—	—	—	—	6,587	4,118	300	11,005
Michael T. Wilkins	2007	—	—	—	177	6,749	1,657	240	8,823
	2006	—	—	—	—	6,587	3,212	180	9,979

(1) If the total perquisites and other personal benefits received by an executive, except for tax gross-ups, does not exceed \$10,000, no amount is shown in this table for that year for that executive.

(2) Because insurance is a relationship-driven business, we pay one half of annual country club dues for Messrs. Ramlo, Rife, McIntyre and Ernst to provide a facility for business entertainment.

(3) Includes telephone and internet access.

The following table shows plan-based awards granted to the named executive officers during 2007.

GRANTS OF PLAN-BASED AWARDS – 2007

Named Executive Officer	Grant Date ⁽¹⁾	Estimated Future Payouts under Non-Equity Incentive Plan Awards ⁽²⁾			All Other Option Awards: Number of Securities Underlying Options (#)	Exercise or Base Price of Option Awards (\$/Sh)	Aggregate Grant Date Fair Value of Stock and Option Awards (\$)
		Threshold (\$) ⁽³⁾	Target (\$) ⁽⁴⁾	Maximum (\$) ⁽⁵⁾			
Randy A. Ramlo	2/16/2007				15,000	\$ 35.23	\$ 179,293
	N/A	\$ 67,500	\$ 112,500	\$ 135,000			
Dianne M. Lyons	2/16/2007				10,000	35.23	119,529
	N/A	28,313	47,188	56,625			
John A. Rife ⁽⁶⁾	2/16/2007				20,000	35.23	239,057
	N/A	—	—	—			
Scott McIntyre Jr. ⁽⁶⁾	2/16/2007				20,000	35.23	239,057
	N/A	—	—	—			
Barrie W. Ernst	2/16/2007				5,000	35.23	59,764
	N/A	34,500	57,500	69,000			
Michael T. Wilkins	2/16/2007				10,000	35.23	119,529
	N/A	30,844	51,406	61,688			

(1) All option awards were granted under our employee stock option plan.

(2) We grant non-equity incentive plan awards under our annual incentive plan. The threshold, target and maximum amounts for future payouts are not determinable. The amounts shown are representative amounts based on the previous fiscal year's

performance. We pay awards based on our 2007 performance in 2008. Actual amounts paid to each named executive officer for 2007 are shown in the Summary Compensation Table.

- (3) We estimate the amount in this column by assuming the achievement of threshold levels for all three performance indicators and by multiplying base salary by 24 percent for Mr. Ramlo and 15 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (4) We estimate the amount in this column by assuming the achievement of target levels for all three performance indicators and by multiplying base salary by 40 percent for Mr. Ramlo and 25 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (5) We estimate the amount in this column by assuming the achievement of maximum levels for all three performance indicators and by multiplying base salary by 48 percent for Mr. Ramlo and 30 percent for Ms. Lyons, Mr. Ernst and Mr. Wilkins.
- (6) Mr. Rife and Mr. McIntyre do not participate in our Annual Incentive Plan.

The following table details the outstanding equity awards held by each of our named executive officers as of December 31, 2007.

OUTSTANDING EQUITY AWARDS AT FISCAL YEAR-END - 2007

Name	Number of Securities Underlying Unexercised Options Exercisable (#)	Number of Securities Underlying Unexercised Options Unexercisable (#)	Option Exercise Price (\$/Sh)	Option Expiration Date (1)(2)(3)(4)(5)
Randy A. Ramlo	2,000	—	\$ 15.16	2/21/2012
	1,600	400	15.85	2/21/2013 ⁽¹⁾
	2,400	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	2,000	8,000	39.13	2/17/2016 ⁽⁴⁾
	—	15,000	35.23	2/16/2017 ⁽⁵⁾
Dianne M. Lyons	400	—	15.16	2/21/2012
	800	800	15.85	2/21/2013 ⁽¹⁾
	800	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	1,000	4,000	39.13	2/17/2016 ⁽⁴⁾
	—	10,000	35.23	2/16/2017 ⁽⁵⁾
John A. Rife	1,500	2,000	15.85	2/21/2013 ⁽¹⁾
	4,000	8,000	21.66	2/20/2014 ⁽²⁾
	8,000	12,000	32.39	2/18/2015 ⁽³⁾
	4,000	16,000	39.13	2/17/2016 ⁽⁴⁾
	—	20,000	35.23	2/16/2017 ⁽⁵⁾
Scott McIntyre, Jr.	—	2,000	15.85	2/21/2013 ⁽¹⁾
	12,000	8,000	21.66	2/20/2014 ⁽²⁾
	8,000	12,000	32.39	2/18/2015 ⁽³⁾
	—	20,000	35.23	2/16/2017 ⁽⁵⁾
Barrie W. Ernst	12,000	—	17.70	8/1/2012
	1,600	400	15.85	2/21/2013 ⁽¹⁾
	1,200	800	21.66	2/20/2014 ⁽²⁾
	1,000	1,500	32.39	2/18/2015 ⁽³⁾
	500	2,000	39.13	2/17/2016 ⁽⁴⁾
	—	5,000	35.23	2/16/2017 ⁽⁵⁾
Michael T. Wilkins	200	—	17.70	8/1/2012
	—	400	15.85	2/21/2013 ⁽¹⁾
	—	1,600	21.66	2/20/2014 ⁽²⁾
	2,000	3,000	32.39	2/18/2015 ⁽³⁾
	1,000	4,000	39.13	2/17/2016 ⁽⁴⁾
	—	10,000	35.23	2/16/2017 ⁽⁵⁾

Table footnotes appear on the next page.

- (1) The unexercisable portion of the options that expire on 2/21/2013 vest in full on 2/21/2008.
- (2) The unexercisable portion of the options that expire on 2/20/2014 vest one-half on 2/20/2008 and one-half on 2/20/2009.
- (3) The unexercisable portion of the options that expire on 2/18/2015 vest one-third on 2/18/2008, one-third on 2/18/2009 and one-third on 2/18/2010.
- (4) The unexercisable portion of the options that expire on 2/17/2016 vest one-fourth on 2/17/2008, one-fourth on 2/17/2009, one-fourth on 2/17/2010 and one-fourth on 2/17/2011.
- (5) The unexercisable portion of the options that expire on 2/16/2017 vest one-fifth on 2/16/2008, one-fifth on 2/16/2009, one-fifth on 2/16/2010, one-fifth on 2/16/2011 and one-fifth on 2/16/2012.

The following table represents the number of shares and the value of those shares acquired through the exercise of vested stock options under our Employee Stock Option Plan by the named executive officers during fiscal year 2007.

OPTION EXERCISES – 2007

Named Executive Officer	Option Awards	
	Number of Shares Acquired on Exercise (#)	Value Realized on Exercise (\$)
Randy A. Ramlo	—	\$ —
Dianne M. Lyons	—	—
John A. Rife	2,500	41,980
Scott McIntyre Jr.	6,000	100,080
Barrie W. Ernst	3,000	72,900
Michael T. Wilkins	2,800	52,116

PENSION BENEFITS – 2007

Named Executive Officer	Plan Name	Number of Years Credited Service (#)	Present Value of Accumulated Benefit (\$)	Payments During Last Fiscal Year (\$)
Randy A. Ramlo	United Pension Plan	23	\$ 232,072	\$ —
Dianne M. Lyons	United Pension Plan	24	157,408	—
John A. Rife	United Pension Plan	31	1,144,540	—
Scott McIntyre Jr.	United Pension Plan	35 ⁽¹⁾	1,110,893	492,260 ⁽²⁾
Barrie W. Ernst	United Pension Plan	5	89,709	—
Michael T. Wilkins	United Pension Plan	22	170,748	—

(1) The maximum number of years allowed under the Plan for computation of benefits is 35. Mr. McIntyre has more than 35 years of service with us.

(2) This figure represents distributions made to Mr. McIntyre during 2007 that should have been made in prior years, including \$22,055 for 2003, \$150,205 for 2004 and \$171,244 for 2005.

The Pension Benefits table above reports the present value of the annual defined benefit payable for each named executive officer payable under our United Pension Plan. The present value is based on the retirement benefit formula for the compensation levels and years of service of those officers.

The pension plan uses average annual compensation for a participant for the highest five years for which that participant was paid as a participant. The pension plan uses only salary to determine the average annual compensation, excluding bonuses and other forms of compensation. Under federal law, the maximum salary that can be considered is \$220,000. The Internal Revenue Service adjusts this limit annually based on the Consumer Price Index.

The pension plan provides an annual benefit equal to the sum of 1.25 percent of five year average annual compensation plus 0.5 percent of average annual compensation in excess of covered compensation, multiplied by the lesser of years of service or 35 years. Covered compensation is determined by reference to the Social Security taxable wage base. The valuation method and all material assumptions used to determine the present value of the current accrued benefit for each name executive officer is disclosed in greater detail above under "Company-Sponsored Benefit Plans – Retirement Plans."

The normal form of payment under the pension plan is a joint and 50 percent survivor annuity for a participant who is married on the annuity starting date and a life annuity for a participant who is unmarried. Participants may elect to receive a monthly pension over the participant's life or a term of up to 20 years or, if the actuarial equivalent of the annuity is \$10,000 or less, in the form of cash. The amount of monthly pension benefits varies depending upon the term of payments elected by the participant, but the payments are in each case the actuarial equivalent of the normal form of payment.

Normal retirement age under the pension plan is 65, which is the earliest time a participant may retire under the plan without any benefit reduction due to age. Participants may elect early retirement at age 55, with a reduction of benefits of 6 percent for each year the participant retires after age 55 and before age 60 and a reduction of benefits of 4 percent for each year the participant retires after age 60 and before age 65.

NONQUALIFIED DEFERRED COMPENSATION

The following table provides information about the participation by each of our named executive officers in the United Fire & Casualty Company Nonqualified Deferred Compensation Plan.

Nonqualified Deferred Compensation – 2007

Name	Executive Contributions in Last FY (\$) ⁽¹⁾	Aggregate Earnings in Last FY (\$)	Aggregate Withdrawals/ Distributions (\$)	Aggregate Balance at Last FYE (\$) ⁽²⁾
Randy A. Ramlo	\$ —	\$ —	\$ —	\$ —
Dianne M. Lyons	—	—	—	—
John A. Rife	—	17,680	—	339,137
Scott McIntyre Jr.	—	—	—	—
Barrie W. Ernst	12,760	2,116	—	45,237
Michael T. Wilkins	—	—	—	—

(1) All amounts reported in this column were reported as part of either the "Base Salary" or the "Non-Equity Incentive Plan Compensation" reported in the Summary Compensation Table on page 26 of this proxy statement.

(2) All amounts reported in this column were reported as compensation in our Summary Compensation Tables for previous reporting years.

The deferred compensation plan permits our executives at the Vice President level or higher the opportunity to save a portion of their direct compensation for retirement. Executives must make a deferral election at least six months prior to the end of the applicable year or, for newly eligible executives, within 30 days of attaining eligible status. We do not make contributions to the deferred compensation plan.

Under the plan, we credit amounts deferred to notational accounts for the deferring executive. We determine the interest rate credited on these notational accounts annually, based on a reasonable rate of return, using the rate of return on our own investment portfolio as a guide.

The plan requires us to make payments to the deferring executive in a single lump sum or in annual installments over a period of years selected by the executive, not to extend beyond the year in which the participant reaches age 75.

POTENTIAL PAYMENTS UPON TERMINATION OR CHANGE-IN-CONTROL

We employ all or our employees, including our named executive officers, "at will," without employment contracts or severance agreements. We do not have a pre-defined involuntary termination severance plan or policy for employees, including the named executive officers.

Upon the termination of employment for any reason, our named executive officers will receive compensation and benefits pursuant to the same plans and arrangements that are available generally to all salaried employees. Such plans and arrangements do not discriminate in scope, terms or operation in favor of our named executive officers.

The information in the following table describes the compensation that would be payable under specific circumstances if the named executive officers' employment had terminated on December 31, 2007.

Potential Payments upon Termination or Change-in-Control – 2007

Name	Termination Scenario	Annual Incentive Plan (\$) ⁽¹⁾⁽²⁾	Stock Options (\$) ⁽³⁾⁽⁴⁾	Nonqualified Deferred Compensation (\$) ⁽⁵⁾
Randy A. Ramlo	Death	\$ 101,250	\$ 84,060	\$ —
	Disability	—	84,060	—
	Retirement	101,250	84,060	—
	Change-in-control	101,250	84,060	—
Dianne M. Lyons	Death	54,738	44,588	—
	Disability	—	44,588	—
	Retirement	54,738	44,588	—
	Change-in-control	54,738	44,588	—
John A. Rife	Death	—	135,500	339,137
	Disability	—	135,500	339,137
	Retirement	—	135,500	339,137
	Change-in-control	—	135,500	339,137
Scott McIntyre Jr.	Death	—	175,080	—
	Disability	—	175,080	—
	Retirement	—	175,080	—
	Change-in-control	—	175,080	—
Barrie W. Ernst	Death	66,700	178,020	45,237
	Disability	—	178,020	45,237
	Retirement	66,700	178,020	31,666
	Change-in-control	66,700	178,020	45,237
Michael T. Wilkins	Death	59,631	19,423	—
	Disability	—	19,423	—
	Retirement	59,631	19,423	—
	Change-in-control	59,631	19,423	—

- (1) Upon termination of employment other than for death or retirement, a named executive officer participating in the annual incentive plan will receive payment under the plan for a particular year only if the officer was employed on the date the incentive plan payment is paid, typically in March of the following year.
- (2) Payments for participation in the annual incentive plan shown for a change-in-control event would be made for a particular year only if the executive were still employed on the date the incentive plan payment is scheduled to be paid, typically in March of the following year.
- (3) Upon termination of employment for any reason, all unvested options expire. The Board of Directors may, in its discretion, accelerate the vesting of unvested options. Amounts shown in this column are calculated using the fair market value of the stock underlying in-the-money vested options and in-the-money unvested options that would have become exercisable on December 31, 2007 if the Board of Directors had accelerated all unvested options. Upon termination of employment upon death or disability, all unexercised vested options remain exercisable up to one year from the date of death or disability or the expiration date of the grant, whichever is earlier. Upon termination of employment for any reason other than death or

disability, all unexercised vested options remain exercisable up to 30 days after termination or the option expiration date, whichever occurs first.

- (4) Upon a change-in-control, all unvested options become exercisable. Amounts shown in this column assume acceleration of all unvested options and are calculated using fair market value of the stock underlying in-the-money vested options and in-the-money unvested options that would have become exercisable because of a change-in-control.
- (5) Upon termination of employment for any reason other than death or disability, our named executive officers will receive a distribution of compensation that each employee had deferred under the deferred compensation plan, together with earnings on that deferred compensation based upon a vesting schedule. An executive with less than five years of service who defers compensation under this plan forfeits 60 percent of the deferred amounts if that executive terminates employment prior to reaching age 59½. An executive with more than five and less than ten years of service who defers compensation under this plan forfeits 30 percent of the deferred amounts if that executive terminates employment prior to reaching age 59½. An executive becomes fully vested in amounts deferred under our deferred compensation plan when the executive attains ten years of service or reaches age 59½. Upon the named executive officer's death or disability or if there is a change in control or ownership of a substantial portion of our assets, all amounts deferred under the deferred compensation plan immediately become 100 percent vested and nonforfeitable. Based upon his age and years of service, Mr. Rife is 100 percent vested in his deferred compensation plan amounts. Because of his age and years of service, Mr. Ernst is 70 percent vested in his deferred compensation plan amounts.

2008 COMPENSATION CHANGES

During 2007, the Compensation Committee worked to redesign our equity compensation program with the intent of using both restricted stock and options. The Compensation Committee believes that providing a balance of restricted stock and options is beneficial to us, our executives and our shareholders. The size of awards to executives under our annual incentive plan and our redesigned equity compensation program are initially tied to the executive's base salary. Under the redesigned equity compensation program, our executive officers (except our Chairman of the Board and the President of our life insurance subsidiary, United Life Insurance Company) are assigned to one of three "tiers" with each tier receiving a proportionate share of the pool of equity awards designated annually for all plan participants. The size of the awards will be modified based on our operating results, so that in years when performance has proven to be commendable, our executives will get higher annual incentive plan awards and more equity, and in years when results are not at target, the award levels will be diminished. We are implementing this new equity compensation plan during the 2008 fiscal year.

During 2008 the Compensation Committee and Board of Directors is also implementing stock ownership guidelines for its senior executive officers. Under the new guidelines, executives are expected to achieve their target ownership levels by December 31, 2012. The goal of these guidelines is to have the senior executive officers hold a more significant stake in our company. The table below provides information on potential payments to our named executives under the new equity compensation plan and target equity ownership levels under the new stock ownership guidelines for executives.

Compensation Changes – 2008

Name	Tier	2008 Salary Level	Estimated Value of Equity Awards(1)	Target Number of Shares of Common Stock to be Beneficially Owned by 12/31/2012 (2)
Randy Ramlo	3	\$ 350,000	\$ 306,130	24,063
Dianne Lyons	2	225,000	162,070	11,602
Mike Wilkins	2	240,000	172,870	12,375
Barrie Ernst	1	242,000	136,960	8,319

- (1) Equity awards will be paid if certain company ROE targets are met. Under the redesigned equity compensation program, total annual awards can range anywhere from 35 percent of the participating executives' aggregate annual salaries (if our ROE is between 5 and 10 percent), to 80 percent of the participating executives' aggregate annual salaries (if our ROE is above 20 percent). Based on our historic ROE performance, we anticipate that on a yearly basis the amount of equity awards granted under this plan will approximate 65 percent of the aggregate amount of the participating executives' annual salaries.

- (2) Equity ownership targets for members of Tier 3 were calculated as the number of shares equal to two times their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Equity ownership targets for members of Tier 2 were calculated as the number of shares equal to one and one half times their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Equity ownership targets for members of Tier 1 were calculated as the number of shares equal to their base salary on January 1, 2008 divided by the closing price of our common stock on January 1, 2008. Current beneficial ownership totals for each named executive can be found in the table on page 36 of this proxy statement.

AUDIT COMMITTEE REPORT*

March 2008

The Audit Committee reviews United Fire & Casualty Company's financial reporting process on behalf of the Board of Directors. Management has primary responsibility for the financial statements and the reporting process, including the system of internal controls. In accordance with standards established by the Public Company Accounting Oversight Board (United States), the independent registered public accounting firm is responsible for performing an independent audit of United Fire & Casualty Company's Consolidated Financial Statements, assessing the effectiveness of United Fire & Casualty Company's internal control over financial reporting and issuing reports thereon. The Audit Committee monitors these processes. The Audit Committee consists entirely of independent directors and operates pursuant to a charter adopted by it and by the Board of Directors. The Audit Committee met four times during 2007.

The Audit Committee has reviewed and discussed the audited Consolidated Financial Statements with management and the independent registered public accounting firm. Management represented to the Audit Committee that United Fire & Casualty Company's Consolidated Financial Statements were prepared in accordance with U.S. generally accepted accounting principles. The Audit Committee also discussed the matters required to be discussed by Statement on Auditing Standards No. 114 (Codification of Statements on Auditing Standards, AU 380), as amended, Securities and Exchange Commission rules and other professional standards with the independent registered public accounting firm.

In addition, the Audit Committee has discussed with the independent registered public accounting firm their independence from United Fire & Casualty Company and its management. The Audit Committee received from the independent registered public accounting firm the written disclosures and letter required by Independence Standards Board Standard No. 1 (Independence Discussions with Audit Committees), as amended.

The Audit Committee has discussed with United Fire & Casualty Company's internal auditor and the independent registered public accounting firm the overall scope and plans for their respective audits. The Audit Committee met with the internal auditor and the independent registered public accounting firm, with and without management present, to discuss the results of their examinations, the evaluations of United Fire & Casualty Company's internal controls and the overall quality of United Fire & Casualty Company's financial reporting.

Based on the reviews and discussions referred to above, the Audit Committee recommended to the Board of Directors (and the Board of Directors has approved) that the audited Consolidated Financial Statements be included in United Fire & Casualty Company's Annual Report on Form 10-K for the year ended December 31, 2007, as furnished to the Securities and Exchange Commission. The Audit Committee appointed Ernst & Young LLP as United Fire & Casualty Company's independent registered public accounting firm for 2008.

Audit Committee

Thomas W. Hanley, Chair
Jack B. Evans
George D. Milligan
Mary K. Quass
Kyle D. Skogman

** This report is not "soliciting material" and is not deemed "filed" with the SEC. The incorporation by reference of this proxy statement into any document filed with the SEC by the Company shall not be deemed to include this report unless such report is specifically stated to be incorporated by reference into such document.*

INFORMATION ABOUT OUR INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

The Audit Committee has appointed Ernst & Young LLP, our present independent registered public accounting firm, to act as our independent registered public accounting firm for 2008.

Pursuant to its policies, the Audit Committee reviews and approves audit and permissible non-audit services performed by Ernst & Young LLP, as well as the fees charged by Ernst & Young LLP for such services. In its review of non-audit service fees and its appointment of Ernst & Young LLP as our independent registered public accounting firm, the Audit Committee determined that the provision of such services is compatible with maintaining Ernst & Young LLP's independence. The Audit Committee pre-approved all of the services provided and the fees charged by Ernst & Young LLP in 2007.

Fees Billed to United Fire during 2006 and 2007

Audit Fees

The aggregate audit fees billed or expected to be billed by Ernst & Young LLP for the fiscal year ended December 31, 2007 were \$982,800.

The aggregate fees billed by Ernst & Young LLP for the fiscal year ended December 31, 2006 were \$1,001,550.

Audit fees consist of fees billed for professional services rendered for the audit of the Company's Consolidated Financial Statements and internal control over financial reporting, review of the interim Consolidated Financial Statements included in quarterly reports and services that are normally provided by the independent registered public accounting firm in connection with statutory or regulatory filings or engagements.

Audit-Related Fees

The aggregate fees billed by Ernst & Young LLP for the fiscal year ended December 31, 2007 for assurance and related services that are reasonably related to the performance of the audit or review of our financial statements and are not reported as "Audit Fees," were \$46,000, which were for professional services rendered for the audit of United Fire's employee benefit plans, including the United Fire Group 401(k) Plan and the United Pension Plan.

The aggregate fees billed by Ernst & Young LLP for the fiscal year ended December 31, 2006 for assurance and related services that are reasonably related to the performance of the audit or review of our financial statements and are not reported as "Audit Fees," were \$36,000, which were for professional services rendered for the audit of United Fire's employee benefit plans, including the United Fire Group 401(k) Plan and the United Pension Plan.

Tax Fees

There were no fees billed by Ernst & Young LLP for the fiscal years ended December 31, 2007 or December 31, 2006 for tax compliance, tax advice, or tax planning.

All Other Fees

There were no fees billed by Ernst & Young LLP for the fiscal years ended December 31, 2007 or December 31, 2006 for products and services other than those described above.

SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS

The following table sets forth information as of April 2, 2008, with respect to ownership of United Fire's \$3.33½ par value common stock by principal security holders. Except as otherwise indicated, each of the persons named below has sole voting and investment powers with respect to the shares indicated.

Title of Class	Name and Address of Beneficial Owner	Amount and Nature of Beneficial Ownership	Percent of Class
Common	Scott McIntyre Jr. 2222 First Avenue NE, Apt. 1004 Cedar Rapids, Iowa 52402	3,612,680 ⁽¹⁾	13.29 %
Common	Dimensional Fund Advisors LP 1299 Ocean Avenue Santa Monica, California 90401	2,189,667 ⁽²⁾	8.05 %
Common	EARNEST Partners LLC 75 Fourteenth Street, Suite 2300 Atlanta, Georgia 30309	1,611,682 ⁽³⁾	5.93 %

(1) Includes 4,968 shares held in an individual retirement account for Mr. McIntyre's benefit; 2,561,176 shares owned by a revocable trust for the lifetime benefit of Mr. McIntyre, for which Mr. McIntyre serves as sole trustee; 40,087 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her children and grandchildren, for which Mr. McIntyre serves as sole trustee; 450,000 shares owned by a trust for the benefit of Mr. McIntyre's wife, for which Mr. McIntyre serves as sole trustee; 519,180 shares owned by the McIntyre Foundation, for which Mr. McIntyre serves as President and one of four directors; 3,269 shares owned by Mr. McIntyre's wife; and 34,000 options that are exercisable on or before sixty (60) days from the date of this proxy statement.

(2) Based on Schedule 13G filed with the Securities and Exchange Commission on February 6, 2008.

(3) Based on Schedule 13G (Amendment No. 4) filed with the Securities and Exchange Commission on January 31, 2008.

SECURITY OWNERSHIP OF MANAGEMENT

The table on the following page sets forth certain information regarding the beneficial ownership of our \$3.33½ par value common stock as of April 2, 2008, with respect to each of our directors, our named executive officers, and all of our directors and executive officers as a group.

As of April 2, 2008, we had 27,191,338 shares of \$3.33½ par value common stock outstanding. Except as otherwise indicated, each of the shareholders listed in the table on the following page has sole voting and investment power over the shares beneficially owned.

Title of Class	Name of Beneficial Owner	Amount and Nature of Beneficial Ownership ⁽¹⁾	Percent of Class
Common	Christopher R. Drahozal	868,519 ⁽²⁾	3.19 %
Common	Barrie W. Ernst	23,428 ⁽³⁾	.09 %
Common	Jack B. Evans	24,181 ⁽⁴⁾	*
Common	Thomas W. Hanley	5,136 ⁽⁵⁾	*
Common	Douglas M. Hultquist	550 ⁽⁶⁾	*
Common	James A. Leach	100 ⁽⁷⁾	*
Common	Dianne M. Lyons	10,826 ⁽⁸⁾	.04 %
Common	Casey D. Mahon	13,417 ⁽⁹⁾	*
Common	Scott McIntyre Jr.	3,612,680 ⁽¹⁰⁾	13.29 %
Common	George D. Milligan	10,595 ⁽¹¹⁾	*
Common	Mary K. Quass	8,133 ⁽¹²⁾	*
Common	Randy A. Ramlo	18,972 ⁽¹³⁾	.07 %
Common	John A. Rife	56,806 ⁽¹⁴⁾	.21 %
Common	Kyle D. Skogman	12,683 ⁽¹⁵⁾	*
Common	Michael T. Wilkins	11,148 ⁽¹⁶⁾	.04 %
Common	Frank S. Wilkinson Jr.	13,826 ⁽¹⁷⁾	*
Common	All directors and officers as a group (includes 45 persons)	4,256,851 ⁽¹⁸⁾	15.66 %

*Represents directors with ownership of less than 1% percent.

- (1) Except as otherwise indicated, each person named on the previous table has sole voting and investment power with respect to the number of shares indicated. The inclusion herein of any shares as beneficially owned does not constitute admission of beneficial ownership.
- (2) Includes 2,000 shares owned individually by Mr. Drahozal, 674 shares owned jointly by Mr. Drahozal and his wife; 217,774 owned individually by Mr. Drahozal's wife; 73,334 shares held in accounts for the benefit of Mr. Drahozal's minor children; 50,624 shares owned by a trust for which Mr. Drahozal's wife is one of two trustees; 519,180 shares owned by the McIntyre Foundation, for which Mr. Drahozal's wife serves as one of four directors; and 4,933 stock options that are exercisable by Mr. Drahozal on or before sixty (60) days from the date of this proxy statement. Mr. Drahozal is Mr. McIntyre's son-in-law. None of Mr. Drahozal's shares are pledged as security.
- (3) Includes 4,160 shares owned in a 401(k) account for Mr. Ernst's benefit; 168 shares held for the benefit of Mr. Ernst's daughter; and 19,100 stock options that are exercisable by Mr. Ernst on or before sixty (60) days from the date of this proxy statement. None of Mr. Ernst's shares are pledged as security.
- (4) Includes 674 shares owned individually by Mr. Evans; 19,350 shares owned in an individual retirement account for Mr. Evans' benefit; 2,024 shares owned in an IRA account for the benefit of Mr. Evans' wife; and 2,133 stock options that are exercisable by Mr. Evans on or before sixty (60) days from the date of this proxy statement. None of Mr. Evans' shares are pledged as security.
- (5) Includes 203 shares owned individually by Mr. Hanley and 4,933 stock options that are exercisable by Mr. Hanley on or before sixty (60) days from the date of this proxy statement. None of Mr. Hanley's shares are pledged as security.
- (6) Includes 550 shares owned individually by Mr. Hultquist and no stock options that are exercisable by Mr. Hultquist on or before sixty (60) days from the date of this proxy statement. None of Mr. Hultquist's shares are pledged as security.
- (7) None of Mr. Leach's shares are pledged as security.
- (8) Includes 226 shares owned by Ms. Lyons individually and 10,600 options that are exercisable by Ms. Lyons on or before sixty (60) days from the date of this proxy statement. None of Ms. Lyons' shares are pledged as security.
- (9) Includes 6,884 shares owned individually by Ms. Mahon; 1,000 shares owned in an individual retirement account for Ms. Mahon's benefit; and 5,533 stock options that are exercisable by Ms. Mahon on or before sixty (60) days from the date of this proxy statement. None of Ms. Mahon's shares are pledged as security.
- (10) Includes 4,968 shares held in an individual retirement account for Mr. McIntyre's benefit; 2,561,176 shares owned by a revocable trust for the lifetime benefit of Mr. McIntyre, for which Mr. McIntyre serves as sole trustee; 40,087 shares owned by a trust established by Mr. McIntyre's mother (now deceased) for the benefit of her children and grandchildren.

for which Mr. McIntyre serves as sole trustee; 450,000 shares owned by a trust for the benefit of Mr. McIntyre's wife, for which Mr. McIntyre serves as sole trustee; 519,180 shares owned by the McIntyre Foundation, for which Mr. McIntyre serves as President and one of four directors; 3,269 shares owned by Mr. McIntyre's wife; and 34,000 options that are exercisable on or before sixty (60) days from the date of this proxy statement. None of Mr. McIntyre's shares are pledged as security.

- (11) Includes 3,862 shares owned by Mr. Milligan individually and 6,733 options that are exercisable by Mr. Milligan on or before sixty (60) days from the date of this proxy statement. None of Mr. Milligan's shares are pledged as security.
- (12) Includes 1,200 shares owned by Ms. Quass individually and 6,933 options that are exercisable by Ms. Quass on or before sixty (60) days from the date of this proxy statement. None of Ms. Quass' shares are pledged as security.
- (13) Includes 1,772 shares owned by Mr. Ramlo individually and 17,200 options that are exercisable by Mr. Ramlo on or before sixty (60) days from the date of this proxy statement. None of Mr. Ramlo's shares are pledged as security.
- (14) Includes 20,561 shares owned jointly by Mr. Rife and his wife; 745 shares owned by Mr. Rife's wife; and 35,500 options that are exercisable by Mr. Rife on or before sixty (60) days from the date of this proxy statement. None of Mr. Rife's shares are pledged as security.
- (15) Includes 670 shares owned in an individual retirement account for Mr. Skogman's benefit; 200 shares owned in a simplified employee pension account; 6,130 shares owned jointly by Mr. Skogman and his wife; 1,000 shares owned by Mr. Skogman's wife; 150 shares owned in an individual retirement account for the benefit of Mr. Skogman's wife; and 4,533 options that are exercisable by Mr. Skogman on or before sixty (60) days from the date of this proxy statement. None of Mr. Skogman's shares are pledged as security.
- (16) Includes 2,748 shares owned by Mr. Wilkins individually and 8,400 options that are exercisable by Mr. Wilkins on or before sixty (60) days from the date of this proxy statement. None of Mr. Wilkins' shares are pledged as security.
- (17) Includes 7,893 shares owned jointly by Mr. Wilkinson and his wife and 5,933 options that are exercisable by Mr. Wilkinson on or before sixty (60) days from the date of this proxy statement. None of Mr. Wilkinson's shares are pledged as security.
- (18) Because the 519,180 shares owned by the McIntyre Foundation are attributed to both Mr. McIntyre's and Mr. Drahozal's beneficial ownership total, we have deducted 519,180 shares from the total number of shares owned by all officers and directors to eliminate double counting.

SECTION 16(a) BENEFICIAL OWNERSHIP REPORTING COMPLIANCE

Directors and certain executive officers of United Fire & Casualty Company are required by state law to file reports with the Iowa Insurance Division regarding the amount of, and changes in their beneficial ownership of, our common stock. To the best of our knowledge, all such ownership reports have been timely filed and the ownership status of our common stock by such individuals is current as reported in this proxy statement.

MISCELLANEOUS

Code of Ethics

The Board of Directors has adopted a Code of Ethics and Business Conduct that applies to all of our officers, directors, and employees. Copies of the United Fire Group® Code of Ethics and Business Conduct can be obtained free of charge by writing to Investor Relations c/o United Fire Group, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909, or on our public website, www.unitedfiregroup.com by selecting "Investor Relations," then "Corporate Governance" and then "Code of Ethics." The Code of Ethics and Business Conduct establishes procedures regarding the reporting of a violation of the code.

Communicating with the Board of Directors

Individuals wishing to communicate directly with our Board of Directors regarding issues of concern to our company can do so on our website, www.unitedfiregroup.com by selecting "Investor Relations" and then "Corporate Governance," toll free by telephone at 1-877-256-1056, or by writing to the Audit Committee – Confidential c/o United Fire Group, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909. Our Vice President / General Counsel / Corporate Secretary, Neal R. Scharmer, and Audit Committee Chair, Thomas W. Hanley, are responsible

for reviewing and reporting such communications to our Board of Directors. If requested by the reporting individual, and to the extent possible, all communications with our Board of Directors are kept strictly confidential.

Delivery of One Proxy Statement and Annual Report to Shareholders to a Single Household to Reduce Duplicate Mailings

SEC rules permit companies and intermediaries such as brokers to satisfy delivery requirements for proxy statements and annual report to shareholders with respect to two or more shareholders sharing the same address by delivering a single proxy statement and annual report to shareholders addressed to those shareholders. This process, commonly referred to as "householding," provides cost savings for companies. We and some brokers household proxy materials and annual reports to shareholders unless contrary instructions have been received from the affected shareholders. Once you have received notice from us, your broker, or other designated intermediary that they will be householding materials to your address, householding will continue until you are notified otherwise or until you revoke your consent. If, at any time, you no longer wish to participate in householding and would prefer to receive a separate proxy statement and annual report to shareholders, please notify your broker, or notify us by calling our transfer agent at (800)-542-1061, or write to: Household Department, 51 Mercedes Way, Edgewood, New York 11717, and include your name, the name of your broker or other nominee, and your account number(s).

Shareholders who currently receive multiple copies of the proxy statement or annual report to shareholders at their address and would like to request "householding" of their communications should contact their broker or, if a Shareholder is a registered holder of shares of common stock, he or she should submit a written request to Household Department, 51 Mercedes Way, Edgewood, New York 11717; (800)-542-1061.

Upon written or oral request to us, we will provide you a copy of the proxy statement and annual report to shareholders. If you are currently receiving multiple copies of our proxy statement or annual report to shareholders, and you wish to receive only a single copy, you may make that request by contacting us. Upon written or oral request, we will promptly deliver a separate copy of the proxy statement and annual report to shareholders at a shared address to which a single copy was delivered. To contact us, you may write to or call United Fire Group, Shareholder Relations Department, P.O. Box 73909, Cedar Rapids, Iowa 52407-3909, (319) 399-5700.

Electronic Availability of Proxy Materials

Electronic versions of our annual proxy statement and 2007 Annual Report to Shareholders are available on our public website, www.unitedfiregroup.com by selecting "Investor Relations" and then "Reports/Proxy."

Other Matters

Management knows of no other matters that will be brought before the meeting, but if other matters properly come before the meeting, the persons named in the enclosed proxy, or their substitutes, will vote in accordance with their best judgment on such matters.

**Proposed Amendments to the
Fourth Amended and Restated Articles of Incorporation
of United Fire & Casualty Company**

Article V

Section 4. Closing Transfer Books – Record Date. For the purpose of determining Stockholders entitled to notice of, or to vote at, any meeting of Stockholders, or any adjournment thereof, or entitled to receive payment of any dividends, or in order to make a determination of Stockholders for any other purpose, the Board of Directors may provide that the stock transfer books shall be closed for a stated period, not exceeding ~~fifty (50)~~ sixty (60) days. If the stock transfer books shall be closed for such purpose, such books shall be closed for at least ten (10) days immediately preceding such meeting.

For the purpose of determining stockholders entitled to vote at a meeting of stockholders or to receive dividends or for other proper purposes, the Bylaws may provide or, in the absence of an applicable Bylaw, the Directors may fix, in lieu of the closing of the stock transfer books, the record date for any such determination of stockholders, which record date shall be, in any case, not more than ~~fifty (50)~~ sixty (60) days and, in case of a meeting of stockholders, not less than ten (10) days prior to the date upon which the particular action requiring such determination of stockholders is to be taken. If the stock record books are not closed and no record date is fixed, the record date shall be the date ten (10) days after the mailing of the notice of the stockholders meeting or after the declaration of the dividend, as the case may be. When a determination of Stockholders entitled to vote at any meeting of Stockholders has been made as herein provided, such determination shall apply to any adjournment thereof.

Article VII

Section 9. Personal Liability – Directors. A director of the corporation shall not be personally liable to the corporation or its shareholders for monetary damages for any action taken, or any failure to take any action, as a director, except liability for any of the following: (1) the amount of a financial benefit received by a director to which the director is not entitled; (2) an intentional infliction of harm on the corporation or the shareholders; (3) a violation of section 490.833 of the Iowa Business Corporation Act; or (4) an intentional violation of criminal law ~~breach of fiduciary duty as a director, except for liability (i) for any breach of the director's duty of loyalty to the corporation or its shareholders, (ii) for acts or omissions not in good faith or which involve intentional misconduct or a knowing violation of law, (iii) under Iowa Code Section 490.833, (iv) for any transaction from which the director derived an improper personal benefit.~~ If the Iowa Business Corporation Act, ~~Iowa Code Chapter 490 is hereafter amended after approval by the shareholders of this article to authorize the further elimination-eliminating~~ or limitation ~~limiting~~ of the personal liability of the directors, then, automatically and without any further action, the liability of a director of the corporation, in addition to the limitation on personal liability provided herein, shall be eliminated or limited to the fullest extent permitted by the Iowa Business Corporation Act, as so amended.

~~Any repeal or modification of the foregoing paragraph by the shareholders of the corporation shall not adversely affect any right or protection of a director or former director of the corporation for acts, errors or omissions occurring prior to the date of repeal or modification.~~

Section 10. Indemnification of Directors. The corporation shall indemnify a director for liability, as defined in section 490.850(5) of the Iowa Business Corporation Act, to any person for any action taken, or any failure to take any action, as a director, except liability for any of the following: (1) receipt of a financial benefit to which the person is not entitled; (2) an intentional infliction of harm on the corporation or its shareholders; (3) a violation of section 490.833 of the Iowa Business Corporation Act; or (4) an intentional violation of criminal law. Without limiting the foregoing, the corporation shall exercise all of its permissive powers as often as necessary to indemnify and advance expenses to its directors to the fullest extent permitted by law.

Section 11. Effect of Repeal or Amendment. Any repeal or amendment of Section 9 or Section 10 by the shareholders of the corporation shall not adversely affect any right of a director or former director of the corporation arising at any time with respect to events occurring prior to such repeal or amendment.



United Fire & Casualty Company
118 Second Avenue SE, P.O. Box 73909
Cedar Rapids, Iowa 52407-3909

DIRECTORS OF UNITED FIRE & CASUALTY COMPANY

Scott McIntyre Jr., Chairman
Jack B. Evans, Vice Chairman
Christopher R. Drahozal
Thomas W. Hanley
Douglas M. Hultquist
James A. Leach
Casey D. Mahon
George D. Milligan
Mary K. Quass
John A. Rife
Kyle D. Skogman
Frank S. Wilkinson Jr.

OFFICERS OF UNITED FIRE & CASUALTY COMPANY

Chairman

Scott McIntyre Jr.*

President/CEO

Randy A. Ramlo*

Executive Vice President

Michael T. Wilkins*

Vice President/CFO

Dianne M. Lyons*

Vice President/CIO

Barrie W. Ernst*

Vice President/CCO

David E. Conner*

Vice Presidents

Brian S. Berta

David L. Hellen

Joseph B. Johnson

Scott A. Minkel

Douglas L. Penn

Dennis J. Richmann

Neal R. Scharmer*

Allen R. Sorensen

Colleen R. Sova

Timothy G. Spain

Assistant Vice Presidents

Ina E. Boeke

Michael D. Broghammer

Vicky L. Greff

Betty A. Hruska

Lori A. Kline

Thomas D. Lanz

Bruce K. Miller

Sandra L. Orban

Bruce S. Parks

Mark L. Randall

Steven D. Ross

Kristine K. Schares

Allan J. Schons
Michael J. Sheeley
Douglas A. Walters

Secretaries

Neal R. Scharmer

David A. Lange

Assistant Secretary

Kristin R. Stauffer

Treasurer

Galen E. Underwood

DIRECTORS OF SUBSIDIARY COMPANIES

United Life Insurance Company

Ronald D. Brandt

Jack B. Evans

Scott McIntyre Jr.

Randy A. Ramlo

John A. Rife

Lafayette Insurance Company

Scott McIntyre Jr.

Randy A. Ramlo

John A. Rife

Neal R. Scharmer

Leo F. Wegmann Jr.

Addison Insurance Company

Frederick A. Beyer

Thomas W. Gagnon Jr.

Scott McIntyre Jr.

Linda J. Pearson

Randy A. Ramlo

John A. Rife

American Indemnity Financial Corporation and Subsidiaries

Jack B. Evans

Dianne M. Lyons

Scott McIntyre Jr.

Randy A. Ramlo

John A. Rife

J. Fellman Seinsheimer III

Michael T. Wilkins

OFFICERS OF SUBSIDIARY COMPANIES

United Life Insurance Company

Chairman

Scott McIntyre Jr.

President/CEO

John A. Rife*

Vice President/COO

Kent J. Hutchins*

Vice Presidents

Robert J. Celichowski

Rickey L. Pettyjohn

Assistant Vice President

Julia A. Sherman

Secretary

Jean Newlin Schnake

Treasurer

Dianne M. Lyons

Lafayette Insurance Company

Chairman

Scott McIntyre Jr.

President/CEO

Randy A. Ramlo

Executive Vice President

Michael T. Wilkins

Vice President & Treasurer

Dianne M. Lyons

Secretary

Leo F. Wegmann Jr.

Assistant Secretary

Kristin R. Stauffer

Addison Insurance Company

Chairman

Scott McIntyre Jr.

President/CEO

Randy A. Ramlo

Vice Presidents

Dianne M. Lyons

Michael T. Wilkins

Secretary

Kristin R. Stauffer

Treasurer

Dianne M. Lyons

American Indemnity Financial Corporation and Subsidiaries

Chairman

Scott McIntyre Jr.

President/CEO

Randy A. Ramlo

Executive Vice President

Michael T. Wilkins

Vice Presidents

Roger F. Briggs

Joseph B. Johnson

Dianne M. Lyons

Dennis J. Richmann**

Secretary

Kristin R. Stauffer

Assistant Secretary

David A. Lange**

Treasurer

Janice A. Martin

* Executive Officers

** Officer of United Fire & Indemnity Company only

UNITED FIRE GROUP*

United Fire & Casualty Company

United Life Insurance Company

Addison Insurance Company

American Indemnity Financial Corporation

Lafayette Insurance Company

Texas General Indemnity Company

United Fire & Indemnity Company

United Fire Lloyds

ENT