

General business experience related to the investment area:

Charles Michael McLaren (1947) Springfield Jr. College, AA General Business, University of Illinois, BS Finance Business, Executive Director, P.E.R.A., 10/79 to 9/84, Institutional Bond Broker, M.H. Novick, 5/85 to 9/87, Portfolio Manager, BPS Associates, Inc., 9/87 to 3/02, President, BPS Capital Management, Inc., 3/02 to present.

Gary Walen (1954) Augsburg College, BA Business Administration and Economics Business, Advertising Sales, MSP Publications, 2/77 to 6/83, Institutional Fixed Income Sales, Dougherty, Dawkins, Strand & Yost, 7/83 to 12/86, Portfolio Manager, BPS Associates, Inc., 1/87 to 3/02, Vice President, BPS Capital Management, Inc., 03/02 to present.

Christopher Kempf (1979) Northwestern College, BS Management of Information Systems, Business Analyst, BPS Capital Management, Inc., 04/02 to present.

Nathan Page Purdy (1976) Drake University, BSBA Marketing, Sales Associate, Atari, Inc., 6/00 to 9/04, Account Executive, Metro Sales, Inc., 9/05 to 5/06, Advertising Consultant, Verizon, 05/06 to 01/08, Vice President of Business Development, BPS Capital Management, 01/08 to present.

Eric Swanson (1988) Bethel University, BA Economics and Finance, Portfolio Manager/Analyst, BPS Capital Management, Inc., 06/11 to present.

