

Heartland for Children, Inc.  
Compensation Report

Position	Compensation	* Bonus	** Other Compensation - Fringe Benefits
Chief Executive Officer	161,200	0	22,230
Chief Financial Officer	129,566	0	19,067
Chief Operating Officer	113,202	0	17,430

\* = There are no other bonuses or additional compensation provided other than what is listed above.

\*\* = Other Compensation - Fringe Benefits includes employer cost of health insurance and pension contribution.