

Heartland for Children, Inc.
Compensation Report

Position	Compensation	* Bonus	** Other Compensation - Fringe Benefits
Chief Executive Officer	161,200	0	22,230
Chief Financial Officer	125,798	0	18,690
Chief Operating Officer	109,907	0	17,101

* = 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.