



**SUPPLEMENT FOR THE YEAR 2011 OF THE ROCKY MOUNTAIN FIRE AND CASUALTY COMPANY**

**SUPPLEMENTAL COMPENSATION EXHIBIT**

For the Year Ended December 31, 2011

(To Be Filed by March 1)

**PART 1 - INTERROGATORIES**

1. The reporting insurer is a member of a group of insurers or other holding company system: yes  no  If yes, do the amounts below represent  
 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group:  
 Yes ; or 2) allocation to each insurer: Yes .
2. Did any person while an officer, director, or trustee of the reporting entity, receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity?..... Yes  No
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commission whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement?..... Yes  No

**PART 2 - OFFICERS AND EMPLOYEES COMPENSATION**

1 Name and Principal Position	2 Year	Annual Compensation			
		3 Salary	4 Bonus	5 All Other Compensation	6 Totals
Ryan W. Dudley, President	2011	18,287	451	0	18,738
	2010	25,479	1,465	0	26,944
	2009	29,587	2,784	0	32,371
1. Mary K. Dawson, Vice President Underwriting	2011	10,413	380	0	10,793
	2010	13,546	319	0	13,866
	2009	15,110	1,455	0	16,565
2. Ralph W. Carlile, Vice President Information Technology	2011	9,916	249	0	10,165
	2010	14,146	331	0	14,477
	2009	15,718	1,509	0	17,227
3. Rudy F. Werle, Vice President Claims	2011	9,772	249	0	10,021
	2010	13,876	327	0	14,203
	2009	15,937	1,491	0	17,427
4. Sean I. McGourty, Treasurer	2011	9,625	248	0	9,874
	2010	14,079	330	0	14,409
	2009	15,432	1,502	0	16,934
5. Charles T. Mullen, Vice President Marketing	2011	9,425	235	0	9,660
	2010	13,448	313	0	13,761
	2009	14,921	1,384	0	16,305
6. Dorthy A. Beard, Litigation Manager	2011	7,752	197	0	7,949
	2010	10,237	245	0	10,482
	2009	0	0	0	0
7. Todd C. Merkley, Secretary	2011	5,778	107	0	5,885
	2010	0	0	0	0
	2009	0	0	0	0
8. Deborah S. Carlson, Controller	2011	5,165	131	0	5,296
	2010	7,567	181	0	7,748
	2009	0	0	0	0
9. Frank J. McConnell, Assistant Vice President of Product Development	2011	4,605	120	0	4,725
	2010	6,920	165	0	7,085
	2009	7,730	832	0	8,562

**PART 3 - DIRECTOR COMPENSATION**

1 Name and Principal Position or Occupation	2 Compensation Paid or Deferred for Services as Director	3 All Other Compensation Paid or Deferred	4 Totals
D. Thomas McKern, Chairman of the Board	3,615	0	3,615
Arthur R. Peterson, Director	2,272	0	2,272
Larry D. Tanneberg, Director	1,436	0	1,436
Rosemary K. Hansen, Director	1,341	0	1,341
Ronald G. Miller, Director	1,313	0	1,313
Dareld G. Larrigan, Director	1,312	0	1,312
Frederick P. Church, Vice Chairman of the Board	1,277	0	1,277
Robert L. Shea, Director	1,100	0	1,100
Paul C. Redner, Director	1,077	0	1,077
F. Davidson Crowell, Director	755	0	755