

Hot Springs Telephone Co.
Balance Sheet
As of December 31, 2020

2020

Assets

Current Assets

Checking/Savings

1120-00.0	Petty Cash.Other	1,716.86
1121-00.0	Rocky Mtn Bank -Checking.Other	214,135.81
1122-00.0	Rocky Mountain Bank-Savings.Other	125,172.16
1123-00.0	Valley Bank-Checking.Other	480,457.98
1124-00.0	Valley Bank-Savings.Other	60,116.29
1125-00.0	Whitefish Credit Union.Other	100,783.85
	Total Checking/Savings	982,382.95

Accounts Receivable

1170-00.0	CABS Accounts Receivable.Other	77.34
1170-05.0	Accounts Receivable Default.Other	1,200.00
1170-20.0	Sales Holding.Other	-31.19
1170-30.0	A/R NECA.Other	100,230.22
4031-00.0	Advanced Payments.Other	-396.30
	Total Accounts Receivable	101,080.07

Other Current Assets

1170-10.0	A/R-Subscribers.Other	57,877.57
1220-00.0	Inventory.Other	54,936.89
1221-09.0	CPE Inventory.Other	7,206.38
1410-00.0	D.A. Davidson.Other	96,366.05
1411-00.0	Stock-Solix Inc.Other	1,000.00
2003-00.0	Tel. Plant Under Construction.Other	30,973.14
2003-00.1	Tel. Plant Under Construction.Labor	62,895.90
2003-00.2	Tel. Plant Under Construction.Benefits	38,945.27
2003-00.3	Tel. Plant Under Construction.Materials	13,379.93
	Total Other Current Assets	363,581.13

Total Current Assets	1,447,044.15
-----------------------------	---------------------

Fixed Assets

Non-Regulated

2311-09.0	Paystation Equip. Non-Reg..Other	1,244.00
2513-09.0	NewRes./Bus. CPE.Other	3,218.00
3100-09.0	Reserve for Depr. Non-Regulated.Other	-4,415.84

Total Non-Regulated-**46.16-****Regulated**

2110-00.0	Vehicle & Other Wk Equip..Other	891,542.43
2111-00.0	Land.Other	57,491.00
2115-00.0	Wall St. Property.Other	90,000.00
2116-00.0	Arlee St. Property.Other	167,223.00
2118-00.0	Equipment Building.Other	98,684.25
2119-00.0	COE Building.Other	294,479.33
2120-00.0	Storage Shed.Other	41,457.77
2122-00.0	Furn. & Office Equip..Other	26,475.98
2124-00.0	Computers.Other	50,616.07
2211-00.0	Digital COE Equip..Other	439,380.37
2230-00.0	DSL Equipment.Other	117,232.41
2231-00.0	Toll Circuit Equip..Other	2,503.00
2231-10.0	Fiber Term. Equip..Other	108,515.61
2232-00.0	Subscriber Carrier.Other	617,947.34
2233-09.0	Radio Equipment.Other	5,065.54
2239-00.0	Wireless DSL.Other	63,659.21
2310-00.0	Internet Equip..Other	9,972.20
2321-00.0	Drop Wire & Block Protection.Other	102,966.99
2321-00.3	Drop Wire & Block Protection.Material	892.27
2411-00.0	Hot Springs Poles.Other	9,600.00
2411-10.0	Rural Poles.Other	2,900.00
2421-00.0	Hot Springs Aerial Cable.Other	36,854.43
2421-10.0	Rural Aerial Cable.Other	69,986.00
2423-00.0	Fiber Optic Cable.Other	388,299.81
2423-10.0	Rural Buried Cable.Other	1,243,206.66
2431-10.0	Rural Aerial Wire.Other	6,895.00
2441-00.0	Hot Springs Conduit.Other	11,635.00
3100-00.0	Reserve for Depr. Regulated.Other	-3,631,139.94
Total Regulated		1,324,341.73

Total Fixed Assets**1,324,387.89****Other Assets**

1171-00.0	Allowance for Doubtful Accounts.Other	-4,200.00
Total Other Assets		-4,200.00

Total Assets**2,767,282.04****Liabilities & Equity****Current Liabilities****Accounts Payable**

4000-00.0	Accounts Payable.Other	10,641.92
-----------	------------------------	-----------

4002-00.0	Visa Credit Card.Other	4,104.81
Total Accounts Payable		14,746.73

Total Current Liabilities	14,746.73
----------------------------------	------------------

Other Current Liabilities

Payroll Liabilities

4020-00.0	State Withholding Tax Payable.Other	-418.00
4029-00.0	AFLAC Insurance Payable.Other	-129.48
4033-00.0	Health Insurance Payable.Other	13,038.16
4034-00.0	HSA Payable.Other	-1,200.00
4035-00.0	SUTA Payable.Other	-0.69
4036-00.0	Vacation Payable.Other	64,581.04
4037-00.0	Work Comp Payable.Other	-1,783.98
Total Payroll Liabilities		74,087.05

Other Liabilities

4005-00.0	Retirement Account Payable.Other	1,063.86
4016-00.0	Montana 911 Tax.Other	2,786.29
4019-00.0	MT. State Excise Tax.Other	2,920.39
4023-00.0	Hearing Impaired (TDD) Fee.Other	225.20
4028-00.0	State Corp Taxes Payable.Other	8,505.00
4040-00.0	Subscriber Deposits.Other	29,605.00
4050-00.0	Federal Taxes Payable.Other	24,880.00
4340-00.0	Deferred Tax Liability.Other	236,095.00
Total Other Liabilities		306,080.74

Total Other Current Liabilities	380,167.79
--	-------------------

Long Term Liability

4410-00.0	Capital Lease - Vermeer Directional Drill	116,112.32
Total Long Term Liability		116,112.32

Total Liabilities	511,026.84
--------------------------	-------------------

Equities

4510-00.0	Capital Stock.Other	87,500.00
4510-10.0	Treasury Stock.Other	-150,000.00
4511-00.0	Paid In Surplus.Other	10,832.28
4550-00.0	Retained Earnings.Other	3,703,359.07
4550-00.1	Retained Earnings.Labor	-1,203,168.75
4550-00.2	Retained Earnings.Benefits	-571,209.25
4550-00.3	Retained Earnings.Materials	-8,712.27
4550-10.0	Prior Period Adjustment.Other	50,532.43
4551-00.0	Current Earnings.Other	1,405,319.77
4551-00.1	Current Earnings.Labor	-692,591.53

4551-00.2	Current Earnings.Benefits	-291,172.84
4551-00.3	Current Earnings.Materials	-39,992.01
4600-00.0	Dividends.Other	8.30
7301-00.0	Dividends.Other	-44,500.00
Total Equities		2,256,205.20
Total Liabilities & Equity		<u>2,767,232.04</u>

Balance Verification (Should be 0)	0.00
------------------------------------	------

Asset Not On Balance Sheet

	0.00
Total Asset Not On Balance Sheet	0.00

Liability Not On Balance Sheet

	-
Total Liability Not On Balance Sheet	-

Equity Not On Balance Sheet

	-
Total Equity Not On Balance Sheet	-

Hot Springs Telephone Co.
Profit & Loss
December 31, 2020

2020

Revenue

Ordinary Income/Expense

Income

5001-00.0 Local Service Revenue.Other	154,076.06
5008-00.0 Internet Services Revenue.Other	5,763.88
5010-09.0 DSL Non-Reg.Other	319,794.78
5060-00.0 Custom Calling Serv. Revenue.Other	30,052.29
5081-00.0 End User SLC Revenue.Other	59,005.94
5081-10.0 ARC.Other	4,421.63
5081-20.0 FUSC Revenue.Other	10,965.92
5082-00.0 Interstate Access Revenue.Other	17,581.76
5082-10.0 NECA TS Settlement.Other	135,686.00
5082-11.0 NECA Prior Period.Other	-13.00
5082-12.0 ACAM.Other	977,546.64
5082-13.0 CAF Intercarrier Comp.Other	77,280.00
5082-14.0 Lifeline Support.Other	75,360.00
5082-15.0 Tribal Linkup Support.Other	548.00
5083-00.0 Interstate Special Access-IXC.Other	6,392.58
5084-01.0 Intrastate Access Revenue.Other	14,070.72
5084-09.0 Intrastate Special Access.Other	8,016.48
5100-00.0 Hot Springs Toll.Other	17,332.44
5210-00.0 Regulated Service Chg Revenue.Other	5,667.06
5230-09.0 Directory Revenue - Non-Reg..Other	7,654.95
7320-00.0 Interest Income - Regulated.Other	-105.30
7320-09.0 Interest Income.Other	879.81
7350-09.0 Dividend Income.Other	23.12
7360-09.0 Miscellaneous Income.Other	20,746.75
7360-09.3 Miscellaneous Income.Materials	83.21
7370-00.0 PPP Loan Forgivness.Other.Other	194,900.00
7991-09.0 CPE Rent Revenue.Other	17,587.15
7993-10.0 Tower Lease Revenue.Other	37,024.59
7995-09.0 Sales C.P.E. & Misc..Other	10,303.34
7998-09.0 Unregulated Service Charge Rev.Other	13,943.32
Total Income	2,222,590.12

Gross Profit

2,222,590.12

Expense

6112-00.0	Vehicle Expense.Other	22,530.77
6112-00.1	Vehicle Expense.Labor	5,714.81
6112-00.2	Vehicle Expense.Benefits	4,137.20
6121-00.0	Land & Building Expense.Other	11,600.92
6121-00.1	Land & Building Expense.Labor	12,046.59
6121-00.2	Land & Building Expense.Benefits	6,995.54
6121-00.3	Land & Building Expense.Materials	40.43
6211-00.0	COE Maintenance Expense.Other	60,158.26
6211-00.1	COE Maintenance Expense.Labor	6,308.14
6211-00.2	COE Maintenance Expense.Benefits	4,070.49
6211-00.3	COE Maintenance Expense.Materials	50.68
6230-00.0	Subscriber Carrier Maint..Other	8,277.39
6230-00.1	Subscriber Carrier Maint..Labor	60,644.86
6230-00.2	Subscriber Carrier Maint..Benefits	24,489.43
6230-00.3	Subscriber Carrier Maint..Materials	1,537.20
6231-00.0	DSL Expense.Other	27,881.56
6231-00.1	DSL Expense.Labor	23,942.36
6231-00.2	DSL Expense.Benefits	13,667.15
6231-00.3	DSL Expense.Materials	30,115.16
6231-10.0	Land Rent-DSL.Other	11,690.00
6233-09.0	Internet Services Non-Reg Exp.Other	1,637.18
6233-09.1	Internet Services Non-Reg Exp.Labor	38,561.84
6233-09.2	Internet Services Non-Reg Exp.Benefit	12,842.06
6233-09.3	Internet Services Non-Reg Exp.Materi	1,300.79
6234-09.0	DSL Non Reg Wholesale Exp.Other	931.78
6235-09.0	DSL Non-Reg Exp. Mt. West.Other	41,000.00
6311-00.0	Drop & Block Wire Expense.Other	1,183.33
6410-00.0	Cable & Wire Expense.Other	9,085.94
6410-00.1	Cable & Wire Expense.Labor	85,308.53
6410-00.2	Cable & Wire Expense.Benefits	57,022.72
6410-00.3	Cable & Wire Expense.Materials	51.19
6512-00.1	Provisioning.Labor	84,534.22
6512-00.2	Provisioning.Benefits	33,927.40
6513-00.1	Plant Supervision.Labor	27,640.65
6513-00.2	Plant Supervision.Benefits	14,306.64
6530-00.1	Network Administration.Labor	270.42
6530-00.2	Network Administration.Benefits	100.00
6531-00.0	Power Expense.Other	14,905.65
6533-00.0	Testing Expense.Other	6,472.68
6533-00.1	Testing Expense.Labor	452.66
6533-00.2	Testing Expense.Benefits	220.14
6533-00.3	Testing Expense.Materials	4,271.73
6540-10.0	USAC (Filer 499).Other	15,501.28
6560-00.0	Depreciation Exepense - Reg.Other	179,016.68
6620-00.0	Directory Expense.Other	1,361.83
6620-00.1	Directory Expense.Labor	2,130.70
6620-00.2	Directory Expense.Benefits	1,329.99

6623-00.0	Customer Services.Other	33,984.13
6623-00.1	Customer Services.Labor	55,863.23
6623-00.2	Customer Services.Benefits	25,662.85
6711-00.0	Executive Expenses.Other	38,794.34
6711-00.1	Executive Expenses.Labor	19,118.43
6711-00.2	Executive Expenses.Benefits	3,975.92
6721-00.0	Accounting & Finance Expenses.Other	60,026.91
6721-00.1	Accounting & Finance Expenses.Labor	107,608.07
6721-00.2	Accounting & Finance Expenses.Benef	24,907.05
6722-00.0	Other General & Admin Expense.Othe	56,244.02
6722-00.1	Other General & Admin Expense.Labo	151,462.42
6722-00.2	Other General & Admin Expense.Bene	59,563.21
6722-00.3	Other General & Admin Expense.Mate	23.77
6724-00.0	Legal Expenses.Other	10,626.50
6727-00.0	Consulting.Other	88,910.39
6728-00.0	Insurance.Other	18,347.00
6730-00.1	Cost Study Expense.Labor	5,512.60
6730-00.2	Cost Study Expense.Benefits	922.91
6790-00.0	Bad Debt Expense.Other	-146.51
7241-00.0	Property Taxes.Other	32,755.04
7246-00.0	Public Service Comm. Tax.Other	877.86
7247-00.0	MT. Consumer Tax.Other	226.72
7500-00.0	Interest Expense.Other	8,571.61
7510-00.0	Schools & Library.Other	4,536.60
9362-09.0	Non - Reg CPE Expense.Other	6,162.57
9362-09.1	Non - Reg CPE Expense.Labor	80.86
9362-09.2	Non - Reg CPE Expense.Benefits	26.28
9362-09.3	Non - Reg CPE Expense.Materials	1,922.39
9623-09.0	Non - Reg Customer Service.Other	45.99
9623-09.1	Non - Reg Customer Service.Labor	5,390.14
9623-09.2	Non - Reg Customer Service.Benefits	3,005.86
9623-09.3	Non - Reg Customer Service.Materials	761.88
9998-00.0	Federal Income Tax Expense.Other	42,080.00
9999-00.0	State Corp License Tax Expense.Other	14,505.00
Total Expense		1,853,623.01

Net Ordinary Income	368,967.11
----------------------------	-------------------

Other Income/Expense

Other Income		
7360-00.0	Gain (loss) on disposal of equi.Other	1,100.00
Total Other Income		1,100.00

Other Expense		
1172-00.0	Clear Small Balances.Other	-55.28
9997-00.0	Deferred Income Tax Expense.Other	-11,441.00

Total Other Expense	-11,496.28
Total Other Income/Expense	<u>12,596.28</u>
Net Income	<u><u>381,563.39</u></u>

Expense Not On Balance Sheet

Total Expense Not On Balance Sheet	0.00
------------------------------------	------

Revenue Not On Balance Sheet

	0.00
Total Revenue Not On Balance Sheet	0.00

General Information

Year: 2020

1 Legal Name of Respondent: Hot Springs Telephone Co.

2 Name Under Which Respondent Does Business: same as above

3 Date of Incorporation: 1/1/1955

4 Address to send Correspondence Concerning Report: P.O. Box 17740
Missoula, MT. 59808

5 Person Responsible for This Report: Kathe A. Johnson

5a. Telephone Number: 406-721-0846

Control Over Respondent

1 If direct control over the respondent was held by another entity at the end of year provide the following:

1a. Name and address of the controlling organization or person:

1b. Means by which control was held: N/A

1c. Percent Ownership: N/A

Montana Total State Income Statement

Year: 2020

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1		REVENUES:		
2	5000	Basic Local Service Revenues	232,168	211,163
3	5080	Network Access Revenues	1,646,845	1,635,705
4	* 5100	Long Distance Message Revenue	17,332	15,061
5	^ 5110	Unidirectional Long Distance Revenue		
6	^ 5120	Long Distance Private Network Revenue		
7	^ 5160	Other Long Distance Revenue		
8	^ 5169	Other Long Distance Revenue Settlements		
9	* 5200	Miscellaneous Revenue	275,570	61,421
10	^ 5230	Directory Revenue		
11	^ 5240	Rent Revenue	37,025	37,274
12	^ 5250	Corporate Operations Revenue		
13	^ 5260	Miscellaneous Revenue		
14	^ 5270	Carrier Billing and Collection Revenue		
15	^ 5280	Nonregulated Revenue	13,943	16,488
16	5300	Uncollectible Revenue	(147)	(1,298)
17		Total Revenues (L.2+L.3+L.4+L.9-L.16)	2,222,737	1,975,814
18		OPERATING EXPENSES:		
19	6110	Network Support Expense	32,753	51,885
20	6120	General Support Expense	30,683	50,210
21	6210	Central Office Switching Expense	70,588	63,688
22	6220	Operator Systems Expense		
23	6230	Central Office Transmission Expense		
24	6310	Information Origination/Termination Expense		
25	* 6410	Cable and Wire Facilities Expense	152,652	136,402
26	^ 6431	Aerial Wire Expense		
27	^ 6441	Conduit Systems Expense		
28	6510	Other Property, Plant & Equipment Expense	445,619	405,729
29	6530	Network Operations Expense	11,417	3,718
30	6540	Access Expense	6,436	30,632
31	6560	Depreciation and Amortization Expense	179,017	172,463
32	6610	Marketing		
33	6620	Services	192,071	207,515
34	6710	Executive and Planning	61,889	57,306
35	6720	General and Administrative	580,201	454,990
36	6790	Provision for Uncollectible Notes Receivable		
37		Total Operating Expenses (Sum L.19 to L.36-L.26)	1,763,325	1,634,537
38	7100	Other Operating Income and Expense	12,596	(73,204)
39	7200	Operating Taxes	90,445	50,256
40		Net Operating Income (L.17-L.37+L.38-L.39)	381,563	217,817

^ Subaccount of the account marked with a *.

Company Name: Hot Springs Telephone Co.

SCHEDULE 2

See Schedule 1, HSTC only does business in Montana

Montana Intrastate Income Statement

Year: 2020

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1		REVENUES:		
2	5000	Basic Local Service Revenues		
3	5080	Network Access Revenues		
4	* 5100	Long Distance Message Revenue	0	0
5	^ 5110	Unidirectional Long Distance Revenue		
6	^ 5120	Long Distance Private Network Revenue		
7	^ 5160	Other Long Distance Revenue		
8	^ 5169	Other Long Distance Revenue Settlements		
9	* 5200	Miscellaneous Revenue	0	0
10	^ 5230	Directory Revenue		
11	^ 5240	Rent Revenue		
12	^ 5250	Corporate Operations Revenue		
13	^ 5260	Miscellaneous Revenue		
14	^ 5270	Carrier Billing and Collection Revenue		
15	^ 5280	Nonregulated Revenue		
16	5300	Uncollectible Revenue		
17		Total Revenues (L.2+L.3+L.4+L.9-L.16)	0	0
18		OPERATING EXPENSES:		
19	6110	Network Support Expense		
20	6120	General Support Expense		
21	6210	Central Office Switching Expense		
22	6220	Operator Systems Expense		
23	6230	Central Office Transmission Expense		
24	6310	Information Origination/Termination Expense		
25	* 6410	Cable and Wire Facilities Expense	0	0
26	^ 6431	Aerial Wire Expense		
27	^ 6441	Conduit Systems Expense		
28	6510	Other Property, Plant & Equipment Expense		
29	6530	Network Operations Expense		
30	6540	Access Expense		
31	6560	Depreciation and Amortization Expense		
32	6610	Marketing		
33	6620	Services		
34	6710	Executive and Planning		
35	6720	General and Administrative		
36	6790	Provision for Uncollectible Notes Receivable		
37		Total Operating Expenses (Sum L.19 to L.36-L.37)	0	0
38	7100	Other Operating Income and Expense		
39	7200	Operating Taxes		
40		Net Operating Income (L.17-L.37+L.38-L.39)	0	0

^ Subaccount of the account marked with a *.

Montana Intrastate Regulated Income Statement

Year 2020

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1		REVENUES:		
2	5000	Basic Local Service Revenues	159,840	141,917
3	5080	Network Access Revenues	14,071	16,395
4	* 5100	Long Distance Message Revenue	0	0
5	^ 5110	Unidirectional Long Distance Revenue		
6	^ 5120	Long Distance Private Network Revenue		
7	^ 5160	Other Long Distance Revenue		
8	^ 5169	Other Long Distance Revenue Settlements		
9	* 5200	Miscellaneous Revenue	53,052	13,482
10	^ 5230	Directory Revenue		
11	^ 5240	Rent Revenue		
12	^ 5250	Corporate Operations Revenue		
13	^ 5260	Miscellaneous Revenue		
14	^ 5270	Carrier Billing and Collection Revenue		
15	^ 5280	Nonregulated Revenue		
16	5300	Uncollectible Revenue	(147)	
17		Total Revenues (L.2+L.3+L.4+L.9-L.16)	227,109	171,795
18		OPERATING EXPENSES:		
19	6110	Network Support Expense	32,383	48,357
20	6120	General Support Expense	30,683	50,210
21	6210	Central Office Switching Expense	70,588	63,688
22	6220	Operator Systems Expense		
23	6230	Central Office Transmission Expense		
24	6310	Information Origination/Termination Expense		
25	* 6410	Cable and Wire Facilities Expense	152,652	136,402
26	^ 6431	Aerial Wire Expense		
27	^ 6441	Conduit Systems Expense		
28	6510	Other Property, Plant & Equipment Expense	275,456	300,739
29	6530	Network Operations Expense	11,417	3,718
30	6540	Access Expense		
31	6560	Depreciation and Amortization Expense	179,017	172,463
32	6610	Marketing		
33	6620	Services	222,806	174,289
34	6710	Executive and Planning	61,889	57,306
35	6720	General and Administrative	555,181	435,188
36	6790	Provision for Uncollectible Notes Receivable		
37		Total Operating Expenses (Sum L.19 to L.36-L.26-L.2)	1,592,072	1,442,360
38	7100	Other Operating Income and Expense		
39	7200	Operating Taxes	90,445	50,256
40		Net Operating Income (L.17-L.37+L.38-L.39)	(1,455,408)	(1,320,821)

^ Subaccount of the account marked with a *.

Average Rate Base - Total State

Year: 2020

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1	2001	Telecommunications Plant in Service	4955483	4859917
2	3100	Accumulated Depreciation	4184887	4003162
3	2002	Property Held for Future Telecommunications Use		
4	3200	Accumulated Depreciation - 2002		
5	1220	Materials and Supplies		
6	4340	Noncurrent Deferred Operating Income Taxes		
7		Pre-1971 Unamortized Investment Tax Credits		
8		Cash Working Capital (if allowed by Commission)		
9		Total Average Rate Base (L.1-L.2+L.3-L.4+L.5-L.6-L.7+L.8-L.9)	770596	856755

HSTC only does business in Montana with less
than 5000 access lines

Average Rate Base - Intrastate

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1	2001	Telecommunications Plant in Service		
2	3100	Accumulated Depreciation		
3	2002	Property Held for Future Telecommunications Use		
4	3200	Accumulated Depreciation - 2002		
5	1220	Materials and Supplies		
6	4340	Noncurrent Deferred Operating Income Taxes		
7		Pre-1971 Unamortized Investment Tax Credits		
8		Cash Working Capital (if allowed by Commission)		
9		Total Average Rate Base (L.1-L.2+L.3-L.4+L.5-L.6-L.7+L.8-L.9)	0	0

HSTC only does business in Montana

Average Rate Base - Regulated Intrastate

Line No.	Acct. No. (a)	Description (b)	This Year (c)	Last Year (d)
1	2001	Telecommunications Plant in Service		
2	3100	Accumulated Depreciation		
3	2002	Property Held for Future Telecommunications Use		
4	3200	Accumulated Depreciation - 2002		
5	1220	Materials and Supplies		
6	4340	Noncurrent Deferred Operating Income Taxes		
7		Pre-1971 Unamortized Investment Tax Credits		
8		Cash Working Capital (if allowed by Commission)		
9		Total Average Rate Base (L.1-L.2+L.3-L.4+L.5-L.6-L.7+L.8-L.9)	0	0

Executive Compensation - Montana-Based Employees

Name/Title (a)	Base Salary (b)	Bonuses (c)	Other Compensation (d)	Total Compensation (e)
N/A				0
				0
				0
				0
				0
				0
				0
				0
				0
INSTRUCTIONS: Complete this schedule for each executive or manager based in Montana whose total annual compensation exceeded \$100,000. Executives and managers include company presidents, chief executive officers, chief financial officers, vice presidents, and other upper-level managers.				