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Jeff Johnson
1713 Norman Way
Apt 104
Stoughton, WI 53589

Dear Jeff,

I am pleased to provide you with this personal statement, which outlines your total compensation package including your base pay, your benefits coverage and the company's cost to provide this coverage.

Salary and incentive plans are one way Sunshine Homes compensates you, and benefits are another. Your benefits package, although not as visible as your pay, significantly increases the value of your total compensation.

We feel that the total compensation package provided by Sunshine Homes is an important way that the company rewards you for your commitment, loyalty, hard work and dedication. The package is designed not only to help meet your needs today, but also to help you plan for the future.

If you have any questions regarding this statement or your benefits, please contact your Human Resources representative.

Sincerely,

A handwritten signature in black ink that reads "Daniel T. Gunther". The signature is written in a cursive style with a large initial 'D'.

Daniel T. Gunther
Vice President Human Resources



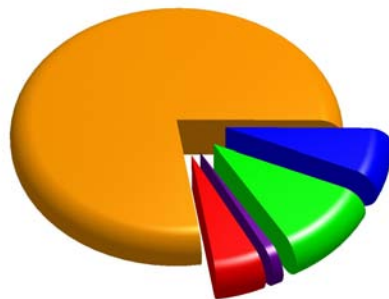
Total Compensation Overview for Jeff Johnson

This statement is based on your pay and benefit plan participation as of December 31, 2004.

	Company Contribution
Pay & Paid Time Off	
Base Salary (Includes holidays & vacation)	45,000
Sales Incentive	3,000
Overtime	5,000
Total Pay & Paid Time Off	\$53,000
Health & Welfare Benefits	
Medical	1,500
Dental	650
Vision	125
Short-Term Disability	875
Basic Life & Accidental Death/Dismemberment	200
Total Health & Welfare Benefits	\$3,350
Government Mandated Benefits	
State Unemployment	300
Worker's Compensation	300
Total Government Mandated Benefits	\$600
Retirement Benefits	
Pension	1,500
401(k) Company Match	1,200
Social Security & Medicare	4,055
Total Retirement Benefits	\$6,755
Other Benefits	
Tuition Reimbursement	2,000
Adoption Assistance	2,500
Total Other Benefits	\$4,500
TOTAL COMPENSATION	\$68,205

In addition to employer paid group benefits, Sunshine Homes makes available Optional Life, Spouse Life, Child Life, Home & Auto, Long-Term Disability, Long-Term Care and Personal Accident Insurance that you may purchase through payroll deductions at Sunshine Homes' discounted group rates. Also offered are Health and Dependent Care Flexible Spending Accounts that allow you to save by making pretax contributions.

Value of your Total Compensation:
This chart illustrates the components
of your total compensation package,
as follows:



- **Pay & Paid Time Off: 77.71%**
- **Health & Welfare Benefits: 4.91%**
- **Government Mandated Benefits: 0.88%**
- **Retirement Benefits: 9.90%**
- **Other Benefits: 6.60%**