

**QUALIFICATIONS OF
JAMES C. NORBY, MAI, SRA**
Specialization in Real Estate Valuation & Consultation
Wisconsin Certified General #125

PRESIDENT - J.C. NORBY & ASSOCIATES, INC.

Member - Appraisal Institute (MAI & SRA)

Member - International Right-of-Way Association

Realtor Member - Eau Claire-Chippewa Board of Realtors and National Association of Realtors

Chairman - American Institute of Real Estate Appraisers - Subchapter - 1987 & 1988

Ethics and Counseling Regional Panel Member - Appraisal Institute

Professional Standards Regional Panel Member - Appraisal Institute

Appraisal Institute - Subchapter Task Force - 1997

Appraisal Institute - State Board Member 1999 - 2002

Appointed - Eau Claire County Condemnation Commissioner - 2001 to present

Has lectured on appraisal practices at University of Wisconsin-Eau Claire, District One Technical College, International Right-of-Way Association, Wisconsin Assessors Association, and various organizations.

Has Appraised For:

BANKS, SAVINGS & LOAN AND CREDIT UNIONS		
<i>First National Bank, Hudson</i>	<i>Landmark Bank, Hudson</i>	<i>First Fifth Bank</i>
<i>US Bank - Eau Claire & Milwaukee</i>	<i>State Bank of Medford, Medford</i>	<i>Associated Bank</i>
<i>Wells Fargo Bank, Eau Claire, Minneapolis</i>	<i>American Bank, Wisconsin</i>	<i>Bremer Bank</i>
<i>London Square Bank, Eau Claire</i>	<i>Wisconsin Business Bank</i>	<i>Superior Bank, Wisconsin</i>
<i>Royal Credit Union, Eau Claire</i>	<i>Anchor Savings Bank</i>	<i>Peoples Bank of Wisconsin</i>
<i>First Tennessee Bank, Memphis, TN</i>	<i>First National Bank</i>	<i>Peoples State Bank</i>
<i>Citizens Community Federal</i>	<i>Valley Bank, Menomonie</i>	<i>Bank of Augusta</i>
<i>State Bank of Fall Creek</i>	<i>Superior Home Mortgage, Eau Claire</i>	<i>Bank of Alma</i>
<i>First Bank & Trust, Menomonie</i>	<i>M&I Bank</i>	<i>Bank of New England</i>
<i>Charter Bank, Eau Claire</i>	<i>Telco Credit Union</i>	<i>S & C Bank, Eau Claire</i>
<i>First Federal Capital Bank</i>	<i>Citizens State Bank</i>	
GOVERNMENTAL BODIES		
<i>Resolution Trust Corporation</i>	<i>City of Eau Claire</i>	<i>Chippewa County</i>
<i>Department of Natural Resources</i>	<i>City of Rice Lake</i>	<i>St. Croix County</i>
<i>Dept. of Veterans Affairs, State of Wisconsin</i>	<i>City of Menomonie</i>	<i>Barron County</i>
<i>Small Business Administration</i>	<i>City of River Falls</i>	<i>Pierce County</i>
<i>University of Wisconsin System</i>	<i>City of Altoona</i>	<i>Eau Claire County</i>
<i>Wisconsin Housing Finance Authority</i>	<i>City of Chippewa Falls</i>	<i>Dunn County</i>
<i>Wisconsin Department of Transportation</i>	<i>City of Hudson</i>	<i>Bureau of the Census</i>
<i>Wisconsin Business Development Finance Corp.</i>	<i>Department of Transportation (DOT)</i>	<i>FNMA</i>
<i>Department of Justice (DOJ)</i>		
MAJOR CORPORATIONS		
<i>Equitable Relocation Management Corporation</i>	<i>Imperial Clevite Company</i>	<i>Miles Homes</i>
<i>Chicago & Northwestern Transportation Company</i>	<i>Ayres & Associates</i>	<i>Executrans, Inc.</i>
<i>AVCO Financial Services</i>	<i>YMCA of Chicago</i>	<i>Land O'Lakes</i>
<i>Homequity Relocation Company</i>	<i>I.T.T. Financial Services</i>	<i>Texaco, Inc.</i>
<i>Prudential Relocation Company</i>	<i>Wisconsin Gas Company</i>	<i>Uniroyal</i>
<i>Wisconsin Telephone Company</i>	<i>Sunmark Industries</i>	<i>Cray Research</i>
<i>Prudential Insurance Company</i>	<i>Grace Lutheran Foundation</i>	<i>ConAgra Corporation</i>
<i>Transamerica Corporation</i>	<i>Flambeau Mining Company</i>	<i>Ramada Inn</i>
<i>Employee Transfer Corporation</i>	<i>Evans Financial Corporation</i>	<i>Excel Energy</i>

Prepared Feasibility Studies for various types of properties

Testified as an Expert Witness in Federal, State and County Courts

Published Real Estate studies

Interviewed on Real Estate matters

Have reviewed appraisals for Wisconsin Department of Regulation and Licensing

The MAI & SRA designations of the Appraisal Institute are awarded to individuals only after meeting extensive educational requirements, numerous examinations, experience ratings and appraisal reviews by peers.