



Exhibit 21

 Associated Banc-Corp Performance Management Program <div style="border: 2px solid black; padding: 5px; width: fit-content; margin: 0 auto;">Assistant Vice President</div>	<input type="checkbox"/>	Setting Objectives <input type="checkbox"/> New Hire / Job Change <input type="checkbox"/> New Hire - 6 month <input type="checkbox"/> Annual
	<input type="checkbox"/>	Check In on Progress <input type="checkbox"/> Weekly <input type="checkbox"/> Monthly <input type="checkbox"/> Quarterly
	<input type="checkbox"/>	Performance Appraisal <input type="checkbox"/> New Hire - 6 month <input type="checkbox"/> Annual
Associate Name: [REDACTED]		12-16-2008
Position Title: Business Banking Relationship Manager		Last Review Date: "[Click here and type date]"

Instructions on how to use this form:

- To 'check box' an item, double click on the shaded box, a Check Box Form Field options window will open.
 - Select the radio dial in front of the 'Checked' located in the default value option (second line)
 - Select 'OK' to close the options window.
- How to type information: Select the "[Click here]" (which appears in the color red or black) command, click and type.
- How to 'Spell Check': Select the spell check icon located in your top menu bar 
- How to 'Save': Select File. Save. Name the document and save it in your file directory.

The purpose of this review is to align job responsibilities and performance goals with Associated Banc-Corp strategies, and business objectives. To achieve this alignment, managers and associates should design performance objectives and goals that can be measured. At the beginning of each review period the manager, along with the associate, defines objectives in all designated categories. Business objectives/goals (Outcomes, Activities, Behaviors) should be weighted at a higher percentage than activities and behaviors to ensure individual performance supports overall business objectives. All performance reviews should have a percentage indicated for each of the key objectives. The total percentage must equal 100%.

Each section of the Performance Management form should be completed using the specific Achieving Excellence Performance Goals handout for the position and reviewed throughout the year. If you are completing this form online, spaces will expand as you type. If you are printing this form and completing in a different format, please attach additional pages as needed to encompass all "Key Business Performance Objectives" needing to be addressed. For information regarding merit increase guidelines refer to The Compensation Guide found in Source Self-Service.

<u>Objectives</u>	<u>Percentage of Total Performance</u>
Outcomes	<u>"[Click here]"</u>
Activities	<u>"[Click here]"</u>
Behaviors/Values	<u>"[Click here]"</u>

Performance Rating Categories	
5 – Outstanding	Performance and accomplishments are truly exceptional and such performance is obvious to others within and outside the department or division. This rating should be limited to the associates whose accomplishments are consistently well above expectations.
4 – Exceeds Expectations	Performance is measurably beyond the required level and the acceptable performance standards of the job, contributing to the improvement of the efficiency and effectiveness of the associate's function and department. Associate's performance is regularly above what is considered acceptable for the position.
3 – Meets Expectations	Performance meets expectations as defined by the objectives. This level of performance is what is expected of a fully qualified and experienced person in the assigned position.
2 – Needs Improvement	Sometimes meets performance standards. Seldom exceeds and sometimes falls short of desired results. Performance has declined significantly, or associate has not sustained adequate improvement, as required, since the last performance review.

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1 – Unsatisfactory	Performance is consistently below an acceptable level. If overall performance continues at this level the associate will be terminated.
Performance Results	
Key Outcome Results ("Click here" % of Total Performance)	
Objective(s): "[Click here]"	
Associate Comments on Results: <div style="background-color: black; width: 100%; height: 15px; margin-bottom: 5px;"></div> My deposit gathering was strong, for example, the largest client (Crown Forex) I brought to Associated has over \$5MM in a non-interest bearing account. <div style="background-color: black; width: 100%; height: 40px; margin-top: 5px;"></div>	
Manager Comments on Results: "[Click here]"	
Outcome Results Rating "[Click here]"	

Key Activity Results ("Click here" % of Total Performance)	
Objective(s): "[Click here]"	
Associate Comments on Results: <div style="background-color: black; width: 100%; height: 100px;"></div>	
Manager Comments on Results: "[Click here]"	
Activity Results Rating "[Click here]"	

Key Outcome Results ("Click here" % of Total Performance)	
Objective(s): "[Click here]"	
Associate Comments on Results: <div style="background-color: black; width: 100%; height: 60px;"></div>	

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