SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2022

(To Be Filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] 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 [X].

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 [X]

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 commissions 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 [X]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. John Joseph Kirchner, PEO-VP, President	2022	3,524	1,740	6,706					11,970
John Joseph Kirchner, PEO-VP, President	2021	4,899	2,064	9,562				191	16,716
PEO-President, Director	2020	293,904	208,387	1,015,012				6,304	1,523,607
Current:									
2. Linda Marie Bongiovanni, PFO-CFO, Treasurer	2022	1,914	610	830					3,354
Linda Marie Bongiovanni, PFO-Chief Financial Officer, Director	2021	2,580	533	806				102	4,021
Linda Marie Bongiovanni, PFO-Chief Financial Officer, Director	2020	145,682	45,558	11,071				15,461	217,772
3. Tricia Lynn Dinkelman, VP, Tax	2022	2,902	986	1,397				371	5,656
Tricia Lynn Dinkelman, VP, Tax	2021	4,143	1,434	1,661				352	7,590
Tricia Lynn Dinkelman, VP, Tax	2020	2,801	1,820	1,462				354	6,437
4. Janet Robey Alonzo, VP, Secretary	2022	3,549	1,176	1,022				9	5,756
Janet Robey Alonzo, VP, Secretary	2021	4,897	1,493	689				198	7,277
	2020								0
5. Lisa Lanette Knowles, Assistant Secretary	2022	1,555	361	725					2,641
Lisa Lanette Knowles, Vice President	2021	2,202	399	629				87	3,317
Lisa Lanette Knowles, Assistant Secretary, Director	2020	129,334	38,456	58,352				16,942	243,084
6.	2022								0
	2021								0
	2020								0
7.	2022								0
	2021								0
	2020								0
8.	2022								0
	2021								0
	2020								0
9.	2022								0
	2021								0
	2020								0
10.	2022								0
	2021								0
	2020								0

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director 2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other	6 All Other Compensation Paid or Deferred	7 Totals

PART 4 – NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Allocations assume executives spend a portion of time supporting corporate initiatives and processes covering multiple entities.