

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, CEO-VP, President	2022	478	236	910					1,624
John Joseph Kirchner, CEO-VP, President	2021	306	129	597				12	1,044
	2020								0
Current:									
2. Linda Marie Bongiovanni, CFO-CFO, Treasurer	2022	260	83	113					456
Linda Marie Bongiovanni, CFO-CFO, Treasurer	2021	161	33	50				6	250
	2020								0
3. Tricia Lynn Dinkelman, VP, Tax	2022	394	134	190				50	768
Tricia Lynn Dinkelman, VP, Tax	2021	259	90	104				22	475
	2020								0
4. Janet Robey Alonzo, VP, Secretary	2022	482	160	139				1	782
Janet Robey Alonzo, VP, Secretary	2021	306	93	43				12	454
	2020								0
5. Lisa Lanette Knowles, Asst Secretary	2022	211	49	98					358
Lisa Lanette Knowles, Asst Secretary	2021	138	25	39				5	207
	2020								0
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				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		

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.