



SUPPLEMENTAL COMPENSATION EXHIBIT

FOR THE YEAR ENDED DECEMBER 31, 2023
(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
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? NO
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? NO

PART 2 – OFFICERS AND EMPLOYEES COMPENSATION

1	2	3	4	5	6	7	8	9	10
Name and Principal Position	Year	Salary	Bonus	Stock Awards	Option Awards	Sign-on Payments	Severance Payments	All Other Compensation	Totals
Current Principal Executive Officer:									
1. Rene Lerer	2023	\$ 70,301	\$ 30,433	\$	\$	\$	\$	\$ 1,889	\$ 102,623
CEO & President	2022	79,379	24,635					1,828	105,842
	2021								
Current Principal Financial Officer:									
2. Leslie Steven Granow	2023	41,324	19,520					1,430	62,274
CFO & Treasurer	2022	55,569	16,299					1,521	73,389
	2021								
3. Brendan Todd Rager	2023	80,531	43,195					2,276	126,002
Secretary	2022	65,235	21,368					2,198	88,801
	2021								
4. Harold Porgess	2023	122,034	12,487						134,521
Vice President, Market	2022	112,640	9,350						121,990
	2021	108,750	9,975						118,725
5. Alison Chavez	2023	110,513	4,813					5,520	120,846
Account Manager	2022	39,773						1,050	40,823
	2021								
6.	2023								
	2022								
	2021								
7.	2023								
	2022								
	2021								
8.	2023								
	2022								
	2021								
9.	2023								
	2022								
	2021								
10.	2023								
	2022								
	2021								

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		
Rene Lerer – CEO & President	\$	\$	\$	\$	\$	\$
Leslie Steven Granow – CFO & Treasurer						
Brendan Todd Rager – Secretary						

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.

Compensation for Officers and Employees above is the portion directly allocated to the Plan for these individuals based on overall time spent managing the Plan relative to other duties within each individual's overall position for the Plan and its affiliated companies. No compensation to directors for the service provided as director capacity.