



# 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[X] No[ ]  
 If yes, do the below amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group: Yes[X] No[ ]  
 or 2) allocation to each insurer: Yes[ ] No[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	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
1. Mark Bertolini, Chief Executive Officer	2023	450,000							450,000
Mark Bertolini, Chief Executive Officer	2022								
Mark Bertolini, Chief Executive Officer	2021								
2. Scott Blackley, Chief Financial Officer	2023	600,000	147,600						747,600
Scott Blackley, Chief Transformation Officer	2022	600,000	139,777						739,777
Scott Blackley, Chief Financial Officer	2021	490,625							490,625
3. Alessandra Quane, President	2023	600,000	147,600						747,600
Alessandra Quane, President	2022	600,000	142,453						742,453
Alessandra Quane, President	2021	500,000							500,000
4. Victoria Baltrus, Treasurer	2023	461,300	127,837						589,137
Victoria Baltrus, Treasurer	2022	459,525	48,183						507,708
Victoria Baltrus, Treasurer	2021	268,800	100,000						368,800
5. Melissa Curtin, Corporate Counsel	2023	385,000	99,955						484,955
Melissa Curtin, Corporate Counsel	2022	361,667	67,157					26,250	455,074
Melissa Curtin, Corporate Counsel	2021	323,783	31,839						355,622
6. Mario Schlosser, President of Technology	2023	600,000	147,600						747,600
Mario Schlosser, Chief Executive Officer	2022	499,849	169,920						669,769
Mario Schlosser, Chief Executive Officer	2021	480,000							480,000
7. Ranmali Bopitiya, Chief Legal Officer	2023	600,000	147,600						747,600
Ranmali Bopitiya, Chief Legal Officer	2022	552,273				250,000			802,273
Ranmali Bopitiya, Chief Legal Officer	2021								
8. Steven Wolin, SVP, Operations	2023	462,000	126,123						588,123
Steven Wolin, SVP, Operations	2022	453,000	143,974						596,974
Steven Wolin, SVP, Operations	2021	406,667	92,951						499,618
9. Jesse Horowitz, Chief Product Officer	2023	459,100	127,312						586,412
Jesse Horowitz, Chief Product Officer	2022	457,500	115,185					115,000	687,685
Jesse Horowitz, Chief Product Officer	2021	406,817	84,820						491,637
10. Rebecca Krouse, Chief People Officer	2023	445,714	113,629						559,343
Rebecca Krouse, Interim Chief People Officer	2022	437,500	84,826						522,326
Rebecca Krouse, Interim Chief People Officer	2021	323,612	66,077			50,000			439,689

**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		
<b>N O N E</b>						

**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.