

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? 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: or 2) allocation to each insurer: Yes [X].	Yes [Yes [X];	,	0 []
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 [] N	0 [χ]
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 [] N	0 [Χ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

	1	2	3	4	5	6	7	8	9	10
İ					Stock	Option	Sign-on	Severance	All Other	
	Name and Principal Position	Year	Salary	Bonus	Awards	Awards	Payments	Payments	Compensation	Totals
Curi										
1.	Erin Henderson Moore, PEO - CEO									
	and President	2023	33				15			48
ļ	1	2022					ļ			0
<u> </u>	1	2021								0
Curi	r ent: Linda Marie Bongiovanni, PFO-CFO,									
2.	Treasurer	2023	60	43	20				2	125
	Linda Marie Bongiovanni, PFO-CFO,	2023			20					120
	Treasurer	2022	260	83	113					456
İ	Linda Marie Bongiovanni, PF0-CF0,									
	Treasurer	2021	161	33	50				6	250
3.	John Joseph Kirchner, PEO-VP,	0000	00	405	440				,	040
l	President	2023	62	135	112				4	313
	President	2022	478	236	910					1.624
i	John Joseph Kirchner, PEO-VP,	2022								
	President	2021	306	129	597				12	1,044
4.	Tricia Lynn Dinkelman, VP, Tax	2023	108	84	34				5	231
İ	Tricia Lynn Dinkelman, VP, Tax	2022	394	134	190				50	768
	Tricia Lynn Dinkelman, VP, Tax	2021	259	90	104				22	475
5.	Kendra Louise Archer, VP,									
	Secretary	2023	123	63	34				21	241
	,	2022								0
_	, , , , , , , , , , , , , , , , , , ,	2021								0
6.	Lisa Lanette Knowles, Asst	2023	59	14	12				2	90
l	SecretaryLisa Lanette Knowles, Asst	2023		14	13					09
	Secretary	2022	211	49	98					358
	Lisa Lanétte Knowles, Asst									
	Secretary	2021	138	25	39				5	207
7.	,	2023					ļ			0
	,	2022					ļ			0
	1	2021								0
8.	1	2023					ļ			0
	,	2022					ļ			0
	. 1	2021								0
9.	1	2023					ļ			0
	1	2022					ļ			0
L.	1	2021								0
10.	,	2023					ļ			0
	1	2022								0
	,	2021								0

PART 3 - DIRECTOR COMPENSATION

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