



SUPPLEMENTAL COMPENSATION EXHIBIT

FOR THE YEAR ENDED DECEMBER 31, 2024  
(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:  
Yes [ ]; or 2) allocation to each insurer: Yes [ X ].

YES
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	2024	\$ 41,473	\$ 23,766					\$ 989	\$ 66,228
CEO & President	2023	70,301	30,433					1,889	102,623
	2022	79,379	24,635					1,828	105,842
Current Principal Financial Officer:									
2. Leslie Steven Granow	2024	28,259	17,370					960	46,589
CFO & Treasurer	2023	41,324	19,520					1,430	62,274
	2022	55,569	16,299					1,521	73,389
3. Brendan Todd Rager	2024	49,429	33,438					1,633	84,500
Secretary	2023	80,531	43,195					2,276	126,002
	2022	65,235	21,368					2,198	88,801
4. Harold Porgess	2024	139,968	22,477						162,445
Vice President, Market	2023	122,034	12,487						134,521
	2022	112,640	9,350						121,990
5. Alison Chavez	2024	116,563	12,359					3,868	132,790
Account Manager	2023	110,513	4,813					5,520	120,846
	2022	39,773						1,050	40,823
6. Christina Ann Burns	2024	107,363	4,531					4,387	116,281
	2023								
	2022								
7. Alexander Rivera	2024	82,212						38,547	120,759
	2023								
	2022								
8.	2024								
	2023								
	2022								
9.	2024								
	2023								
	2022								
10.	2024								
	2023								
	2022								

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.