



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? 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	2024	600,000	182,250						782,250
Mark Bertolini, Chief Executive Officer	2023	450,000							450,000
Mark Bertolini, Chief Executive Officer	2022								
2. Scott Blackley, Chief Financial Officer	2024	600,000	243,000						843,000
Scott Blackley, Chief Financial Officer	2023	600,000	147,600						747,600
Scott Blackley, Chief Transformation Officer	2022	600,000	139,777						739,777
3. Alessandra Quane, President	2024	600,000	243,000						843,000
Alessandra Quane, President	2023	600,000	147,600						747,600
Alessandra Quane, President	2022	600,000	142,453						742,453
4. Victoria Baltrus, Treasurer	2024	461,250	167,780						629,030
Victoria Baltrus, Treasurer	2023	461,300	127,837						589,137
Victoria Baltrus, Treasurer	2022	459,525	48,183						507,708
5. Melissa Curtin, Corporate Counsel	2024	385,000	132,825						517,825
Melissa Curtin, Corporate Counsel	2023	385,000	99,955						484,955
Melissa Curtin, Corporate Counsel	2022	361,667	67,157					26,250	455,074
6. Fausto Palazzetti, SVP, Actuarial	2024	408,000	148,410					500,000	1,056,410
Fausto Palazzetti, SVP, Actuarial	2023	408,000	105,541						513,541
Fausto Palazzetti, SVP, Actuarial	2022	406,667	79,571						486,238
7. Ranmali Bopitiya, Chief Legal Officer	2024	600,000	243,000						843,000
Ranmali Bopitiya, Chief Legal Officer	2023	600,000	147,600						747,600
Ranmali Bopitiya, Chief Legal Officer	2022	552,273				250,000			802,273
8. Mario Schlosser, President of Technology	2024	600,000	243,000						843,000
Mario Schlosser, President of Technology	2023	600,000	147,600						747,600
Mario Schlosser, Chief Executive Officer	2022	499,849	169,920						669,769
9. Steven Wolin, SVP, Operations	2024	553,477	168,053						721,530
Steven Wolin, SVP, Operations	2023	462,000	126,123						588,123
Steven Wolin, SVP, Operations	2022	453,000	143,974						596,974
10. Steve Kelmar, Chief of Staff to CEO	2024	600,000	67,838						667,838
Steve Kelmar, Chief of Staff to CEO	2023	167,500							167,500
Steve Kelmar, Chief of Staff to CEO	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		
	N O N E					

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.