

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 [ ] No [ X ];  
or 2) allocation to each insurer: Yes [ X ].

Yes [ X ] No [ ]
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
Current:									
1. Erin Henderson Moore, PEO - CFO and President.....	2024	4,147	1,256	609				325	6,337
Erin Henderson Moore, PEO - CFO and President.....	2023	1,302				586			1,888
	2022								0
Current:									
2. David Michael Wolff, PFO- CFO, Treasurer & VP.....	2024	3,569	1,041	1,432				176	6,218
	2023								0
	2022								0
3. Linda Marie Bongiovanni, PFO- CFO, Treasurer.....	2024								0
Linda Marie Bongiovanni, PFO- CFO, Treasurer.....	2023	2,360	1,693	790				94	4,937
Linda Marie Bongiovanni, PFO- CFO, Treasurer.....	2022	1,914	610	830					3,354
4. Tricia Lynn Dinkelman, VP, Tax.....	2024	3,809	2,435	2,171				200	8,615
Tricia Lynn Dinkelman, VP, Tax.....	2023	4,248	3,282	1,339				186	9,055
Tricia Lynn Dinkelman, VP, Tax.....	2022	2,902	986	1,397				371	5,656
5. Kendra Louise Archer, VP, Secretary.....	2024	4,563	2,117	2,492				226	9,398
Kendra Louise Archer, VP, Secretary.....	2023	4,838	2,462	1,353				812	9,465
	2022								0
6. Lisa Lanette Knowles, Assistant Secretary.....	2024	2,238	457	504				116	3,315
Lisa Lanette Knowles, Assistant Secretary.....	2023	2,321	556	514				101	3,492
Lisa Lanette Knowles, Assistant Secretary.....	2022	1,555	361	725					2,641
7. Steven Spencer, Assistant Secretary.....	2024	1,951				171		84	2,206
	2023								0
	2022								0
8. ....	2024								0
	2023								0
	2022								0
9. ....	2024								0
	2023								0
	2022								0
10. ....	2024								0
	2023								0
	2022								0

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		

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.....