

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2019

(To Be Filed by March 1)
PART 1 - INTERROGATORIES

| | 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 [| E X E | j 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

| Current: 1. John J, Kirchner President 2019 | 1 Name and Principal Position | 2 | 3 Salan | 4 | 5 Stock | 6 Option | 7 Sign-on | 8 Severance | 9 All Other | 10 |
|--|--|------|--|--|--|---|--|---|----------------|------------------|
| 1. John J. Kirchner President 2019 6 415 2019 11 432 36 36 | | rear | Salary | Rounz | Awards | Awards | Payments | Payments | Compensation | Totals |
| Current 2018 6 415 2 019 14 422 36 65 | | 2040 | 40.505 | 0.000 | | 3357,03 | | | | |
| Current 2017 11.198 9.388 29.301 65 | . Just J. Kitchner President | | | | | | | | | 51.421 |
| Current 2 Michael f Meyer Assi Treasurer 2019 9 107 5 550 22 773 5 5 5 5 5 5 5 5 5 | Carrier | | | | | THE REAL PROPERTY OF THE PARTY | National Property of the Parket of the Parke | | 36 | 22.902 |
| 2. Michael T. Myer. Asst. Treasurer 2019 9 107 5 550 22 773 | | 2017 | 11.198 | 9 388 | | 29 301 | 7 14 174 11 | | 65 | 49.952 |
| 2018 5 502 3 750 6 331 5 5 3 3 750 6 331 5 5 3 3 750 6 331 5 5 3 3 750 6 331 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 31 5 5 3 3 750 6 6 3 3 3 750 7 2018 7 1 1981 7 1 1 1981 7 1 1 1981 7 1 1 1981 7 1 1 1981 7 1 1 1981 7 1 1 1981 7 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | Michael T. Meyer. Asst. Treasurer | 2019 | 9 107 | 5 650 | | 22 725 | | | | - |
| 3. Stephanie A. Bittias CO and Vice President 2019 8.100 4.346 7.238 524 2018 4.557 2.417 1.981 935 2018 4.557 2.417 1.981 935 2017 4.027 2.915 5.00 5.00 5.00 5.00 5.00 5.00 5.00 5. | | | | | | | | | ł | 37 .530 |
| 3. Stephgame A. Rittiass of 0 and vice President 2019 | | | | | | | | *************************************** | <u>5</u> L | 15.588 |
| Vice President 2019 | Stephganie A. Billians CFO and | 2011 | 3,110 | 3.000 | | 2.900 | | | 6 | 17.917 |
| 2018 | Vice President | 2019 | 8.100 | 4 346 | | 7 228 | | | FA4 | 00.000 |
| 4. Tamy L. Reyer Assistant Secretary and Vice President. 2019 9 625 16 473 2 453 2018 5 803 3 187 357 2 804 10 5. Michael W. Haber, Secretary and Vice President. 2019 9 9 377 5 570 2 804 10 Vice President. 2019 9 9 377 5 6 402 2 8 537 2 804 10 2018 5 699 4 779 12 565 177 2018 5 699 4 779 12 565 177 6. Goran Jankovic Treasurer and Vice President. 2019 10 636 8 861 25 543 2 9 9 8 9 8 9 8 9 8 9 8 9 8 9 8 9 8 9 8 | | 2018 | and the second of the second o | | | | | | ************ | 20 . 208 |
| 4. Famy L. Neyer Assistant Secretary and Vice President 2018 5. Nuchael W. Haber Secretary and Vice President 2019 9.625 16.473 218 2017 5.570 2.804 10 10 10 10 10 10 10 10 10 1 | | 2017 | 4 027 | Committee of the Commit | | | £42 | ~~~~~~~~ | 7 | 9.890 |
| 2018 2017 5 570 357 | , Tarmy L. Meyer Assistant | | | 1.70 | | | 343 | | 5 | 7.490 |
| 2018 5 803 2 187 357 2 804 10 | | 2019 | 9 625 | 16 473 | | 2 453 | 1960 | | 1 | 20 654 |
| 2017 5 570 2 804 10 | | 2018 | 5 803 | | | | | | 100 | 28,551 |
| Secretary and Vice President 2019 9.377 5.402 28.537 2018 5.699 4.779 12.565 17 2018 5.699 4.779 12.565 39 39 20.920 39 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 20.920 39 39 30 30 30 30 30 3 | 0.0 | 2017 | 5.570 | | | | 2.904 | | 1 | 9 365 |
| Vice President 2019 9.377 6.402 28.537 2018 5.699 4.779 12.565 17 6. Goran Jankovic Treasurer and Vice President 2019 10.636 8.861 25.543 2018 5.106 4.469 10.514 20 7. Kenneth A. Burdick Executive 2019 42.985 2018 7.167 17.539 63 7. Kenneth A. Burdick Executive 2019 42.985 2018 7.167 17.539 63 8. Andree E. Asher Executive 2019 42.985 201 883 704.820 704.820 8. Andree E. Asher Executive 2019 22.221 31.821 180.964 167.160 169 9. Michael Polen Executive 2019 22.214 42.056 131.278 119 9. Michael Polen Executive 2019 18.388 58.737 99.465 99.465 10. Kelly A. Munson Executive 2019 18.388 58.519 99.465 99.465 2018 11.463 16.899 44.762 43 <td>Michael W. Haber, Secretary and</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>2,004</td> <td></td> <td>. 10</td> <td>8 384</td> | Michael W. Haber, Secretary and | | | | | | 2,004 | | . 10 | 8 384 |
| 2018 5.699 4.779 12.565 17 7 9 64 8.301 20.920 39 65 9 66 60 60 60 60 60 60 | Vice President | | 9.377 | 6.402 | | 28 537 | | | | 44.316 |
| 6. Goran Jankovic Treasurer and Vice President. 2019 10.636 8.861 25.543 2018 6.106 4.469 10.514 20 20 2017 10.328 7.167 17.539 63 20 20 20 20 20 20 20 20 20 20 20 20 20 | * ************************************* | 2018 | 5 .699 | 4.779 | | 12.565 | *************************************** | ****************** | 17 | 23.060 |
| Coran Jankovic Treasurer and Vice President 2019 10.636 8.861 25.543 2018 6.106 4.469 10.514 20 20 20 20 20 20 20 2 | | 2017 | 9 964 | 8.301 | | | | *************************************** | 20 | 39,224 |
| 7. Kenneth A. Burdick Executive. 2019 42 985 201 883 704.820 63 2018 24 963 61 036 326 218 126 8. Andrew E. Asher. Executive. 2019 22 221 31 821 180.964 169 2018 12.847 22.667 103.685 91 2017 22.214 42 056 131.278 119 9. Michael Polen Executive. 2019 18 388 58 737 99 465 2018 10. 463 16.809 44.762 43 10. Kelly A. Munson Executive. 2019 18 388 58 519 99 465 2018 18 388 58 519 99 465 2018 19 440 16.889 99 465 2019 18 388 58 519 99 465 | Goran Jankovic Treasurer and Vice President | | | | | | | | 33 | 45.040 |
| 7. Kenneth A. Burdick Executive 2019 42 985 201 883 704 820 2018 24 963 61 036 326 218 126 2017 40 978 96 204 167 160 169 8. Andrew E. Asher Executive 2019 22 221 31 821 180 964 2018 12 847 22 667 103 685 91 2017 22 214 42 056 131 278 119 9. Mirchael Polen Executive 2019 18 388 58 737 99 465 2018 10. 463 16 809 44 762 43 43 45 10. Kelly A. Munson Executive 2019 18 388 58 519 99 465 2018 10. Kelly A. Munson Executive 2019 18 388 58 519 99 465 2018 10. 463 16 809 99 465 2018 2017 2017 2018 10. 463 10. 463 30 34 234 45 2018 2018 2018 2018 2019 2019 2019 2019 2019 2019 2019 2019 | * | | | 4.469 | | 10.514 | | *************************************** | 20 | 21.109 |
| 7. Kenneth A. Burdick Executive 2019 42 985 201 883 704 820 2018 24 963 61 036 326 218 126 2017 40 978 96 204 167 160 169 2018 22 221 31 821 180 964 2018 22 14 42 056 131 278 119 2017 22 214 42 056 131 278 119 2017 22 214 42 056 131 278 119 2018 10 463 16 809 44 762 43 2017 2017 2018 10 463 16 809 44 762 43 2017 2018 18 388 58 737 29 465 2018 2017 2018 2017 2018 2 | <u> </u> | 2017 | | 7.167 | 177 | 17.539 | | | | 35 .097 |
| 8. Andrew E. Asher Executive 2019 22 221 31 821 180 964 2018 12 847 22 667 103 685 91 2017 22 214 42 056 131 278 119 2019 2019 18 388 58 737 99 465 2018 2017 9 155 10 493 34 234 45 10. Kelly A. Munson Executive 2019 18 388 58 519 99 465 2017 2018 10 463 16 809 47 62 43 45 45 2018 2018 2019 2019 2019 2019 2019 2019 2019 2019 | . Kenneth A. Burdick Executive | 2019 | 42 985 | 201:883 | | 704.820 | - | | | 949.688 |
| 8. Andrew E. Asher Executive. 2019 22 221 31 821 180 964 2018 12 847 22 667 103 685 91 2017 22 214 42 056 131 278 119 29. Mirchael Polen Executive. 2019 18 388 58 737 99 465 2018 10 463 16 809 44 762 43 2017 21 44 2056 2018 10 463 16 809 44 762 43 2017 2018 10 463 16 809 44 762 43 2017 2018 2017 9 155 10 493 34 234 45 2018 2018 2019 18 388 58 519 99 465 2018 2019 18 388 58 519 99 465 2018 2019 2019 2019 2019 2019 2019 2019 2019 | | 2018 | 24.963 | 61_036 | | 326.218 | | | 126 | 412 343 |
| 8. Andrew E. Asher Executive 2019 22 221 31 821 180 964 2018 12 847 22 667 103 685 91 2017 22 214 42 056 131 278 119 29. Mirchael Polen Executive 2019 18 388 58 737 99 465 2018 10 463 16 809 44 762 43 2017 2018 10 463 16 809 44 762 43 2019 18 388 58 737 99 465 2018 2017 9 155 10 493 34 234 45 2018 2019 18 388 58 519 99 465 2018 2019 18 388 58 519 99 465 2018 2019 2019 18 388 58 519 99 465 2018 2018 2018 2018 2018 2018 2018 2018 | - The AN COMMON CONTRACT | 2017 | 40 978 | 96.204 | | | | | T | 304.511 |
| 2018 12.847 22.667 103,685 91 | . Andrew L. Asher. Executive | 2019 | 22.221 | 31.821 | | | | | 103 | 235.006 |
| 9. Michael Polen Executive. 2019 18.388 58.737 99.465 119 2018 10.463 16.809 44.762 43 2017 9.155 10.493 34.234 45 2018 18.388 58.519 99.465 2018 18.388 58.519 99.465 | | 2018 | 12.847 | 22.667 | | | ************************ | | ne . | 235.006 |
| 9. Michael Polen Executive | The same of the sa | 2017 | 22.214 | 42 056 | 1 | | | ***************** | | 195 667 |
| 2018 10.463 16.809 44.762 43 2017 9.155 10.493 34.234 45 2017 9.155 10.493 99.465 2018 10.463 16.809 48.544 271 | . Michael Polen Executive | 2019 | 18 388 | | | | | 5.6 5.4 | 113 | 176 590 |
| 2017 9 155 10 493 34 234 45 10. Kelly A. Munson Executive. 2019 18 388 58 519 99 465 2018 18 463 16 488 48 544 271 | | 2018 | | | ····· | | | | | |
| 10. Kelly A. Munson Executive. 2019 18 388 58 519 99 465 2018 18 463 16 485 44 271 | | 2017 | | | ····· | | | | T | 72 077 |
| 2018 11 46 16 201 | O. Kelly A. Munson Executive. | 2019 | | | No contract of the contract of | | | | 45 | 53.927 |
| | - | | | | merce manual man | | *************************************** | | 57. | 176 372 |
| . 2017 16.513 19.441 54.700 1.266 | + | | *********** | | *************************************** | | | | | 76 087 91 920 |

PART 3 - DIRECTOR COMPENSATION

| 1 | F | aid or Deferred for | 6 | 7 | | |
|--|-----------------------------|----------------------|-----------------------|------------|---|--------|
| Name and Principal Position or Occupation and Company (if Outside Director) | 2 Direct Compensation | 3 Stock Awards | 4 Option Awards | 5 Other | All Other Compensation Paid or Deferred | Totals |
| Andrew Lynn Asher - (Compensated as an employee, compensation as a director is zero) | 0 | 0 | 0 | 0 | 0 | |
| Michael Troy Meyer - (Compensated as an employee compensation as a director is zero) | 0 | 0 | 0 | 0 | 0 | 0 |
| John Joseph Kirchner - (Compensated as an employee. compensation as a director i s zero) | 0 | 0 | 0 | 0 | 0 | 0 |

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 disclosed above is based on an allocation of management fee expense.