

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2019

(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 No
 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
 or 2) allocation to each insurer: Yes 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
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

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. John J. Kirchner, President	2019	10,585	5,346		35,490				51,421
	2018	6,415	2,019		14,432			36	22,902
	2017	11,198	9,388		29,301			65	49,952
Current:									
2. Michael T. Meyer, Asst. Treasurer, VP and Corporate Controller	2019	9,107	5,650		22,773				37,530
	2018	5,502	3,750		6,331			5	15,588
	2017	9,118	5,888		2,905			6	17,917
3. Stephanie A. Williams, CFO and Vice President	2019	8,100	4,346		7,238			524	20,208
	2018	4,557	2,417		1,981			935	9,890
	2017	4,027	2,915			543		5	7,490
4. Tamy L. Meyer, Assistant Secretary and Vice President	2019	9,625	16,473		2,453				28,551
	2018	5,803	3,187		357			18	9,365
	2017	5,570				2,804		10	8,384
5. Michael W. Haber, Secretary and Vice President	2019	9,377	6,402		28,537				44,316
	2018	5,699	4,779		12,565			17	23,060
	2017	9,964	8,301		20,920			39	39,224
6. Goran Jankovic, Treasurer and Vice President	2019	10,636	8,861		25,543				45,040
	2018	6,106	4,469		10,514			20	21,109
	2017	10,328	7,167		17,539			63	35,097
7. Kenneth A. Burdick, Executive	2019	42,985	201,883		704,820				949,688
	2018	24,963	61,036		326,218			126	412,343
	2017	40,978	96,204		167,160			169	304,511
8. Andrew L. Asher, Executive	2019	22,221	31,821		180,964				235,006
	2018	12,847	22,667		103,685			91	139,290
	2017	22,214	42,056		131,278			119	195,667
9. Michael Polen, Executive	2019	18,388	58,737		99,465				176,590
	2018	10,463	16,809		44,762			43	72,077
	2017	9,155	10,493		34,234			45	53,927
10. Kelly A. Munson, Executive	2019	18,388	58,519		99,465				176,372
	2018	18,463	16,809		48,544			271	76,087
	2017	16,513	19,441		54,700			1,266	91,920

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		
Andrew Lynn Asher - (Compensated as an employee, compensation as a director is zero)	0	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 is 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 _____