



SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2021

(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 ☐; or 2) allocation to each insurer: 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? 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 Joseph Kirchner, PEO-VP, President.....	2021	4,899	2,064	9,562				191	16,716
, PEO-President, Director.....	2020	293,904	208,387	1,015,012				6,304	1,523,607
, President	2019	10,585	5,346		35,490				51,421
Current:									
2. Linda Marie Bongiovanni, PFO-CFO, Treasurer.....	2021	2,580	533	806				102	4,021
, PFO-Chief Financial Officer, Director.....	2020	145,682	45,558	11,071				15,461	217,772
	2019								0
3. Tricia Lynn Dinkelman, VP, Tax.....	2021	4,143	1,434	1,661				352	7,590
, VP, Tax.....	2020	2,801	1,820	1,462				354	6,437
	2019								0
4. Janet Robey Alonzo, VP, Secretary..	2021	4,897	1,493	689				198	7,277
,	2020								0
	2019								0
5. Lisa Lanette Knowles, Vice President.....	2021	2,202	399	629				87	3,317
, Assistant Secretary, Director.....	2020	129,334	38,456	58,352				16,942	243,084
	2019								0
6. ,	2021								0
,	2020								0
	2019								0
7. ,	2021								0
,	2020								0
	2019								0
8. ,	2021								0
,	2020								0
	2019								0
9. ,	2021								0
,	2020								0
	2019								0
10. ,	2021								0
,	2020								0
	2019								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		
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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.

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