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# SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2011
(To be filed by March 1)

## PART 1 - INTERROGATORIES

1. The reporting insurer is a member of a group of insurers or other holding company system? Yes [ ] No [ X ]
   If yes, do the amounts below represent
   1) total gross compensation paid to each individual by or on behalf of all companies which are part of the group; or Yes [ ] No [ ]
   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 [ 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 | Annual Compensation | | | |
|---|---|---|---|---|---|
| | | 3 | 4 | 5 | 6 |
| Name and Principal Position | Year | Salary | Bonus | All Other Compensation | Totals |
| Chief Executive Officer | | | | | |
| Ogden, Robert J. | 2011 | 125,110 | 230 | 15,727 | 141,067 |
| President & CEO | 2010 | 121,095 | 150 | 12,558 | 133,803 |
| | 2009 | 114,660 | | 17,647 | 132,307 |
| 1. Thomas, Randy G. | 2011 | 90,548 | 230 | 12,970 | 103,747 |
| Sr. Vice President - Sales | 2010 | 87,642 | 150 | 10,673 | 98,465 |
| | 2009 | 81,601 | | 10,502 | 92,103 |
| 2. Throckmorton, Timothy A. | 2011 | 81,918 | 230 | 11,098 | 93,245 |
| Treasurer | 2010 | 21,875 | 150 | 1,266 | 23,291 |
| | 2009 | | | | 0 |
| 3. Riboni, Ferdinando | 2011 | 64,606 | 230 | 8,496 | 73,332 |
| Regional Vice President - Sales | 2010 | 25,235 | 150 | 1,597 | 26,982 |
| | 2009 | | | | 0 |
| 4. Lyons, Christine | 2011 | 62,967 | 230 | 5,569 | 68,766 |
| Asst. VP - Program Analysis & Programming | 2010 | 58,222 | 150 | 6,671 | 65,043 |
| | 2009 | 56,172 | | 1,877 | 58,049 |
| 5. | 2011 | | | | 0 |
| | 2010 | | | | 0 |
| | 2009 | | | | 0 |
| 6. | 2011 | | | | 0 |
| | 2010 | | | | 0 |
| | 2009 | | | | 0 |
| 7. | 2011 | | | | 0 |
| | 2010 | | | | 0 |
| | 2009 | | | | 0 |
| 8. | 2011 | | | | 0 |
| | 2010 | | | | 0 |
| | 2009 | | | | 0 |
| 9. | 2011 | | | | 0 |
| | 2010 | | | | 0 |
| | 2009 | | | | 0 |

## PART 3 - DIRECTOR COMPENSATION

| 1 | 2 | 3 | 4 |
|---|---|---|---|
| Name and Principal Position or Occupation | Compensation Paid or Deferred for Services as Director | All Other Compensation Paid or Deferred | Totals |
| **Directors** | | | |
| 1. Andrews, Ronald D. Director | 200 | | 200 |
| 2. Barlow, Bradley Director | 150 | | 150 |
| 3. Fix, William C. Director | 200 | | 200 |
| 4. Ogden, David Director | 200 | | 200 |
| 5. Ogden, Douglas H. Director | 200 | | 200 |
| 6. Ogden, Robert President/CEO/Director | | 141,067 | 141,067 |
| 7. Ogden, C.R. Chairman of the Board | 53,079 | | 53,079 |
| 8. Stevenson, Paul Director | 100 | | 100 |
| 9. Throckmorton, Timothy A. Treasurer/Director | | 93,245 | 93,245 |