



SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended DECEMBER 31, 2015
(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:
If yes, do the below amounts 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] 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[X] No[] |

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
1. Current Principal Executive Officer Patricia A. Hemingway Hall	2015	1,535,043	14,973,424					63,630	16,572,097
	2014	1,251,052	10,370,918					61,020	11,682,990
	2013	1,117,583	10,090,409					9,477	11,217,469
2. Current Principal Financial Officer Kenneth S. Avner	2015	741,263	3,898,814					12,313	4,652,391
	2014	642,429	2,951,314					3,556	3,597,300
	2013	571,134	829,028					6,328	1,406,490
3. Colleen Foley Reitan EVP & Chief Operating Officer	2015	1,002,792	6,865,147					12,573	7,880,513
	2014	871,603	4,878,049					17,911	5,767,562
	2013	758,659	1,536,413					2,346	2,297,418
4. Paula A. Steiner President	2015	849,067	4,783,141					21,859	5,654,068
	2014	618,400	3,049,116					12,864	3,680,379
	2013	520,463	735,497					6,031	1,261,991
5. Deborah Dorman-Rodriguez Former SVP	2015	121,879	3,551,781				859,545	5,747	4,538,952
	2014	502,754	1,989,905					1,061	2,493,720
	2013	455,543	630,581					1,372	1,087,496
6. John Cannon III EVP & Chief Admin Officer	2015	736,031	3,686,099					2,789	4,424,919
	2014	423,628						223	423,851
	2013								
7. Austin J. Waldron Former SVP	2015	107,345	2,602,077				761,173	617	3,471,211
	2014	425,420	1,705,432					208	2,131,061
	2013	409,739	1,235,026					208	1,644,972
8. Karen M. Atwood EVP Service & Technology	2015	588,389	2,824,318					6,699	3,419,406
	2014	449,125	1,716,309					14,119	2,179,552
	2013	411,360	452,754					8,288	872,402
9. Bert E. Marshall President Texas Division	2015	516,268	2,553,601					8,215	3,078,084
	2014	426,852	1,650,962					4,746	2,082,559
	2013	391,575	414,505					7,302	813,382
10. Jimmy D. Rodgers SVP & Chief Marketing Officer	2015	509,844	2,496,255					3,392	3,009,492
	2014	443,217	1,640,752					116	2,084,085
	2013	422,680	503,586					6,759	933,025

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		
Timothy L. Burke - IL	160,622			14,470	120,000	295,092
Milton Carroll - IL	476,071			16,596	440,000	932,667
Robert T. Clarke - IL	29,381			15,045	236,800	281,225
Michelle L. Collins - IL	147,371			2,594	120,000	269,965
James R. Corrigan	156,505			14,026	120,000	290,531
Tieman Dippel - TX	161,000			15,374	120,000	296,374
Dennis J Gannon - IL	120,860			14,119	120,000	254,979
Dianne B. Gasbarra, M.D. - OK	145,644			13,971	120,000	279,615
Chase Hibbard - MT	121,724			13,851	24,000	159,575
Thomas R. Hix - TX	171,242			2,422	120,000	293,665
Elaine Mendoza-Gay - TX	120,259			12,277		132,536
M. Ray Perryman, Ph. D. - TX	192,326			13,395	120,000	325,721
Waneta C. Tuttle, Ph. D. - NM	121,664			14,194	120,000	255,857
Gregory Wasson - IL	30,000					30,000
Patricia A. Hemingway Hall - IL						
9999999	2,154,669			162,333	1,780,800	4,097,802