

**PROPOSED COMPENSATION OF  
DIRECTORS AND OFFICERS**

**(Wis. Stat. § 644.07(4)(b)4)**

CMIC currently has no plans to compensate the proposed officers of CM MHC for serving as officers of CM MHC in addition to their current compensation for their officer duties for CMIC. Officer compensation is reviewed annually by the Board of Directors and the President and Chief Executive Officer and is adjusted periodically.

CMIC currently has no plans to compensate the proposed directors of CM MHC for serving as directors of CM MHC in addition to their current compensation for their director duties for CMIC. Director compensation is reviewed annually by the Board of Directors and is adjusted periodically.

Officer and director compensation for CMIC is on file with the OCI and is incorporated herein.