

DIRECTOR AND OFFICER COMPENSATION

(Wis. Stat. § 644.07(4)(b)4)

There are no current plans for JM MHC to pay any compensation to its officers in connection with their services as officers of JM MHC, other than what such officers receive as officers of Converted JMIC.

JM MHC will pay fees and other compensation to its directors on the same basis that JMIC currently pays such fees and other compensation to its directors. There are no current plans to change any of these fees in connection with the MHC conversion. All director compensation is reviewed not less than every other year by the Compensation Committee with the assistance of the Committee's outside compensation consultant (currently Mercer Consulting), and any changes to Board compensation require full Board approval.

Annual director fees are currently as follows:

Board retainer fee: \$70,000

Board Chair fee: \$50,000

Board Vice Chair fee: \$20,000

Chair fee:

Audit Committee \$20,000

Compensation Committee \$10,000

Governance Committee \$7,500

Investment Committee \$7,500

Vice Chair fee:

Audit Committee \$6,000

Compensation Committee \$4,000

Governance Committee \$3,000

Investment Committee \$3,000