

**CONVERSION**

**of**

**MEDINA MUTUAL INSURANCE COMPANY,  
a Chapter 612 mutual insurance company,**

**with and into**

**SUGAR CREEK MUTUAL INSURANCE COMPANY,  
a Chapter 612 mutual insurance company,**

**which shall convert into**

**SUGAR CREEK MUTUAL INSURANCE COMPANY,  
a Chapter 611 mutual insurance company**

**CONFIDENTIAL UNREDACTED AGREEMENT AND PLAN OF CONVERSION**

*Filed with the Wisconsin Office of the Commissioner of Insurance*

**November 16, 2023**

## **Sugar Creek Mutual Insurance Company**

### **Chapter 611 Conversion**

#### **Directors and Officer's Compensation**

- Non-officer board members will be paid \$250 per meeting plus federal mileage rate.
- President/CEO's compensation will be \$104,662 annually.
- Chairman's compensation will be paid \$350 per meeting plus federal mileage rate.
- Vice Chairman's compensation will be paid \$250 per meeting plus federal mileage rate.
- Secretary's compensation will be paid \$250 per meeting plus federal mileage rate.
- Treasurer's compensation will be paid \$250 per meeting plus federal mileage rate.