

AGREEMENT AND PLAN OF MERGER
BETWEEN
MT. MORRIS MUTUAL INSURANCE COMPANY
AND
MARCELLON-COURTLAND-SPRINGVALE MUTUAL INSURANCE COMPANY

THIS AGREEMENT AND PLAN OF MERGER (this “Agreement”) is made and entered into as of the 21st day of June, 2023 (the “Signing Date”), by and between Mt. Morris Mutual Insurance Company, a Wisconsin mutual insurance corporation with its place of business at N 1211 Cty Rd B, Coloma, Wisconsin 54930 (“MMIC”), and Marcellon-Courtland-Springvale Mutual Insurance Company, a Wisconsin town mutual insurance corporation with its place of business at 144 N Main Street, Pardeeville, Wisconsin 53954 (“MCSMIC”, together with MMIC is collectively referred to herein as the “Constituent Corporations” and each a “Constituent Corporation”).

RECITALS

A. MMIC is a mutual insurance corporation organized and existing under Chapter 611 of the Wisconsin Statutes and MCSMIC is a town mutual insurance corporation organized and existing under Chapter 612 of the Wisconsin Statutes. MMIC and MCSMIC are duly authorized and licensed to transact the business of insurance within the State of Wisconsin under Chapters 611 and 612 of the Wisconsin Statutes, respectively (collectively, the “Wisconsin Insurance Law”).

B. MMIC is authorized to operate its insurance business in all counties in Wisconsin. MCSMIC is authorized to operate its insurance business in the Wisconsin counties of Adams, Columbia, Dane, Dodge, Fond Du Lac, Green Lake, Marquette, and Sauk.

C. Each of the Constituent Corporations is fully informed as to the financial operations and conditions of the other as reflected in each Constituent Corporation’s most recent financial statements.

D. The Boards of Directors of MMIC and MCSMIC, at duly convened meetings, have each (i) adopted a resolution approving the Merger (as defined below) and this Agreement, copies of which were submitted to each Board of Directors for consideration and (ii) determined that it is advisable and in the best interests of their respective Constituent Corporations and the members of each Constituent Corporation to merge pursuant to the terms and conditions set forth in this Agreement, the provisions set forth in Wis. Stat. § 612.22, and in a manner approved by the Commissioner.

E. MCSMIC and MMIC desire to proceed with the Merger and to jointly submit this Agreement to the Commissioner for the Commissioner’s approval and, unless otherwise directed by the Commissioner, to submit the issue to the members of MCSMIC for their approval.

AGREEMENT

NOW, THEREFORE, in consideration of the above recitals and the mutual agreements and covenants set forth herein, the Constituent Corporations agree to the following terms, conditions and agreements for the Merger and the procedure for carrying the same into force and effect as follows:

1. **Merger.**

(a) In accordance with the provisions of this Agreement and the Wisconsin Insurance Law, on the Closing Date at the Effective Time (each as defined below), MCSMIC shall merge with and into MMIC (the “Merger”) and the separate existence of MCSMIC shall thereupon cease and MMIC shall continue as the surviving company (at times herein referred to as the “Surviving Corporation”).

(b) Surviving Corporation; Name. The Surviving Corporation. The Surviving Corporation shall not undergo a name change. It shall retain the name “Mt. Morris Mutual Insurance Company” upon the effectuation of the Merger.

2. **Closing.**

(a) Closing Date. The closing of the Merger (the “Closing”) shall take place as soon as possible after all required approvals have been received, which the parties intend to be September 1, 2023, but, in any event, no later than December 31, 2023, or as soon as practicable after satisfaction or, to the extent permitted hereunder, waiver of all applicable conditions set forth in herein or at such other time and place as the Constituent Corporations shall mutually agree. The date upon which the Closing occurs is referred to herein as the “Closing Date”.

(b) Items to be delivered by MCSMIC. At or prior to the Closing, MCSMIC shall deliver to MMIC each of the following, duly executed by or on behalf of MCSMIC as appropriate:

- i. a certificate dated the Closing Date signed by an appropriate officer of MCSMIC certifying as of the Closing Date (i) none of the covenants in Section 11 have been violated, (ii) the incumbency of the officers of MCSMIC immediately prior to the Closing Date; (iii) the due adoption and text of the resolutions of the Board of Directors of MCSMIC approving and authorizing this Agreement, the Merger, and all other documents and transactions contemplated hereby; and (iv) the due adoption and text of the consent of the members of MCSMIC approving and authorizing this Agreement, the Merger, and all other documents and transactions contemplated hereby;
- ii. proof of filing with the Commissioner the consent of the members of MCSMIC approving and authorizing this Agreement, the

Merger, and all other documents and transactions contemplated hereby; and

- iii. such other instruments, certificates, affidavits, consents, or other documents reasonably requested by MMIC or which are reasonably necessary to carry out the Merger contemplated by this Agreement and to comply with the terms hereof.

(c) Joint Deliverable of the Constituent Corporations. At or prior to the Closing, the Constituent Corporations shall obtain final Commissioner approval of the Merger, this Agreement, and all other documents and transactions contemplated hereby, and the Commissioner shall deliver a certificate of authority to the Surviving Company (the "OCI Approval").

3. **Effective Time.**

(a) On the Closing Date, the Constituent Corporations shall make all filings or recordings with the Commissioner as required under the Wisconsin Insurance Law.

(b) The effective time and date of the Merger shall be 12:01 AM on the Closing Date (the "Effective Time").

4. **Principal Office of the Surviving Corporation.** The Surviving Corporation shall have its principal place of business at N 1211 Cty Rd B, Coloma, Wisconsin 54930. As of the Closing Date, the Surviving Corporation shall be authorized to transact such business as is now authorized by the OCI for each of the Parties or as may hereafter be authorized by the OCI for the Surviving Corporation.

5. **Effect of Merger.**

(a) On the Closing Date, title to all property owned by the Constituent Corporations shall be vested in the Surviving Corporation without reversion or impairment. All of the assets, rights, privileges, immunities, and franchises, whether of public or private nature, interests, properties, and business of MCSMIC, of every character and description, including all real property, all policies of insurance, all debts due on whatever account, premiums and assessments payable from members, all rights to bring any suit or action and all and every other interest of, or belonging to or due to MCSMIC, shall accrue to, be merged into and become the absolute property of the Surviving Corporation.

(b) The officers of MCSMIC shall, as of the Closing Date, execute and deliver any deeds, titles, bills of sale or other instruments in writing as may otherwise be necessary to transfer, assign and convey to the Surviving Corporation all of MCSMIC's assets, rights, interests and properties, including contracts of insurance, reinsurance agreements and agency contracts.

(c) On the Closing Date, the members of MCSMIC shall automatically become members and policyholders of the Surviving Corporation. All premiums and

assessments paid by the members of MCSMIC shall be deemed to have been paid to the Surviving Corporation for the purpose of determining the value of each member's equitable share of the value of the Surviving Corporation.

(d) On the Closing Date, the Surviving Corporation shall assume all liabilities and obligations of MCSMIC, including all policies of insurance. The Surviving Corporation shall thenceforth be responsible and liable for all of the liabilities and obligations of each of the Constituent Corporations hereto, and any claim existing or action pending by or against either of the Constituent Corporations may be prosecuted to judgment as if the Merger had not taken place or, if the claim or action is against MCSMIC, the Surviving Corporation may be substituted in MCSMIC's place. Neither the rights of creditors nor liens upon the property of either of the Constituent Corporations shall be impaired by the Merger, but such liens shall be limited to the property upon which there were liens immediately prior to the Closing Date.

6. **Articles of Incorporation and Bylaws.**

(a) The articles of incorporation of the Surviving Corporation shall be the articles of incorporation of MMIC, as amended and restated (if applicable) and attached hereto as Exhibit A (the "A&R Articles").

(b) The bylaws of the Surviving Corporation shall be the bylaws of MMIC, as amended and restated (if applicable) and attached hereto as Exhibit B (the "A&R Bylaws").

7. **Certificate of Assumption.** As soon after the Closing Date as is practicable, the Surviving Corporation shall send to each of MCSMIC's members notice of the Merger and the Surviving Corporation's assumption of MCSMIC's policies in the form of a Certificate of Assumption and Endorsement which shall be substantially the same as Exhibit C attached to and made a part of this Agreement.

8. **Assessments for Losses and Expenses Incurred Prior to Merger.** Assessments, if any are necessary, levied for losses and expenses incurred prior to the Closing Date on policies issued by the Constituent Corporations shall be levied only against the members of the respective Constituent Corporation.

9. **Directors.** The directors of MMIC in office immediately prior to the Closing Date will continue to serve as the directors of the Surviving Corporation. The directors of the Surviving Corporation and their terms of office as of the Closing Date are listed in Exhibit D attached hereto and made a part of this Agreement. As of the Closing Date, the number of directors shall be nine (9) directors from MMIC divided into three (3) classes. If on the Closing Date a vacancy shall exist on the Board of Directors of the Surviving Corporation, such vacancy may thereafter be filled in the manner provided by the A&R Articles or A&R Bylaws, as applicable.

10. **Officers.** The officers of the Surviving Corporation and their terms of office shall be those persons named in Exhibit D attached hereto and made a part of this Agreement, who shall serve until the next annual meeting of the Board of Directors of the Surviving Corporation

or until their successors shall have been elected and shall qualify for office. If on the Closing Date a vacancy shall exist in any of the offices of the Surviving Corporation, such vacancy may thereafter be filled in the manner provided by the A&R Articles or A&R Bylaws, as applicable.

11. **Prohibited Transactions.**

(a) Between the Signing Date and the Closing Date (the “Interim Period”), the Constituent Corporations agree that except as otherwise expressly contemplated by any other provision of this Agreement or the prior written consent of the other (such consent not to be unreasonably withheld, conditioned or delayed), each Constituent Corporation shall (i) use commercially reasonable efforts to conduct its operations only in the ordinary course of business consistent with past practice, (ii) maintain its properties and other assets in good working condition (normal wear and tear excepted), (iii) use commercially reasonable efforts to maintain its business, employees, customers, assets, and operations as an ongoing concern in accordance with past practice, and (iv) not take any action (or omit to take any action) that would have a material adverse effect on such Constituent Corporation. By way of example and not in limitation of the foregoing, neither of the Constituent Corporations will during the Interim Period:

- i. Fail to (A) keep in full force and effect all insurance policies covering the Constituent Corporation and (B) notify its insurance carrier of any claims made or asserted, or threatened to be made or asserted if such notice is required to ensure coverage by such insurance carrier;
- ii. Amend its respective articles of incorporation or bylaws, except as provided in this Agreement;
- iii. Form any subsidiary or acquire any equity interest or other interest in any other entity, excluding any additional mergers, affiliations, or transactions that MMIC may pursue, consider, negotiate or consummate;
- iv. Materially change any of its methods of accounting or accounting practices in any respect;
- v. Amend or terminate any material contract;
- vi. Fail to keep in full force and effect, and without restriction, all permits, including all state certificates of authority necessary to conduct its business in the ordinary course;
- vii. Incur any obligation or liability (absolute or contingent), except current liabilities incurred, and obligations under contracts entered into, in the ordinary course of business;

- viii. Discharge or satisfy any lien or encumbrance or pay any obligation or liability other than current liabilities in the ordinary course of business;
- ix. Make any dividend or other payment or distribution to its members, except for dividends required under policies of insurance in the ordinary course of business;
- x. Mortgage, pledge, create a security interest in, or subject to a lien or other encumbrance, any of its assets, tangible or intangible;
- xi. Sell or transfer any of its tangible assets or cancel any debts or claims except in the ordinary course of business;
- xii. Sell, assign, or transfer any trademark, trade name, patent or other intangible assets;
- xiii. Waive any right of any substantial value; or
- xiv. Enter into any transaction other than in the ordinary course of business, excluding any additional mergers, affiliations, or transactions that MMIC may pursue, consider, negotiate or consummate.

(b) MCSMIC agrees that except as otherwise expressly contemplated by any other provision of this Agreement or the prior written consent of MMIC (such consent not to be unreasonably withheld, conditioned or delayed), MCSMIC shall not sell any of its stock or investments during the Interim Period.

(c) MMIC agrees that during the Interim Period MCSMIC shall continue to do all of the following in the ordinary course of business in a manner consistent with MCSMIC's past practices: (i) adjust claims, (ii) pay claims, (iii) issue disbursements, (iv) underwrite new policies, and (v) renew existing policies; *provided*, that MCSMIC shall provide MMIC with a weekly report of all such activities; and, *provided further*, that MMIC may direct that MCSMIC no longer engage in such activity without the prior written consent of MMIC (such consent not to be unreasonably withheld, conditioned or delayed).

(d) Exclusive Negotiations. From the Signing Date until the earlier of the Closing Date or the termination of this Agreement, MCSMIC will not and will not permit any of its officers, directors, brokers, or agents to directly or indirectly initiate, solicit, encourage, or otherwise facilitate any inquiries or the making of any proposal or offer with respect to a merger, reorganization, consolidation, or similar transaction involving any purchase of the assets of or demutualization or conversion of MCSMIC, other than in connection with the Merger, nor provide any confidential information or data to, or have any discussions with, any entity or representative of any entity relating to such an alternative proposal. MCSMIC will notify MMIC promptly if any alternative proposal is

received by it or any discussions or negotiations are sought in connection with an alternative proposal.

12. **Mutual Representations and Warranties.** Each of the Constituent Corporations hereby represents and warrants to the other Constituent Corporation as to the matters in this Section 12. All of the representations and warranties set forth in this Section 12 shall be made as of the Signing Date and as of the Closing Date (except in the case of representations and warranties that are made as of a specified date, in which case such representations and warranties will be true and correct as of such specified date).

(a) That it is a corporation duly authorized and validly existing under the laws of the State of Wisconsin and has the corporate power to own or lease its properties and to carry on its business as now being conducted;

(b) That the balance sheet and statements of income and surplus delivered to the other Constituent Corporation fairly present, in accordance with Wisconsin Statutes governing accounting for such Constituent Corporation, the financial condition and results of the operations of such Constituent Corporation as of the dates and for the periods indicated;

(c) That there has been no Material Adverse Change in its financial condition from the date the balance sheet and statements of income and surplus were delivered to the other Constituent Corporation until the Closing Date;

(d) The copies of its articles of incorporation and bylaws made available to the other Constituent Corporation are the true, correct and complete copies of such documents in effect as of the Closing Date and it is not in violation of any of the provisions of its articles of incorporation or bylaws;

(e) That there is no action, suit, or proceeding pending against it involving the possibility of any judgment, order, injunction, or decree which might result in any Material Adverse Change in its business, operations, properties or assets or the condition, financial or otherwise, or which would impair its ability to enter into this Agreement and consummate the Merger;

(f) That its Board of Directors has adopted resolutions (i) approving this Agreement and the documents and transactions contemplated hereby, (ii) authorizing the execution and delivery of this Agreement, (iii) with respect to MCSMIC, directing that this Agreement be submitted to a vote of MCSMIC's members taken separately at a duly held meeting called for the purpose of considering and acting upon this Agreement;

(g) That it has the full power and authority to enter into this Agreement and, with respect to MCSMIC, upon appropriate consent of MCSMIC's members in accordance with applicable law, subject to obtaining all required regulatory approvals, to consummate the transactions contemplated hereby;

(h) That this Agreement has been duly executed by such Constituent Corporation and constitutes the valid and legally binding obligation of such Constituent

Corporation, enforceable against such Constituent Corporation in accordance with its terms, subject to bankruptcy, receivership, insolvency, reorganization, moratorium or similar laws affecting or relating to creditors' rights generally and subject to general principles of equity;

(i) That it is not, and immediately prior to the Closing Date will not be in default under its articles of incorporation or bylaws, or in default under any indenture or under any material agreement or other material instrument to which it is a party or by which it or any of its properties is bound or to which it is subject;

(j) That, subject to the receipt of all consents and approvals contemplated by this Agreement, the execution and delivery of this Agreement, the consummation of the transactions contemplated hereby or the fulfillment of and compliance with the terms and provisions hereof, will not (i) violate any judicial, administrative or arbitral order, writ, award, judgment, injunction or decree involving such Constituent Corporation, (ii) conflict with the terms, conditions or provisions of the articles of incorporation or bylaws of such Constituent Corporation, (iii) conflict with the terms, conditions or provisions of the articles of incorporation or bylaws, (iv) conflict with, result in a breach of, constitute a default under or accelerate or permit the acceleration of the performance required by, any indenture or any material agreement or other material instrument to which such Constituent Corporation is bound, (v) result in the creation of any lien, charge or encumbrance upon any of the assets of either company under any such agreement or instrument, or (vi) terminate or give any party thereto the right to terminate any such indenture, agreement or instrument;

(k) That no consent of any third party to any indenture of any material agreement or other material instrument to which such Constituent Corporation is a party is required in connection with this Agreement and the transactions contemplated hereby; and

(l) That such Constituent Corporation has heretofore delivered to the other Constituent Corporation all employment contracts, contracts for the purchase or lease of tangible property, real or personal, and any other contracts creating executory obligations on its part beyond the Closing Date which may not be canceled on notice of thirty (30) days or less, and that it will not incur any new executory obligations, without the approval of the other corporation during the Interim Period.

13. **Representations and Warranties of MCSMIC.** MCSMIC hereby represents and warrants to MMIC as to the matters in this Section 13. All of the representations and warranties set forth in this Section 13 shall be made as of the Signing Date and as of the Closing Date (except in the case of representations and warranties that are made as of a specified date, in which case such representations and warranties will be true and correct as of such specified date).

(a) MCSMIC has heretofore delivered to MMIC all contracts for the purchase or lease of tangible property, real or personal, and any other contracts creating executory obligations on MMIC's part beyond the Signing Date of this Agreement which may not

be canceled on notice of thirty (30) days or less, and that MCSMIC will not incur any new executory obligations, without approval of MMIC, between the Signing Date and the Closing Date;

(b) MCSMIC has good and marketable title to the office building owned by MCSMIC and located at 144 N Main Street, Pardeeville, Wisconsin 53954 (the “MCSMIC Property”), that the MCSMIC Property is free of all mortgages, liens, charges, and encumbrances of any nature whatsoever, other than (i) liens for taxes connected to the property not yet due and payable and (ii) such minor liens, charges, and encumbrances as, in the aggregate, do not and would not if asserted have a material adverse effect on the assets, properties, business, financial condition, or results of MCSMIC’s operations.

14. **Representations and Warranties; Updated Information.** From the Signing Date until the earlier of the Closing Date or the termination of this Agreement, each Constituent Corporation shall, after having obtained knowledge thereof, promptly disclose in writing to the other Constituent Corporation any matter arising after the Signing Date that, if existing, occurring or known at the Closing Date would render inaccurate any of the representations or warranties of such Constituent Corporation contained in this Agreement (each, a “Representation and Warranty Notice”). The other Constituent Corporation may terminate this Agreement in accordance with Section 18(a)(iii)(3) in the event of any such disclosure. Notwithstanding the foregoing, a Constituent Corporation’s disclosure pursuant to this Section 14 shall not automatically be deemed a breach giving rise to the right to terminate pursuant to Section 18(a)(iii)(2).

15. **Continuing Authority of MCSMIC Officers.** On the Closing Date, the separate existence of MCSMIC shall cease. However, the authority of the present officers of MCSMIC shall continue for the limited purpose of executing and delivering all necessary documents to affect the terms of this Agreement. The officers of MCSMIC shall execute and deliver any deeds, titles, bills of sale or other instruments in writing as may otherwise be necessary to transfer, assign, and convey to the Surviving Corporation all of MCSMIC’s assets, rights, interests, and properties, including without limitation contracts of insurance, reinsurance agreements, and agency contracts.

16. **MCSMIC Member Approval.** Unless otherwise directed by the Commissioner, upon approval of this Agreement by the Commissioner, this Agreement shall be submitted to a vote at a meeting of the members of MCSMIC to be held on a date and at a time and place to be determined by MCSMIC. Notice of such meeting, if such notice is required by law or MCSMIC’s articles of incorporation or bylaws, stating the place, day and hour of the meeting and the purpose for which it is called, shall be given by MCSMIC to its members in a manner acceptable pursuant to law and to MCSMIC’s articles of incorporation and bylaws. MCSMIC agrees to use its good faith effort to obtain all necessary approvals.

17. **Conditions Precedent to Closing.**

(a) **MCSMIC Conditions.** MCSMIC’s obligation to consummate the Merger and close the transactions contemplated by this Agreement shall be subject to the

satisfaction of each of the following conditions on or prior to the Closing Date, unless any such condition is specifically waived in writing by MCSMIC in whole or in part at or prior to the Closing:

- i. MMIC shall have duly executed and delivered all documents, instruments, and certificates required to be executed and delivered by MMIC pursuant to the provisions of this Agreement;
- ii. MMIC shall have performed or complied with each and all of the obligations, covenants, agreements, and conditions required to be performed or complied with by it on or prior to the Closing Date, except where the failure to do so has not had or would not reasonably be expected to have a material adverse effect on the Parties' ability to consummate the Merger;
- iii. MMIC shall have received all necessary approvals regarding MMIC's execution of this Agreement and the consummation of the transactions contemplated hereunder, including without limitation all approvals required from MMIC's Board of Directors;
- iv. MCSMIC shall have received all necessary approvals regarding MCSMIC's execution of this Agreement and the consummation of the transactions contemplated hereunder, including without limitation all approvals required from MCSMIC's Board of Directors and all approvals required from the members of MCSMIC, as applicable;
- v. The Constituent Corporations shall have received the OCI Approval.
- vi. There shall have been no Material Adverse Change in the business, results of operations, prospects, condition (financial or otherwise) or assets of MMIC.

(b) MMIC Conditions. MMIC's obligation to consummate the Merger and close the transactions contemplated by this Agreement shall be subject to the satisfaction of each of the following conditions on or prior to the Closing Date, unless any such condition is specifically waived in writing by MMIC in whole or in part at or prior to the Closing:

- i. MCSMIC shall have duly executed and delivered all documents, instruments, and certificates required to be executed and delivered by MCSMIC pursuant to the provisions of this Agreement;
- ii. MCSMIC shall have performed or complied with each and all of the obligations, covenants, agreements, and conditions required to be performed or complied with by it on or prior to the Closing Date, except where the failure to do so has not had or would not

reasonably be expected to have a material adverse effect on the Parties' ability to consummate the Merger;

- iii. MCSMIC shall have received all necessary approvals regarding MCSMIC's execution of this Agreement and the consummation of the transactions contemplated hereunder, including without limitation all approvals required from MCSMIC's Board of Directors and the members of MCSMIC;
- iv. MMIC shall have received all necessary approvals regarding MMIC's execution of this Agreement and the consummation of the transactions contemplated hereunder, including without limitation all approvals required from MMIC's Board of Directors;
- v. The Constituent Corporations shall have received the OCI Approval, as well as provided notices of the transactions contemplated in this Agreement to the regulatory agencies in the respective states of companies affiliated with MMIC;
- vi. There shall have been no Material Adverse Change in the business, results of operations, prospects, condition (financial or otherwise) or assets of MCSMIC.

18. **Termination of this Agreement.**

(a) This Agreement may be terminated and the Merger abandoned at any time prior to the Closing Date:

- i. By mutual consent of the Boards of Directors of each of the Constituent Corporations;
- ii. By MMIC, if MCSMIC experiences actuals catastrophic storm losses (as categorized by the Property Claim Services division of American Insurance Services Group, Inc., a Delaware corporation) that exceed four hundred thousand dollars (\$400,000), net of reinsurance;
- iii. By the Board of Directors of either Constituent Corporation if:
 - 1. the Merger is not approved by the Commissioner and, unless otherwise directed by the Commissioner, by the requisite number of members of MCSMIC before December 31, 2023, or such later date as the Boards of Directors of the Constituent Corporations shall mutually agree;
 - 2. the other Constituent Corporation shall have engaged in any of the prohibited actions described under Section 11 of this Agreement, or shall have materially violated any of the representations or warranties contained herein, or if there shall

have taken place any event or development after the date hereof which materially and adversely affects the business, operations, or properties of such other corporation; or

3. Such Constituent Corporation receives a Representation and Warranty Notice;

(b) In the event of the termination of this Agreement under Section 18(a)(ii) or (iii), written notice thereof shall be given by the terminating Constituent Corporation to the other Constituent Corporation specifying the provision hereof under which such termination is made. In the event of the termination of this Agreement pursuant to Section 18(a)(i), this Agreement shall be terminated and become void and have no effect, without any liability or obligation on the part of either Constituent Corporation; provided, however, that nothing herein shall relieve either party hereto of any liability for material breach of this Agreement or fraud, as the case may be, prior to termination of this Agreement.

19. **Additional Agreements.**

(a) MMIC Agents. The parties agree that MMIC will offer its current agency agreement to each agent who has an appointment with MCSMIC as of the date of this Agreement and who does not already have an agency agreement in force with MMIC.

(b) Employee Matters.

- i. The CEO of MMIC immediately prior the Closing Date will become the CEO of the Surviving Corporation.
- ii. The manager of MCSMIC immediately prior to the Closing Date, Tammy Cutsforth (the “MCSMIC Manager”), will be offered full-time employment with the Surviving Corporation as of the Closing Date with a salary not less than her current salary, subject to job performance satisfactory to the Surviving Corporation.
- iii. All employees of the Surviving Corporation, including those hired from MCSMIC, will be considered employees hired “at will,” subject to the Surviving Corporation’s standard job performance evaluation and discipline practices, and nothing in this Agreement is intended to be, nor shall be interpreted as, an employment contract for any employee; provided, however, if the MCSMIC Manager is terminated during the one (1) year period following the Closing Date for reasons other than Cause, then the Surviving Corporation shall pay the MCSMIC Manager his or her base salary or wages, as applicable, as an MCSMIC employee immediately prior to the Merger for the remainder of such one (1) year period (if any). For purposes of this Section 19(b)(iii), “Cause” means with respect any particular employee or other service provider (i) materially violating any rule or policy of the Surviving

Corporation, (ii) committing fraud or embezzlement, (iii) being materially dishonest or breaching a fiduciary duty against the Surviving Corporation, (iv) committing willful misconduct or gross negligence that injures the Surviving Corporation, (v) being convicted of, or pleading guilty or nolo contendere to, a felony (or any state-law equivalent) or willfully or materially violating any federal, state, or foreign securities laws, (vi) being convicted of any other criminal act or act of material dishonesty, disloyalty, or misconduct that has a material adverse effect on the property, operations, business, or reputation of the Surviving Corporation, (vii) failing to satisfactorily or substantially perform his or her duties any an employee or other service provider; (viii) materially breaching any covenant in this Agreement, any applicable employment agreement, or any applicable written nondisclosure, noncompetition, or nonsolicitation agreement with the Surviving Corporation, (ix) using, being under the influence, or possessing intoxicating spirits or liquors or illegal drugs on the premises of the Surviving Corporation while performing any duties or responsibilities with the Company, or (x) committing any act that would disqualify one to hold any license, employment or ownership position in a business governed or regulated by applicable law.

(c) Rating and Underwriting In-Force MMIC Business. In accordance with Section 7 of this Agreement, MMIC will, as soon as practicable following the Closing Date, send all holders of MCSMIC policies that are in force on the Closing Date a Certificate of Assumption on a form approved by the Commissioner. All MCSMIC policies will be rewritten using MMIC forms, rates and underwriting rules on the first renewal date of each such policy following the Closing Date. The Surviving Corporation will adopt all current MMIC underwriting guidelines for all policies. The Surviving Corporation will adopt MMIC rates for all policies initially written by MCSMIC.

20. **General Provisions.**

(a) Expenses of Merger. The estimated expenses of implementing the Merger are approximately Twenty Thousand Dollars (\$20,000.00) which shall be borne by the Surviving Corporation. In the event, the Merger is not successfully completed, any cost of the Merger shall be borne equally between MCSMIC and MMIC.

(b) Authority to Effect Merger. The officers and directors of each Constituent Corporation are hereby authorized to take such other action as may be necessary and required to comply with the requirements of the Wisconsin Insurance Law, or as may be required by the Commissioner to effect the Merger.

(c) Entire Agreement. This Agreement, including any exhibits referred to herein and attached hereto, shall constitute the entire agreement between the Constituent

Corporations and supersedes all previous agreements and understandings, oral or written, with respect thereto.

(d) Binding Effect. This Agreement applies to, is binding upon, is enforceable against, and inures to the benefit of each Constituent Corporation and their respective successors and permitted assigns.

(e) Severability. If any provision of this Agreement is held invalid or unenforceable by any court of competent jurisdiction, the other provisions of this Agreement will remain in full force and effect. Any provision of this Agreement held invalid or unenforceable only in part or degree will remain in full force and effect to the extent not held invalid or unenforceable.

(f) Modifications, Amendments and Waivers. At any time prior to the Closing Date, the parties hereto may, by written agreement, (i) extend the time for the performance of any of the obligations or other acts of the parties hereto, (ii) waive any inaccuracies in the representations and warranties contained in this Agreement or in any document delivered pursuant hereto, (iii) waive compliance with any of the covenants or agreements contained in this Agreement, or (vi) make any other modification of this Agreement approved by the respective Boards of Directors of the parties hereto. This Agreement shall not be altered or otherwise amended except pursuant to an instrument in writing executed and delivered on behalf of each of the parties hereto.

(g) Assignment. Neither this Agreement nor any rights or obligations hereunder may be assigned or otherwise transferred, in whole or in part, by either Constituent Corporation without the prior written consent of the other Constituent Corporation.

(h) Headings; Gender and Number. The section and other headings contained in this Agreement and in the exhibits and schedules to this Agreement are included for the purpose of convenient reference only and shall not restrict, amplify, modify, or otherwise affect in any way the meaning or interpretation of this Agreement or the exhibits and schedules hereto. All references to the neuter gender shall include the feminine or masculine gender and vice versa, where applicable, and all references to the singular shall include the plural and vice versa, where applicable.

(i) Interpretation. Each Constituent Corporation has jointly participated in the negotiation and drafting of this Agreement. In the event of any ambiguity or if a question of intent or interpretation arises, this Agreement shall be construed as if drafted jointly by the Constituent Corporation and no presumptions or burdens of proof shall arise favoring either Constituent Corporation by virtue of the authorship of any of the provisions of this Agreement.

(j) No Third Party Benefit. This Agreement is intended for the exclusive benefit of the Constituent Corporations and their respective heirs, successors and assigns, and nothing contained in this Agreement shall be construed as creating any rights or benefits in or to any third party.

(k) Notices. All notices required or permitted hereunder shall be in writing and shall be deemed effectively given: (i) upon personal delivery to the party to be notified, (ii) when sent by confirmed electronic mail or facsimile if sent during normal business hours of the recipient, if not, then on the next business day, (iii) five days after having been sent by registered or certified mail, return receipt requested, postage prepaid, or (iv) one day after deposit with a nationally recognized overnight courier, specifying next day delivery, with written verification of receipt. All notices to a party shall be sent to the party's address set forth below or at such other address(es) as such party may designate in writing to the other party hereto.

If to:

**Mt. Morris Mutual Insurance
Company:**

N 12 11 Cty Rd B
Coloma, WI 54930
Attn: Daniel Fenske
Email: agdan@mtmorrisins.com

If to:

**Marcellon-Courtland-Springvale
Mutual Insurance Company:**

144 N Main Street
Pardeeville, WI 53954
Attn: John Furman
Email: mar.court.spring.mic@gmail.com

(l) Governing Law. This Agreement is governed by and construed in accordance with the laws of the State of Wisconsin.

(m) Counterparts; Electronic Delivery. This Agreement may be executed and delivered by facsimile, portable document form (.pdf) or other electronic signature pages, which shall be deemed originals, and in any number of counterparts, which shall have the same effect as if the signatures on the counterparts were a single copy of this Agreement.

21. Definitions.

(a) "Material Adverse Change" means any event, circumstance, or condition that is, or would reasonably be expected to become, individually or in the aggregate, materially adverse to: (1) the business, results of operations, condition, or assets of (i) MMIC and its subsidiaries or MCSMIC and its subsidiaries, as applicable (in each case, taken as a whole) or (2) the ability of MMIC or MCSMIC, as applicable, to timely perform its obligations under this Agreement or timely consummate the transactions contemplated by this Agreement.


(b) "Commissioner" or "OCI" means the State of Wisconsin Office of the Commissioner of Insurance.

[Signature page follows.]

IN WITNESS WHEREOF, the parties to this Agreement have caused it to be executed as of the date and year first above written.

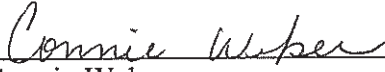
MT. MORRIS MUTUAL INSURANCE COMPANY

Date: June 21, 2023

By: 
Name: Daniel Fenske
Title: President and CEO

Attest:

Date: June 21, 2023

By: 
Name: Connie Weber
Title: Secretary

MARCELLON-COURTLAND-SPRINGVALE MUTUAL INSURANCE COMPANY

Date: _____

By: _____
Name: John Furman
Title: President

Attest:

Date: _____

By: _____
Name: Lynn Wingers
Title: Secretary

IN WITNESS WHEREOF, the parties to this Agreement have caused it to be executed as of the date and year first above written.

MT. MORRIS MUTUAL INSURANCE COMPANY

Date: _____

By: _____

Name: Daniel Fenske

Title: President and CEO

Attest:

Date: _____

By: _____

Name: Connie Weber

Title: Secretary

MARCELLON-COURTLAND-SPRINGVALE MUTUAL
INSURANCE COMPANY

Date: June 13 2023

By: John Furman

Name: John Furman

Title: President

Attest:

Date: 6-13-23

By: Lynn Wingers

Name: Lynn Wingers

Title: Secretary