



OUR BROKER COMPENSATION

Thank you for placing your insurance through Baird MacGregor Insurance Brokers LP. As your independent Insurance Broker, we purchase insurance products and services on your behalf that are available, affordable and understandable. Our role is to provide you with the best insurance value that combines coverage, service and price. When any issue arises regarding your insurance, we are your advocate, using our professional experience to best represent your interests. Attached is a list of Insurers with whom we deal that also includes the range of compensation as a percentage of the overall premium each provides to Baird MacGregor for our services.

In order for Baird MacGregor to maintain strong relationships with quality Insurers, we work with each of them to provide the type of business they deem desirable. The Insurers indicated with an asterisk, recognize our efforts through a Contingent Profit Commission contract. Payment may depend on a combination of growth, profitability (loss ratio), volume, retention and increased services that we provide on behalf of the insurer. It is called "contingent commission" because it is not guaranteed income to the brokerage. Given the complex criteria involved there is no way to determine the exact impact that any particular insurance policy could have on contingency commissions and individual employees involved in placing or servicing your insurance are not compensated directly for any contingent income received. For further information on Contingent Profit Commissions, you may go to the Insurers' websites. Insurers also post the Code of Consumer Rights and Responsibilities on their websites.

On occasion, with more complex business insurance programs or where additional resources, products or services are necessary, an insurer may elect to negotiate a fee as form of payment to the broker either in lieu of, or sometimes in addition to, commission. All fees charged are outlined to the client in writing and are agreed to prior to the binding and placement of insurance.

In addition to our normal brokerage responsibilities, Baird MacGregor also provides the following enhanced services on certain specialty business for Echelon Insurance. Management and staffing of these activities within Baird MacGregor enables us to expedite decisions and minimize ultimate insurance premium levels. Special services include:

- Application of underwriting guidelines and calculation of premium levels
- Issuance of policy documentation, mid-term changes and renewals
- Creation and maintenance of computer support programs
- Risk inspection and claims management
- Input, analysis, maintenance and reporting of statistical data

Baird MacGregor Insurance Brokers LP is a Limited Partnership and no insurance companies hold an ownership interest or investment in Baird MacGregor. We want to reassure you that we are committed to clear and open communication with you, our client, by ensuring you have all the information necessary to make educated decisions and by listening and responding to any questions you have regarding this or any other aspect of your insurance.

We thank you for your continued patronage.

Philomena Comerford, CIP
President and CEO

INSURANCE COMPANIES AND COMPENSATION PERCENTAGES

Commissions are broken down by major lines of business (minor lines are included within the broader categories). Should there be any material change that affects compensation arrangements, we will notify you. Commission is paid annually for both new policies and for renewals.

* Insurers with whom we have contingent profit commission contracts

Insurance Company	Personal Property	Personal Automobile	Commercial Automobile	Commercial Property	Commercial Casualty	Excess, Bonding & Special Lines	Boiler & Machinery	D & O /E&O/Cyber
AIG Canada				10-15%	10-15%	10-15%		10-15%
ARCH Insurance Company				10-20%	15%	15-20%		
* AXA Insurance			9-15%	9-20%		15%		
AXIS Reinsurance Company				10-20%	15%	15-20%		15-20%
* Aviva Insurance Company	20%	12.50%	7.5-12.5%	10-20%	15-20%	15-25%	20%	
Berkley Insurance Company					10-20%	10-25%		10-15%
Berkshire Hathaway Insurance Services				10-20%	10%-20%	10-25%		10-15%
* Chubb Insurance Company	20%	12.50%	12.5%	15-20%	15-20%	10-15%	15-20%	10-15%
Cheifan Insurance	20%	12.50%						
Co Face - Credit Insurance						5-7.5%		
C N A Insurance			12.5%	15-20%	15-20%	15-25%	15-20%	
Ecclesiastical Insurance				15-20%	15-20%		15-20%	
* Echelon Insurance			10-12.5%	15-20%	15-20%		15-20%	
Economical Insurance	20%	12.50%	12.5%	15-20%	15-20%	10-15%	15-20%	
Euler Hermes Canada - Credit Insurance						5-7.5%		
Great American Insurance								17.50%
HSB BI&I				15-20%			15-20%	
HDI Global SE						10-15%		
* Intact Insurance Company	20%	12.50%	12.50%	15-20%	15-20%	15%		
Ironshore					10-15%	10-15%		
Ijevco Insurance Co	20%	12.50%	7-12.5%	20%	12.5-15%	20-25%		
Liberty International Canada			12.50%	15%	10-15%	15%	15-20%	10-15%
* Northbridge Insurance Company			5-12.5%	15-20%	5-12.5%			
**Nordic Facility Associates (Fee)		7.5-11%	6-10%					
Old Republic Insurance Company			5-12.5%		5-12.5%			
Perth Insurance Company	0.15	5-12.5%						
* RSA Canada	10-20%	10-12.5%	10-12.5%	15-20%	15%	15%	15-20%	15%
Starr Insurance & Reinsurance Limited			12.50%	15%	15%	15%		15%
Tokio Marine Canada Ltd.			7.50%	15%	15%	15%		12.5-15%
* Travelers Insurance Company	20%	12.50%	12.5%	15-20%	15%	25%		15%
* Trisura Guarantee Insurance Company				15-20%	15-20%	20-25%		10-15%

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* Zurich Canada			5-12.5%%	15-20%	10-20%	15-25%		10-15%
XI- Catlin				15-20%	10-20%	15-25%		10-15%
ABEX Affiliated Broker - MGA				10-15%	10-15%	10-15%		10-15%
Ambris LLP - MGA				10-15%	10-15%	10-15%		
Apollo Insurance Solutions Ltd. - MGA				10-15%	10-15%	10-15%		10-15%
ARAG Business Legal Solutions - Legal Expense only - MGA					20.0%			
Ascent Underwriting, LLC								17.5%-20%
Avec Insurance Managers Inc. - MGA				17.5-20%	15-20%			
All Sport Insurance Marketing. - MGA					10-15%			
AM Fredricks - MGA				10-15%	10-15%			
April Underwriting - MGA				10%	10%			
Beazley Canada - MGA				8-15%	8-15%			
Binks Insurance Brokers - MGA								15-17.5%
Boxx Insurance Services Inc. - MGA								15-20%
Burns and Wilcox Canada - MGA	15-20%			15-20%	15-20%			15-20%
CA Shea & Company						10-15%		
Canada Worldwide Insurance - MGA				10%				
Can Sure - MGA	15-20%			15-20%	15-20%			15-20%
Chambers Insurance - MGA			7-5-12.5%					
Coalition Insurance Solutions Canada Inc. - MGA								15-20%
Coast Underwriting - MGA				15-20%				
Cottingham & Butler, Inc - Broker Affiliate			7-5-15%	10-15%	10-15%	10-15%	10-15%	
Cool Insuring Agency Inc. - Broker Affiliate				10-15%	10-15%	10-15%	10-15%	
Eagle Underwriting Group Inc.- MGA				15%				
Eunderwriters Managing General Agents - MGA					10-15%			
Forward Insurance Managers Ltd. - MGA	15-20%			15-20%	15-20%			15-20%
Global Aerospace - MGA				15-20%				
Global Insurance Services - Broker Affiliate			5-12.5%	10-15%	10-15%	10-15%		
Group One Insurance Services - MGA				10-15%	10-15%			
Hagerty Group LLC - MGA		5-10%	5-10%					
Intact Public Entities - MGA				15-20%	15-20%	10-15%	15-20%	10-15%

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Jonas Re Ltd.- MGA				5%-15%	5%-15%	5%-15%		5%-15%
K&K Insurance Brokers - MGA				10%	10%			
Lynx Insurance Underwriters Inc. - MGA			7.5-10%	7.5-10%	7.5-10%			
Markel Canada Limited - MGA				10-15%	10-15%	10-15%		
Millenium Credit Risk Mgt - MGA						10-15%		
Milnco Insurance Brokers Solutions Centre - MGA	20%			10-20%	10-20%			15%
OASIS Outdoor Adventure & Sports Insurance Solutions Inc. - MGA				10-15%	10-15%			10-15%
Optiom Inc. - MGA		30%	30%					
Pacific Marine Underwriting - MGA								
PAL Insurance - MGA				10-15%				
Pitcher and Doyle - MGA			10-12.5%	20%	20%	15%	20%	15%
Premier Marine - MGA				10-15%				
Professional Indemnity Agency - MGA				12.5-17.5%	12.5-17.5%			
Professional Risk Underwriters Inc. - MGA								7.5-10%
QBE Services Inc. - MGA				15-20%	15-20%	15%		10-15%
Resilience Cyber Insurance Solutions Agency Canada Limited - MGA								12.5-20%
Revau - REVolution Advanced Underwriting - MGA				10-15%	10-15%			10-15%
RMA -Reinsurance Management Associates - MGA								10-15%
Signature Risks - MGA				15-20%	15-20%			
South Western Insurance. Group - MGA				12.5%	10%	10%		
Special Risks Insurance Managers - MGA				10-15%	10-15%			
Specialty Advance Insurance Services LLC - MGA				10-20%	10-20%			
Sports-Can Insurance Consultants - MGA				10%	10%			
Strategic Underwriting Managers (SUM) - MGA				15%	15%	10-15%		
Stewart Special Risk Underwriting Ltd.					15%-20%	10-15%		
Summit Underwriting - MGA				15-20%	15-20%			
Trans Canada Insurance. - MGA				10-15%	10-15%			
Trinity Underwriting - MGA				10-20%	10-20%			10-15%
TruStar Underwriting Inc. - MGA				10-20%	10%-20%	10-25%		10-15%

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Totten Insurance Group - MGA				10-12.5%	10%			
Unique Risks Ltd. - MGA					10-15%			
Victor Insurance - MGA				10%	10-15%			10-15%
William J Sutton - MGA			10%	10-15%	10-15%			
Zas Agency Services - MGA			10%	10-15%	10-15%		10-15%	10-15%