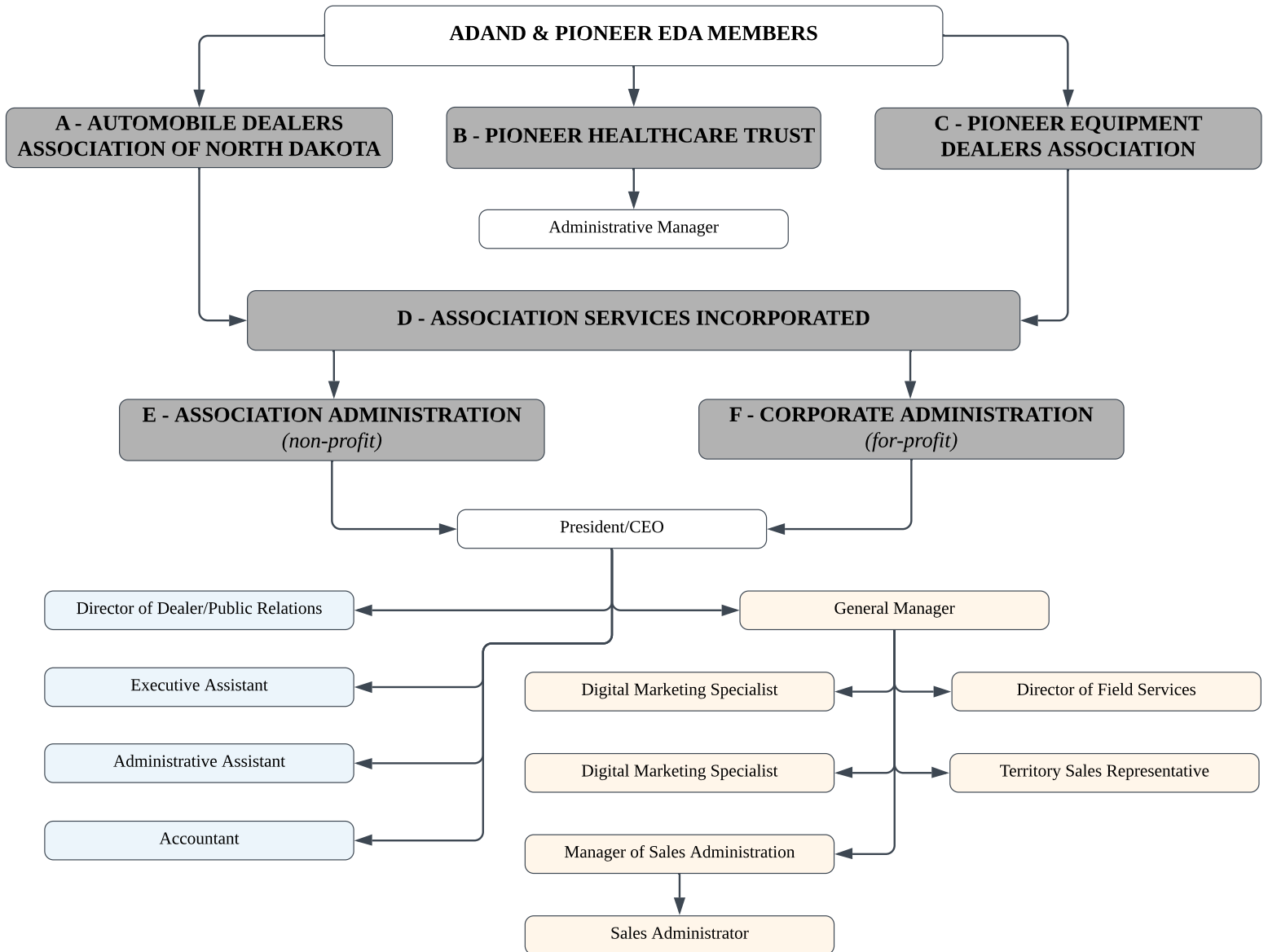


ASI Organizational Structure

4/10/20



A. ADAND: Chairman, Vice Chairman, Immediate Past Chairman, President/CEO, 3 Directors, and the National Director. ADAND and Pioneer EDA are two separate, autonomous retail associations, each with its own bylaws, Board of Directors, and portfolio of member benefits.

B. Pioneer Healthcare Trust: 2 Trustees elected by ADAND, 2 Trustees elected by Pioneer EDA, and 1 Trustee elected by the other 4 Trustees.

C. Pioneer EDA: Chairman, Vice Chairman, Immediate Past Chairmen, President/CEO, and 13 directors. ADAND and Pioneer EDA are two separate, autonomous retail associations, each with its own bylaws, Board of Directors, and portfolio of member benefits.

D. ASI is a wholly owned subsidiary corporation of the ADAND and the Pioneer EDA.

E. Association Administration is governed by the ADAND and the Pioneer EDA Board of Directors and administers conventions, educational programs, governmental liaison, legislative, and bulletins/newsletters.

F. Pioneer Promo Administration is governed by a Board of 9 directors made up of 4 members elected by ADAND and 4 members elected by Pioneer EDA and 1 member elected by the other 8 members, and administers the group insurance program, joint administrative functions, sales of forms and promotional items, endorsements, new services development, and investment portfolio.