

CITIZENS, INC. (CIA)

2026 DEF 14A · filed 2026-04-30 · CIK 0000024090

Headline facts

CEO TOTAL PAY

\$1,487,735

Jon Stenberg · 2025 · + 56% YoY

CEO PAY RATIO

Not in CD&A

Governance policies

CLAWBACK

Not extracted

PLEDGING

Not disclosed

SAY ON PAY

SAY-ON-PAY

80%

Extracted from: Say-on-Pay advisory proposal

COMPENSATION COMMITTEE

Not extracted

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

Not extracted

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Jon Stenberg Chief Executive Officer and President	\$500,000	\$450,000	\$460,000	\$77,735	\$1,487,735
Jeffery P. Conklin Chief Financial Officer, Chief Invest- ment Officer and Treasurer	\$442,900	\$200,000	\$195,500	\$11,273	\$849,673
Sheryl Kinlaw Chief Legal Officer and Secretary	\$360,500	\$175,000	\$172,500	\$13,200	\$721,200

CEO pay mix (latest year)

Base salary	34%
Cash incentive	31%
Equity	30%
Other	5%
At-risk	61%

Every fact above, traced back to filing text

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Say on pay = 80%

Extracted from: Say-on-Pay advisory proposal · confidence 0.84

"In 2025, 80% of our shareholders voted in favor of "say on pay" Stock Ownership Guidelines Compensation Recovery Policy Only CEO has an employment agreement; No single trigger payment on Change of Control No pension or other special benefits Limited "perks"