Form
SCC819
(Rev. 08/23)

State Corporation Commission

Articles of Incorporation of a Virginia Nonstock Corporation

Pursuant to Chapter 10 of Title 13.1 of the Code of Virginia, the undersigned state(s) as follows:

Article I The corporation's name:

Compass Rose Benefits Group

Article II **(Mark appropriate box or insert applicable provisions.)**

☐ The corporation shall have no members. **OR**

☒ The corporation shall have one or more classes of members with such designations, qualifications and rights as set forth in the bylaws. **OR**

☐ The designation of the class(es) of members and the members' qualifications and rights are as follows:

Article III **(Mark appropriate box or insert applicable provisions.)**

☐ The directors shall elect their successors. **OR**

☒ The directors shall be elected by the members. **OR**

☐ The directors shall be elected or appointed as follows:

Article IV A. The name of the corporation's initial registered agent:

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B. The initial registered agent is: **(Mark appropriate box.)**

(1) an individual who is a resident of Virginia **and**
- ☐ an initial director of the corporation.
- ☐ a member of the Virginia State Bar.

OR (2) ☒ a domestic or foreign stock or nonstock corporation, limited liability company or registered limited liability partnership authorized to transact business in Virginia.

Article V A. The corporation's initial registered office address, including the street and number, if any, which is identical to the business office of the initial registered agent, is

4701 Cox Rd., Suite 285 (number/street) Glen Allen (city or town), VA 23060-6808 (zip)

B. The registered office is located in the ☒ county **OR** ☐ city of Henrico

(Optional) The corporation's principal office address, including the street and number (if any), is

11490 Commerce Park Dr., Suite 220 (number/street) Reston (city or town) Virginia (state) 20191-1547 (zip)

Article VI The initial directors are:

Name	Address
See Attached	11490 Commerce Park Dr., Suite 220, Reston, VA 20191-1547

Incorporator(s):

Signature	Printed Name	Date	Tel. # (optional)	Email Address (optional)
	Kevin Lanning			

Business Tel. # (optional)	Business Email Address (optional)

Required Fees: $75.00

COMPASS ROSE BENEFITS GROUP

Directors as of November 1, 2026

Kevin Smith
Gwen Gaskins
Barbara Blufer
Tracy Griggs
Scott Miner
Joseph Schafer
Shantaria Richardson
Mike Michael
Ann Crouch