

Dear Candidate:

This letter contains instructions on filing time-sensitive documents for consideration to elected and appointed positions, as detailed below, within the UNA's corporate governance structure. The UNA is a 501(c)(8) not-for-profit fraternal benefit society, operated solely for the benefit of its members. Profits are used to fund fraternal and community projects. It is organized around a lodge or branch system and has a representative form of corporate governance.

Since its founding in 1894, the UNA has grown to become a large fraternal and civic organization, with a network of branches throughout the United States and Canada. It now offers a complete portfolio of high-quality competitive products, ranging from term and permanent life plans to endowment policies and annuities.

The UNA is organized around service to our members, who, by purchasing life insurance products or annuities, are policyholder-owners with voting rights. As an insurance company, the UNA is subject to regulatory oversight and guidance. All candidates for leadership positions must be vetted, to ensure that they meet the minimum qualifications contained in the applicable job description.

UNA policyholders from each branch elect delegates to attend a quadrennial convention, where delegates elect individuals to leadership positions within UNA management and operations, consistent with applicable laws and regulations.

The UNA is searching to find the most qualified individuals possible to fill the positions of President/CEO, CFO/Treasurer, COO/National Secretary, six members of the Board of Directors, three members of the Audit Committee and six members of the Fraternal Advisory Board. You can find job descriptions for these positions on the UNA's website: [unainc.org/leadership-position-openings](https://unainc.org/leadership-position-openings).

Compensation for President/CEO, CFO/Treasurer and COO/National Secretary will be established by the incoming Board of Directors, elected at the 41<sup>st</sup> Regular Convention. The UNA offers a comprehensive compensation package, which includes medical, vision and dental plan options, life and disability insurance, a retirement plan, plus vacation and paid time off. In addition, the UNA provides career development and continuing education opportunities. Most importantly, the UNA offers a healthy work/life balance.

All positions are eligible to receive a per diem payment for UNA-related activities and become active effective July 1, 2026, when the new administrative year starts after the 41<sup>st</sup> Regular Convention.

Consistent with its By-Laws, the UNA has created a Nominations Committee, whose primary task is to find and vet qualified individuals for the various elected

and appointed leadership positions. At the 41<sup>st</sup> Regular Convention, to be held in May 2026, the Nominations Committee will be charged with identifying individuals deemed to be qualified to stand for election to the various leadership positions.

The Nominations Committee has developed job descriptions and a candidate application form, for purposes of identifying individuals who possess appropriate qualifications and whose applications and accompanying resumes have been vetted prior to the Convention, in accordance with requirements in the UNA By-Laws.

All information provided by candidates is subject to independent verification and candidates may be subject to various background checks.

Candidate application forms must be completed and submitted to the UNA by no later than October 31, 2025. Please include your target compensation requirements.

All documents, including the completed application form and personal resume, must be sent by certified mail to:

Ukrainian National Association, Inc.  
Attn: Roman B. Hirniak, President/CEO  
2200 Route 10  
PO Box 280  
Parsippany, NJ 07054

Thank you for your interest in applying for a leadership position in the UNA's corporate governance structure. The Nominations Committee looks forward to receiving your application and resume.

Andrij Cade, Chairman  
UNA Nominations Committee