

INTERSTATE INSURANCE PRODUCT REGULATION COMMISSION
2026 BUDGET
DETAIL REVENUE AND EXPENSES

Description	2026											%	%	
	2025					2026					Increase (Decrease) from 2025 Budget			Increase (Decrease) from 2025 Projected
	2024 Actual	2025 Budget	7/31/2025 Actual	12/31/2025 Projected	2025 Projected Variance	2026 Budget	2026 Fiscal Impact Statements	Total 2026 Budget						
Filing Fees	\$ 1,605,978	\$ 2,937,250	\$ 1,490,015	\$ 2,859,305	\$ (77,945)	\$ 2,680,950	\$ 143,500	\$ 2,824,450	\$ (112,800)	(3.84%)	\$ (34,855)	(1.22%)		
Annual Registration Fees	1,483,331	1,520,625	1,481,700	1,510,450	(10,175)	1,576,875	-	1,576,875	56,250	3.70%	66,425	4.40%		
Interest Income	66,888	50,000	35,052	58,222	8,222	55,000		55,000	5,000	-	(3,222)	(5.53%)		
Total Revenues	3,156,197	4,507,875	3,006,767	4,427,977	(79,898)	4,312,825	143,500	4,456,325	(51,550)	(1.14%)	28,348	0.64%		
Salaries (1)	2,103,455	2,492,949	1,285,806	2,348,636	(144,314)	2,655,451	131,265	2,786,716	293,767	11.78%	438,080	18.65%		
Payroll Taxes (2)	164,308	199,435	110,759	185,559	(13,876)	206,905	10,332	217,237	17,802	8.93%	31,678	17.07%		
Employee Benefits (3)	346,701	424,902	257,575	428,827	3,925	497,049	16,464	513,513	88,611	20.85%	84,686	19.75%		
Employee Development (4)	27,224	51,724	8,504	27,254	(24,470)	51,734	-	51,734	10	0.02%	24,480	89.82%		
Professional Services (5)	375,351	458,528	182,160	396,259	(62,269)	412,485	1,694	414,179	(44,349)	(9.67%)	17,920	4.52%		
Travel (6)	146,318	250,990	27,607	123,347	(127,643)	215,720	3,250	218,970	(32,020)	(12.76%)	95,623	77.52%		
Occupancy (7)	4,452	6,360	4,251	7,001	641	7,632	-	7,632	1,272	20.00%	631	9.01%		
Meetings (8)	27,873	76,300	6,265	34,465	(41,835)	88,800	-	88,800	12,500	16.38%	54,335	157.65%		
Operational (9)	45,015	76,262	17,935	66,782	(9,479)	79,809	4,600	84,409	8,147	10.68%	17,626	26.39%		
Other (10)	1,919	575	467	467	(108)	467	-	467	(108)	(18.78%)	-	0.00%		
Total Operating Expenses	3,242,616	4,038,026	1,901,329	3,618,598	(419,428)	4,216,052	167,605	4,383,657	345,631	8.56%	765,060	21.14%		
Revenues Over(Under) Expenses	\$ (86,419)	\$ 469,849	\$ 1,105,438	\$ 809,379	\$ 339,530	\$ 96,773	\$ (24,105)	\$ 72,668	\$ (397,181)	(84.53%)	\$ (736,711)	(91.02%)		

- (1) The expenses included in this line are found on page E1: Salaries.
- (2) The expenses included in this line are found on page E2: Payroll Taxes.
- (3) The expenses included in this line are found on page E3: Employee Benefits.
- (4) The expenses included in this line are found on page E4: Employee Development.
- (5) The expenses included in this line are found on page E5: Professional Services.
- (6) The expenses included in this line are found on E6: Travel.
- (7) The expenses included in this line are found on page E7: Occupancy .
- (8) The expenses included in this line are found on page E8: Meetings.
- (9) The expenses included in this line are found on page E9: Operational.
- (10) The expenses included in this line are found on page E10: Other.

2026 BUDGET ANALYSIS

BUDGET ITEM: Revenues

ITEM DESCRIPTION: Includes the revenues derived from (1) compact filings, (2) Annual Registration Fees, and (3) interest income.

Description	2024 Actual	2025 Budget	7/31/25 Actual	12/31/2025 Projected	2026 Budget	2026 Fiscal Statements	2026 Total Budget	Increase (Decrease) from 2025 Budget	Percentage
Filing Fees (1)	\$ 1,605,978	\$ 2,937,250	\$ 1,490,015	\$ 2,859,305	\$ 2,680,950	\$ 143,500	\$ 2,824,450	\$ (112,800)	(3.84%)
Annual Registration Fees (2)	1,483,331	1,520,625	1,481,700	1,510,450	1,576,875	\$ -	1,576,875	56,250	3.70%
Interest Income (3)	66,888	50,000	35,052	58,222	55,000	\$ 107,500	\$ 55,000	5,000	0.00%
Total	<u>\$ 3,156,197</u>	<u>\$ 4,507,875</u>	<u>\$ 3,006,767</u>	<u>\$ 4,427,977</u>	<u>\$ 4,312,825</u>	<u>\$ 251,000</u>	<u>\$ 4,456,325</u>	<u>\$ (51,550)</u>	(1.14%)

(1) The Insurance Compact charges a filing fee for all filing submissions submitted across all product lines. The fee that is collected for each submission is based on several factors. The first is whether or not the filing requires an actuarial review per the submission requirements for the applicable Uniform Standards. The second factor is whether or not the filing company's premium volume is greater than \$50 million based on the Schedule T-Part 2 of the Annual Statement filed with the NAIC for the reporting year prior to the current annual registration period. The last factor is whether or not the filing company is registered with the Insurance Compact as a Regional Filer per the definition of Regional Filer in the IIPRC Terms and Procedures for IIPRC Filing Fees. There is a separate Filing Fee amount for filings requiring an actuarial review of rate schedules (LTC and DI specifically). Also in this line are the filing fees for the Expedited Review Program which are double the applicable filing fees for the product to enter the queue to receive service level review times faster than regular review queue of 30 to 60 days. Included in this line are fees for the optional advanced fee calculation service.

*Filings Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 673
 *Filings Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 94
 *Filings Requiring an Actuarial Review for Regional Companies w/PV Greater Than \$50 M: 13
 *Filings Requiring an Actuarial Review for Regional Companies w/PV Less Than \$50 M: 22
 *Filings Not Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 582
 *Filings Not Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 76
 *Filings Not Requiring an Actuarial Review for Regional Companies w/PV Greater Than \$50 M: 14
 *Filings Not Requiring an Actuarial Review for Regional Companies w/PV Less Than \$50 M: 8
 *Rate Filings Requiring an Actuarial Review for Companies w/PV Greater Than \$50 M: 29
 *Rate Filings Requiring an Actuarial Review for Companies w/PV Less Than \$50 M: 8
 *Expedited Review Submissions: 390
 *Advanced Filing Fee Calculations: 120

Effective January 2025, the Compact implemented a new fee for additional forms included in the filing submissions. It is anticipated the Compact will

(2) The Insurance Compact charges an annual registration fee for accessing the Insurance Compact's filing platform as a means of self-generating revenue to fund its product operations. The amount of the annual registration fee is based on filing company's premium volume as recorded on Schedule T Part 2 of the Annual Statement. There are four (4) categories: companies with premium volume greater than \$1 billion, companies with premium volume greater than \$50 million, companies with premium volume less than \$50 million and greater than \$10 million, and companies with premium volume less than \$10 million. All Registration fees are prorated in half for the remainder of the year for registrations submitted on October 1 or after. Regional companies will pay half of the required registration fee for each category.

*Companies Greater than \$1B: 77
 *Companies Greater than \$50M: 121 + 8 pro-rated registrations
 *Companies \$50 - 10M: 35 + 3 pro-rated registrations
 *Companies Less than \$10M: 28 + 2 pro-rated registrations

 *Regional Companies Greater than \$1B: 0
 *Regional Companies Greater than \$50M: 16 + 2 pro-rated registrations
 *Regional Companies \$50 - 10M: 5 + 0 pro-rated registrations

(3) Interest income is earned on Insurance Compact's account and is dependent upon cash flow from revenues. Increases in the interest rates in the overall financial markets have affected interest earned.

2026 BUDGET ANALYSIS

BUDGET ITEM: Salaries

ITEM DESCRIPTION: Includes salary and overtime for all Insurance Compact employees.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Salaries-Existing Employees (1)	\$ 2,101,737	\$ 2,492,949	\$ 1,284,888	\$ 2,347,718	\$ 2,655,451	\$ 131,265	\$ 2,786,716	\$ 293,767	11.78%
Overtime (2)	1,718	-	918	918	-	-	-	-	0.00%
Total	<u>\$ 2,103,455</u>	<u>\$ 2,492,949</u>	<u>\$ 1,285,806</u>	<u>\$ 2,348,636</u>	<u>\$ 2,655,451</u>	<u>\$ 131,265</u>	<u>\$ 2,786,716</u>	<u>\$ 293,767</u>	11.78%

(1) The Insurance Compact is budgeting for eighteen full-time employees. Existing positions as of December 31, 2025 include: Executive Director, Chief of Operations & Chief Counsel, Chief of Staff, Director of Product Operations, Director of Regulatory Affairs & Counsel, Communications & Outreach Coordinator, five Product Reviewers, three Actuaries, one Regulatory Research Specialist, and three Administrative positions. The 2026 budget includes assumed salary adjustment for cost-of-living and merit-based increases as well as promotions. The 2026 Total Budget requests two new positions - an administrative resource to start in March and a full-time actuary to start in July.

(2) The Insurance Compact has two non-exempt employees and does not anticipate scheduled overtime will be needed in 2026.

2026 BUDGET ANALYSIS

BUDGET ITEM: Payroll Taxes

ITEM DESCRIPTION: FICA, unemployment compensation, and FUTA costs incurred for all Insurance Compact employees and interns.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
FICA (1)	\$ 158,787	\$ 195,445	\$ 103,941	\$ 178,741	\$ 197,431	\$ 10,248	\$ 207,679	\$ 12,234	6.26%
Unemployment Compensation (2)	5,521	3,990	6,818	6,818	\$ 9,474	\$ 84	\$ 9,558	5,568	139.55%
Total	\$ 164,308	\$ 199,435	\$ 110,759	\$ 185,559	\$ 206,905	\$ 10,332	\$ 217,237	\$ 17,802	8.93%

(1) FICA is related to the projected FICA wage base and total salaries projected for the Insurance Compact employees.

(2) Unemployment compensation is budgeted based on rates and wage limits assigned to the Insurance Compact as of June 2026 in the states where employees work.

2026 BUDGET ANALYSIS

BUDGET ITEM: Employee Benefits

ITEM DESCRIPTION: Includes all pension, life and health insurance costs paid by Insurance Compact for its employees.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Pension (1)	\$ 111,736	\$ 125,098	\$ 72,512	\$ 125,627	\$ 144,770	\$ -	\$ 144,770	\$ 19,672	15.73%
Health Benefits (2)	199,328	256,702	\$ 145,040	253,767	262,038	15,776	277,814	21,112	8.22%
Group Life and Disability (3)	10,302	11,302	6,425	11,185	12,391	688	13,079	1,777	15.72%
Employee Relations (4)	25,335	31,800	33,598	38,248	77,850	-	77,850	46,050	144.81%
Total	\$ 346,701	\$ 424,902	\$ 257,575	\$ 428,827	\$ 497,049	\$ 16,464	\$ 513,513	\$ 88,611	20.85%

- (1) A 457 plan and 401(a) plan is in effect for Insurance Compact employees. In 2026, all Compact employees will be eligible for Insurance Compact matching contribution under these plans which contributes to an increase in the budget line.
- (2) In order to leverage the cost-savings and broader coverage options offered through larger groups, the Insurance Compact utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The Insurance Compact covers a portion of its employees premiums as an employee benefit.
- (3) In order to leverage the cost-savings and broader coverage options offered through larger groups, the Insurance Compact utilizes the NAIC employee benefit plan types pursuant to the Services Agreement. The Insurance Compact covers a portion of its employees premiums as an employee benefit.
- (4) Employee Relations, the formal recognition program where both employees and managers have quarterly budgets for recognition of their direct reports and colleagues, has increased to due to the new positions retained in 2024.

2026 BUDGET ANALYSIS

BUDGET ITEM: Employee Development

ITEM DESCRIPTION: Includes fees for seminars, training courses and professional association memberships paid by Insurance Compact.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Professional Association Dues (1)	\$ 8,057	\$ 6,724	\$ 7,929	\$ 7,929	\$ 6,734	\$ -	\$ 6,734	\$ 10	0.15%
Professional Training (2)	19,167	45,000	575	19,325	45,000	-	45,000	-	0.00%
Total	\$ 27,224	\$ 51,724	\$ 8,504	\$ 27,254	\$ 51,734	\$ -	\$ 51,734	\$ 10	0.02%

(1) Professional association dues represent employees' membership in various professional associations, such as bar and actuary association dues and the Association of Insurance Compliance Professionals (AICP) membership for Insurance Compact employees.

(2) The Insurance Compact has implemented a Comprehensive Professional Development Program for Insurance Compact employees that includes professional, technical, and new employee training. The Insurance Compact sponsors executive training and coaching for its senior team.

2026 BUDGET ANALYSIS

BUDGET ITEM: Professional Services

ITEM DESCRIPTION: Fees paid to outside resources for information systems, consulting service to process product filings, legal services consultants, and cash management and payroll services.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Other Professional Services (1)	310,634	391,373	\$ 175,752	361,793	359,537	-	359,537	(31,836)	(8.13%)
Legal (2)	53,940	55,000	0	22,917	40,000	-	40,000	(15,000)	(27.27%)
Computer Services (3)	10,777	12,155	\$ 6,408	11,549	12,948	1,694	14,642	2,487	20.46%
Total	\$ 375,351	\$ 458,528	\$ 182,160	\$ 396,259	\$ 412,485	\$ 1,694	\$ 414,179	\$ (44,349)	(9.67%)

- (1) The Insurance Compact pays an annual license fees to SERFF in the amount of \$25,000 and is allotted 250 hours of SERFF maintenance under the Services Agreement. This line item includes the NAIC Services Agreement (\$125,000); Cash Management; Annual Audit fees; service fees for insurance policies; and Consultant fees. Included in this line are funds for an outside vendor to maintain the Insurance Compact's website. The Insurance Compact has budgeted for a full-time consultant - a Regulatory Coordinator Consultant - to support uniform standards development. Also included in this line is the adjustable administrative service fee owed to the NAIC of 7.5% on each \$25,000 of revenue over expense.
- (2) The Insurance Compact retains outside counsel to advise on legal matters for the Commission. In 2026, it is anticipated outside counsel will be retained to continue governance projects.
- (3) This line item reflects the monthly costs for processing Insurance Compact payroll. Also included in this line item are the expenses related to the remote employees and consultant's monthly internet services to connect to the SERFF filing platform and the Insurance Compact office. The increase is due to an increase in costs of service providers.

2026 BUDGET ANALYSIS

BUDGET ITEM: Travel

ITEM DESCRIPTION: Includes airfares, hotels, meals, etc., incurred by Insurance Compact staff, consultants, members and regulators.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Staff Travel (1)	\$ 78,366	\$ 120,720	\$ 19,216	\$ 71,226	\$ 112,080	\$ 3,250	\$ 115,330	\$ (5,390)	(4.46%)
Non-Staff/Regulator Travel (3)	67,952	130,270	8,391	52,121	103,640	-	103,640	(26,630)	(20.44%)
Total	<u>\$ 146,318</u>	<u>\$ 250,990</u>	<u>\$ 27,607</u>	<u>\$ 123,347</u>	<u>\$ 215,720</u>	<u>\$ 3,250</u>	<u>\$ 218,970</u>	<u>\$ (32,020)</u>	<u>(12.76%)</u>

(1) This line item includes the costs associated with travel for the Insurance Compact employees. In 2026, it is anticipated travel will include the three (3) NAIC/Compact in-person meetings, Compact Roundtables, regulator meetings/conferences as well as any other necessary meetings in support of the Insurance Compact. Additionally, there is a meeting planned with the full Compact Team.

(3) This line item includes the costs associated with both Commissioner and non-staff travel. The Insurance Compact reimburses members of the Legislative Committee (8) and members of the Consumer Advisory Committee (8) for their costs associated with attending the Insurance Compact in-person meetings and events. The Insurance Compact reimburses the consultants for travel associated with attending the Insurance Compact Meetings. This line item also includes costs associated with travel for Commissioners and State Regulators to attend the Insurance Compact Roundtables (two per year) and an interim joint meeting of the Commission and Management Committee.

2026 BUDGET ANALYSIS

BUDGET ITEM: Occupancy

ITEM DESCRIPTION: Includes commuting and parking costs incurred for Insurance Compact staff.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Occupancy (1)	\$ 4,452	\$ 6,360	\$ 4,251	\$ 7,001	\$ 7,632	\$ -	\$ 7,632	\$ 1,272	20.00%

(1) This line item includes monthly commuting benefits for the DC based employees. Also, included in this line are costs associated with parking for the Kansas City based employees.

2026 BUDGET ANALYSIS

BUDGET ITEM: Meetings

ITEM DESCRIPTION: Includes hotel services, audio visual, and other costs incurred by Insurance Compact staff and Members for Insurance Compact meetings.

<u>Description</u>	<u>2024 Actual</u>	<u>2025 Budget</u>	<u>7/31/25 Actual</u>	<u>12/31/2025 Projected</u>	<u>2026 Budget</u>	<u>2026 Fiscal Statements</u>	<u>2026 Total Budget</u>	<u>Increase (Decrease) from 2025 Budget</u>	<u>Percentage</u>
Meetings (1)	\$ 27,873	\$ 76,300	\$ 6,265	\$ 34,465	\$ 88,800	\$ -	\$ 88,800	\$ 12,500	16.38%

(1) Costs associated with the three (3) Insurance Compact in-person meetings including costs for the audio visual, telecommunications equipment, technicians, food, and beverage for meeting attendees. The increase is attributed to additional marketing/outreach events being held separate from NAIC/Insurance Compact sponsored events. The Insurance Compact Office is planning for one in-person meeting of the Commission and Management Committee separate from the NAIC in-person meetings as well as two Compact Roundtables. The change in 2026 over 2025 projected is due to the Compact not convening during the Spring National Meeting and not budgeting in-person meeting separate from the NAIC Meetings as has been previously included in the budget.

2026 BUDGET ANALYSIS

BUDGET ITEM: Operational

ITEM DESCRIPTION: Includes conference calls, office supplies, non-capital equipment, and mail.

<u>Description</u>	<u>2024</u> <u>Actual</u>	<u>2025</u> <u>Budget</u>	<u>7/31/25</u> <u>Actual</u>	<u>12/31/2025</u> <u>Projected</u>	<u>2026</u> <u>Budget</u>	<u>2026</u> <u>Fiscal</u> <u>Statements</u>	<u>2026</u> <u>Total</u> <u>Budget</u>	<u>Increase</u> <u>(Decrease)</u> <u>from</u> <u>2025 Budget</u>	<u>Percentage</u>
General Business Insurance (1)	\$ 19,287	\$ 20,386	\$ 12,767	\$ 20,393	\$ 25,131	\$ -	\$ 25,131	\$ 4,745	23.28%
Other Supplies (2)	3,313	1,925	118	1,068	1,800	-	1,800	(125)	(6.49%)
Non-Capital Equipment (3)	6,562	8,500	5,051	21,557	19,628	4,600	24,228	15,728	185.04%
Mail Services (4)	1,353	951	-	390	1,000	-	1,000	49	5.15%
Branding (5)	14,500	44,500	-	23,375	32,250	-	32,250	(12,250)	(27.53%)
Total	\$ 45,015	\$ 76,262	\$ 17,935	\$ 66,782	\$ 79,809	\$ 4,600	\$ 84,409	\$ 8,147	10.68%

- (1) General business insurance coverage and related premiums. Comprehensive errors and omissions and director/officer coverage premiums are included in this line as well.
- (2) This line item reflects the cost of supplies for the Insurance Compact office. The increase in this expense is attributed to a clerical change and the former stand-alone Reference Materials expense has been incorporated into this expense line.
- (3) The Insurance Compact has budgeted for an annual allotment per Insurance Compact team employee/consultant to be issued for expenses associated with the parameters of the technology platform for the Insurance Compact Office. The increase in this line is attributed to a change from requiring additional non-capital equipment in 2026 for select Compact employees. The 2026 Total Budget requests two new positions.
- (4) This line item includes expenses to mail Insurance Compact correspondence via US Postal Service or FedEx/UPS services.
- (5) This line includes expenses for sponsorships, branded items, and event registrations and expenses. These expenses were previously included in the marketing travel line. Due to an overall update to expenses, these were broken out from travel to be included in the Office Services expenses. The decrease in expenses in 2026 is due to fewer planned sponsorship opportunities.

2026 BUDGET ANALYSIS

BUDGET ITEM: Other

ITEM DESCRIPTION: Includes expenses incurred for reference materials, general training materials, and recruiting expenses.

<u>Description</u>	<u>2024</u> <u>Actual</u>	<u>2025</u> <u>Budget</u>	<u>7/31/25</u> <u>Actual</u>	<u>12/31/2025</u> <u>Projected</u>	<u>2026</u> <u>Budget</u>	<u>2026</u> <u>Fiscal</u> <u>Statements</u>	<u>2026</u> <u>Total</u> <u>Budget</u>	<u>Increase</u> <u>(Decrease)</u> <u>from</u> <u>2025 Budget</u>	<u>Percentage</u>
Reference Materials (1)	\$ 1,919	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	#DIV/0!
Taxes	-	575	467	467	467	-	467	(108)	100.00%
Recruiting Expense	-	-	-	-	-	-	-	-	#DIV/0!
Total	\$ 1,919	\$ 575	\$ 467	\$ 467	\$ 467	\$ -	\$ 467	\$ (108)	(18.78%)

(1) It is expected the Insurance Compact Office will not need to purchase new reference materials for the Team as well as the Compact members in 2026.