

2014 AMFAM CORPORATE SALARIES—TOP TEN OFFICERS

NAME	Year	Salary	Bonus	All other Comp	TOTAL	\$\$ and % of Change
Jack Salzwedel	2014	974,297	6,739,901	413,283	8,127,480	
(Chairman & CEO)	2013	956,192	3,907,666	356,908	5,220,766	+ \$2,906,714 (+55.7%)
Daniel R. Schultz	2014	644,075	2,981,615	431,645	4,057,335	
(Enter. Pres. & C O O)	2013	617,278	2,083,090	417,606	3,117,974	+ \$ 939,361 (+30.1%)
Daniel J. Kelly	2014	446,124	1,113,009	209,499	1,768,632	
(Chief Financial Officer)	2013	406,684	793,948	155,152	1,355,484	+ \$ 413,148 (+30.5%)
Peter C. Gunder	2014	459,077	1,024,965	101,751	1,585,793	
(Chief Bus Dev Officer)	2013	438,269	783,407	82,084	1,303,760	+ \$ 282,033 (+21.6%)
Mary L. Schmoeger	2014	430,723	863,314	89,249	1,383,286	
(Chief Admin Officer)	2013	419,731	657,221	75,171	1,152,123	+ \$ 231,163 (+20.1%)
Mark V. Afable	2014	434,000	822,987	125,918	1,382,905	
(Chief Legal Officer)	2013	417,735	669,360	132,167	1,219,262	+ \$ 163,643 (+13.4%)
Westrate, William B.	2014	404,093	843,372	70,261	1,317,726	
(AmFam Chief Opr Officer)	2013	342,620	562,075	47,344	952,041	+ \$ 365,685 (+38.4%)
Holman, David C.	2014	371,646	765,297	144,602	1,281,545	
(Chief Strat Off/Sec)	2013	320,000	547,036	97,085	964,121	+ \$ 316,424 (+32.8%)
Jerome G. Rekowski	2014	386,000	735,936	132,946	1,254,882	
(Sales Strat & Supp VP)	2013	386,000	580,155	156,489	1,122,643	+ \$ 132,239 (+11.7%)
David A. Graham	2014	419,540	744,254	71,919	1,235,714	
(Chief Invest Officer)	2013	264,924	724,889	7,833	997,646	+ \$ 238,068 (+23.8%)

Just some reflections.....

We are totally startled at the HUGE increases the AmFam officers took for 2014. Absolutely FLOORED! The **average** increase for the **top ten officers** was 27.81%. Overall, the compensation for the top 10 officers went up from \$17,405,820 to \$23,395,298 or in other words, our top ten officers cost the company 34.4% more in 2014 than they did in 2013. Were they worth it? You decide. Were they fair? You decide. Did they set a good example to the employees and so-called independent contractors who work for them? You decide. Were they fair to the policyholders? Did they give them fair rates or decreases in premium? You decide.

Compensation for the **AmFam Board of Directors** is always interesting. Now how many meetings a year must they attend? In 2013, there were 11 board members listed with total board comp being at **\$1,415,666**. In 2014, there were 10 board members listed with comp being at **\$1,228,750**. Eight (8) out of the 10 took increases; while a new one was added, another one showed an actual decrease in salary. Perhaps he left mid-term which would account for the decrease. Board members are paid well, with the average for 2014 at \$122,875 per member!!

Agents tell us they are disturbed over the fact that Jack Salzwedel felt justified in taking a 55.7% increase for 2014, particularly with the conditions that exist today. Schultz, Kelly, Westrate, and Holman all received at least a 30% increase. One could speculate that because these top officers are now “overseeing” additional companies (Direct marketing) that they felt justified in being paid more. The “Enterprise” is the whole conglomerate, it appears. Schultz is the Enterprise President/Chief Operating Officer and Westrate is the American Family Chief Operating Officer. Guess when you do more at American Family, you get paid more, right agents??