



# SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2013  
(To be filed by March 1)

## PART 1 - INTERROGATORIES

The reporting insurer is a member of a group of insurers or other holding company system:  
If yes, do the below amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies that are part of the group:  
or 2) allocation to each insurer:

Yes[X] No[ ]

Yes[X] No[ ]  
Yes[ ] No[X]

Did any person while an officer, director, or trustee of the reporting entity receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity?

Yes[ ] No[X]

Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement?

Yes[X] No[ ]

## PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation			
		3 Salary	4 Bonus	5 All Other Compensation	6 Totals
1. Jack C. Salzwedel Chairman and Chief Executive Officer	2013	956,192	3,907,666	356,908	5,220,766
	2012	924,284	3,308,764	453,430	4,686,478
	2011	888,862	1,834,637	466,656	3,190,155
2. Daniel R. Schultz President and Chief Operating Officer	2013	617,278	2,083,090	417,606	3,117,974
	2012	556,329	1,689,566	406,367	2,652,262
	2011	491,472	979,683	342,629	1,813,784
3. Daniel J. Kelly Chief Financial Officer/Treasurer	2013	406,384	793,948	155,152	1,355,484
	2012	389,556	773,696	215,437	1,378,689
	2011	314,212	346,217	136,814	797,243
4. Peter C. Gunder Executive Vice President	2013	438,269	783,407	82,084	1,303,760
	2012	424,250	816,787	100,759	1,341,796
	2011	414,248	663,609	92,443	1,170,300
5. Mark V. Afable Executive Vice President	2013	417,735	669,360	132,167	1,219,262
	2012	407,250	753,115	169,546	1,329,911
	2011	396,093	596,340	154,562	1,146,995
6. Mary L. Schmoeger Executive Vice President	2013	419,731	657,221	75,171	1,152,123
	2012	409,246	741,488	127,945	1,278,679
	2011	397,518	548,960	125,163	1,071,641
7. Jerome G. Rekowski Chief Business Integration Officer	2013	386,000	580,155	156,489	1,122,644
	2012	386,056	661,011	289,982	1,337,049
	2011	382,248	501,692	294,456	1,178,396
8. Alan E. Meyer Life Vice President	2013	447,000	545,732	108,962	1,101,694
	2012	447,402	599,513	144,906	1,191,821
	2011	447,404	478,918	173,237	1,099,559
9. Gerry W. Benusa Executive Vice President	2013	368,615	564,267	105,634	1,038,516
	2012	357,246	678,787	132,779	1,168,812
	2011	347,248	455,845	126,399	929,492
10. David A. Graham Investment Vice President/CIO	2013	264,924	724,889	7,833	997,646
	2012				
	2011				

## PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation	2 Compensation Paid or Deferred for Services as Director	3 All Other Compensation Paid or Deferred	4 Totals
David R. Anderson	105,333		105,333
Londa J. Dewey	134,000		134,000
Leslie A. Howard	138,500		138,500
Ted D. Kellner	129,667		129,667
Rakesh Khurana	121,167		121,167
Michael M. Knetter	122,667		122,667
Scott Malmgren	127,167		127,167
Walter M. Oliver	123,167		123,167
Eliot G. Protsch	142,500		142,500
Paul S. Shain	122,667		122,667
Thomas J. Zimbrick	148,833		148,833
9999999	1,415,668		1,415,668

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Salzwedel,Jack C	Chairman and Chief Executive Officer	\$956,192.36	\$3,907,666.30	\$356,908.37	\$5,220,767.03
Schultz,Daniel R	President and Chief Operating Officer	\$617,278.25	\$2,083,089.61	\$417,606.07	\$3,117,973.93
Kelly,Daniel J	Chief Financial Officer/Treasurer	\$406,384.42	\$793,948.15	\$155,151.76	\$1,355,484.33
Gunder,Peter C	Executive Vice President	\$438,269.29	\$783,407.25	\$82,084.39	\$1,303,760.93
Afable,Mark V	Executive Vice President	\$417,734.77	\$669,359.74	\$132,167.25	\$1,219,261.76
Schmoeger,Mary L	Executive Vice President	\$419,730.62	\$657,220.63	\$75,171.56	\$1,152,122.81
Rekowski,Jerome G	Chief Business Integration Officer	\$386,000.16	\$580,154.79	\$156,488.99	\$1,122,643.94
Meyer,Alan E	Life Vice President	\$446,999.80	\$545,732.45	\$108,961.88	\$1,101,694.13
Benusa,Gerry W	Executive Vice President	\$368,615.19	\$564,267.54	\$105,633.69	\$1,038,516.42
Graham,David A	Investment Vice President/CIO	\$264,923.64	\$724,889.61	\$7,832.88	\$997,646.13
Kirkconnell,Kristin R	Chief Information Officer	\$380,615.18	\$555,823.72	\$59,641.77	\$996,080.67
Holman,David C	Chief Legal Officer	\$320,000.08	\$547,036.27	\$97,085.56	\$964,121.91
Westrate,William B	Executive Vice President	\$342,620.32	\$562,075.78	\$47,344.97	\$952,041.07
Fetherston,Richard A	Communications Senior Vice President	\$298,423.10	\$373,319.92	\$130,117.80	\$801,860.82
Menesse,Mario S	Product Management Vice President	\$256,086.34	\$0.00	\$522,441.17	\$778,527.51
Grasee,Kari E	Controller Vice President	\$322,849.42	\$367,756.42	\$46,774.74	\$737,380.58
Bacus,Lisa R	Executive Vice President	\$57,734.02	\$0.00	\$657,670.80	\$715,404.82
Steffen,Richard M	Agency Sales Vice President	\$314,427.70	\$328,929.85	\$42,967.71	\$686,325.26
Listau,Christopher R	Commercial Farm/Ranch Vice President	\$292,961.72	\$323,334.53	\$41,950.47	\$658,246.72
Cruz,Justin B	Actuarial Vice President	\$283,847.56	\$324,507.96	\$39,285.35	\$647,640.87
Constien,Timothy D	Claims Operations Vice President	\$259,849.99	\$305,970.46	\$48,181.79	\$614,002.24
Gilb,Carolyn S	Agency Sales Vice President	\$276,192.18	\$291,662.13	\$40,820.72	\$608,675.03
Seymour,Scott J	Corp Legal & Reg Affairs Vice President	\$260,424.37	\$275,970.46	\$59,092.38	\$595,487.21
Stampen,Pamela W	Strategy Development Associate Vice President	\$288,001.36	\$222,500.54	\$84,402.18	\$594,904.08
Fancher,William T	Agency Sales Vice President	\$248,001.19	\$283,220.96	\$59,043.45	\$590,265.60
Theilen,Mary A	P&C Loss Reserving Vice President	\$263,424.23	\$294,912.64	\$30,247.93	\$588,584.80
Rupert,Julie A	Personal Lines Vice President	\$254,192.47	\$280,086.07	\$35,176.22	\$569,454.76
McCartan,Bernard T	Claims Legal Vice President	\$224,809.97	\$236,154.55	\$66,774.56	\$527,739.08
Gisi,Gregory V	Risk Transfer Vice President	\$224,422.95	\$245,664.18	\$44,396.34	\$514,483.47
Bergquist,Elizabeth A	Integrated Sales & Service Vice President	\$233,499.78	\$244,000.38	\$34,787.65	\$512,287.81
Taylor,Stephen J	Agency Sales Manager	\$196,967.11	\$47,730.06	\$247,655.08	\$492,352.25
St Vincent,James E	Human Resources Vice President	\$227,884.15	\$164,622.55	\$69,116.09	\$461,622.79
Yancy,Telisa L	Marketing Vice President	\$227,206.62	\$184,301.06	\$21,068.60	\$432,576.28
White,Richard J	Equity Investments Director	\$282,939.81	\$70,543.97	\$67,385.33	\$420,869.11
La Favor,Kristine A	Casualty Claim Manager	\$142,966.52	\$8,910.39	\$211,938.72	\$363,815.63
Holmen,Thomas O	Agency Sales Manager	\$177,302.68	\$42,964.87	\$142,975.27	\$363,242.82
Hammer,Gary A	Agency Sales Manager	\$184,150.89	\$41,817.93	\$134,293.81	\$360,262.63
Pflugger,Gregory J	Information Services Associate Vice President	\$243,284.47	\$60,656.90	\$53,946.05	\$357,887.42
Elkins,Ann L	Personal Lines Operations Associate Vice President	\$203,558.57	\$50,752.24	\$100,785.66	\$355,096.47
Sebald,David L	Private Markets Investment Director	\$235,566.18	\$58,732.54	\$49,553.39	\$343,852.11
Schraufnagel,Gary M	Sales Director	\$236,478.32	\$29,482.93	\$69,179.79	\$335,141.04
Tobin,Richard M	Agency Sales Manager	\$172,482.60	\$22,013.10	\$132,037.19	\$326,532.89
Quesnel,Michael J	Agency Sales Manager	\$203,677.79	\$71,353.41	\$47,238.79	\$322,269.99
Smith,James Z	Agency Sales Manager	\$182,228.82	\$22,291.14	\$116,293.28	\$320,813.24
Steger,Evonne M	Business & Workplace Services Associate Vice President	\$208,000.17	\$51,859.64	\$59,721.92	\$319,581.73
Willan,Steven R	Sales Director	\$199,219.68	\$24,837.71	\$92,068.69	\$316,126.08
Greiter,William D	Corporate Finance Director	\$239,999.76	\$29,921.97	\$45,735.95	\$315,657.68
Doepke,James L	Regional Operations Director	\$196,421.74	\$48,972.85	\$62,651.75	\$308,046.34
Hunter,Shawn P	Agency Sales Manager	\$207,021.91	\$49,681.93	\$46,827.04	\$303,530.88
Hetzel,Timothy J	Agency Sales Manager	\$191,522.79	\$55,034.37	\$53,120.24	\$299,677.40
Anfenson,Thomas J	Sales Director	\$206,505.92	\$25,746.13	\$62,213.57	\$294,465.62
Lien,Kelly J	PL Product Management Vice President	\$209,263.22	\$69,333.18	\$15,553.59	\$294,149.99
Hickman,Julie M	Agency Sales Manager	\$204,648.09	\$49,500.48	\$39,307.50	\$293,456.07
Manganelli,Charles P	Sales Director	\$213,914.65	\$36,759.37	\$42,651.64	\$293,325.66
Friend,Richard S	Agency Sales Manager	\$206,362.88	\$49,764.56	\$36,942.37	\$293,069.81
Fehrenbach,Michael L	Agency Sales Manager	\$188,093.00	\$67,353.68	\$37,270.46	\$292,717.14
Tjugum,Steven R	Regional Product Associate Vice President	\$203,296.38	\$50,686.87	\$35,251.51	\$289,234.76
Lamb,Steven G	Agency Sales Manager	\$213,926.11	\$58,084.97	\$16,321.68	\$288,332.76
McCoy,W Scott	Agency Sales Manager	\$207,120.40	\$41,949.11	\$38,909.18	\$287,978.69
Kirby,Karen J	Agency Sales Manager	\$189,051.26	\$66,377.21	\$32,137.78	\$287,566.25
Seifert,Terrance A	Services & Infrastructure Associate Vice President	\$193,961.83	\$48,359.53	\$43,824.47	\$286,145.83
Moran,Lisa A	Claims Associate Vice President	\$184,504.28	\$46,001.53	\$52,971.67	\$283,477.48
Conboy,J Keith	Agency Sales Manager	\$207,887.80	\$37,007.86	\$37,772.47	\$282,668.13
Harris,Daniel G	Tax Director	\$202,846.19	\$25,289.85	\$53,875.47	\$282,011.51
Ober,Steven H	Sales Director	\$207,242.26	\$25,837.93	\$47,938.18	\$281,018.37
Koupal,Peter J	Agency Sales Manager	\$189,883.04	\$20,888.17	\$69,877.09	\$280,648.30
Robinson,Douglas R	Agency Sales Manager	\$192,500.81	\$58,833.06	\$28,754.38	\$280,088.25

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Van Dyn Hoven,Larry	Agency Sales Manager	\$184,631.60	\$44,002.32	\$50,882.06	\$279,515.98
Lubahn,Michael J	Agency Sales Manager	\$183,590.30	\$51,777.06	\$43,143.94	\$278,511.30
Saponas,George W	Sales Director	\$194,336.61	\$24,228.92	\$59,342.51	\$277,908.04
Stender,Britt	Sales Director	\$212,076.18	\$26,440.60	\$39,193.10	\$277,709.88
Mc Morris,John	Agency Sales Manager	\$196,890.76	\$47,469.23	\$33,097.69	\$277,457.68
Prien,Henry L	Agency Sales Manager	\$191,022.90	\$46,047.30	\$40,069.23	\$277,139.43
Schell,Amy D	Agency Sales Manager	\$160,278.70	\$48,456.25	\$67,359.92	\$276,094.87
Buchheim,Martin P	Business Development Director	\$231,000.16	\$28,675.27	\$15,493.99	\$275,169.42
Porter,Mary E	Agency Sales Manager	\$149,112.26	\$35,537.18	\$89,355.87	\$274,005.31
Lund,Verdell L	Agency Sales Manager	\$184,515.73	\$44,712.77	\$42,547.84	\$271,776.34
Johnson II,Donald W	Claims Associate Vice President	\$179,207.28	\$44,680.86	\$46,965.21	\$270,853.35
Christensen,Kelly L	Planning & Business Technology Director	\$194,715.21	\$24,276.12	\$50,615.69	\$269,607.02
Radisewitz,Cary M	Agency Sales Manager	\$187,511.90	\$43,188.68	\$38,129.33	\$268,829.91
Ryniak,Keith J	Sales Director	\$212,724.82	\$26,521.47	\$28,093.94	\$267,340.23
Slocum,Rick K	Agency Sales Manager	\$176,709.44	\$42,556.06	\$47,538.34	\$266,803.84
Geraci II,Sebastian J	Enterprise Strategy Associate Vice President	\$176,538.74	\$70,615.50	\$19,537.40	\$266,691.64
Maastricht,James J	Applications Associate Vice President	\$187,895.97	\$46,847.16	\$31,705.22	\$266,448.35
Mc Cabe,Kurt A	Agency Sales Manager	\$184,047.63	\$44,599.35	\$36,722.70	\$265,369.68
Pinzon Jr,Cesar A	Sales Support Director	\$207,848.08	\$25,913.46	\$31,208.62	\$264,970.16
Kutz Jr,Sylvan J	Planning & Administration Director	\$203,311.04	\$25,347.80	\$36,278.42	\$264,937.26
Quesnel,Robert D	Sales Director	\$198,905.22	\$24,798.51	\$39,706.32	\$263,410.05
Carter III,David M	Sales Director	\$206,540.36	\$25,750.42	\$30,595.95	\$262,886.73
Duval,Todd C	Agency Sales Manager	\$183,132.50	\$41,777.10	\$37,322.28	\$262,231.88
Riggs,Michael R	Sales Director	\$209,602.82	\$26,132.23	\$25,352.34	\$261,087.39
Shisler,S.Bryan	Agency Sales Manager	\$177,057.83	\$54,998.59	\$28,778.86	\$260,835.28
Christensen,John C	Life Chief Actuary	\$197,319.35	\$24,600.79	\$38,149.21	\$260,069.35
Eckert,Larry M	Agency Sales Manager	\$171,051.89	\$41,450.15	\$47,445.33	\$259,947.37
Rogers,Stuart P	Agency Sales Manager	\$182,864.78	\$44,312.71	\$32,478.07	\$259,655.56
Breunig,Charles L	Fixed Income Sr Portfolio Manager	\$184,111.89	\$11,474.77	\$63,281.00	\$258,867.66
Grilz,Anthony R	Sales Director	\$192,376.14	\$23,984.50	\$42,385.51	\$258,746.15
Kluesner,John J	Centralized Services Director	\$186,224.85	\$23,217.58	\$49,120.85	\$258,563.28
Mc Ghee,Patrick T	Agency Sales Manager	\$183,643.73	\$49,918.95	\$24,347.44	\$257,910.12
Carlson,Stephanie K	Regional Associate General Counsel	\$187,288.39	\$23,350.18	\$47,196.80	\$257,835.37
Jackson,Latunja Y	Sales Director	\$199,035.16	\$24,814.71	\$33,350.78	\$257,200.65
Edwards,Zachery C	Agency Sales Manager	\$187,073.10	\$44,948.16	\$24,680.90	\$256,702.16
Green,Cindy A	Agency Sales Manager	\$162,630.58	\$58,925.12	\$35,078.47	\$256,634.17
Kosowski,Kevin L	Agency Sales Manager	\$177,315.63	\$30,750.97	\$48,338.66	\$256,405.26
Beck,Phillip R	Agency Sales Manager	\$170,552.39	\$39,623.59	\$45,420.60	\$255,596.58
Scharr,Kathy B	Agency Sales Manager	\$165,155.61	\$39,443.29	\$49,905.58	\$254,504.48
Toney,Robert CD	Sales Director	\$199,860.62	\$24,917.62	\$29,539.55	\$254,317.79
Latham,Daryl G	Agency Sales Manager	\$167,139.46	\$60,107.54	\$25,912.08	\$253,159.08
Madden,James J	Shared Services Associate Vice President	\$172,191.40	\$42,931.62	\$37,426.98	\$252,550.00
Madock,Richard E	Business Development Director	\$210,999.92	\$26,181.74	\$14,649.99	\$251,831.65
Little,Scott A	Claims Associate Vice President	\$183,135.48	\$45,660.25	\$22,564.79	\$251,360.52
Arenson,Charles A	Agency Sales Manager	\$171,661.38	\$53,957.47	\$24,826.93	\$250,445.78

\$26,129,236.92    \$20,986,839.84    \$8,046,512.34    \$55,162,589.10

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
Anderson, Dave	Principal	\$105,333.33	\$0.00	\$0.00	\$105,333.33
Dewey, Londa	Principal	\$134,000.00	\$0.00	\$0.00	\$134,000.00
Howard, Leslie	Principal	\$138,500.00	\$0.00	\$0.00	\$138,500.00
Kellner, Ted D	Principal	\$129,666.66	\$0.00	\$0.00	\$129,666.66
Khurana, Rakesh	Principal	\$121,166.66	\$0.00	\$0.00	\$121,166.66
Knetter, Mike	Principal	\$122,666.66	\$0.00	\$0.00	\$122,666.66
Malmgren, Scott	Principal	\$127,166.66	\$0.00	\$0.00	\$127,166.66
Oliver, Walter	Principal	\$123,166.66	\$0.00	\$0.00	\$123,166.66
Protsch, Eliot	Principal	\$142,499.99	\$0.00	\$0.00	\$142,499.99
Shain, Paul	Principal	\$122,666.66	\$0.00	\$0.00	\$122,666.66
Zimbrick, Thomas J	Principal	\$148,833.33	\$0.00	\$0.00	\$148,833.33

\$1,415,666.61      \$0.00      \$0.00      \$1,415,666.61

	<b>Salary</b>	<b>Bonus</b>	<b>All Other Compensation</b>	<b>Total</b>
Officer Totals	\$10,849,943.30	\$ 17,871,474.39	\$3,894,371.76	\$32,615,789.45
Director Totals	\$1,415,666.61	\$0.00	\$0.00	\$1,415,666.61