

NOW, ABOUT THOSE AMFAM CORPORATE SALARIES

The following article appeared in the Spring 2024 issue of The NAAFA Report,

This is proving to be a very interesting year for AmFam Corporate Officers' and Board of Directors' salaries. Have any of you ever before seen the top 10 or 11 AmFam executives take a salary cut? Probably not.

Well, it has happened for 2023. And to be very honest, we're extremely pleased to see that this has happened. It shows us all that perhaps AmFam upper management is actually concerned about the financial status of the company. We want to compliment them for this aggressive action because it does set an example to the rest of us who are seeing our incomes drop, even as inflation continues to rise.

We hope these example-setters haven't just postponed taking their big salaries for a year or so, just to make things look good. After all, there are many tax advantages for postponing your income and believe us when we suggest that these people know about this. Guess what we're saying here is perhaps we shouldn't get too appreciative of their willingness to accept a lower amount of compensation till we see what they'll do next year, or even the year after that. After all, haven't many of the rest of us seen renewal cuts that affected our incomes?

We have chosen, because of space, to show here in the NAAFA Report only compensation for the top 10 or 11 executives plus for the AmFam Board of Directors.



However, we will post every page we received from the Wisconsin Department of Insurance on www.NAAFA.com in the very near future so you can see for yourselves, where we got our numbers.

There seems to be quite a discrepancy on various websites regarding some of these salaries.

We have seen very different numbers posted by different entities, especially for Jack Salzwedel and William Westrate. We feel we are probably the most accurate because we have taken them directly from the 10 PDF pages of AmFam corporate salaries submitted to us from the WI Dept of Ins.

One thing we should point out is that in 2022, there was a separate set of corporate executives receiving generous salaries for directing business at AmFam Connect and AmFam Connect P&C. It seems that about 9 of those 10 corporate execs are gone....where, we're not sure. But now those two entities are run by the same entities that are running AmFam, AmFam Mutual, and AmFam Life. And of course, they're accepting generous salaries for taking on the two Connect entities.

You will notice some blank spots under certain names on the spreadsheet. For instance, Jack Salzwedel served as a corporate officer for AmFam Connect P&C in 2023, but he did not serve as an officer for AmFam Connect P&C in 2022. Just know that if there is a blank, it's because that person did not serve as an officer for that entity for that year. 🙄

AmFam Corporate Salaries 2023 vs 2022

NAME of Officer	Year	AmFam Ins	AmFam Mutual S.I.	AmFam Life	AmFam Connect P&C	AmFam Connect	TOTAL
Jack Salzwedel Executive Chair	2023	\$1,383,668	\$1,315,593	\$166,381	\$561,106	\$14,239	\$ 3,440,987 *
	2022	\$4,275,260	\$6,745,411	\$558,159			\$11,578,830
William Westrate CEO	2023	\$1,156,670	\$1,099,763	\$139,085	\$469,053	\$11,903	\$ 2,876,474**
	2022	\$2,490,532	\$3,929,506	\$325,153			\$ 6,745,191
Anthony Seavongelli Former Ent Chief Part Offi	2023	\$ 768,735	\$ 730,914	\$ 92,437	\$311,738	\$ 7,911	\$ 1,911,735
	2022	\$1,202,653	\$1,897,519	\$157,013			\$ 3,257,185
Peter Settel Ent Chief Strat & Tech Offi	2023	\$ 991,132	\$ 942,369	\$ 99,624	\$130,361	\$ 3,308	\$ 2,166,794
	2022	\$ 903,320	\$1,425,238	\$117,933			\$ 2,446,491
Telisa Yancy Enterprise President	2023	\$ 684,642	\$ 650,958	\$ 82,325	\$277,636	\$ 7,045	\$ 1,702,606
	2022	\$1,289,854	\$2,035,103	\$168,398			\$ 3,493,355
Jessica Stauffacher Chief People Officer	2023	\$ 650,504	\$ 618,500	\$ 78,221	\$263,793	\$ 6,694	\$ 1,617,712
	2022	\$1,276,021	\$2,013,278	\$166,592			\$ 3,455,891
Daniel Kelly Former Ent Chief Und Officer	2023	\$ 618,196	\$ 587,782	\$ 74,336	\$250,691	\$ 6,362	\$ 1,537,367
	2022	\$1,213,870	\$1,915,217	\$158,477			\$ 3,287,564
Michael Lorion AmFam Dir & Homesite Pres	2023				\$571,381	\$14,499	\$ 585,880
	2022						
David Holman Chief Admin Officer/Sec	2023	\$ 569,717	\$ 541,687	\$ 68,506	\$231,032	\$ 5,863	\$ 1,416,805
	2022						
Troy Van Beck Ent Chief Finan Off/Treasurer	2023	\$ 551,778	\$ 524,631	\$ 66,349	\$223,757	\$ 5,678	\$ 1,372,193
	2022	\$1,008,013	\$1,590,420	\$131,602			\$ 2,730,035
Anthony DeSantis Chief Prod Partner Officer	2023	\$ 523,787	\$ 498,017	\$ 62,983	\$212,406	\$ 5,390	\$ 1,303,083
	2022						

*Jack Salzwedel took about a 70% cut in pay. **William Westrate took about a 57% cut.

AmFam Corporate Board of Directors 2023 vs 2022

Christine Cumming Retired 1st VP &CEO, Fed Res Bank of NY	2023	\$64,510	\$ 61,336	\$ 7,757	\$26,160	\$664	\$ 160,427
	2022	\$90,000	\$142,000	\$11,750	-0-	-0-	\$243,750
Londa Dewey CEO, QTI Group	2023	\$64,510	\$ 61,336	\$ 7,757	\$26,160	\$664	\$160,427
	2022	\$90,000	\$142,000	\$11,750	-0-	-0-	\$243,750
Fabian Fondriest Retired CEO Homesite	2023	\$58,573	\$ 55,691	\$ 7,043	\$23,753	\$664	\$145,724
	2022	\$79,512	\$125,452	\$10,381	0-	-0-	\$215,345
Leslie Ann Howard Retired Pres & CEO United Way Dane Co	2023	\$58,573	\$ 55,691	\$ 7,043	\$23,753	\$603	\$ 145,663
	2022	\$81,000	\$127,800	\$10,575	-0-	-0-	\$219,375
Idalene Kesner Dean Emeri, Ind Univ Sch of Bus	2023	\$64,510	\$ 61,336	\$ 7,757	\$26,160	\$664	\$ 160,427
	2022	\$88,500	\$139,633	\$11,554	-0-	-0-	\$239,687

Rakesh Khurana Danoff Dean, Harvard College	2023	\$58,573	\$ 55,691	\$ 7,043	\$23,753	\$603	\$145,663
	2022	\$81,000	\$127,800	\$10,575	-0-	-0-	\$219,375
Michael Knetter Pres & CEO U of WI Foundation	2023	\$65,697	\$ 62,465	\$7,900	\$26,641	\$676	\$163,379
	2022	\$91,800	\$144,840	\$11,985	-0-	-0-	\$248,625
Tonie Leatherberry Former Deloitte Partner/CEO Amplify Advisors	2023	\$58,573	\$ 55,691	\$7,043	\$23,753	\$603	\$145,663
	2022	\$81,000	\$127,800	\$10,575	-0-	-0-	\$219,375
Rosa Rios Former US Treas CEO Red River Assoc	2023	\$58,573	\$ 55,691	\$ 7,043	\$23,753	\$603	\$145,663
	2022	\$81,000	\$127,800	\$10,575	-0-	-0-	\$219,375
Paul Shain Exe Chair, Singewire Board of Dir	2023	\$68,072	\$ 64,723	\$ 8,185	\$27,604	\$676	\$ 169,260
	2022	\$95,400	\$150,520	\$12,455	-0-	-0-	\$258,375
Thomas Tefft Former Exe, Medtronic, Inc.	2023	\$65,697	\$ 62,465	\$7,900	\$26,641	\$676	\$163,379
	2022	\$91,800	\$144,840	\$11,985	-0-	-0-	\$248,625
Scott Wrobbel Ret'd Mkt Leader/Managing Partner Deloitte	2023	\$58,573	\$ 55,691	\$7,043	\$23,753	\$603	\$ 145,663
	2022	\$81,000	\$127,800	\$10,575	-0-	-0-	\$219,375
Thomas Zimbrick CEO, Zimbrick, Inc.	2023	\$58,573	\$ 55,691	\$7,043	\$23,753	\$693	\$ 145,753
	2022	\$82,500	\$130,167	\$10,771	-0-	-0-	\$223,438

NAAFA, Inc. does not guarantee the reliability of these corporate numbers.

For more specific reliability, please check OCI Records: OCIRecords@wisconsin.gov



Insurer Name American Family Insurance Company	For Calendar Year Ending December 31, <u>2023</u>
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INSTRUCTIONS: Each Wisconsin-domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filed with the annual statement on or before March 1. The Report on Executive Compensation shall disclose the annual compensation of each director and all "C" level executives or their equivalent, for example, the chief executive officer, chief financial officer, chief information officer, etc. In addition, report all members of the executive management of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers that are part of a group of insurers or other holding company system may file amounts paid to officers and executive management in Parts 1 and 3 either on a consolidated basis or by allocation to each insurer. The footnote to Part 1 should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid or accrued during the report year for the benefit of an individual director, officer, or manager, and shall include wages, stock grants, gains from the exercise of stock options, and all other forms of personal compensation (including employer-paid health, life, and any other premiums).

Part 1 Officer and Executive Management Compensation

Report on the compensation of all "C" level executives or their equivalent. In addition, report all other members of executive management based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or executive management whose total annual compensation is in excess of
Less than \$200,000,000	\$150,000
\$200,000,000 to \$400,000,000	\$300,000
More than \$400,000,000	\$400,000

* If the report is completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes [] No []
 If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which are a part of the group? Yes []; or 2) an allocation to each insurer? Yes []

Insurer Name American Family Insurance Company	For Calendar Year Ending December 31, <u>2023</u>
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Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	See attached			
B. Directors				

* OCI may treat some or all of the information reported as public under ch. 19, Wis. Stat. If you believe your response contains proprietary confidential information, please identify the basis for your claim. A claim of confidentiality does not guarantee exemption from disclosure.

American Family Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Executive Chair	\$237,459	\$791,596	\$354,613	\$1,383,668
Westrate, William B	CEO and Chair Elect	\$260,748	\$832,486	\$63,436	\$1,156,670
Scavongelli, Anthony	Former Enterprise Chief Partnership Officer	\$139,918	\$585,930	\$42,887	\$768,735
Settel, Peter B	Enterprise Chief Strategy & Technology Officer	\$241,837	\$541,836	\$207,458	\$991,132
Yancy, Telisa L	Enterprise President	\$195,127	\$442,964	\$46,550	\$684,642
Stauffacher, Jessica J	Chief People Officer	\$177,428	\$448,777	\$24,299	\$650,504
Kelly, Daniel J	Former Enterprise Chief Underwriting Officer	\$186,231	\$354,015	\$77,951	\$618,196
Holman, David C	Chief Administration Officer/Secretary	\$134,393	\$369,260	\$66,064	\$569,717
Van Beek, Troy P	Enterprise Chief Financial Officer/Treasurer	\$159,828	\$356,855	\$35,095	\$551,778
DeSantis, Anthony	Chief Product Partner Officer	\$137,544	\$360,077	\$26,167	\$523,787
Wright, Benjamin P	SVP, Chief Underwriting Officer	\$59,747	\$149,488	\$10,666	\$219,902
Graham, David A	Chief Investment Officer	\$139,781	\$186,923	\$34,902	\$361,606
Reed, Daniel K	Business Development Vice President	\$237,882	\$481,495	\$27,600	\$746,976
Tjugum, Steven R	Former Chief Underwriting Officer	\$117,013	\$165,828	\$71,561	\$354,402
Burke, Bradley D	Chief Technology Officer	\$175,649	\$227,160	\$99,852	\$502,661
Schweitzer, Tracy L	Chief Transformation Officer	\$129,918	\$162,810	\$49,341	\$342,068
Susan Anderson	Chief Compliance Officer (EX)	\$91,719	\$237,068	\$10,938	\$339,725
Cuffie, Sheldon I	Chief Information Officer	\$182,399	\$245,088	\$27,658	\$455,145
Swalve, Jeffrey J	Agency President	\$250,262	\$282,357	\$68,146	\$600,765
Embray, Janet S	Commercial Farm/Ranch President	\$196,230	\$271,646	\$102,342	\$570,218
Constien, Timothy D	Chief Claims Officer	\$130,313	\$156,476	\$64,504	\$351,293
Hyman, Timothy T	Chief Underwriting Officer	\$93,659	\$139,838	\$20,996	\$254,494
Rupert, Julie A	Agency CIO	\$142,031	\$178,571	\$28,089	\$348,691
Preston, Jeffrey N	Reinsurance Vice President	\$98,619	\$123,243	\$20,318	\$242,179
Steffen, Richard M	Personal Lines President	\$217,695	\$226,728	\$56,407	\$500,830
Koenig, Brenda L	Small Commercial Partnership Executive	\$93,573	\$131,421	\$8,974	\$233,967
Kittoe, Jan A	VP, Employee Experience	\$92,084	\$107,236	\$22,124	\$221,443
Sjoberg, Heidi	VP, Underwriting & Product	\$42,976	\$71,981	\$7,390	\$122,347
Grasee, Kari E	VP, Controller	\$91,321	\$101,820	\$10,844	\$203,985
Joos, Micah	Enterprise Platforms Vice President	\$118,440	\$156,240	\$15,110	\$289,790
Brugger, Jennifer L	EIT Strategy & Transformation Officer	\$87,723	\$100,594	\$14,588	\$202,904
Spencer, Eric L	Enterprise Claims Adjusting Services Vice President	\$104,528	\$133,569	\$24,754	\$262,852
Freitas, Joseph	VP, Financial Planning & Analysis–Agency	\$162,855	\$147,445	\$28,921	\$339,222
Buchheim, James S	Former Community and Social Impact Officer	\$81,120	\$91,691	\$23,671	\$196,482
Cruz, Justin B	AVP, Product Design & Development	\$119,784	\$128,473	\$12,245	\$260,502
Riggs, Michael R	Agency Sales Vice President	\$140,662	\$202,047	\$28,257	\$370,966
Osman, Darryl	VP, Product Operations	\$43,178	\$61,337	\$7,934	\$112,449
Smith, Sherina	Chief Marketing Officer, American Family Insurance and Main Street America	\$147,360	\$147,653	\$28,620	\$323,633
Tolefree, Bryce H	Litigation Vice President	\$76,407	\$69,522	\$31,660	\$177,589
Dunn, Rondale L	Chief Sales Officer	\$175,166	\$114,585	\$49,731	\$339,482
Pinzon, Cesar A	VP, Sales Strategy & Support	\$79,074	\$74,157	\$19,040	\$172,271
Sun, Mingju	VP, Data Engineering & Enablement	\$112,947	\$91,475	\$30,605	\$235,027
Sanderson, Stacey M	Agency Sales Vice President	\$140,380	\$127,648	\$42,666	\$310,694
Steinman, Michael	VP, Product Development	\$40,434	\$43,591	\$8,747	\$92,771
Whipple, Tyler A	Customer Insights Analytics & Technology Vice President	\$68,429	\$72,870	\$13,920	\$155,220
Rustler, Michelle	Internal Audit Vice President	\$69,142	\$70,226	\$11,493	\$150,861
Files, Crystal	Enterprise Marketing Solutions VP	\$70,670	\$59,349	\$19,961	\$149,980
Caya, Nichole L	Chief of Staff	\$65,667	\$61,991	\$16,220	\$143,878
Meehan, Sean Joseph	Commercial Farm Ranch Product VP	\$53,181	\$35,075	\$13,702	\$101,957
Powell, Lauren K	VP, Governance & Licensing	\$69,685	\$61,059	\$9,215	\$139,959
Schelthelm, Rick R	VP, Enterprise Finance	\$73,567	\$34,192	\$29,638	\$137,397
Irey, Grady Russel	UBI & Product Innovation Vice President	\$94,303	\$67,489	\$18,015	\$179,806
Mayrl, Matthew	VP, Strategy Performance & Partnerships	\$72,288	\$26,256	\$35,686	\$134,230
Reynolds, Jerome	VP, Enterprise Claims Operations	\$111,441	\$58,892	\$18,948	\$189,282

American Family Insurance Company
2023 WI OCI
Report on Executive Compensation

Morrison, Matthew Scott	Enterprise Claims Adjusting Services CFR Vice President	\$93,900	\$42,657	\$31,533	\$168,091
Kamal, Yasir	VP, TA, Technology, Analytics and Ops	\$68,045	\$44,184	\$16,648	\$128,878
Dettmann, Janet L	Care Center Operations Support Director	\$117,463	\$104,769	\$25,903	\$248,135
Wiegand, Jeffrey J	AVP, Protective Services	\$65,473	\$45,298	\$14,985	\$125,756
Parker, Anna	Business HR VP	\$66,626	\$45,555	\$10,982	\$123,163
Toney, Robert CD	Agency Sales Vice President	\$130,373	\$59,596	\$28,540	\$218,509
Moe, Allison Lynn	VP, Product Line Performance	\$91,976	\$9,087	\$32,421	\$133,484
Heerde, Greg	Chief Risk Officer	\$47,921	\$0	\$51,020	\$98,941

American Family Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Christine M. Cumming	Retired First Vice President and COO, Federal Reserve Bank of New York	\$64,510	\$0	\$0	\$64,510
Londa J. Dewey	CEO, QTI Group	\$64,510	\$0	\$0	\$64,510
Fabian Fondriest	Retired CEO, Homesite Group Incorporated	\$58,573	\$0	\$0	\$58,573
Leslie Ann Howard	Retired President and CEO, United Way of Dane County	\$58,573	\$0	\$0	\$58,573
Idalene F. Kesner	Dean Emeritus, Indiana University Kelley School of Business	\$64,510	\$0	\$0	\$64,510
Rakesh Khurana	Danoff Dean, Harvard College	\$58,573	\$0	\$0	\$58,573
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	\$65,697	\$0	\$0	\$65,697
Tonie Leatherberry	Former Deloitte Partner and CEO, Amplify Advisors, LLC	\$58,573	\$0	\$0	\$58,573
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	\$58,573	\$0	\$0	\$58,573
Paul S. Shain	Executive Chair, Singlewire Board of Directors	\$68,072	\$0	\$0	\$68,072
Thomas M. Tefft	Former Executive, Medtronic, Inc.	\$65,697	\$0	\$0	\$65,697
Scott Wrobbel	Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	\$58,573	\$0	\$0	\$58,573
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	\$58,573	\$0	\$0	\$58,573

American Family Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Salary	Bonus	All Other Compensation	TOTAL
A. Officers	\$7,513,593	\$11,319,546	\$2,452,549	\$21,285,688
B. Directors	\$803,007	\$0	\$0	\$803,007



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY INSURANCE COMPANY

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].

2. 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]

3. 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 the period of 12 months from the date of the agreement? Yes [X] No []



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY INSURANCE COMPANY

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Salzwedel, Jack C., Executive Chair	2023	237,459	791,596					354,613	1,383,668
Salzwedel, Jack C., Executive Chair	2022	360,000	3,802,945					112,316	4,275,260
Salzwedel, Jack C., Executive Chair	2021	437,250	3,308,953					265,866	4,012,069
Current:									
2. Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2023	159,828	356,855					35,095	551,778
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2022	199,039	588,667					220,307	1,008,013
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2021	148,500	511,292					3,421	663,214
3. Westrate, William B., CEO and Chair Elect	2023	260,748	832,486					63,436	1,156,670
Westrate, William B., CEO and Chair Elect	2022	378,000	1,975,486					137,046	2,490,532
Westrate, William B., CEO and Chair Elect	2021	318,450	1,935,027					175,327	2,428,804
4. Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2023	139,918	585,930					42,887	768,735
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2022	181,523	970,481					51,009	1,203,013
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2021	181,774	834,095					5,221	1,021,090
5. Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2023	241,837	541,836					207,458	991,132
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2022	244,800	537,878					120,643	903,320
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2021	194,192	689,638					27,279	911,109
6. Yancy, Telisa L., Enterprise President	2023	195,127	442,964					46,550	684,642
Yancy, Telisa L., Enterprise President	2022	266,400	899,044					124,410	1,289,854
Yancy, Telisa L., Enterprise President	2021	232,523	810,349					209,499	1,252,371
7. Stauffacher, Jessica J., Chief People Officer	2023	177,428	448,777					24,299	650,504
Stauffacher, Jessica J., Chief People Officer	2022	261,790	938,392					75,839	1,276,021
Stauffacher, Jessica J., Chief People Officer	2021	108,139	386,957					530,864	1,025,960
8. Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2023	186,231	354,015					77,951	618,196
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2022	262,800	832,650					118,420	1,213,870
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2021	231,000	780,071					152,061	1,163,132
9. Holman, David C., Former Chief Administration Officer/Secretary	2023	134,393	369,260					66,064	569,717
Holman, David C., Former Chief Administration Officer/Secretary	2022								
Holman, David C., Former Chief Administration Officer/Secretary	2021								
10. DeSantis, Anthony, Chief Product Partner Officer	2023	137,544	360,077					26,167	523,787
DeSantis, Anthony, Chief Product Partner Officer	2022								
DeSantis, Anthony, Chief Product Partner Officer	2021								

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Christine M. Cumming, Retired First Vice President and COO, Federal Reserve Bank of New York	64,510					64,510
Londa J. Dewey, CEO, QTI Group	64,510					64,510
Fabian Fondriest, Retired CEO, Homesite Group Incorporated	58,573					58,573



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY INSURANCE COMPANY

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Leslie Ann Howard, Retired President and CEO, United Way of Dane County ... Idalene F. Kesner, Dean Emeritus, Indiana University Kelley School of Business	58,573					58,573
Rakesh Khurana, Danoff Dean, Harvard College	64,510					64,510
Michael M. Knetter, President & CEO, University of Wisconsin Foundation ..	58,573					58,573
Tonie Leatherberry, Former Deloitte Partner and CEO, Amplify Advisors, LLC	65,697					65,697
Rosa G. Rios, Former United States Treasurer, CEO, Red River Associates ...	58,573					58,573
Paul S. Shain, Executive Chair, Singlewire Board of Directors	58,573					58,573
Thomas M. Tefft, Former Executive, Medtronic, Inc.	68,072					68,072
Scott Wrobbel, Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	65,697					65,697
Thomas J. Zimbrick, CEO, Zimbrick, Inc.	58,573					58,573
	58,573					58,573

SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY INSURANCE COMPANY

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Beginning in 2023, consistent with our transition to an enterprise operating model, officer and employee compensation for executives with enterprise-wide accountability was allocated across affiliated reporting entities. Disclosed 2022 and 2021 amounts for such executives remain as originally allocated and reported and, as such, may not be comparable to 2023 amounts. In 2023, the top ten most highly compensated individuals presented was based on total compensation at the insurance group level.

Insurer Name American Family Mutual Insurance Company, S.I.	For Calendar Year Ending December 31, <u>2023</u>
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INSTRUCTIONS: Each Wisconsin-domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filed with the annual statement on or before March 1. The Report on Executive Compensation shall disclose the annual compensation of each director and all "C" level executives or their equivalent, for example, the chief executive officer, chief financial officer, chief information officer, etc. In addition, report all members of the executive management of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers that are part of a group of insurers or other holding company system may file amounts paid to officers and executive management in Parts 1 and 3 either on a consolidated basis or by allocation to each insurer. The footnote to Part 1 should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid or accrued during the report year for the benefit of an individual director, officer, or manager, and shall include wages, stock grants, gains from the exercise of stock options, and all other forms of personal compensation (including employer-paid health, life, and any other premiums).

Part 1 Officer and Executive Management Compensation

Report on the compensation of all "C" level executives or their equivalent. In addition, report all other members of executive management based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or executive management whose total annual compensation is in excess of
Less than \$200,000,000	\$150,000
\$200,000,000 to \$400,000,000	\$300,000
More than \$400,000,000	\$400,000

* If the report is completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes No
 If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which are a part of the group? Yes ; or 2) an allocation to each insurer? Yes

Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	See attached			
B. Directors				

* OCI may treat some or all of the information reported as public under ch. 19, Wis. Stat. If you believe your response contains proprietary confidential information, please identify the basis for your claim. A claim of confidentiality does not guarantee exemption from disclosure.

American Family Mutual Insurance Company S.I.
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Executive Chair	\$225,776	\$752,651	\$337,166	\$1,315,593
Westrate, William B	CEO and Chair Elect	\$247,920	\$791,529	\$60,315	\$1,099,763
Scavongelli, Anthony	Former Enterprise Chief Partnership Officer	\$133,034	\$557,103	\$40,777	\$730,914
Settel, Peter B	Enterprise Chief Strategy & Technology Officer	\$229,939	\$515,178	\$197,251	\$942,369
Yancy, Telisa L	Enterprise President	\$185,527	\$421,171	\$44,260	\$650,958
Stauffacher, Jessica J	Chief People Officer	\$168,699	\$426,698	\$23,103	\$618,500
Kelly, Daniel J	Former Enterprise Chief Underwriting Officer	\$177,068	\$336,598	\$74,116	\$587,782
Holman, David C	Chief Administration Officer/Secretary	\$127,781	\$351,093	\$62,814	\$541,687
Van Beek, Troy P	Enterprise Chief Financial Officer/Treasurer	\$151,965	\$339,298	\$33,368	\$524,631
DeSantis, Anthony	Chief Product Partner Officer	\$130,777	\$342,362	\$24,879	\$498,017
Wright, Benjamin P	SVP, Chief Underwriting Officer	\$56,807	\$142,134	\$10,142	\$209,083
Graham, David A	Chief Investment Officer	\$132,904	\$177,727	\$33,185	\$343,815
Reed, Daniel K	Business Development Vice President	\$226,178	\$457,805	\$26,242	\$710,226
Tjugum, Steven R	Former Chief Underwriting Officer	\$111,257	\$157,669	\$68,040	\$336,966
Burke, Bradley D	Chief Technology Officer	\$167,007	\$215,984	\$94,940	\$477,931
Schweitzer, Tracy L	Chief Transformation Officer	\$123,526	\$154,800	\$46,913	\$325,239
Susan Anderson	Chief Compliance Officer (EX)	\$87,207	\$225,404	\$10,400	\$323,011
Cuffie, Sheldon I	Chief Information Officer	\$173,425	\$233,030	\$26,297	\$432,752
Swalve, Jeffrey J	Agency President	\$237,950	\$268,466	\$64,793	\$571,208
Embray, Janet S	Commercial Farm/Ranch President	\$186,576	\$258,282	\$97,307	\$542,164
Constien, Timothy D	Chief Claims Officer	\$123,902	\$148,778	\$61,330	\$334,010
Hyman, Timothy T	Chief Underwriting Officer	\$89,051	\$132,958	\$19,963	\$241,973
Rupert, Julie A	Agency CIO	\$135,043	\$169,786	\$26,707	\$331,536
Preston, Jeffrey N	Reinsurance Vice President	\$93,767	\$117,179	\$19,318	\$230,264
Steffen, Richard M	Personal Lines President	\$206,985	\$215,573	\$53,632	\$476,190
Koenig, Brenda L	Small Commercial Partnership Executive	\$88,969	\$124,955	\$8,533	\$222,456
Kittoe, Jan A	VP, Employee Experience	\$87,553	\$101,960	\$21,035	\$210,548
Sjoberg, Heidi	VP, Underwriting & Product	\$40,861	\$68,440	\$7,026	\$116,327
Grasee, Kari E	VP, Controller	\$86,828	\$96,810	\$10,310	\$193,949
Joos, Micah	Enterprise Platforms Vice President	\$112,613	\$148,553	\$14,367	\$275,533
Brugger, Jennifer L	EIT Strategy & Transformation Officer	\$83,407	\$95,644	\$13,870	\$192,921
Spencer, Eric L	Enterprise Claims Adjusting Services Vice President	\$99,386	\$126,998	\$23,537	\$249,920
Freitas, Joseph	VP, Financial Planning & Analysis-Agency	\$154,843	\$140,191	\$27,498	\$322,532
Buchheim, James S	Former Community and Social Impact Officer	\$77,129	\$87,180	\$22,506	\$186,815
Cruz, Justin B	AVP, Product Design & Development	\$113,891	\$122,152	\$11,643	\$247,686
Riggs, Michael R	Agency Sales Vice President	\$133,742	\$192,107	\$26,867	\$352,715
Osman, Darryl	VP, Product Operations	\$41,053	\$58,319	\$7,544	\$106,916
Smith, Sherina	Chief Marketing Officer, American Family Insurance and Main Street America	\$140,110	\$140,389	\$27,212	\$307,711
Tolefree, Bryce H	Litigation Vice President	\$72,648	\$66,102	\$30,102	\$168,852
Dunn, Rondale L	Chief Sales Officer	\$166,548	\$108,948	\$47,285	\$322,780
Pinzon, Cesar A	VP, Sales Strategy & Support	\$75,184	\$70,508	\$18,103	\$163,795
Sun, Mingju	VP, Data Engineering & Enablement	\$107,390	\$86,974	\$29,100	\$223,464
Sanderson, Stacey M	Agency Sales Vice President	\$133,473	\$121,368	\$40,567	\$295,408
Steinman, Michael	VP, Product Development	\$38,445	\$41,446	\$8,316	\$88,207
Whipple, Tyler A	Customer Insights Analytics & Technology Vice President	\$65,063	\$69,285	\$13,235	\$147,583
Rustler, Michelle	Internal Audit Vice President	\$65,740	\$66,771	\$10,928	\$143,439
Files, Crystal	Enterprise Marketing Solutions VP	\$67,193	\$56,429	\$18,979	\$142,601
Caya, Nichole L	Chief of Staff	\$62,436	\$58,941	\$15,422	\$136,799
Meehan, Sean Joseph	Commercial Farm Ranch Product VP	\$50,564	\$33,349	\$13,027	\$96,941
Powell, Lauren K	VP, Governance & Licensing	\$66,257	\$58,055	\$8,762	\$133,074
Schelthelm, Rick R	VP, Enterprise Finance	\$69,947	\$32,509	\$28,180	\$130,637
Irey, Grady Russel	UBI & Product Innovation Vice President	\$89,663	\$64,168	\$17,128	\$170,960
Mayrl, Matthew	VP, Strategy Performance & Partnerships	\$68,732	\$24,964	\$33,930	\$127,626
Reynolds, Jerome	VP, Enterprise Claims Operations	\$105,959	\$55,995	\$18,016	\$179,970

American Family Mutual Insurance Company S.I.

2023 WI OCI

Report on Executive Compensation

Morrison, Matthew Scott	Enterprise Claims Adjusting Services CFR Vice President	\$89,280	\$40,559	\$29,982	\$159,821
Kamal, Yasir	VP, TA, Technology, Analytics and Ops	\$64,698	\$42,010	\$15,829	\$122,537
Dettmann, Janet L	Care Center Operations Support Director	\$111,684	\$99,615	\$24,628	\$235,927
Wiegand, Jeffrey J	AVP, Protective Services	\$62,252	\$43,070	\$14,248	\$119,569
Parker, Anna	Business HR VP	\$63,348	\$43,314	\$10,442	\$117,103
Toney, Robert CD	Agency Sales Vice President	\$123,959	\$56,664	\$27,136	\$207,758
Moe, Allison Lynn	VP, Product Line Performance	\$87,451	\$8,640	\$30,826	\$126,917
Heerde, Greg	Chief Risk Officer	\$45,563	\$0	\$48,510	\$94,073

American Family Mutual Insurance Company S.I.
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Christine M. Cumming	Retired First Vice President and COO, Federal Reserve Bank of New York	\$61,336	\$0	\$0	\$61,336
Londa J. Dewey	CEO, QTI Group	\$61,336	\$0	\$0	\$61,336
Fabian Fondriest	Retired CEO, Homesite Group Incorporated	\$55,691	\$0	\$0	\$55,691
Leslie Ann Howard	Retired President and CEO, United Way of Dane County	\$55,691	\$0	\$0	\$55,691
Idalene F. Kesner	Dean Emeritus, Indiana University Kelley School of Business	\$61,336	\$0	\$0	\$61,336
Rakesh Khurana	Danoff Dean, Harvard College	\$55,691	\$0	\$0	\$55,691
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	\$62,465	\$0	\$0	\$62,465
Tonie Leatherberry	Former Deloitte Partner and CEO, Amplify Advisors, LLC	\$55,691	\$0	\$0	\$55,691
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	\$55,691	\$0	\$0	\$55,691
Paul S. Shain	Executive Chair, Singlewire Board of Directors	\$64,723	\$0	\$0	\$64,723
Thomas M. Tefft	Former Executive, Medtronic, Inc.	\$62,465	\$0	\$0	\$62,465
Scott Wrobbel	Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	\$55,691	\$0	\$0	\$55,691
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	\$55,691	\$0	\$0	\$55,691

American Family Mutual Insurance Company S.I.

2023 WI OCI

Report on Executive Compensation

Name	Salary	Bonus	All Other Compensation	TOTAL
A. Officers	\$7,143,931	\$10,762,635	\$2,331,886	\$20,238,451
B. Directors	\$763,500	\$0	\$0	\$763,500



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY MUTUAL INSURANCE COMPANY, S.I.

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].
2. 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]
3. 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 the period of 12 months from the date of the agreement? Yes [X] No []



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY MUTUAL INSURANCE COMPANY, S.I.

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Salzwedel, Jack C., Executive Chair	2023	225,776	752,651					337,166	1,315,593
Salzwedel, Jack C., Executive Chair	2022	568,000	6,000,202					177,209	6,745,411
Salzwedel, Jack C., Executive Chair	2021	742,000	5,615,193					451,167	6,808,360
Current:									
2. Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2023	151,965	339,298					33,368	524,631
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2022	314,039	928,785					347,596	1,590,420
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2021	252,000	867,647					5,806	1,125,454
3. Westrate, William B., CEO and Chair Elect	2023	247,920	791,529					60,315	1,099,763
Westrate, William B., CEO and Chair Elect	2022	596,400	3,116,878					216,228	3,929,506
Westrate, William B., CEO and Chair Elect	2021	540,400	3,283,681					297,525	4,121,607
4. Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2023	133,034	557,103					40,777	730,914
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2022	286,403	1,531,203					80,481	1,898,087
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2021	308,465	1,415,434					8,859	1,732,758
5. Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2023	229,939	515,178					197,251	942,369
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2022	386,240	848,651					190,347	1,425,238
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2021	329,539	1,170,294					46,292	1,546,126
6. Yancy, Telisa L., Enterprise President	2023	185,527	421,171					44,260	650,958
Yancy, Telisa L., Enterprise President	2022	420,320	1,418,492					196,291	2,035,103
Yancy, Telisa L., Enterprise President	2021	394,585	1,375,137					355,514	2,125,236
7. Stauffacher, Jessica J., Chief People Officer	2023	168,699	426,698					23,103	618,500
Stauffacher, Jessica J., Chief People Officer	2022	413,047	1,480,574					119,657	2,013,278
Stauffacher, Jessica J., Chief People Officer	2021	183,508	656,654					900,860	1,741,021
8. Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2023	177,068	336,598					74,116	587,782
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2022	414,640	1,313,736					186,841	1,915,217
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2021	392,000	1,323,757					258,043	1,973,800
9. Holman, David C., Former Chief Administration Officer/Secretary	2023	127,781	351,093					62,814	541,687
Holman, David C., Former Chief Administration Officer/Secretary	2022								
Holman, David C., Former Chief Administration Officer/Secretary	2021								
10. DeSantis, Anthony, Chief Product Partner Officer	2023	130,777	342,362					24,879	498,017
DeSantis, Anthony, Chief Product Partner Officer	2022								
DeSantis, Anthony, Chief Product Partner Officer	2021								

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Christine M. Cumming, Retired First Vice President and COO, Federal Reserve Bank of New York	61,336					61,336
Londa J. Dewey, CEO, QTI Group	61,336					61,336
Fabian Fondriest, Retired CEO, Homesite Group Incorporated	55,691					55,691



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY MUTUAL INSURANCE COMPANY, S.I.

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Leslie Ann Howard, Retired President and CEO, United Way of Dane County ..	55,691					55,691
Idalene F. Kesner, Dean Emeritus, Indiana University Kelley School of Business	61,336					61,336
Rakesh Khurana, Danoff Dean, Harvard College	55,691					55,691
Michael M. Knetter, President & CEO, University of Wisconsin Foundation ..	62,465					62,465
Tonie Leatherberry, Former Deloitte Partner and CEO, Amplify Advisors, LLC	55,691					55,691
Rosa G. Rios, Former United States Treasurer, CEO, Red River Associates ...	55,691					55,691
Paul S. Shain, Executive Chair, Singlewire Board of Directors	64,723					64,723
Thomas M. Tefft, Former Executive, Medtronic, Inc.	62,465					62,465
Scott Wrobbel, Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	55,691					55,691
Thomas J. Zimbrick, CEO, Zimbrick, Inc.	55,691					55,691

SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY MUTUAL INSURANCE COMPANY, S.I.

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Beginning in 2023, consistent with our transition to an enterprise operating model, officer and employee compensation for executives with enterprise-wide accountability was allocated across affiliated reporting entities. Disclosed 2022 and 2021 amounts for such executives remain as originally allocated and reported and, as such, may not be comparable to 2023 amounts. In 2023, the top ten most highly compensated individuals presented was based on total compensation at the insurance group level.



Insurer Name American Family Life Insurance Company	For Calendar Year Ending December 31, 2023
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INSTRUCTIONS: Each Wisconsin-domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filed with the annual statement on or before March 1. The Report on Executive Compensation shall disclose the annual compensation of each director and all "C" level executives or their equivalent, for example, the chief executive officer, chief financial officer, chief information officer, etc. In addition, report all members of the executive management of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers that are part of a group of insurers or other holding company system may file amounts paid to officers and executive management in Parts 1 and 3 either on a consolidated basis or by allocation to each insurer. The footnote to Part 1 should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid or accrued during the report year for the benefit of an individual director, officer, or manager, and shall include wages, stock grants, gains from the exercise of stock options, and all other forms of personal compensation (including employer-paid health, life, and any other premiums).

Part 1 Officer and Executive Management Compensation

Report on the compensation of all "C" level executives or their equivalent. In addition, report all other members of executive management based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or executive management whose total annual compensation is in excess of
Less than \$200,000,000	\$150,000
\$200,000,000 to \$400,000,000	\$300,000
More than \$400,000,000	\$400,000

* If the report is completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes No
 If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which are a part of the group? Yes ; or 2) an allocation to each insurer? Yes

Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	See attached			
B. Directors				

* OCI may treat some or all of the information reported as public under ch. 19, Wis. Stat. If you believe your response contains proprietary confidential information, please identify the basis for your claim. A claim of confidentiality does not guarantee exemption from disclosure.

American Family Life Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Executive Chair	\$28,554	\$95,186	\$42,641	\$166,381
Westrate, William B	CEO and Chair Elect	\$31,354	\$100,103	\$7,628	\$139,085
Scavongelli, Anthony	Former Enterprise Chief Partnership Officer	\$16,825	\$70,456	\$5,157	\$92,437
Settel, Peter B	Enterprise Chief Strategy & Technology Officer	\$24,308	\$54,463	\$20,853	\$99,624
Yancy, Telisa L	Enterprise President	\$23,463	\$53,265	\$5,597	\$82,325
Stauffacher, Jessica J	Chief People Officer	\$21,335	\$53,964	\$2,922	\$78,221
Kelly, Daniel J	Former Enterprise Chief Underwriting Officer	\$22,394	\$42,569	\$9,373	\$74,336
Holman, David C	Chief Administration Officer/Secretary	\$16,160	\$44,402	\$7,944	\$68,506
Van Beek, Troy P	Enterprise Chief Financial Officer/Treasurer	\$19,219	\$42,910	\$4,220	\$66,349
DeSantis, Anthony	Chief Product Partner Officer	\$16,539	\$43,298	\$3,146	\$62,983
Fancher, William T	Life President	\$474,616	\$851,764	\$209,440	\$1,535,820
Graham, David A	Chief Investment Officer	\$16,808	\$22,477	\$4,197	\$43,482
Tjugum, Steven R	Former Chief Underwriting Officer	\$14,070	\$19,940	\$8,605	\$42,615
Burke, Bradley D	Chief Technology Officer	\$17,655	\$22,833	\$10,037	\$50,525
Schweitzer, Tracy L	Chief Transformation Officer	\$15,622	\$19,577	\$5,933	\$41,132
Susan Anderson	Chief Compliance Officer (EX)	\$11,029	\$28,506	\$1,315	\$40,851
Cuffie, Sheldon I	Chief Information Officer	\$18,334	\$24,635	\$2,780	\$45,749
Swalve, Jeffrey J	Agency President	\$30,093	\$33,952	\$8,194	\$72,240
Hyman, Timothy T	Chief Underwriting Officer	\$11,262	\$16,815	\$2,525	\$30,602
Rupert, Julie A	Agency CIO	\$14,276	\$17,949	\$2,823	\$35,049
Preston, Jeffrey N	Reinsurance Vice President	\$11,858	\$14,819	\$2,443	\$29,121
Koenig, Brenda L	Small Commercial Partnership Executive	\$11,252	\$15,803	\$1,079	\$28,134
Kittoe, Jan A	VP, Employee Experience	\$11,073	\$12,895	\$2,660	\$26,628
Grasee, Kari E	VP, Controller	\$10,981	\$12,243	\$1,304	\$24,528
Joos, Micah	Enterprise Platforms Vice President	\$11,905	\$15,705	\$1,519	\$29,129
Brugger, Jennifer L	EIT Strategy & Transformation Officer	\$10,548	\$12,096	\$1,754	\$24,398
Freitas, Joseph	VP, Financial Planning & Analysis–Agency	\$19,583	\$17,730	\$3,478	\$40,790
Buchheim, James S	Former Community and Social Impact Officer	\$9,754	\$11,026	\$2,846	\$23,626
Riggs, Michael R	Agency Sales Vice President	\$16,914	\$24,295	\$3,398	\$44,607
Smith, Sherina	Chief Marketing Officer, American Family Insurance and Main Street America	\$17,719	\$17,755	\$3,441	\$38,916
Tolefree, Bryce H	Litigation Vice President	\$9,188	\$8,360	\$3,807	\$21,354
Dunn, Rondale L	Chief Sales Officer	\$21,063	\$13,778	\$5,980	\$40,821
Pinzon, Cesar A	VP, Sales Strategy & Support	\$9,508	\$8,917	\$2,289	\$20,715
Sun, Mingju	VP, Data Engineering & Enablement	\$11,353	\$9,195	\$3,076	\$23,624
Sanderson, Stacey M	Agency Sales Vice President	\$16,880	\$15,349	\$5,130	\$37,360
Whipple, Tyler A	Customer Insights Analytics & Technology Vice President	\$8,228	\$8,762	\$1,674	\$18,665
Rustler, Michelle	Internal Audit Vice President	\$8,314	\$8,444	\$1,382	\$18,140
Files, Crystal	Enterprise Marketing Solutions VP	\$8,498	\$7,136	\$2,400	\$18,035
Caya, Nichole L	Chief of Staff	\$7,896	\$7,454	\$1,950	\$17,301
Powell, Lauren K	VP, Governance & Licensing	\$8,379	\$7,342	\$1,108	\$16,830
Schelthelm, Rick R	VP, Enterprise Finance	\$8,846	\$4,111	\$3,564	\$16,521
Mayrl, Matthew	VP, Strategy Performance & Partnerships	\$8,692	\$3,157	\$4,291	\$16,141
Reynolds, Jerome	VP, Enterprise Claims Operations	\$11,202	\$5,920	\$1,905	\$19,026
Kamal, Yasir	VP, TA, Technology, Analytics and Ops	\$8,182	\$5,313	\$2,002	\$15,497
Dettmann, Janet L	Care Center Operations Support Director	\$14,124	\$12,598	\$3,115	\$29,837
Wiegand, Jeffrey J	AVP, Protective Services	\$7,873	\$5,447	\$1,802	\$15,122
Parker, Anna	Business HR VP	\$8,012	\$5,478	\$1,321	\$14,810
Toney, Robert CD	Agency Sales Vice President	\$15,677	\$7,166	\$3,432	\$26,275
Heerde, Greg	Chief Risk Officer	\$5,762	\$0	\$6,135	\$11,897

American Family Life Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Christine M. Cumming	Retired First Vice President and COO, Federal Reserve Bank of New York	\$7,757	\$0	\$0	\$7,757
Londa J. Dewey	CEO, QTI Group	\$7,757	\$0	\$0	\$7,757
Fabian Fondriest	Retired CEO, Homesite Group Incorporated	\$7,043	\$0	\$0	\$7,043
Leslie Ann Howard	Retired President and CEO, United Way of Dane County	\$7,043	\$0	\$0	\$7,043
Idalene F. Kesner	Dean Emeritus, Indiana University Kelley School of Business	\$7,757	\$0	\$0	\$7,757
Rakesh Khurana	Danoff Dean, Harvard College	\$7,043	\$0	\$0	\$7,043
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	\$7,900	\$0	\$0	\$7,900
Tonie Leatherberry	Former Deloitte Partner and CEO, Amplify Advisors, LLC	\$7,043	\$0	\$0	\$7,043
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	\$7,043	\$0	\$0	\$7,043
Paul S. Shain	Executive Chair, Singlewire Board of Directors	\$8,185	\$0	\$0	\$8,185
Thomas M. Tefft	Former Executive, Medtronic, Inc.	\$7,900	\$0	\$0	\$7,900
Scott Wrobbel	Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	\$7,043	\$0	\$0	\$7,043
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	\$7,043	\$0	\$0	\$7,043

American Family Life Insurance Company

2023 WI OCI

Report on Executive Compensation

Name	Salary	Bonus	All Other Compensation	TOTAL
A. Officers	\$1,173,183	\$1,957,360	\$445,617	\$3,576,159
B. Directors	\$96,558	\$0	\$0	\$96,558



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY LIFE INSURANCE COMPANY

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].

2. 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]

3. 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 the period of 12 months from the date of the agreement? Yes [X] No []



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY LIFE INSURANCE COMPANY

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Salzwedel, Jack C., Executive Chair	2023	28,554	95,186					42,641	166,381
Salzwedel, Jack C., Executive Chair	2022	47,000	496,496					14,663	558,159
Salzwedel, Jack C., Executive Chair	2021	79,500	601,628					48,339	729,467
Current:									
2. Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2023	19,219	42,910					4,220	66,349
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2022	25,986	76,854					28,762	131,602
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2021	27,000	92,962					622	120,584
3. Westrate, William B., CEO and Chair Elect	2023	31,354	100,103					7,628	139,085
Westrate, William B., CEO and Chair Elect	2022	49,350	257,911					17,892	325,153
Westrate, William B., CEO and Chair Elect	2021	57,900	351,823					31,878	441,601
4. Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2023	16,825	70,456					5,157	92,437
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2022	23,699	126,702					6,660	157,060
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2021	33,050	151,654					949	185,653
5. Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2023	24,308	54,463					20,853	99,624
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2022	31,960	70,223					15,751	117,933
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2021	35,308	125,389					4,960	165,656
6. Yancy, Telisa L., Enterprise President	2023	23,463	53,265					5,597	82,325
Yancy, Telisa L., Enterprise President	2022	34,780	117,375					16,242	168,398
Yancy, Telisa L., Enterprise President	2021	42,277	147,336					38,091	227,704
7. Stauffacher, Jessica J., Chief People Officer	2023	21,335	53,964					2,922	78,221
Stauffacher, Jessica J., Chief People Officer	2022	34,178	122,512					9,901	166,592
Stauffacher, Jessica J., Chief People Officer	2021	19,662	70,356					96,521	186,538
8. Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2023	22,394	42,569					9,373	74,336
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2022	34,310	108,707					15,460	158,477
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2021	42,000	141,831					27,647	211,479
9. Holman, David C., Former Chief Administration Officer/Secretary	2023	16,160	44,402					7,944	68,506
Holman, David C., Former Chief Administration Officer/Secretary	2022								
Holman, David C., Former Chief Administration Officer/Secretary	2021								
10. DeSantis, Anthony, Chief Product Partner Officer	2023	16,539	43,298					3,146	62,983
DeSantis, Anthony, Chief Product Partner Officer	2022								
DeSantis, Anthony, Chief Product Partner Officer	2021								

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Christine M. Cumming, Retired First Vice President and COO, Federal Reserve Bank of New York	7,757					7,757
Londa J. Dewey, CEO, QTI Group	7,757					7,757
Fabian Fondriest, Retired CEO, Homesite Group Incorporated	7,043					7,043



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY LIFE INSURANCE COMPANY

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Leslie Ann Howard, Retired President and CEO, United Way of Dane County ... Idalene F. Kesner, Dean Emeritus, Indiana University Kelley School of Business	7,043					7,043
Rakesh Khurana, Danoff Dean, Harvard College	7,757					7,757
Michael M. Knetter, President & CEO, University of Wisconsin Foundation ..	7,043					7,043
Tonie Leatherberry, Former Deloitte Partner and CEO, Amplify Advisors, LLC	7,900					7,900
Rosa G. Rios, Former United States Treasurer, CEO, Red River Associates ...	7,043					7,043
Paul S. Shain, Executive Chair, Singlewire Board of Directors	7,043					7,043
Thomas M. Tefft, Former Executive, Medtronic, Inc.	8,185					8,185
Scott Wrobbel, Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	7,900					7,900
Thomas J. Zimbrick, CEO,	7,043					7,043
	7,043					7,043

SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY LIFE INSURANCE COMPANY

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Beginning in 2023, consistent with our transition to an enterprise operating model, officer and employee compensation for executives with enterprise-wide accountability was allocated across affiliated reporting entities. Disclosed 2022 and 2021 amounts for such executives remain as originally allocated and reported and, as such, may not be comparable to 2023 amounts. In 2023, the top ten most highly compensated individuals presented was based on total compensation at the insurance group level.



Insurer Name	For Calendar Year Ending
American Family Connect Property & Casualty Insurance Company	December 31, <u>2023</u>

INSTRUCTIONS: Each Wisconsin-domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filed with the annual statement on or before March 1. The Report on Executive Compensation shall disclose the annual compensation of each director and all "C" level executives or their equivalent, for example, the chief executive officer, chief financial officer, chief information officer, etc. In addition, report all members of the executive management of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers that are part of a group of insurers or other holding company system may file amounts paid to officers and executive management in Parts 1 and 3 either on a consolidated basis or by allocation to each insurer. The footnote to Part 1 should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid or accrued during the report year for the benefit of an individual director, officer, or manager, and shall include wages, stock grants, gains from the exercise of stock options, and all other forms of personal compensation (including employer-paid health, life, and any other premiums).

Part 1 Officer and Executive Management Compensation

Report on the compensation of all "C" level executives or their equivalent. In addition, report all other members of executive management based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or executive management whose total annual compensation is in excess of
Less than \$200,000,000	\$150,000
\$200,000,000 to \$400,000,000	\$300,000
More than \$400,000,000	\$400,000

* If the report is completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes [] No []
 If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which are a part of the group? Yes []; or 2) an allocation to each insurer? Yes []

Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	See attached			
B. Directors				

* OCI may treat some or all of the information reported as public under ch. 19, Wis. Stat. If you believe your response contains proprietary confidential information, please identify the basis for your claim. A claim of confidentiality does not guarantee exemption from disclosure.

American Family Connect Property Casualty Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Executive Chair	\$96,294	\$321,008	\$143,803	\$561,106
Westrate, William B	CEO and Chair Elect	\$105,739	\$337,590	\$25,724	\$469,053
Scavongelli, Anthony	Former Enterprise Chief Partnership Officer	\$56,740	\$237,607	\$17,391	\$311,738
Settel, Peter B	Enterprise Chief Strategy & Technology Officer	\$31,808	\$71,266	\$27,286	\$130,361
Yancy, Telisa L	Enterprise President	\$79,128	\$179,631	\$18,877	\$277,636
Stauffacher, Jessica J	Chief People Officer	\$71,951	\$181,988	\$9,854	\$263,793
Kelly, Daniel J	Former Enterprise Chief Underwriting Officer	\$75,520	\$143,560	\$31,611	\$250,691
Lorion, Michael	American Family Direct & Homesite President	\$138,824	\$396,739	\$35,818	\$571,381
Holman, David C	Chief Administration Officer/Secretary	\$54,499	\$149,742	\$26,790	\$231,032
Van Beek, Troy P	Enterprise Chief Financial Officer/Treasurer	\$64,814	\$144,712	\$14,232	\$223,757
DeSantis, Anthony	Chief Product Partner Officer	\$55,777	\$146,019	\$10,611	\$212,406
Wright, Benjamin P	SVP, Chief Underwriting Officer	\$37,881	\$94,779	\$6,763	\$139,422
Graham, David A	Chief Investment Officer	\$56,684	\$75,801	\$14,153	\$146,639
McDonnell, John	SVP, Partner Distribution	\$102,632	\$311,414	\$19,189	\$433,235
Tjugum, Steven R	Former Chief Underwriting Officer	\$47,451	\$67,247	\$29,019	\$143,717
Burke, Bradley D	Chief Technology Officer	\$23,103	\$29,878	\$13,133	\$66,114
Schweitzer, Tracy L	Chief Transformation Officer	\$52,684	\$66,023	\$20,009	\$138,716
Susan Anderson	Chief Compliance Officer (EX)	\$37,194	\$96,136	\$4,436	\$137,765
Cuffie, Sheldon I	Chief Information Officer	\$23,990	\$32,236	\$3,638	\$59,864
Constien, Timothy D	Chief Claims Officer	\$59,027	\$70,878	\$29,218	\$159,123
Hyman, Timothy T	Chief Underwriting Officer	\$37,981	\$56,707	\$8,514	\$103,202
Rupert, Julie A	Agency CIO	\$18,681	\$23,487	\$3,695	\$45,863
Preston, Jeffrey N	Reinsurance Vice President	\$39,992	\$49,977	\$8,239	\$98,209
Knight, Matthew	VP, Contact Center Shared Services	\$91,649	\$169,000	\$24,893	\$285,542
Koenig, Brenda L	Small Commercial Partnership Executive	\$37,946	\$53,294	\$3,639	\$94,878
Kittoe, Jan A	VP, Employee Experience	\$37,342	\$43,486	\$8,972	\$89,800
Sjoberg, Heidi	VP, Underwriting & Product	\$27,248	\$45,638	\$4,685	\$77,570
Grasee, Kari E	VP, Controller	\$37,033	\$41,290	\$4,397	\$82,720
Joos, Micah	Enterprise Platforms Vice President	\$15,578	\$20,550	\$1,987	\$38,115
Brugger, Jennifer L	EIT Strategy & Transformation Officer	\$35,573	\$40,793	\$5,916	\$82,282
Spencer, Eric L	Enterprise Claims Adjusting Services Vice President	\$47,347	\$60,502	\$11,213	\$119,062
Buchheim, James S	Former Community and Social Impact Officer	\$32,896	\$37,183	\$9,599	\$79,677
Cruz, Justin B	AVP, Product Design & Development	\$77,122	\$82,716	\$7,884	\$167,722
Osman, Darryl	VP, Product Operations	\$27,375	\$38,889	\$5,031	\$71,295
Desai, Neal	VP, Partnership Distribution (EX)	\$78,168	\$128,207	\$16,782	\$223,157
Tolefree, Bryce H	Litigation Vice President	\$30,985	\$28,193	\$12,839	\$72,016
Pinzon, Cesar A	VP, Sales Strategy & Support	\$32,066	\$30,072	\$7,721	\$69,859
Montano, Ferdinando	VP, Financial Planning & Analysis - Direct	\$67,009	\$88,281	\$9,717	\$165,007
Sun, Mingju	VP, Data Engineering & Enablement	\$14,856	\$12,031	\$4,025	\$30,913
Steinman, Michael	VP, Product Development	\$25,636	\$27,637	\$5,545	\$58,819
Whipple, Tyler A	Customer Insights Analytics & Technology Vice President	\$27,749	\$29,550	\$5,645	\$62,945
Rustler, Michelle	Internal Audit Vice President	\$28,038	\$28,478	\$4,661	\$61,177
Files, Crystal	Enterprise Marketing Solutions VP	\$28,658	\$24,067	\$8,095	\$60,820
Caya, Nichole L	Chief of Staff	\$26,629	\$25,139	\$6,578	\$58,345
Powell, Lauren K	VP, Governance & Licensing	\$28,259	\$24,761	\$3,737	\$56,756
Schelthelm, Rick R	VP, Enterprise Finance	\$29,833	\$13,865	\$12,019	\$55,717
Irey, Grady Russel	UBI & Product Innovation Vice President	\$60,716	\$43,452	\$11,599	\$115,766
Mayrl, Matthew	VP, Strategy Performance & Partnerships	\$29,314	\$10,647	\$14,471	\$54,433
Reynolds, Jerome	VP, Enterprise Claims Operations	\$14,658	\$7,746	\$2,492	\$24,896
Morrison, Matthew Scott	Enterprise Claims Adjusting Services CFR Vice President	\$42,533	\$19,322	\$14,283	\$76,139
Kamal, Yasir	VP, TA, Technology, Analytics and Ops	\$27,594	\$17,917	\$6,751	\$52,262

American Family Connect Property Casualty Insurance Company

2023 WI OCI

Report on Executive Compensation

Wiegand, Jeffrey J	AVP, Protective Services	\$26,551	\$18,369	\$6,077	\$50,997
Parker, Anna	Business HR VP	\$27,018	\$18,473	\$4,453	\$49,945
Pasqualucci, Christine	VP, Business Program Mgmt	\$240,006	\$160,932	\$39,553	\$440,491
Dreves, Jennifer L	VP, National Markets	\$237,313	\$153,355	\$47,835	\$438,504
Moe, Allison Lynn	VP, Product Line Performance	\$59,218	\$5,851	\$20,874	\$85,942
Heerde, Greg	Chief Risk Officer	\$19,433	\$0	\$20,690	\$40,123

American Family Connect Property Casualty Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Christine M. Cumming	Retired First Vice President and COO, Federal Reserve Bank of New York	\$26,160	\$0	\$0	\$26,160
Londa J. Dewey	CEO, QTI Group	\$26,160	\$0	\$0	\$26,160
Fabian Fondriest	Retired CEO, Homesite Group Incorporated	\$23,753	\$0	\$0	\$23,753
Leslie Ann Howard	Retired President and CEO, United Way of Dane County	\$23,753	\$0	\$0	\$23,753
Idalene F. Kesner	Dean Emeritus, Indiana University Kelley School of Business	\$26,160	\$0	\$0	\$26,160
Rakesh Khurana	Danoff Dean, Harvard College	\$23,753	\$0	\$0	\$23,753
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	\$26,641	\$0	\$0	\$26,641
Tonie Leatherberry	Former Deloitte Partner and CEO, Amplify Advisors, LLC	\$23,753	\$0	\$0	\$23,753
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	\$23,753	\$0	\$0	\$23,753
Paul S. Shain	Executive Chair, Singlewire Board of Directors	\$27,604	\$0	\$0	\$27,604
Thomas M. Tefft	Former Executive, Medtronic, Inc.	\$26,641	\$0	\$0	\$26,641
Scott Wrobbel	Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	\$23,753	\$0	\$0	\$23,753
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	\$23,753	\$0	\$0	\$23,753

American Family Connect Property Casualty Insurance Company

2023 WI OCI

Report on Executive Compensation

Name	Salary	Bonus	All Other Compensation	TOTAL
A. Officers	\$3,037,742	\$4,834,114	\$896,661	\$8,768,517
B. Directors	\$325,636	\$0	\$0	\$325,636



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT PROPERTY & CASUALTY INSURANCE COMPANY

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023
(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].

2. 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]

3. 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 the period of 12 months from the date of the agreement? Yes [X] No []



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT PROPERTY & CASUALTY INSURANCE COMPANY

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Salzwedel, Jack C., Executive Chair	2023	96,294	321,008					143,803	561,106
Salzwedel, Jack C., Executive Chair	2022								
Salzwedel, Jack C., Executive Chair	2021								
Current:									
2. Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2023	64,814	144,712					14,232	223,757
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2022								
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2021								
3. Westrate, William B., CEO and Chair Elect	2023	105,739	337,590					25,724	469,053
Westrate, William B., CEO and Chair Elect	2022								
Westrate, William B., CEO and Chair Elect	2021								
4. Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2023	56,740	237,607					17,391	311,738
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2022								
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2021								
5. Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2023	31,808	71,266					27,286	130,361
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2022								
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2021								
6. Yancy, Telisa L., Enterprise President	2023	79,128	179,631					18,877	277,636
Yancy, Telisa L., Enterprise President	2022								
Yancy, Telisa L., Enterprise President	2021								
7. Stauffacher, Jessica J., Chief People Officer	2023	71,951	181,988					9,854	263,793
Stauffacher, Jessica J., Chief People Officer	2022								
Stauffacher, Jessica J., Chief People Officer	2021								
8. Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2023	75,520	143,560					31,611	250,691
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2022								
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2021								
9. Holman, David C., Former Chief Administration Officer/Secretary	2023	54,499	149,742					26,790	231,032
Holman, David C., Former Chief Administration Officer/Secretary	2022								
Holman, David C., Former Chief Administration Officer/Secretary	2021								
10. Lorion, Michael, American Family Direct & Homesite President	2023	138,824	396,739					35,818	571,381
Lorion, Michael, American Family Direct & Homesite President	2022								
Lorion, Michael, American Family Direct & Homesite President	2021								

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Christine M. Cumming, Retired First Vice President and COO, Federal Reserve Bank of New York	26,160					26,160
Londa J. Dewey, CEO, QTI Group	26,160					26,160
Fabian Fondriest, Retired CEO, Homesite Group Incorporated	23,753					23,753



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT PROPERTY & CASUALTY INSURANCE COMPANY

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Leslie Ann Howard, Retired President and CEO, United Way of Dane County ..	23,753					23,753
Idalene F. Kesner, Dean Emeritus, Indiana University Kelley School of Business	26,160					26,160
Rakesh Khurana, Danoff Dean, Harvard College	23,753					23,753
Michael M. Knetter, President & CEO, University of Wisconsin Foundation ..	26,641					26,641
Tonie Leatherberry, Former Deloitte Partner and CEO, Amplify Advisors, LLC ..	23,753					23,753
Rosa G. Rios, Former United States Treasurer, CEO, Red River Associates ...	23,753					23,753
Paul S. Shain, Executive Chair, Singlewire Board of Directors	27,604					27,604
Thomas M. Tefft, Former Executive, Medtronic, Inc.	26,641					26,641
Scott Wrobbel, Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	23,753					23,753
Thomas J. Zimbrick, CEO, Zimbrick, Inc.	23,753					23,753

SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT PROPERTY & CASUALTY INSURANCE COMPANY

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Beginning in 2023, consistent with our transition to an enterprise operating model, officer and employee compensation for executives with enterprise-wide accountability was allocated across affiliated reporting entities. Disclosed 2022 and 2021 amounts for such executives remain as originally allocated and reported and, as such, may not be comparable to 2023 amounts. In 2023, the top ten most highly compensated individuals presented was based on total compensation at the insurance group level.

Insurer Name American Family Connect Insurance Company	For Calendar Year Ending December 31, <u>2023</u>
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INSTRUCTIONS: Each Wisconsin-domiciled insurer shall file a Report on Executive Compensation as a supplement to the insurer's annual statement, to be filed with the annual statement on or before March 1. The Report on Executive Compensation shall disclose the annual compensation of each director and all "C" level executives or their equivalent, for example, the chief executive officer, chief financial officer, chief information officer, etc. In addition, report all members of the executive management of the insurer whose compensation exceeds specified amounts. Add additional pages as necessary.

Insurers that are part of a group of insurers or other holding company system may file amounts paid to officers and executive management in Parts 1 and 3 either on a consolidated basis or by allocation to each insurer. The footnote to Part 1 should note which method is being employed.

Compensation reported shall consist of any and all gross direct and indirect remuneration paid or accrued during the report year for the benefit of an individual director, officer, or manager, and shall include wages, stock grants, gains from the exercise of stock options, and all other forms of personal compensation (including employer-paid health, life, and any other premiums).

Part 1 Officer and Executive Management Compensation

Report on the compensation of all "C" level executives or their equivalent. In addition, report all other members of executive management based on the following schedule:

Insurer's Current Year-end Capital and Surplus*	Report for any officer or executive management whose total annual compensation is in excess of
Less than \$200,000,000	\$150,000
\$200,000,000 to \$400,000,000	\$300,000
More than \$400,000,000	\$400,000

* If the report is completed on a consolidated basis, use the capital and surplus of the largest insurer in the group.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Is the reporting insurer a member of a group of insurers or other holding company system? Yes [] No []
 If yes, does the above amounts represent 1) total gross compensation paid to each individual by or on behalf of all companies which are a part of the group? Yes []; or 2) an allocation to each insurer? Yes []

Part 2 Directors Compensation

Report on the compensation of each director or trustee. Amounts disclosed must include compensation paid and accrued for services on boards and committees as well as any other activity or service, such as consulting agreements.

Name	Principal Position	Salary	Bonus	All Other Compensation	Total
See attached					

Part 3 Total Compensation

Report the total compensation paid for all directors as a group and the total compensation paid for all officers as a group.

	Salary	Bonus	All Other Compensation	Total
A. Officers	See attached			
B. Directors				

* OCI may treat some or all of the information reported as public under ch. 19, Wis. Stat. If you believe your response contains proprietary confidential information, please identify the basis for your claim. A claim of confidentiality does not guarantee exemption from disclosure.

American Family Connect Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Executive Chair	\$2,444	\$8,146	\$3,649	\$14,239
Westrate, William B	CEO and Chair Elect	\$2,683	\$8,567	\$653	\$11,903
Scavongelli, Anthony	Former Enterprise Chief Partnership Officer	\$1,440	\$6,029	\$441	\$7,911
Settel, Peter B	Enterprise Chief Strategy & Technology Officer	\$807	\$1,808	\$692	\$3,308
Yancy, Telisa L	Enterprise President	\$2,008	\$4,558	\$479	\$7,045
Stauffacher, Jessica J	Chief People Officer	\$1,826	\$4,618	\$250	\$6,694
Kelly, Daniel J	Former Enterprise Chief Underwriting Officer	\$1,916	\$3,643	\$802	\$6,362
Lorion, Michael	American Family Direct & Homesite President	\$3,523	\$10,068	\$909	\$14,499
Holman, David C	Chief Administration Officer/Secretary	\$1,383	\$3,800	\$680	\$5,863
Van Beek, Troy P	Enterprise Chief Financial Officer/Treasurer	\$1,645	\$3,672	\$361	\$5,678
DeSantis, Anthony	Chief Product Partner Officer	\$1,415	\$3,705	\$269	\$5,390
Wright, Benjamin P	SVP, Chief Underwriting Officer	\$961	\$2,405	\$172	\$3,538
Graham, David A	Chief Investment Officer	\$1,438	\$1,924	\$359	\$3,721
McDonnell, John	SVP, Partner Distribution	\$2,604	\$7,902	\$487	\$10,994
Tjugum, Steven R	Former Chief Underwriting Officer	\$1,204	\$1,706	\$736	\$3,647
Burke, Bradley D	Chief Technology Officer	\$586	\$758	\$333	\$1,678
Schweitzer, Tracy L	Chief Transformation Officer	\$1,337	\$1,675	\$508	\$3,520
Susan Anderson	Chief Compliance Officer (EX)	\$944	\$2,440	\$113	\$3,496
Cuffie, Sheldon I	Chief Information Officer	\$609	\$818	\$92	\$1,519
Constien, Timothy D	Chief Claims Officer	\$1,498	\$1,799	\$741	\$4,038
Hyman, Timothy T	Chief Underwriting Officer	\$964	\$1,439	\$216	\$2,619
Rupert, Julie A	Agency CIO	\$474	\$596	\$94	\$1,164
Preston, Jeffrey N	Reinsurance Vice President	\$1,015	\$1,268	\$209	\$2,492
Knight, Matthew	VP, Contact Center Shared Services	\$2,326	\$4,289	\$632	\$7,246
Koenig, Brenda L	Small Commercial Partnership Executive	\$963	\$1,352	\$92	\$2,408
Kittoe, Jan A	VP, Employee Experience	\$948	\$1,104	\$228	\$2,279
Sjoberg, Heidi	VP, Underwriting & Product	\$691	\$1,158	\$119	\$1,968
Grasee, Kari E	VP, Controller	\$940	\$1,048	\$112	\$2,099
Joos, Micah	Enterprise Platforms Vice President	\$395	\$521	\$50	\$967
Brugger, Jennifer L	EIT Strategy & Transformation Officer	\$903	\$1,035	\$150	\$2,088
Spencer, Eric L	Enterprise Claims Adjusting Services Vice President	\$1,201	\$1,535	\$285	\$3,021
Buchheim, James S	Former Community and Social Impact Officer	\$835	\$944	\$244	\$2,022
Cruz, Justin B	AVP, Product Design & Development	\$1,957	\$2,099	\$200	\$4,256
Osman, Darryl	VP, Product Operations	\$695	\$987	\$128	\$1,809
Desai, Neal	VP, Partnership Distribution (EX)	\$1,984	\$3,253	\$426	\$5,663
Tolefree, Bryce H	Litigation Vice President	\$786	\$715	\$326	\$1,827
Pinzon, Cesar A	VP, Sales Strategy & Support	\$814	\$763	\$196	\$1,773
Montano, Ferdinando	VP, Financial Planning & Analysis - Direct	\$1,700	\$2,240	\$247	\$4,187
Sun, Mingju	VP, Data Engineering & Enablement	\$377	\$305	\$102	\$784
Steinman, Michael	VP, Product Development	\$651	\$701	\$141	\$1,493
Whipple, Tyler A	Customer Insights Analytics & Technology Vice President	\$704	\$750	\$143	\$1,597
Rustler, Michelle	Internal Audit Vice President	\$711	\$723	\$118	\$1,552
Files, Crystal	Enterprise Marketing Solutions VP	\$727	\$611	\$205	\$1,543
Caya, Nichole L	Chief of Staff	\$676	\$638	\$167	\$1,481
Powell, Lauren K	VP, Governance & Licensing	\$717	\$628	\$95	\$1,440
Schelthelm, Rick R	VP, Enterprise Finance	\$757	\$352	\$305	\$1,414
Irey, Grady Russel	UBI & Product Innovation Vice President	\$1,541	\$1,103	\$294	\$2,938
Mayrl, Matthew	VP, Strategy Performance & Partnerships	\$744	\$270	\$367	\$1,381
Reynolds, Jerome	VP, Enterprise Claims Operations	\$372	\$197	\$63	\$632
Morrison, Matthew Scott	Enterprise Claims Adjusting Services CFR Vice President	\$1,079	\$490	\$362	\$1,932
Kamal, Yasir	VP, TA, Technology, Analytics and Ops	\$700	\$455	\$171	\$1,326

American Family Connect Insurance Company
2023 WI OCI
Report on Executive Compensation

Wiegand, Jeffrey J	AVP, Protective Services	\$674	\$466	\$154	\$1,294
Parker, Anna	Business HR VP	\$686	\$469	\$113	\$1,267
Pasqualucci, Christine	VP, Business Program Mgmt	\$6,090	\$4,084	\$1,004	\$11,178
Dreves, Jennifer L	VP, National Markets	\$6,022	\$3,892	\$1,214	\$11,127
Moe, Allison Lynn	VP, Product Line Performance	\$1,503	\$148	\$530	\$2,181
Heerde, Greg	Chief Risk Officer	\$493	\$0	\$525	\$1,018

American Family Connect Insurance Company
2023 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Christine M. Cumming	Retired First Vice President and COO, Federal Reserve Bank of New York	\$664	\$0	\$0	\$664
Londa J. Dewey	CEO, QTI Group	\$664	\$0	\$0	\$664
Fabian Fondriest	Retired CEO, Homesite Group Incorporated	\$603	\$0	\$0	\$603
Leslie Ann Howard	Retired President and CEO, United Way of Dane County	\$603	\$0	\$0	\$603
Idalene F. Kesner	Dean Emeritus, Indiana University Kelley School of Business	\$664	\$0	\$0	\$664
Rakesh Khurana	Danoff Dean, Harvard College	\$603	\$0	\$0	\$603
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	\$676	\$0	\$0	\$676
Tonie Leatherberry	Former Deloitte Partner and CEO, Amplify Advisors, LLC	\$603	\$0	\$0	\$603
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	\$603	\$0	\$0	\$603
Paul S. Shain	Executive Chair, Singlewire Board of Directors	\$700	\$0	\$0	\$700
Thomas M. Tefft	Former Executive, Medtronic, Inc.	\$676	\$0	\$0	\$676
Scott Wrobbel	Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	\$603	\$0	\$0	\$603
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	\$603	\$0	\$0	\$603

American Family Connect Insurance Company

2023 WI OCI

Report on Executive Compensation

Name	Salary	Bonus	All Other Compensation	TOTAL
A. Officers	\$77,085	\$122,670	\$22,754	\$222,509
B. Directors	\$8,263	\$0	\$0	\$8,263



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT INSURANCE COMPANY

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023
(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes []; or 2) allocation to each insurer: Yes [X].

2. 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]

3. 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 the period of 12 months from the date of the agreement? Yes [X] No []



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT INSURANCE COMPANY

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Salzwedel, Jack C., Executive Chair	2023	2,444	8,146					3,649	14,239
Salzwedel, Jack C., Executive Chair	2022								
Salzwedel, Jack C., Executive Chair	2021								
Current:									
2. Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2023	1,645	3,672					361	5,678
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2022								
Van Beek, Troy P., Enterprise Chief Financial Officer/Treasurer	2021								
3. Westrate, William B., CEO and Chair Elect	2023	2,683	8,567					653	11,903
Westrate, William B., CEO and Chair Elect	2022								
Westrate, William B., CEO and Chair Elect	2021								
4. Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2023	1,440	6,029					441	7,910
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2022								
Scavongelli, Anthony, Former Enterprise Chief Partnership Officer	2021								
5. Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2023	807	1,808					692	3,307
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2022								
Settel, Peter B., Enterprise Chief Strategy & Technology Officer	2021								
6. Yancy, Telisa L., Enterprise President	2023	2,008	4,558					479	7,045
Yancy, Telisa L., Enterprise President	2022								
Yancy, Telisa L., Enterprise President	2021								
7. Stauffacher, Jessica J., Chief People Officer	2023	1,826	4,618					250	6,694
Stauffacher, Jessica J., Chief People Officer	2022								
Stauffacher, Jessica J., Chief People Officer	2021								
8. Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2023	1,916	3,643					802	6,361
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2022								
Kelly, Daniel J., Former Enterprise Chief Underwriting Officer	2021								
9. Holman, David C., Former Chief Administration Officer/Secretary	2023	1,383	3,800					680	5,863
Holman, David C., Former Chief Administration Officer/Secretary	2022								
Holman, David C., Former Chief Administration Officer/Secretary	2021								
10. Lorion, Michael, American Family Direct & Homesite President	2023	3,523	10,068					909	14,500
Lorion, Michael, American Family Direct & Homesite President	2022								
Lorion, Michael, American Family Direct & Homesite President	2021								

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Christine M. Cumming, Retired First Vice President and COO, Federal Reserve Bank of New York	664					664
Londa J. Dewey, CEO, QTI Group	664					664
Fabian Fondriest, Retired CEO, Homesite Group Incorporated	603					603



SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT INSURANCE COMPANY

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Leslie Ann Howard, Retired President and CEO, United Way of Dane County ...	603					603
Idalene F. Kesner, Dean Emeritus, Indiana University Kelley School of Business	664					664
Rakesh Khurana, Danoff Dean, Harvard College	603					603
Michael M. Knetter, President & CEO, University of Wisconsin Foundation ..	676					676
Tonie Leatherberry, Former Deloitte Partner and CEO, Amplify Advisors, LLC	603					603
Rosa G. Rios, Former United States Treasurer, CEO, Red River Associates ...	603					603
Paul S. Shain, Executive Chair, Singlewire Board of Directors	700					700
Thomas M. Tefft, Former Executive, Medtronic, Inc.	676					676
Scott Wrobbel, Retired Central Region Market Leader and Milwaukee Managing Partner, Deloitte	603					603
Thomas J. Zimbrick, CEO,	603					603

SUPPLEMENT FOR THE YEAR 2023 OF THE AMERICAN FAMILY CONNECT INSURANCE COMPANY

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Beginning in 2023, consistent with our transition to an enterprise operating model, officer and employee compensation for executives with enterprise-wide accountability was allocated across affiliated reporting entities. Disclosed 2022 and 2021 amounts for such executives remain as originally allocated and reported and, as such, may not be comparable to 2023 amounts. In 2023, the top ten most highly compensated individuals presented was based on total compensation at the insurance group level.

