Wisconsin Office of the COMMISSIONER OF INSURANCE

REPORT ON EXECUTIVE COMPENSATION
Domestic Insurers

Ref: Sections 601.42 and 611.63 (4), Wis. Stat.*

Insurer Name	For Calendar Year Ending December 31,
American Family Connect Insurance Company	2023

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 [X] 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 [X]

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Insurer Name	For Calendar Year Ending
American Family Connect Insurance Company	December 31, 2023

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.

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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

Part 1 Officer and Executive Management 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
Drevs, 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

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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

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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