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 Mutual Insurance Company, S.I.	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 Mutual Insurance Company, S.I.	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.

American Family Mutual Insurance Company S.I.
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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

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

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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	$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

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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