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 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 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	$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

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

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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	$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

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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