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
American Family Connect Property & Casualty Insurance Company

For Calendar Year Ending December 31, 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 Property & Casualty 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	$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

Part 1 Officer and Executive Management 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
Drevs, 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

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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	$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

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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