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 Life 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 Life 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.

American Family Life Insurance Company
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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

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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	$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

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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