

American Family Mutual Insurance Company, S.I.
2020 WI OCI
Report on Executive Compensation

Name	Principal Position	Salary	Bonus	All Other Compensation	TOTAL
Salzwedel, Jack C	Chairman and CEO	\$1,250,000	\$10,416,520	\$692,496	\$12,359,016
Westrate, William B	President	\$900,000	\$4,831,628	\$486,362	\$6,217,990
Gunder, Peter C	Former Chief Business Development Officer	\$418,939	\$1,281,251	\$2,216,472	\$3,916,661
Kelly, Daniel J	Chief Financial Officer/Treasurer	\$650,000	\$2,162,082	\$390,137	\$3,202,220
Yancy, Telisa L	AmFam Agency Chief Operating Officer	\$650,000	\$1,848,516	\$289,614	\$2,788,131
Holman, David C	Chief Strategy Officer/Secretary	\$497,000	\$1,563,864	\$255,759	\$2,316,624
Settel, Peter Benjamin	Enterprise Chief Technology Officer	\$548,000	\$1,655,791	\$70,382	\$2,274,173
Graham, David A	Chief Investment Officer	\$504,700	\$1,538,871	\$56,800	\$2,100,371
Benusa, Gerry W	Enterprise Chief People Officer	\$480,000	\$1,285,862	\$307,605	\$2,073,467
Fancher, William T	Enterprise Transformation Officer	\$430,000	\$1,144,845	\$285,614	\$1,860,460
Conti, Christopher	Enterprise Chief Claims Officer	\$515,000	\$1,117,345	\$67,139	\$1,699,485
St Vincent, James E	Human Resources Senior Vice President	\$400,000	\$1,000,184	\$260,353	\$1,660,537
Theilen, Mary A	Finance Vice President	\$399,846	\$1,020,729	\$139,168	\$1,559,743
Burke, Bradley Douglas	Enterprise Chief Data Officer	\$170,096	\$447,399	\$916,887	\$1,534,382
Steffen, Richard M	Personal Lines President	\$388,846	\$782,647	\$140,079	\$1,311,572
Constien, Timothy D	Enterprise Claims Adjusting Services Vice President	\$357,200	\$781,210	\$137,808	\$1,276,218
Swalve, Jeffrey J	Chief Sales Officer	\$380,000	\$665,061	\$157,714	\$1,202,776
Koenig, Brenda L	Chief Underwriting Officer	\$363,846	\$688,165	\$139,517	\$1,191,528
Geraci, Sebastian J	Strategy Vice President	\$364,400	\$714,755	\$108,699	\$1,187,855
Cuffie, Sheldon I	Enterprise CISO	\$440,000	\$638,728	\$82,994	\$1,161,722
Embray, Janet S	Commercial Farm/Ranch President	\$317,077	\$621,740	\$192,299	\$1,131,116
Cruz, Justin B	Product Design and Development Vice President	\$359,500	\$653,073	\$107,328	\$1,119,901
Reed, Daniel K	Business Development Vice President	\$375,500	\$610,232	\$117,419	\$1,103,150
Grasee, Kari E	Business & Workplace Services Vice President	\$358,000	\$637,143	\$97,977	\$1,093,119
Chadha, Aman	Talent Acquisition Vice President	\$365,600	\$662,595	\$64,751	\$1,092,946
Gates, Joseph C	Chief Risk Officer	\$340,000	\$709,433	\$36,173	\$1,085,607
Rupert, Julie A	Commercial Lines/B&A Chief Information Officer	\$339,000	\$610,395	\$105,382	\$1,054,778
Preston, Jeffrey N	Reinsurance Vice President	\$351,200	\$650,781	\$43,590	\$1,045,571
Pfluger, Gregory J	Enterprise Agency & Life Chief Information Officer	\$338,000	\$572,248	\$106,586	\$1,016,834
Alexandrovich, Asya S	Chief Legal Officer	\$365,500	\$583,131	\$22,804	\$971,435
Gisi, Gregory V	B&A Insurance Solutions President	\$294,600	\$496,223	\$121,164	\$911,987
Tjugum, Steven R	Life President	\$339,692	\$471,464	\$85,358	\$896,515
Schweitzer, Tracy L	Human Resources Vice President	\$288,462	\$430,838	\$160,382	\$879,683
Seymour, Scott J	Government Affairs & Compliance Vice President	\$307,000	\$439,306	\$120,385	\$866,691
Riggs, Michael R	Agency Sales Vice President	\$278,000	\$487,951	\$97,455	\$863,406
Buchheim, James S	Community and Social Impact Officer	\$294,115	\$528,701	\$31,623	\$854,440
Hamilton, Ann M	Customer Experience Vice President	\$250,000	\$354,392	\$230,851	\$835,243
Brugger, Jennifer L	Enterprise Technology Office Vice President	\$307,000	\$376,281	\$115,601	\$798,882
Tolefree, Bryce H	Litigation Vice President	\$256,400	\$378,475	\$140,202	\$775,076
Kittoe, Jan A	Talent Development & Ignite Vice President	\$270,000	\$388,277	\$112,317	\$770,594
Pinzon, Cesar A	Sales & Service Operations Vice President	\$279,346	\$375,353	\$101,784	\$756,483
Bergquist, Elizabeth A	Agency Sales Vice President	\$275,500	\$365,868	\$110,601	\$751,969
Madden, James J	M&A Technology Integration Vice President	\$255,100	\$369,451	\$105,222	\$729,773
Smith, Sherina	Marketing Vice President	\$309,994	\$327,769	\$53,977	\$691,740
Hyman, Timothy T	Chief Underwriting Officer	\$295,810	\$332,254	\$57,387	\$685,451
Upadhyay, Nishant R	Information & Data Management Vice President	\$242,000	\$325,719	\$88,504	\$656,223
Dunn, Rondale L	Agency Strategy & Growth Vice President	\$264,039	\$322,392	\$50,398	\$636,829
Spencer, Eric L	Enterprise Claims Adjusting Services Vice President	\$214,310	\$214,619	\$111,811	\$540,740
Whipple, Tyler A	Chief of Staff	\$221,000	\$149,527	\$116,464	\$486,990
Wiegand, Jeffrey J	Protective Services Vice President	\$246,539	\$203,143	\$34,832	\$484,513
Dettmann, Janet L	Sales Strategy & Support Vice President	\$219,116	\$149,699	\$72,649	\$441,464

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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	210,000	0	0	210,000
Londa J. Dewey	Chief Executive Officer, QTI Group	210,000	0	0	210,000
Sheri H. Edison	Executive Vice President and General Counsel, Amcor Flexibles, Inc.	138,750	0	0	138,750
Leslie Ann Howard	Senior Advisor to the CEO, United Way Worldwide	185,000	0	0	185,000
Idalene F. Kesner	Dean, Indiana University Kelley School of Business	185,000	0	0	185,000
Rakesh Khurana Dean	Dean, Harvard College	185,000	0	0	185,000
Michael M. Knetter	President & CEO, University of Wisconsin Foundation	215,000	0	0	215,000
Elliot G. Protsch	President, WAPSIE Investment & Advisory	185,000	0	0	185,000
Rosa G. Rios	Former United States Treasurer, CEO, Red River Associates	185,000	0	0	185,000
Paul S. Shain	President and CEO, Singlewire	220,000	0	0	220,000
Thomas M. Tefft	Former Executive, Medtronic, Inc.	215,000	0	0	215,000
Thomas J. Zimbrick	CEO, Zimbrick, Inc.	210,000	0	0	210,000

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	Salary	Bonus	All Other Compensation	Total
A. Officers	19,325,280	49,383,926	10,214,875	78,924,081
B. Directors	2,343,750	0	0	2,343,750



SUPPLEMENT FOR THE YEAR 2020 OF THE AMERICAN FAMILY INSURANCE COMPANY
SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2020
 (To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
 If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes [X]; or 2) allocation to each insurer: Yes [] .
2. Did any person while an officer, director, or trustee of the reporting entity receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity? Yes [] No [X]
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond the period of 12 months from the date of the agreement? Yes [X] No []

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1	2	3	4	5	6	7	8	9	10
Name and Principal Position	Year	Salary	Bonus	Stock Awards	Option Awards	Sign-on Payments	Severance Payments	All Other Compensation	Totals
Current:									
1. Salzedel, Jack C Chairman and CEO	2020	1,250,000	10,416,520					692,496	12,359,016
Salzedel, Jack C Chairman and CEO	2019	1,200,000	9,382,638					668,394	11,251,032
Salzedel, Jack C Chairman and CEO	2018	1,150,000	9,416,467					473,391	11,039,858
Current:									
2. Kelly, Daniel J Chief Financial Officer/Treasurer	2020	650,000	2,162,082					390,137	3,202,219
Kelly, Daniel J Chief Financial Officer/Treasurer	2019	617,300	1,766,829					347,455	2,731,584
Kelly, Daniel J Chief Financial Officer/Treasurer	2018	599,300	1,794,908					302,707	2,696,915
3. Westrate, William B President	2020	900,000	4,831,628					486,362	6,217,990
Westrate, William B President	2019	850,000	3,707,501					406,806	4,964,307
Westrate, William B President	2018	720,000	2,377,219					242,806	3,340,025
4. Gunder, Peter C Former Chief Business Development Officer	2020	418,939	1,281,251				171,817	2,044,656	3,916,663
Gunder, Peter C Chief Business Development Officer	2019	574,500	1,626,941					242,598	2,444,039
Gunder, Peter C Chief Business Development Officer	2018	552,500	1,633,921					2,707,469	4,893,890
5. Yancy, Telisa L AmFam Agency Chief Operating Officer	2020	650,000	1,848,516					289,614	2,788,130
Yancy, Telisa L AmFam Agency Chief Operating Officer	2019	535,385	1,503,389					360,162	2,398,936
Yancy, Telisa L Chief Marketing Officer	2018	440,000	1,235,190					866,162	2,541,352
6. Holman, David C Chief Strategy Officer/Secretary	2020	497,000	1,563,864					255,759	2,316,623
Holman, David C Chief Strategy Officer/Secretary	2019	477,000	1,320,532					236,040	2,033,572
Holman, David C Chief Strategy Officer/Secretary	2018	459,000	1,306,531					205,015	1,970,546
7. Settel, Peter B Chief Technology Officer	2020	548,000	1,655,791					70,382	2,274,173
Settel, Peter B Chief Technology Officer	2019	525,000	809,868					107,303	1,442,171
Settel, Peter B Chief Technology Officer	2018	119,996	170,816					4,400	295,212
8. Graham, David A Chief Investment Officer	2020	504,700	1,538,871					56,800	2,100,371
Graham, David A Chief Investment Officer	2019	490,000	1,432,626					75,001	1,997,627
Graham, David A Chief Investment Officer	2018	475,700	1,479,430					98,414	2,053,544
9. Benusa, Gerry W Enterprise Chief People Officer	2020	480,000	1,285,862					307,605	2,073,467
Benusa, Gerry W Enterprise Chief People Officer	2019	449,539	1,137,834					208,554	1,796,927
Benusa, Gerry W Chief Sales Officer	2018	431,900	1,044,212					177,613	1,653,725
10. Fancher, Todd F Enterprise Transformation Officer	2020	430,000	1,144,845					285,614	1,860,459
Fancher, Todd F Enterprise Transformation Officer	2019	420,000	1,012,785					268,430	1,701,215
Fancher, Todd F Chief People Officer	2018	377,339	900,721					189,378	1,467,438