Supplement for the year 2020 of the **UNITED SERVICES AUTOMOBILE ASSOCIATION**

UNITED SERVICES AUTOMOBILE ASSOCIATION
460 - Supplemental Compensation Exhibit

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2020

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. 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 paid each individual by or on behalf of all companies which are part of the group; or Yes [ ] No [X]
   2) allocation to each insurer? Yes [X] No [ ]
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 a period of 12 months from the date of the agreement? Yes [X] No [ ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation							
		3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
1. Current: Principal Executive Officer									
Steven Wayne Peacock, President & CEO	2020	164,216	450,163	0	0	0	0	134,821	749,200
	2019	282,664	1,208,060	0	0	0	0	370,624	1,861,348
	2018	283,947	1,131,195	0	0	0	0	145,697	1,560,839
2. Current: Principal Financial Officer									
Jeffrey Scott Wallace, Chief Financial Officer	2020	35,596	1,442	0	0	140,865	0	8,618	186,521
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
3. Former: Principal Executive Officer									
Stuart Blain Parker, President & CEO	2020	109,062	1,262,454	0	0	0	2,513,330	189,822	4,074,668
	2019	169,906	1,254,668	0	0	0	0	164,092	1,588,666
	2018	170,393	1,114,818	0	0	0	0	104,783	1,389,994
4. Former: Principal Financial Officer									
Laura Mahan Bishop, EVP/Chief Financial Officer	2020	91,454	414,710	0	0	0	0	67,402	573,566
	2019	89,024	409,952	0	0	0	0	68,474	567,450
	2018	94,882	377,843	0	0	0	0	47,746	520,471
5. James Dale Syring, President/P&C Insurance Grp	2020	253,008	1,054,894	0	0	0	0	117,558	1,425,460
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
6. Sean Parker Burgess, SVP/General Manger Claims	2020	140,515	315,014	0	0	0	0	79,744	535,273
	2019	127,987	301,686	0	0	0	0	75,360	505,033
	2018	126,719	297,357	0	0	0	0	53,247	477,323
7. Tom Grothues, SVP/Insurance	2020	127,442	293,197	0	0	0	0	96,005	516,644
	2019	117,656	278,052	0	0	0	0	91,035	486,743
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
8. Michael Merwarth, EVP/Enterprise Strategy & Marketing	2020	45,429	282,884	0	0	0	174,321	33,417	536,051
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
9. Randy Lee Termeer, SVP/General Manager Insurance	2020	146,779	300,699	0	0	0	0	48,957	496,435
	2019	134,053	288,168	0	0	0	0	45,157	467,378
	2018	130,881	121,270	0	0	146,016	0	48,889	447,056
10. Torben Nohr Ostergaard, EVP/Chief Risk Officer	2020	84,357	338,549	0	0	0	0	42,669	465,575
	2019	81,204	334,628	0	0	0	0	39,795	455,627
	2018	82,600	319,674	0	0	0	0	48,723	450,997
11. Arthur David Cummings, SVP/Chief P&C Actuary	2020	129,169	277,079	0	0	0	0	50,338	456,586
	2019	120,735	266,030	0	0	0	0	45,361	432,126
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
12. Dana Allen Simmons, EVP/CEO Chief of Staff	2020	78,018	328,581	0	0	0	0	46,451	453,050
	2019	75,044	324,774					50,024	449,842
	2018	77,532	328,364					45,493	451,389

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** NOTICE: DO NOT FILE WITH ANNUAL STATEMENT OR IN ANY OTHER PUBLICLY ACCESSIBLE FILE OR DOCUMENT. **

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)		Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
		2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Directors	**Principal Position/Occupation**						
1. Juan Carlos Andrade	Pres/CEO Everest Re Grp Ltd	44,166	0	0	0	0	44,166
2. Herman Eugene Bulls	USAR, Retired	265,000	0	0	13,405	0	278,405
3. Eileen Marie Collins	USAF, Retired	265,000	0	0	43	0	265,043
4. David Clarke Darnell	USAR, Separated	265,000	0	0	0	0	265,000
5. Raymond Preston Davis	USA, Separated	265,000	0	0	0	0	265,000
6. Thomas Boulton Fargo	USN, Retired	470,000	0	0	0	0	470,000
7. Tracy Lee Garrett	USMCR, Retired	295,000	0	0	0	0	295,000
8. Mary Eileen Landry	USCG, Retired	275,000	0	0	0	0	275,000
9. Darren Wayne McDew	USAF, Retired	265,000	0	0	0	0	265,000
10. Tracy Babette McKibben	CEO, MAC Energy Advisors, LLC	295,000	0	0	0	0	295,000
11. David Frederic Melcher	USA, Retired	265,000	0	0	0	0	265,000
12. Gerald Reid Murray	USAF, Retired	285,000	0	0	0	0	285,000
13. George Patrick Phillips	Retired	265,000	0	0	0	0	265,000
14. William Raymond Reed	Retired	295,000	0	0	0	0	295,000
15. Robert Lewis Van Antwerp	USA, Retired	295,000	0	0	0	0	295,000
16. Dona Davis Young	Retired	131,750	0	0	0	0	131,750
17. John Frederick Young	USNR, Separated	272,500	0	0	0	0	272,500
18. James Milton Zortman	USN, Retired	295,000	0	0	0	0	295,000

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Effective 2020, United Services Automobile Association has changed its reporting methodology from an earned compensation approach to a paid compensation approach. The totals provided in Part 2 - Column 4 (Bonus) reflect incentive compensation earned in 2019 and paid in 2020. Incentive compensation earned in 2020 that will be paid in 2021 will be reported on the 2021 Supplemental Compensation Exhibit. This is a prospective reporting change.

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SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2020

(To be filed by March 1)

PART 1 - INTERROGATORIES

1.	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 paid each individual by or on behalf of all companies which are part of the group; or	Yes [ ]	No [X]
	2) allocation to each insurer?	Yes [X]	No [ ]
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 a period of 12 months from the date of the agreement?	Yes [X]	No [ ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation 3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
1. Current: Principal Executive Officer									
James Dale Syring, President/P&C Insurance Grp	2020	196,974	821,266	0	0	0	0	91,522	1,109,762
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
2. Current: Principal Financial Officer									
Alicia Nancy Reinhard, Controller	2020	34,545	4,999	0	0	18,315	0	18,163	76,022
	2019	5,721	4,208	0	0	19,716	0	2,990	32,635
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
3. Former: Principal Executive Officer									
Steven Wayne Peacock, President & CEO	2020	127,847	350,465	0	0	0	0	104,962	583,274
	2019	239,615	1,024,074	0	0	0	0	314,178	1,577,867
	2018	252,501	1,005,923	0	0	0	0	129,562	1,387,986
4. Sean Parker Burgess, SVP/General Manger Claims	2020	109,395	245,248	0	0	0	0	62,083	416,726
	2019	108,495	255,740	0	0	0	0	63,882	428,117
	2018	112,686	264,427	0	0	0	0	47,351	424,464
5. Randy Lee Termeer, SVP/General Manager Insurance	2020	114,272	234,103	0	0	0	0	38,115	386,490
	2019	113,637	244,280	0	0	0	0	38,280	396,197
	2018	116,387	107,840	0	0	129,846	0	43,475	397,548
6. Arthur David Cummings, SVP/Chief P&C Actuary	2020	100,562	215,714	0	0	0	0	39,190	355,466
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
7. Stuart Blain Parker, President & CEO	2020	84,908	982,858	0	0	0	1,956,702	147,782	3,172,250
	2019	144,030	1,063,583	0	0	0	0	139,101	1,346,714
	2018	151,523	991,359	0	0	0	0	93,179	1,236,061
8. Laura Mahan Bishop, EVP/Chief Financial Officer	2020	71,200	322,864	0	0	0	0	52,474	446,538
	2019	75,466	347,517	0	0	0	0	58,045	481,028
	2018	84,374	335,999	0	0	0	0	42,459	462,832
9. Michael Merwarth, EVP/Enterprise Strategy & Marketing	2020	35,368	220,234	0	0	0	135,714	26,016	417,332
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
10. Tom Grothues, SVP/Insurance	2020	99,217	228,262	0	0	0	0	74,743	402,222
	2019	99,737	235,705	0	0	0	0	77,171	412,613
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
11. Torben Nohr Ostergaard, EVP/Chief Risk Officer	2020	65,674	263,570	0	0	0	0	33,219	362,463
	2019	68,836	283,665	0	0	0	0	33,734	386,235
	2018	73,453	284,272	0	0	0	0	43,327	401,052

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)		Paid or Deferred for Services as Director 2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other	6 All Other Compensation Paid or Deferred	7 Totals
Directors	**Principal Position/Occupation**						
All Directors are officers or employees.		0	0	0	0	0	0

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Effective 2020, USAA Casualty Insurance Company has changed its reporting methodology from an earned compensation approach to a paid compensation approach. The totals provided in Part 2 - Column 4 (Bonus) reflect incentive compensation earned in 2019 and paid in 2020. Incentive compensation earned in 2020 that will be paid in 2021 will be reported on the 2021 Supplemental Compensation Exhibit. This is a prospective reporting change.

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SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2020

(To be filed by March 1)

PART 1 - INTERROGATORIES

1.	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 paid each individual by or on behalf of all companies which are part of the group; or	Yes	[ ]	No [X]
	2) allocation to each insurer?	Yes	[X]	No [ ]
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 a period of 12 months from the date of the agreement?	Yes	[X]	No [ ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation							
		3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
1. Current: Principal Executive Officer									
Brandon Dane Carter, President	2020	332,171	774,729	0	0	0	0	172,178	1,279,078
	2019	329,216	1,117,581	0	0	0	0	169,370	1,616,167
	2018	325,746	849,221	0	0	0	0	125,879	1,300,846
2. Current: Principal Financial Officer									
Alicia Nancy Reinhard, Controller	2020	24,787	3,587	0	0	13,141	0	13,033	54,548
	2019	3,540	2,604	0	0	12,200	0	1,850	20,194
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
3. Daniel Sean McNamara, President FASG	2020	291,822	2,669,646	0	0	0	0	156,778	3,118,246
	2019	292,328	2,679,576	0	0	0	0	176,197	3,148,101
	2018	284,613	1,636,023	0	0	0	0	143,000	2,063,636
4. Sean Grindall, VP/Life Third Party Distribution	2020	213,296	862,461	0	0	0	0	67,147	1,142,904
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
5. Brian Harris, VP/General Manager Omnichannel Service	2020	167,237	832,207	0	0	0	0	84,087	1,083,531
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
6. Shawn Thomas Loftus, SVP/Life Actuary	2020	285,190	652,211	0	0	0	0	135,781	1,073,182
	2019	284,121	671,882	0	0	0	0	140,183	1,096,186
	2018	278,445	609,647	0	0	0	0	110,195	998,287
7. Stuart Blain Parker, President & CEO	2020	60,924	705,233	0	0	0	164,543	106,038	1,036,738
	2019	89,129	658,173	0	0	0	0	86,079	833,381
	2018	76,921	503,267	0	0	0	0	47,303	627,491
8. Christopher Smith, VP/Product Line Leader	2020	112,433	375,599	0	0	0	359,014	49,089	896,135
	2019	226,027	396,181	0	0	0	0	80,244	702,452
	2018	236,929	402,089	0	0	0	0	88,037	727,055
9. William Sweeney White, VP/Gen Mgr Retirement Income	2020	258,403	459,015	0	0	0	0	93,149	810,567
	2019	255,933	770,751	0	0	0	0	89,089	1,115,773
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
10. Keith Sloane, Director/Strategic Relationship Management	2020	213,215	466,917	0	0	0	0	89,948	770,080
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)		Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
		2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
Directors	**Principal Position/Occupation**						
All Directors are officers or employees.		0	0	0	0	0	0

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Effective 2020, USAA Life Insurance Company has changed its reporting methodology from an earned compensation approach to a paid compensation approach. The totals provided in Part 2 - Column 4 (Bonus) reflect incentive compensation earned in 2019 and paid in 2020. Incentive compensation earned in 2020 that will be paid in 2021 will be reported on the 2021 Supplemental Compensation Exhibit. This is a prospective reporting change.

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NEBRASKA DEPARTMENT OF INSURANCE

SUPPLEMENTAL COMPENSATION EXHIBIT

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

PART 1 - INTERROGATORIES

1.	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 paid each individual by or on behalf of all companies which are part of the group; or	Yes [ ]	No [X]
	2) allocation to each insurer?	Yes [X]	No [ ]
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 a period of 12 months from the date of the agreement?	Yes [X]	No [ ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation 3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
1. Current: Principal Executive Officer									
James Dale Syring, President/P&C Insurance Grp	2020	123,591	515,304	0	0	0	0	57,426	696,321
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
2. Current: Principal Financial Officer									
Alicia Nancy Reinhard, Controller	2020	21,676	3,137	0	0	11,491	0	11,397	47,701
	2019	3,521	2,589	0	0	12,133	0	1,840	20,083
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
3. Former: Principal Executive Officer									
Steven Wayne Peacock, President & CEO	2020	80,218	219,900	0	0	0	0	65,859	365,977
	2019	147,455	630,199	0	0	0	0	193,340	970,994
	2018	136,485	543,734	0	0	0	0	70,032	750,251
4. Sean Parker Burgess, SVP/General Manger Claims	2020	68,640	153,881	0	0	0	0	38,954	261,475
	2019	66,766	157,378	0	0	0	0	39,312	263,456
	2018	60,911	142,931	0	0	0	0	25,595	229,437
5. Randy Lee Termeer, SVP/General Manager Insurance	2020	71,700	146,888	0	0	0	0	23,915	242,503
	2019	69,930	150,326	0	0	0	0	23,557	243,813
	2018	62,911	58,291	0	0	70,186	0	23,500	214,888
6. Arthur David Cummings, SVP/Chief P&C Actuary	2020	63,098	135,350	0	0	0	0	24,590	223,038
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
7. Stuart Blain Parker, President & CEO	2020	53,276	616,695	0	0	0	1,227,734	92,726	1,990,431
	2019	88,634	654,513	0	0	0	0	85,601	828,748
	2018	81,903	535,862	0	0	0	0	50,366	668,131
8. Laura Mahan Bishop, EVP/Chief Financial Officer	2020	44,674	202,581	0	0	0	0	32,925	280,180
	2019	46,440	213,857	0	0	0	0	35,720	296,017
	2018	45,607	181,619	0	0	0	0	22,950	250,176
9. Michael Merwarth, EVP/Enterprise Strategy & Marketing	2020	22,192	138,186	0	0	0	85,154	16,324	261,856
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
10. Tom Grothues, SVP/Insurance	2020	62,254	143,223	0	0	0	0	46,897	252,374
	2019	61,377	145,049	0	0	0	0	47,490	253,916
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
11. Torben Nohr Ostergaard, EVP/Chief Risk Officer	2020	41,207	165,377	0	0	0	0	20,843	227,427
	2019	42,361	174,563	0	0	0	0	20,760	237,684
	2018	39,704	153,658	0	0	0	0	23,420	216,782

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)		Paid or Deferred for Services as Director 2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other	6 All Other Compensation Paid or Deferred	7 Totals
Directors	**Principal Position/Occupation**						
All Directors are officers or employees.		0	0	0	0	0	0

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Effective 2020, USAA General Indemnity Company has changed its reporting methodology from an earned compensation approach to a paid compensation approach. The totals provided in Part 2 - Column 4 (Bonus) reflect incentive compensation earned in 2019 and paid in 2020. Incentive compensation earned in 2020 that will be paid in 2021 will be reported on the 2021 Supplemental Compensation Exhibit. This is a prospective reporting change.

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For the Year Ended December 31, 2020

(To be filed by March 1)

PART 1 - INTERROGATORIES

1.	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 paid each individual by or on behalf of all companies which are part of the group; or	Yes	[ ]	No [X]
	2) allocation to each insurer?	Yes	[X]	No [ ]
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 a period of 12 months from the date of the agreement?	Yes	[X]	No [ ]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation 3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
1. Current: Principal Executive Officer									
James Dale Syring, President/P&C Insurance Grp	2020	65,658	273,755	0	0	0	0	30,507	369,920
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
2. Current: Principal Financial Officer									
Alicia Nancy Reinhard, Controller	2020	11,515	1,666	0	0	6,105	0	6,054	25,340
	2019	1,760	1,295	0	0	6,066	0	920	10,041
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
3. Former: Principal Executive Officer									
Steven Wayne Peacock, President & CEO	2020	42,616	116,822	0	0	0	0	34,987	194,425
	2019	73,728	315,100	0	0	0	0	96,670	485,498
	2018	65,989	262,888	0	0	0	0	33,860	362,737
4. Sean Parker Burgess, SVP/General Manger Claims	2020	36,465	81,749	0	0	0	0	20,694	138,908
	2019	33,383	78,689	0	0	0	0	19,656	131,728
	2018	29,449	69,105	0	0	0	0	12,375	110,929
5. Randy Lee Termeer, SVP/General Manager Insurance	2020	38,091	78,034	0	0	0	0	12,705	128,830
	2019	34,965	75,163	0	0	0	0	11,778	121,906
	2018	30,417	28,183	0	0	33,934	0	11,362	103,896
6. Arthur David Cummings, SVP/Chief P&C Actuary	2020	33,521	71,905	0	0	0	0	13,063	118,489
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
7. Stuart Blain Parker, President & CEO	2020	28,303	327,619	0	0	0	652,234	49,261	1,057,417
	2019	44,317	327,256	0	0	0	0	42,800	414,373
	2018	39,599	259,082	0	0	0	0	24,351	323,032
8. Laura Mahan Bishop, EVP/Chief Financial Officer	2020	23,733	107,621	0	0	0	0	17,491	148,845
	2019	23,220	106,928	0	0	0	0	17,860	148,008
	2018	22,050	87,810	0	0	0	0	11,096	120,956
9. Michael Merwarth, EVP/Enterprise Strategy & Marketing	2020	11,789	73,411	0	0	0	45,238	8,672	139,110
[Not Previously Reported]	2019	0	0	0	0	0	0	0	0
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
10. Tom Grothues, SVP/Insurance	2020	33,072	76,087	0	0	0	0	24,914	134,073
	2019	30,688	72,525	0	0	0	0	23,745	126,958
[Not Previously Reported]	2018	0	0	0	0	0	0	0	0
11. Torben Nohr Ostergaard, EVP/Chief Risk Officer	2020	21,891	87,857	0	0	0	0	11,073	120,821
	2019	21,180	87,281	0	0	0	0	10,380	118,841
	2018	19,196	74,292	0	0	0	0	11,323	104,811

PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)		Paid or Deferred for Services as Director 2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other	6 All Other Compensation Paid or Deferred	7 Totals
Directors	**Principal Position/Occupation**						
All Directors are officers or employees.		0	0	0	0	0	0

PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Effective 2020, Garrison Property and Casualty Insurance Company has changed its reporting methodology from an earned compensation approach to a paid compensation approach. The totals provided in Part 2 - Column 4 (Bonus) reflect incentive compensation earned in 2019 and paid in 2020. Incentive compensation earned in 2020 that will be paid in 2021 will be reported on the 2021 Supplemental Compensation Exhibit. This is a prospective reporting change.

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