



SUPPLEMENT FOR THE YEAR 2020 OF THE FARMERS INSURANCE EXCHANGE

**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 [ ] No [ X ]

**PART 2 - OFFICERS AND EMPLOYEES COMPENSATION**

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Principal Executive Officer	2020	1,100,000	1,545,518	4,173,959				264,726	7,084,202
Jeffrey J. Dailey, President, CEO *	2019	1,073,077	1,595,096	4,614,609				570,426	7,853,208
Jeffrey J. Dailey, President, CEO *	2018	1,000,000	1,320,000	1,834,728				518,251	4,672,980
Current:									
2. Principal Financial Officer	2020	295,894	247,525					115,796	659,215
Thomas S. Noh, CFO, Treasurer	2019	285,379	185,716					53,385	524,480
Thomas S. Noh, CFO, Treasurer	2018	223,154	165,938					38,165	427,258
3. Doren E. Hohl, Secretary	2020	296,291	947,805					54,938	1,299,034
Doren E. Hohl, Secretary	2019	269,566	172,700	347,669				53,271	843,206
Doren E. Hohl, Secretary	2018	253,523	166,860	60,896				42,340	523,618
4. Robert P. Howard, Chief Claims Officer	2020	421,692	552,291					113,109	1,087,092
Robert P. Howard, Chief Claims Officer	2019	389,231	445,322					96,617	931,169
Robert P. Howard, Chief Claims Officer	2018	310,971	296,842					81,018	688,831
5. James L. Nutting, Chief Actuary *	2020	323,588	242,289	320,517				60,908	947,303
James L. Nutting, Chief Actuary *	2019	314,235	226,008	344,006				(283,818)	600,430
James L. Nutting, Chief Actuary *	2018	305,082	219,425	120,154				62,165	706,827
6. Frank A. Carni, Claims Executive/Employee	2020	299,670	328,944					66,841	695,456
Frank A. Carni, Claims Executive/Employee	2019	292,561	350,393					79,008	721,962
Frank A. Carni, Claims Executive/Employee	2018	284,588	297,894					58,814	641,296
7. Jeffrey D. Hathaway, Clamis Executive/Employee	2020	278,280	322,705					51,077	652,063
Jeffrey D. Hathaway, Clamis Executive/Employee	2019	272,203	228,061					47,390	547,655
Jeffrey D. Hathaway, Clamis Executive/Employee	2018	265,700	209,562					30,020	505,282
8. Craig A. Orraj, Clamis Executive/Employee	2020	274,194	297,905					74,045	646,143
Craig A. Orraj, Clamis Executive/Employee	2019	266,268	293,229					73,445	632,942
Craig A. Orraj, Clamis Executive/Employee	2018	258,512	268,393					56,925	583,830
9. Timothy E. Felks, Claims Executive/Employee	2020	273,901	278,760					72,780	625,441
Timothy E. Felks, Claims Executive/Employee	2019	265,984	284,874					73,433	624,291
Timothy E. Felks, Claims Executive/Employee	2018	257,908	278,420					41,234	577,562
10. Todd M. Williams, Clamis Executive/Employee	2020	257,485	269,314					47,286	574,085
Todd M. Williams, Clamis Executive/Employee	2019	248,843	287,682					49,361	585,886
Todd M. Williams, Clamis Executive/Employee	2018	240,581	238,229					35,163	513,973



**SUPPLEMENT FOR THE YEAR 2020 OF THE FARMERS INSURANCE EXCHANGE**

**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		
Gary R. Martin, Director , President Marston Management Corporation **	185,000					185,000
Alan R. Gildemeister, Director , President International Technologies Inc.						
**	170,000					170,000
Frederick H. Kruse, Director , Retired **	170,000					170,000
Ronald L. Marrone, Director , Chief Marketing Officer Marrone's Food Service Inc. **	170,000					170,000
Scott W. Hood, Director , Senior Consultant Rochdale Paragon Group **	155,000					155,000
Thomas G. Allen, Director , President Intermountain Electric Inc. **	140,000					140,000
Thomas D. Brown, Director , CEO Brown National lease **	140,000					140,000
Joe D. Bryant, Director , President Ultra Thin Ribbons and Medals **	140,000					140,000
Julio A. Da Silva, Director , Vice President of Information Technology at Prologis **	140,000					140,000
Ronald G. Myhan, Director , Retired **	138,750					138,750

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**PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS**

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Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

\*\*The Direct Compensation expenses incurred are to Directors who serve on the boards of insurers that are part of a holding company system, and are on a total gross basis..

\*The individuals listed are officers of Farmers Group, Inc., dba as Farmers Underwriters Association, a Nevada Corporation which acts as attorney-in-fact of Farmers Insurance Exchange .....