

DIRECTOR AND OFFICER COMPENSATION

The following sets forth the proposed compensation of the directors and officers of AFI MHC, submitted pursuant to Wis. Stat. § 644.07(4)(b)(4).

There are no current plans for AFI MHC to pay any compensation to its officers in connection with their service as officers of AFI MHC.

AFI MHC will pay fees and other compensation to its directors on the same basis that AFMIC currently pays such fees and other compensation to its directors. For 2016, these fees, which include the Board Retainer, Committee Membership, Committee Chair, and Presiding Director fees, will total \$2,055,000. There are no current plans to change any of these fees in connection with the MHC Conversion. All director compensation is reviewed biannually by the Compensation Committee with the assistance of the Committee's outside compensation consultant (Pearl Meyer Partners) and approved by the Board.

Annual director fees are currently as follows:

Board Retainer Fee:	\$125,000
Committee Membership Fee:	\$15,000
Committee Chair Fee:	\$30,000 for the Finance and Audit Committees \$25,000 for all other Committees
Presiding Director Fee:	\$25,000