



# COMMONWEALTH AUTOMOBILE REINSURERS

225 Franklin Street Boston, Massachusetts 02110

[www.commauto.com](http://www.commauto.com)

617-338-4000

RALPH A. IANACO  
PRESIDENT

## RECORDS OF MEETING

### PERSONNEL COMMITTEE – JANUARY 19, 2010

#### Members Present

Mr. William F. Hofmann, III – Chairman	Provider Insurance Group, Inc.
Mr. William J. Cahill, Jr.	The Hanover Insurance Company
Mr. Andrew J. Carpentier	Quincy Mutual Fire Insurance Company
Mr. Richard P. Jones	Leslie S. Ray Insurance Agency, Inc.
Mr. Robert P. Suglia	Amica Mutual Insurance Company

Substituted for:

N/A

Not in Attendance:

N/A

#### 08.01 Records of Previous Meeting

The Committee unanimously voted to approve the Records of the Personnel Committee meeting of February 20, 2008. The Records have been distributed and are on file with CAR's Secretary.

#### 10.03 Ad Hoc Personnel Subcommittee

Chairman Hofmann stated that due to only a few companies responding to the Employee Benefits Survey distributed by CAR prior to the requested deadline, the scheduled meeting of the Ad Hoc Personnel Subcommittee was postponed.

#### 10.05 Annual Range Movement

CAR's President, Ralph Iannaco spoke to CAR's annual survey relative to the movement of salary ranges implemented by insurance companies represented on the Governing Committee for calendar years 2006 to 2010, noting that CAR's salary range has not been moved since 2008. The calculation of the salary range movements of the companies resulted in an average increase of 1.90% for calendar year 2009. In keeping with the methodology approved by Division of Insurance and Governing Committee, Mr. Iannaco recommended that the annual salary range movement for both officer and non-officer positions be increase by 1.90% for calendar year 2009. Discussion ensued relative to the movement of CAR's salary range for calendar year 2010, resulting in a consensus that this matter would be taken up at the next meeting of the Personnel Committee.

The Committee unanimously voted to recommend to the Governing Committee that CAR's salary range movement be increased by 1.90% for calendar year 2009.

**10.04 2010 Annual Merit Increase**

Mr. Iannaco spoke to the annual survey, conducted by CAR, relative to the average annual merit increases implemented by current and past member companies represented on the Governing Committee and industry-funded organizations over the past five years. He also informed the Committee that he had implemented a salary freeze for fiscal year 2009.

Continuing, he reported that for budgetary purposes, an annual merit increase of 3.00% was included in the 2010 budget, which was approved by both the Budget and Governing Committees. Therefore, he recommended that an average annual merit increase be set at 3.00% for fiscal year 2010.

Following discussion, the Committee voted unanimously to recommend to the Governing Committee that the average annual merit increase for fiscal year 2010 be set at three percent.

**10.06 Officers' Salary Recommendations**

Mr. Iannaco spoke to the past year's performances of the following Officers of CAR and recommended salary increases for fiscal year 2010, for the Committee's consideration.

Mr. Paul Ryan, Vice President & Chief Information Officer  
Ms. Natalie Hubley, Vice President – Financial Service & Treasurer  
Ms. Valerie Gedziun, Vice President – Compliance Audit  
Ms. Pamela Wallace, Vice President – Residual Market Services.

Following discussion, the Committee unanimously voted to recommend to the Governing Committee the approval of the salary increases for the four Officers as proposed by Mr. Iannaco.

**10.07 President's Salary Recommendation**

The Committee discussed the salary review of CAR's President, Ralph Iannaco.

Following the Committee's review, the Chairman thanked Mr. Iannaco for his continued effort, and declared that the members unanimously voted to recommend to the Governing Committee the approval of their proposed salary increase for fiscal year 2010 for Mr. Iannaco.

JOYCE F. QUINN  
Executive Assistant to President

Boston, Massachusetts  
March 5, 2010