



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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NOTICE OF MEETING

PERSONNEL COMMITTEE

A meeting of the Personnel Committee will be held virtually via Zoom video conferencing software on

WEDNESDAY, OCTOBER 29, 2025, AT 10:00 A.M.

If you plan to attend this meeting and are not a member of this Committee, please RSVP by completing the Visitor Security Form located in the Contact Us/Visitor Information section of CAR's website. CAR will then forward to you, via email, meeting access information. Please do not share access information provided by CAR but refer others wishing to attend the meeting to CAR's Visitor Security Form.

MEMBERS OF THE COMMITTEE

Mr. William Hughes – Chair
Arbella Insurance Group

Ms. Sarah Clemens
Mr. Thomas DePaulo
Ms. Nicole Martorana
Mr. John Olivieri, Jr.
Mr. Christopher Taylor
Ms. Meredith Woodcock

MAPFRE U.S.A. Corporation
Cabot Risk Strategies, LLC
FBInsure, LLC
J.K. Olivieri Insurance Agency, Inc
The Hanover Insurance Company
Liberty Mutual Insurance Companies

AGENDA

PC

25.01 Records of Previous Meeting

The Records of the Personnel Committee meeting of January 28, 2025, should be read and approved.

PC

25.03 CAR Conflict of Interest Policy

The Chair will read a statement relative to CAR's Conflict of Interest Policy.

PC

25.08 President's Performance Objectives

The Committee will discuss the progress to date with respect to the CAR President's 2025 performance objectives. The Committee will also consider 2026 objectives including corporate goals described in the FY2026 Business Plan, and pertinent non-business plan objectives. To assist the Committee with its review, CAR's President will present:

- A review of accomplishments and ongoing efforts relative to 2025 established objectives.
- A review of 2026 corporate objectives included in the FY2026 Business Plan as approved by the Budget and Governing Committees.

PC

25.09 Vice President Salary Range

Ms. Hubley will present a proposal to adjust the Vice Presidents' salary range.

PC

25.10 Vice President of Technical Operations Position

Ms. Hubley will present a proposal to fill the vacant Vice President of Technical Operations position.

Other Business

To transact any other business that may properly come before this Committee.

Executive Session

The Personnel Committee may convene in Executive Session in accordance with the provisions of G.L. c. 30A, § 21.

KATY PROCTOR
Financial Services Specialist

Boston, Massachusetts
October 15, 2025