



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

MONDAY, FEBRUARY 2, 2026, AT 1:00 P.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 October 29, 2025 should be read and approved.

PC

26.03 CAR Conflict of Interest Policy

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

PC

26.04 2026 Annual Merit Adjustment

Staff will present a recommendation regarding the 2026 merit adjustment percentage.

PC

26.05 2026 Annual Range Movement

Staff will present a recommendation regarding employee salary ranges for calendar year 2026.

PC

26.06 Officer Salary Recommendations

Ms. Hubley will present the 2026 salary recommendations for Ms. Wendy Browne, Vice President of Business Operations and Mr. Samuel DiBattista, Vice President of Technical Operations.

PC

26.07 President's Salary Recommendation

The Committee should be prepared to discuss the salary recommendation for Ms. Natalie Hubley.

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
January 12, 2026