



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

101 Arch Street, Suite 400 Boston, Massachusetts 02110

www.commauto.com

617-338-4000

RECORDS OF MEETING

PERSONNEL COMMITTEE – OCTOBER 29, 2025

Members Present

Mr. William Hughes. – Chair
Ms. Sarah Clemens
Ms. Nicole Martorana
Mr. John Olivieri, Jr
Ms. Meredith Woodcock

Arbella Insurance Group
MAPFRE U.S.A Corporation
FBInsure, LLC
J.K. Olivieri Insurance Agency, Inc.
Liberty Mutual Insurance Companies.

Not in Attendance:

Mr. Thomas DePaulo, Cabot Risk Strategies, LLC
Mr. Christopher Taylor, The Hanover Insurance Company

Notes:

Ms. Sarah Clemens joined the meeting at 10:15 a.m.

25.01 Records of Previous Meeting

The Committee voted unanimously to approve the Records of the Personnel Committee meeting of January 28, 2025. The Records have been distributed and are on file.

25.08 President's Performance Objectives

Chair William Hughes indicated that the meeting is intended to provide the Committee with a status of the 2025 presidential performance objectives in advance of the President's 2025 annual performance evaluation in February 2026.

Ms. Natalie Hubley reviewed the progress to date regarding her 2025 business-related performance objectives. Those objectives are based on CAR's FY2025 Business Plan as approved by the Budget and Governing Committees. She highlighted efforts to continue to improve MAIP rate levels, CAR's quick response to correct the MAIP motorcycle underinsured motorist rates that affected policies effective July 1, 2025, and implementation of a maximum physical damage loss for policies effective January 1, 2026. Ms. Hubley also noted the ongoing efforts to enhance consistent procedures among the commercial Servicing Carriers as well as discussion to mitigate the disruptive impacts of ERP redistributions.

The Committee was advised of CAR's continued efforts to improve efficiency of staff functions and services to member companies and producers.

With respect to non-Business Plan objectives, Ms. Hubley discussed on-going succession planning.

Committee members reacted positively to the report, and the Chair encouraged the membership to offer any additional feedback between now and the Committee's next meeting in February 2026.

25.09 Vice President Salary Range

Ms. Hubley noted that CAR's most recent salary range benchmarking study demonstrated a need for an adjustment of the salary ranges for CAR's Vice Presidents. She provided the committee with CAR's current Vice President salary range demonstrating it measured below peer benchmarks, while all other grade levels measured within 3-5 percentage points. Therefore, Ms. Hubley proposed to modify the salary range to align with peer benchmarks.

Following brief discussion, the Committee unanimously voted to recommend to the Governing Committee a modification to the Vice Presidents' salary range.

25.10 Vice President of Technical Operation Position

Ms. Hubley noted that with the recent retirement of CAR's Vice President of Technical Operations, she is recommending Mr. Samuel DiBattista be appointed to fill the role. Mr. DiBattista is a long-term CAR employee starting as a Software Developer and making his way up to Director of Software Development. Ms. Hubley highlighted Mr. DiBattista's accomplishments throughout his time at CAR, emphasizing his involvement in CAR's massive Y2K conversion on all CAR systems and programs and later his major role in the development and implementation of the MAIP application and Quota Share and Assignment applications among many others. Most recently, Mr. DiBattista shifted courses seamlessly to support Mr. Peter McCabe to ensure the integrity of CAR's system architecture while at the same time continuing to oversee the success of the development team in supporting all CAR, MAIP and statistical agent functions.

The Committee voted with four in favor and one abstention (unable to vote due to a technical issue) to recommend to the Governing Committee that Mr. Samuel DiBattista be promoted to the role of CAR's Vice President of Technical Operations

KATY PROCTOR
Financial Services Specialist

Boston, Massachusetts
November 4, 2025

ATTACHMENT LISTING

Docket #PC25.02, Exhibit #2

Attendance Listing

**PERSONNEL COMMITTEE MEETING
MEETING ATTENDEES
OCTOBER 29, 2025**

Individual's Name

Company / Agency

PLEASE PRINT

William Hughes	Arbella Insurance Group
Sarah Clemens	MAPFRE U.S.A Corporation
Nicole Martorana	FBInsure
John Olivieri, Jr.	J.K. Olivieri Insurance Agency, Inc.
Meredith Woodcock	Liberty Mutual Insurance Companies
Steven Gautieri	CAR Staff
Natalie Hubley	CAR Staff
Katy Proctor	CAR Staff