



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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RECORDS OF MEETING

PERSONNEL COMMITTEE – FEBRUARY 2, 2026

Members Present

Mr. William Hughes. – Chair	Arbella Insurance Group
Ms. Sarah Clemens	MAPFRE U.S.A. Corporation
Ms. Nicole Martorana	FBInsure, LLC
Mr. John Olivieri, Jr	World Insurance Associates, LLC
Ms. Meredith Woodcock	Liberty Mutual Insurance Companies.

Substituted for:
N/A

Not in Attendance:
Mr. Thomas DePaulo, Cabot Risk Strategies, LLC
Mr. Christopher Taylor, The Hanover Insurance Company

25.01 Records of Previous Meeting

The Committee unanimously voted to approve the Records of the Personnel Committee meeting of October 29, 2025. The Records have been distributed and are on file.

26.04 2026 Annual Merit Adjustment

Mr. Steven Gautieri reviewed an annual merit adjustment survey of industry-funded peer organizations to which CAR ties its recommendation, noting CAR's proposed increase is in-line with those companies for 2026.

Mr. Gautieri then presented a proposal for the President's discretionary allowance to award individuals whose performance deserves meaningful additional compensation. He noted the practice has been highly successful over the past six years in motivating middle and lower-level staff who are now more directly involved in committee activity, problem solving and the implementation of impactful solutions throughout the company. He noted that the discretionary compensation is awarded as one-time payments and does not increase base salaries.

After discussion, the Committee unanimously voted to recommend to the Governing Committee approval of the proposed merit adjustment for calendar year 2026 and the additional discretionary allowance.

26.05 2026 Annual Range Movement

Mr. Gautieri provided a review of salary range survey information reflecting industry-funded peer organizations planned salary range increases for 2026. Based on the survey information and in keeping with past practice, a salary range increase percentage was proposed to align CAR with those organizations for 2026.

Following brief consideration, the Committee unanimously voted to recommend to the Governing Committee a salary range adjustment percentage as recommended for calendar year 2026.

26.06 Officer Salary Recommendations

Ms. Hubley provided a 2025 job performance assessment of Ms. Wendy Browne, Vice President of Business Operations. Ms. Browne's 2025 performance included a highly visible presence in both the Private Passenger and Commercial residual markets through but not limited to the three approved rate filings and committee activity.

Ms. Hubley proposed a salary increase for Ms. Browne consistent with the merit increase percentage approved for CAR staff for 2026.

The Committee unanimously voted to recommend to the Governing Committee a 2026 salary adjustment for Wendy Browne, Vice President of Business Operations, as proposed by Ms. Hubley.

Ms. Hubley also provided a review of the 2025 job performance of Mr. Samuel DiBattista, Vice President of Technical Operations. Ms. Hubley noted that although Mr. DiBattista has only been in the VP position since October 2025, he has been a prominent leader in the IT department and took over responsibilities in July 2025 when CAR's former Vice President of Technical Operations retired.

Ms. Hubley proposed a salary increase for Mr. DiBattista consistent with the merit increase percentage approved for CAR staff for 2026.

After a brief discussion, the Committee also unanimously voted to recommend to the Governing Committee a 2026 salary adjustment for Samuel DiBattista, Vice President of Technical Operations, as proposed by Ms. Hubley.

26.07 President's Salary Recommendation

The Committee provided an assessment of CAR president, Natalie Hubley's 2025 job performance, including comments from members of the committee. In recognition of Ms. Hubley's leadership and continued success as president, the Committee reached a consensus on an appropriate merit adjustment percentage.

Following discussion, the Committee unanimously voted to recommend to the Governing Committee a 2026 merit adjustment for Ms. Hubley.

KATY PROCTOR
Financial Services Specialist

Boston, Massachusetts
February 3, 2026

ATTACHMENT LISTING

Docket #PC26.02, Exhibit #1

Attendance Listing

PLEASE PRINT

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