



NATALIE A. HUBLEY  
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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## RECORDS OF MEETING

### PERSONNEL COMMITTEE – NOVEMBER 2, 2021

#### Members Present

Ms. Elizabeth Brodeur – Chair  
Mr. Thomas DePaulo  
Ms. Gail Eagan  
Mr. John Olivieri, Jr.  
Ms. Kellie Thibodeau

Safety Insurance Company  
Cabot Risk Strategies, LLC  
Arbella Insurance Group  
J.K. Olivieri Insurance Agency, Inc.  
The Hanover Insurance Company

Substituted for:  
N/A

Not in Attendance:  
Mr. Daniel Olohan, MAPFRE U.S.A. Corporation

#### 21.01 Records of Previous Meeting

The Committee unanimously voted to approve the Records of the Personnel Committee meeting of March 24, 2021. The Records have been distributed and are on file.

#### 21.09 Development of Presidential Performance Objectives

At its March 24, 2021 meeting, the Committee discussed the establishment of business objectives for CAR's President and a process to coordinate the development of those objectives in conjunction with approved corporate objectives. The Committee also agreed that non-business plan goals should be considered in the development of Presidential performance objectives.

Ms. Natalie Hubley provided a review of progress relative to CAR's 2021 corporate objectives and identified activities still in progress which have carried over to CAR's FY2022 Business Plan. She also briefly reviewed the FY2022 business objectives approved by the Budget and Governing Committees in September. Ms. Hubley indicated that the majority of the corporate objectives remain focused on the commercial automobile residual market and noted that, while progress has been made, there is still significant work ahead to foster continued reduction of the commercial residual market size and improvement of its financial results. Finally, Ms. Hubley advised the Committee of planned non-business plan activities including succession planning and future space planning and lease negotiations, and cyber security preparedness.

After discussion, the Committee also suggested inclusion and diversity training as a worthwhile on-going business objective.

TIMOTHY COSTAIN  
Chief of Staff

Boston, Massachusetts  
November 4, 2021

**ATTACHMENT LISTING**

Docket #PC21.02, Exhibit #3

Attendance Listing

**PERSONNEL COMMITTEE MEETING  
MEETING ATTENDEES  
NOVEMBER 2, 2021**

Individual's Name

Company / Agency

PLEASE PRINT

Elizabeth Brodeur	Safety Insurance Company
Thomas DePaulo	Cabot Risk Strategies, LLC
Gail Eagan	Arbella Insurance Group
John Olivieri, Jr.	J.K. Olivieri Insurance Agency, Inc.
Kellie Thibodeau	The Hanover Insurance Company
Timothy Costain	CAR Staff
Natalie Hubley	CAR Staff