



NATALIE A. HUBLEY
PRESIDENT

COMMONWEALTH AUTOMOBILE REINSURERS

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RECORDS OF MEETING

PERSONNEL COMMITTEE – OCTOBER 25, 2022

Members Present

Mr. John Olivieri, Jr. – Chair
Ms. Sarah Clemens
Mr. Thomas DePaulo
Ms. Mary McConnell
Mr. Christopher Taylor
Mr. David Zawilinski ⁽¹⁾

J.K. Olivieri Insurance Agency, Inc.
MAPFRE U.S.A. Corporation
Cabot Risk Strategies, LLC
Safety Insurance Company
The Hanover Insurance Company
Arbella Insurance Group

Substituted for:

⁽¹⁾Mr. William Hughes

Not in Attendance:

N/A

PC

22.01 Records of Previous Meeting

The Committee voted with two members in favor and four abstained to approve the Records of the Personnel Committee meeting of February 9, 2022. The Records have been distributed and are on file.

PC

22.08 CAR Internal Functional Responsibilities

Ms. Natalie Hubley presented a high-level organizational review of CAR's management structure and departmental responsibilities to familiarize new committee members with the organization's functional composition. She provided an explanation of plans to gradually merge and realign certain analytical and compliance functions as part of a succession plan with the anticipated retirement of several high-level employees over the next five to seven years.

PC

22.09 President's Performance Objectives

Ms. Hubley provided a progress report regarding her 2022 corporate performance objectives which were developed through advisory committee efforts and are reflected in CAR's 2022 Business Plan. Chair John Olivieri noted that the Committee would take the report under advisement in preparation for its annual review of the President's performance in February 2023. Among the many issues Ms. Hubley identified were the continuing efforts to improve commercial residual market results and the progress made in the last year. She also noted MAIP Application system enhancements, compliance oversight including focus audits to ensure data integrity, and enhancements and efficiency initiatives within the technical operations area.

Finally, she touched on non-business objectives such as continued succession planning and office space considerations which will remain as areas of focus in 2023.

The Committee was advised that development of 2023 organizational objectives are coordinated with the Budget and Governing Committees' recent approval of CAR's FY2023 Business Plan. Comments regarding potential business objectives not contained in the approved FY2023 Business Plan included a suggestion that, in the interest of further residual market depopulation, CAR consider opportunities to provide expanded company access to data from its own voluntary book of business. Staff agreed that, in light of advancements in data access technology, a review of data currently accessible to each company would be appropriate and enhancements could be referred to the Compliance and Operations Committee. After discussion, the Committee confirmed the 2023 corporate and non-business plan objectives.

TIMOTHY COSTAIN
Chief of Staff

Boston, Massachusetts
November 3, 2022

ATTACHMENT LISTING

Docket #PC22.02, Exhibit #2

Attendance Listing

**PERSONNEL COMMITTEE MEETING
MEETING ATTENDEES
OCTOBER 25, 2022**

Individual's Name

Company / Agency

PLEASE PRINT

John Olivieri, Jr.	J. K. Olivieri Insurance Agency, Inc.
Sarah Clemens	MAPFRE U.S.A. Corporation
Thomas DePaulo	Cabot Risk Strategies, LLC
Mary McConnell	Safety Insurance Company
Christopher Taylor	The Hanover Insurance Company
David Zawilinski	Arbella Insurance Company
Timothy Costain	CAR Staff
Natalie Hubley	CAR Staff