



## SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2018  
(To be filed by March 1)

### PART 1 - INTERROGATORIES

1. The reporting insurer a member of a group of insurers or other holding company system? Yes  No   
 If yes, do the amounts below represent
  - 1) total gross compensation paid each individual by or on behalf of all companies which are part of the group; or Yes  No
  - 2) allocation to each insurer? Yes  No
2. Did any person while an officer, director, or trustee of the reporting entity receive directly or indirectly, during the period covered by this statement any commission on the business transactions of the reporting entity? Yes  No
3. Except for retirement plans generally applicable to its staff employees, has the reporting entity any agreement with any person, other than contracts with its agents for the payment of commissions whereby it agrees that for any service rendered or to be rendered, that he/she shall receive directly or indirectly, any salary, compensation or emolument that will extend beyond a period of 12 months from the date of the agreement? Yes  No

### PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	Annual Compensation							
		3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
<b>1. Current: Principal Executive Officer</b>									
Richard E. Welch, President & CEO.....	2018	294,230				90,000		36,561	420,791
John W. Tympanick, President & CEO.....	2017	422,300	32,800					44,636	499,736
John W. Tympanick, President & CEO.....	2016	410,000	189,795					43,793	643,588
<b>2. Current: Principal Financial Officer</b>									
Eric F. Piurkowski, SVP & CFO.....	2018	205,000	24,718					37,772	267,490
Eric F. Piurkowski, SVP & CFO.....	2017	191,154	10,058					33,062	234,274
Eric F. Piurkowski, VP & CFO.....	2016	175,000	18,966					31,858	225,824
<b>3. Sandra B. Haley, SVP.....</b>									
Sandra B. Haley, SVP.....	2018	212,500	26,185					44,846	283,531
Sandra B. Haley, SVP.....	2017	202,500	11,207					40,200	253,907
Sandra B. Haley, SVP.....	2016	195,000	21,264					40,118	256,382
<b>4. Stephanie M. Connon, SVP.....</b>									
Stephanie M. Connon, SVP.....	2018	200,000	24,892					36,727	261,619
Stephanie M. Connon, SVP.....	2017	192,500	10,511					33,077	236,088
Stephanie M. Connon, SVP.....	2016	182,884	18,966					32,847	234,697
<b>5. John W. Tympanick, Former President &amp; CEO</b>									
.....	2018	219,271	76,014				50,000	34,156	379,441
.....	2017								0
.....	2016								0
<b>6. Vlado Dapic, Executive Claims Manager.....</b>									
.....	2018	118,620	8,465					21,186	148,271
.....	2017								0
.....	2016								0
<b>7. Sonya Gray, Sr Underwriting Manager.....</b>									
Sonya Gray, Sr Underwriting Manager.....	2018	93,841	9,207					17,178	120,226
Sonya Gray, Sr Underwriting Manager.....	2017	89,000	3,977					15,428	108,405
Sonya Gray, Sr Underwriting Manager.....	2016	86,500	9,540					15,918	111,958
<b>8. Mark Trombly, Marketing Manager.....</b>									
.....	2018	94,477						9,737	104,214
.....	2017								0
.....	2016								0
<b>9. ....</b>									
.....	2018								0
.....	2017								0
.....	2016								0
<b>10. ....</b>									
.....	2018								0
.....	2017								0
.....	2016								0

### PART 3 - DIRECTOR COMPENSATION

1 Name and Principal Position or Occupation and Company (if Outside Director)	Paid or Deferred for Services as Director				6 All Other Compensation Paid or Deferred	7 Totals
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		
<b>Directors</b>						
Gerald J. Cassidy, Insurance Consultant.....	24,500					24,500
Richard W. Brewer, Retired.....	25,750					25,750
James J. Donahue, Restaurateur, Tweed's Pub Restaurant	28,750					28,750
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC	24,750					24,750
E. Thomas McCabe Jr., Restaurant Consultant, Restaurant Resources	32,750					32,750
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan	36,250					36,250
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc.	22,500					22,500
Peter T. Robertson, Attorney.....	25,000					25,000
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group	23,250					23,250



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James R. Bacon, Retired.....	.....23,250	.....	.....	.....	.....	.....23,250
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### PART 4 - NARRATIVE DESCRIPTION OF MATERIAL FACTORS

Provide a narrative description of any material factors necessary to gain an understanding of the information disclosed in the tables.

Not applicable

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