



SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2019
(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
1. Current: Principal Executive Officer									
Richard E. Welch, President & CEO.....	2019	306,000	41,487					49,703	397,190
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
2. Current: Principal Financial Officer									
Eric F. Piurkowski, SVP & CFO.....	2019	209,000	21,700					40,121	270,821
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
3.									
Sandra B. Haley, SVP.....	2019	216,000	22,494					43,933	282,427
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
4.									
Stephanie M. Connon, SVP.....	2019	204,000	21,171					39,241	264,412
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
5.									
John W. Tympanick, Former President & CEO	2019								0
	2018	219,271	76,014				50,000	34,156	379,441
	2017								0
6.									
Vlado Dapic, Executive Claims Manager....	2019	121,000	5,023					14,673	140,696
Vlado Dapic, Executive Claims Manager....	2018	118,620	8,465					21,186	148,271
	2017								0
7.									
Mark Trombly, Marketing Manager.....	2019	121,000	4,000					14,561	139,561
Mark Trombly, Marketing Manager.....	2018	94,477						9,737	104,214
	2017								0
8.									
Sonya Gray, Sr Underwriting Manager.....	2019	98,000	3,973					11,908	113,881
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
9.									
Bryon Hutter, Sr Underwriting Manager.....	2019	97,307						7,916	105,223
	2018								0
	2017								0
10.									
	2019								0
	2018								0
	2017								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		
Directors						
Gerald J. Cassidy, Insurance Consultant....	15,363					15,363
Richard W. Brewer, Retired.....	19,950					19,950
James J. Donahue, Restaurateur, Tweed's Pub Restaurant	21,532					21,532
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC	20,282					20,282
E. Thomas McCabe Jr., Restaurant Consultant, Restaurant Resources	25,100					25,100
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan	28,475					28,475
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc.	19,900					19,900
Peter T. Robertson, Attorney.....	21,182					21,182
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group	17,300					17,300



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James R. Bacon, Retired.....	19,450					19,450
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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