



SUPPLEMENT FOR THE YEAR 2022 OF THE Hospitality Mutual Insurance Company

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2022

(To be filed by March 1)

PART 1 - INTERROGATORIES

1. Is the reporting insurer a member of a group of insurers or other holding company system? Yes [X] No []
If yes, do the amounts below represent 1) total gross compensation earned for each individual by or on behalf of all companies which are part of the group: Yes [X]; or 2) allocation to each insurer: Yes [] .
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 [X] 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 the period of 12 months from the date of the agreement? Yes [] No [X]

PART 2 - OFFICERS AND EMPLOYEES COMPENSATION

1 Name and Principal Position	2 Year	3 Salary	4 Bonus	5 Stock Awards	6 Option Awards	7 Sign-on Payments	8 Severance Payments	9 All Other Compensation	10 Totals
Current:									
1. Principal Executive Officer	2022	364,000	116,077					73,882	553,959
Richard E. Welch	2021	341,653	79,158					64,416	485,227
Richard E. Welch	2020	316,000	39,364					62,625	417,989
Current:									
2. Principal Financial Officer	2022	236,000	65,859					56,273	358,132
Eric F. Piurkowski	2021	232,615	65,203					49,647	347,465
Eric F. Piurkowski	2020	216,000	22,405					47,290	285,695
3. Sandra B. Haley	2022	236,000	65,565					60,212	361,777
Sandra B. Haley	2021	231,577	45,090					52,920	329,587
Sandra B. Haley	2020	216,000	23,155					50,351	289,506
4. Stephanie M. Connon	2022	236,000	65,859					56,000	357,859
Stephanie M. Connon	2021	232,615	45,090					49,374	327,079
Stephanie M. Connon	2020	216,000	21,869					47,018	284,887
5. Mark Trombly, Marketing Manager	2022	132,000	14,936					19,440	166,376
Mark Trombly, Marketing Manager	2021	131,885	10,312					15,201	157,398
Mark Trombly, Marketing Manager	2020	123,500	5,188					14,396	143,084
6. Vlado Dapic, Executive Claims Manager	2022	129,700	14,877					19,118	163,695
Vlado Dapic, Executive Claims Manager	2021	131,365	10,354					15,145	156,864
Vlado Dapic, Executive Claims Manager	2020	124,000	5,188					14,451	143,639
7. Bryon Hutter, Sr. Underwriting Manager	2022	109,500	12,407					12,672	134,579
Bryon Hutter, Sr. Underwriting Manager	2021	109,558	11,059					12,666	133,283
Bryon Hutter, Sr. Underwriting Manager	2020	102,500	4,173					11,971	118,644
8. Frank Zammuto, Senior Accounts Administrator	2022	96,400	9,593					12,651	118,644
Frank Zammuto, Senior Accounts Administrator	2021	84,708	7,241					9,938	101,887
Frank Zammuto, Senior Accounts Administrator	2020								0
9. Sonya Gray, Sr. Underwriting Manager	2022	93,004	12,172					12,352	117,528
Sonya Gray, Sr. Underwriting Manager	2021	107,481	10,892					12,426	130,799
Sonya Gray, Sr. Underwriting Manager	2020	100,500	4,202					11,746	116,448
10.	2022								0
.....	2021								0
.....	2020								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		
Richard W. Brewer, Retired	20,400					20,400
James J. Donahue, Restaurateur, Tweed's Pub Restaurant	22,352					22,352
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC	21,152					21,152
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan	30,000					30,000
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc.	19,800					19,800
Peter T. Robertson, Attorney	21,152					21,152
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group	19,200					19,200



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James R. Bacon, Retired	19,500	19,500
Patricia A. Bando, AVP, Boston College	13,500	13,500

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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