



SUPPLEMENT FOR THE YEAR 2023 OF THE Hospitality Mutual Insurance Company

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2023

(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	2023	386,000	139,776					65,092	590,868
Richard E. Welch	2022	364,000	116,077					73,882	553,959
Richard E. Welch	2021	341,653	79,158					64,416	485,227
Current:									
2. Principal Financial Officer	2023	253,000	56,640					51,423	361,063
Eric F. Piurkowski	2022	236,000	65,859					56,273	358,132
Eric F. Piurkowski	2021	232,615	65,203					49,647	347,465
3. Sandra B. Haley	2023	253,000	56,640					55,716	365,356
Sandra B. Haley	2022	236,000	65,565					60,212	361,777
Sandra B. Haley	2021	231,577	45,090					52,920	329,587
4. Stephanie M. Connon	2023	253,000	56,640					41,225	350,865
Stephanie M. Connon	2022	236,000	65,859					56,000	357,859
Stephanie M. Connon	2021	232,615	45,090					49,374	327,079
5. Warren J. Lewis	2023	129,000	5,769					14,018	148,787
.....	2022								0
.....	2021								0
6. Mark Trombly, Marketing Manager	2023	136,000	12,672					15,980	164,652
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
7. Bryon Hutter, Sr. Underwriting Manager	2023	113,000	10,512					13,426	136,938
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
8. Vlado Dapic, Executive Claims Manager	2023	102,693	12,451					8,280	123,424
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
9. Stephanie Taylor, Product & Pricing Mgr	2023	91,000	8,064					10,814	109,878
.....	2022								0
.....	2021								0
10. Frank Zammuto, Sr. Accounts Manager	2023	90,700	8,016					10,757	109,473
Frank Zammuto, Sr. Accounts Manager	2022	96,400	9,593					12,651	118,644
Frank Zammuto, Sr. Accounts Manager	2021	84,708	7,241					9,938	101,887

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	19,050					19,050
James J. Donaghue, Restaurateur, Tweed's Pub Restaurant	19,220					19,220
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC	18,320					18,320
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan	27,225					27,225
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc.	16,950					16,950
Peter T. Robertson, Attorney	19,820					19,820
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group	16,350					16,350
James R. Bacon, Retired	18,750					18,750
Patricia A. Bando, AVP, Boston College	17,750					17,750

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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.
