



SUPPLEMENT FOR THE YEAR 2024 OF THE Hospitality Mutual Insurance Company

SUPPLEMENTAL COMPENSATION EXHIBIT

For the Year Ended December 31, 2024
(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?
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 [].

Yes [X] 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 [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	2	3	4	5	6	7	8	9	10
Name and Principal Position	Year	Salary	Bonus	Stock Awards	Option Awards	Sign-on Payments	Severance Payments	All Other Compensation	Totals
Current:									
1. Principal Executive Officer	2024	405,000	110,010					76,560	591,570
Richard E. Welch	2023	386,000	139,776					65,092	590,868
Richard E. Welch	2022	364,000	116,077					73,882	553,959
Current:									
2. Principal Financial Officer	2024	266,000	45,066					58,393	369,459
Eric F. Piurkowski	2023	253,000	56,640					51,423	361,063
Eric F. Piurkowski	2022	236,000	65,859					56,273	358,132
3. Sandra B. Haley, SVP of Underwriting ..	2024	266,000	59,594					62,386	387,980
Sandra B. Haley, SVP of Underwriting ..	2023	253,000	56,640					55,716	365,356
Sandra B. Haley, SVP of Underwriting ..	2022	236,000	65,565					60,212	361,777
4. Stephanie M. Connon, SVP of Claims	2024	266,000	45,066					42,160	353,226
Stephanie M. Connon, SVP of Claims	2023	253,000	56,640					41,225	350,865
Stephanie M. Connon, SVP of Claims	2022	236,000	65,859					56,000	357,859
5. Warren J. Lewis, VP of Operations	2024	141,000	22,978					16,542	180,520
Warren J. Lewis, VP of Operations	2023	129,000	5,769					14,018	148,787
	2022								0
6. Mark Trombly, Marketing Manager	2024	143,000	9,690					16,810	169,500
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
7. Bryon Hutter, Sr. Underwriting Manager	2024	117,000	8,051					13,890	138,941
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
8. Melissa Frecker, Sr Underwriting Manager	2024	106,000	6,983					12,596	125,579
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
9. Stephanie Taylor, Product & Pricing Mgr	2024	99,000	6,484					11,766	117,250
Stephanie Taylor, Product & Pricing Mgr	2023	91,000	8,064					10,814	109,878
	2022								0
10. Natasha Meyers, Claims Administrator ..	2024	94,000	6,413					11,180	111,593
	2023								0
	2022								0

PART 3 - DIRECTOR COMPENSATION

1	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		
Name and Principal Position or Occupation and Company (if Outside Director)						
Richard W. Brewer, Retired	19,275					19,275
James J. Donaghue, Restaurateur, Tweed's Pub Restaurant	18,376					18,376
Joseph D. Duffy, Consultant, JDD Insurance Regulatory Services, LLC	17,776					17,776
William T. McGrail, Insurance Administration, Massachusetts Medical Malpractice Reinsurance Plan	23,925					23,925
Terrence C. Quinn, Insurance Agent, Allan M. Walker & Co., Inc.	16,500					16,500
Peter T. Robertson, Attorney	17,776					17,776
Doreen Cusolito, Commercial Lines Product Development Manager, Arbella Insurance Group	15,600					15,600



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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
	2 Direct Compensation	3 Stock Awards	4 Option Awards	5 Other		Totals
James R. Bacon, Retired	16,800	16,800
Patricia A. Bando, AVP, Boston College	15,300	15,300
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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.

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