



SUPPLEMENT FOR THE YEAR 2024 OF THE Partners Insurance Company of New Jersey Inc

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? Yes ☒ 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 ☒; 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 ☐ 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 ☒



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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. Denise M. Napier, Principal Executive Officer (PEO)	2024	749,168	1,343,268	0	0	0	0	140	2,092,576
Denise M. Napier, Principal Executive Officer (PEO)	2023	723,185	575,750	0	0	0	0	376	1,299,311
Denise M. Napier, Principal Executive Officer (PEO)	2022	690,028	459,900	0	0	0	0	303	1,150,231
Current:									
2. Kevin M. Clancy, Principal Finance Officer (PFO)	2024	465,265	672,820	0	0	0	0	44	1,138,129
Kevin M. Clancy, Principal Finance Officer (PFO)	2023	425,121	232,852	0	0	0	0	153	658,126
Kevin M. Clancy, Principal Finance Officer (PFO)	2022	392,375	210,678	0	0	0	0	117	603,170
3. Christopher McTiernan, Principal Operating Officer (POO)	2024	425,794	716,996	0	0	0	0	140	1,142,930
Christopher McTiernan, Principal Operating Officer (POO)	2023	413,077	183,864	0	0	0	0	376	597,317
Christopher McTiernan, Principal Operating Officer (POO)	2022	388,747	166,598	0	0	0	0	308	555,653
4. Carol Potts, SVP Healthcare Data Analytics	2024	353,376	477,788	0	0	0	0	0	831,164
Carol Potts, SVP Healthcare Data Analytics	2023	344,558	155,205	0	0	0	0	650	500,413
Carol Potts, SVP Healthcare Data Analytics	2022	332,868	140,425	0	0	0	0	1,300	474,593
5. David Jaspan, MD, SVP Chief Medical Officer	2024	345,443	0	0	0	0	0	0	345,443
David Jaspan, MD, SVP Chief Medical Officer	2023	0	0	0	0	0	0	0	0
David Jaspan, MD, SVP Chief Medical Officer	2022	0	0	0	0	0	0	0	0
6. Johnna W. Baker, Chief Legal Officer, SVP Legal & Risk	2024	340,286	198,383	0	0	0	0	140	538,809
Johnna W. Baker, Chief Legal Officer, SVP Legal & Risk	2023	326,940	153,824	0	0	0	0	376	481,140
Johnna W. Baker, Chief Legal Officer, SVP Legal & Risk	2022	314,523	139,582	0	0	0	0	303	454,408
7. Richard Buzzard, MD, Chief Medical Officer	2024	334,400	0	0	0	0	0	0	334,400
Richard Buzzard, MD, Chief Medical Officer	2023	0	0	0	0	0	0	0	0
Richard Buzzard, MD, Chief Medical Officer	2022	0	0	0	0	0	0	0	0
8. Catherine Bird, Chief Administrative & Diversity Officer	2024	319,014	302,907	0	0	0	0	78	621,999
Catherine Bird, Chief Administrative & Diversity Officer	2023	298,489	138,495	0	0	0	0	196	437,180
Catherine Bird, Chief Administrative & Diversity Officer	2022	270,073	116,727	0	0	0	0	160	386,960
9. Kearline Jones, VP Head of Government Affairs	2024	313,868	89,975	0	0	0	0	140	403,983
Kearline Jones, VP Head of Government Affairs	2023	300,782	136,774	0	0	0	0	376	437,932
Kearline Jones, VP Head of Government Affairs	2022	286,841	84,424	0	0	0	0	303	371,568
10. Merleen Harris-Williams, Senior Medical Director	2024	299,810	74,675	0	0	0	0	140	374,625
Merleen Harris-Williams, Senior Medical Director	2023	292,427	67,592	0	0	0	0	376	360,395
Merleen Harris-Williams, Senior Medical Director	2022	283,577	62,990	0	0	0	0	307	346,874

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		



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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.

PIC NJ does not directly employ any individuals, rather PIC NJ engages Health Partners Plans, Inc. (HPP) pursuant to a management services agreement, whereby HPP performs and provides qualified personnel to perform management services to PICNJ. The Supplemental Compensation exhibit reflects those individuals serving PICNJ as principal officers of the Company serving and acting in a similar capacity and additional highly compensated individuals. PIC NJ did not underwrite business during 2024 and did not have any costs to be allocated charged.