

## **NOTICE OF**

## ANNUAL MEETING OF STOCKHOLDERS

**AND** 

**PROXY STATEMENT** 

*DATE* APRIL 24, 2003

TIME 4:00 P.M. Local Time

PLACE
Old Derby Academy
34 Main Street
Hingham, MA 02043

#### HINGHAM INSTITUTION FOR SAVINGS

55 Main Street Hingham, Massachusetts 02043 (781) 749-2200

#### NOTICE OF 2003 ANNUAL MEETING OF STOCKHOLDERS

To the Holders of Common Stock of Hingham Institution for Savings

NOTICE IS HEREBY GIVEN that the 2003 Annual Meeting of Stockholders of Hingham Institution for Savings (the "Bank") will be held at the Old Derby Academy, 34 Main Street, Hingham, Massachusetts 02043, on Thursday, April 24, 2003 at 4:00 p.m. local time (the "Meeting") for the following purposes, all as set forth in the attached Proxy Statement:

- 1. To elect five Class III Directors of the Bank, each to hold office until the 2006 Annual Meeting of Stockholders of the Bank and until his or her respective successor is duly elected and qualified;
- 2. To elect a Clerk of the Bank, to hold office until the next annual meeting of stockholders, and until his or her successor is duly elected and qualified; and
- 3. To transact such other business as may properly come before the Meeting or any adjournment or post-ponement thereof.

The Board of Directors has fixed the close of business on March 5, 2003, as the record date for the determination of stockholders entitled to receive notice of, and to vote at, the Meeting and any adjournments or postponements thereof.

Your attention is called to the accompanying Proxy Statement.

By Order of the Board of Directors,

Marion J. Fahey

Clerk

Hingham, Massachusetts March 20, 2003

IT IS IMPORTANT THAT YOUR SHARES BE REPRESENTED AT THE MEETING REGARDLESS OF THE NUMBER OF SHARES YOU MAY HOLD. PLEASE COMPLETE, SIGN AND DATE THE ENCLOSED PROXY AND RETURN IT PROMPTLY IN THE ENCLOSED ENVELOPE WHICH REQUIRES NO POSTAGE IF MAILED WITHIN THE UNITED STATES. IT IS IMPORTANT THAT PROXIES BE MAILED PROMPTLY. IF YOU ATTEND THE MEETING, YOU MAY WITHDRAW ANY PROXY GIVEN BY YOU AND VOTE YOUR SHARES IN PERSON.

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#### HINGHAM INSTITUTION FOR SAVINGS

55 Main Street Hingham, Massachusetts 02043 (781) 749-2200

### SUMMARY OF PROXY STATEMENT FOR THE ANNUAL MEETING OF STOCKHOLDERS

The following summary is not intended to be a complete statement of all material features of the matters being voted on by the stockholders of the Bank and is qualified in its entirety by the more complete information set forth elsewhere herein.

#### Date, Time and Place of Annual Meeting

The Annual Meeting of Stockholders will be held at the Old Derby Academy, 34 Main Street, Hingham, Massachusetts 02043, on Thursday, April 24, 2003 at 4:00 p.m. local time.

#### **Purpose of the Annual Meeting**

The purpose of the Meeting is: (1) to elect five Class III Directors of the Bank to serve for a three-year term; (2) to elect a Clerk of the Bank to serve for a one-year term; and (3) to transact such other business as may properly come before the Meeting and any adjournment or postponement thereof.

#### **Record Date and Required Stockholder Vote**

The Board of Directors has fixed the close of business on March 5, 2003 as the record date (the "Record Date") for the determination of stockholders entitled to receive notice of, and to vote at, the Meeting or any adjournments or postponements thereof. Only holders of record of the Bank's common stock at the close of business on the Record Date will be entitled to notice of, and to vote at, the Meeting or any adjournments or postponements thereof. At the close of business on the Record Date, there were 2,069,750 shares of the Bank's common stock issued and outstanding, and each such outstanding share is entitled to one vote. As of such date, there were approximately 472 holders of record of the Bank's common stock, which number does not reflect the number of persons or entities who hold shares in nominee or "street" name through various brokerage firms; however, the Bank believes that its common stock is held by in excess of 1,000 beneficial owners.

The presence, in person or by proxy, of at least a majority of the total number of outstanding shares of common stock of the Bank is necessary to constitute a quorum for the transaction of business at the Meeting. A quorum being present, the Class III Directors and the Clerk will be elected by plurality vote of the shares present and voting, in person or by proxy. As of February 7, 2003, the Directors and principal officers of the Bank owned in the aggregate approximately 42% percent of the issued and outstanding shares of the Bank's common stock which may be voted at the Meeting.

# PROPOSAL ONE ELECTION OF DIRECTORS

The Bank's Amended and Restated Articles of Organization (the "Charter") and By-Laws provide that the Board of Directors shall be divided into three classes, with the Directors in each class serving for a term of three years. As the term of one class expires, a successor class is elected at each annual meeting of stockholders. Each class of directors currently consists of five or six members so as to make such classes as nearly equal in number as possible, as prescribed by the Bank's Charter and By-Laws.

At the Meeting, stockholders of the Bank are being asked to elect five Class III Directors of the Bank to serve until the 2006 Annual Meeting of Stockholders and until their successors are elected and qualified. The Board of Directors of the Bank has nominated James V. Consentino, Ronald D. Falcione, Robert H. Gaughen, Jr., Esq., Robert A. Lane, Esq. and Jacqueline M. Youngworth as Class III Directors. See "ELECTION OF DIRECTORS (Notice Item 1)."

The Board of Directors of the Bank recommends that the stockholders vote FOR the election of the five nominees.

# PROPOSAL TWO ELECTION OF CLERK

Under Massachusetts law, the Clerk of the Bank is to be elected by the stockholders at an annual meeting or special meeting duly called for that purpose. At the Meeting, the stockholders of the Bank are being asked to elect Marion J. Fahey, the nominee proposed by the Board of Directors, as Clerk of the Bank to serve until the 2004 Annual Meeting of Stockholders, or special meeting in lieu thereof, and until her successor is elected and qualified. See "ELECTION OF CLERK (Notice Item 2)."

The Board of Directors of the Bank recommends that the stockholders vote FOR the election of Marion J. Fahey as Clerk of the Bank.

# PROXY STATEMENT FOR THE ANNUAL MEETING OF STOCKHOLDERS

Accompanying this Proxy Statement is a Notice of the 2003 Annual Meeting of Stockholders (the "Meeting") of Hingham Institution for Savings (the "Bank") to be held at the Old Derby Academy, 34 Main Street, Hingham, Massachusetts 02043, on Thursday, April 24, 2003, at 4:00 p.m. local time. Also enclosed is a form of proxy for the Meeting (and any adjournment or postponement thereof). This Proxy Statement and the enclosed form of proxy are furnished in connection with the solicitation of proxies by the Board of Directors of the Bank (the "Board") and are first being sent to stockholders on or about March 20, 2003. The enclosed proxy is for the use of holders of the Bank's common stock, \$1.00 par value per share (the "Common Stock"), of record at the close of business on March 5, 2003. Shares of Common Stock cannot be voted at the Meeting unless the owner of record is present to vote or is represented by proxy.

#### **VOTING PROCEDURE**

If you sign, date and return the enclosed proxy in time for the Meeting, your shares will be voted (unless you otherwise instruct) on all matters that may properly come before the meeting. The proxy contains spaces in which you may insert instructions as to how your shares are to be voted with regard to electing Directors and electing the Bank's Clerk. If you specify instructions with respect to any of the proposals, your shares will be voted in accordance with your instructions. If no instructions are specified, your shares will be voted FOR the election as Directors of the nominees named herein, FOR the election as Clerk of the nominee named herein and, with respect to any other matters as properly come before the Meeting, in accordance with the best judgment of the holder(s) of your proxy.

Your proxy may be revoked at any time before it is exercised. Any stockholder attending the Meeting may vote in person even though he may have previously submitted a proxy. Your proxy may be revoked by written notice to the Bank prior to the Meeting, by delivering to the Bank a duly executed proxy bearing a later date, or at the Meeting prior to a vote.

At the close of business on March 5, 2003, 2,069,750 shares of Common Stock were entitled to vote on all properly presented matters. Only stockholders whose names appeared of record at the close of business on March 5, 2003 will be entitled to vote at the Meeting. The By-Laws of the Bank require that the holders of a majority in interest of all stock issued, outstanding and entitled to vote on matters at the Meeting be present in person or be represented by proxy at the Meeting in order to constitute a quorum for the transaction of business. Each share of Common Stock is entitled to one vote per share. The affirmative vote of the holders of a plurality of the shares present and voting, in person or by proxy, is necessary to elect the Directors and the Clerk, as set forth in Notice Items 1 and 2. Holders of the Common Stock do not have the right to cumulate their votes for the election of Directors or the Clerk. Shares of the Bank's Common Stock represented by executed proxies will be counted for purposes of establishing a quorum at the Meeting, regardless of how or whether such shares are voted on any specific proposal. With respect to the required vote on any particular matter, abstentions will be treated as votes cast or shares present and represented, while votes withheld by nominee recordholders who did not receive specific instructions from the beneficial owners of such shares will not be treated as votes cast or as shares present or represented.

#### **ELECTION OF DIRECTORS**

(Notice Item 1)

The Board of Directors of the Bank currently consists of sixteen members elected by the stockholders of the Bank. Under Massachusetts law, the Board will be authorized to fill vacancies arising between meetings of stockholders and also to increase the number of Directors to not more than eighteen and to fill the vacancy or vacancies thereby arising. The Bank's By-Laws fix the number of Directors that comprises the whole Board of Directors to be not less than seven nor more than twenty-five individuals. The By-Laws also provide that the Board of Directors shall be divided into three classes as nearly equal in number as possible with each such class of Directors being elected every third year at the annual meeting of stockholders held that year. Each Director of the class elected at any particular meeting will hold office until the annual meeting three years subsequent thereto, and until his or her successor is duly elected and qualified, or until his or her earlier resignation, death or removal.

The names of the nominees for Class III Directors and certain information received from them are set forth below. All of the nominees are currently Directors, and each has consented to serve if elected. If any nominee shall become unavailable for any reason, the shares represented by the enclosed proxy will be voted in favor of such other person as the Board of Directors of the Bank may at the time recommend. The following tables list the name of each nominee, his or her age, period of service as a Director of the Bank, positions with the Bank, principal occupation and other directorships held. Each nominee has been engaged in his or her principal occupation for at least five years, unless otherwise indicated.

# Nominees For Election at the Meeting with Terms Expiring at the 2006 Annual Meeting (Class III Directors)

Nominee's Name and Age	Positions <u>With Bank</u>	Director or Trustee of Bank Since	Principal Occupation
James V. Consentino Age – 82	Director	1991	Retired; founder of J.V. Consentino Plastering & Construction Company.
Ronald D. Falcione Age – 53	Director	1993	Real Estate Management and consulting.
Robert H. Gaughen, Jr., Esq. Age – 54	President & Director	1993 1991	President and Chief Executive Officer of the bank. (1)
Robert A. Lane, Esq. Age – 36	Director	1993	Attorney (1)
Jacqueline M. Youngworth Age – 59	Director	1997	Chairman of Bay State Metal Products, Inc., a manufacturer of diversified metal products.

#### DIRECTORS NOT STANDING FOR ELECTION

The tables set forth below provide certain information with respect to those Directors who have been previously elected as Class I and Class II Directors.

The tables list the name of each Director, his or her age, period of service with the Bank, positions with the Bank, principal occupation and other directorships held. Each individual has been engaged in his or her principal occupation for at least five years, except as otherwise indicated.

#### Directors Whose Terms Will Expire at the 2004 Annual Meeting (Class I Directors)

Director's Name and Age	Positions <u>With Bank</u>	Director or Trustee of Bank Since	Principal Occupation
Howard M. Berger, Esq. Age – 54	Director	1998	Attorney
Marion J. Fahey Age – 78	Clerk & Director	1992	Retired; former Superintendent of Boston Public Schools.
Kevin W. Gaughen, Esq. Age – 48	Director	1994	Attorney (1)
Julio R. Hernando, Esq. Age – 32	Director	1994	Attorney; former Assistant District Attorney, Norfolk County District Attorney's Office. (1)
Edward L. Sparda Age – 60	Director	1993	Lieutenant, Massachusetts State Police
Donald M. Tardiff, M.D. Age – 78	Director	1993	Retired physician

# Nominees For Election at the Meeting with Terms Expiring at the 2005 Annual Meeting (Class II Directors)

Director's Name and Age	Positions With Bank	Director or Trustee of Bank Since	Principal Occupation
Warren B. Noble Age – 72	Director	1980	Former Chairman of Noble Industries; Chief Executive Officer, General Manager and Treasurer of Noble's Camera Shops, Inc. and Noble's Microfilm.
Stacey M. Page Age – 39	Director	1992	President, Hingham Jewelers, Inc.
Joseph A. Ribaudo, CPA Age – 68	Director	2002	Financial services consultant; former President, CEO and Chairman of Wolf & Company, P.C. through 1999.
James R. White Age – 80	Director	1993	Consultant; former Vice Chairman, Patriot Bank Corporation; former President and CEO, Brookline Trust Company and Commonwealth Bank and Trust Company. (2)
Geoffrey C. Wilkinson, Sr. Age – 51	Director	1993	President and CEO of George T. Wilkinson, Inc., a commercial heating company.

<sup>(1)</sup> Robert H. Gaughen, Jr., President and a Director of the Bank, and Kevin W. Gaughen, a Director of the Bank, are brothers. Directors Robert A. Lane and Julio R. Hernando are cousins, and they are both nephews of Robert H. Gaughen, Jr. and Kevin W. Gaughen. Directors Kevin W. Gaughen, Robert A. Lane and Julio R. Hernando are associated together in the practice of law.

<sup>(2)</sup> Mr. White is the father-in-law of Peter R. Smollett, Vice President - Commercial Lending Officer of the Bank.

### **MEETINGS OF THE BOARD OF DIRECTORS**

The Board of Directors, which met twelve times in 2002, has five principal committees: the Executive Committee, the Audit Committee, the Nominating and Personnel Committee, the Stock Option Committee and the Community Interaction Committee.

The Executive Committee, composed of eight Director members, oversees the management policies and affairs of the Bank. This committee met twenty-four times in 2002. The current members of the Executive Committee are Robert H. Gaughen, Jr., James V. Consentino, Marion J. Fahey, Ronald D. Falcione, Kevin W. Gaughen, Robert A. Lane, Warren B. Noble and Jacqueline M. Youngworth.

The Nominating and Personnel Committee, composed of eight Director members, oversees matters pertaining to the nomination of Directors and officers and other personnel and compensation matters. This committee met four times in 2002. The current members of the Nominating and Personnel Committee are: Howard M. Berger, James V. Consentino, Marion J. Fahey, Robert H. Gaughen, Jr. (who abstains from any discussion or determination of his own compensation), Kevin W. Gaughen, Julio R. Hernando, Donald M. Tardiff, M.D. and Jacqueline M. Youngworth. This Committee, with the approval of the full Board of Directors, makes nominations for Directors to be elected at each annual meeting of stockholders and considers stockholder proposals for such nominations. For information regarding procedures for submitting stockholder proposals, see "STOCKHOLDER PROPOSALS."

The Audit Committee, composed of five Director members, approves the Bank's annual audit, retains the Bank's external and internal auditors and presents the audit report to the Board of Directors. This committee met five times in 2002. The current members of the Audit Committee are Marion J. Fahey, Stacey M. Page, Joseph A. Ribaudo, CPA, Donald M. Tardiff, M.D. and Geoffrey C. Wilkinson, Sr. The Board of Directors has determined that all members of the Audit Committee are "independent" and "independent of management", within the meaning of applicable rules of the Securities and Exchange Commission and the NASDAQ Stock Market, and that Mr. Ribaudo, the chairman of the committee, is an "audit committee financial expert" as that term is defined by the Securities and Exchange Commission in light of his experience as a certified public accountant.

The Stock Option Committee, composed of six Director members, meets as appropriate to review and administer the Bank's Stock Option Plans pursuant to their terms. This committee did not meet in 2002. The current members are Howard M. Berger, Stacey M. Page, Edward L. Sparda, Donald M. Tardiff, M.D., James R. White and Jacqueline M. Youngworth. See "EMPLOYEE BENEFITS PLAN-Stock Option Plan."

The Community Interaction Committee, composed of six Director members, formulates and reviews Bank policies and practices relating to community reinvestment efforts. This committee met four times in 2002 and the current members are Ronald D. Falcione, Robert H. Gaughen, Jr., Julio R. Hernando, Warren B. Noble, Edward L. Sparda and Geoffrey C. Wilkinson, Sr.

In 2002, each of the Directors of the Bank attended more than 75% of the aggregate of (i) the total number of meetings of the Board of Directors and (ii) the total number of meetings held by committees thereof on which any such Director served (for such period of the year as he or she served on such committee).

#### **EXECUTIVE COMPENSATION**

The annual and long-term remuneration paid to or accrued for the Chief Executive Officer of the Bank and the only five other executive officers of the Bank with salaries and bonuses in excess of \$100,000 for services rendered during the years ended December 31, 2000, 2001 and 2002 (the "Named Executive Officers") was as follows:

#### **SUMMARY COMPENSATION TABLE**

Long-Term

				Long-Term		
				Compensation Awards		
_	Annual Compensation			Securities	Other	
		Salary	Bonus	Other Annual	Underlying	Compensation
Name and Principal Position	<u>Year</u>	<u>(\$)</u>	<u>(\$)</u>	Compensation	Options(#)	(\$)
Robert H. Gaughen, Jr.	2002	404,615	-	-	-	116,186 (1)
President and Chief	2001	365,961	-	-	-	7,326 (1)
Executive Officer	2000	319,615	-	•	-	7,350 (1)
Deborah J. Jackson	2002	162,500	-	-	-	41,637 (2)
Senior Vice President	2001	149,154	-	-	-	2,955 (2)
and Treasurer	2000	135,153	-	-	-	1,363 (2)
Peter R. Smollett	2002	140,192	_	-	-	23,840 (3)
Vice President-	2001	129,556	-	_	-	2,405 (3)
Commercial Lending	2000	120,436	-	-	-	1,069 (3)
Shawn T. Sullivan	2002	122,500	_	_	-	18,900 (3)
Vice President-	2001	98,885	-	-	-	1,703 (3)
Commercial Lending	2000	90,153	-	-	-	759 (3)
William M. Donovan, Jr.	2002	117,298	_	-	_	21,966 (3)
Vice President-	2001	108,567	-	-	-	2,487 (3)
Administration	2000	100,945	-	-	-	1,023 (3)
Thomas I. Chew	2002	104,000	-	-	_	11,851 (3)
Vice President-	2001	98,269	_	-	-	1,614 (3)
Branch Operations	2000	1,827 (4	1) -	-	-	-

- (1) These amounts represent (a) taxable income of \$3,094 in 2002, \$2,594 in 2001 and \$2,500 in 2000 for Mr. Gaughen's pro rata portion of annual lease payments made by the Bank on a vehicle leased by the Bank, which pro rata portion is based on Mr. Gaughen's personal use of the vehicle, (b) a \$22,206 distribution of surplus in 2002 in connection with the termination of the Bank's former pension plan, (c) \$73,295 paid by the bank in 2002 under the terms of a Supplemental Employment Retirement Plan established on September 1, 2002, (d) accrued premium expense of \$6,591 in 2002, \$1,332 in 2001 and \$3,165 in 2000 paid by the Bank for an additional supplemental pension benefit under a split-dollar life insurance policy and (e) contributions of \$11,000, \$3,400 and \$1,685 by the Bank to its 401(k) Plan in 2002, 2001, and 2000. See "Employee Benefit Plans" for additional information regarding the items in (b)-(e) above.
- These amounts represent (a) a \$17,737 distribution of pension plan surplus in 2002, (b) \$14,683 under the terms of a Supplemental Employment Retirement Plan established on September 1, 2002 and (c) contributions of \$9,217, \$2,955 and \$1,363 by the Bank to its 401(k) Plan in 2002, 2001 and 2000. See "Employee Benefit Plans" for additional information.
- These amounts represent, in the case of Messrs. Smollett, Sullivan, Donovan and Chew, (a) distributions of \$15,889, \$12,000, \$15,313 and \$5,962, respectively, of pension plan surplus in 2002 and (b) contributions to the 401(k) Plan of \$7,951, \$6,900, \$6,653 and \$5,889 respectively, in 2002, \$2,405, \$1,703, \$2,487 and \$1,614, respectively, in 2001 and \$1,069, \$759, \$1,023 and zero, respectively, in 2000. See "Employee Benefit Plans" for additional information.
- (4) Joined the Bank on December 18, 2000.

#### **OPTION GRANTS IN LAST FISCAL YEAR**

No options were granted to the Named Executive Officers during the fiscal year ended December 31, 2002.

## AGGREGATED OPTION EXERCISES IN LAST FISCAL YEAR AND FISCAL YEAR-END OPTION VALUES

			Number		Value of		
	Shares		of Securities		Unexercised		
	Acquired		Underlying	Unexercised	In-the-Money		
	on	Value	Opti	ons at	Options at		
	Exercise	Realized	Fiscal `	Year-End	Fiscal Ye	ar-End(1)	
<u>Name</u>	<u>(#)</u>	<u>(\$)</u>	<u>Exercisable</u>	<u>Unexercisable</u>	<u>Exercisable</u>	<u>Unexercisable</u>	
Robert H. Gaughen, Jr.	None	N/A	11,500	_	\$198,635	_	
Deborah J. Jackson	None	N/A	9,500		\$181,405	_	
Peter R. Smollett	2,000	\$19,153	6,000		\$128,940	_	
William M. Donovan, Jr.	9,000	\$189,252	2,000		\$29,980	-	
Shawn T. Sullivan			_			***************************************	
Thomas I. Crew			_				

<sup>(1)</sup> Represents the difference between the exercise price and the closing sale price of the Bank's Common Stock on the NASDAQ Stock Market on the final trading day of the fiscal year.

#### **Directors' Compensation**

Directors of the Bank receive \$575 for each Board of Directors meeting they attend. No such fees were paid to members of the Board of Directors who are also full-time employees of the Bank. The Clerk of the Bank receives a stipend of \$5,000 per annum plus an additional fee of \$95 per meeting attended.

Each member of the Executive Committee of the Board of Directors receives a fee of \$625 per meeting attended. The Clerk of the Executive Committee receives an additional fee of \$95 per meeting attended. Each member of the Audit Committee of the Board of Directors receives a fee of \$625 per meeting attended. Each member of all other committees of the Board of Directors receives \$375 for each committee meeting attended. The Clerk and Chairman of these committees receives an additional fee of \$55 per meeting attended. None of these fees applies to any Director who is also an employee of the Bank. In addition to the above, Executive Committee members are required by statute and/or Bank policy to perform certain revaluations of commercial real estate loan collateral and construction loan inspections. Members are paid \$125 per revaluation and between \$150 to \$190 per construction inspection.

#### **Employment Agreements and Special Termination Agreements**

Robert H. Gaughen, Jr., the Bank's President and Chief Executive Officer, has entered into an employment agreement with the Bank, dated November 20, 1995, which provides that Mr. Gaughen's salary is subject to review and adjustment no less frequently than annually, in an amount reflecting cost-of-living increases as well as any merit increases which the Board of Directors may consider appropriate. Mr. Gaughen's annual salary is currently \$415,000, and he is eligible to participate on an equitable basis in all of the Bank's bonus and fringe benefit plans, subject to applicable eligibility requirements. Furthermore, Mr. Gaughen's employment agreement provides that he may not be required to relocate outside the Bank's primary geographic area. The contract currently provides for a term ending in April, 2005. Unless either party gives written notice to the contrary, the term of the agreement shall be extended for successive one-year periods in April of each year, provided that the then remaining term of the contract never exceeds three years.

Deborah J. Jackson, Senior Vice President and Treasurer of the Bank, has entered into an employment agreement with the Bank, dated April 25, 1996. Ms. Jackson's annual salary is currently \$167,000 and she is eligible to participate on an equitable basis in all of the Bank's bonus and fringe benefit plans, subject to applicable eligibility requirements. Furthermore, Ms. Jackson's employment agreement provides that she may not be required to relocate outside the Bank's primary geographic area. The contract is reviewed annually to determine whether it will be extended for one-year periods and currently provides for a term ending in April, 2004.

Peter R. Smollett, the Bank's Vice President - Commercial Lending, has entered into an employment agreement with the Bank, dated April 25, 1996. Mr. Smollett's annual salary is currently \$144,000 and he is eligible to participate on an equitable basis in all of the Bank's bonus and fringe benefit plans, subject to applicable eligibility requirements. Furthermore, Mr. Smollett's employment agreement provides that he may not be required to relocate outside the Bank's primary geographic area. The contract is reviewed annually to determine whether it will be extended for one-year periods and currently provides for a term ending in April, 2004.

William M. Donovan, Jr., Vice President – Administration, has entered into an employment agreement with the Bank, dated April 25, 1996. Mr. Donovan's annual salary is currently \$120,500 and he is eligible to participate on an equitable basis in all of the Bank's bonus and fringe benefit plans, subject to applicable eligibility requirements. Furthermore, Mr. Donovan's employment agreement provides that he may not be required to relocate outside the Bank's primary geographic area. The contract is reviewed annually to determine whether it will be extended for one-year periods and currently provides for a term ending in April, 2004.

Shawn T. Sullivan, Vice President – Commercial Lending, has entered into an employment agreement with the Bank, dated April 29, 1999. Mr. Sullivan's annual salary is currently \$130,000 and he is eligible to participate on an equitable basis in all of the Bank's bonus and fringe benefit plans, subject to applicable eligibility requirements. Furthermore, Mr. Sullivan's employment agreement provides that he may not be required to relocate outside the Bank's primary geographic area. The contract is reviewed annually to determine whether it will be extended for one-year periods and currently provides for a term ending April, 2004.

Each of the foregoing employment agreements has similar termination and change-in-control provisions. In each of the agreements, the executive is prohibited from resigning as an employee during the term of the contract except with the Board's consent or in some circumstances following a change in control, as described below. Following any breach of this provision by the executive, the Bank is entitled, among other things, to have the executive enjoined from working for another bank or thrift institution in Plymouth, Barnstable or Norfolk Counties or certain other areas of Massachusetts during the remaining term. The Bank is entitled to terminate the executive at any time with or without cause. Termination without cause requires the payment of severance pay in amounts equal to the executive's salary over the remaining term of the contract, plus continuation of employee benefits during such period. Such payment is not to be reduced by any compensation which the executive may subsequently earn from other sources.

Special rules apply if there is a change in control (as defined in the agreements) of the Bank during the term of each of the employment agreements. If the executive were to be terminated by the Bank other than for cause in connection with or within one year after such a change in control, he or she would be entitled to receive a lump sum cash payment (in lieu of his or her regular severance pay) equal to a multiple of their average annual compensation with respect to the five most recent taxable years ending prior to such change in control (or such portion thereof as they were fulltime employees of the Bank), less one dollar and less any special bonus paid in connection with the change in control (three times this amount, in the case of Mr. Gaughen, and twice this amount, in the case of Ms. Jackson, Mr. Smollett, Mr. Sullivan and Mr. Donovan). If the executive were to terminate his or her employment voluntarily for good reason, as defined below, in connection with or within one year after a change in control, he or she would be entitled to receive a similar lump sum cash payment. "Good reason" includes a reduction in compensation, a forced relocation, material increase in the executive's duties, or a material decrease in the executive's position. The executive is not entitled to receive any of the foregoing payments to the extent that such payments would be considered excess "parachute payments" under the Internal Revenue Code of 1986, as amended (the "Code") with the limited exception of such circumstances in which benefits paid to Mr. Gaughen under the terms of a Supplemental Retirement Agreement dated September 1, 2002, when considered in aggregate with payments under the aforementioned Employment Agreement, were determined to constitute such "excess payment". In that event the Bank is to be responsible for any designated tax thereon. In addition, federal legislation authorizes the FDIC under certain circumstances to prohibit or limit payments that are contingent on the termination of a person's employment with an insured depository institution.

#### **EMPLOYEE BENEFIT PLANS**

#### **Benefits**

Former Pension Plan. The Bank formerly provided a retirement plan (the "Plan") through the Savings Banks Employees Retirement Association ("SBERA"). This Plan was terminated during 2002. Each participating employee received all funds that had vested to his or her account under the terms of the Plan. In addition, the Bank used approximately 70% of the Plan's surplus assets to increase the benefits of the employees covered under the Plan, thereby increasing the amount distributed to the employee under the Plan. The Bank also increased certain benefits under its existing 401(k) plan, as described below.

Executive Supplemental Retirement Agreements. During 2002 the Bank established Supplemental Employment Retirement Plans for the benefit of Mr. Gaughen and Ms. Jackson. Under these plans the Bank makes contributions to secular trusts controlled by the Executives. The contributions are designed so that they will, assuming investment gains of 6% per year, produce a sum of money that will produce a certain retirement income to Mr. Gaughen and Ms. Jackson. The Bank's obligation is only to make the payments; the Bank has no obligation to guarantee the target retirement amount. The Executives assume all investment risk and actuarial risk concerning the retirement amounts. Expense related to these distributions amounted to \$87,978 for the year ended December 31, 2002.

In connection with these plans, the Bank purchased life insurance policies at a cost of \$7,309,000 and contributed them to a rabbi trust. The purpose of the rabbi trust is to make distributions to the secular trust for the individuals if the Bank does not make timely payment of those contributions.

In addition, the Bank entered into endorsement method split dollar plan agreements with Mr. Gaughen and Ms. Jackson. Under these agreements, the Bank owns the insurance policies held in the rabbi trust; upon the Executive's death, the Executive's designated beneficiaries are entitled to receive an amount equal to (i) two times the Executive's salary at the time of death, retirement or termination of employment or (ii) 100% of the total proceeds of the insurance policy, less the cash value of the policy, whichever amount is lower. The remainder of the death benefit will be paid to the Bank. In the case of Ms. Jackson, and in the event that she is not employed by the Bank at the time of her death, insurance proceeds vest at 5% per year of employment.

Additionally, the Bank continues to provide Mr. Gaughen with an additional supplemental pension benefit under the terms of a split dollar life insurance policy and related agreement dated April 24, 1997. This supplemental policy is designed to provide Mr. Gaughen with an additional pension benefit of \$79,921 at age 65, based upon Mr. Gaughen's average salary for the three years immediately preceding retirement (assuming annual salary increases of 6%), for the year ended December 31, 2002, the Bank accrued premium expense of \$6,591 related to this policy.

Hingham Institution for Savings 401(k) Plan. Each employee having completed three months of continuous service beginning with such employee's date of employment becomes a participant in the Plan. Each eligible employee may defer up to 75% of his or her income on a tax-favored basis pursuant to Internal Revenue Service guidelines. Effective May 1, 2002 the Bank's matching contribution policy is to contribute \$.50 for each dollar contributed by the employee up to a maximum matching contribution equal to 3% of the employee's yearly compensation. The Bank's matching contribution is limited to the IRS's maximum compensation limit of \$200,000. Effective January 1, 2002 the Bank began making a contribution equal to 3% of yearly compensation for all 401(k) participants whether or not they choose to make any contributions. All participants become fully vested after two years of service or age 62, if earlier. Bank officers participate in the Plan on the same basis as all other employees.

#### **Employees of the Bank**

As of December 31, 2002, the Bank had 66 full-time and 22 part-time employees. The Bank considers its employee relationships to be excellent.

#### Section 16(a) Beneficial Ownership Reporting Compliance

Stacey M. Page, a Director of the Bank, purchased 21 shares of the Bank's Common Stock on April 22, 2002 and on August 6, 2002 filed the required Form F-8 with the FDIC, which was due on May 10, 2002.

#### REPORT OF THE COMPENSATION COMMITTEE OF THE BOARD OF DIRECTORS

The Nominating and Personnel Committee of the Board, in addition to its other responsibilities, serves as the Bank's Compensation Committee. It annually reviews the compensation and benefits of senior management and makes recommendations thereon to the full Board of Directors. Robert H. Gaughen, Jr. serves on the Committee but abstains from any discussion or determination of his own compensation.

The Committee's compensation philosophy is to set management compensation at such levels as to attract and retain senior executives who will contribute to the success and growth of the Bank. The compensation of senior management is comprised of annual base salary and occasional bonuses and stock option grants as well as benefits. The Committee's philosophy has been to compensate primarily by means of annual base compensation. During the past year, no stock options were issued and no bonuses paid.

In establishing compensation recommendations for Mr. Gaughen and the other executives, the Committee considered the Bank's pre-tax earnings, return on assets, return on equity, growth in deposits and loans, increase in dividends declared and increase in stockholders' equity. The Committee additionally considered general compensation levels in the industry and their qualitative assessment of each executive's own performance for the year. In doing so, they exercised their judgment without following quantitative formulas tying compensation to particular measures of financial performance or to particular deciles or quartiles of industry-wide or peer-group compensation.

Howard M. Berger James V. Consentino Marion J. Fahey Robert H. Gaughen, Jr. Kevin W. Gaughen Julio R. Hernando Donald M. Tardiff, M.D. Jacqueline M. Youngworth

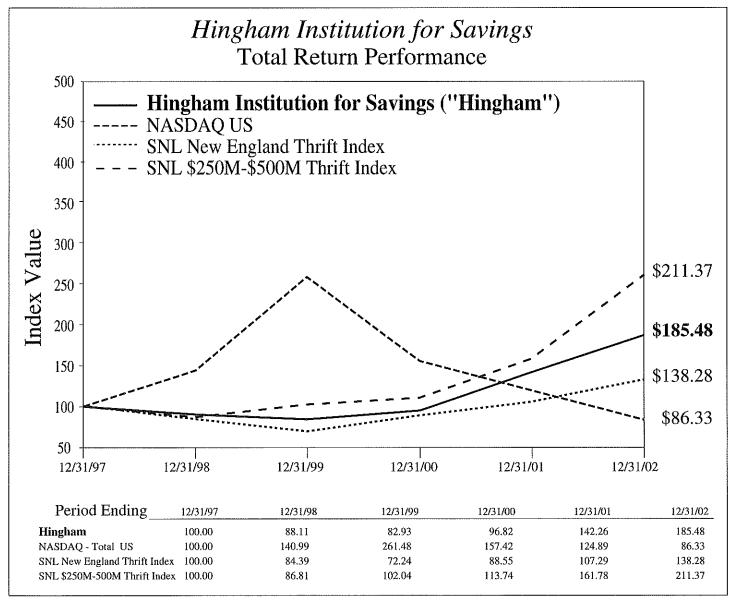
#### STOCK PERFORMANCE GRAPH

The chart which appears below sets forth the percentage change, on an annual basis, in the cumulative total return of the Bank's Common Stock since December 31, 1997 through December 31, 2002. For comparative purposes, changes in the cumulative total return on three indices of publicly traded stocks (the "Indices") are also set forth on the chart.

The NASDAQ Total Return Index reflects the total return of a group of stocks in a cross section of industries. Many of these stocks have substantially larger market capitalizations than the Bank. The SNL \$250-500M Thrift Index tracks a peer group of publicly traded thrift institutions having total assets of between \$250 million and \$500 million. The final Index, SNL New England Thrift Index, tracks a peer group of all publicly traded thrift institutions located in New England. SNL Securities is a research and publishing firm specializing in the collection and dissemination of data on the banking, thrift, and financial services industries.

The chart begins with an equal base value of \$100 for the Bank's stock and for each of the Indices on December 31, 1997 and reflects year-end closing prices and dividends paid thereafter by the Bank and by the companies which comprise the Indices. The chart assumes full reinvestment of such dividends.

Information about the Indices has been obtained from sources believed to be reliable, but neither the accuracy nor the completeness of such information is guaranteed by the Bank.



#### CERTAIN TRANSACTIONS WITH MANAGEMENT AND ASSOCIATES

#### Indebtedness of Management and Associates

Prior to May, 1993, the Bank made loans and extended credit to Directors and officers of the Bank, and their associates, subject to the limitations of Massachusetts General Laws, Chapter 168, Section 19, the administrative guide-lines issued thereunder and subject to the provisions of Federal Deposit Insurance Corporation regulations. All such loans, as well as all loans to other employees of the Bank, were represented by the Bank's management at the time of the origination of such loans as having been made in the ordinary course of business and on substantially the same terms, including interest rates and collateral, as those prevailing at the time for comparable transactions with unaffiliated persons and did not involve more than the normal risk of collectibility or present other unfavorable features to the Bank.

In November, 1993, the Bank adopted a policy providing that the Bank will no longer extend credit (excluding passbook loans) to Directors, officers and other employees of the Bank.

#### Other Transactions

The Bank may engage in additional transactions with, or use products or services of, Directors, nominees for director, principal officers, principal shareholders or various organizations in which such persons may have interests or of which such persons may be directors, nominees for director, officers, partners or principal stockholders. With respect to the year ended December 31, 2002, unless specifically disclosed herein, any amounts so involved have in no case been material in relation to the business of the Bank, and it is believed that other than as described below, the amount involved in any such transaction or series of transactions did not exceed \$60,000 and was not otherwise material in relation to the business of any such person or other organization.

During 2002, the Bank paid legal fees to the law firm of Gaughen, Gaughen, Lane & Hernando in the amount of approximately \$789,366 in connection with representation of the Bank in connection with commercial and residential mortgage loan originations, foreclosure and collection actions and certain other routine litigation. Additionally, the law firm received the sum of \$324,283 in agency fees for title insurance due them in connection with loan originations. The Bank believes that the foregoing sums have been reasonable in relation to the services provided to the Bank. It is expected that the Bank will continue to have similar transactions with, and use the services of, the law firm of Gaughen, Gaughen, Lane & Hernando in the future. All legal fees and title insurance fees paid to the law firm of Gaughen, Gaughen, Lane & Hernando have been reimbursed to the Bank by its borrowers, with the exception of \$78,501. Directors Kevin W. Gaughen, Robert A. Lane and Julio R. Hernando are partners of Gaughen, Gaughen, Lane & Hernando.

It is expected that any future transactions between the Bank and its Directors, officers, holders of 5% or more of the shares of any class of its voting stock or any affiliates thereof will be on terms no less favorable to the Bank than could be obtained by the Bank in arm's length negotiation with unaffiliated third parties.

#### PRINCIPAL STOCKHOLDERS: SECURITY OWNERSHIP OF MANAGEMENT

The following table sets forth information with respect to ownership of the Common Stock, the Bank's only voting security, by the Bank's Directors, nominees for Director and principal officers as of February 7, 2003. Information presented as to the Common Stock includes the number of shares beneficially owned by such person and the percentage of such number of shares to the total amount of Common Stock outstanding in accordance with Rule 13d-3 under the Securities Exchange Act of 1934, as amended (the "Exchange Act").

Name of Beneficial Owner	Amount and Nature of Beneficial Ownership(1)	Percent <u>Of Class</u> (2)
Have ad M. Daves	0.005 (0)	*
Howard M. Berger	8,925 (3)	
James V. Consentino	171,000 (4)	8.26 *
Marion J. Fahey	18,800 (5)	
Ronald D. Falcione	54,325 (6)	2.62
Kevin W. Gaughen	141,265 (7)	6.81
Robert H. Gaughen, Jr.	348,932 (8)	16.77
Julio R. Hernando	135,267 (9)	6.54
Robert A. Lane	151,970 (10)	7.33
Warren B. Noble	26,203 (11)	1.27
Stacey M. Page	5,471 (12)	*
Joseph A. Ribaudo	2,500 (13)	*
Edward L. Sparda	3,700 (14)	
Donald M. Tardiff, M.D.	3,000 (15)	*
James R. White	3,150 (16)	*
Geoffrey C. Wilkinson, Sr.	14,291 (17)	*
Jacqueline M. Youngworth	197,400 (18)	9.52
William M. Donovan, Jr.	6,450 (19)	*
Deborah J. Jackson	10,850 (20)	*
Michael J. Sinclair	451 (21)	*
Peter R. Smollett	6,000 (22)	*
Shawn T. Sullivan	0	*
Thomas I. Chew	0	*
Directors, nominees		
for Director and		
Principal Officers as a group (22 persons)	931,345 (23)	43.73%

- (1) Sole voting and investment power unless otherwise noted.
- (2) An asterisk denotes less than 1%.
- (3) Includes (i) 4,600 shares of Common Stock held directly by Mr. Berger's IRA account, (ii) 2,825 shares of Common Stock held in Mr. Berger's wife's IRA account and (iii) 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (4) Includes (i) 19,014 shares of Common Stock held directly by Mr. Consentino, (ii) 29,516 shares of Common Stock held directly by Ruth M. Consentino, Mr. Consentino's wife, (iii) 61,500 shares of Common Stock held by the Ruth M. Consentino Trust u/d/t 8/29/00 as to which Mr. Consentino shares voting and dispositive power as a trustee, (iv) 20,591 shares of Common Stock held by the Consentino Family Trust u/d/t 8/29/00 as to which Mr. Consentino shares voting and dispositive power as a trustee, and (v) 40,379 shares of Common Stock held by the James V. Consentino Trust u/d/t 2/20/01 as to which Mr. Consentino is the current beneficiary.
- (5) Includes (i) 750 shares of Common Stock held jointly with Jessica M. Keefe, Miss Fahey's grandniece, (ii) 750 shares held jointly with Janet M. Keefe, Miss Fahey's grandniece, (iii) 1,600 shares held jointly with Mary Ellen Keefe Graziano, Miss Fahey's niece, (iv) 11,200 shares held in Miss Fahey's IRA account, and (v) 4,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.

- (6) Includes (i) 48,325 shares of Common Stock held directly by Mr. Falcione, (ii) 4,000 shares held by Dorothy E. Falcione, his wife, and (iii) 2,000 shares of Common Stock that Mr. Falcione owns jointly with his wife.
- (7) Includes (i) 450 shares of Common Stock held directly in Mr. Gaughen's IRA account, (ii) 150 shares of Common Stock held of record by Mr. Gaughen as custodian for Kevin W. Gaughen, Jr., his minor son, (iii) 4,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003, (iv) 5,517 shares of Common Stock held by The Gaughen Family Irrevocable Trust u/d/t 7/14/97 of which Mr. Gaughen is a co-trustee and in which Mr. Gaughen and his children have a beneficial interest of 5,517 shares, (v) 128,148 shares of Common Stock held by The Music Box Trust which Mr. Gaughen is a co-trustee of, and in which Mr. Gaughen has a beneficial interest in 21,358 shares, (vi) 1,000 shares of Common Stock held directly by Mr. Gaughen, and (vii) 1,500 shares of Common Stock held directly by Beverley Gaughen, Mr. Gaughen's wife.
- (8) Includes (i) 154,781 shares of Common Stock held directly by Mr. Gaughen, Jr., (ii) 10,146 shares that Mr. Gaughen, Jr. owns jointly with his wife, (iii) 34,704 shares held in Mr. Gaughen, Jr.'s IRA account, (iv) 11,500 shares of Common Stock issuable pursuant to stock options which may be exercised by Mr. Gaughen, Jr. on or within 60 days after February 7, 2003, (v) 5,517 shares of Common Stock held by The Gaughen Family Irrevocable Trust u/d/t 7/14/97 of which Mr. Gaughen shares voting and dispositive power as a co-trustee and as to which Mr. Gaughen disclaims any beneficial ownership, (vi) 128,148 shares of Common Stock held by The Music Box Trust of which Mr. Gaughen, Jr. is a co-trustee and in which Trust his beneficial interest is 21,358 shares, (vii) 1,380 shares of Common Stock held directly by Margaret Corrigan, Mr. Gaughen, Jr.'s wife, (viii) 1,378 shares of Common Stock held directly by Patrick Gaughen, Mr. Gaughen, Jr.'s son, and (ix) 1,378 shares of Common Stock held directly by Kara Gaughen, Mr. Gaughen, Jr.'s daughter.
- (9) Includes (i) 8,028 shares of Common Stock held directly by Mr. Hernando, (ii) 731 shares of Common Stock held by Mr. Hernando's IRA account, (iii) 2,450 shares of Common Stock which Mr. Hernando owns jointly with Jill Hernando, his wife, (iv) 1,378 shares of Common Stock held directly by Jill Hernando, Mr. Hernando's wife, (v) 210 shares of Common Stock held by the IRA account of Jill Hernando, Mr. Hernando's wife, (vi) 20,591 shares of Common Stock held by the Consentino Family Trust u/d/t 8/29/00, of which Mr. Hernando shares voting and dispositive power as a co-trustee and as to which Mr. Hernando disclaims any beneficial ownership, (vii) 61,500 shares of Common Stock held by the Ruth M. Consentino Trust u/d/t 8/29/00, of which Mr. Hernando shares voting and dispositive power as a co-trustee and as to which Mr. Hernando disclaims any beneficial ownership, and (viii) 40,379 shares of Common Stock held by the James V. Consentino Trust u/d/t 2/20/01, of which Mr. Hernando shares voting and dispositive power as a co-trustee and as to which Mr. Hernando disclaims any beneficial ownership.
- (10) Includes (i) 15,166 shares of Common Stock held directly by Mr. Lane, (ii) 965 shares of Common Stock held by Mr. Lane's IRA account, (iii) 314 shares of Common Stock held by the IRA account of Martha Lane, Mr. Lane's wife, (iv) 10,055 shares of Common Stock held directly by Mrs. Lane, (v) 20,591 shares of Common Stock held by the Consentino Family Trust u/d/t 8/29/00, of which Mr. Lane shares voting and dispositive power as a cotrustee and as to which Mr. Lane disclaims any beneficial ownership, (vi) 61,500 shares of Common Stock held by the Ruth M. Consentino Trust u/d/t 8/29/00, of which Mr. Lane shares voting and dispositive power as a cotrustee and as to which Mr. Lane disclaims any beneficial ownership, (vii) 40,379 shares of Common Stock held by the James V. Consentino Trust u/d/t 2/20/01, of which Mr. Lane shares voting and dispositive power as a cotrustee and as to which Mr. Lane disclaims any beneficial ownership, and (viii) 3,000 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (11) Comprised of 26,203 shares of Common Stock held directly by Mr. Noble.
- (12) Includes (i) 1,709 shares of Common Stock which Mrs. Page owns jointly with David B. Page, her husband, and (ii) 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (13) Includes 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (14) Includes (i) 2,200 shares of Common Stock which Mr. Sparda owns jointly with Chris E. Sparda, his son, and (ii) 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.

- (15) Includes 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (16) Includes: (i) 1,650 shares of Common Stock held by Mr. White's IRA account, and (ii) 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (17) Includes: (i) 8,704 shares of Common Stock which Mr. Wilkinson, Sr. owns jointly with Nancy S. Wilkinson, his wife, (ii) 2,587 shares of Common Stock held by New England Combustion Products Inc. of which Mr. Wilkinson is President, (iii) 1,500 shares of Common Stock held by Mr. Wilkinson's IRA account, and (iv) 1,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (18) Includes: (i) 4,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003, (ii) 189,900 shares of Common Stock held by The Youngworth Security Trust, as to which Mrs. Youngworth has voting and dispositive power as a trustee, and (iii) 3,000 shares of Common Stock held by the Estate of Thomas H. Youngworth, Sr. which Mrs. Youngworth is executrix of.
- (19) Includes (i) 2,000 shares of Common Stock issuable pursuant to stock options which may be exercised by Mr. Donovan on or within 60 days after February 7, 2003, and (ii) 2,850 shares of Common Stock held by Mr. Donovan's IRA account.
- (20) Includes (i) 1,350 shares of Common Stock held by Mrs. Jackson's IRA account, and (ii) 9,500 shares of Common Stock issuable pursuant to stock options exercisable on or within 60 days of February 7, 2003.
- (21) Includes (i) 157 shares of Common Stock held by Mr. Sinclair's IRA account, and (ii) 294 shares of Common Stock held by Kimberley A. Sinclair, Mr. Sinclair's wife.
- (22) Comprised of 6,000 shares of Common Stock issuable pursuant to stock options which may be exercised by Mr. Smollett on or within 60 days after February 7, 2003.
- (23) Beneficial ownership of 5,517 shares held by The Gaughen Family Irrevocable Trust u/d/t 7/14/97 is attributed to both Mr. Kevin W. Gaughen and Mr. Robert H. Gaughen, Jr. in the above table. Such shares are counted only once in this total.

Beneficial ownership of 128,148 shares held by The Music Box Trust is attributed to both Mr. Kevin W. Gaughen and Mr. Robert H. Gaughen, Jr. in the above table. Such shares are counted only once in this total.

Shared voting and dispositive power as co-trustees of 20,591 shares of Common Stock held by the Consentino Family Trust u/d/t 8/29/00 is attributed to both Mr. Robert A. Lane and Mr. Julio R. Hernando in the above table. Mr. Lane and Mr. Hernando disclaim any beneficial ownership. Such shares are reflected in Mr. James V. Consentino's total and are counted only once in this total.

Shared voting and dispositive power as co-trustees of 61,500 shares of Common Stock held by the Ruth M. Consentino Trust u/d/t 8/29/00 is attributed to both Mr. Robert A. Lane and Mr. Julio R. Hernando in the above table. Mr. Lane and Mr. Hernando disclaim any beneficial ownership. Such shares are reflected in Mr. James V. Consentino's total and are counted only once in this total.

Shared voting and dispositive power as co-trustees of 40,379 shares of Common Stock held by the James V. Consentino Trust u/d/t 2/20/01 is attributed to both Mr. Robert A. Lane and Mr. Julio R. Hernando in the above table. Mr. Lane and Mr. Hernando disclaim any beneficial ownership. Such shares are reflected in Mr. James V. Consentino's total and are counted only once in this total.

# PRINCIPAL STOCKHOLDERS: PERSONS OWNING MORE THAN FIVE PERCENT OF COMMON STOCK

The following table sets forth information with respect to the ownership of the Common Stock by persons (including any "group" as that term is used in Rule 13d-3 of the Exchange Act) who are known to be the beneficial owners of more than five percent (5%) of the Common Stock of the Bank as of February 7, 2003. Information presented as to the Common Stock includes the number of shares beneficially owned by such person and the percentage of such number of shares to the total amount of Common Stock outstanding.

Name and Address	Amount and Nature of Beneficial Ownership(1)	Percent of Class
James V. Consentino (2) 252 Neck Street North Weymouth, MA 02191	171,000	8.26
Kevin W. Gaughen (3) 110 Highland Ave. Hull, MA 02045	141,265	6.81
Robert H. Gaughen, Jr. (4) 351 Forest Avenue Cohasset, MA 02025	348,932	16.77
Eleanor G. Hernando (5) Diego Ayllon #13, Apt. 1B Madrid, Spain 28043	139,976	6.76
Julio R. Hernando (6) 3 McKinnon Ave Milton, MA 02186	135,267	6.54
Robert A. Lane (7) 63 Pondview Drive Kingston, MA 02364	151,970	7.33
The Music Box Trust (8) 528 Broad Street East Weymouth, MA 02189	128,148	6.19
The Youngworth Security Trust Jacqueline M. Youngworth 80 Myrtle Street North Quincy, MA 02171	189,900	9.18
Jacqueline M. Youngworth (9) 80 Myrtle Street North Quincy, MA 02171	197,400	9.52

<sup>(1)</sup> Sole voting and investment power, except as noted in the footnotes to the management stockholder table. See "PRINCIPAL STOCKHOLDERS; SECURITIES OWNERSHIP OF MANAGEMENT."

- (2) See footnote 4 to the previous table.
- (3) See footnote 7 to the previous table.
- (4) See footnote 8 to the previous table.

<sup>(5)</sup> Includes (i) 4,931 shares held of record by Ms. Hernando, (ii) 5,517 shares of Common Stock held by The Gaughen Family Irrevocable Trust u/d/t 7/14/97, as to which Ms. Hernando shares voting and dispositive power as a co-trustee, (iii) 128,148 shares of Common Stock held by The Music Box Trust, as to which Ms. Hernando shares voting and dispositive power as a co-trustee, and (iv) 1,380 shares of Common Stock held by Julio Hernando, Ms. Hernando's husband.

- (6) See footnote 9 to the previous table.
- (7) See footnote 10 to the previous table.
- (8) Robert H. Gaughen, Jr., a Director and principal officer of the Bank, Kevin W. Gaughen, a Director of the Bank, and Eleanor Hernando, their sister, are co-trustees of The Music Box Trust.
- (9) See footnote 18 to the previous table.

#### **ELECTION OF CLERK**

(Notice Item 2)

At the Meeting, the Clerk is to be elected to hold office until the next annual meeting and until her successor is duly elected and qualified. It is the responsibility of the Clerk to maintain a complete and accurate record of all votes and proceedings of the stockholders and of the Board of Directors at their respective meetings, as well as to perform such additional duties as the Board of Directors may from time to time determine.

The Board of Directors recommends that Marion J. Fahey be elected as Clerk of the Bank, to serve until the next annual meeting and until her successor is duly elected and qualified or until her earlier resignation, death or removal.

Miss Fahey has served as Clerk since 1993. Miss Fahey has served as a Director of the Bank since 1992. Biographical information about Miss Fahey is set forth under "ELECTION OF DIRECTORS."

Unless contrary instructions are given, shares represented by proxies solicited by the Board of Directors will be voted FOR the election of Marion J. Fahey as Clerk of the Bank to serve until the next annual meeting and until her successor is duly elected and qualified or until her earlier resignation, death or removal. The affirmative vote of the holders of a majority of shares constituting the quorum at the Meeting is required to elect the Clerk of the Bank.

#### INDEPENDENT AUDITORS

The Board of Directors has ratified the selection by the Audit Committee of the firm of Wolf & Company, P.C. ("Wolf"), independent certified public accountants, to be the independent auditors of the consolidated financial statements of the Bank for the fiscal year ending December 31, 2003. Wolf has no direct or indirect financial interest in the Bank nor has it had any connection with the Bank in the capacity of promoter, voting trustee, director, officer or employee. A representative of Wolf is expected to be present at the Meeting to respond to appropriate questions and will have the opportunity to make a statement if such representative so desires.

Wolf has served as independent auditors of the Bank since July 21, 1993 and, prior to the fiscal year ending December 31, 1990, Wolf served as independent auditor of the Bank for more than ten years. For the two fiscal years ending December 31, 1991 and 1992 the Bank selected the firm of KPMG Peat Marwick ("Peat Marwick"), independent certified public accountants, to be the Bank's independent auditors.

The consolidated financial statements of the Bank as of December 31, 2002 and 2001 and for each of the years in the three-year period ended December 31, 2002, have been audited by Wolf. All such financial statements are included in the Bank's 2002 Annual Report which accompanies this Proxy Statement.

#### **Audit Fees**

Wolf billed the Bank an aggregate of \$79,400 in fees for professional services rendered in connection with the audit of the Bank's consolidated financial statements for the most recent fiscal year and the reviews of the financial statements included in each of the Bank's Quarterly Reports on Form 10-Q during the fiscal year ended 2002.

#### **All Other Fees**

Wolf billed the Bank \$20,000 in fees for tax-related services rendered to the Bank and its affiliates for the fiscal year ended 2002 and \$19,625 primarily for control reviews applicable to information technology areas. The Audit Committee of the Bank's Board of Directors has determined that the independence of Wolf has not been compromised through provision of these services.

#### REPORT OF THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS

The Audit Committee of the Bank's Board of Directors is composed of five members and acts under a written Audit Plan Charter first adopted and approved in 1993 and reviewed annually. The Board has determined that all members of the Audit Committee are "independent" and "independent of management", within the meaning of applicable rules of the Securities and Exchange Commission and the NASDAQ Stock Market, and that Mr. Ribaudo, the Chairman of the Committee, is an "audit committee financial expert" as that term is defined by the Securities and Exchange Commission in light of his experience as a certified public accountant.

The Audit Committee reviewed the Bank's audited consolidated financial statements for the fiscal year ended December 31, 2002 and discussed these financial statements with the Bank's management. The Audit Committee also reviewed and discussed the audited consolidated financial statements and the matters required by Statement on Auditing Standards No. 61 (Communication with Audit Committees) with Wolf, the Bank's independent auditor.

The Bank's independent auditor also provided the Audit Committee with the written disclosures and the letter required by Independence Standards Board Standard No. 1 (Independence Discussions with Audit Committees). In addition, the Audit Committee discussed with the independent auditor its independence from the Bank.

Based on its discussions with management and the independent auditor, and its review of the representations and information provided by management and the independent auditor, the Audit Committee recommended to the Bank's Board of Directors that the audited consolidated financial statements be included in the Bank's Annual Report on Form 10-K for the year ended December 31, 2002.

By the Audit Committee of the Board of Directors of Hingham Institution for Savings.

Marion J. Fahey Stacey M. Page Joseph A. Ribaudo CPA Donald M. Tardiff, M.D. Geoffrey C. Wilkinson, Sr.

#### **OTHER MATTERS**

(Notice Item 3)

The Board of Directors knows of no business which will be presented for consideration at the Meeting other than that set forth in this Proxy Statement. The enclosed form of proxy confers upon each proxy holder discretionary authority to vote the shares represented by such proxy in accordance with his or her best judgment with respect to any other matter which may be properly presented for action at the Meeting.

#### STOCKHOLDER PROPOSALS

No person who intends to present a proposal for action at the 2004 Annual Meeting of the Stockholders of the Bank may seek to have the proposal included in the Proxy Statement or form of proxy for the meeting unless that person (a) is a record or beneficial owner of shares of Common Stock representing at least \$2,000 in market value or 1% of the securities entitled to be voted on the proposal at the meeting, which shares have been held by such person for at least one year, continue to be owned by such person at the time the proposal is submitted and through the date on which the meeting is held, (b) notifies the Bank in writing of his intention to appear personally or by appropriate representative at that meeting to present his proposal for action, (c) submits his proposal so that it is received at the Bank's principal executive office on or before November 18, 2003 for inclusion in the appropriate proxy statement and form of proxy relating to such meeting, and (d) otherwise satisfies the requirements of Rule 14a-8 under the Securities Exchange Act of 1934, as amended. The Bank's By-Laws provide that any director nominations and new business submitted by stockholders must be filed with the Clerk of the Bank at least 60 days (February 24, 2004), but not more than 150 days (November 26, 2003), prior to the date of the meeting, and that no other nominations or proposals by stockholders shall be acted upon at the meeting. Therefore, proposals submitted prior to the deadline for consideration at the meeting but after the deadline for inclusion in the Proxy Statement will be placed on the agenda at the meeting but will not be included in the Proxy Statement. Any such proposal should be mailed to: Clerk, Hingham Institution for Savings, 55 Main Street, Hingham, MA 02043.

Even if the foregoing requirements are satisfied, a person may only submit a maximum of one proposal and supporting statement of not more than 500 words for inclusion in the proxy materials and, under certain circumstances enumerated in the rules of the Securities and Exchange Commission relating to the solicitation of proxies, the Bank may be entitled to omit the proposal and any statement in support thereof from its proxy statement and form of proxy.

#### **EXPENSES OF SOLICITATION**

The Bank will bear the cost of preparing, assembling and mailing the Notice, Proxy Statement and form of proxy for the Meeting. Solicitation of proxies will be primarily through the use of mails, but regular employees of the Bank may solicit proxies by personal interview, by telephone or by telegraph without additional remuneration therefor. The Bank will also provide persons, firms, banks and corporations holding shares in their names, or in the names of their nominees, which in either case are beneficially owned by others, with proxy materials for transmittal to such beneficial owners and will reimburse such record holders for their reasonable expenses in so doing. In addition, the Bank has retained Regan & Associates, Inc. to aid in the solicitation of proxies from individuals, brokers, bank nominees and other institutional holders, for which a base fee of \$3,000 (plus out-of-pocket expenses) will be paid.

The Board of Directors would like to have you attend the Meeting in person. However, whether or not you expect to attend the Meeting, it is very important that your shares be represented. Therefore, it would be helpful if you would sign and date the enclosed form of proxy and promptly return it. If you attend the Meeting, you may, if you wish, withdraw any proxy previously given and vote your shares in person.

### ANNUAL DISCLOSURE STATEMENT; STOCKHOLDERS' ANNUAL REPORT; FORM 10-K

The Bank's Annual Report to Stockholders for the fiscal year ended December 31, 2002 accompanies this Proxy Statement. The Annual Report to Stockholders constitutes the annual disclosure statement of the Bank and is available to the public at the main office and each branch office of the Bank in accordance with the regulations of the Federal Deposit Insurance Corporation. In addition, a copy of the Bank's Annual Report on Form 10-K for the fiscal year ended December 31, 2002, as filed with the Federal Deposit Insurance Corporation, as well as the Annual Report to Stockholders, may be obtained without charge, by any stockholder of the Bank upon written request addressed to Robert H. Gaughen, Jr., President, Hingham Institution for Savings, 55 Main Street, Hingham, MA 02043, telephone (781) 749-2200.

By Order of the Board of Directors, Marion J. Jakey

Marion J. Fahey

Clerk

Dated: March 20, 2003