

American Guaranty Fund Group (AGFG)

2/28/2020

AGFG is a Florida non-profit formed in 2004 to consolidate executive management functions of the Florida Insurance Guaranty Association (FIGA) and the Florida Workers' Compensation Insurance Guaranty Association (FWCIGA) at the request of the Florida CFO (at that time). In 2008, the FIGA office in Jacksonville was closed and FIGA/FWCIGA operations were consolidated in Tallahassee. FIGA and FWCIGA are separate statutory entities and retain separate Board of Directors. All staff are AGFG employees and expenses are shared between FIGA / FWCIGA based on job function. Since the 2008 consolidation, FIGA and FWCIGA have recognized savings in excess of \$1 million annually.

Sandy Robinson

Executive Director (retired May 2018)

| | 2016 | | | 2017 | | |
|----------------------------|---------|---------|--------------|---------|---------|--------------|
| | FIGA | FWCIGA | Total (AGFG) | FIGA | FWCIGA | Total (AGFG) |
| Salary | 112,880 | 112,880 | 225,760 | 118,500 | 118,500 | 237,000 |
| Pay-for-Performance | 17,500 | 17,500 | 35,000 | 19,000 | 19,000 | 38,000 |
| Group Life | 366 | 366 | 731 | 366 | 366 | 731 |
| Key Life | 6,125 | 6,125 | 12,249 | 6,125 | 6,125 | 12,249 |
| Total Compensation | 136,870 | 136,870 | 273,740 | 143,990 | 143,990 | 287,980 |
| 401(k) | 9,000 | 9,000 | 18,000 | 9,000 | 9,000 | 18,000 |
| Discretionary Contribution | 3,975 | 3,975 | 7,950 | 4,050 | 4,050 | 8,100 |
| Health Insurance | 5,146 | 5,146 | 10,291 | 4,314 | 4,314 | 8,628 |
| Dental Insurance | 207 | 207 | 414 | 115 | 115 | 230 |
| ADD | 18 | 18 | 36 | 18 | 18 | 36 |
| Life | 251 | 251 | 502 | 251 | 251 | 502 |
| LTD | 467 | 467 | 933 | 467 | 467 | 933 |
| Total Benefits | 19,063 | 19,063 | 38,126 | 18,215 | 18,215 | 36,429 |
| Total Comp and Benefits | 155,933 | 155,933 | 311,866 | 162,205 | 162,205 | 324,409 |

Tom Streukens

Chief Operating Officer / Executive Director (May 18)

| | 2016 | | | 2017 | | | 2018 | | | 2019 | | |
|----------------------------|---------|---------|--------------|---------|---------|--------------|---------|---------|--------------|---------|---------|--------------|
| | FIGA | FWCIGA | Total (AGFG) | FIGA | FWCIGA | Total (AGFG) | FIGA | FWCIGA | Total (AGFG) | FIGA | FWCIGA | Total (AGFG) |
| Salary | 96,000 | 96,000 | 192,000 | 99,231 | 99,231 | 198,461 | 105,908 | 105,908 | 211,815 | 114,400 | 114,400 | 228,800 |
| Pay-for-Performance | 4,875 | 4,875 | 9,750 | 8,000 | 8,000 | 16,000 | 8,800 | 8,800 | 17,600 | 9,150 | 9,150 | 18,300 |
| Group Life | 128 | 128 | 255 | 128 | 128 | 255 | 128 | 128 | 255 | 138 | 138 | 276 |
| Total Compensation | 101,003 | 101,003 | 202,005 | 107,358 | 107,358 | 214,716 | 114,835 | 114,835 | 229,670 | 123,688 | 123,688 | 247,376 |
| 401(k) | 8,070 | 8,070 | 16,140 | 8,579 | 8,579 | 17,157 | 9,177 | 9,177 | 18,353 | 9,500 | 9,500 | 19,000 |
| Discretionary Contribution | 3,030 | 3,030 | 6,060 | 3,221 | 3,221 | 6,441 | 3,445 | 3,445 | 6,890 | 3,711 | 3,711 | 7,421 |
| Health Insurance | 7,114 | 7,114 | 14,227 | 9,866 | 9,866 | 19,731 | 10,273 | 10,273 | 20,546 | 10,046 | 10,046 | 20,091 |
| Dental Insurance | 207 | 207 | 414 | 115 | 115 | 230 | 106 | 106 | 211 | 126 | 126 | 251 |
| ADD | 18 | 18 | 36 | 18 | 18 | 36 | 18 | 18 | 36 | 18 | 18 | 36 |
| Life | 251 | 251 | 502 | 251 | 251 | 502 | 258 | 258 | 516 | 280 | 280 | 560 |
| LTD | 467 | 467 | 933 | 467 | 467 | 933 | 507 | 507 | 1,014 | 572 | 572 | 1,144 |
| Total Benefits | 19,156 | 19,156 | 38,312 | 22,515 | 22,515 | 45,030 | 23,783 | 23,783 | 47,566 | 24,252 | 24,252 | 48,503 |
| Total Comp and Benefits | 120,159 | 120,159 | 240,317 | 129,873 | 129,873 | 259,746 | 138,618 | 138,618 | 277,236 | 147,940 | 147,940 | 295,879 |

Corey Neal
 Chief Operating Officer (May 18)

| | 2018 | | | 2019 | | |
|----------------------------|---------------|---------------|---------------------|----------------|----------------|---------------------|
| | <u>FIGA</u> | <u>FWCIGA</u> | <u>Total (AGFG)</u> | <u>FIGA</u> | <u>FWCIGA</u> | <u>Total (AGFG)</u> |
| Salary | 57,212 | 57,212 | 114,423 | 92,500 | 92,500 | 185,000 |
| Pay-for-Performance | 8,750 | 8,750 | 17,500 | 5,125 | 5,125 | 10,250 |
| Group Life | 49 | 49 | 97 | 90 | 90 | 180 |
| Total Compensation | <u>66,010</u> | <u>66,010</u> | <u>132,020</u> | <u>97,715</u> | <u>97,715</u> | <u>195,430</u> |
| 401(k) | 2,585 | 2,585 | 5,169 | 7,810 | 7,810 | 15,620 |
| Discretionary Contribution | 1,981 | 1,981 | 3,961 | 2,932 | 2,932 | 5,863 |
| Health Insurance | 5,991 | 5,991 | 11,982 | 10,819 | 10,819 | 21,637 |
| Dental Insurance | 64 | 64 | 128 | 126 | 126 | 251 |
| ADD | 10 | 10 | 19 | 18 | 18 | 36 |
| Life | 142 | 142 | 283 | 280 | 280 | 560 |
| LTD | 86 | 86 | 171 | 535 | 535 | 1,069 |
| Total Benefits | <u>10,857</u> | <u>10,857</u> | <u>21,713</u> | <u>22,518</u> | <u>22,518</u> | <u>45,036</u> |
| Total Comp and Benefits | <u>76,867</u> | <u>76,867</u> | <u>153,733</u> | <u>120,233</u> | <u>120,233</u> | <u>240,466</u> |