

Proposed Service Team Organizational Chart

Gehring Group employs a team approach to ensure that all clients always have an available resource. Each team includes dedicated personnel including your Lead Benefits Consultant (Project Manager), a backup Benefits Consultant, three account managers, two employee benefits analysts, wellness coordinator and various support staff. Your dedicated Consultant and Account Manager are available for all on-site meetings and take an active role in the servicing of all aspects of your group. In addition to your Account Manager, our clients are also assigned an Internal Client Service Specialist who serves as an employee advocate and additional resource for questions and claim issues. These professionals, along with an easily accessed upper management staff and our corporate philosophy regarding our team approach, provides assurance that our clients have access to experienced professionals who are aware of, or can easily access their files and to provide resolution and answers at all times. Gehring Group's service team consists of highly qualified personnel whose resumes include years of consulting for and servicing public sector clients. The service team proposed includes the following personnel:

Role	Name	Florida Insurance License #	Years of Industry Experience
Marc Rodriguez	Lead Benefits Consultant/Project Manager	W252093	14 years
Rommi Mitchell	Backup Benefits Consultant	W110528	10 years
Christie Jensen	Employee Benefits Analyst	W391874	7 years
Shauna Whittingham	Account Manager	E088448	25 years
Pamela Cruz	Account Relations Manager	W071660	10 Years

Proof of Florida Insurance Licensing can be verified at <https://licenseeearch.fldfs.com/>.

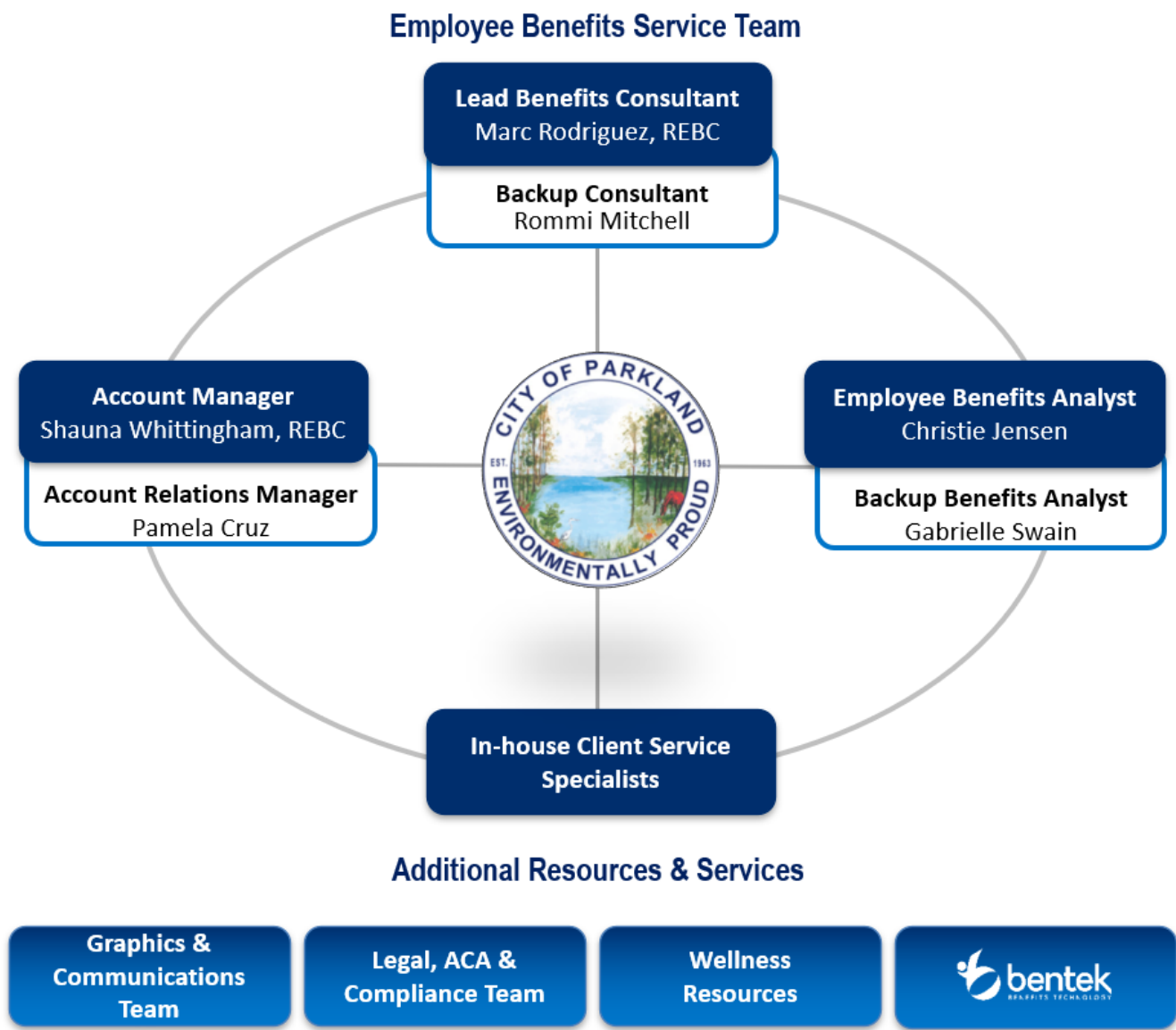
We hold a strong commitment to hiring talented high caliber professionals for our team and remaining on the cutting edge of industry innovation. Such strategic hires include former risk management personnel with public sector experience as well as former insurance carrier personnel with significant client service and underwriting experience. In addition, the City of Fort Lauderdale will also have direct access to additional staff resources with varying specialties and industry specific certifications including but not limited to:

- Registered Employee Benefits Consultant – REBC
- Certified Employee Benefits Specialist – CEBS
- Professional and Senior Professional, Human Resources – PHR and SPHR
- Certified Self-Funding Specialist – CSFS
- Certified Healthcare Reform Specialist - CHRS
- NAHU Voluntary/Worksite Benefits Certification
- NAHU Benefits Technology Certification
- Registered Employee Benefits Consultant Certification- REBC
- USA Mental health First Aid – National Certification
- NAHU Medicare Certification



Service Team Structure

Gehring Group’s proposed service team structure is as follows:



Service Team Roles



**Lead Benefits
Consultant/Project
Manager: Marc
Rodriguez, REBC**

Your Lead Consultant/Project Manager is responsible for spearheading strategic and budget planning, making recommendations as necessary and providing guidance with regard to plan design, new products, funding options, compliance and legislation. Marc Rodriguez is available as needed for meetings with decision makers and available to make presentations to executive staff, employee committees and City leaders as required.



**Backup Benefits
Consultant:
Rommi Mitchell**

Your Backup Consultant supports your Lead Consultant/Project Manager in meeting the needs of the City regarding all aspects of its employee benefits program. Rommi will be available throughout the renewal and/or RFP process and quarterly reporting as well as serving as an expert resource regarding data analytics and pharmacy programs.



**Employee Benefits
Analyst:
Christie Jensen**

Christie Jensen will continue to work closely with your Lead Consultant/Project Manager regarding all financial and analytical functions including compiling and issuing RFPs, evaluation of proposals and aggressive renewal negotiations. She is also responsible for monitoring claims utilization and large claims, making recommendations relative to utilization patterns and providing budget and renewal projections.



**Account Manager:
Shauna Whittingham,
REBC**

Shauna Whittingham will continue to serve as the City's Account Manager and assist staff and employees with day-to-day benefits related issues. She will serve as a direct contact regarding all service aspects of the benefits program including compliance issues, program implementation, open enrollment coordination and attendance, wellness planning, employee advocacy, and various other service roles.



**Account Relations
Manager:
Pamela Cruz**

Pamela Cruz, the City's Account Relations Manager will continue to work hand in hand with the assigned Account Manager and serves as an in-house member of the service team responsible for coordinating implementations, enrollments, health fairs, etc. and ensuring all day-to-day service issues are addressed. She is also responsible for review and editing of the employee benefits handbook and accuracy of employee communications materials.

Carrier Recognitions

As the top producing broker/consultant for public sector entities throughout the state, Gehring Group been named an AETNA Preferred Producer, Florida Blue BlueDiamond Producer, and CIGNA HealthCare Platinum Broker. We have also earned the distinct honor of participating in the agent advisory councils of various carriers which provides us an opportunity to make recommendations to improve products and services based on feedback from our clients; this representation also provides us considerable leverage during client negotiations. It is important to note that this top-tier recognition is based solely on premium volume, and accordingly, we represent all carriers and hold no interest or ownership in any insurer, trust or TPA, therefore, emphasizing our independent status.

Association Recognitions

Gehring Group's educational sessions and materials have been recognized by a number of public sector associations throughout the state. In addition, our experts are in high demand as guest speakers at strategic business leadership events, public sector associations and HR and Benefits conferences. These associations are listed below. Attendees at these conferences receive continuing education credits for human resources, CPE (accounting) and legal education requirements.

- FAC – Florida Association of Counties
- FASD – Florida Association of Special Districts
- FERMA – Florida Educational Risk Management Association
- FFCA – Florida Fire Chiefs Association
- FRE – Fire Rescue East
- FGFOA – Florida Government Finance Officers Association
- Florida League of Cities
- FPELRA – Florida Public Employer Labor Relations Association
- FPHRA – Florida Public Human Resources Association
- Florida Institute of Certified Public Accounting Chapter Meetings
- PRIMA – Public Risk Management Association
- RIMS – Risk & Insurance Management Society
- SALGBA – State and Local Government Benefits Association
- SHRM – Society for Human Resource Management

Gehring Group is also a member of each of the above listed associations through which we are able to stay abreast of all issues public sector entities are facing today.

Trade Magazines & Wellness Recognitions

In addition to recognition as industry experts, Gehring Group has earned other significant achievements within the prior four years are outlined below. Being selected as an honoree for these awards is a great tribute to each and every one of our employees, and reflection of our corporate culture; as well as a reflection of the support we receive from our clients.

Year	Publication/Organization	Award
2018	South Florida Business Journal	Best Places to Work
2018	Florida Trend	Best Companies to Work For in Florida
2018	Corporate Health & Wellness Association	Well-being 100 Awards
2019	South Florida Business Journal	Best Places to Work
2019	South Florida Business Journal	Influential Businesswomen
2019	Women's Chamber of Commerce, PBC	Giraffe Awards – Kate Grangard
2019	Florida Trend	Best Companies to Work For in Florida
2019	Sun Sentinel	Top Workplace
2019	FL Dept of Health in Miami-Dade County	Worksite Wellness
2019	South Florida Business Journal	Healthiest Employers
2019	Insurance Business America	Top Insurance Workplace

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2020	South Florida Business Journal	CIO Award – Kevin Smith
2021	South Florida Business Journal	Best Places to Work
2021	Sun-Sentinel	Top Workplaces
2021	Wellness Workdays	Best Wellness Employer Silver Certification
2021	South Florida Business Journal	Healthiest Employer
2021	Florida Trend	Best Companies to Work for in Florida
2021	South Florida Business Journal	CFO of the Year – Kate Grangard
2021	Business Insurance	Best Places to Work in Insurance
2021	Consortium for a Healthier Miami-Dade	2021 Florida Worksite Wellness Awards
2021	Mental Health America	2021 Platinum Bell Seal for Workplace Mental Health
2022	Sun Sentinel	Top Workplaces
2022	Wellness Workdays	Best Wellness Employer Silver Certification



Gehring Group's commitment to our local community is also evident by our participation in the following annual community events:

- ✓ Habitat for Humanity – Volunteering to build homes for deserving families
- ✓ Susan G Komen Walk for the Cure
- ✓ Annual Food Drive to benefit Feed the Hungry Palm Beach County
- ✓ The Arc – Annual Wild Pants Party Fundraiser volunteers
- ✓ American Heart Association – Annual Heart Walk
- ✓ Paint Your Heart Out – providing home maintenance assistance to the disabled, elderly, and low-income families
- ✓ Sponsoring the annual Homelessness Breakfast and supporting other initiatives of The Lord's Place in ending homelessness
- ✓ The Crocket Foundation – Back to School supply drive
- ✓ Women of Tomorrow – Youth mentoring program
- ✓ The Lord's Place – Serving on Board and Audit Committee
- ✓ Homeless Coalition of Palm Beach County – Meal Sponsorships
- ✓ Sunfest Kids Day