UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
Washington, D.C. 20549

FORM 10-Q

(Mark One)

☒ **Quarterly report pursuant to section 13 or 15(d) of the Securities Exchange Act of 1934**

For the quarterly period ended March 31, 2023

or

☐ **Transition report pursuant to section 13 or 15(d) of the Securities Exchange Act of 1934**

For the transition period from ________ to _________

Commission File Number: 001-39095

BRP GROUP, INC.
(Exact name of registrant as specified in its charter)

Delaware	**61-1937225**
(State or other jurisdiction of incorporation or organization)	**(I.R.S. Employer Identification No.)**

4211 W. Boy Scout Blvd., Suite 800, Tampa, Florida 33607
(Address of principal executive offices) (Zip Code)

(866) 279-0698
(Registrant's telephone number, including area code)

Not Applicable
(Former Name, former address and former fiscal year, if changed since last report)

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A Common Stock, par value $0.01 per share	**BRP**	**Nasdaq Global Select Market**

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes x No o

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§ 232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes x No o

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company, or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company" and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer	x	Accelerated filer	o
Non-accelerated filer	o	Smaller reporting company	o
		Emerging growth company	o

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. o

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes o No x

As of May 3, 2023, there were 63,736,990 shares of Class A common stock outstanding and 53,064,504 shares of Class B common stock outstanding.

BRP GROUP, INC.

INDEX

Note Regarding Forward-Looking Statements

We have made statements in this report, including matters discussed under Part I, Item 2. Management's Discussion and Analysis of Financial Condition and Results of Operations, Part II, Item 1. Legal Proceedings, Part II, Item 1A. Risk Factors and in other sections of this report, that are forward-looking statements. In some cases, you can identify these statements by forward-looking words such as "may," "might," "will," "should," "expects," "plans," "anticipates," "believes," "estimates," "predicts," "potential" or "continue," the negative of these terms and other comparable terminology. These forward-looking statements, which are subject to risks, uncertainties and assumptions about us, may include projections of our future financial performance, our anticipated growth strategies and anticipated trends in our business. These statements are only predictions based on our current expectations and projections about future events. There are important factors that could cause our actual results, level of activity, performance or achievements to differ materially from the results, level of activity, performance or achievements expressed or implied by the forward-looking statements, including those factors discussed under Part II, Item 1A. Risk Factors. You should specifically consider the numerous risks outlined under Part I, Item 1A. Risk Factors in our Annual Report on Form 10-K filed with the SEC on February 28, 2023.

Although we believe the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, level of activity, performance or achievements. Moreover, neither we nor any other person assumes responsibility for the accuracy and completeness of any of these forward-looking statements. We are under no duty to update any of these forward-looking statements after the date of this report to conform our prior statements to actual results or revised expectations, except as required by law.

Commonly Used Defined Terms

The following terms have the following meanings throughout this Quarterly Report on Form 10-Q unless the context indicates or requires otherwise:

Amended LLC Agreement	Third Amended and Restated Limited Liability Company Agreement of BRP, as amended
book of business	Insurance policies bound by us on behalf of our Clients
bps	Basis points
BRP	Baldwin Risk Partners, LLC
BRP Group	BRP Group, Inc.
Clients	Our insureds
Colleagues	Our employees
Exchange Act	Securities Exchange Act of 1934, as amended
GAAP	Accounting principles generally accepted in the United States of America
Insurance Company Partners	Insurance companies with which we have a contractual relationship
JPM Credit Agreement	Credit Agreement, dated as of October 14, 2020, between Baldwin Risk Partners, LLC, as borrower, JPMorgan Chase Bank, N.A., as the Administrative Agent, the Guarantors party thereto, the Lenders party thereto and the Issuing Lenders party thereto, as amended by the Amendment No. 1 to Credit Agreement dated as of May 7, 2021, Amendment No. 2 to Credit Agreement dated as of June 2, 2021, Amendment No. 3 to Credit Agreement dated as of August 6, 2021, Amendment No. 4 to Credit Agreement dated as of December 16, 2021 and Amendment No. 5 to Credit Agreement dated as of March 28, 2022
LIBOR	London Interbank Offered Rate
LLC Units	Membership interests of BRP
MGA	Managing General Agent
Operating Groups	Our reportable segments
Partners	Companies that we have acquired, or in the case of asset acquisitions, the producers
Partnerships	Strategic acquisitions made by the Company
Revolving Facility	Our revolving credit facility under the JPM Credit Agreement with commitments in an aggregate principal amount of $600.0 million, maturing April 1, 2027
Risk Advisors	Our producers
SEC	U.S. Securities and Exchange Commission
Securities Act	Securities Act of 1933, as amended
SOFR	Secured Overnight Financing Rate
Tax Receivable Agreement	Tax Receivable Agreement between BRP Group, Inc. and the holders of LLC Units in Baldwin Risk Partners, LLC entered into on October 28, 2019
Term Loan B	Our term loan facility under the JPM Credit Agreement with a principal amount of $850.0 million, maturing October 14, 2027
Westwood	Westwood Insurance Agency, a 2022 Partner

PART I. FINANCIAL INFORMATION
ITEM 1. FINANCIAL STATEMENTS

BRP GROUP, INC.
Condensed Consolidated Balance Sheets
(Unaudited)

(in thousands, except share and per share data)	March 31, 2023	December 31, 2022
Assets		
Current assets:		
Cash and cash equivalents	$ 81,299	$ 118,090
Restricted cash	105,520	112,381
Premiums, commissions and fees receivable, net	580,343	531,992
Prepaid expenses and other current assets	13,199	9,823
Due from related parties	114	113
Total current assets	780,475	772,399
Property and equipment, net	25,470	25,405
Right-of-use assets	95,316	96,465
Other assets	43,878	45,935
Intangible assets, net	1,081,074	1,099,918
Goodwill	1,422,060	1,422,060
Total assets	$ 3,448,273	$ 3,462,182
Liabilities, Mezzanine Equity and Stockholders' Equity		
Current liabilities:		
Premiums payable to insurance companies	$ 481,131	$ 471,294
Producer commissions payable	62,954	53,927
Accrued expenses and other current liabilities	108,641	125,743
Related party notes payable	1,525	1,525
Current portion of contingent earnout liabilities	118,569	46,717
Total current liabilities	772,820	699,206
Revolving line of credit	485,000	505,000
Long-term debt, less current portion	808,765	809,862
Contingent earnout liabilities, less current portion	167,588	220,219
Operating lease liabilities, less current portion	86,739	87,692
Other liabilities	250	164
Total liabilities	2,321,162	2,322,143
Commitments and contingencies (Note 12)		
Mezzanine equity:		
Redeemable noncontrolling interest	538	487
Stockholders' equity:		
Class A common stock, par value $0.01 per share, 300,000,000 shares authorized; 62,558,290 and 61,447,368 shares issued and outstanding at March 31, 2023 and December 31, 2022, respectively	626	614
Class B common stock, par value $0.0001 per share, 100,000,000 shares authorized; 53,670,277 and 54,504,918 shares issued and outstanding at March 31, 2023 and December 31, 2022, respectively	5	5
Additional paid-in capital	716,645	704,291
Accumulated deficit	(110,896)	(96,764)
Stockholder notes receivable	(21)	(42)
Total stockholders' equity attributable to BRP Group	606,359	608,104
Noncontrolling interest	520,214	531,448
Total stockholders' equity	1,126,573	1,139,552
Total liabilities, mezzanine equity and stockholders' equity	$ 3,448,273	$ 3,462,182

BRP GROUP, INC.

Condensed Consolidated Statements of Comprehensive Income (Loss)

(Unaudited)

(in thousands, except share and per share data)	For the Three Months Ended March 31, 2023	For the Three Months Ended March 31, 2022
Revenues:		
Commissions and fees	$ 330,446	$ 242,848
Operating expenses:		
Commissions, employee compensation and benefits	230,954	153,750
Other operating expenses	46,604	36,442
Amortization expense	23,163	17,562
Change in fair value of contingent consideration	24,758	(5,632)
Depreciation expense	1,348	988
Total operating expenses	326,827	203,110
Operating income	3,619	39,738
Other income (expense):		
Interest expense, net	(27,884)	(10,350)
Other income (expense), net	(1,511)	15,451
Total other income (expense)	(29,395)	5,101
Income (loss) before income taxes	(25,776)	44,839
Income tax expense	78	—
Net income (loss)	(25,854)	44,839
Less: net income (loss) attributable to noncontrolling interests	(11,722)	21,970
Net income (loss) attributable to BRP Group	$ (14,132)	$ 22,869
Comprehensive income (loss)	$ (25,854)	$ 44,839
Comprehensive income (loss) attributable to noncontrolling interests	(11,722)	21,970
Comprehensive income (loss) attributable to BRP Group	(14,132)	22,869
Basic earnings (loss) per share	$ (0.24)	$ 0.41
Diluted earnings (loss) per share	$ (0.24)	$ 0.39
Weighted-average shares of Class A common stock outstanding - basic	58,711,798	55,719,803
Weighted-average shares of Class A common stock outstanding - diluted	58,711,798	58,715,825

See accompanying Notes to Condensed Consolidated Financial Statements.

BRP GROUP, INC.

Condensed Consolidated Statements of Stockholders' Equity and Mezzanine Equity

(Unaudited)

For the Three Months Ended March 31, 2023

	Stockholders' Equity									Mezzanine Equity
	Class A Common Stock		Class B Common Stock							
(in thousands, except share data)	Shares	Amount	Shares	Amount	Additional Paid-in Capital	Accumulated Deficit	Stockholder Notes Receivable	Non-controlling Interest	Total	Redeemable Non-controlling Interest
Balance at December 31, 2022	61,447,368	$ 614	54,504,918	$ 5	$ 704,291	$ (96,764)	$ (42)	$ 531,448	$ 1,139,552	$ 487
Net income (loss)	—	—	—	—	—	(14,132)	—	(11,773)	(25,905)	51
Share-based compensation, net of forfeitures	276,281	3	—	—	6,870	—	—	6,043	12,916	—
Redemption of Class B common stock	834,641	9	(834,641)	—	5,484	—	—	(5,493)	—	—
Tax distributions to BRP LLC members	—	—	—	—	—	—	—	(11)	(11)	—
Repayment of stockholder notes receivable	—	—	—	—	—	—	21	—	21	—
Balance at March 31, 2023	62,558,290	$ 626	53,670,277	$ 5	$ 716,645	$ (110,896)	$ (21)	$ 520,214	$ 1,126,573	$ 538

For the Three Months Ended March 31, 2022

	Stockholders' Equity									Mezzanine Equity
	Class A Common Stock		Class B Common Stock							
(in thousands, except share data)	Shares	Amount	Shares	Amount	Additional Paid-in Capital	Accumulated Deficit	Stockholder Notes Receivable	Non-controlling Interest	Total	Redeemable Non-controlling Interest
Balance at December 31, 2021	58,602,859	$ 586	56,338,051	$ 6	$ 663,002	$ (54,992)	$ (219)	$ 578,904	$ 1,187,287	$ 269
Net income	—	—	—	—	—	22,869	—	21,951	44,820	19
Share-based compensation, net of forfeitures	117,899	1	—	—	7,508	—	—	(913)	6,596	—
Redemption of Class B common stock	70,000	1	(70,000)	—	633	—	—	(634)	—	—
Repayment of stockholder notes receivable	—	—	—	—	—	—	44	—	44	—
Balance at March 31, 2022	58,790,758	$ 588	56,268,051	$ 6	$ 671,143	$ (32,123)	$ (175)	$ 599,308	$ 1,238,747	$ 288

BRP GROUP, INC.

Condensed Consolidated Statements of Cash Flows

(Unaudited)

(in thousands)	For the Three Months Ended March 31, 2023	2022
Cash flows from operating activities:		
Net income (loss)	$ (25,854)	$ 44,839
Adjustments to reconcile net income (loss) to net cash used in operating activities:		
Depreciation and amortization	24,511	18,550
Change in fair value of contingent consideration	24,758	(5,632)
Share-based compensation expense	13,281	7,564
(Gain) loss on interest rate caps	1,407	(15,810)
Payment of contingent earnout consideration in excess of purchase price accrual	(857)	(11,117)
Amortization of deferred financing costs	1,239	1,286
Other loss	100	—
Changes in operating assets and liabilities:		
Premiums, commissions and fees receivable, net	(48,351)	(35,359)
Prepaid expenses and other current assets	(4,859)	(8,908)
Due to/from related parties	(1)	(89)
Right-of-use assets	1,149	(1,368)
Accounts payable, accrued expenses and other current liabilities	(163)	627
Operating lease liabilities	(468)	1,984
Other liabilities	77	—
Net cash used in operating activities	(14,031)	(3,433)
Cash flows from investing activities:		
Capital expenditures	(3,499)	(1,793)
Cash consideration paid for asset acquisitions	(1,500)	(700)
Investment in business ventures	(100)	(639)
Net cash used in investing activities	(5,099)	(3,132)
Cash flows from financing activities:		
Payment of contingent earnout consideration up to amount of purchase price accrual	(4,680)	(13,993)
Proceeds from revolving line of credit	50,000	40,000
Payments on revolving line of credit	(70,000)	—
Payments on long-term debt	(2,127)	(2,127)
Payments of debt issuance costs	—	(1,188)
Proceeds from settlements of interest rate caps	2,275	—
Tax distributions to BRP LLC members	(11)	—
Proceeds from repayment of stockholder notes receivable	21	44
Net cash provided by (used in) financing activities	(24,522)	22,736
Net increase (decrease) in cash and cash equivalents and restricted cash	(43,652)	16,171
Cash and cash equivalents and restricted cash at beginning of period	230,471	227,737
Cash and cash equivalents and restricted cash at end of period	$ 186,819	$ 243,908

See accompanying Notes to Condensed Consolidated Financial Statements.

BRP GROUP, INC.

Condensed Consolidated Statements of Cash Flows (Continued)

(Unaudited)

(in thousands)	**For the Three Months Ended March 31, 2023**	**2022**
Supplemental schedule of cash flow information:		
Cash paid during the period for interest	$ 24,898	$ 9,049
Disclosure of non-cash investing and financing activities:		
Right-of-use assets obtained in exchange for operating lease liabilities	$ 3,071	$ 5,336
Capital expenditures incurred but not yet paid	1,084	—
Right-of-use assets increased through lease modifications and reassessments	61	—
Increase in goodwill resulting from measurement period adjustments for prior year business combinations	—	3,658
Noncash debt issuance costs incurred	—	92

BRP GROUP, INC.

Notes to Condensed Consolidated Financial Statements

(Unaudited)

1. Business and Basis of Presentation

BRP Group, Inc. ("BRP Group" or the "Company") was incorporated in the state of Delaware on July 1, 2019. BRP Group is a diversified insurance agency and services organization that markets and sells insurance products and services to its customers throughout the U.S. A significant portion of the Company's business is concentrated in the Southeastern U.S., with several other regional concentrations. BRP Group and its subsidiaries operate through three reportable segments ("Operating Groups"), including Insurance Advisory Solutions, Underwriting, Capacity & Technology Solutions and Mainstreet Insurance Solutions, which are discussed in more detail in Note 13.

Principles of Consolidation

The consolidated financial statements include the accounts of BRP Group and its wholly-owned subsidiaries. All intercompany transactions and balances have been eliminated in consolidation.

As the sole manager of Baldwin Risk Partners, LLC ("BRP"), BRP Group operates and controls all the business and affairs of BRP, and has the sole voting interest in, and controls the management of, BRP. Accordingly, BRP Group consolidates BRP in its consolidated financial statements, resulting in a noncontrolling interest related to the membership interests of BRP (the "LLC Units") held by BRP's members ("BRP's LLC Members") in its consolidated financial statements.

The Company has prepared these condensed consolidated financial statements in accordance with Accounting Standards Codification ("ASC") Topic 810, *Consolidation* ("Topic 810"). Topic 810 requires that if an enterprise is the primary beneficiary of a variable interest entity, the assets, liabilities, and results of operations of the variable interest entity should be included in the consolidated financial statements of the enterprise. The Company has recognized certain entities as variable interest entities of which the Company is the primary beneficiary and has included the accounts of these entities in the consolidated financial statements. Refer to Note 2 for additional information regarding the Company's variable interest entities.

Topic 810 also requires that the equity of a noncontrolling interest shall be reported on the condensed consolidated balance sheets within total equity of the Company. Certain redeemable noncontrolling interests are reported on the condensed consolidated balance sheets as mezzanine equity. Topic 810 also requires revenues, expenses, gains, losses, net income or loss, and other comprehensive income or loss to be reported in the consolidated financial statements at consolidated amounts, which include amounts attributable to the owners of the parent and the noncontrolling interests.

Unaudited Interim Financial Reporting

The accompanying unaudited interim condensed consolidated financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America ("GAAP") and applicable rules and regulations of the Securities and Exchange Commission ("SEC") regarding interim financial reporting. Accordingly, they do not include all the information and related notes required by GAAP for complete consolidated financial statements. In the opinion of management, all adjustments, consisting of recurring accruals, considered necessary for fair statement have been included. The accompanying balance sheet for the year ended December 31, 2022 was derived from audited financial statements, but does not include all disclosures required by GAAP. Accordingly, these unaudited interim condensed consolidated financial statements should be read in conjunction with the Company's audited consolidated financial statements and the notes thereto for the year ended December 31, 2022 included in the Company's Annual Report on Form 10-K filed with the SEC on February 28, 2023.

Use of Estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results could differ from these estimates. Significant estimates underlying the accompanying consolidated financial statements include the application of guidance for revenue recognition; the valuation of acquired relationships and contingent consideration; impairment of long-lived assets and goodwill; share-based compensation related to performance-based restricted stock unit awards; and the valuation allowance for deferred tax assets.

Changes in Presentation

As previously disclosed in the Company's Annual Report on Form 10-K for the year ended December 31, 2022, beginning in January 2023, the Company’s MainStreet and Medicare businesses were combined under one Operating Group, Mainstreet Insurance Solutions. In addition, the Middle Market and Specialty Operating Groups were rebranded as Insurance Advisory Solutions and Underwriting, Capacity & Technology Solutions, respectively. Prior year segment reporting information in Note 13 has been recast to conform to the current organizational structure.

The Company made certain changes to the classification of revenue in the disaggregated revenue table, including (i) the combination of direct bill revenue and agency bill revenue lines into one commission revenue line and (ii) the reclassification of certain revenue streams previously classified as other income to consulting and service fee revenue or policy fee and installment fee revenue. Prior year amounts in the disaggregated revenue table in Note 3 have been reclassified to conform to current year presentation.

Recently Adopted Accounting Standards

In October 2021, the FASB issued Accounting Standards Update (“ASU”) No. 2021-08, Business Combinations (Topic 805)—Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”) to improve the accounting for acquired revenue contracts with customers in a business combination by addressing diversity in practice and inconsistency related to (i) the recognition of an acquired contract liability and (ii) payment terms and their effect on subsequent revenue recognized by the acquirer. ASU 2021-08 requires that, at the acquisition date, an entity recognize and measure contract assets and contract liabilities acquired in a business combination in accordance with ASC Topic 606, *Revenue from Contracts with Customers* (“Topic 606”) as if it had originated the contracts, while also taking into account how the acquiree applied Topic 606. The Company adopted ASU 2021-08 effective January 1, 2023. The adoption did not have any impact on our consolidated financial statements.

2. Variable Interest Entities

Topic 810 requires a reporting entity to consolidate a variable interest entity (“VIE”) when the reporting entity has a variable interest or combination of variable interests that provide the entity with a controlling financial interest in the VIE. The Company continually assesses whether it has a controlling financial interest in each of its VIEs to determine if it is the primary beneficiary of the VIE and should, therefore, consolidate each of the VIEs. A reporting entity is considered to have a controlling financial interest in a VIE if it has (i) the power to direct the activities of a VIE that most significantly impact the VIE’s economic performance, and (ii) the obligation to absorb the losses of, or the right to receive benefits from, the VIE that could potentially be significant to the VIE.

The Company determined that it is the primary beneficiary of its VIEs, which include Laureate Insurance Partners, LLC, BKS Smith, LLC, BKS MS, LLC and BKS Partners Galati Marine Solutions, LLC. The Company has consolidated its VIEs into the condensed consolidated financial statements.

Total revenues and expenses of the Company’s consolidated VIEs included in the condensed consolidated statements of comprehensive income (loss) were $0.4 million and $0.3 million, respectively, for the three months ended March 31, 2023 and $0.3 million and $0.3 million, respectively, for the three months ended March 31, 2022.

Total assets and liabilities of the Company's consolidated VIEs included on the condensed consolidated balance sheets were $1.3 million and $0.7 million, respectively, at March 31, 2023 and $0.4 million and $0.1 million, respectively, at December 31, 2022. The assets of the consolidated VIEs can only be used to settle the obligations of the consolidated VIEs and the creditors of the liabilities of the consolidated VIEs do not have recourse to the Company.

3. Revenue

The following table provides disaggregated commissions and fees revenue by major source:

(in thousands)	For the Three Months Ended March 31, 2023	2022
Commission revenue[1]	$ 270,861	$ 204,837
Profit-sharing revenue[2]	23,025	15,012
Consulting and service fee revenue[3]	17,636	15,202
Policy fee and installment fee revenue[4]	15,832	5,850
Other income[5]	3,092	1,947
Total commissions and fees	$ 330,446	$ 242,848

(1) Commission revenue is earned by providing insurance placement services to Clients under direct bill and agency bill arrangements with Insurance Company Partners for private risk management, commercial risk management, wealth management, employee benefits and Medicare insurance types.
(2) Profit-sharing revenue represents bonus-type revenue that is earned by the Company as a sales incentive provided by certain Insurance Company Partners.
(3) Service fee revenue is earned by receiving negotiated fees in lieu of a commission and consulting revenue is earned by providing specialty insurance consulting.
(4) Policy fee revenue represents revenue earned for acting in the capacity of an MGA on behalf of the Insurance Company Partner and fulfilling certain services including delivery of policy documents, processing payments and other administrative functions. Installment fee revenue represents revenue earned by the Company for providing payment processing services on behalf of the Insurance Company Partner related to policy premiums paid on an installment basis.
(5) Other income includes other ancillary income, premium financing income and investment income as well as marketing income that is based on agreed-upon cost reimbursement for fulfilling specific targeted Medicare marketing campaigns.

The application of Topic 606 requires the use of management judgment. The following are the areas of most significant judgment as it relates to Topic 606:

- The Company considers the policyholders as representative of its customers in the majority of contractual relationships, with the exception of Medicare contracts in its Mainstreet Insurance Solutions Operating Group, where the Insurance Company Partner is considered its customer.
- Medicare contracts in the Mainstreet Insurance Solutions Operating Group are multi-year arrangements in which the Company is entitled to renewal commissions. However, the Company has applied a constraint to renewal commissions that limits revenue recognized on new policies to the policy year in effect, and revenue recognized on renewed policies to the receipt of periodic cash, when a risk of significant reversals exists based on: (i) insufficient history; and (ii) the influence of external factors outside of the Company’s control including policyholder discretion over plans and Insurance Company Partner relationship, political influence, and a contractual provision, which limits the Company’s right to receive renewal commissions to ongoing compliance and regulatory approval of the relevant Insurance Company Partner and compliance with the Centers for Medicare and Medicaid Services.
- The Company recognizes separately contracted commission revenue at the effective date of insurance placement and considers any ongoing interaction with the customer to be insignificant in the context of the obligations of the contract.
- Variable consideration includes estimates of direct bill commissions, reserves for policy cancellations and accruals for profit-sharing income.
- Costs to obtain a contract are deferred and recognized over five years, which represents management’s estimate of the average period over which a Client maintains its initial coverage relationship with the original Insurance Company Partner.
- Due to the relatively short time period between the information gathering phase and binding insurance coverage, the Company has determined that costs to fulfill contracts are not significant. Therefore, costs to fulfill a contract are expensed as incurred.

4. Contract Assets and Liabilities

Contract assets arise when the Company recognizes (i) revenue for amounts which have not yet been billed and (ii) receivables for premiums to be collected on behalf of Insurance Company Partners. Contract liabilities relate to payments received in advance of performance under the contract before the transfer of a good or service to the customer. Contract assets are included in premiums, commissions and fees receivable, net and contract liabilities are included in accrued expenses and other current liabilities on the condensed consolidated balance sheets. The balances of contract assets and liabilities arising from contracts with customers were as follows:

(in thousands)	March 31, 2023	December 31, 2022
Contract assets	$ 346,824	$ 278,023
Contract liabilities	26,033	30,981

During the three months ended March 31, 2023, the Company recognized revenue of $26.2 million related to the contract liabilities balance at December 31, 2022.

5. Deferred Commission Expense

The Company pays an incremental amount of compensation in the form of producer commissions on new business. In accordance with ASC Topic 340, *Other Assets and Deferred Costs*, these incremental costs are deferred and amortized over five years, which represents management's estimate of the average benefit period for new business. Deferred commission expense represents producer commissions that are capitalized and not yet expensed and are included in other assets on the condensed consolidated balance sheets. The table below provides a rollforward of deferred commission expense:

	For the Three Months Ended March 31,	
(in thousands)	2023	2022
Balance at beginning of period	$ 21,669	$ 11,336
Costs capitalized	3,372	3,630
Amortization	(1,597)	(927)
Balance at end of period	$ 23,444	$ 14,039

6. Accrued Expenses and Other Current Liabilities

Accrued expenses and other current liabilities consist of the following:

(in thousands)	March 31, 2023	December 31, 2022
Accrued compensation and benefits	$ 34,437	$ 44,903
Contract liabilities	26,033	30,981
Current portion of operating lease liabilities	14,527	14,043
Accrued expenses	11,029	13,101
Current portion of long-term debt	8,509	8,509
Deferred consideration payments	5,412	6,840
Other	8,694	7,366
Accrued expenses and other current liabilities	$ 108,641	$ 125,743

7. Long-Term Debt

The JPM Credit Agreement provides for senior secured credit facilities in an aggregate principal amount of $1.45 billion, which consists of (i) a term loan facility in the principal amount of $850.0 million maturing in October 2027 (the "Term Loan B") and (ii) a revolving credit facility with commitments in an aggregate principal amount of $600.0 million maturing in April 2027 (the "Revolving Facility").

The Term Loan B bears interest at LIBOR plus 350 bps, subject to a LIBOR floor of 50 bps. At March 31, 2023, the outstanding borrowings on the Term Loan B of $836.0 million had an applicable interest rate of 8.21%. The outstanding borrowings on the Term Loan B are offset by unamortized debt discount and issuance costs of $18.7 million on the condensed consolidated balance sheet at March 31, 2023. Borrowings under the Revolving Facility accrue interest at SOFR plus 210 bps to SOFR plus 310 bps based on total net leverage ratio. The outstanding borrowings on the Revolving Facility of $485.0 million had an applicable interest rate of 7.90% at March 31, 2023. The Revolving Facility is also subject to a commitment fee of 0.40% on the unused capacity at March 31, 2023.

The JPM Credit Agreement requires the Company to meet certain financial covenants and comply with customary affirmative and negative covenants as listed in the underlying agreement. The Company was in compliance with these covenants at March 31, 2023.

Interest Rate Caps

The Company uses interest rate caps to mitigate its exposure to interest rate risk on its debt by limiting the impact of interest rate changes on cash flows. The interest rate caps limit the variability of the base rate to the amount of the cap. The interest rate caps are recorded at an aggregate fair value of $11.5 million and $15.2 million at March 31, 2023 and December 31, 2022, respectively. The interest rate caps are included as a component of other assets on the condensed consolidated balance sheets. The Company recognized a loss on interest rate caps of $1.4 million for the three months ended March 31, 2023 and a gain on interest rate caps of $15.8 million for the three months ended March 31, 2022. The gain or loss on interest rate caps is included as a component of other income (expense), net in the condensed consolidated statements of comprehensive income (loss).

8. Related Party Transactions

Due to/from Related Parties

Due from related parties totaling $0.1 million at each March 31, 2023 and December 31, 2022 consists of receivables due from Partners for post-closing cash requirements in accordance with Partnership agreements.

Related party notes payable of $1.5 million at March 31, 2023 and December 31, 2022 relate to the settlement of contingent earnout consideration for certain of the Company’s Partners.

Commission Revenue

The Company serves as a broker for Holding Company of the Villages, Inc. (“The Villages”), a significant shareholder, and certain affiliated entities. Commission revenue recorded as a result of transactions with The Villages was $1.5 million and $1.1 million for the three months ended March 31, 2023 and 2022, respectively.

The Company serves as a broker for certain entities in which a member of our board of directors has a material interest. Commission revenue recorded as a result of these transactions was $0.1 million for the three months ended March 31, 2023.

Commissions and Consulting Expense

A brother of Lowry Baldwin, our Board Chair, received approximately $0.1 million from the Company in Risk Advisor commissions during each of the three months ended March 31, 2023 and 2022.

The Company has a consulting agreement with Accenture, with which an independent member of our board of directors holds an executive leadership position. Consulting expense recorded as a result of this transaction was $0.4 million for the three months ended March 31, 2023.

Rent Expense

The Company has various agreements to lease office space from wholly-owned subsidiaries of The Villages. Total rent expense incurred with respect to The Villages and its wholly-owned subsidiaries was approximately $0.1 million for each of the three months ended March 31, 2023 and 2022. Total right-of-use assets and operating lease liabilities included on the Company's condensed consolidated balance sheets related to The Villages were $1.6 million each at March 31, 2023 and $1.7 million each at December 31, 2022.

The Company has various agreements to lease office space from other related parties. Total rent expense incurred with respect to other related parties was $1.0 million and $0.9 million for the three months ended March 31, 2023 and 2022, respectively. Total right-of-use assets and operating lease liabilities included on the Company's condensed consolidated balance sheets related to these agreements were $14.3 million and $14.7 million, respectively, at March 31, 2023 and $15.0 million and $15.4 million, respectively, at December 31, 2022.

9. Share-Based Compensation

The Company has an Omnibus Incentive Plan (the "Omnibus Plan") and a Partnership Inducement Award Plan (the "Inducement Plan" and collectively with the Omnibus Plan, the "Plans") to motivate and reward Colleagues and certain other individuals to perform at the highest level and contribute significantly to the Company's success, thereby furthering the best interests of BRP Group's shareholders. The total number of shares of Class A common stock authorized for issuance under the Omnibus Plan and the Inducement Plan was 8,461,907 and 3,000,000, respectively, at March 31, 2023.

During the three months ended March 31, 2023, the Company made awards of restricted stock awards ("RSAs") and fully vested shares under the Plans to its non-employee directors, officers, Colleagues and consultants. Fully-vested shares issued to directors and Colleagues during the three months ended March 31, 2023 were vested upon issuance, while RSAs issued to Colleagues and consultants generally either cliff vest after 3 to 4 years or vest ratably over 3 to 5 years.

The following table summarizes the activity for non-vested awards granted by the Company under the Plans:

	Shares	Weighted-Average Grant-Date Fair Value Per Share
Outstanding at December 31, 2022	3,595,303	$ 28.26
Granted	491,466	27.10
Vested and settled	(488,011)	28.12
Forfeited	(44,855)	25.97
Outstanding at March 31, 2023	3,553,903	28.14

The total fair value of shares that vested and settled under the Plans was $13.7 million and $5.6 million for the three months ended March 31, 2023 and 2022, respectively.

Share-based compensation is recognized ratably over the vesting period of the respective awards and includes expense related to issuances under the Plans, MIU conversion LLC units and, prior to 2023, advisor incentive awards. Share-based compensation also includes the portion of annual bonuses that are payable in fully vested shares of Class A common stock. The Company recognizes share-based compensation expense for the Plans net of actual forfeitures. The Company recorded share-based compensation expense of $13.3 million and $7.6 million in connection with the Plans for the three months ended March 31, 2023 and 2022, respectively, which is included in commissions, employee compensation and benefits expense in the condensed consolidated statements of comprehensive income (loss).

10. Earnings (Loss) Per Share

Basic earnings (loss) per share is computed by dividing net income (loss) attributable to BRP Group by the weighted-average number of shares of Class A common stock outstanding during the period. Diluted earnings (loss) per share is computed giving effect to all potentially dilutive shares of common stock.

During the periods presented, potentially dilutive securities include unvested restricted stock awards and shares of Class B common stock, which can be exchanged (together with a corresponding number of LLC Units) for shares of Class A common stock on a one-for-one basis. The following potentially dilutive securities were excluded from the Company's diluted weighted-average number of shares outstanding calculation for the periods presented as their inclusion would have been anti-dilutive.

	For the Three Months Ended March 31,	
	2023	**2022**
Unvested restricted shares of Class A common stock	3,265,880	—
Shares of Class B common stock	53,670,277	56,268,051

The shares of Class B common stock do not share in the earnings or losses attributable to BRP Group, and therefore, are not participating securities. Accordingly, a separate presentation of basic and diluted earnings per share of Class B common stock under the two-class method has not been included.

The following is a calculation of the basic and diluted weighted-average number of shares of Class A common stock outstanding and basic and diluted earnings (loss) per share for the three months ended March 31, 2023 and 2022:

	For the Three Months Ended March 31,	
(in thousands, except per share data)	**2023**	**2022**
Basic earnings (loss) per share:		
Net income (loss) attributable to BRP Group	$ (14,132)	$ 22,869
Shares used for basic earnings (loss) per share:		
Weighted-average shares of Class A common stock outstanding - basic	58,712	55,720
Basic earnings (loss) per share	$ (0.24)	$ 0.41
Diluted earnings (loss) per share:		
Net income (loss) attributable to BRP Group	$ (14,132)	$ 22,869
Shares used for diluted earnings (loss) per share:		
Weighted-average shares of Class A common stock outstanding	58,712	55,720
Dilutive effect of unvested restricted shares of Class A common stock	—	2,996
Weighted-average shares of Class A common stock outstanding - diluted	58,712	58,716
Diluted earnings (loss) per share	$ (0.24)	$ 0.39

11. Fair Value Measurements

ASC Topic 820, *Fair Value Measurement* (“Topic 820”) established a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurement). The three levels of the fair value hierarchy under Topic 820 are described below:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Company has the ability to access.

Level 2: Inputs to the valuation methodology are quoted market prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active, and model-based valuation techniques for which all significant assumptions are observable in the market.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The fair value measurement level for assets and liabilities within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Assets and Liabilities Measured at Fair Value on a Recurring Basis

The following table summarizes the Company’s assets and liabilities measured at fair value on a recurring basis within each level of the fair value hierarchy:

(in thousands)	March 31, 2023	December 31, 2022
Level 2		
Interest rate caps	$ 11,468	$ 15,150
Level 2 Assets	$ 11,468	$ 15,150
Level 3		
Contingent earnout liabilities	$ 286,157	$ 266,936
Level 3 Liabilities	$ 286,157	$ 266,936

The fair value of interest rate caps was $11.5 million at March 31, 2023. The fair value of interest rate caps is determined using the market standard methodology of discounting the future expected cash receipts that would occur if variable interest rates rise above the strike rate of the caps. The variable interest rates used in the calculation of projected receipts on the cap are based on an expectation of future interest rates derived from observable market interest rate curves and volatilities.

Methodologies used for liabilities measured at fair value on a recurring basis within Level 3 of the fair value hierarchy at March 31, 2023 and December 31, 2022 are based on limited unobservable inputs. These methods may produce a fair value calculation that may not be indicative of the net realizable value or reflective of future fair values. Furthermore, while the Company believes its valuation methods are appropriate and consistent with other market participants, the use of methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value of contingent earnout liabilities is based on sales projections for the acquired entities, which are reassessed each reporting period. Based on the Company’s ongoing assessment of the fair value of its contingent earnout liabilities, the Company recorded a net increase in the estimated fair value of such liabilities of $24.8 million for the three months ended March 31, 2023. The Company has assessed the maximum estimated exposure to the contingent earnout liabilities to be $944.2 million at March 31, 2023.

The Company measures contingent earnout liabilities at fair value at each reporting period using significant unobservable inputs classified within Level 3 of the fair value hierarchy. The Company uses a probability weighted value analysis as a valuation technique to convert future estimated cash flows to a single present value amount. The significant unobservable inputs used in the fair value measurements are sales projections over the earnout period, and the probability outcome percentages assigned to each scenario. Significant increases or decreases to either of these inputs would result in a significantly higher or lower liability with a higher liability capped by the contractual maximum of the contingent earnout liabilities. Ultimately, the liability will be equivalent to the amount settled, and the difference between the fair value estimate and amount settled will be recorded in earnings for business combinations, or as a reduction of the cost of the assets acquired for asset acquisitions.

The fair value of the contingent earnout liabilities is based on Monte Carlo simulations that measure the present value of the expected future payments to be made to Partners in accordance with the provisions outlined in the respective purchase agreements, which is a Level 3 fair value measurement. In determining fair value, the Company estimates the Partner’s future performance using financial projections developed by management for the Partner and market participant assumptions that were derived for revenue growth, the number of rental units tracked or the insured value of sourced homeowners insurance. Revenue growth rates generally ranged from 10% to 35% at March 31, 2023 and from 8% to 35% at December 31, 2022. The Company estimates future payments using the earnout formula and performance targets specified in each purchase agreement and these financial projections. These payments are discounted to present value using a risk-adjusted rate that takes into consideration market-based rates of return that reflect the ability of the Partner to achieve the targets. These discount rates generally ranged from 7.25% to 18.00% at March 31, 2023 and from 6.50% to 18.00% at December 31, 2022. Changes in financial projections, market participant assumptions for revenue growth and profitability, or the risk-adjusted discount rate, would result in a change in the fair value of contingent consideration.

The following table sets forth a summary of the changes in the fair value of the Company's contingent earnout liabilities, which are measured at fair value on a recurring basis utilizing Level 3 assumptions in their valuation:

	For the Three Months Ended March 31,	
(in thousands)	2023	2022
Balance at beginning of period	$ 266,936	$ 258,589
Change in fair value of contingent consideration	24,758	(5,632)
Settlement of contingent consideration	(5,537)	(25,110)
Balance at end of period	$ 286,157	$ 227,847

Fair Value of Other Financial Instruments

The fair value of long-term debt and the revolving line of credit is based on an estimate using a discounted cash flow analysis and current borrowing rates for similar types of borrowing arrangements. The carrying amount and estimated fair value of long-term debt and the revolving line of credit were as follows:

		March 31, 2023		December 31, 2022	
	Fair Value Hierarchy	Carrying Amount	Estimated Fair Value	Carrying Amount	Estimated Fair Value
Long-term debt[1]	Level 2	$ 835,987	$ 816,174	$ 838,114	$ 816,155
Revolving line of credit	Level 2	485,000	462,111	505,000	476,304

(1) The carrying amount of the long-term debt does not reflect unamortized debt discount and issuance costs of $18.7 million and $19.7 million at March 31, 2023 and December 31, 2022, respectively, which are netted against long-term debt on the condensed consolidated balance sheets.

12. Commitments and Contingencies

As of March 31, 2023, BRP has a commitment to the University of South Florida ("USF") to donate an aggregate $4.7 million through October 2028. The gift will provide support for the School of Risk Management and Insurance in the USF Muma College of Business. It is currently anticipated that Lowry Baldwin, our Board Chair, will fund half of the amounts to be donated by BRP.

The Company is involved in various claims and legal actions arising in the ordinary course of business. A liability is recorded when a loss is considered probable and is reasonably estimable in accordance with GAAP. In the opinion of management, the ultimate disposition of these matters will not have a material adverse effect on the Company's consolidated financial position, results of operations or liquidity.

13. Segment Information

The Company completed a strategic review of its organizational structure in January 2023 and determined that the chief operating decision maker, the chief executive officer, would change the way he manages and operates the Company's MainStreet and Medicare businesses. Effective in the first quarter of 2023, the chief executive officer reviews the Medicare and Mainstreet businesses on a combined basis as one operating segment, also determined to be an Operating Group, Mainstreet Insurance Solutions, which is used by the chief executive officer to make decisions about the resources to be allocated to the Operating Group and to assess its performance. In addition, the Middle Market and Specialty Operating Groups were rebranded as Insurance Advisory Solutions and Underwriting, Capacity & Technology Solutions, respectively, effective in the first quarter of 2023.

Effective in the first quarter of 2023, BRP Group's business is divided into three Operating Groups: Insurance Advisory Solutions, Underwriting, Capacity & Technology Solutions, and Mainstreet Insurance Solutions.

- The Insurance Advisory Solutions Operating Group provides expertly-designed commercial risk management, employee benefits solutions and private risk management for mid-to-large size businesses and high net worth individuals, as well as their families.

- The Underwriting, Capacity & Technology Solutions (“UCTS”) Operating Group consists of two distinct businesses. Our specialty wholesale broker businesses deliver specialty insurers, professionals, individuals and niche industry businesses expanded access to exclusive specialty markets, capabilities and programs requiring complex underwriting and placement. UCTS also houses our MGA of the Future platform, in which we manufacture proprietary, technology-enabled insurance products that are then distributed (in many instances via technology and/or API integrations) internally via our Risk Advisors across our other Operating Groups and externally via select distribution partners, with a focus on sheltered channels where our products deliver speed, ease of use and certainty of execution, an example of which is our national embedded renters insurance product sold at point of lease via integrations with property management software providers.
- The Mainstreet Insurance Solutions Operating Group offers personal insurance, commercial insurance and life and health solutions to individuals and businesses in their communities. The Mainstreet Insurance Solutions Operating Group also offers consultations for government assistance programs and solutions, including traditional Medicare, Medicare Advantage and Affordable Care Act, to seniors and eligible individuals, through a network of primarily independent contractor agents.

In all of our Operating Groups, the Company generates commissions and fees from insurance placement under both agency bill and direct bill arrangements, and profit sharing income based on either the underlying book of business or performance, such as loss ratios. All Operating Groups also generate other ancillary income and premium financing income.

In the Insurance Advisory Solutions and UCTS Operating Groups, the Company generates fees from service fee and consulting arrangements. Service fee arrangements are in place with certain customers in lieu of commission arrangements.

In the UCTS Operating Group, the Company generates fees from policy fee and installment fee arrangements. Policy fee revenue is earned for acting in the capacity of an MGA and providing payment processing and services and other administrative functions on behalf of Insurance Company Partners.

In the Mainstreet Insurance Solutions Operating Group, the Company generates commissions and fees from marketing income, which is earned through co-branded Medicare marketing campaigns with the Company’s Insurance Company Partners.

In the Insurance Advisory Solutions and UCTS Operating Groups and the Corporate and Other non-reportable segment, the Company generates investment income.

The Company’s chief operating decision maker, the chief executive officer, uses net income (loss) and net income (loss) before interest, taxes, depreciation, amortization, and one-time transactional-related expenses or non-recurring items to manage resources and make decisions about the business.

Summarized financial information concerning the Company’s Operating Groups is shown in the following tables. The Corporate and Other non-reportable segment includes any expenses not allocated to the Operating Groups and corporate-related items, including related party and third-party interest expense. Intersegment revenue and expenses are eliminated through the Corporate and Other column. Service center expenses and other overhead are allocated to the Company’s Operating Groups based on either revenue or headcount as applicable to each expense.

	For the Three Months Ended March 31, 2023				
(in thousands)	**Insurance Advisory Solutions**	**Underwriting, Capacity & Technology Solutions**	**Mainstreet Insurance Solutions**	**Corporate and Other**	**Total**
Commissions and fees[(1)]	$ 195,713	$ 90,069	$ 58,140	$ (13,476)	$ 330,446
Net income (loss)	23,814	2,087	7,834	(59,589)	(25,854)

	For the Three Months Ended March 31, 2022				
(in thousands)	**Insurance Advisory Solutions**	**Underwriting, Capacity & Technology Solutions**	**Mainstreet Insurance Solutions**	**Corporate and Other**	**Total**
Commissions and fees[(2)]	$ 171,403	$ 49,523	$ 22,958	$ (1,036)	$ 242,848
Net income (loss)	54,887	5,318	2,442	(17,808)	44,839

(1) During the three months ended March 31, 2023, the Insurance Advisory Solutions Operating Group recorded intercompany commissions and fees from activity with the UCTS Operating Group of $0.4 million; the UCTS Operating Group recorded intercompany commissions and fees from activity with the Mainstreet Insurance Solutions Operating Group and itself of $12.6 million; and the Mainstreet Insurance Solutions Operating Group recorded intercompany commissions and fees from activity with all Operating Groups of $0.9 million. These intercompany commissions and fees are eliminated through Corporate and Other.

(2) During the three months ended March 31, 2022, the Insurance Advisory Solutions Operating Group recorded intercompany commissions and fees from activity with the UCTS Operating Group of $0.3 million; the UCTS Operating Group recorded intercompany commissions and fees from activity with itself of $0.1 million; and the Mainstreet Insurance Solutions Operating Group recorded intercompany commissions and fees from activity with all Operating Groups of $0.6 million. These intercompany commissions and fees are eliminated through Corporate and Other.

(in thousands)	**Insurance Advisory Solutions**	**Underwriting, Capacity & Technology Solutions**	**Mainstreet Insurance Solutions**	**Corporate and Other**	**Total**
Total assets at March 31, 2023	$ 2,237,415	$ 615,879	$ 519,446	$ 75,533	$ 3,448,273
Total assets at December 31, 2022	2,240,483	616,117	530,504	75,078	3,462,182

ITEM 2. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

The following discussion and analysis of our financial condition and results of operations should be read in conjunction with our consolidated financial statements and the related notes and other financial information included elsewhere in this Quarterly Report on Form 10-Q and in our Annual Report on Form 10-K for the year ended December 31, 2022 filed with the SEC on February 28, 2023. In addition to historical consolidated financial information, the following discussion contains forward-looking statements that reflect our plans, estimates, and beliefs. Our actual results may differ materially from those discussed in the forward-looking statements as a result of various factors, including those set forth in Part II, Item 1A. Risk Factors and Note Regarding Forward-Looking Statements included elsewhere in this Quarterly Report on Form 10-Q and under Part I, Item 1A. Risk Factors in our Annual Report on Form 10-K filed with the SEC on February 28, 2023.

THE COMPANY

BRP Group, Inc. ("BRP Group," the "Company," "we," "us" or "our") is an independent insurance distribution firm delivering tailored insurance and risk management insights and solutions that give our Clients the peace of mind to pursue their purpose, passion and dreams. We support our Clients, Colleagues, Insurance Company Partners and communities through the deployment of vanguard resources, technology and capital to drive both organic and inorganic growth. When we consistently execute for these key stakeholders, we believe that the outcome is an increase in value for our fifth stakeholder, our shareholders. We are innovating the industry by taking a holistic and tailored approach to risk management, insurance and employee benefits. Our growth plan includes continuing to recruit, train and develop industry leading talent, continuing to add geographic representation, insurance product expertise and end-client industry expertise via our Partnership strategy, and continuing to build out our MGA of the Future platform, which delivers proprietary, technology-enabled insurance solutions to our internal Risk Advisors as well as to a growing channel of external distribution partners. We are a destination employer supported by an award-winning culture, powered by exceptional people and fueled by industry-leading growth and innovation.

We represent over 1.3 million Clients across the United States and internationally. Our more than 3,800 Colleagues include over 700 Risk Advisors, who are fiercely independent, relentlessly competitive and "insurance geeks." We have approximately 125 offices in 23 states, all of which are equipped to provide diversified products and services to empower our Clients at every stage through our three Operating Groups.

- **Insurance Advisory Solutions** provides expertly-designed commercial risk management, employee benefits solutions and private risk management for mid-to-large-size businesses and high net worth individuals, as well as their families.
- **Underwriting, Capacity & Technology Solutions** ("UCTS") consists of two distinct businesses—our specialty wholesale broker businesses and our MGA of the Future platform. Our specialty wholesale broker businesses deliver specialty insurers, professionals, individuals and niche industry businesses expanded access to exclusive specialty markets, capabilities and programs requiring complex underwriting and placement. Through our MGA of the Future platform (representing approximately 90% of UCTS' revenue during the first quarter of 2023), we manufacture proprietary, technology-enabled insurance products that are then distributed (in many instances via technology and/or application programming interface ("API") integrations) internally via our Risk Advisors across our other Operating Groups and externally via select distribution partners, with a focus on sheltered channels where our products deliver speed, ease of use and certainty of execution, an example of which is our national embedded renters insurance product sold at point of lease via integrations with property management software providers.
- **Mainstreet Insurance Solutions** offers personal insurance, commercial insurance and life and health solutions to individuals and businesses in their communities, with a focus on accessing clients via sheltered distribution channels, which include, but are not limited to, new home builders, realtors, mortgage originators/lenders, master planned communities, and various other community centers of influence. Mainstreet Insurance Solutions also offers consultation for government assistance programs and solutions, including traditional Medicare, Medicare Advantage and Affordable Care Act, to seniors and eligible individuals through a network of primarily independent contractor agents.

In 2011, we adopted the “Azimuth” as our corporate and cultural constitution. Named after a historical navigation tool used to find “true north,” the Azimuth asserts our core values, business basics and stakeholder promises. The ideals encompassed by the Azimuth support our mission to deliver indispensable, tailored insurance and risk management insights and solutions to our Clients. We strive to be regarded as the preeminent insurance advisory firm—fueled by relationships, powered by people and exemplified by client adoption and loyalty. This type of environment is upheld by the distinct vernacular we use to describe our services and culture. We are a Firm, instead of an agency; we have Colleagues, instead of employees; and we have Risk Advisors, instead of producers/agents. We serve Clients instead of customers and we refer to our strategic acquisitions as Partnerships. We refer to insurance brokerages that we have acquired, or in the case of asset acquisitions, the producers, as Partners.

Seasonality

The insurance brokerage market is seasonal and our results of operations are somewhat affected by seasonal trends. Our Adjusted EBITDA and Adjusted EBITDA Margins are typically highest in the first quarter and lowest in the fourth quarter. This variation is primarily due to fluctuations in our revenues, while overhead remains consistent throughout the year. Our revenues are generally highest in the first quarter due to a higher degree of first quarter policy commencements and renewals in certain Insurance Advisory Solutions and Mainstreet Insurance Solutions lines of business such as employee benefits, commercial and Medicare. In addition, a higher proportion of our first quarter revenue is derived from our highest margin businesses.

Partnerships can significantly impact Adjusted EBITDA and Adjusted EBITDA Margins in a given year and may increase the amount of seasonality within the business, especially results attributable to Partnerships that have not been fully integrated into our business or owned by us for a full year.

PARTNERSHIPS

We utilize strategic acquisitions, which we refer to as Partnerships, to complement and expand our business. We source Partnerships through proprietary deal flow, competitive auctions and cultivated industry relationships. We are currently considering Partnership opportunities in all of our Operating Groups, including businesses to complement or expand our MGA of the Future.

The financial impact of Partnerships may affect the comparability of our results from period to period. Our acquisition strategy also entails certain risks, including the risks that we may not be able to successfully source, value, close, integrate and effectively manage businesses that we acquire. To mitigate that risk, we have a professional team focused on finding new Partners and integrating new Partnerships. Executing on Partnership opportunities is a key pillar in our long-term growth strategy.

We did not complete any Partnerships during the three months ended March 31, 2023 or 2022.

RESULTS OF OPERATIONS FOR THE THREE MONTHS ENDED MARCH 31, 2023 AND 2022

The following discussion and analysis of our financial condition and results of operations should be read in conjunction with our condensed consolidated financial statements for the three months ended March 31, 2023 and the related notes and other financial information included elsewhere in this report.

In addition to historical financial information, the following discussion and analysis contains forward-looking statements that involve risks, uncertainties and assumptions. Our actual results and timing of selected events may differ materially from those anticipated in these forward-looking statements as a result of many factors, including those discussed under Part I, Item 1A. Risk Factors in our Annual Report on Form 10-K filed with the SEC on February 28, 2023.

The following is a discussion of our consolidated results of operations for the three months ended March 31, 2023 and 2022.

(in thousands)	For the Three Months Ended March 31, 2023	2022	Variance
Revenues:			
Commissions and fees	$ 330,446	$ 242,848	$ 87,598
Operating expenses:			
Commissions, employee compensation and benefits	230,954	153,750	77,204
Other operating expenses	46,604	36,442	10,162
Amortization expense	23,163	17,562	5,601
Change in fair value of contingent consideration	24,758	(5,632)	30,390
Depreciation expense	1,348	988	360
Total operating expenses	326,827	203,110	123,717
Operating income	3,619	39,738	(36,119)
Other income (expense):			
Interest expense, net	(27,884)	(10,350)	(17,534)
Other income (expense), net	(1,511)	15,451	(16,962)
Total other income (expense)	(29,395)	5,101	(34,496)
Income (loss) before income taxes	(25,776)	44,839	(70,615)
Income tax expense	78	—	78
Net income (loss)	(25,854)	44,839	(70,693)
Less: net income (loss) attributable to noncontrolling interests	(11,722)	21,970	(33,692)
Net income (loss) attributable to BRP Group	$ (14,132)	$ 22,869	$ (37,001)

Commissions and Fees

We earn commissions and fees by facilitating the arrangement between Insurance Company Partners and individuals or businesses for the carrier to provide insurance to the insured party. Our commissions and fees are usually a percentage of the premium paid by the insured and generally depends on the type of insurance, the particular Insurance Company Partner and the nature of the services provided. Under certain arrangements with Clients, we earn pre-negotiated service fees in lieu of commissions. Additionally, we earn policy fees for acting in the capacity of an MGA and fulfilling certain administrative functions on behalf of Insurance Company Partners. We may also receive profit-sharing commissions, or straight overrides, which represent forms of variable consideration from Insurance Company Partners associated with the placement of coverage based primarily on underwriting results, but may also contain considerations for volume, growth or retention.

Commissions and fees increased $87.6 million year over year. The increase for the period relates to organic growth and amounts attributable to Partners acquired during 2022 prior to their having reached the twelve-month owned mark (such amounts, the “Partnership Contribution”). Organic growth accounted for $55.8 million of the increase to revenues and the Partnership Contribution accounted for $30.9 million.

Major Sources of Commissions and Fees

The following table sets forth our commissions and fees by major source for the three months ended March 31, 2023 and 2022:

(in thousands)	For the Three Months Ended March 31, 2023	2022	Variance
Commission revenue	$ 270,861	$ 204,837	$ 66,024
Profit-sharing revenue	23,025	15,012	8,013
Consulting and service fee revenue	17,636	15,202	2,434
Policy fee and installment fee revenue	15,832	5,850	9,982
Other income	3,092	1,947	1,145
Total commissions and fees	$ 330,446	$ 242,848	$ 87,598

Commission revenue represents commission revenue earned by providing insurance placement services to Clients. Commission revenue increased by $66.0 million year over year as a result of organic growth of $36.5 million and the Partnership Contribution of $29.5 million.

Profit-sharing revenue represents bonus-type revenue that is earned by us as a sales incentive provided by certain Insurance Company Partners. Profit-sharing revenue increased by $8.0 million year over year primarily due to organic growth.

Consulting and service fee revenue represents fees received in lieu of a commission and specialty insurance consulting revenue. Consulting and service fee revenue increased $2.4 million year over year as a result of organic growth of $1.9 million and the Partnership Contribution of $0.5 million.

Policy fee and installment fee revenue represents revenue earned by our UCTS Operating Group for acting in the capacity of an MGA and providing payment processing and services and other administrative functions on behalf of Insurance Company Partners. Policy fee and installment fee revenue increased $10.0 million year over year due to organic growth.

Other income consists of other fee income, premium financing income and investment income generated across all Operating Groups as well as marketing income that is based on agreed-upon cost reimbursement for fulfilling specific targeted Medicare marketing campaigns. Other income increased $1.1 million year over year primarily due to investment income, which is excluded from the organic growth calculation.

Commissions, Employee Compensation and Benefits

Commissions, employee compensation and benefits is our largest expense. It consists of (i) base compensation comprising salary, bonuses and benefits paid and payable to Colleagues, commissions paid to Colleagues and outside commissions paid to others; and (ii) equity-based compensation associated with the grants of restricted and unrestricted stock awards to senior management, Colleagues, Risk Advisors and directors. We expect to continue to experience a general rise in commissions, employee compensation and benefits expense commensurate with expected growth in our revenue and headcount. We operate in competitive markets for human capital and need to maintain competitive compensation levels as we expand geographically and create new products and services. Our Colleague-related costs have risen as a result of the increasingly competitive market and the inflationary environment. In addition, our compensation arrangements with our Colleagues contain significant bonus or commission components driven by the results of our operations. Therefore, as we grow commissions and fees, we expect compensation costs to rise.

Commissions, employee compensation and benefits expenses increased $77.2 million year over year. The Partnership Contribution accounted for $17.2 million of the increase to commissions, employee compensation and benefits. Share-based compensation expense increased $5.7 million as a result of equity grants awarded to all newly hired Colleagues and grants to reward Colleagues, including members of senior management. The remaining increase in commissions, employee compensation and benefits expense can be attributed to higher commissions expense relating to our organic growth, higher compensation and benefits related to hiring to support our growth, and the inflationary environment, which has resulted in increases in the cost of human capital.

Other Operating Expenses

Other operating expenses include travel, accounting, legal and other professional fees, placement fees, rent, office expenses and other costs associated with our operations. Our occupancy-related costs and professional services expenses, in particular, generally increase or decrease in relative proportion to the number of our Colleagues and the overall size and scale of our business operations.

Other operating expenses increased $10.2 million year over year related to increases in dues and subscriptions of $8.7 million from integration costs and investment in technology to support our growth, travel and entertainment of $3.6 million relating to integration of our Partnerships, advertising and marketing of $2.6 million and rent expense of $0.8 million relating to expansion of our operating locations. These increases were partially offset by lower costs for professional fees of $4.2 million, Colleague education and welfare of $1.0 million and repairs and maintenance of $0.8 million.

Amortization Expense

Amortization expense increased $5.6 million year over year driven by amortization of intangible assets recorded in connection with Partnerships over the past twelve months.

Change in Fair Value of Contingent Consideration

Change in fair value of contingent consideration was a $24.8 million loss for the three months ended March 31, 2023 as compared to a $5.6 million gain for the same period of 2022. The fair value loss related to contingent consideration for 2023 was impacted by changes in growth trends of certain partners and lower discount rates, which resulted in an overall higher contingent earnout liability value.

Interest Expense, Net

Interest expense, net increased $17.5 million year over year resulting primarily from the high interest rate environment and, to a lesser extent, higher average borrowings outstanding under our Revolving Facility. We expect interest expense to continue to increase during 2023 as a result of recent unprecedented interest rate hikes from the Federal Reserve, which directly affect our variable rate debt.

Refer to Item 3. Quantitative and Qualitative Disclosures About Market Risk for further discussion of the impact of rising interest rates on our results of operations, financial condition and cash flows.

Other Income (Expense), Net

Other income (expense), net decreased $17.0 million year over year, primarily as a result of a gain on interest rate caps of $15.8 million recognized during the first quarter of 2022 in connection with rising interest rates and market estimates for future rate increases. Comparatively, we had a loss on interest rate caps of $1.4 million during the first quarter of 2023 relating to a decrease in the interest rate curve.

NON-GAAP FINANCIAL MEASURES

Adjusted EBITDA, Adjusted EBITDA Margin, Organic Revenue, Organic Revenue Growth, Adjusted Net Income and Adjusted Diluted Earnings Per Share (“EPS”), are not measures of financial performance under GAAP and should not be considered substitutes for GAAP measures, including commissions and fees (for Organic Revenue and Organic Revenue Growth), net income (loss) (for Adjusted EBITDA and Adjusted EBITDA Margin), net income (loss) attributable to BRP Group (for Adjusted Net Income) or diluted earnings (loss) per share (for Adjusted Diluted EPS), which we consider to be the most directly comparable GAAP measures. These non-GAAP financial measures have limitations as analytical tools, and when assessing our operating performance, you should not consider these non-GAAP financial measures in isolation or as substitutes for commissions and fees, net income (loss), net income (loss) attributable to BRP Group, diluted earnings (loss) per share or other consolidated income statement data prepared in accordance with GAAP. Other companies in our industry may define or calculate these non-GAAP financial measures differently than we do, and accordingly, these measures may not be comparable to similarly titled measures used by other companies.

We define Adjusted EBITDA as net income (loss) before interest, taxes, depreciation, amortization, change in fair value of contingent consideration and certain items of income and expense, including share-based compensation expense, transaction-related Partnership and integration expenses, severance, and certain non-recurring items, including those related to raising capital. We believe that Adjusted EBITDA is an appropriate measure of operating performance because it eliminates the impact of income and expenses that do not relate to business performance, and that the presentation of this measure enhances an investor’s understanding of our financial performance.

Adjusted EBITDA Margin is Adjusted EBITDA divided by commissions and fees. Adjusted EBITDA Margin is a key metric used by management and our board of directors to assess our financial performance. We believe that Adjusted EBITDA Margin is an appropriate measure of operating performance because it eliminates the impact of income and expenses that do not relate to business performance, and that the presentation of this measure enhances an investor’s understanding of our financial performance. We believe that Adjusted EBITDA Margin is helpful in measuring profitability of operations on a consolidated level.

Adjusted EBITDA and Adjusted EBITDA Margin have important limitations as analytical tools. For example, Adjusted EBITDA and Adjusted EBITDA Margin:

- do not reflect any cash capital expenditure requirements for the assets being depreciated and amortized that may have to be replaced in the future;
- do not reflect changes in, or cash requirements for, our working capital needs;
- do not reflect the impact of certain cash charges resulting from matters we consider not to be indicative of our ongoing operations;
- do not reflect the interest expense or the cash requirements necessary to service interest or principal payments on our debt;
- do not reflect share-based compensation expense and other non-cash charges; and
- exclude certain tax payments that may represent a reduction in cash available to us.

We calculate Organic Revenue based on commissions and fees for the relevant period by excluding investment income and the first twelve months of commissions and fees generated from new Partners. Organic Revenue Growth is the change in Organic Revenue period-to-period, with prior period results adjusted to include commissions and fees that were excluded in the prior period because the relevant Partners had not yet reached the twelve-month owned mark, but which have reached the twelve-month owned mark in the current period. For example, revenues from a Partner acquired on June 1, 2022 are excluded from Organic Revenue for 2022. However, after June 1, 2023, results from June 1, 2022 to December 31, 2022 for such Partners are compared to results from June 1, 2023 to December 31, 2023 for purposes of calculating Organic Revenue Growth in 2023. Organic Revenue Growth is a key metric used by management and our board of directors to assess our financial performance. We believe that Organic Revenue and Organic Revenue Growth are appropriate measures of operating performance as they allow investors to measure, analyze and compare growth in a meaningful and consistent manner.

We define Adjusted Net Income as net income (loss) attributable to BRP Group adjusted for depreciation, amortization, change in fair value of contingent consideration and certain items of income and expense, including share-based compensation expense, transaction-related Partnership and integration expenses, severance, and certain non-recurring costs that, in the opinion of management, significantly affect the period-over-period assessment of operating results, and the related tax effect of those adjustments. We believe that Adjusted Net Income is an appropriate measure of operating performance because it eliminates the impact of expenses that do not relate to business performance.

Adjusted Diluted EPS measures our per share earnings excluding certain expenses as discussed above and assuming all shares of Class B common stock were exchanged for Class A common stock. Adjusted Diluted EPS is calculated as Adjusted Net Income divided by adjusted dilutive weighted-average shares outstanding. We believe Adjusted Diluted EPS is useful to investors because it enables them to better evaluate per share operating performance across reporting periods.

Adjusted EBITDA and Adjusted EBITDA Margin

The following table reconciles Adjusted EBITDA and Adjusted EBITDA Margin to net income (loss), which we consider to be the most directly comparable GAAP financial measure:

(in thousands, except percentages)	For the Three Months Ended March 31, 2023	2022
Commissions and fees	$ 330,446	$ 242,848
Net income (loss)	$ (25,854)	$ 44,839
Adjustments to net income (loss):		
Interest expense, net	27,884	10,350
Change in fair value of contingent consideration	24,758	(5,632)
Amortization expense	23,163	17,562
Share-based compensation	13,281	7,564
Transaction-related Partnership and integration expenses	5,432	8,216
(Gain) loss on interest rate caps	1,407	(15,810)
Depreciation expense	1,348	988
Severance	167	222
Income tax provision	78	—
Other[1]	7,342	4,633
Adjusted EBITDA	$ 79,006	$ 72,932
Adjusted EBITDA Margin	24 %	30 %

(1) Other addbacks to Adjusted EBITDA include certain expenses that are considered to be non-recurring or non-operational, including certain recruiting costs, professional fees, litigation costs and bonuses. In 2022, these addbacks also included certain expenses related to remediation efforts.

Organic Revenue and Organic Revenue Growth

The following table reconciles Organic Revenue and Organic Revenue Growth to commissions and fees, which we consider to be the most directly comparable GAAP financial measure:

(in thousands, except percentages)	For the Three Months Ended March 31, 2023	2022
Commissions and fees	$ 330,446	$ 242,848
Partnership commissions and fees[1]	(30,871)	(64,777)
Investment income	(923)	—
Organic Revenue	$ 298,652	$ 178,071
Organic Revenue Growth[2]	$ 55,804	$ 25,181
Organic Revenue Growth %[2]	23 %	16 %

(1) Includes the first twelve months of such commissions and fees generated from newly acquired Partners.

(2) Organic Revenue for the three months ended March 31, 2022 used to calculate Organic Revenue Growth for the three months ended March 31, 2023 was $242.8 million, which is adjusted to reflect revenues from Partnerships that reached the twelve-month owned mark during the three months ended March 31, 2023.

Adjusted Net Income and Adjusted Diluted EPS

The following table reconciles Adjusted Net Income to net income (loss) attributable to BRP Group and reconciles Adjusted Diluted EPS to diluted earnings (loss) per share, which we consider to be the most directly comparable GAAP financial measures:

(in thousands, except per share data)	For the Three Months Ended March 31, 2023	For the Three Months Ended March 31, 2022
Net income (loss) attributable to BRP Group	$ (14,132)	$ 22,869
Net income (loss) attributable to noncontrolling interests	(11,722)	21,970
Change in fair value of contingent consideration	24,758	(5,632)
Amortization expense	23,163	17,562
Share-based compensation	13,281	7,564
Transaction-related Partnership and integration expenses	5,432	8,216
(Gain) loss on interest rate caps, net of cash settlements	3,682	(15,810)
Depreciation	1,348	988
Amortization of deferred financing costs	1,239	1,286
Severance	167	222
Other[1]	7,342	4,633
Adjusted pre-tax income	54,558	63,868
Adjusted income taxes[2]	5,401	6,323
Adjusted Net Income	$ 49,157	$ 57,545
Weighted-average shares of Class A common stock outstanding - diluted	58,712	58,716
Dilutive effect of non-vested restricted shares of Class A common stock	3,603	—
Exchange of Class B common stock[3]	54,094	56,269
Adjusted dilutive weighted-average shares outstanding	116,409	114,985
Adjusted Diluted EPS	$ 0.42	$ 0.50
Diluted earnings (loss) per share	$ (0.24)	$ 0.39
Effect of exchange of Class B common stock and net income (loss) attributable to noncontrolling interests per share	0.02	—
Other adjustments to earnings (loss) per share	0.69	0.16
Adjusted income taxes per share	(0.05)	(0.05)
Adjusted Diluted EPS	$ 0.42	$ 0.50

(1) Other addbacks to Adjusted Net Income include certain expenses that are considered to be non-recurring or non-operational, including certain recruiting costs, professional fees, litigation costs and bonuses. In 2022, these addbacks also included certain expenses related to remediation efforts.

(2) Represents corporate income taxes at an assumed effective tax rate of 9.9% applied to adjusted pre-tax income.

(3) Assumes the full exchange of Class B common stock for Class A common stock pursuant to the Amended LLC Agreement.

OPERATING GROUP RESULTS

Commissions and Fees

In all of our Operating Groups, we generate commissions and fees from insurance placement under both agency bill and direct bill arrangements, and profit-sharing income based on either the underlying book of business or performance, such as loss ratios. In these Operating Groups, we also generate other ancillary income and premium financing income.

In the Insurance Advisory Solutions and UCTS Operating Groups, we generate fees from service fee and consulting arrangements. Service fee arrangements are in place with certain customers in lieu of commission arrangements.

In the UCTS Operating Group, we generate fees from policy fee and installment fee arrangements. Policy fee revenue is earned for acting in the capacity of an MGA and providing payment processing and services and other administrative functions on behalf of Insurance Company Partners.

In the Mainstreet Insurance Solutions Operating Group, we generate commissions and fees in the form of marketing income, which is earned through co-branded Medicare marketing campaigns with our Insurance Company Partners.

In the Insurance Advisory Solutions and UCTS Operating Groups and the Corporate and Other non-reportable segment, we generate investment income.

The following table sets forth our commissions and fees by Operating Group and for Corporate and Other by amount and as a percentage of our commissions and fees:

Commissions and Fees by Operating Group (in thousands, except percentages)

	For the Three Months Ended March 31,					
	2023		2022		Variance	
Operating Group	Amount	Percent of Business	Amount	Percent of Business	Amount	%
Insurance Advisory Solutions	$ 195,713	59 %	$ 171,403	71 %	$ 24,310	14 %
Underwriting, Capacity & Technology Solutions	90,069	27 %	49,523	20 %	40,546	82 %
Mainstreet Insurance Solutions	58,140	18 %	22,958	9 %	35,182	153 %
Corporate and Other	(13,476)	(4)%	(1,036)	— %	(12,440)	n/m
	$ 330,446		$ 242,848		$ 87,598	

____

n/m not meaningful

Commissions and fees for our Insurance Advisory Solutions Operating Group increased $24.3 million year over year primarily as a result of organic growth. Organic growth included $22.2 million related to base commissions and fees and $1.6 million related to contingent and other revenue.

Commissions and fees for our UCTS Operating Group increased $40.5 million year over year primarily as a result of organic growth of $27.4 million, higher intercompany revenue of $12.5 million and the Partnership Contribution of $0.5 million. Organic growth included $24.1 million attributable to our renter's and homeowner's insurance products, of which $8.4 million is related to the QBE Program Administrator Agreement, and $3.3 million related to contingent and other revenue. The QBE Program Administrator Agreement was entered into in connection with the Westwood Partnership with an affiliate of QBE Holdings, Inc. ("QBE"), the prior owner of Westwood. Under the QBE Program Administrator Agreement, our MGA of the Future business assumed operations of QBE's builder-sourced homeowners book, including all MGA functions associated with the book of business.

Commissions and fees for our Mainstreet Insurance Solutions Operating Group increased $35.2 million year over year primarily as a result of the Partnership Contribution of $30.3 million and organic growth of $4.6 million. Organic growth included $3.8 million related to core commissions and fees and $0.8 million related to contingent and other revenue.

The amount reported for Corporate and Other primarily relates to the elimination of intercompany revenue. During the first quarter of 2023, the Insurance Advisory Solutions Operating Group recorded intercompany commissions and fees from activity with the UCTS Operating Group of $0.4 million; the UCTS Operating Group recorded intercompany commissions and fees from activity with the Mainstreet Insurance Solutions Operating Group and itself of $12.6 million; and the Mainstreet Insurance Solutions Operating Group recorded intercompany commissions and fees from activity with all Operating Groups of $0.9 million. These amounts were eliminated through Corporate and Other.

The substantial increase in intercompany commissions and fees for the first quarter of 2023 is related to the QBE Program Administrator Agreement, which was effective May 1, 2022. A portion of the revenue recognized by the UCTS Operating Group related to this agreement is passed through to the Mainstreet Operating Group, who serves as the retail agent. We expect that revenue relating to this agreement will continue to grow as we serve as the MGA on more intersegment revenue such as homeowners insurance sold through the Mainstreet Operating Group.

Commissions, Employee Compensation and Benefits

The following table sets forth our commissions, employee compensation and benefits by Operating Group and for Corporate and Other by amount and as a percentage of our commissions, employee compensation and benefits:

Commissions, Employee Compensation and Benefits by Operating Group (in thousands, except percentages)

	For the Three Months Ended March 31,					
	2023		2022		Variance	
Operating Group	Amount	Percent of Business	Amount	Percent of Business	Amount	%
Insurance Advisory Solutions	$ 119,802	52 %	$ 94,790	62 %	$ 25,012	26 %
Underwriting, Capacity & Technology Solutions	67,595	29 %	34,676	22 %	32,919	95 %
Mainstreet Insurance Solutions	35,227	15 %	14,873	10 %	20,354	137 %
Corporate and Other	8,330	4 %	9,411	6 %	(1,081)	(11)%
	$ 230,954		$ 153,750		$ 77,204	

Commissions, employee compensation and benefits expenses increased across all Operating Groups year over year. The Partnership Contribution accounted for $16.9 million of the increase to commissions, employee compensation and benefits expenses in the Mainstreet Insurance Solutions Operating Group. The remaining increase in commissions, employee compensation and benefits expenses across all Operating Groups can be attributed to higher commissions expense relating to our organic growth, which are primarily allocated among the Operating Groups. In addition, there have been recent increases in the cost of human capital as a result of the increasingly competitive market and the inflationary environment, which has impacted employee compensation and benefits costs.

Commissions, employee compensation and benefits expenses for Corporate and Other decreased year over year primarily as a result of an increase of $12.9 million in the elimination of intercompany expense, offset in part by $7.2 million of additional expense due, in part, to the aforementioned increases in the cost of human capital and $4.6 million of additional share-based compensation expense.

The substantial increase in intercompany commissions, employee compensation and benefits expense for the first quarter of 2023 is related to the QBE Program Administrator Agreement, which was effective May 1, 2022. We expect that commissions, employee compensation and benefits expense relating to this agreement will continue to grow as we serve as the MGA on more intersegment revenue such as homeowners insurance sold through the Mainstreet Insurance Solutions Operating Group.

Other Operating Expenses

The following table sets forth our other operating expenses by Operating Group and for Corporate and Other by amount and as a percentage of our other operating expenses:

Other Operating Expenses by Operating Group (in thousands, except percentages)

	For the Three Months Ended March 31,					
	2023		2022		Variance	
Operating Group	Amount	Percent of Expense	Amount	Percent of Expense	Amount	%
Insurance Advisory Solutions	$ 20,040	43 %	$ 14,509	40 %	$ 5,531	38 %
Underwriting, Capacity & Technology Solutions	10,831	23 %	5,380	15 %	5,451	101 %
Mainstreet Insurance Solutions	8,170	18 %	4,148	11 %	4,022	97 %
Corporate and Other	7,563	16 %	12,405	34 %	(4,842)	(39)%
	$ 46,604		$ 36,442		$ 10,162	

Other operating expenses for our Insurance Advisory Solutions Operating Group increased $5.5 million year over year driven by higher costs for dues and subscriptions of $3.8 million from Partnership integration costs and our investment in technology to support our growth, travel and entertainment of $1.9 million relating to integration of our Partnerships, recruiting expense of $0.3 million and rent expense of $0.2 million relating to expansion of our operating locations. These increases were partially offset by lower costs for advertising and marketing, professional fees and repairs and maintenance of $0.4 million each.

Other operating expenses for our UCTS Operating Group increased $5.5 million year over year driven by higher costs for dues and subscriptions of $4.7 million from Partnership integration costs, primarily associated with the QBE Program Administrator Agreement, travel and entertainment of $0.6 million relating to integration of our Partnerships, bank charges of $0.3 million, and consulting fees and software and internet expenses of $0.2 million each. These increases were partially offset by lower costs for professional fees of $0.3 million and licenses and taxes of $0.2 million.

Other operating expenses for our Mainstreet Insurance Solutions Operating Group increased $4.0 million year over year driven by higher advertising and marketing of $3.0 million, dues and subscriptions of $0.9 million from Partnership integration costs and our investment in technology to support our growth, rent expense of $0.7 million relating to expansion of our operating locations, and travel and entertainment of $0.4 million relating to integration of our Partnerships. These increases were partially offset by lower costs for professional fees of $1.2 million.

Other operating expenses in Corporate and Other decreased $4.8 million year over year due to lower costs for professional fees of $2.2 million, licenses and taxes of $1.0 million, dues and subscriptions of $0.7 million and recruiting expense and consulting fees of $0.6 million each. These decreases were partially offset by higher costs for travel and entertainment of $0.8 million.

Amortization Expense

The following table sets forth our amortization by Operating Group and for Corporate and Other by amount and as a percentage of our amortization:

Amortization Expense by Operating Group (in thousands, except percentages)

	For the Three Months Ended March 31,					
	2023		2022		Variance	
Operating Group	**Amount**	**Percent of Expense**	**Amount**	**Percent of Expense**	**Amount**	**%**
Insurance Advisory Solutions	$ 12,902	55 %	$ 12,548	71 %	$ 354	3 %
Underwriting, Capacity & Technology Solutions	4,528	20 %	4,193	24 %	335	8 %
Mainstreet Insurance Solutions	5,732	25 %	820	5 %	4,912	n/m
Corporate and Other	1	— %	1	— %	—	— %
	$ 23,163		$ 17,562		$ 5,601	

n/m not meaningful

Amortization expense increased in our Mainstreet Insurance Solutions Operating Group year over year, primarily driven by the amortization of intangible assets recorded in connection with our Westwood Partnership. Amortization expense for the Insurance Advisory Solutions and UCTS Operating Groups was relatively flat.

Change in Fair Value of Contingent Consideration

The following table sets forth our change in fair value of contingent consideration by Operating Group by amount and as a percentage of our change in fair value of contingent consideration:

Change in Fair Value of Contingent Consideration by Operating Group (in thousands, except percentages)

	For the Three Months Ended March 31,				Variance	
	2023		2022			
Operating Group	Amount	Percent of Expense	Amount	Percent of Expense	Amount	%
Insurance Advisory Solutions	$ 18,795	76 %	$ (6,055)	108 %	$ 24,850	n/m
Underwriting, Capacity & Technology Solutions	4,859	20 %	(183)	3 %	5,042	n/m
Mainstreet Insurance Solutions	1,104	4 %	606	(11)%	498	82 %
	$ 24,758		$ (5,632)		$ 30,390	

____

n/m not meaningful

We had fair value losses related to contingent consideration across all Operating Groups for the first quarter of 2023. These losses were impacted by changes in growth trends of certain partners and lower discount rates, which resulted in an overall higher contingent earnout liability value.

LIQUIDITY AND CAPITAL RESOURCES

Our primary liquidity needs for the foreseeable future will include cash to (i) provide capital to facilitate the organic growth of our business and to fund future Partnerships, (ii) pay operating expenses, including cash compensation to our employees and expenses related to being a public company, (iii) make payments under the Tax Receivable Agreement, (iv) pay interest and principal due on borrowings under the JPM Credit Agreement, (v) pay contingent earnout liabilities, (vi) pay income taxes, and (vii) fund potential investments in third party businesses that support the growth of our business, which may include the sponsorship of, and a minority, non-controlling interest in, an investment fund, the purpose of which may include facilitating the establishment of additional and alternative capacity that supports the growth of our MGA of the Future business.

We have historically financed our operations and funded our debt service through the sale of our insurance products and services, and we have financed significant cash needs to fund growth through the acquisition of Partners through debt and equity financing.

At March 31, 2023, our cash and cash equivalents were $81.3 million, and we had $115.0 million of available borrowing capacity on the Revolving Facility under the JPM Credit Agreement. We believe that our cash and cash equivalents, cash flow from operations and available borrowings will be sufficient to fund our working capital and meet our commitments for the next twelve months and beyond.

In the near term, we intend to fund our earnout obligations with cash and cash equivalents, cash flow from operations and available borrowings. In connection with our continuous exploration of Partnership opportunities, we will consider raising additional debt or equity financing if and as necessary to support our growth.

JPM Credit Agreement

Our JPM Credit Agreement provides for senior secured credit facilities in an aggregate principal amount of $1.45 billion, which consists of (i) a term loan facility in the principal amount of $850.0 million maturing in October 2027 (the “Term Loan B”) and (ii) a revolving credit facility with commitments in an aggregate principal amount of $600.0 million maturing in April 2027 (the “Revolving Facility”).

The Term Loan B bears interest at LIBOR plus 350 bps, subject to a LIBOR floor of 50 bps. The applicable interest rate on the Term Loan B at March 31, 2023 was 8.21%. Borrowings under the Revolving Facility accrue interest at SOFR plus 210 bps to SOFR plus 310 bps based on total net leverage ratio. BRP will pay a letter of credit fee equal to the margin then in effect with respect to SOFR loans under the Revolving Facility multiplied by the daily amount available to be drawn under any letter of credit, a fronting fee and any customary documentary and processing charges for any letter of credit issued under the JPM Credit Agreement. The outstanding borrowings on the Revolving Facility of $485.0 million had an applicable interest rate of 7.90% at March 31, 2023. The Revolving Facility is also subject to a commitment fee of 0.40% on the unused capacity at March 31, 2023.

We have entered into interest rate cap agreements to limit the potential impact of interest rate changes on cash flows. The interest rate caps limit the variability of the base rate to the amount of the cap. The interest rate cap agreements in place at March 31, 2023 mitigate the interest rate volatility on $300.0 million of debt to a maximum base rate of 1.50% and mitigate the interest rate volatility on $1.2 billion of debt to a maximum base rate of 7.00%.

The Revolving Facility and the Term Loan B are collateralized by a first priority lien on substantially all the assets of BRP, including a pledge of all equity securities of certain of its subsidiaries. The JPM Credit Agreement contains covenants that, among other things, restrict our ability to make certain restricted payments, incur additional debt, engage in certain asset sales, mergers, acquisitions or similar transactions, create liens on assets, engage in certain transactions with affiliates, change our business, make certain investments or restrict BRP's ability to make dividends or other distributions to BRP Group. In addition, the JPM Credit Agreement contains financial covenants requiring us to maintain our Total First Lien Net Leverage Ratio (as defined in the JPM Credit Agreement) at or below 7.00 to 1.00.

Contractual Obligations and Commitments

The following table represents our contractual obligations and commitments, aggregated by type, at March 31, 2023:

		Payments Due by Period			
(in thousands)	**Total**	**Less than 1 year**	**1-3 years**	**3-5 years**	**More than 5 years**
Operating leases[1]	$ 119,101	$ 19,274	$ 38,816	$ 33,791	$ 27,220
Debt obligations payable[2]	1,778,511	115,076	228,057	1,435,378	—
Undiscounted estimated contingent earnout obligation[3]	376,821	135,697	237,386	3,738	—
Maximum future contingent payment obligation, less undiscounted estimated contingent earnout obligation	567,395	281,816	279,317	6,262	—
USF Grant	4,740	540	1,704	1,696	800
Total	$ 2,846,568	$ 552,403	$ 785,280	$ 1,480,865	$ 28,020

(1) Represents noncancelable operating leases for our facilities. Operating lease expense was $5.5 million and $4.7 million for the three months ended March 31, 2023 and 2022, respectively.

(2) Represents scheduled debt obligations and estimated interest payments under the JPM Credit Agreement.

(3) Represents the undiscounted estimated contingent earnout obligation at March 31, 2023.

Our contractual obligations and commitments are comprised of operating lease obligations, principal and interest payments on our borrowings under the JPM Credit Agreement, potential payments of contingent earnout liabilities and our commitment to the University of South Florida ("USF").

Our operating lease obligations represent noncancelable agreements for our corporate headquarters and office space for our insurance brokerage business. Our operating lease agreements expire through December 2030. These obligations do not include leases with an initial term of twelve months or less, which are expensed as incurred. We may extend, terminate or otherwise modify or sub-lease facilities as needed to best suit the needs of our business. The lease term is the non-cancelable period of the lease and includes options to extend or terminate the lease when it is reasonably certain that an option will be exercised.

Borrowings under our JPM Credit Agreement include $836.0 million under the Term Loan B and $485.0 million on the Revolving Facility. Interest payable on outstanding borrowings on the Term Loan B and Revolving Facility in the table above was calculated based on applicable interest rates at March 31, 2023 of 8.21% and 7.90%, respectively, through their respective expiration dates of October 2027 and April 2027.

Substantially all of our Partnerships and certain acquisitions of select books of business that do not constitute a complete business enterprise include contractual earnout provisions. We record an estimation of the fair value of the contingent earnout obligations at the Partnership date as a component of the consideration paid. Our contingent earnout obligations are measured at fair value at each reporting period based on the present value of the expected future payments to be made to Partners in accordance with the provisions outlined in the respective purchase agreements. The recorded obligations are based on estimates of the Partners' future performance using financial projections for the earnout period. The aggregate estimated contingent earnout liabilities included on our condensed consolidated balance sheet at March 31, 2023 was $286.2 million, of which $24.9 million must be settled in cash and the remaining $261.3 million can be settled in cash or stock at our option. The maximum future contingent payment obligation at March 31, 2023 was $944.2 million, of which $63.1 million must be settled in cash and the remaining $881.1 million can be settled in cash or stock at our option.

As of March 31, 2023, we have a commitment to USF to donate an aggregate $4.7 million through October 2028. The gift will provide support for the School of Risk Management and Insurance in the USF Muma College of Business. It is currently anticipated that Lowry Baldwin, our Board Chair, will fund half of this commitment.

Tax Receivable Agreement

We expect to obtain an increase in our share of our tax basis of the assets when BRP's LLC Units are redeemed or exchanged for shares of BRP Group's Class A common stock. This increase in tax basis may have the effect of reducing the future amounts paid to various tax authorities. The increase in tax basis may also decrease gains (or increase losses) on future dispositions of certain capital assets to the extent tax basis is allocated to those capital assets.

We have a Tax Receivable Agreement that provides for the payment by us to the parties to the Tax Receivable Agreement of 85% of the amount of cash savings, if any, in U.S. federal, state and local income tax or franchise tax that we actually realize as a result of (i) any increase in tax basis in BRP Group's assets and (ii) tax benefits related to imputed interest deemed arising as a result of payments made under the tax receivable agreement.

During the three months ended March 31, 2023, we redeemed 834,641 LLC Units of BRP on a one-for-one basis for shares of Class A common stock and cancelled the corresponding shares of Class B common stock. We receive an increase in our share of the tax basis in the net assets of BRP due to the interests being redeemed. We have assessed the realizability of the net deferred tax assets and in that analysis have considered the relevant positive and negative evidence available to determine whether it is more likely than not that some portion or all of the deferred tax assets will be realized. We have recorded a full valuation allowance against the deferred tax assets at BRP Group as of March 31, 2023, which will be maintained until there is sufficient evidence to support the reversal of all or some portion of these allowances.

SOURCES AND USES OF CASH

The following table summarizes our cash flows from operating, investing and financing activities for the periods indicated:

	For the Three Months Ended March 31,		
(in thousands)	**2023**	**2022**	**Variance**
Net cash used in operating activities	$ (14,031)	$ (3,433)	$ (10,598)
Net cash used in investing activities	(5,099)	(3,132)	(1,967)
Net cash provided by (used in) financing activities	(24,522)	22,736	(47,258)
Net increase (decrease) in cash and cash equivalents and restricted cash	(43,652)	16,171	(59,823)
Cash and cash equivalents and restricted cash at beginning of period	230,471	227,737	2,734
Cash and cash equivalents and restricted cash at end of period	$ 186,819	$ 243,908	$ (57,089)

Operating Activities

The primary sources and uses of cash for operating activities are net income (loss) adjusted for non-cash items and changes in assets and liabilities, or operating working capital, and payment of contingent earnout consideration. Net cash used in operating activities increased $10.6 million year over year driven by decreases in cash of $11.4 million relating to net income (loss) adjusted for non-cash items and $13.0 million relating to a higher balance in premiums, commissions and fees receivable resulting from revenue growth and the timing of revenue recognition under direct bill policies in employee benefits for which payment is received monthly through the duration of the year. We also had an increase in cash relating to a decrease in contingent earnout consideration payments in excess of the liability recognized at the acquisition date of $10.3 million.

Investing Activities

The primary sources and uses of cash for investing activities relate to cash consideration paid to fund Partnerships and other investments to grow our business. Net cash used in investing activities increased $2.0 million year over year driven by an increase in capital expenditures of $1.7 million as a result of software development projects for infrastructure to support our business, including key customer relationship management software, and other purchases to support our growth.

Financing Activities

The primary sources and uses of cash for financing activities relate to the issuance of our Class A common stock; debt servicing costs in connection with the JPM Credit Agreement, as well as purchases, sales and settlements of interest rate caps to mitigate interest rate volatility on that debt; payment of contingent earnout consideration; and other equity transactions. Net cash provided by financing activities decreased $47.3 million year over year driven by a decrease in net borrowings on our credit facilities of $60.0 million, offset in part by an increase in cash from fewer payments of contingent earnout consideration up to the amount of purchase price accrual of $9.3 million.

CRITICAL ACCOUNTING ESTIMATES

Our consolidated financial statements are prepared in accordance with GAAP, which requires management to make estimates, judgments and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Our estimates, judgments and assumptions are continually evaluated based on historical experience, known or expected trends, independent valuations and other factors we believe to be reasonable under the circumstances. As future events and their effects cannot be determined with precision, actual results could differ significantly from these estimates.

There have been no material changes in our critical accounting policies during the three months ended March 31, 2023 as compared to those disclosed in the Critical Accounting Policies and Estimates section under Management’s Discussion and Analysis of Financial Condition and Results of Operations of our Annual Report on Form 10-K filed with the SEC on February 28, 2023.

RECENT ACCOUNTING PRONOUNCEMENTS

Please refer to Note 1 to our condensed consolidated financial statements included in Item 1. Financial Statements of this report for a discussion of recent accounting pronouncements that may impact us.

ITEM 3. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

Market risk is the potential loss arising from adverse changes in market rates and prices, such as premium amounts, interest rates and equity prices. We are exposed to market risk through our investments and borrowings under the JPM Credit Agreement. We use derivative instruments to mitigate our risk related to the effect of rising interest rates on our cash flows. However, we do not use derivative instruments for trading or speculative purposes.

Our invested assets are held primarily as cash and cash equivalents and restricted cash. To a lesser extent, we may also utilize certificates of deposit, U.S. treasury securities and professionally managed short duration fixed income funds. These investments are subject to market risk. The fair values of our invested assets at March 31, 2023 and December 31, 2022 approximated their respective carrying values due to their short-term duration and therefore, such market risk is not considered to be material.

At March 31, 2023, we had $836.0 million and $485.0 million of borrowings outstanding under the Term Loan B and the Revolving Facility, respectively. These borrowings bear interest on a floating basis tied to either the prime rate or one of various other variable rates as defined in the JPM Credit Agreement. The variable rate currently in effect for the Term Loan B and the Revolving Facility is LIBOR and SOFR, respectively.

We have entered into interest rate cap agreements to limit the potential impact of interest rate changes on cash flows. The interest rate caps limit the variability of the base rate to the amount of the cap. The interest rate cap agreements in place at March 31, 2023 mitigate the interest rate volatility on $300.0 million of debt to a maximum base rate of 1.50% and mitigate the interest rate volatility on $1.2 billion of debt to a maximum base rate of 7.00%. Taking the interest rate cap agreements into consideration, an increase of 100 basis points on the variable interest rates in effect at March 31, 2023 would increase our annual interest expense for the JPM Credit Agreement by $10.2 million.

ITEM 4. CONTROLS AND PROCEDURES

Evaluation of Disclosure Controls and Procedures

Under the supervision and with the participation of management, including our Chief Executive Officer and Chief Financial Officer, we conducted an evaluation of the effectiveness of our disclosure controls and procedures as defined in Rules 13a-15(e) and 15d-15(e) under the Exchange Act as of the end of the period covered by this Quarterly Report on Form 10-Q. Based on this evaluation, our Chief Executive Officer and Chief Financial Officer have concluded that our disclosure controls and procedures were effective as of March 31, 2023 to provide reasonable assurance that information required to be disclosed by us in the reports that we file or submit under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms and that such information is accumulated and communicated to our senior management, including our Chief Executive Officer and Chief Financial Officer, as appropriate, to allow for timely decisions regarding required disclosures.

Changes in Internal Control over Financial Reporting

There were no changes in our internal control over financial reporting that occurred during the quarter ended March 31, 2023, which were identified in connection with management's evaluation required by paragraph (d) of Rules 13a-15 and 15d-15 under the Exchange Act, that materially affected, or that are reasonably likely to materially affect, our internal control over financial reporting.

PART II. OTHER INFORMATION

ITEM 1. LEGAL PROCEEDINGS

We are involved in various claims and legal actions arising in the ordinary course of business. In the opinion of management, the ultimate disposition of these matters will not have a material adverse effect on our consolidated financial position, results of operations or liquidity.

ITEM 1A. RISK FACTORS

See the risk factors outlined under Part I, Item 1A. Risk Factors in our Annual Report on Form 10-K filed with the SEC on February 28, 2023.

ITEM 2. UNREGISTERED SALES OF EQUITY SECURITIES AND USE OF PROCEEDS

Sales of Unregistered Securities

None.

Issuer Purchases of Equity Securities

The following table provides information about our repurchase of shares of our Class A common stock during the three months ended March 31, 2023:

	Total Number of Shares Purchased[(1)]	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Maximum Value that may yet be Purchased under the Plans or Programs
January 1, 2023 to January 31, 2023	63,534	$ 25.14	—	$ —
February 1, 2023 to February 28, 2023	143	31.05	—	—
March 1, 2023 to March 31, 2023	106,563	26.32	—	—
Total	170,240	$ 25.88	—	$ —

(1) We purchased 170,240 shares during the three months ended March 31, 2023, which were acquired from our employees to cover required tax withholding on the vesting of shares granted under our Omnibus Incentive Plan or Partnership Inducement Award Plan.

ITEM 3. DEFAULTS UPON SENIOR SECURITIES

None.

ITEM 4. MINE SAFETY DISCLOSURES

Not applicable.

ITEM 5. OTHER INFORMATION

As previously reported, we are a party to a Stockholders Agreement executed in connection with our initial public offering ("IPO") with the persons who were members of BRP prior to our IPO. Pursuant to the terms of the Stockholders Agreement, so long as the pre-IPO members of BRP and their permitted transferees (collectively, the "Holders") beneficially own at least 10% of the aggregate number of outstanding shares of our common stock (the "Substantial Ownership Requirement"), the Holders, acting through approval of the Holders holding a majority of the shares of our Class B common stock held by all of the Holders, have (i) approval rights (the "Consent Requirement") over certain transactions and actions taken by us and BRP (the "Specified Matters") and (ii) nomination rights with respect to certain members of our board of directors (the "Board" or the "Board of Directors"), in each case as set forth more fully in the Stockholders Agreement.

On February 8, 2023, a complaint was filed in the Court of Chancery of the State of Delaware (the "Complaint") alleging that the Consent Requirement with respect to three of the Specified Matters violates Delaware law and our governing documents. We and the Holders disagree with the assertions in the Complaint.

Nevertheless, to reaffirm its commitment to sound corporate governance and potentially spur resolution of the pending litigation, at the request of our Board of Directors, Baldwin Insurance Group Holdings, LLC, an entity controlled by Lowry Baldwin, the Chairman of our Board of Directors and the Holder of a majority of the shares of our Class B common stock held by all of the Holders (the "Majority Holder"), and the Company have entered into a consent and defense agreement (the "Agreement"). Pursuant to the Agreement, Majority Holder has irrevocably consented to and approved, on behalf of itself and the other Holders, any Specified Matter that the Independent Committee (as defined below) determines in good faith is in the best interests of our Company and its stockholders in their capacity as such, in satisfaction of the Consent Requirement with respect to such Specific Matter. Further, Majority Holder irrevocably agreed, on behalf of itself and the other Holders, not to designate any nominee for election to service on our Board of Directors if the Independent Committee determines in good faith that action by the Board of Directors in furtherance of the nomination of such person to the Board of Directors would not be in the best interests of our Company and its stockholders in their capacity as such.

The foregoing description of the Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Agreement, attached hereto as Exhibit 10.1, which is incorporated herein by reference.

In connection with the Agreement, our Board of Directors, with the consent of the Majority Holder under the Stockholders Agreement, has amended our Amended and Restated By-Laws to, among other things:

- Create a committee of the Board, composed of all Directors then in office who the Board determines both (i) qualifies as an independent director under the corporate governance standards of Nasdaq and (ii) has no relationship with the Corporation or any Holder that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director (such committee, the "Independent Committee");
- Empower the Independent Committee, acting unanimously, to make any and all determinations contemplated or required by the Agreement;
- Make certain conforming and clarifying amendments in connection with the foregoing.

The foregoing description of the amendment to our Amended and Restated By-Laws does not purport to be complete and is qualified in its entirety by reference to the full text of the amendment, attached hereto as Exhibit 3.4, which is incorporated herein by reference.

ITEM 6. EXHIBITS

The following exhibits are filed as a part of this Quarterly Report on Form 10-Q:

Exhibit No.	Description of Exhibit
3.1	Amended and Restated Certificate of Incorporation of BRP Group, Inc. (incorporated herein by reference to Exhibit 3.1 of the registrant's Current Report on Form 8-K filed with the Securities and Exchange Commission on October 31, 2019).
3.2	Certificate of Amendment to the Company's Amended and Restated Certificate of Incorporation (incorporated herein by reference to Exhibit 3.1 of the registrant's Current Report on Form 8-K filed with the Securities and Exchange Commission on October 15, 2020).
3.3	Amended and Restated By-Laws of BRP Group, Inc. (incorporated herein by reference to Exhibit 3.2 of the registrant's Current Report on Form 8-K filed with the Securities and Exchange Commission on October 31, 2019).
3.4*	First Amendment to Amended and Restated By-Laws of BRP Group, Inc.
10.1*	Consent and Defense Agreement
31.1*	Certification of the Registrant's Chief Executive Officer pursuant to Rule 13a-14 of the Securities Exchange Act of 1934
31.2*	Certification of the Registrant's Chief Financial Officer pursuant to Rule 13a-14 of the Securities Exchange Act of 1934
32**	Certification of the Registrant's Chief Executive Officer and Chief Financial Officer pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002
101.INS*	XBRL Instance Document
101.SCH*	XBRL Taxonomy Extension Schema Document
101.CAL*	XBRL Taxonomy Extension Calculation Linkbase Document
101.DEF*	XBRL Taxonomy Extension Definition Linkbase Document
101.LAB*	XBRL Taxonomy Extension Label Linkbase Document
101.PRE*	XBRL Taxonomy Extension Presentation Linkbase Document
104*	Cover Page Interactive Data File (formatted in inline XBRL and included in Exhibit 101)

* Filed herewith

** Furnished herewith and as such are deemed not "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended, nor shall they be deemed incorporated by reference in any filing under the Securities Act of 1933, except as shall be expressly set forth by specific reference in such filing.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

BRP GROUP, INC.

Date: May 9, 2023	By:	/s/ Trevor L. Baldwin
		Trevor L. Baldwin
		Chief Executive Officer
Date: May 9, 2023	By:	/s/ Bradford L. Hale
		Bradford L. Hale
		Chief Financial Officer

FIRST AMENDMENT
TO
AMENDED AND RESTATED BY-LAWS
OF
BRP GROUP, INC.

This First Amendment to the Amended and Restated By-Laws of BRP Group, Inc. (the "Company") was adopted by the Board of Directors of the Company by a unanimous written consent, dated as of May 8, 2023, to become effective immediately upon such approval.

Article 4 of the Amended and Restated Bylaws of the Company is hereby amended and restated in its entirety as follows:

ARTICLE 4
COMMITTEES OF THE BOARD

Section 4.01. *General*. The Board may, by resolution, designate one or more committees, each committee to consist of one or more of the Directors of the Corporation. The Board may, by resolution, adopt charters for one or more of such committees. The Board may designate one or more Directors as alternate members of any committee, who may replace any absent or disqualified member at any meeting of such committee. If a member of a committee shall be absent from any meeting, or disqualified from voting thereat, the remaining member or members present at the meeting and not disqualified from voting, whether or not such member or members constitute a quorum, may, by a unanimous vote, appoint another member of the Board to act at the meeting in the place of any such absent or disqualified member. Any such committee, to the extent permitted by applicable law, and to the extent provided in the resolution of the Board designating such committee or the charter for such committee, shall have and may exercise all the powers and authority of the Board in the management of the business and affairs of the Corporation and may authorize the seal of the Corporation to be affixed to all papers that may require it to the extent so authorized by the Board. The Board may remove any Director from any committee at any time, with or without cause. Unless the Board provides otherwise, at all meetings of such committee, a majority of the then authorized members of the committee shall constitute a quorum for the transaction of business, and the vote of a majority of the members of the committee present at any meeting at which there is a quorum shall be the act of the committee. Each committee shall keep regular minutes of its meetings. Unless the Board provides otherwise, each committee designated by the Board may make, alter and repeal rules and procedures for the conduct of its business. In the absence of such rules and procedures, each committee shall conduct its business in the same manner as the Board conducts its business pursuant to Article 3. Notwithstanding the foregoing, the provisions of this Section 4.01 shall be inapplicable to the Independent Committee.

Section 4.02. *Independent Committee*. A committee of the Board (the "Independent Committee") is designated by the adoption by the Board of this Section 4.02 of these By-laws. The Independent Committee shall be composed of all of the Independent Directors (as defined below) then in office, and any member of the Independent Committee shall automatically be disqualified from serving on the Independent Committee if the Board determines such member is no longer an Independent Director. The Independent Committee shall have the full power and authority of the Board to make, solely for purposes of the Consent and Defense Agreement dated on or about May 4, 2023, between Baldwin Insurance Group Holdings, LLC and BRP Group, Inc., as it may be amended from time to time (as so amended from time to time, "CDA"), any determination contemplated by Paragraphs 1 and 2 thereof, and with respect to amending, waiving or enforcing any term of the CDA, and to take any action and engage any such advisors or counsel as it deems necessary in connection therewith. Notwithstanding anything to the contrary in the General Corporation Law or these By-laws: (a) in the absence or disqualification of a member of the Independent Committee, the member or members present at any meeting and not disqualified from voting may not appoint another member of the Board to act at the meeting in the place of any such absent or disqualified member; (b) the Independent Committee may not create any subcommittees; (c) all of the members then serving on the Independent Committee shall be required to constitute a quorum for the transaction of business of the Independent Committee; (d) the affirmative vote of all members of the Independent Committee shall be the act of the Independent Committee; (e) the Independent Committee may, but is not required to, elect a chairperson from among its members; and (f) the Independent Committee may make, alter and repeal rules and procedures for the conduct of its business so long as such rules and procedures are not inconsistent with this Section 4.02. "Independent Director" for this purpose means a director who the Board determines both: (i) qualifies as an independent director under the corporate governance standards of Nasdaq and (ii) has no relationship with the Corporation or any Holder that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. Notwithstanding anything to the contrary in these By-laws, this Section 4.02 shall not be amended, altered or repealed (and no provision inconsistent with this Section 4.02 shall be adopted) by the Board unless approved by all of the directors then in office. Notwithstanding the foregoing, the Independent Committee shall be disbanded, and this Section 4.02 of no further force and effect, on the date the CDA is terminated pursuant to its terms.

Section 5.02 of the Amended and Restated Bylaws of the Company is hereby amended and restated in its entirety as follows:

Section 5.02. Term of Office. Each officer of the Corporation shall hold office for such terms as may be determined by the Board or, except with respect to his or her own office, the Chief Executive Officer, or until such officer's successor is elected and qualifies or until such officer's earlier death, resignation or removal. Any officer may resign at any time upon written notice to the

Corporation. Such resignation shall take effect at the date of receipt of such notice or at such later time as is therein specified, and, unless otherwise specified, the acceptance of such resignation shall not be necessary to make it effective. The resignation of an officer shall be without prejudice to the contract rights of the Corporation, if any. The election or appointment of an officer shall not of itself create contract rights.

CONSENT AND DEFENSE AGREEMENT

This Agreement ("Agreement") is dated May 8, 2023, between Baldwin Insurance Group Holdings, LLC ("Majority Holder") and BRP Group, Inc. ("Pubco").

WHEREAS, Pubco is party to a Stockholders Agreement ("SA") dated as of October 28, 2019, among Pubco and the parties listed on the signature pages thereto, including Majority Holder (capitalized terms used but not defined herein having the meanings given to them in the SA);

WHEREAS, Section 1.01 of the SA provides that, until the Substantial Ownership Requirement is no longer met, Pubco shall not permit the occurrence of certain matters ("Specified Matters") without first receiving the approval of the Holders holding a majority of the shares of Class B Common Stock held by the Holders ("Requisite Holders") as evidenced by a written resolution or consent in lieu thereof ("Consent Requirement");

WHEREAS, Section 1.02(a) of the SA provides that, until the Substantial Ownership is no longer met, the Requisite Holders may, by means of a written resolution or consent in lieu thereof, designate the nominees for a majority of the members of the Board of Directors, including the Chair of the Board of Directors;

WHEREAS, Section 1.02(b) of the SA provided certain rights to The Villages Invesco, LLC; however, such rights are no longer applicable;

WHEREAS, Majority Holder holds a majority of the shares of Class B Common Stock held by the Holders;

WHEREAS, on February 8, 2023, a complaint was filed in the Court of Chancery of the State of Delaware ("Complaint") alleging that the Consent Requirement with respect to three of the Specified Matters violates Delaware law and Pubco's governing documents;

WHEREAS, Section 4.03 of the SA provides that, "[e]ach party to [the SA], at any time and from time to time upon the reasonable request of another party to [the SA], shall promptly execute and deliver, or cause to be executed and delivered, all such further instruments and take all such further actions as may be reasonably necessary or appropriate to confirm or carry out the purposes and intent of [the SA]" and Section 4.09 of the SA provides that, "if any provision of [the SA], or the application thereof to any person or entity or any circumstance, is found to be invalid or unenforceable in any jurisdiction, a suitable and equitable provision shall be substituted therefor in order to carry out, so far as may be valid and enforceable, the intent and purpose of such invalid or unenforceable provision"; and

WHEREAS, the parties to this Agreement vigorously disagree with the assertions in the Complaint; however Pubco through its board of directors has requested, and Majority Holder has agreed: (i) to provide, subject to the terms of this Agreement, an irrevocable consent satisfying the Consent Requirement with respect to any Specified Matter if the Independent Committee (as defined in the Amended and Restated Bylaws of Pubco (as amended from time to time, including by the amendment attached hereto as Exhibit A, "Bylaws")) determines in good faith that permitting the occurrence of the Specified Matter is in the best interests of Pubco and its stockholders in their capacity as such and (ii) not to designate for nomination to the Board of Directors any person who the Independent Committee has determined, with respect to such person, that action by the Board of Directors in furtherance of the nomination, appointment or reelection of such person to the Board of Directors would not be in the best interests of Pubco and its stockholders in their capacity as such.

NOW, THEREFORE, the parties hereto agree as follows:

1. Consent Requirement: Majority Holder in its capacity as such, by executing this Agreement, irrevocably consents to and approves, on behalf of itself and the other Holders, any Specified Matter that the Independent Committee determines in good faith is in the best interests of Pubco and its stockholders in their capacity as such, and irrevocably agrees, on behalf of itself and the other Holders, that this consent shall satisfy the Consent Requirement with respect to such Specified Matter; *provided, however*, that the consent set forth in this paragraph 1 shall be inoperative and of no further force and effect upon the termination of this Agreement in accordance with its terms.

2. Nomination Right: Majority Holder irrevocably agrees, on behalf of itself and the other Holders, to notify the Independent Committee in writing of the persons that Majority Holder intends to designate for nomination to the Board of Directors at least 10 business days prior to such designation ("Designation Notice" and such persons, "Proposed Designees"). Majority Holder further irrevocably agrees, on behalf of itself and the other Holders, that if the Independent Committee determines in good faith that, with respect to any one or more such Proposed Designees, action by the Board of Directors in furtherance of the nomination, appointment or reelection of such one or more Proposed Designees to the Board of Directors would not be in the best interests of Pubco and its stockholders in their capacity as such and notifies Majority Holder in writing of such determination, Majority Holder will not so designate (or if so designated, will revoke the designation of) such one or more Proposed Designees for nomination to the Board of Directors and, if such one or more Proposed Designees is then on the Board of Directors, he or she need not be, and Majority Holder, on behalf of itself and the other Holders, waives its right to require that such one or more Proposed Designees be, reelected to the Board of Directors.

3. Defense and Indemnity Requirement: Pubco will indemnify, defend and hold harmless Majority Holder, and its direct or indirect members, managers and officers (including without limitation, Lowry Baldwin and his immediate family), against any costs or expenses (including attorneys' fees and expenses), amounts paid in settlement, judgments, fines, losses, claims, damages or liabilities incurred by Majority Holder in connection with, arising out of or otherwise related to the claims made in the Complaint or any third-party claim (including a derivative or Pubco claim) arising from or in connection with the Shareholder Agreement or execution of this Agreement and the performance hereof.

4. Representations and Warranties of Majority Holder. Majority Holder represents and warrants to Pubco that:

    a. Majority Holder is validly organized and existing under the laws of its state of organization and has all requisite power and authority to execute and deliver this Agreement, to perform fully its obligations hereunder and to consummate the transactions contemplated hereby;

    b. this Agreement constitutes the valid and binding agreement of Majority Holder;

    c. except to the extent any of the provisions of the SA or this Agreement are determined in a final, nonappealable decision of the Delaware Court of Chancery or the Delaware Supreme Court (in either case, a "Final Order") to violate Delaware law or Pubco's governing documents, the execution, delivery and performance by Majority Holder of this Agreement and the consummation of the transactions contemplated hereby do not and will not (i) contravene or conflict with, or constitute a violation of, any articles or certificate of incorporation or formation, bylaws, operating agreement, or comparable organizational documents of Majority Holder; (ii) contravene or conflict with, or constitute a violation of, any material applicable law, or any material agreement or order binding on, Majority Holder; or (iii) result in the imposition of any Lien on any asset of Majority Holder;

d. Majority Holder holds a majority of the shares of Class B Common Stock held by the Holders and the shares of Class B Common Stock held by it on the date hereof are owned free of any and all Liens and any other limitation or restriction (including any restriction on the right to vote or otherwise dispose of such shares of Class B Common Stock), other than any applicable transfer restrictions under applicable securities laws, Pubco's Amended and Restated Certificate of Incorporation, the Bylaws, or the Voting Agreements; and

e. except for the Voting Agreements, none of the shares of Class B Common Stock held by Majority Holder is subject to any voting trust or other agreement or arrangement with respect to the voting of such shares of Class B Common Stock.

5. Representations and Warranties of Pubco. Pubco represents and warrants to Majority Holder that:

a. Pubco is a corporation duly incorporated, validly existing and in good standing under the laws of the State of Delaware and has all requisite corporate power and authority to execute and deliver this Agreement, to perform fully its obligations hereunder and to consummate the transactions contemplated hereby;

b. this Agreement has been duly authorized by all necessary corporate and other action by Pubco and constitutes a legal, valid and binding obligation and agreement of Pubco;

c. except to the extent any of the provisions of the SA or this Agreement are determined in a Final Order to violate Delaware law or Pubco's governing documents, the execution, delivery and performance by Pubco of this Agreement and the consummation of the transactions contemplated hereby do not and will not (i) contravene or conflict with, or constitute a violation of, any provision of the Amended and Restated Certificate of Incorporation of Pubco, the Bylaws, or any other organizational documents of Pubco; (ii) contravene or conflict with, or constitute a violation of, any material applicable law or any material agreement or order binding on Pubco; or (iii) result in the imposition of any Lien on any asset of Pubco; and

d. the Board of Directors has duly adopted an amendment to the Bylaws in the form attached hereto as Exhibit A.

6. Action in Capacity As Contractual Counterparty Only. Majority Holder is entering into this Agreement solely in its contractual capacity as the holder of a majority of the shares of Class B Common Stock held by the Holders for purposes of the SA. Nothing herein shall limit or affect Majority Stockholder's ability to determine in its sole discretion how to vote any shares of Common Stock held by it in its capacity as such.

7. Miscellaneous: The provisions of Article 4 of the SA will apply *mutatis mutandis* to this Agreement; *provided*, *however*, that (i) notwithstanding Section 4.12 of the SA, any provision of this Agreement may be amended or waived if, but only if, such amendment or waiver is in writing and is signed, in the case of an amendment, by each party to this

Agreement or in the case of a waiver, by the party against whom the waiver is to be effective and, in the case of an amendment or waiver by Pubco, is approved by the Independent Committee; and (ii) notwithstanding Section 4.14 of the SA, this Agreement and the consent and approval contained herein will automatically terminate and be of no force and effect upon the earlier of (x) the Substantial Ownership Requirement no longer being met; (y) a Final Order that the SA is, in the absence of this Agreement, valid under Delaware law and PubCo's governance documents; and (z) a Final Order that the SA is, notwithstanding this Agreement, invalid under either Delaware law or PubCo's governance documents. Nothing in this Agreement, express or implied, is intended to or shall confer upon any person (other than the parties hereto) any right, benefit or remedy of any nature whatsoever under or by reason of this Agreement

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed as of the day and year first above written.

BALDWIN INSURANCE GROUP HOLDINGS, LLC

By: Loper Enterprises, LLC, as its manager

By: /s/ Lowry Baldwin
Name: Lowry Baldwin
Title: Manager

BRP GROUP, INC.

By: /s/ Seth Cohen
Name: Seth Cohen
Title: General Counsel and Corporate Secretary

EXHIBIT A

Article 4 of the Amended and Restated Bylaws of the Company is hereby amended and restated in its entirety as follows:

ARTICLE 4
COMMITTEES OF THE BOARD

Section 4.01. *General*. The Board may, by resolution, designate one or more committees, each committee to consist of one or more of the Directors of the Corporation. The Board may, by resolution, adopt charters for one or more of such committees. The Board may designate one or more Directors as alternate members of any committee, who may replace any absent or disqualified member at any meeting of such committee. If a member of a committee shall be absent from any meeting, or disqualified from voting thereat, the remaining member or members present at the meeting and not disqualified from voting, whether or not such member or members constitute a quorum, may, by a unanimous vote, appoint another member of the Board to act at the meeting in the place of any such absent or disqualified member. Any such committee, to the extent permitted by applicable law, and to the extent provided in the resolution of the Board designating such committee or the charter for such committee, shall have and may exercise all the powers and authority of the Board in the management of the business and affairs of the Corporation and may authorize the seal of the Corporation to be affixed to all papers that may require it to the extent so authorized by the Board. The Board may remove any Director from any committee at any time, with or without cause. Unless the Board provides otherwise, at all meetings of such committee, a majority of the then authorized members of the committee shall constitute a quorum for the transaction of business, and the vote of a majority of the members of the committee present at any meeting at which there is a quorum shall be the act of the committee. Each committee shall keep regular minutes of its meetings. Unless the Board provides otherwise, each committee designated by the Board may make, alter and repeal rules and procedures for the conduct of its business. In the absence of such rules and procedures, each committee shall conduct its business in the same manner as the Board conducts its business pursuant to Article 3. Notwithstanding the foregoing, the provisions of this Section 4.01 shall be inapplicable to the Independent Committee.

Section 4.02. *Independent Committee*. A committee of the Board (the "Independent Committee") is designated by the adoption by the Board of this Section 4.02 of these By-laws. The Independent Committee shall be composed of all of the Independent Directors (as defined below) then in office, and any member of the Independent Committee shall automatically be disqualified from serving on the Independent Committee if the Board determines such member is no longer an Independent Director. The Independent Committee shall have the full power and authority of the Board to make, solely for purposes of the Consent and Defense Agreement dated on or about May 4, 2023, between Baldwin

Insurance Group Holdings, LLC and BRP Group, Inc., as it may be amended from time to time (as so amended from time to time, “CDA”), any determination contemplated by Paragraphs 1 and 2 thereof, and with respect to amending, waiving or enforcing any term of the CDA, and to take any action and engage any such advisors or counsel as it deems necessary in connection therewith. Notwithstanding anything to the contrary in the General Corporation Law or these By-laws: (a) in the absence or disqualification of a member of the Independent Committee, the member or members present at any meeting and not disqualified from voting may not appoint another member of the Board to act at the meeting in the place of any such absent or disqualified member; (b) the Independent Committee may not create any subcommittees; (c) all of the members then serving on the Independent Committee shall be required to constitute a quorum for the transaction of business of the Independent Committee; (d) the affirmative vote of all members of the Independent Committee shall be the act of the Independent Committee; (e) the Independent Committee may, but is not required to, elect a chairperson from among its members; and (f) the Independent Committee may make, alter and repeal rules and procedures for the conduct of its business so long as such rules and procedures are not inconsistent with this Section 4.02. “Independent Director” for this purpose means a director who the Board determines both: (i) qualifies as an independent director under the corporate governance standards of Nasdaq and (ii) has no relationship with the Corporation or any Holder that would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. Notwithstanding anything to the contrary in these By-laws, this Section 4.02 shall not be amended, altered or repealed (and no provision inconsistent with this Section 4.02 shall be adopted) by the Board unless approved by all of the directors then in office. Notwithstanding the foregoing, the Independent Committee shall be disbanded, and this Section 4.02 of no further force and effect, on the date the CDA is terminated pursuant to its terms.

Section 5.02 of the Amended and Restated Bylaws of the Company is hereby amended and restated in its entirety as follows:

Section 5.02. Term of Office. Each officer of the Corporation shall hold office for such terms as may be determined by the Board or, except with respect to his or her own office, the Chief Executive Officer, or until such officer’s successor is elected and qualifies or until such officer’s earlier death, resignation or removal. Any officer may resign at any time upon written notice to the Corporation. Such resignation shall take effect at the date of receipt of such notice or at such later time as is therein specified, and, unless otherwise specified, the acceptance of such resignation shall not be necessary to make it effective. The resignation of an officer shall be without prejudice to the contract rights of the Corporation, if any. The election or appointment of an officer shall not of itself create contract rights.

EXHIBIT 31.1

CERTIFICATION BY CHIEF EXECUTIVE OFFICER
PURSUANT TO SECURITIES EXCHANGE ACT RULE 13A-14(a),
AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Trevor L. Baldwin, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of BRP Group, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant’s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   (a) designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   (b) designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   (c) evaluated the effectiveness of the registrant’s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   (d) disclosed in this report any change in the registrant’s internal control over financial reporting that occurred during the registrant’s most recent fiscal quarter (the registrant’s fourth fiscal quarter in the case of an Annual Report) that has materially affected, or is reasonably likely to materially affect, the registrant’s internal control over financial reporting; and

5. The registrant’s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant’s auditors and the audit committee of the registrant’s board of directors (or persons performing the equivalent functions):

   (a) all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant’s ability to record, process, summarize and report financial information; and

   (b) any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant’s internal control over financial reporting.

/s/ Trevor L. Baldwin

Trevor L. Baldwin
Chief Executive Officer
Date: May 9, 2023

EXHIBIT 31.2

CERTIFICATION BY CHIEF FINANCIAL OFFICER
PURSUANT TO SECURITIES EXCHANGE ACT RULE 13A-14(a),
AS ADOPTED PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002

I, Bradford L. Hale, certify that:

1. I have reviewed this Quarterly Report on Form 10-Q of BRP Group, Inc.;

2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;

3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;

4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:

   (a) designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;

   (b) designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;

   (c) evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and

   (d) disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an Annual Report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and

5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):

   (a) all significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and

   (b) any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

/s/ Bradford L. Hale

Bradford L. Hale
Chief Financial Officer
Date: May 9, 2023

EXHIBIT 32

CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350,
AS ADOPTED PURSUANT TO SECTION 906 OF
THE SARBANES-OXLEY ACT OF 2002

The certification set forth below is being submitted in connection with BRP Group, Inc.'s Quarterly Report on Form 10-Q for the quarter ended March 31, 2023 (the "Report") for the purpose of complying with Rule 13a-14(b) or Rule 15d-14(b) of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), and Section 1350 of Chapter 63 of Title 18 of the United States Code.

Trevor L. Baldwin, Chief Executive Officer, and Bradford L. Hale, Chief Financial Officer, of BRP Group, Inc. (the "Company"), each certify to the best of such officer's knowledge, that:

1. The Report fully complies with the requirements of Section 13(a) or 15(d) of the Exchange Act; and

2. The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Date: May 9, 2023	By:	/s/ Trevor L. Baldwin
		Trevor L. Baldwin
		Chief Executive Officer
Date: May 9, 2023	By:	/s/ Bradford L. Hale
		Bradford L. Hale
		Chief Financial Officer