

Salaries by Position
Effective 7/1/2022

Business Representative	36,397.00
Chief Financial Officer	68,000.00
Fiscal/Human Resource Technician	35,859.00
Career Specialist	42,828.00
Business Representative	35,859.00
Career Specialist	36,397.00
President/CEO	106,557.00
Career Representative	34,833.00
Business Operations Manager	42,141.00
Customer Representative	31,200.00
Business Representative	35,859.00
Career Representative	35,805.00
Career Representative	31,668.00
Director of IT	49,331.00
Business Services Assistant	32,136.00
Center Branch Manager	45,828.00
Chief Programs Officer	76,983.00
Career Representative	32,604.00
Executive Assistant	44,353.00
Career Specialist	42,828.00
Quality Assurance/Compliance Coordinator	44,353.00
Career Specialist	38,011.00
Career Specialist	36,935.00
Career Specialist	42,828.00
Facility/Maintenance Technician	35,318.00
Center Branch Coordinator	39,585.00
Business Representative	39,476.00
Career Specialist	42,828.00
Center Branch Manager	56,512.00
Career Representative	37,263.00
Career Specialist	35,859.00
Computer Support Specialist	35,859.00

EXHIBIT E
TOTAL COMPENSATION OF EXECUTIVE LEADERSHIP AND OTHER SPECIFIED EMPLOYEES
(Subsection 445.007(13), Florida Statutes, and Executive Order 20-44)

Entity Name: **Heartland** CareerSource **LWDB19**

Employee Name	Donna Doubleday	Sheryl Elliott	Michele Arena			
Title	President/CEO	Chief Financial Officer 7/1/21-11/15/21	Chief Financial Officer 11/16/21-6/30/22			
Salary	102,459.12	28,160.63	37,500.00			
Bonuses	6,973.49	0	3,331.78			
Cashed-In Leave						
Cash Equivalents						
Cash Equivalents Description						
Severance Pay						
Retirement Benefits (Pension Plan Accruals and Contributions)			1,875.00			
Employer-Paid Insurance Benefits	11,854.42	3,961.14	7,935.68			
Deferred Compensation						
Real Property Gifts						
Real Property Gifts Description						
Other Payouts						
Other Payouts Description						
Total Compensation	121,377.03	32,121.77	50,642.46			
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	12,726.81	0	5,562.95			

Percentage of Total Compensation from Federal or State Funds	100%	100%	100%			
--	------	------	------	--	--	--

Under penalties of perjury, I declare that I have read the foregoing schedule of Total Compensation of Executive Leadership and Other Specified Employees and that the facts stated in it are true.

Michele Arena 7/27/22

Signature

Michele Arena
Printed Name

Chief Financial Officer
Title

Definitions:

Executive Leadership: Chief executive officer/executive director of the board and those reporting directly to that position.

Cash Equivalents: Gift cards, vouchers, tickets, or other items of monetary value.

Other payouts: Cell phone allowances, tuition, gym memberships, car allowances, etc.

Employer-Paid Insurance Benefits: Amount of insurance paid by the employer for health, vision, life, dental, disability, etc. (does not include taxes such as FICA, reemployment, etc.)

Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off: Current discounted value of any vested benefit available to the employee at fiscal year end.