

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
Fiscal Year: 24-25

CareerSource
Heartland
24-25

Employee Name	Donna Doubleday	Michele Arena				
Title	President/CEO	Chief Financial Officer				
Salary	115,241.52	73,542.00				
Bonuses	4,000.00	2,884.88				
Cashed-In Leave						
Cash Equivalents						
Cash Equivalents Description						
Severance Pay						
Retirement Benefits (Pension Plan Accruals and Contributions)		3,064.25				
Employer-Paid Insurance Benefits	14,644.98	14,656.98				
Deferred Compensation						
Real Property Gifts						
Real Property Gifts Description						
Other Payouts						
Other Payouts Description						
Total Cash Compensation	133,886.50	94,148.11				
Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	13,296.00	8,249.13				

Percentage of Total Compensation from Federal or State Funds	100%	100%				
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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 7/24/25

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.