

| <u>Position</u> | <u>Number</u> | |
|-----------------------------------------------|---------------|---------------------------|
| Executive Director | 1 | \$104,999.00 |
| COO | 1 | \$79,038.00 |
| CFO | 1 | \$74,550.00 |
| Program, Quality Assurance & Special Projects | 3 | \$50,000.00 - \$67,000.00 |
| Program Leads | 4 | \$46,500.00 - \$67,000.00 |
| Procurement, Facilities, IT & Security | 1 | \$58,822.00 |
| CareerAdvisors | 15 | \$39,000.00 - \$42,000.00 |
| IT | 1 | \$47,736.00 |

2023 Benefits

CareerSource Okaloosa Walton employees have 12 holidays and one personal day per year

A percentage of insurance is paid by CSOW and employees are compensated if they do not take the offered insurance

Life insurance and short & long term disability insurance are paid by CSOW

Paid time off is earned each pay period

Currently CSOW funds 8% to 401(k)s

Staff incentive payments were between 4% and 5% based on performance.

Executive Management incentives were between 5% and 6% based on performance.