Executive Compensation Annual Report

Instructions: Upon entering into a contract with the Department of Children and Families (Department), and annually by May 1 of each year, providers in a contract with the Department must complete Sections 1 and 2 of this form, and Section 3 if required. Completion of this document is required to comply with the Federal Funding Accountability and Transparency Act (FFATA) and Executive Order 20-44. All references to entity or contract(s) in Sections 2 and 3 shall refer to the Entity and Contract(s) identified in Section 1. Upon completion submit this form to the relevant Department Contract manager(s).

Section 1: Attestation

I swear (or affirm) to my authority to make binding representations on behalf of the entity listed below, the information contained in this document is accurate and complete to the best of the below-listed entity's knowledge, and both I and the below-listed entity intend the Department rely upon the information contained in this document.

South Florida Behavioal Health Network, Inc. d/b/a Thriving Mind South Florida
Entity Name

KH225
Department Contract Numbers

YXMJZ1XFBEJ4
UEID Number

Stephen Zuckerman
Printed Name of Authorized Person

Signature of Authorized Person

4/16/2024
Date

STATE OF FLORIDA
COUNTY OF Miami-Dade

Sworn to (or affirmed) before me by means of ☐ physical presence or ☐ online notarization, this 16 day of April, 2024, by Stephen Zuckerman

JUDY M. HICKSON
MY COMMISSION # HH 374577
EXPIRES: July 15, 2027

Signature of Notary Public- State of Florida

✓ Personally Known OR Produced Identification
Type of Identification Produced: _____

Section 2: Qualifying Questions

1) Did one or more of the contract(s) result from the Entity being named in federal law or Florida Statutes (substantive or appropriation) as the required recipient of a single source, public-private agreement?

■ Yes ☐ No

2) During the preceding fiscal year, did the Entity receive 50% or more of its budget from either the State of Florida or from a combination of State and Federal funds?

■ Yes ☐ No

3) During the preceding fiscal year, did the Entity: (a) receive more than $25 million in total federal funding, (b) the federal funds so received accounted for more than 80% of the Provider's annual gross revenue, and (c) was the compensation of top five executives for the preceding fiscal year not available publicly?

☐ Yes ■ No

If the answer to **any** question in this section is Yes, you must proceed to and complete **Section 3**. Otherwise, submit this form to your relevant Department Contract Manager.

Section 3: Annual Executive Compensation Report

Attach the latest copy of the Entity's most recent IRS Form 990 and complete the following. If the IRS 990 form is unavailable for the last fiscal year, please explain why:

Please see attached.

List the Entity's current directors, board members, chief executive officer, chief financial officer, chief operating officer, and any other person performing equivalent functions by their title, total annual compensation, and the percentage of compensation from state (FL %) or federal (Fed %) allocations. If any executive compensation changes prior to the next annual report, the Entity must submit an updated version of this report with those changes, and their total annual compensation. Total annual compensation includes salary, bonuses, cashed-in-leave, cash equivalents, paid personal leave, severance pay, retirement benefits, deferred compensation, real-property gifts, and any other payout [see also 17 CFR 229.402(c)(2)]. Include the percentage of the total compensation directly from the state or federal allocations to the contracted entity. If any of the above-listed persons also receive compensation from organizations that: (a) created or were created by the Entity; (b) that were created by any of the above-listed persons whose compensation therefrom also derives from state or federal allocations; or (c) contract with the Entity, then identify the organization(s), their relationship with the Entity or the above listed person, and that person's annual compensation from each such organization, and the percentage of that compensation from state (FL %) or federal (Fed %) allocations. The Entity is not required to disclose the additional compensation a person receives from organizations that contract with the Entity if the above listed person was identified solely upon the person's status as an uncompensated member of the Entity's board of directors, whatever the person's actual title in the organization.

Name	Title	Total Annual Compensation	FL %	Fed %	FL & Fed % (Total)
Board of Directors	Please see attached	0.00	0.00	0.00	0.00
John Newcomer	President & CEO	$318,000.00	79%	17%	96%
Stephen Zuckerman	Senior VO & CFO	$252,469.60	82%	17%	99%
Laura Naredo	Senior VP & COO	$215,635.71	83%	17%	100%
Adilen Cruz	VP Behavioral Health Services	$104,312.00	78%	16%	94%
Joanna Cardwell	VP Continuous Quality Improvement	$100,264.32	83%	17%	100%
Johnny Guimaraes	VP IT & Data Analytics	$126,969.02	74%	16%	89%
Jessica Rodriguez	VP Contracts and Procurement	$128,394.57	81%	17%	98%
Jose Vempala	VP of Finance	$166,461.48	75%	16%	91%