

**TOTAL COMPENSATION OF EXECUTIVE LEADERSHIP
AND OTHER SPECIFIED EMPLOYEES**

Name	EC-000868	EC-000869	EC-000870	EC-000871	EC-000872
Organization	Big Bend Jobs And Education Council Inc	Big Bend Jobs And Education Council Inc	Big Bend Jobs And Education Council Inc	Big Bend Jobs And Education Council Inc	Big Bend Jobs And Education Council Inc
Fiscal Year Month End	06-2024	06-2024	06-2024	06-2024	06-2024
First Name	James	Matthew	Charlotte	Tandria	Patricia
Last Name	McShane	Salera	Brown	Edwards	Yahn
Title	CEO	CFO	Other	Other	Other
Title Other			HR & Communications Director	Senior Director/ Equal Opportunity Officer	Senior Director
Salary	127,677.84	97,470.96	64,584	72,720	68,007.6
Bonuses	0	0	0	0	0
Cashed-In Leave	0	0	0	0	0
Cash Equivalents	0	0	0	0	0
Cash Equivalents Description	0	0	0	0	0
Severance Pay	0	0	0	0	0
Retirement Benefits (Pension Plan Accruals and Contributions)	12,767.78	9,747.1	6,458.4	7,272	6,800.76
Employer-Paid Insurance Benefits	4,589.64	17,236.56	2,564.64	2,142.24	25,461.84
Deferred Compensation	0	0	0	0	0
Real Property Gifts	0	0	0	0	0
Real Property Gifts Description	0	0	0	0	0
Other Payouts	0	0	0	0	0
Other Payouts Description	0	0	0	0	0
Total Cash Compensation	145,035.26	124,454.62	73,607.04	82,134.24	100,270.2

Present Value of Vested Benefits including, but not limited to, Retirement, Accrual Leave and Paid Time Off	19,842.28	26,612.33	6,152.42	7,010.65	7,024.7
Percentage of Total Compensation from Federal or State Funds	100	100	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.

Matthew Salera
Signature

Matthew Salera
Printed Name

CFO
Title

Definitions:

Executive Leadership: Chief Executive Officer/Executive Director 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.