

**THE SPRING OF TAMPA BAY
EXECUTIVE COMPENSATION REPORT
FISCAL YEAR July 1, 2024 to June 30, 2025**

Position	Employee Name	Salary	Additional Comp: Agency Paid portion of health insurance	Additional Comp: Up to 2% match of employee contribution to 403b	% of Total Comp paid by State Funds	% of Total Comp paid by Federal Funds	Years in current position as of 12/31/2025
President & CEO	Mindy Murphy	\$173,508.14	\$7,910.16	\$3,470.22	30.7%	1.8%	13.5 years
Chief Program Officer	Rosa Contreras	\$135,060.12	\$7,910.16	\$2,701.14	11.5%	21.2%	4 years 6.75 years at agency
Chief Financial Officer	Steve Costner	\$137,453.09	\$7,910.16	\$0	13.7%	1.5%	6 years
Chief Advancement Officer	Maggie McClelland	\$125,060.26	\$7,910.16	\$2,308.80	0%	0%	2.5 years

It is a contractual requirement of the State of Florida that we post information about executive compensation for our company. While we are only required to post information about that portion of our salaries that is paid for with state or federal funds, in the spirit of full transparency we are posting complete information on our compensation.