

EMPLOYMENT CONTRACT

THIS EMPLOYMENT CONTRACT is entered into the 1st day of July 2022, between CAREERSOURCE FLORIDA CROWN (CSFC) and ROBERT L. JONES (JONES). It is agreed:

1. **TERM OF EMPLOYMENT.** CSFC hereby employs JONES and JONES accepts employment with CSFC for the period commencing July 1, 2022 and continuing through June 30, 2023. Should either party wish to terminate this contract, the other party will be advised not less than sixty (60) days prior to the conclusion of this Contract. Upon the agreement of both parties, the Contract may be renewed upon the same terms and conditions provided herein, or with such modifications as the parties may approve.
2. **DUTIES OF EMPLOYEE.** JONES is hereby employed by the Board with the title of Executive Director and serving in the capacities of both President and CEO for the term of this Contract. JONES shall perform all duties which are reasonable and necessary to the successful discharge of his responsibility as Executive Director. JONES shall work those hours necessary to accomplish these duties and responsibilities and is considered exempt from overtime pay as defined by Section 13(a) (1) of the Fair Labor Standards Act.
3. **COMPENSATION.** As compensation for services rendered under this Contract, CSFC shall pay to JONES a salary of Ninety-Nine Thousand, Five Hundred Ten Dollars and Sixty-Three Cents. \$99,510.63. This amount reflects a 6% salary increase from the previous amount of \$93, 877.95.
4. **BENEFITS.** In addition to the compensation set forth above, CSFC shall provide the following benefits to JONES during the term of this Contract:
 - (a) **LIFE INSURANCE.** CSFC shall provide JONES with term life insurance in the amount of Twenty-Five Thousand Dollars (\$25,000.00), at the expense of CSFC.
 - (b) **MEDICAL INSURANCE.** CSFC shall provide JONES with medical insurance for himself. Other family members may be added at JONES own expense as part of the CSFC group plan.
 - (c) **DENTAL INSURANCE.** CSFC shall allow JONES to continue to pay for his dental insurance as part of the CSFC group plan.
 - (d) **RETIREMENT.** JONES shall be entitled to continued participation in the CSFC pension plan under the same terms and conditions as all other employees of CSFC calculated at the hourly rate.
 - (e) **PAID TIME OFF.** JONES shall receive a total of 248.04 paid leave at the beginning of this contract to use at his discretion. This amount represents 9.54 hours x 26 pay periods. Any unused leave will be cashed in upon completion of this Contract and not carried forward.
 - (f) **MEDICAL LEAVE.** CSFC acknowledges that JONES is eligible for benefits under the Family Medical Leave Act of 1993.

(g) **TRAVEL.** JONES shall be entitled to mileage reimbursement based upon odometer reading and presentation of a travel voucher for transportation and travel as part of his duties as President.

(h) **SHORT AND LONG TERM DISABILITY INSURANCE.** Both Short- and Long-Term Disability Insurance will be fully paid for by CSFC.

5. **ALLOWANCE AND REIMBURSEMENTS.** In addition to the compensation and benefits set forth, JONES shall also be reimbursed for reasonable and necessary expenses incurred while traveling as part of his duties pursuant to this Contract (such as meals and lodging). Said reimbursement will be in accordance with CSFC'S travel policy. JONES shall provide full records for all travel for which he seeks reimbursement.

6. **INCENTIVES/BONUSES.** JONES will fully participate in all incentives and bonuses as awarded by the Board.

7. **TERMINATION.** This Contract may be terminated by either party, with or without cause, **by providing the other party with written notice no less than sixty (60) days prior to the date of said termination.** In the event of termination by CSFC, JONES shall be entitled to two (2) full weeks of severance to include salary and benefits. CSFC reserves the right to determine how these accrual payments are disbursed prior to June 30, 2023.

8. **ADDITIONAL TERMS AND CONDITIONS.**

(a) **CONFLICT OF INTEREST.** At all times that this Contract is in effect, JONES shall not be an employee, director, agent, or board member of any entity which provides services or contracts in any manner with CSFC.

(b) **ENTIRE AGREEMENT.** This Contract supersedes any and all other agreements between the parties, whether written or oral with respect to employment or services.

(c) **GOVERNING LAW.** This Contract shall be governed by and construed in accordance with the laws of the State of Florida.

(d) **ATTORNEY'S FEES AND COSTS.** If any action is brought to enforce or interpret the terms of this Contract, the prevailing party shall be entitled to collect reasonable attorney's fees and costs.

(e) **MODIFICATION.** This Contract may be modified by the parties from time to time. Any modification must be in writing and signed by both parties.

SIGNATURE PAGE

DATED THIS 1st DAY OF JULY 2022.

Witnesses as to CSFC

CareerSource Florida Crown

Perley Beckwith
Steve Psecc

By: *[Signature]*

DATED THIS 1st DAY OF JULY 2022.

Witnesses as to JONES

[Signature]
[Signature]

Robert Jones
ROBERT L. JONES