THRIVE IRC, INC.

Annual Executive Compensation Disclosure

Fiscal Year 2026–2027 | July 1, 2026 – June 30, 2027

The following schedule presents annual budgeted executive compensation and the portion allocated from state funds.

Executive / Position	Annual Budgeted Base Salary	Total Budgeted Compensation	State-Funded Compensation	State-Funded Percentage
Carrie Lester Chief Executive Officer	$150,200.18	$171,515.99	$47,850.05	27.9%
David Flynt Chief Operating Officer	$120,100.50	$135,405.53	$38,820.15	28.7%
Jill Amos Chief Clinical Officer	$114,300.16	$132,744.05	$61,800.05	46.6%

Reporting basis: Total budgeted compensation includes base salary, fringe benefits, bonuses and applicable retirement contributions. State-funded percentages are calculated by dividing the state-funded allocation by total budgeted compensation. Figures represent annual allocations, not verified payments to date.

Applicable grant agreements: ZDF05 and LD230.