

Jon M. Philipson**Chair****Joseph Ogelsby****Vice Chair****Paul D. Bain****Michael H. Hellman****Laird A. Lile****Jeremy M. Rodgers****Abbey L. Stewart****Linda Stewart****State of Florida****COMMISSION ON ETHICS****P.O. Drawer 15709****Tallahassee, Florida 32317-5709****Kerrie J. Stillman****Executive Director****Steven J. Zuilkowski****Deputy Executive Director/****General Counsel****(850) 488-7864 Phone****(850) 488-3077 (FAX)****www.ethics.state.fl.us****HAND DELIVERED****325 John Knox Road****Building E, Suite 200****Tallahassee, Florida 32303*****"A Public Office is a Public Trust"***

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2026 APR 17 PM 1:27
 DIVISION OF ELECTIONS
 TALLAHASSEE, FL

**VERIFICATION AND RECEIPT OF SUBMISSION
 TO THE ELECTRONIC FINANCIAL DISCLOSURE FILING SYSTEM**

This Verification and Receipt of Submission acknowledges that the Commissions on Ethics received a submission through its electronic financial disclosure filing system.

Filer Name: Hon Phillip Andrew Pena

Filer PID #: 37658

Date Filed: 4/12/2026

Disclosure Received: 2025 Full and Public Disclosure of Financial Interests

Filing ID: 1062831

Receipt Print Date: 4/12/2026

The foregoing is a true and accurate depiction of information contained in the electronic financial disclosure filing system held by the Florida Commission on Ethics.

This Verification and Receipt of Submission complies with Sections 112.3144(4) and 112.3145(2)(c), Florida Statutes, and, in accordance with those statutes, it may be presented to any qualifying officer by an incumbent in an elective office or any candidate holding another position subject to an annual filing requirement.

the 1990s, the number of people in the world who are illiterate has increased from 1.2 billion to 1.5 billion. The number of illiterate people in the world is projected to increase to 1.7 billion by the year 2015. The number of illiterate people in the world is projected to increase to 1.7 billion by the year 2015.

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1. *Pharmaceutical industry*—The pharmaceutical industry is the largest of the three industries, with sales of \$10.5 billion in 1990. It is the only industry in the sample that has a significant presence in the generic drug market. The industry is characterized by a high degree of concentration, with the top 10 firms accounting for 40% of sales. The industry is also characterized by a high degree of innovation, with a large number of new drugs being developed and marketed.

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1. *Phragmites* spp. (Poaceae)

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Figure 1

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1. *Chlorophyll a* and *Chlorophyll b* were determined by the method of Arar and Collins (1971).

1. *Journal of the American Medical Association*, 1990; 263: 1025-1028.

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Journal of Management Education 30(6)p. 789-804

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This Verification and Receipt of Submission is not a certification that the form submitted is complete or that the information entered in the form by the filer is true or correct. This Verification and Receipt of Submission is system generated, is created automatically, and its issuance does not indicate that the submission by the filer has been reviewed by Commission staff.

To see the filer's disclosure, visit <https://disclosure.floridaethics.gov/PublicSearch/Filings>. For questions regarding this Verification and Receipt of Submission, please contact the Florida Commission on Ethics at (850) 488-7864.

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2025 Form 6 - Full and Public Disclosure of Financial Interests

2026 APR 17 PM 1:27 Filed with COE: 04/12/2026

DIVISION OF ELECTIONS
TALLAHASSEE, FL

General Information

Name: Hon Phillip Andrew Pena

CONFIDENTIAL

PID 37658

AGENCY INFORMATION

Organization	Suborganization	Title
Judicial Circuit (8Th)	Elected Constitutional Officer	Circuit Judge

CANDIDATE FOR

Position	Agency Name	Position sought or held
Circuit Judge	8th Judicial Circuit	Circuit Court Judge, 8th Judicial Circuit, Group 7

Net Worth

My Net Worth as of April 1, 2026 was \$ 1,030,000.00.

2025 Form 6 - Full and Public Disclosure of Financial Interests

Filed with COE: 04/12/2026

Assets

Household goods and personal effects may be reported in a lump sum if their aggregate value exceeds \$1,000. This category includes any of the following, if not held for investment purposes: jewelry; collections of stamps, guns, and numismatic items; art objects; household equipment and furnishings; clothing; other household items; and vehicles for personal use.

The aggregate value of my household goods and personal effect is \$ 92,000.00.

ASSETS INDIVIDUALLY VALUED AT OVER \$1,000:

Description of Asset	Value of Asset
Homestead Real Property, Address Protected, Gainesville, Florida	\$ 905,000.00
Wells Fargo Bank, Checking Account	\$ 17,125.00
State of Florida (Pre-Paid College)	\$ 13,500.00
Deferred Comp: JDEUX (\$42,525), MIGHX (\$16,266), JLGMX (\$14,987), RMFGX (\$14,146), PLKGX (\$29,198), FRCSX (\$3,988), DMCFX (\$19,462), PESPX (\$11,722), RIRGX (\$20,857), RERGX (\$2,075), ADDVX (\$14,978), PBSMX (\$3,401), FFONX (\$5,010), BRIIX (\$3,613))	\$ 202,200.00
Wells Fargo Bank, Savings Account	\$ 14,625.00
2035 RET Date Fund: US Stock Mkt. Idx Fund; Foreign Stock Idx Fund; Prudential Ret. R.E. Fund II; FRS US Bond Idx Fund; Prin. Div. R.E. Fund; Prud. High Qual. High Yield, FIAM Int. Dur. Pool; Allspring Core Bond; Stephens Mid; Ariel Invest.; TRowe Sm Cp.	\$ 324,300.00
Automobiles	\$ 77,500.00
Charles Swab (Individual) (GM(\$764.20), SYM (\$322.28), TRVG (\$5.38), MSGE (\$60.60) DUOT (\$137.80), RXRX (\$65.60), USB (\$166.98), MDXG (\$85.14), LTRX (\$179.84), AOSL (\$51.96), Cash	\$ 2,150.00
Charles Swab (Custodial Acct) (CD)	\$ 11,575.00
Valic Roth Deferral (JDEUX (\$284.92), MIGHX (\$120.02), JLGMX (\$100.33), PLKGX (\$208.38), FRCSX (\$30.87), DMCFX (\$138.47), PESPX (\$89.42), RIRGX (\$147.33), RERGX (\$14.83), ADDVX (125.53), PBSMX (27.90), FFONX (\$30.03), BRIIX (\$29.31))	\$ 1,442.65
Truist Account Checking	\$ 5,200.00

2025 Form 6 - Full and Public Disclosure of Financial Interests

Filed with COE: 04/12/2026

Liabilities

LIABILITIES IN EXCESS OF \$1,000:

Name of Creditor	Address of Creditor	Amount of Liability
Bank of America	2627 NW 43rd Street, Gainesville, Florida	\$ 41,250.00

JOINT AND SEVERAL LIABILITIES NOT REPORTED ABOVE:

Name of Creditor	Address of Creditor	Amount of Liability
Truist Bank	5303 SW 91st Drive, Gainesville, Florida	\$ 512,120.00

Income

Identify each separate source and amount of income which exceeded \$1,000 during the year, including secondary sources of income. Or attach a complete copy of your 2025 federal income tax return, including all W2s, schedules, and attachments. Please redact any social security or account numbers before attaching your returns, as the law requires these documents be posted to the Commission's website.

☐ I elect to file a copy of my 2025 federal income tax return and all W2s, schedules, and attachments.

PRIMARY SOURCES OF INCOME:

Name of Source of Income Exceeding \$1,000	Address of Source of Income	Amount
State of Florida	200 East Gaines Street, Tallahassee, Florida	\$ 198,867.05

SECONDARY SOURCES OF INCOME (Major customers, clients, etc. of businesses owned by reporting person):

Name of Business Entity	Name of Major Sources of Business' Income	Address of Source	Principal Business Activity of Source
N/A			

2. In the second section, the author addresses the challenges of managing a large and diverse workforce. It highlights the need for effective communication and collaboration across different departments and regions. The text proposes various strategies to foster a cohesive team environment, including regular meetings, cross-departmental projects, and the use of digital tools to facilitate remote work.

3. The third part of the document focuses on the importance of continuous learning and development. It argues that in a rapidly changing business landscape, employees must constantly update their skills and knowledge. The text recommends investing in training programs, workshops, and conferences to ensure that the workforce remains competitive and adaptable.

4. The fourth section discusses the role of technology in modern business operations. It explores how digital tools can streamline processes, reduce costs, and improve efficiency. The text mentions specific examples such as cloud storage, project management software, and data analytics, illustrating their practical applications in various business contexts.

5. The fifth part of the document touches upon the importance of ethical considerations in business. It stresses that companies should adhere to high standards of integrity and honesty in all their dealings. The text suggests that ethical practices not only build trust with stakeholders but also contribute to the long-term success and sustainability of the organization.

6. The sixth section discusses the importance of maintaining a healthy work-life balance for employees. It notes that overworking can lead to burnout and decreased productivity. The text encourages managers to be mindful of their team's workload and to promote a culture where taking breaks and prioritizing personal time is seen as a positive practice.

7. The seventh part of the document addresses the issue of diversity and inclusion. It argues that a diverse workforce brings a wealth of perspectives and ideas, which can drive innovation and growth. The text provides suggestions for creating an inclusive environment where all employees feel valued and respected, regardless of their background or identity.

8. The eighth section discusses the importance of staying up-to-date with industry trends and news. It suggests that companies should actively engage in research and development to anticipate market changes and stay ahead of the competition. The text mentions various sources of information, such as industry journals, conferences, and online platforms, that can provide valuable insights.

9. The ninth part of the document focuses on the importance of building strong relationships with external stakeholders. It emphasizes that partnerships with suppliers, customers, and other industry players can be mutually beneficial. The text suggests that companies should invest time in building trust and communication with these external entities to create a supportive network.

10. The final section of the document provides a summary of the key points discussed. It reiterates the importance of transparency, effective communication, continuous learning, technology adoption, ethical practices, work-life balance, diversity, staying current, and strong external relationships. The text concludes by expressing optimism about the future of the organization, provided these principles are consistently followed.

Interests in Specified Businesses**Business Entity # 1**

N/A

Training

Based on the office or position you hold, the certification of training required under Section 112.3142, F.S., is not applicable to you for this form year.

Signature of Reporting Official or Candidate

Under the penalties of perjury, I declare that I have read the foregoing Form 6 and that the facts stated in it are true.

Phillip Andrew Pena

Digitally signed: 04/12/2026

Filed with COE: 04/12/2026