

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2020

Discover Financial Services

Riverwoods

I. Development Assistance Agreements Awarded in 2016

	Assistance Amount	Agreement Number
EDGE Tax Credit	4,938,331.75	16 ZCA1003

II. Organization/Project Site Information

Chief Officer or authorized designee	Karen Leo
Title	Manager, State Tax Planning, Policy & Audit
Address	2500 Lake Cook Road
	Riverwoods, IL 60015
	USA
Phone	224-405-1253
E-mail	karenleo@discover.com
Standard Industrial Classification Number (SIC#)	6022
North American Industry Classification System (NAICS)	522110

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois?

No

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2020

Discover Financial Services

Riverwoods

IV. Job Creation and Retention Data

Program Type EDGE Tax Credit

Agreement Number 16 ZCA1003

Assistance Amount 4,938,331.75

Report Header Definitions	
Wages	Average Annual Salary by Classifications
Full-Time	Permanent Full-Time
+/-	Gain or (Loss)

Number of Employees At the Time of Application

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Non Exempt & Professional	81000.00	4346	2150	0	2196
Manager	119000.00	1384	1384	0	0
Director & Above	177000.00	414	414	0	0
Totals:		6144	3948	0	2196

Number of Employees As of the Date of the Report (12/31/2020)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Non Exempt & Professional	95574.78	3522	3522	1372	0	0	0	- 2196
Manager	141278.98	1021	1021	-363	0	0	0	0
Director & Above	360644.07	486	486	72	0	0	0	0
Totals:		5029	5029	1081	0	0	0	- 2196

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2020

Discover Financial Services

Riverwoods

Number of Jobs Stated in the Agreement that would be Created at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Non Manager	81000.00	25	25	0	0
Manager	119000.00	43	43	0	0
Director	177000.00	2	2	0	0
Totals:		70	70	0	0

Number of Jobs Stated in the Agreement that would be Retained at the Site as a Result of Assistance

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
NONE	0.00	0	0	0	0
Totals:		0	0	0	0

Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2020

Job Classification	Anticipated Starting Dates	Number of Positions to be Hired in this Category	Average Annual Wage per New Employee	Total New Payroll to be Created
NONE		0	\$0.00	\$0.00
Totals:		0		\$0.00

Job Creation Data Explanatory Notes

If the change (gain/loss) in the number of full-time permanent employees as of the date of the report plus the number of full-time permanent employees anticipated to be hired after date of the report does not equal the number of full-time permanent employees stated in the Agreement that would be created at the site as a result of the assistance, then please explain why not:

The agreed upon target of 70 new full-time hires has been exceeded.

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2020

Discover Financial Services

Riverwoods