

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

3M Company

Cordova & Dekalb

I. Development Assistance Agreements Awarded in 2020

	Assistance Amount	Agreement Number
Enterprise Zone State Utility Tax Exemption	0.00	20 EZU2151

II. Organization/Project Site Information

Chief Officer or authorized designee	Justin Doering
Title	3M Company State Tax Analyst
Address	3M Center, 223-2N-30
	Sant Paul, MN 55144
	USA
Phone	6514673422
E-mail	jdoering@mmm.com
Standard Industrial Classification Number (SIC#)	3399
North American Industry Classification System (NAICS)	339900

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois? No

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IV. Job Creation and Retention Data

Program Type Enterprise Zone State Utility Tax Exemption

Agreement Number 20 EZU2151

Assistance Amount 0.00

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
Manufacturing/Industrial	49792.95	1180	1180	0	0
Administrative/Office	68877.76	144	144	0	0
Manager/Supervisor	108474.06	69	69	0	0
Totals:		1393	1393	0	0

Number of Employees As of the Date of the Report (12/31/2025)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Manufacturing/Industrial	74271.04	931	931	-249	0	0	0	0
Administrative/Office	86510.48	70	70	-74	0	0	0	0
Manager/Supervisor	114137.02	201	201	132	0	0	0	0
Totals:		1202	1202	-191	0	0	0	0

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
NONE	0.00	0	0	0	0
Totals:		0	0	0	0

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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
Manufacturing/Industrial	52322.38	1104	1104	0	0
Administrative/Office	72637.39	218	218	0	0
Manager/Supervisor	110965.42	66	66	0	0
Totals:		1388	1388	0	0

Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2025

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:

Normal business demands

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I, Justin Doering, as the chief officer or authorized designee of the recipient, verify that the information in the progress report contains no knowing misrepresentation of material facts upon which eligibility for development assistance is based. I further certify that, to the best of my knowledge, the recipient is in compliance with the development assistance agreement(s) between, or on behalf of, the recipient and the Illinois Department of Commerce and Economic Opportunity and/or the Illinois Department of Transportation and/or the office of the Illinois State Treasurer

Signature on File

Signature

4/13/2026

Date

State Tax Analyst

Title