

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Ahead, Inc.

Libertyville

I. Development Assistance Agreements Awarded in 2025

	Assistance Amount	Agreement Number
MIC	11,848,957.00	25 MIC1983

II. Organization/Project Site Information

Chief Officer or authorized designee	Jim Sheppard
Title	Director of Finance
Address	444 W. Lake St, Suite 3000
	Chicago, IL 60606
	USA
Phone	847-404-6156
E-mail	james.sheppard@ahead.com
Standard Industrial Classification Number (SIC#)	7371
North American Industry Classification System (NAICS)	541512

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 MIC
Agreement Number 25 MIC1983
Assistance Amount 11,848,957.00

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
Digital Client Operations	2420962.00	14	14	0	0
Engineering Solutions	10132861.00	145	145	0	0
Admin (Site)	558330.00	6	6	0	0
IT Network	132651.00	2	2	0	0
Marketing	344504.00	3	3	0	0
Operations	612648.00	7	7	0	0
People and Culture	247836.00	3	3	0	0
Sales	1605015.00	8	8	0	0
Totals:		188	188	0	0

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

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Digital Client Operations	2420962.00	14	14	0	0	0	0	0
Engineering Solutions	11057347.00	192	192	47	0	0	0	0
Admin (Site)	558330.00	6	6	0	0	0	0	0
IT Network	132651.00	2	2	0	0	0	0	0
Marketing	344504.00	3	3	0	0	0	0	0
Operations	612648.00	7	7	0	0	0	0	0
People and Culture	247836.00	3	3	0	0	0	0	0
Sales	1605015.00	8	8	0	0	0	0	0
Totals:		235	235	47	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
Engineered Solution- 901	1446000.00	75	75	0	0
Totals:		75	75	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 12/31/2025

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
Engineered Solutions	10/1/2026	14	\$55,000.00	\$770,000.00
Totals:		14		\$770,000.00

Job Creation Data Explanatory Notes

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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:

Production Facility is ramping up the operation and will be at full expected staffing (75) by Q1 2027

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I, Jim Sheppard, 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

5/12/2026

Date

Director of Finance

Title