

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Ball Horticultural Company

West Chicago

### I. Development Assistance Agreements Awarded in 2016

|                 | Assistance Amount | Agreement Number |
|-----------------|-------------------|------------------|
| EDGE Tax Credit | 0.00              | 16 ZCA993        |

### II. Organization/Project Site Information

|   |                             |
|---|-----------------------------|
| Chief Officer or authorized designee                  | Bridget Dong                |
| Title   | Tax and Payroll Manager     |
| Address   | 622 Town Rd                 |
|   | West Chicago, IL 60185-2614 |
|   | United States               |
| Phone   | 6302063955                  |
| E-mail  | Bdong@ballhort.com          |
| Standard Industrial Classification Number (SIC#)      | 0181                        |
| North American Industry Classification System (NAICS) | 424930                      |

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** EDGE Tax Credit

**Agreement Number** 16 ZCA993

**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 |
|-------------------------------------|-------------------|------------|------------|-----------|-----------|
| Product Management                  | 107357.00         | 7          | 7          | 0         | 0         |
| Business Analyst                    | 70335.00          | 11         | 11         | 0         | 0         |
| Logistics                           | 64417.00          | 7          | 7          | 0         | 0         |
| Office Support                      | 71828.00          | 9          | 9          | 0         | 0         |
| Operation Management                | 81208.00          | 11         | 11         | 0         | 0         |
| Product Development                 | 85303.00          | 8          | 8          | 0         | 0         |
| Seed Production                     | 36764.00          | 73         | 73         | 0         | 0         |
| Breeding & Plant Science            | 106758.00         | 21         | 21         | 0         | 0         |
| Breeding & Plant Science Assistants | 40266.00          | 44         | 44         | 0         | 0         |
| Grounds & Maintenance               | 69072.00          | 7          | 7          | 0         | 0         |
| Office/Clerical                     | 85098.00          | 84         | 84         | 0         | 0         |
| Sales & Marketing                   | 65917.00          | 124        | 116        | 8         | 0         |
| <b>Totals:</b>                      |                   | <b>406</b> | <b>398</b> | <b>8</b>  | <b>0</b>  |

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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 | +/-       |
|-------------------------------------|-------------------|------------|------------|-----------|-----------|-----------|-----------|-----------|
| Product Management                  | 82447.00          | 9          | 9          | 2         | 0         | 0         | 0         | 0         |
| Business Analyst                    | 75265.00          | 21         | 21         | 10        | 0         | 0         | 0         | 0         |
| Logistics                           | 74041.00          | 9          | 9          | 2         | 0         | 0         | 0         | 0         |
| Office Support                      | 108945.00         | 45         | 45         | 36        | 0         | 0         | 0         | 0         |
| Operation Management                | 129707.00         | 19         | 19         | 8         | 0         | 0         | 0         | 0         |
| Product Development                 | 96169.00          | 5          | 5          | -3        | 0         | 0         | 0         | 0         |
| Seed Production                     | 43474.00          | 99         | 85         | 12        | 1         | 1         | 13        | 13        |
| Breeding & Plant Science            | 128876.00         | 10         | 10         | -11       | 0         | 0         | 0         | 0         |
| Breeding & Plant Science Assistants | 78449.00          | 61         | 61         | 17        | 0         | 0         | 0         | 0         |
| Grounds & Maintenance               | 70538.00          | 14         | 14         | 7         | 0         | 0         | 0         | 0         |
| Office/Clerical                     | 116121.00         | 89         | 87         | 3         | 2         | 2         | 0         | 0         |
| Sales & Marketing                   | 83491.00          | 127        | 125        | 9         | 2         | -6        | 0         | 0         |
| <b>Totals:</b>                      |                   | <b>508</b> | <b>490</b> | <b>92</b> | <b>5</b>  | <b>-3</b> | <b>13</b> | <b>13</b> |

### 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 |
|-------------------------------------|-------------------|-----------|-----------|-----------|-----------|
| Breeding & Plant Science            | 106000.00         | 7         | 7         | 0         | 0         |
| Breeding & Plant Science Assistants | 55000.00          | 9         | 9         | 0         | 0         |
| Chief Technology Officer            | 300000.00         | 1         | 1         | 0         | 0         |
| Office/Clerical                     | 40000.00          | 8         | 8         | 0         | 0         |
| <b>Totals:</b>                      |                   | <b>25</b> | <b>25</b> | <b>0</b>  | <b>0</b>  |

### 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         |
| <b>Totals:</b>     |                   | <b>0</b>  | <b>0</b>  | <b>0</b>  | <b>0</b>  |

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### 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 |
|---|----------------------------|--|--------------------------------------|---------------------------------|
| Office/Clerical                                 | 2/15/2026                  | 1  | \$135,000.00                         | \$135,000.00                    |
| Breeding & Plant Science Assistants/Technicians | 3/31/2026                  | 2  | \$66,010.00                          | \$132,020.00                    |
| Breeding & Plant Science                        | 7/31/2026                  | 3  | \$94,666.67                          | \$284,000.01                    |
| Sales & Marketing                               | 3/31/2026                  | 6  | \$107,280.05                         | \$643,680.30                    |
| Seed Production                                 | 4/15/2026                  | 2  | \$36,400.00                          | \$72,800.00                     |
| <b>Totals:</b>                                  |                            | <b>14</b>  |                                      | <b>\$1,267,500.31</b>           |

### 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:

We hired more employees than required by the agreement.

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