

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Fresh Factory Manufacturing LLC

Bolingbrook and Downers Grove

I. Development Assistance Agreements Awarded in 2025

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	25 ZCA1075

II. Organization/Project Site Information

Chief Officer or authorized designee	Mike Weglarz
Title	CFO
Address	3600 Lacey Road
	Downers Grove, IL 60515
	USA
Phone	708-207-4577
E-mail	mike@thefreshfactory.co
Standard Industrial Classification Number (SIC#)	2000
North American Industry Classification System (NAICS)	311999

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

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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	+/-
Admin	92108.02	10	10	3	0	0	0	0
Executive	240625.06	3	3	1	0	0	0	0
Line Worker	37895.61	73	73	36	0	0	0	0
Machine Operator	41062.32	23	23	6	0	0	0	0
Maintenance	69333.33	6	6	2	0	0	0	0
Production Manager	96031.52	2	2	0	0	0	0	0
Production Team Member	38896.77	38	38	0	0	0	0	0
Quality	60851.20	11	11	1	0	0	0	0
R&D	77061.50	5	5	1	0	0	0	0
Sales	92499.94	2	2	0	0	0	0	0
Team Lead	48444.36	9	9	1	0	0	0	0
Team Member	38670.67	3	3	-16	0	0	0	0
Warehouse	46857.23	15	15	4	0	0	0	0
Batcher	36920.00	4	4	-1	0	0	0	0
Driver	52000.00	2	2	1	0	0	0	0
Totals:		206	206	39	0	0	0	0

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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
Admin	81948.89	2	2	0	0
Executive	206375.00	1	1	0	0
Line Worker	36610.81	60	60	0	0
Machine Operator	41477.65	11	11	0	0
Maintenance	66300.00	7	7	0	0
Production Team Member	38548.42	5	5	0	0
Quality	62644.00	7	7	0	0
R&D	77875.00	2	2	0	0
Sales	92500.00	2	2	0	0
Team Lead	46930.00	5	5	0	0
Warehouse	42261.82	9	9	0	0
Batcher	36920.00	9	9	0	0
Team Member	39383.16	33	33	0	0
Totals:		153	153	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
Admin	81949.00	7	7	0	0
Executive	206375.00	2	2	0	0
Line Worker	36611.00	37	37	0	0
Machine Operator	41478.00	17	17	0	0
Maintenance	66300.00	4	4	0	0
Production Manager	86250.00	2	2	0	0
Production Team Member	38548.00	38	38	0	0
Quality	62644.00	10	10	0	0
R&D	77875.00	4	4	0	0
Sales	92500.00	2	2	0	0
Team Lead	46930.00	8	8	0	0
Team Member	39383.00	19	19	0	0
Warehouse	42262.00	11	11	0	0
Batcher	36920.00	5	5	0	0
Driver	52000.00	1	1	0	0
Totals:		167	167	0	0

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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
Line Worker	11/1/2026	24	\$36,610.81	\$878,659.44
Maintenance	7/1/2027	5	\$66,300.00	\$331,500.00
Production Team Member	11/1/2026	5	\$38,548.42	\$192,742.10
Quality	11/1/2026	5	\$62,644.00	\$313,220.00
R&D	4/1/2027	1	\$77,875.00	\$77,875.00
Sales	4/1/2027	2	\$92,500.00	\$185,000.00
Machine Operator	11/1/2026	5	\$41,478.00	\$207,390.00
Team Lead	7/1/2027	4	\$46,930.00	\$187,720.00
Team Member	7/1/2027	49	\$39,383.00	\$1,929,767.00
Warehouse	7/1/2027	4	\$42,262.00	\$169,048.00
Batcher	11/1/2026	10	\$36,920.00	\$369,200.00
Totals:		114		\$4,842,121.54

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:

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I, Michael Weglarz, 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

4/6/2026

Date

Chief Financial Officer

Title