

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Kimberly-Clark Corporation

Chicago

I. Development Assistance Agreements Awarded in 2021

	Assistance Amount	Agreement Number
EDGE Tax Credit	2,008,720.90	21 ZCA024

II. Organization/Project Site Information

Chief Officer or authorized designee	Corey Olson
Title	State Tax Reporting Manager
Address	2100 Winchester Road
	Neenah, WI 54956
	USA
Phone	920-721-4291
E-mail	corey.olson@kcc.com
Standard Industrial Classification Number (SIC#)	2676
North American Industry Classification System (NAICS)	322291

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 21 ZCA024

Assistance Amount 2,008,720.90

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
Group Pres./V.P./Sr. Dir./Directors	0.00	0	0	0	0
Sr. Mgr./Mgr./Assoc. Mgr.	0.00	0	0	0	0
Sr. Analyst/Assoc./Exec. and Admin Assts.	0.00	0	0	0	0
Totals:		0	0	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	+/-
Group Pres./V.P./Sr. Dir./Directors	34106577.19	73	73	73	0	0	0	0
Sr. Mgr./Mgr./Assoc. Mgr.	45329090.59	269	269	269	0	0	0	0
Sr. Analyst/Assoc./Exec. and Admin Assts.	2016949.41	24	24	24	0	0	0	0
Totals:		366	366	366	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
Group Pres./V.P./Sr. Dir./Dir	9767832.00	39	39	0	0
Sr. Mgrs/Mgrs./Assoc. Mgrs.	26854881.00	183	183	0	0
Sr. Analysts/Assoc./Exec and Admin Assts.	2053391.00	28	28	0	0
Totals:		250	250	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
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:

We hired more employees than required by the agreement.

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I, Corey Olson, 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

4/2/2026

Date

State Tax Reporting Manager

Title