

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2025

Kraft Heinz Foods Company

Champaign

I. Development Assistance Agreements Awarded in 2022

	Assistance Amount	Agreement Number
Enterprise Zone Expanded M&E Sales Tax Exemption	100,000.00	22 EZM2222

II. Organization/Project Site Information

Chief Officer or authorized designee	Darren Lebiecki
Title	Director-State & Local Tax
Address	801 Waukegan RD
	Glenview, IL 60025
	USA
Phone	8476466127
E-mail	Darren.Lebiecki@kraftheinz.com
Standard Industrial Classification Number (SIC#)	2099
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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IV. Job Creation and Retention Data

Program Type Enterprise Zone Expanded M&E Sales Tax Exemption

Agreement Number 22 EZM2222

Assistance Amount 100,000.00

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
Administrative/Office	92079.00	17	17	0	0
Manager/Supervisor	90786.00	74	74	0	0
Manufacturing/Industrial	55576.00	620	620	0	0
Totals:		711	711	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	+/-
Administrative/Office	67012.16	35	35	18	0	0	0	0
Manager/Supervisor	89698.62	64	64	-10	0	0	0	0
Manufacturing/Industrial	55467.96	935	935	315	0	0	0	0
Totals:		1034	1034	323	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
Administrative/Office	83119.20	15	15	0	0
Manager/Supervisor	97878.07	74	74	0	0
Totals:		89	89	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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