

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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I, Darren Lebiecki, 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

4/17/2026

Date

Assistant Secretary

Title