

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Microsoft Corporation

Chicago

### I. Development Assistance Agreements Awarded in 2022

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	22 ZCA004

### II. Organization/Project Site Information

Chief Officer or authorized designee	Grace Bunnya
Title	Senior Director Domestic Income Tax Reporting
Address	One Redmond Way
	Redmond, WA 98052
	USA
Phone	4257052888
E-mail	gracen@microsoft.com
Standard Industrial Classification Number (SIC#)	7372
North American Industry Classification System (NAICS)	513210

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** 22 ZCA004

**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
Business Operations	155000.00	54	54	0	0
Legal	185000.00	4	4	0	0
R&D/Engineering	155000.00	29	29	0	0
Sales & Marketing	150000.00	274	274	0	0
Finance & HR	130000.00	7	7	0	0
<b>Totals:</b>		<b>368</b>	<b>368</b>	<b>0</b>	<b>0</b>

#### Number of Employees As of the Date of the Report (12/31/2025)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Business Operations	168842.29	43	43	-11	0	0	0	0
Legal	172671.83	6	6	2	0	0	0	0
R&D/Engineering	173654.75	69	69	40	0	0	0	0
Sales & Marketing	167691.75	299	299	25	0	0	0	0
Finance & HR	180666.25	4	4	-3	0	0	0	0
<b>Totals:</b>		<b>421</b>	<b>421</b>	<b>53</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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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
Sales and marketing	125000.00	60	60	0	0
<b>Totals:</b>		<b>60</b>	<b>60</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>

#### 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
<b>Totals:</b>		<b>0</b>		<b>\$0.00</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:

Post-Covid, Company has hired both a remote and hybrid workforce. Company will continue to monitor headcount at Project location.

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I, Grace Bunnya, 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

**Tax Senior Director**

\_\_\_\_\_  
Title