

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Reflection Window Company, LLC

Chicago

### I. Development Assistance Agreements Awarded in 2023

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	23 ZCA002

### II. Organization/Project Site Information

Chief Officer or authorized designee	Derek Mantel
Title	CFO
Address	2525 N Elston Ave. Ste D220 Chicago, IL 60647 USA
Phone	7739040964
E-mail	derek@reflectionwindow.com
Standard Industrial Classification Number (SIC#)	5030
North American Industry Classification System (NAICS)	423423

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** 23 ZCA002

**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
Management	115000.00	23	23	0	0
Analyst/Coordinators	75000.00	12	12	0	0
Business Support	95000.00	5	5	0	0
<b>Totals:</b>		<b>40</b>	<b>40</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	+/-
Management	115000.00	18	18	-5	0	0	0	0
Analyst/Coordinators	75000.00	17	17	5	0	0	0	0
Business Support	95000.00	12	12	7	0	0	0	0
<b>Totals:</b>		<b>47</b>	<b>47</b>	<b>7</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
Management	115000.00	2	2	0	0
Analyst/Coordinators	75000.00	4	4	0	0
Business Support	95000.00	6	6	0	0
<b>Totals:</b>		<b>12</b>	<b>12</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
Management	12/31/2026	2	\$115,000.00	\$230,000.00
Analyst/Coordinators	12/31/2026	2	\$75,000.00	\$150,000.00
Business Support	12/31/2026	2	\$95,000.00	\$190,000.00
<b>Totals:</b>		<b>6</b>		<b>\$570,000.00</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:

Our revenues have fallen significantly short of projections due to the cancellation and postponements of awarded development projects across the country. However, we are seeing renewed interest in several markets and are currently active in our search for new employees to fill the upcoming roles.

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