

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Silesia Flavors, Inc. and Silesia Real Estate, Inc.

Huntley

### I. Development Assistance Agreements Awarded in 2025

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	25 ZCA1066

### II. Organization/Project Site Information

Chief Officer or authorized designee	Thomas Ginschel
Title	Executive VP
Address	5250 Prairie Stone Parkway
	Hoffman Estates, IL 60192
	USA
Phone	224-531-0530
E-mail	thomas.ginschel@silesia.com
Standard Industrial Classification Number (SIC#)	2087
North American Industry Classification System (NAICS)	311942

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois? No

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Silesia Flavors, Inc. and Silesia Real Estate, Inc.

Huntley

### IV. Job Creation and Retention Data

**Program Type** EDGE Tax Credit

**Agreement Number** 25 ZCA1066

**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
0	0.00	0	0	0	0
<b>Totals:</b>		<b>0</b>	<b>0</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	+/-
0	0.00	0	0	0	0	0	0	0
<b>Totals:</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

Silesia Flavors, Inc. and Silesia Real Estate, Inc.

Huntley

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
R&D Senior Flavorist savory	160000.00	1	1	0	0
R&D Flavorist savory	90000.00	1	1	0	0
Savory Applications Technologist	70000.00	1	1	0	0
Savory Product Manager	90000.00	1	1	0	0
Quality Supervisor	71500.00	1	1	0	0
Quality Specialist	58000.00	1	1	0	0
Project Manager / future Dir of Operations	250000.00	1	1	0	0
<b>Totals:</b>		<b>7</b>	<b>7</b>	<b>0</b>	<b>0</b>

## Corporate Accountability for Tax Expenditures Act 93-552

### Annual Project Progress Reports for 2025

Silesia Flavors, Inc. and Silesia Real Estate, Inc.

Huntley

#### 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
Engineering and Maintenance Manager	4/1/2026	1	\$155,000.00	\$155,000.00
Planning and Logistics Manager	6/1/2026	1	\$150,000.00	\$150,000.00
Warehouse operators	10/1/2026	2	\$67,000.00	\$134,000.00
Manufacturing Operators	10/1/2026	2	\$86,000.00	\$172,000.00
Manufacturing Operators	12/1/2026	3	\$86,000.00	\$258,000.00
Warehouse Operators	2/1/2027	3	\$67,000.00	\$201,000.00
Manufacturing Operators	2/1/2027	8	\$86,000.00	\$688,000.00
Quality Supervisor	2/1/2027	1	\$95,000.00	\$95,000.00
Quality Specialist	4/1/2027	1	\$70,000.00	\$70,000.00
HR Assistant	5/1/2027	1	\$67,000.00	\$67,000.00
Accountant	6/1/2027	1	\$80,000.00	\$80,000.00
Product Manager	6/1/2027	1	\$90,000.00	\$90,000.00
Production Operators	6/1/2027	6	\$86,000.00	\$516,000.00
Quality Specialist	6/1/2027	2	\$70,000.00	\$140,000.00
Warehouse Operator	6/1/2027	1	\$67,000.00	\$67,000.00
Sales Powders	7/1/2027	2	\$190,000.00	\$380,000.00
Manufacturing Operators	7/1/2027	2	\$86,000.00	\$172,000.00
Quality/Regulatory Specialist	7/1/2027	1	\$90,000.00	\$90,000.00
<b>Totals:</b>		<b>39</b>		<b>\$3,525,000.00</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:

**Corporate Accountability for Tax Expenditures Act 93-552**

**Annual Project Progress Reports for 2025**

**Silesia Flavors, Inc. and Silesia Real Estate, Inc.**

**Huntley**

As the site won't be ready before September 1st the current employees hired for the plant are working in a temporary office/lab

**Corporate Accountability for Tax Expenditures Act 93-552**

**Annual Project Progress Reports for 2025**

**Silesia Flavors, Inc. and Silesia Real Estate, Inc.**

**Huntley**