

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2025

The Libman Company

Arcola

### I. Development Assistance Agreements Awarded in 2022

	Assistance Amount	Agreement Number
IDOT Economic Development Program	830,320.00	22 DTA1001

### II. Organization/Project Site Information

Chief Officer or authorized designee	Tina Etheridge
Title	Controller
Address	1 Libman Way
	Arcola, IL 61910
	United States
Phone	2172682118
E-mail	tetheridge@libman.com
Standard Industrial Classification Number (SIC#)	3991
North American Industry Classification System (NAICS)	339994

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** IDOT Economic Development Program

**Agreement Number** 22 DTA1001

**Assistance Amount** 830,320.00

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
Line Operator 3, Technician 2, Warehouse Specialist, Maintenance Technician	73000.00	42	42	0	0
Senior Maintenance Technician	83000.00	17	17	0	0
Lead Technician	100000.00	2	2	0	0
Company Management, Sales, General and Administration	150000.00	137	137	0	0
Cleaner, Injection Packer, Packer, Recycling, Warehouse Cleanup	38000.00	236	236	0	0
Order Picker C, Scrap Collector, Warehouse Recycling/Battery Technician	46000.00	58	58	0	0
Forklift Driver, Broom Stitcher, Broom Winder, Line Operator 2, Order Picker A, Technician 1	57000.00	138	138	0	0
Line Operator 1, Order Picker B, Injection Clerical, Plant Clerical	46000.00	56	56	0	0
<b>Totals:</b>		<b>686</b>	<b>686</b>	<b>0</b>	<b>0</b>

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

<b>Job Classification</b>	<b>Avg Annual Salary</b>	<b>Positions</b>	<b>Full-Time</b>	<b>+/-</b>	<b>Part-Time</b>	<b>+/-</b>	<b>Temporary</b>	<b>+/-</b>
Line Operator 3, Technician 2, Warehouse Specialist, Maintenance Technician	67000.00	49	49	7	0	0	0	0
Senior Maintenance Technician	77000.00	12	12	-5	0	0	0	0
Lead Technician	82000.00	7	7	5	0	0	0	0
Company Management, Sales, General and Administration	150000.00	125	121	-16	4	4	0	0
Cleaner, Injection Packer, Packer, Recycling, Warehouse Cleanup	43000.00	180	172	-64	4	4	4	4
Order Picker C, Scrap Collector, Warehouse Recycling/Battery Technician	45000.00	55	55	-3	0	0	0	0
Forklift Driver, Broom Stitcher, Broom Winder, Line Operator 2, Order Picker A, Technician 1	51000.00	156	156	18	0	0	0	0
Line Operator 1, Order Picker B, Injection Clerical, Plant Clerical	49000.00	78	78	22	0	0	0	0
<b>Totals:</b>		<b>662</b>	<b>650</b>	<b>-36</b>	<b>8</b>	<b>8</b>	<b>4</b>	<b>4</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
Category 1	38000.00	38	38	0	0
Category 2	46000.00	2	2	0	0
Category 3	46000.00	2	2	0	0
Category 4	57000.00	25	25	0	0
Category 5	73000.00	3	3	0	0
Category 6	83000.00	1	1	0	0
Category 7	100000.00	1	1	0	0
Office	65000.00	3	3	0	0
<b>Totals:</b>		<b>75</b>	<b>75</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
Cleaner, Injection Packer, Packer, Recycling, Warehouse Cleanup	5/1/2026	50	\$43,000.00	\$2,150,000.00
Order Picker C, Scrap Collector, Warehouse Recycling/Battery Technician	5/1/2026	3	\$45,000.00	\$135,000.00
Line Operator 1, Order Picker B, Injection Clerical, Plant Clerical	5/1/2026	3	\$49,000.00	\$147,000.00
Line Operator 3, Technician 2, Warehouse Specialist, Maintenance Technician	5/1/2026	1	\$67,000.00	\$67,000.00
<b>Totals:</b>		<b>57</b>		<b>\$2,499,000.00</b>

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### 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:

Increased tariffs required the business to improve efficiencies. In addition the increase in minimum wages and the competitive job market in our area required the business to automate in order to meet demands. Automated jobs require less unskilled labor and more skilled to maintain equipment so there has also been a shift in the job classification / headcount needs.

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I, Tina Etheridge, 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

**4/13/2026**

\_\_\_\_\_  
Date

**Controller**

\_\_\_\_\_  
Title