

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

ConAgra Foods, Inc.
Chicago and South Beloit

I. Development Assistance Agreements Awarded in 2015

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	15 ZCA954

II. Organization/Project Site Information

Chief Officer or authorized designee	Josh Moore
Title	Sr. Tax Analyst
Address	Eleven ConAgra Drive, 11-260
	Omaha, NE 68102
	USSA
Phone	402-240-4509
E-mail	josh.moore@conagrafoods.com
Standard Industrial Classification Number (SIC#)	2000
North American Industry Classification System (NAICS)	311900

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

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Associate Food Scientist	63500.00	2	2	0	0
Associate HR Generalist	54407.25	1	1	0	0
Associate Microbiologist	50505.56	2	2	0	0
Associate Packaging Engineer	67400.00	1	1	0	0
Associate Recruiter	48738.33	3	3	0	0
Batcher	42604.13	8	8	0	0
Blend Packager	36806.91	29	29	0	0
Blender Operator	36446.49	17	17	0	0
Brand Design Specialist	70988.00	3	3	0	0
Content Marketing Specialist	46110.00	2	2	0	0
Continuous Improvement Specialist	59186.00	1	1	0	0
Crew Leader	49504.00	1	1	0	0
Culinary Product Specialist	59379.25	2	2	0	0
Customer Business Manager	88134.40	14	14	0	0
Demand Planning Analyst	72290.45	11	11	0	0
Desktop Support Analyst	77332.51	1	1	0	0
Digital Graphic Designer	46125.00	1	1	0	0
Director Category Plan Comm	152236.25	8	8	0	0
Equipment Operator	33562.88	5	5	0	0
Facilities Specialist	58176.00	1	1	0	0
Food Labeling Specialist	76650.00	1	1	0	0
Food Scientist	71139.31	2	2	0	0
Forklift Driver	28210.74	7	7	0	0
General Laborer	34944.00	5	5	0	0
Inventory Analyst	66621.00	1	1	0	0
Inventory Coordinator	41565.00	2	2	0	0
Lead Enterprise Appl Analyst	106700.88	3	3	0	0
Lead Person	43439.64	9	9	0	0
Line Tech	44574.40	1	1	0	0
Machine Operator	36504.00	8	8	0	0
Machine Operator/Pkg	36519.60	4	4	0	0

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Material Handler	37973.87	30	30	0	0
Mgr Category Plan Comm	111158.91	11	11	0	0
MIMS Inspector	25448.80	2	2	0	0
Mixer	29871.11	9	9	0	0
Oilroom	38292.80	2	2	0	0
Operations Support Specialist	42059.91	5	5	0	0
Operator	28670.52	23	23	0	0
Oven Operator	28465.88	5	5	0	0
Packaging	22984.00	1	1	0	0
Packaging Engineer	66307.00	1	1	0	0
Packer	23742.76	79	79	0	0
Palletizer	28974.40	1	1	0	0
Plant Systems & Network Admin	62239.50	2	2	0	0
Porter	35068.80	2	2	0	0
President	438500.00	4	4	0	0
Principal Packaging Engineer	132129.82	1	1	0	0
Principal Quality Specialist	133320.00	1	1	0	0
Principal Research Scientist	118393.00	1	1	0	0
Production Clerk	38480.00	1	1	0	0
Project Leader Operations	87996.00	2	2	0	0
Replenishment Planner	67193.46	5	5	0	0
Research Technician	47656.95	1	1	0	0
Revenue Growth Mgmt Analyst	62315.00	1	1	0	0
Safety Coordinator	37000.00	1	1	0	0
Sanitation	24128.00	4	4	0	0
Senior Food Labeling Spec	89601.70	2	2	0	0
Sr Business Analyst	96093.00	2	2	0	0
Sr Counsel	177441.68	1	1	0	0
Sr Culinary Product Spec	94017.13	1	1	0	0
Sr Cust Supply Chain Analyst	81932.85	1	1	0	0

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Sr Demand Fcst Statistician	81541.00	1	1	0	0
Sr Demand Planner	93300.66	2	2	0	0
Sr Financial Analyst	90178.60	27	27	0	0
Sr Food Scientist	93497.64	5	5	0	0
Sr HR Analyst	72800.00	1	1	0	0
Sr Manager Brand	149036.47	14	14	0	0
Sr Manager Innovation	141795.00	1	1	0	0
Sr Nutritionist	84920.70	1	1	0	0
Sr Procurement Specialist	86720.50	2	2	0	0
Sr Recruiter	85399.75	4	4	0	0
Sr Revenue Growth Mgmt Analyst	82000.00	2	2	0	0
Sr Sales Analyst	78280.00	2	2	0	0
Sr Supply Chain Optmzn Analyst	84255.00	1	1	0	0
Sr Supply Planner	82285.64	3	3	0	0
Sr Systems Analyst	97974.21	4	4	0	0
Sr Tech Sanitn	36659.70	1	1	0	0
Sr Technical Services Spec	99078.00	1	1	0	0
Sr Trade Performance Analyst	108946.37	4	4	0	0
Sr Training Analyst	82720.00	1	1	0	0
Store Brands Analyst	62095.78	2	2	0	0
Supervisor Pilot Plant	64133.42	1	1	0	0
Supply Planner	68681.94	6	6	0	0
Systems Analyst	95829.38	2	2	0	0
Technician	52598.00	4	4	0	0
Transportation Coordinator	41098.85	3	3	0	0
Worker	33386.66	14	14	0	0
Assoc Quality Specialist	0.00	0	0	0	0
Business Systems Analyst	0.00	0	0	0	0
Chief Growth Officer	0.00	0	0	0	0
Shift Team Lead	0.00	0	0	0	0

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Sr Principal Engineer	0.00	0	0	0	0
Totals:		988	988	0	0

Number of Employees As of the Date of the Report (12/31/2015)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Administrative Assistant	56774.19	18	18	1	0	0	0	0
Assoc Manager	92824.85	33	33	-1	0	0	0	0
Director	153160.21	89	89	-7	0	0	0	0
EVP	433750.00	4	4	2	0	0	0	0
Finance Specialist	35772.65	1	1	-3	0	0	0	0
Financial Analyst	65290.85	13	13	-3	0	0	0	0
Human Resources	51144.42	4	4	-2	0	0	0	0
Intern	0.00	0	0	-6	0	0	0	0
Maintenance	45792.91	22	22	6	0	0	0	0
Manager	109136.55	145	145	5	0	0	0	0
Production Tech	38896.00	40	40	3	0	0	0	0
Quality	36581.48	12	12	3	0	0	0	0
Sales	57738.00	17	17	3	0	0	0	0
Sr Director	185448.32	38	38	0	0	0	0	0
VP	248032.68	50	50	4	0	0	0	0
Team Leader	52391.45	42	42	5	0	0	0	0
Associate Financial Analyst	52684.50	2	2	0	0	0	0	0
Associate Procurement Specialist	49046.08	2	2	1	0	0	0	0
Associate Food Scientist	60000.00	1	1	-1	0	0	0	0
Associate HR Generalist	54407.25	1	1	0	0	0	0	0
Associate Microbiologist	50505.57	2	2	0	0	0	0	0
Associate Packaging Engineer	62000.00	1	1	0	0	0	0	0
Associate Recruiter	48738.33	3	3	0	0	0	0	0
Batcher	38022.40	7	7	-1	0	0	0	0
Blend Packager	34370.51	28	28	-1	0	0	0	0

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Blender Operator	36190.61	15	15	-2	0	0	0	0
Brand Design Specialist	69096.33	3	3	0	0	0	0	0
Content Marketing Specialist	46110.00	2	2	0	0	0	0	0
Continuous Improvement Specialist	59186.00	1	1	0	0	0	0	0
Crew Leader	0.00	0	0	-1	0	0	0	0
Culinary Product Specialist	59379.25	2	2	0	0	0	0	0
Customer Business Manager	86004.37	15	15	1	0	0	0	0
Demand Planning Analyst	72457.22	9	9	-2	0	0	0	0
Desktop Support Analyst	77332.51	1	1	0	0	0	0	0
Digital Graphic Designer	46125.00	1	1	0	0	0	0	0
Director Category Plan Comm	159023.00	5	5	-3	0	0	0	0
Equipment Operator	32832.80	4	4	-1	0	0	0	0
Facilities Specialist	58176.00	1	1	0	0	0	0	0
Food Labeling Specialist	76650.00	1	1	0	0	0	0	0
Food Scientist	67259.54	3	3	1	0	0	0	0
Forklift Driver	28231.72	17	17	10	0	0	0	0
General Laborer	33488.00	10	10	5	0	0	0	0
Inventory Analyst	66810.50	2	2	1	0	0	0	0
Inventory Coordinator	39213.00	3	3	1	0	0	0	0
Lead Enterprise Appl Analyst	113244.43	3	3	0	0	0	0	0
Lead Person	42628.65	11	11	2	0	0	0	0
Line Tech	33446.00	1	1	0	0	0	0	0
Machine Operator	36504.00	8	8	0	0	0	0	0
Machine Operator/Pkg	35542.00	4	4	0	0	0	0	0
Material Handler	38022.40	29	29	-1	0	0	0	0
Mgr Category Plan Comm	111990.00	8	8	-3	0	0	0	0
MIMS Inspector	25448.80	2	2	0	0	0	0	0
Mixer	29702.40	14	14	5	0	0	0	0
Oilroom	38292.80	2	2	0	0	0	0	0

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Operations Support Specialist	41422.31	5	5	0	0	0	0	0
Operator	28689.29	41	41	18	0	0	0	0
Oven Operator	28499.95	4	4	-1	0	0	0	0
Packaging	22984.00	1	1	0	0	0	0	0
Packaging Engineer	66853.50	2	2	1	0	0	0	0
Packer	23228.82	74	74	-5	0	0	0	0
Palletizer	23580.27	3	3	2	0	0	0	0
Plant Systems & Network Admin	62239.50	2	2	0	0	0	0	0
Porter	35068.80	2	2	0	0	0	0	0
President	474800.00	3	3	-1	0	0	0	0
Principal Packaging Engineer	132129.82	1	1	0	0	0	0	0
Principal Quality Specialist	133320.00	1	1	0	0	0	0	0
Principal Research Scientist	118393.00	1	1	0	0	0	0	0
Production Clerk	38480.00	1	1	0	0	0	0	0
Project Leader Operations	69992.00	1	1	-1	0	0	0	0
Replenishment Planner	68026.83	4	4	-1	0	0	0	0
Research Technician	47656.95	1	1	0	0	0	0	0
Revenue Growth Mgmt Analyst	64437.50	2	2	1	0	0	0	0
Safety Coordinator	37000.00	1	1	0	0	0	0	0
Sanitation	24076.00	4	4	0	0	0	0	0
Senior Food Labeling Spec	89601.70	2	2	0	0	0	0	0
Sr Business Analyst	96093.00	2	2	0	0	0	0	0
Sr Counsel	0.00	0	0	-1	0	0	0	0
Sr Culinary Product Spec	94017.13	1	1	0	0	0	0	0
Sr Cust Supply Chain Analyst	0.00	0	0	-1	0	0	0	0
Sr Demand Fcst Statistician	81541.00	1	1	0	0	0	0	0
Sr Demand Planner	90750.18	6	6	4	0	0	0	0
Sr Financial Analyst	85770.65	23	23	-4	0	0	0	0
Sr Food Scientist	92091.24	5	5	0	0	0	0	0
Sr HR Analyst	72800.00	1	1	0	0	0	0	0

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Sr Manager Brand	136069.62	15	15	1	0	0	0	0
Sr Manager Innovation	0.00	0	0	-1	0	0	0	0
Sr Nutritionist	84920.70	1	1	0	0	0	0	0
Sr Procurement Specialist	81441.00	1	1	-1	0	0	0	0
Sr Recruiter	87993.00	3	3	-1	0	0	0	0
Sr Revenue Growth Mgmt Analyst	82000.00	1	1	-1	0	0	0	0
Sr Sales Analyst	78280.00	2	2	0	0	0	0	0
Sr Supply Chain Optmzn Analyst	84255.00	1	1	0	0	0	0	0
Sr Supply Planner	82285.64	3	3	0	0	0	0	0
Sr Systems Analyst	97974.21	4	4	0	0	0	0	0
Sr Tech Sanitn	36659.70	1	1	0	0	0	0	0
Sr Technical Services Spec	0.00	0	0	-1	0	0	0	0
Sr Trade Performance Analyst	83873.33	3	3	-1	0	0	0	0
Sr Training Analyst	82720.00	1	1	0	0	0	0	0
Store Brands Analyst	0.00	0	0	-2	0	0	0	0
Supervisor Pilot Plant	64133.42	1	1	0	0	0	0	0
Supply Planner	68681.94	6	6	0	0	0	0	0
Systems Analyst	95829.39	2	2	0	0	0	0	0
Technician	51958.40	4	4	0	0	0	0	0
Transportation Coordinator	41098.85	3	3	0	0	0	0	0
Worker	34931.20	13	13	-1	0	0	0	0
Assoc Quality Specialist	50000.00	1	1	1	0	0	0	0
Business Systems Analyst	73799.68	1	1	1	0	0	0	0
Chief Growth Officer	440000.00	1	1	1	0	0	0	0
Shift Team Lead	36483.20	1	1	1	0	0	0	0
Sr Principal Engineer	161667.79	1	1	1	0	0	0	0
Totals:		1017	1017	29	0	0	0	0

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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	159000.00	150	150	0	0
General Direct Labor	27373.00	112	112	0	0
Warehouse/forklift/material handler	27310.00	9	9	0	0
Line Leads	29529.00	8	8	0	0
Sanitation	23316.80	3	3	0	0
Maintenance	40352.00	6	6	0	0
Quality Coordinator	28500.00	3	3	0	0
Team Lead	45000.00	3	3	0	0
Manager Quality	75000.00	1	1	0	0
EHS Manager	75000.00	1	1	0	0
Engineer Manager	75000.00	1	1	0	0
Totals:		297	297	0	0

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
Totals:		0	0	0	0

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Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2015

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	12/31/2016	150	\$159,000.00	\$23,850,000.00
General Direct Labor	12/31/2016	103	\$27,373.00	\$2,819,419.00
Line Leads	12/31/2016	6	\$29,529.00	\$177,174.00
Sanitation	12/31/2016	3	\$23,316.80	\$69,950.40
Quality Coordinator	12/31/2016	3	\$28,500.00	\$85,500.00
Manager Quality	12/31/2016	1	\$75,000.00	\$75,000.00
EHS Manager	12/31/2016	1	\$75,000.00	\$75,000.00
Engineer Manager	12/31/2016	1	\$75,000.00	\$75,000.00
Totals:		268		\$27,227,043.40

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:

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I, Josh Moore, 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

6/10/2016

Date

Sr. Tax Analyst

Title