

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Custom Personalization Solutions, LLC

Bolingbrook & Chicago

I. Development Assistance Agreements Awarded in 2012

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	12 ZCA767

II. Organization/Project Site Information

Chief Officer or authorized designee	Kenneth Krupa
Title	Senior Vice President of Operations
Address	755 Remington Blvd Suite B
	Bolingbrook, IL 60440
	USA
Phone	(630) 738-6268
E-mail	kkrupa@cpscompany.com
Standard Industrial Classification Number (SIC#)	5961
North American Industry Classification System (NAICS)	454111

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 12 ZCA767

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
Admin / Finance	45300.00	9	9	0	0
Operations Customer Service	28000.00	48	48	0	0
I.T. / Data Management	56000.00	2	2	0	0
Marketing / Creative	75500.00	10	10	0	0
Sales / Wholesale Mgmt	62000.00	5	5	0	0
Merchandising	56000.00	7	7	0	0
Totals:		81	81	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	+/-
Admin / Finance	355988.00	7	7	-2	0	0	0	0
Operations Customer Service	2827757.00	101	101	53	0	0	0	0
I.T. / Data Management	687575.00	9	9	7	0	0	0	0
Marketing / Creative	872231.00	15	15	5	0	0	0	0
Sales / Wholesale Mgmt	185538.00	3	3	-2	0	0	0	0
Merchandising	729906.00	11	11	4	0	0	0	0
Totals:		146	146	65	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
Warehouse / C.S.	28000.00	56	56	0	0
Office	60000.00	11	11	0	0
Totals:		67	67	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
Merchandising	56000.00	7	7	0	0
Admin / Finance	45000.00	9	9	0	0
Operation / C.S.	28000.00	48	48	0	0
I.T. / Data Management	56000.00	2	2	0	0
Marketing	75500.00	10	10	0	0
Sales / Wholesale	62000.00	5	5	0	0
Totals:		81	81	0	0

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
Warehouse / C.S.	10/30/2016	10	\$28,000.00	\$280,000.00
Office	10/30/2016	3	\$37,000.00	\$111,000.00
Totals:		13		\$391,000.00

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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We are experiencing rapid growth in our Bolingbrook Operation and have created many new jobs over a period of years.

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I, Kenneth A Krupa, 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

5/11/2016

Date

Senior VP of Operations

Title