

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Ecover Inc.

Chicago

I. Development Assistance Agreements Awarded in 2014

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	ZC ZCA875

II. Organization/Project Site Information

Chief Officer or authorized designee	Celia Morelli
Title	FPA& Manager
Address	637 Commercial
	San Francisco, CA 94111
	USA
Phone	4155279191
E-mail	celia@peopleagainstdirty.com
Standard Industrial Classification Number (SIC#)	3999
North American Industry Classification System (NAICS)	325611

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 ZC ZCA875

Assistance Amount 0.00

Report Header Definitions	
Wages	Average Annual Salary by Classifications
Full-Time	Permanent Full-Time
+/-	Gain or (Loss)

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Number of Employees At the Time of Application

Job Classification	Avg Annual Salary	Positions	Full-Time	Part-Time	Temporary
Sr. Director Plant Manager	0.00	0	0	0	0
Production Services Director	0.00	0	0	0	0
Production Services Manager	0.00	0	0	0	0
Logistics Manager	0.00	0	0	0	0
Transportation Associate	0.00	0	0	0	0
Quality Director	0.00	0	0	0	0
Quality Specialist	0.00	0	0	0	0
HR Manager	0.00	0	0	0	0
Production manager	0.00	0	0	0	0
Materials manager	0.00	0	0	0	0
Safety health Environment associate	0.00	0	0	0	0
Receiving Associate	0.00	0	0	0	0
Plant controller	0.00	0	0	0	0
Production Planner	0.00	0	0	0	0
Mechanic lead	0.00	0	0	0	0
Plant - non exempt operators	0.00	0	0	0	0
mixologist	0.00	0	0	0	0
Controls maintenance associate	0.00	0	0	0	0
Mechanic	0.00	0	0	0	0
Quality Technician	0.00	0	0	0	0
Totals:		0	0	0	0

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

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Sr. Director Plant Manager	164800.00	1	1	1	0	0	0	0
Production Services Director	106850.00	1	1	1	0	0	0	0
Production Services Manager	75000.00	2	2	2	0	0	0	0
Logistics Manager	93650.00	1	1	1	0	0	0	0
Transportation Associate	46500.00	1	1	1	0	0	0	0
Quality Director	96050.00	1	1	1	0	0	0	0
Quality Specialist	62500.00	1	1	1	0	0	0	0
HR Manager	115000.00	1	1	1	0	0	0	0
Production manager	110000.00	3	3	3	0	0	0	0
Materials manager	110000.00	1	1	1	0	0	0	0
Safety health Environment associate	68000.00	1	1	1	0	0	0	0
Receiving Associate	46500.00	1	1	1	0	0	0	0
Plant controller	120000.00	1	1	1	0	0	0	0
Production Planner	60000.00	1	1	1	0	0	0	0
Mechanic lead	70720.00	1	1	1	0	0	0	0
Plant - non exempt operators	28600.00	23	23	23	0	0	0	0
mixologist	41600.00	2	2	2	0	0	0	0
Controls maintenance associate	55000.00	1	1	1	0	0	0	0
Mechanic	60320.00	1	1	1	0	0	0	0
Quality Technician	39850.00	1	1	1	0	0	0	0
Totals:		46	46	46	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
HR Manager	115000.00	1	1	0	0
Production manager	127000.00	1	1	0	0
Engineering manager	113000.00	1	1	0	0
Materials manager	110000.00	1	1	0	0
Transportation manager	88000.00	1	1	0	0
Safety Health Environment Associate	68000.00	1	1	0	0
Receiving Associate	46500.00	1	1	0	0
Plant Controller	120000.00	1	1	0	0
Production Manager 2nd shift	103000.00	1	1	0	0
Quality technician 2nd shift	38501.00	1	1	0	0
HR Coordinator/ Office manager	55000.00	1	1	0	0
Mechanic lead	70720.00	1	1	0	0
Plant - Non-exempt Operators	28600.00	38	38	0	0
Mixologist lead	41600.00	1	1	0	0
Sr. network engineer	100000.00	1	1	0	0
Controls Maintenance manager	75000.00	1	1	0	0
Packaging Operations Engineer	75000.00	1	1	0	0
3rd Shift maintenance technician	60320.00	1	1	0	0
3rd shift mixologist	41600.00	1	1	0	0
3rd shift Quality Technician	39850.00	1	1	0	0
Totals:		57	57	0	0

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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
Sr. Director Plant Manager	164800.00	1	1	0	0
Production Services Director	106850.00	1	1	0	0
Production Services Associate	75000.00	1	1	0	0
Transportation Associate	46500.00	1	1	0	0
Quality Director	96050.00	1	1	0	0
Logistics Manager	93650.00	1	1	0	0
Quality Specialist	62500.00	1	1	0	0
Quality Technician	38500.00	1	1	0	0
Totals:		8	8	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
Sr. Network engineer	3/1/2016	1	\$100,000.00	\$100,000.00
Mechanic	7/1/2016	1	\$60,320.00	\$60,320.00
Quality Technician	1/1/2016	3	\$39,850.00	\$119,550.00
Engineering Manager	1/1/2016	1	\$113,000.00	\$113,000.00
Plant - non exempt operators	4/1/2016	18	\$28,600.00	\$514,800.00
HR Coordinator/ Office manager	3/1/2016	1	\$55,000.00	\$55,000.00
Totals:		25		\$962,670.00

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 have 14 new roles that were not anticipated in the original agreement. We intend to hire for the 25 vacant roles in 2016.

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