

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Halo Branded Solutions, Inc.

Sterling

I. Development Assistance Agreements Awarded in 2013

	Assistance Amount	Agreement Number
EDGE Tax Credit	22,543.48	ZC ZCA834

II. Organization/Project Site Information

Chief Officer or authorized designee	Linda Janczkowski
Title	CFO
Address	1980 Industrial Drive
	Sterling, IL 61081
	United States
Phone	815-632-6988
E-mail	Linda.Janczkowski@halo.com
Standard Industrial Classification Number (SIC#)	7311
North American Industry Classification System (NAICS)	541890

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 ZCA834

Assistance Amount 22,543.48

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
Executive	170884.00	3	3	0	0
Marketing & Sales	35737.00	10	10	0	0
Warehouse	32156.00	9	9	0	0
Back Office Support	29744.00	168	166	2	0
Financial Analyst	42000.00	1	1	0	0
Totals:		191	189	2	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	+/-
Executive	185693.00	3	3	0	0	0	0	0
Marketing & Sales	41925.00	11	11	1	0	0	0	0
Warehouse	35229.00	14	14	5	0	0	0	0
Back Office Support	31429.00	200	198	32	2	0	0	0
Financial Analyst	55208.00	1	1	0	0	0	0	0
Totals:		229	227	38	2	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
Back Office Support	24300.00	15	15	0	0
Financial Analyst	40000.00	2	2	0	0
Purchasing Manager	100000.00	1	1	0	0
Totals:		18	18	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

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
Back Office Support	3/31/2015	6	\$31,171.00	\$187,026.00
Totals:		6		\$187,026.00

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:

Company has created more jobs than required

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I, Linda M Janczkowski, 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

6/9/2016

Date

chief financial officer

Title