

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Hub Group, Inc. and its Subsidiaries

Oak Brook

I. Development Assistance Agreements Awarded in 2012

	Assistance Amount	Agreement Number
EDGE Tax Credit	783,054.63	12 ZCA727

II. Organization/Project Site Information

Chief Officer or authorized designee	David Williams
Title	State & Local Tax Manager
Address	2000 Clearwater Dr
	Oak Brook, IL 60523
	USA
Phone	630-795-2218
E-mail	dwilliams@hubgroup.com
Standard Industrial Classification Number (SIC#)	4731
North American Industry Classification System (NAICS)	488510

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 ZCA727

Assistance Amount 783,054.63

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
Sales/Marketing	175000.00	40	40	0	0
Executive/HR/Legal	280500.00	14	14	0	0
Finance	68000.00	76	76	0	0
Information Technology	121000.00	64	64	0	0
Operations	83000.00	136	136	0	0
Totals:		330	330	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	+/-
Sales/Marketing	99849.00	51	51	11	0	0	0	0
Executive/HR/Legal	183052.00	18	18	4	0	0	0	0
Finance	67633.00	85	85	9	0	0	0	0
Information Technology	96445.00	76	76	12	0	0	0	0
Operations	57267.00	234	234	98	0	0	0	0
Totals:		464	464	134	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
Operations	49444.00	9	9	0	0
Information Technology	76000.00	5	5	0	0
Finance	33000.00	4	4	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
Operations	83000.00	122	122	0	0
Executive/HR/Legal	280500.00	14	14	0	0
Finance	68000.00	70	70	0	0
Information Technology	121000.00	58	58	0	0
Sales/Marketing	175000.00	36	36	0	0
Totals:		300	300	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
NONE		0	\$0.00	\$0.00
Totals:		0		\$0.00

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:

We have hired more employees than required by the agreement.

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I, David Williams, 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

5/11/2016

Signature

Date

Sr State & Local Tax Manager

Title