

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2015

Incredible Technologies, Inc.

Vernon Hills

I. Development Assistance Agreements Awarded in 2012

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	12 ZCA745

II. Organization/Project Site Information

Chief Officer or authorized designee	James Dore
Title	CFO/COO
Address	3333 N. Kennicott Avenue
	Arlington Heights, IL 60004
	USA
Phone	(847) 870-7027
E-mail	jdore@itsgames.com
Standard Industrial Classification Number (SIC#)	3999
North American Industry Classification System (NAICS)	339999

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 ZCA745

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
Manufacturing	1411884.00	36	36	0	0
Office	948186.00	18	18	0	0
Artists and Programmers	1345470.00	21	21	0	0
Management	2292236.00	19	19	0	0
Engineers	1963725.00	25	25	0	0
Totals:		119	119	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	+/-
Manufacturing	33437.00	36	36	0	0	0	0	0
Office	67171.00	24	24	6	0	0	0	0
Artists and Programmers	72739.00	29	29	8	0	0	0	0
Management	134401.00	16	16	-3	0	0	0	0
Engineers	103419.00	13	13	-12	0	0	0	0
Totals:		118	118	-1	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
Engineers	83503.00	3	3	0	0
Artists and Programmers	46242.00	2	2	0	0
Totals:		5	5	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
Artists and Programmers	1345470.00	21	21	0	0
Office	948186.00	18	18	0	0
Manufacturing	1411884.00	36	36	0	0
Management	2292236.00	19	19	0	0
Engineers	1963725.00	25	25	0	0
Totals:		119	119	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
Artists and Programmers	10/1/2016	2	\$60,000.00	\$120,000.00
Engineers	7/1/2016	2	\$75,000.00	\$150,000.00
Management	7/1/2016	0	\$150,000.00	\$0.00
Manufacturing	6/1/2016	3	\$35,000.00	\$105,000.00
Office	7/1/2016	3	\$55,000.00	\$165,000.00
Totals:		10		\$540,000.00

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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The company has become more efficient in the utilization of its resources and employees. In addition, it has take longer to enter into the new gaming market that what was anticipated. However, the company is gaining momentum, is currently advertising for several positions, and anticipates hitting the target employment goals by the end of this year.

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I, James M. Dore, 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

5/17/2016

Date

COO

Title