

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2015

North American Lighting, Inc.

Paris

### I. Development Assistance Agreements Awarded in 2014

	Assistance Amount	Agreement Number
Employee Training Investment Program	150,000.00	14 171006

### II. Organization/Project Site Information

Chief Officer or authorized designee	Jennifer Collier
Title	General Manager of Accounting
Address	2275 S. Main Street
	Paris, IL 61944
	USA
Phone	217 465-6600
E-mail	jcollier@nal.com
Standard Industrial Classification Number (SIC#)	3647
North American Industry Classification System (NAICS)	336321

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** Employee Training Investment Program

**Agreement Number** 14 171006

**Assistance Amount** 150,000.00

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
ASSISTANT GENERAL MANAGER	0.00	0	0	0	0
OPERATOR	30202.00	409	409	0	0
MOLDING OPERATOR	0.00	0	0	0	0
PROCESS OPERATOR	0.00	0	0	0	0
AUDITOR	0.00	0	0	0	0
BLD & GROUNDS	0.00	0	0	0	0
ELECTRICIAN	54621.00	7	7	0	0
ENGINEERING TECHNICIAN	43014.00	3	3	0	0
GENERAL FOREMAN	0.00	0	0	0	0
GENERAL MANAGER	0.00	0	0	0	0
LEAD PHOTOMETRIC LAB TECHNICIAN	0.00	0	0	0	0
LOA	0.00	0	0	0	0
MAINTENANCE JANITOR	0.00	0	0	0	0
MAINTENANCE SUPEVISOR	0.00	0	0	0	0
MANAGER	101192.00	15	15	0	0
MANUFACTURING ENGINEER	0.00	0	0	0	0
MASTER TECHNICIAN	47382.00	7	7	0	0

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MATERIAL HANDLER	31824.00	64	64	0	0
MFG COORDINATOR	0.00	0	0	0	0
PAINT MIXER	33925.00	4	4	0	0
PC PLANNER	35714.00	4	4	0	0
PHOTOMETRIC TECHNICIAN	31637.00	2	2	0	0
PLANT HR ANALYST	26062.00	1	1	0	0
PLANT HR SUPERVISOR	0.00	0	0	0	0
PM PROCESS	0.00	0	0	0	0
PRODUCTION ENGINEER	0.00	0	0	0	0
PRODUCTION SUPERVISOR	0.00	0	0	0	0
QUALITY CONTROL SUPERVISOR	0.00	0	0	0	0
QUALITY ENGINEER	51958.00	6	6	0	0
QUALITY SPECIALIST	37856.00	6	6	0	0
SAFETY SUPERVISOR	0.00	0	0	0	0
SENIOR MANUFACTURING ENGINEER	0.00	0	0	0	0
SENIOR PLANNER	0.00	0	0	0	0
SENIOR PRODUCTION ENGINEER	0.00	0	0	0	0
SHIPPING CLERK	23691.00	2	2	0	0
SHIPPING SUPERVISOR	0.00	0	0	0	0
SORTER	28558.00	41	41	0	0
SUPERINTENDENT	0.00	0	0	0	0
TEAM LEADER	33925.00	40	40	0	0
TECHNICIAN	37627.00	57	57	0	0
TOOL AND DIE	51189.00	10	10	0	0
TOOL ROOM SUPERVISOR	0.00	0	0	0	0
EQUIPMENT ENGINEER	0.00	0	0	0	0
LEAD TOOLING ENGINEER	0.00	0	0	0	0
MFG SYSTEM SUPPORT SPECIALIST	0.00	0	0	0	0
PLANT HR COORDINATOR	0.00	0	0	0	0

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TOOL ENGINEER	0.00	0	0	0	0
SALARY LOA - HDCNT	0.00	0	0	0	0
TRAINER	0.00	0	0	0	0
ASSEMBLY TECH SUPERVISOR	0.00	0	0	0	0
DIM/LASER SCAN TECH	0.00	0	0	0	0
EQUIPMENT ENGINEER TECHNICIAN	0.00	0	0	0	0
KPS SUPERVISOR	0.00	0	0	0	0
LAUNCH ENGINEER	0.00	0	0	0	0
PLANT COST ACCOUNTANT	0.00	0	0	0	0
PREVENT MAINTENANCE SUPER	0.00	0	0	0	0
PRODUCTION CONTROL SUPERVISOR	0.00	0	0	0	0
SENIOR LAUNCH ENGINEER	0.00	0	0	0	0
MANUFACTURING ENGINEERING TECHNICIAN	0.00	0	0	0	0
SUPERVISOR	47382.00	22	22	0	0
QUALITY AUDITOR	31824.00	3	3	0	0
JANITOR	31762.00	2	2	0	0
COORDINATOR	36837.00	1	1	0	0
ENGINEER	48422.00	13	13	0	0
SENIOR QUALITY ENGINEER	0.00	0	0	0	0
ENGINEERING DOCUMENT ANALYST	0.00	0	0	0	0
MAINTENANCE PLANNER	0.00	0	0	0	0
MAINTENANCE SUPERVISOR	0.00	0	0	0	0
MANUFACTURING ENG SUPV	0.00	0	0	0	0
MOLDING TECH SUPV	0.00	0	0	0	0
PLANT TRAINING COORDINATOR	0.00	0	0	0	0
PRODUCTION CONTROL CLERK	0.00	0	0	0	0
PRODUCTION CONTROL SUPV	0.00	0	0	0	0

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PRODUCTION ENG SUPV	0.00	0	0	0	0
<b>Totals:</b>		<b>719</b>	<b>719</b>	<b>0</b>	<b>0</b>

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

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
ASSISTANT GENERAL MANAGER	134213.00	2	2	2	0	0	0	0
OPERATOR	33405.00	456	456	47	0	0	0	0
MOLDING OPERATOR	33405.00	58	58	58	0	0	0	0
PROCESS OPERATOR	33405.00	260	260	260	0	0	0	0
AUDITOR	35402.00	15	15	15	0	0	0	0
BLD & GROUNDS	377452.00	2	2	2	0	0	0	0
ELECTRICIAN	53545.00	7	7	0	0	0	0	0
ENGINEERING TECHNICIAN	57225.00	2	2	-1	0	0	0	0
GENERAL FOREMAN	99194.00	6	6	6	0	0	0	0
GENERAL MANAGER	169975.00	1	1	1	0	0	0	0
LEAD PHOTOMETRIC LAB TECHNICIAN	50630.00	1	1	1	0	0	0	0
LOA	0.00	0	0	0	0	0	0	0
MAINTENANCE JANITOR	33405.00	4	4	4	0	0	0	0
MAINTENANCE SUPEVISOR	0.00	0	0	0	0	0	0	0
MANAGER	95744.00	16	16	1	0	0	0	0
MANUFACTURING ENGINEER	66002.00	11	11	11	0	0	0	0
MASTER TECHNICIAN	53435.00	10	10	3	0	0	0	0
MATERIAL HANDLER	35402.00	138	138	74	0	0	0	0
MFG COORDINATOR	39500.00	1	1	1	0	0	0	0
PAINT MIXER	37752.00	3	3	-1	0	0	0	0
PC PLANNER	44117.00	3	3	-1	0	0	0	0
PHOTOMETRIC TECHNICIAN	34754.00	3	3	1	0	0	0	0
PLANT HR ANALYST	30734.00	3	3	2	0	0	0	0
PLANT HR SUPERVISOR	65800.00	1	1	1	0	0	0	0

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PM PROCESS	35402.00	8	8	8	0	0	0	0
PRODUCTION ENGINEER	69323.00	6	6	6	0	0	0	0
PRODUCTION SUPERVISOR	56974.00	25	25	25	0	0	0	0
QUALITY CONTROL SUPERVISOR	47742.00	3	3	3	0	0	0	0
QUALITY ENGINEER	69750.00	8	8	2	0	0	0	0
QUALITY SPECIALIST	42702.00	13	13	7	0	0	0	0
SAFETY SUPERVISOR	61600.00	1	1	1	0	0	0	0
SENIOR MANUFACTURING ENGINEER	75066.00	2	2	2	0	0	0	0
SENIOR PLANNER	0.00	0	0	0	0	0	0	0
SENIOR PRODUCTION ENGINEER	85163.00	2	2	2	0	0	0	0
SHIPPING CLERK	33000.00	3	3	1	0	0	0	0
SHIPPING SUPERVISOR	54733.00	3	3	3	0	0	0	0
SORTER	33405.00	58	58	17	0	0	0	0
SUPERINTENDENT	78667.00	3	3	3	0	0	0	0
TEAM LEADER	37752.00	76	76	36	0	0	0	0
TECHNICIAN	43542.00	83	83	26	0	0	0	0
TOOL AND DIE	59942.00	12	12	2	0	0	0	0
TOOL ROOM SUPERVISOR	76900.00	1	1	1	0	0	0	0
EQUIPMENT ENGINEER	64531.00	7	7	7	0	0	0	0
LEAD TOOLING ENGINEER	91200.00	1	1	1	0	0	0	0
MFG SYSTEM SUPPORT SPECIALIST	0.00	0	0	0	0	0	0	0
PLANT HR COORDINATOR	0.00	0	0	0	0	0	0	0
TOOL ENGINEER	72033.33	3	3	3	0	0	0	0
SALARY LOA - HDCNT	0.00	0	0	0	0	0	0	0
TRAINER	38598.88	5	5	5	0	0	0	0
ASSEMBLY TECH SUPERVISOR	79000.00	1	1	1	0	0	0	0
DIM/LASER SCAN TECH	41200.00	1	1	1	0	0	0	0

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EQUIPMENT ENGINEER TECHNICIAN	57050.00	2	2	2	0	0	0	0
KPS SUPERVISOR	63850.00	1	1	1	0	0	0	0
LAUNCH ENGINEER	67775.00	4	4	4	0	0	0	0
PLANT COST ACCOUNTANT	38275.00	1	1	1	0	0	0	0
PREVENT MAINTENANCE SUPER	76475.00	1	1	1	0	0	0	0
PRODUCTION CONTROL SUPERVISOR	0.00	0	0	0	0	0	0	0
SENIOR LAUNCH ENGINEER	92625.00	1	1	1	0	0	0	0
MANUFACTURING ENGINEERING TECHNICIAN	59573.00	4	4	4	0	0	0	0
SUPERVISOR	0.00	0	0	-22	0	0	0	0
QUALITY AUDITOR	0.00	0	0	-3	0	0	0	0
JANITOR	0.00	0	0	-2	0	0	0	0
COORDINATOR	0.00	0	0	-1	0	0	0	0
ENGINEER	0.00	0	0	-13	0	0	0	0
SENIOR QUALITY ENGINEER	74945.00	1	1	1	0	0	0	0
ENGINEERING DOCUMENT ANALYST	44000.00	1	1	1	0	0	0	0
MAINTENANCE PLANNER	41200.00	2	2	2	0	0	0	0
MAINTENANCE SUPERVISOR	85000.00	1	1	1	0	0	0	0
MANUFACTURING ENG SUPV	84000.00	1	1	1	0	0	0	0
MOLDING TECH SUPV	87513.00	1	1	1	0	0	0	0
PLANT TRAINING COORDINATOR	35000.00	1	1	1	0	0	0	0
PRODUCTION CONTROL CLERK	35541.00	1	1	1	0	0	0	0
PRODUCTION CONTROL SUPV	54500.00	1	1	1	0	0	0	0
PRODUCTION ENG SUPV	93000.00	1	1	1	0	0	0	0
<b>Totals:</b>		<b>1353</b>	<b>1353</b>	<b>634</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

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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
MAINTENANCE	33925.00	2	2	0	0
ELECTRICIAN	40810.00	2	2	0	0
ENGINEER	48422.00	14	14	0	0
MANUFACTURING CLERK	33530.00	1	1	0	0
ANALYST	48922.00	2	2	0	0
JANITOR	28558.00	2	2	0	0
MANAGER	79664.00	8	8	0	0
TOOL & DIE	53102.00	6	6	0	0
MASTER TECHNICIAN	47382.00	2	2	0	0
MATERIAL HANDLER	31824.00	30	30	0	0
OPERATOR	30202.00	161	161	0	0
PAINT MIXER	37898.00	2	2	0	0
PHOTOMETRIC LAB TECH	31533.00	1	1	0	0
TECHNICIAN	37627.00	19	19	0	0
PROD CONTRL PLANNER	31533.00	1	1	0	0
QUALITY SPECIALIST	37856.00	2	2	0	0
SHIP RECEIVE CLERK	26062.00	1	1	0	0
SORTER	28558.00	14	14	0	0
SUPERVISOR	43014.00	12	12	0	0
TEAM LEADER	33925.00	18	18	0	0
<b>Totals:</b>		<b>300</b>	<b>300</b>	<b>0</b>	<b>0</b>

**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
<b>Totals:</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



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### 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
<b>Totals:</b>		<b>0</b>		<b>\$0.00</b>

### 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:

NAL hired more employees than required by the agreement due to the growth of our business and production needs.

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**North American Lighting, Inc.**

**Paris**

I, Jennifer Collier, 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

**General Manager - Accounting**

\_\_\_\_\_  
Title