

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2020

Hireology, Inc

Chicago

### I. Development Assistance Agreements Awarded in 2018

	Assistance Amount	Agreement Number
EDGE Tax Credit	0.00	18 ZCA020

### II. Organization/Project Site Information

Chief Officer or authorized designee	Ryan Gruhlke
Title	Controller
Address	303 E Wacker Dr, Ste 400
	Chicago, IL 60601
	United States
Phone	3127369663
E-mail	rgruhlke@hireology.com
Standard Industrial Classification Number (SIC#)	7372
North American Industry Classification System (NAICS)	511200

III. Did the recipient's use of the State Funding reduce employment at any other site in Illinois? No

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2020

Hireology, Inc

Chicago

### IV. Job Creation and Retention Data

**Program Type** EDGE Tax Credit

**Agreement Number** 18 ZCA020

**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
Account Management	75000.00	31	31	0	0
Management	75000.00	8	8	0	0
Operations	75000.00	24	24	0	0
R&D	75000.00	10	10	0	0
Sales	750000.00	34	34	0	0
Administrative	0.00	0	0	0	0
<b>Totals:</b>		<b>107</b>	<b>107</b>	<b>0</b>	<b>0</b>

### Number of Employees As of the Date of the Report (12/31/2020)

Job Classification	Avg Annual Salary	Positions	Full-Time	+/-	Part-Time	+/-	Temporary	+/-
Account Management	75000.00	44	44	13	0	0	0	0
Management	200000.00	7	7	-1	0	0	0	0
Operations	75000.00	36	36	12	0	0	0	0
R&D	75000.00	2	2	-8	0	0	0	0
Sales	75000.00	37	37	3	0	0	0	0
Administrative	75000.00	0	0	0	0	0	0	0
<b>Totals:</b>		<b>126</b>	<b>126</b>	<b>19</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Corporate Accountability for Tax Expenditures Act 93-552

### Annual Project Progress Reports for 2020

Hireology, Inc

Chicago

#### 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
Account Management	75000.00	15	15	0	0
Management	75000.00	1	1	0	0
Operations	75000.00	1	1	0	0
R&D	75000.00	1	1	0	0
Sales	75000.00	7	7	0	0
<b>Totals:</b>		<b>25</b>	<b>25</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>

#### Number of Full-Time Permanent Employees Anticipated To Be Hired at this Site on 12/31/2020

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
Account Management	7/1/2021	1	\$45,000.00	\$45,000.00
Managemnt	7/1/2021	1	\$200,000.00	\$200,000.00
Sales	9/1/2021	12	\$60,000.00	\$720,000.00
Operations	6/1/2021	3	\$75,000.00	\$225,000.00
R&D	7/1/2021	1	\$100,000.00	\$100,000.00
<b>Totals:</b>		<b>18</b>		<b>\$1,290,000.00</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:

# Corporate Accountability for Tax Expenditures Act 93-552

## Annual Project Progress Reports for 2020

Hireology, Inc

Chicago

As a Hiring/Talent Management platform serving small and midsize businesses, many of its clients were furloughing employees or shutting down operations. Since many of our clients' industries (fitness/wellness, automotive, etc.) were negatively impacted by the Covid-19 pandemic, in May 2020, we furloughed approximately 40 employees. As the Covid-19 pandemic progressed, and companies started hiring again, we slowly started re-hiring our employees and hiring new employees. Many of the new hires are currently remote employees (some of whom live out of state with the idea that many would move to Illinois once our offices were open again).

At the time of DCEO's October 21, 2020 guidance, we believed we met the job requirement as we had 133+ employees, therefore we did not request an extension prior to the December 31, 2020 deadline. However, in the last month, during our Agreed Upon Procedure audit process, we determined that some of the employees on our payroll did not qualify using the EDGE program's definition of a "Full-Time Employee" or "New Employee" as many did not pay IL withholding tax because of their remote status outside of Illinois.

We are continuing to hire and are hopeful our offices will open later this year (2021) and we believe some of our currently "ineligible" employees will become "eligible" as they move into the State and start paying IL withholding. Additionally, the company is planning to hire more new positions as the year progresses thus making our request for one year "Extension of the Placed in Service Date" to include 12/31/2021 more important.

**Corporate Accountability for Tax Expenditures Act 93-552**

**Annual Project Progress Reports for 2020**

Hireology, Inc

Chicago

I, Ryan Gruhlke, 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

**5/3/2021**

\_\_\_\_\_  
Date

**Controller**

\_\_\_\_\_  
Title