

Corporate Accountability for Tax Expenditures Act 93-552

Annual Project Progress Reports for 2020

Menard, Inc.

Plano

I. Development Assistance Agreements Awarded in 2018

| | Assistance Amount | Agreement Number |
|-----------------|-------------------|------------------|
| EDGE Tax Credit | 0.00 | 18 ZCA034 |

II. Organization/Project Site Information

| | |
|---|---------------------------|
| Chief Officer or authorized designee | Al Rowland |
| Title | General Manager |
| Address | 5101 Menard Dr. |
| | Eau Claire, WI 54703-9604 |
| | USA |
| Phone | (715) 876-2249 |
| E-mail | ecdc@menard-inc.com |
| Standard Industrial Classification Number (SIC#) | 5211 |
| North American Industry Classification System (NAICS) | 444110 |

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 18 ZCA034

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 |
|---------------------------|-------------------|------------|------------|-----------|-----------|
| Production and Management | 44942.00 | 919 | 919 | 0 | 0 |
| Totals: | | 919 | 919 | 0 | 0 |

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

| Job Classification | Avg Annual Salary | Positions | Full-Time | +/- | Part-Time | +/- | Temporary | +/- |
|---------------------------|-------------------|------------|------------|------------|-----------|----------|-----------|----------|
| Production and Management | 44942.00 | 905 | 905 | -14 | 0 | 0 | 0 | 0 |
| Totals: | | 905 | 905 | -14 | 0 | 0 | 0 | 0 |

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 |
|--------------------|-------------------|-----------|-----------|-----------|-----------|
| Production | 33036.00 | 43 | 43 | 0 | 0 |
| Management | 45000.00 | 8 | 8 | 0 | 0 |
| Totals: | | 51 | 51 | 0 | 0 |

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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 12/31/2020

| 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 |
|--------------------|----------------------------|--|--------------------------------------|---------------------------------|
| Management | 1/1/2020 | 8 | \$45,000.00 | \$360,000.00 |
| Production | 1/20/2020 | 43 | \$33,036.00 | \$1,420,548.00 |
| Totals: | | 51 | | \$1,780,548.00 |

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:

Since COVID-19 started it has been difficult to hire people and fill open positions.

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