



ILLINOIS TOLLWAY
2700 Ogden Avenue, Downers Grove, IL 60515
(630) 241-6800 • illinoistollway.com


January 25, 2021

Chet Pinski
Human Rights Specialist
Legal Division—Liaison Unit
Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, IL 60601

Dear Mr. Pinski:

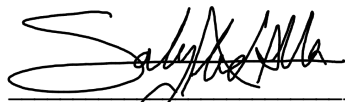
The Illinois State Toll Highway Authority (“The Tollway”) presents our Second Quarterly Report for Fiscal Year 2021. Should you have any questions, please do not hesitate to contact Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,



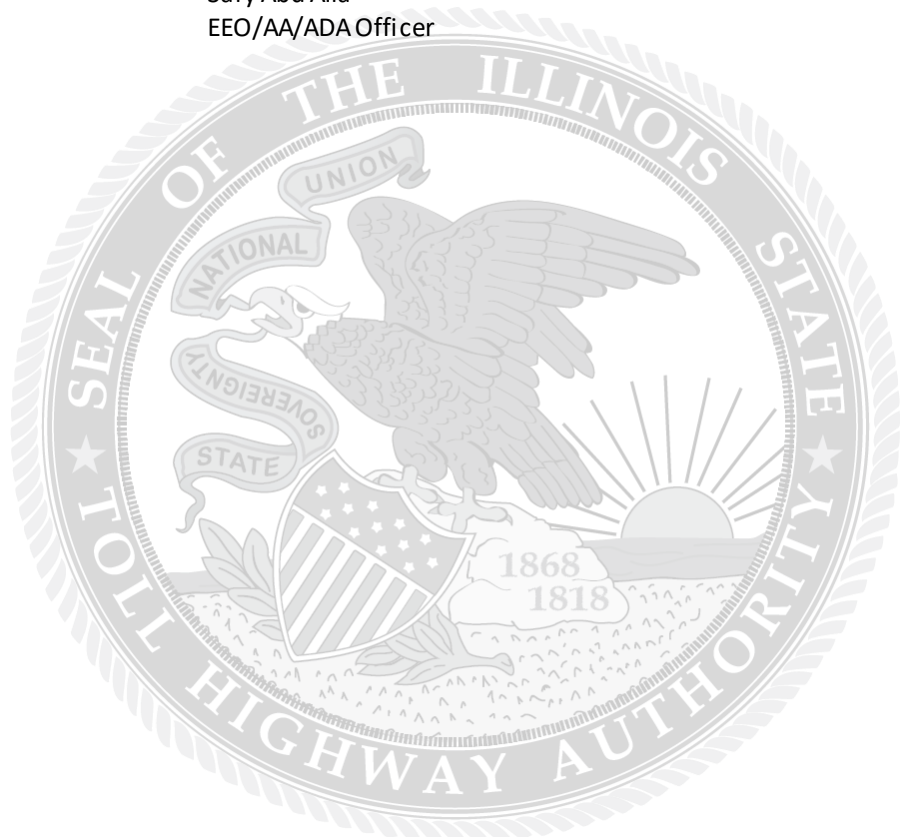
José Alvarez (Jan 25, 2021 15:04 CST)

José R. Alvarez
Executive Director



Saly Abd Alla
EEO/AA/ADA Officer

Enclosure





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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

Second Quarter - Fiscal Year July 1, 2020 to June 30, 2021

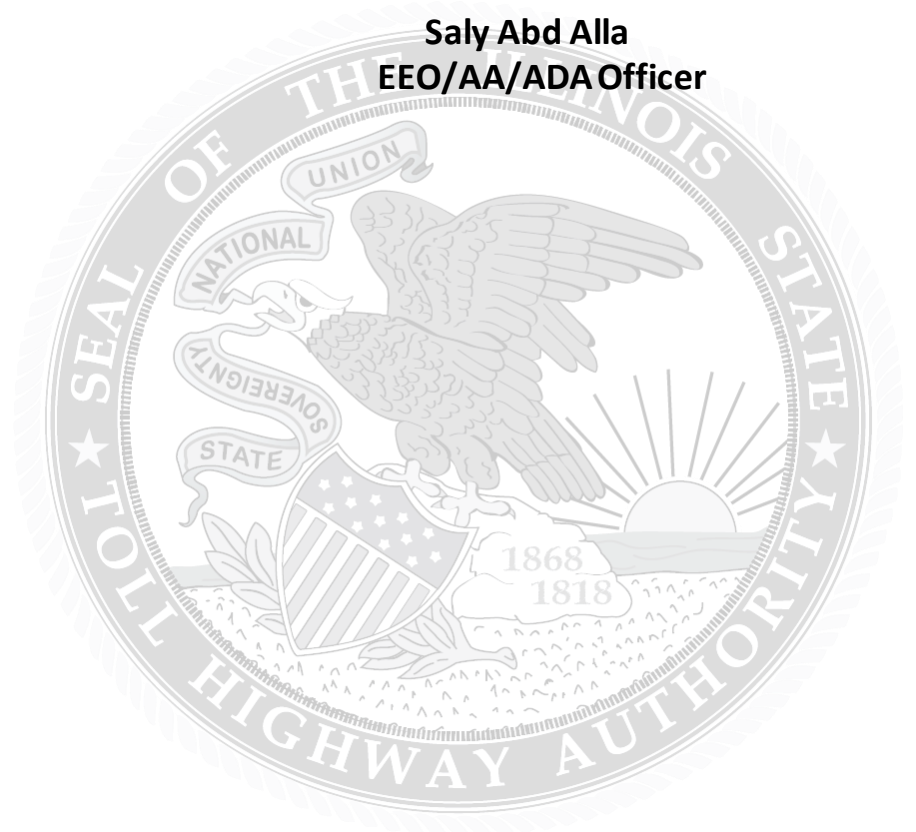
October 1, 2020

Through

December 31, 2020

José R. Alvarez
Executive Director

Saly Abd Alla
EEO/AA/ADA Officer



Quarterly Report Format

This is the second in a series of four quarterly reports for the period of the fiscal year of July 1, 2020 to June 30, 2021. Each of the quarterly reports follow the same format consisting of six sections. Each section is based upon forms required by the Illinois Department of Human Rights (IDHR).

The first section consists of the “Program Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a section detailing how the Tollway plans to meet its program and numerical goals and objectives of achieving a workforce with no categories underutilized. Each quarter, those goals are reviewed to see whether or not the Tollway is on schedule to meet the goals. This is shown on IDHR form 13Q.

The second section lists the “Quarterly Underutilization Summary” for each region of the state in which Tollway employees are working. While IDHR breaks the state into eleven regions, the Tollway has employees working in only three of the regions. The underutilization from the beginning of the Plan is identified. The race and sex of each newly hired employee, promoted employee and the termination of each employee is categorized into job groups as identified by IDHR (officials/managers, professional, technical, administrative support, skilled craft and service maintenance). The promoted and newly hired employees are subtracted from the underutilization at the beginning of the quarter. This process determines the current underutilization. This is shown on IDHR form 12Q.

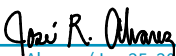
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

The fourth section is a “Summary of Workforce Transactions” Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

The fifth section, the “Disability Quarterly Report,” is a report on the status of employment of persons with disabilities for the quarter. The underutilization of persons with disabilities is shown along with the total number of hires for the quarter and the total number of hires of persons with disabilities. A breakdown of the number of persons with disabilities, which are underrepresented, is displayed. The Tollway is at parity for employing persons with disabilities. This is shown on IDHR form 27Q.

The final section details the Employment Discrimination Complaints. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on the second page. This is IDHR form 15Q.

The Illinois State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.


Jose Alvarez (Jan 25, 2021 15:04 CST)

José R. Alvarez
Executive Director



Saly Abd Alla
EEO/AA/ADA Officer

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Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway)

Reporting Period: October 1, 2020 – December 31, 2020

List Program Goals & Objectives and if Met/Not Met

Provided Diversity Training to New Hires

Provided Discrimination/Harassment Training

Provided Sexual Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training

Continue providing Diversity Training to New Hires

Continue providing Sexual Harassment Training

Provide ADA Training to Managers & Supervisors

Recruitment

To expand our applicant pool and reach the maximum number of applicants, positions are posted using the Tollway website, governmentjobs.com and Linked-in, which also automatically send the postings to sites like Indeed and Google. Positions were also advertised through the Tollway's Handshake account which is connected with 215 campuses. When targeting particular talent for technical positions, the Tollway partners with professional groups (for example The Association of Inspector Generals, The Illinois Association of Public Procurement Officials (IAPPO.org), and The Institute for Public Procurement (nigp.org).

We attended the following job fair/sessions this quarter:

Saint Xavier University Virtual Fair 2020

Triton College Employer Virtual Showcase

*Many fairs postponed due to COVID

Quarterly Underutilization Summary Form

Agency: The Illinois State Toll Highway Authority
 Region: **1**

Reporting Period: October 1, 2020 - December 31, 2020

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	13	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	6	23	7
Asian	P	P	9	N/A	N/A	P	5	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 23	0	1WF, 5WM, 2BF	3WF, 4WM	N/A	N/A	6WF, 1BF, 1WM	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 24	0	1AF, 2WF, 4WM, 1HM	4WF, 1AF, 1HM, 1HF, 1WM	N/A	N/A	1WF, 2BF	5WM, 1HM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	13	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	6	22	7
Asian	P	P	8	N/A	N/A	P	5	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: The Illinois State Toll Highway Authority
 Region: **2**

Reporting Period: October 1, 2020 - December 31, 2020

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	2	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 1	0	0	0	N/A	N/A	0	1WF	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	1	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: The Illinois State Toll Highway Authority
 Region: **3**

Reporting Period: October 1, 2020 - December 31, 2020

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 0	0	0	0	N/A	N/A	0	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020-December 31, 2020

Region: 1

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	27	17	10	4	1	2	0	0	0	10	3	6	0	1	0	0	0	62.96%	37.04%	48.15%	37.04%	3.70%	11.11%	0.00%	0.00%	0.00%
Professionals	133	73	51	6	7	5	0	4	2	60	31	19	8	2	0	0	3	54.89%	45.11%	61.65%	18.80%	11.28%	5.26%	0.00%	3.01%	3.76%
Technicians	218	126	91	19	8	5	0	3	15	92	57	24	9	4	0	1	8	57.80%	42.20%	67.89%	19.72%	7.80%	4.13%	0.00%	1.83%	10.55%
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	347	131	63	30	15	19	0	5	15	216	95	84	22	5	0	10	30	37.75%	62.25%	45.53%	32.85%	10.66%	6.92%	0.00%	4.32%	12.97%
Skilled Craft	324	322	241	29	40	1	2	10	15	2	1	1	0	0	0	0		99.38%	0.62%	74.69%	9.26%	12.35%	0.31%	0.62%	3.09%	4.63%
Service / Maintenance	64	59	40	11	6	2	0	0	9	5	2	2	1	0	0	0		92.19%	7.81%	65.63%	20.31%	10.94%	3.13%	0.00%	0.00%	14.06%
TOTAL	1,113	728	496	99	77	34	2	22	56	385	189	136	40	11	0	11	41	65.41%	34.59%	61.55%	21.11%	10.51%	4.04%	0.18%	2.96%	8.72%

Grand Total Employees for Region 1:	Males: 728 65.41%	Females: 385 34.59%	Total Minorities: 432 38.81%	Veterans: 52 4.70%
White: 685 61.55%	Black/African American: 235 21.11%	Hispanic/Latino: 117 10.51%	Asian: 45 4.04%	AI/AN: 2 0.18%
			OTHER: 33 2.96%	PWD: 97 8.72%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

Note: One female in the Technician category identified as B/AA&W and another as W&A. One male in the Administrative Support category identified as H/L&W. One male in the Skilled Craft Category identified as H/L&O.

Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020-December 31, 2020

Region: **2**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	6	4	4	0	0	0	0	0	1	2	2	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	50	22	17	2	2	0	0	1	2	28	21	3	0	0	0	4	4	44.00%	56.00%	76.00%	10.00%	4.00%	0.00%	0.00%	10.00%	12.00%
Skilled Craft	48	46	41	1	2	0	1	1	2	2	2	0	0	0	0	0	0	95.83%	4.17%	89.58%	2.08%	4.17%	0.00%	2.08%	2.08%	4.17%
Service / Maintenance	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	105	72	62	3	4	0	1	2	5	33	26	3	0	0	0	4	4	68.57%	31.43%	83.81%	5.71%	3.81%	0.00%	0.95%	5.71%	8.57%

Grand Total Employees for Region 2:	Males: 72 68.57%	Females: 33 31.43%	Total Minorities: 17 16.19%	Veterans: 1 0.90%
White: 88 83.81%	Black/African American: 6 5.71%	Hispanic/Latino: 4 3.81%	Asian: 0 0.00%	AI/AN: 1 0.95%
			OTHER: 6 5.71%	PWD: 9 8.57%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
DHR-9 (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020-December 31, 2020

Region: **3**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES							
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O
Officials / Administrators	0	0								0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0								0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0								0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0								0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	23	23	21	0	2	0	0	0	0	1	0	0	0	0	0	0	100.00%	0.00%	91.30%	0.00%	8.70%	0.00%	0.00%	0.00%	4.35%
Service / Maintenance	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	27	25	23	0	2	0	0	0	0	1	2	2	0	0	0	0	92.59%	7.41%	92.59%	0.00%	7.41%	0.00%	0.00%	0.00%	3.70%

Grand Total Employees for Region 3:	Males: 25 92.59%	Females: 2 7.41%	Total Minorities: 2 7.41%	Veterans: 4 14.80%
White: 25 92.59%	Black/African American: 0 0.00%	Hispanic/Latino: 2 7.41%	Asian: 0 0.00%	AI/AN: 0 0.00%
			OTHER: 0 0.00%	PWD: 1 3.70%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
DHR-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020-December 31, 2020

Grand Total

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	27	17	10	4	1	2				10	3	6		1				62.96%	37.04%	48.15%	37.04%	3.70%	11.11%			
Professionals	133	73	51	6	7	5		4	2	60	31	19	8	2			3	54.89%	45.11%	61.65%	18.80%	11.28%	5.26%		3.01%	3.76%
Technicians	226	132	97	19	8	5		3	16	94	59	24	9	4		1	8	58.41%	41.59%	69.03%	19.03%	7.52%	3.98%		1.77%	10.62%
Protective Service																										
Para-professionals																										
Administrative Support	398	153	80	32	17	19		6	17	245	117	87	22	5		14	34	38.44%	61.56%	49.50%	29.90%	9.80%	6.03%		5.03%	12.81%
Skilled Craft	395	391	303	30	44	1	3	11	18	4	3	1						98.99%	1.01%	77.47%	7.85%	11.14%	0.25%	0.76%	2.78%	4.56%
Service / Maintenance	66	59	40	11	6	2			9	7	4	2	1					89.39%	10.61%	66.67%	19.70%	10.61%	3.03%			13.64%
TOTAL	1,245	825	581	102	83	34	3	24	62	420	217	139	40	12		15	45	66.27%	33.73%	64.10%	19.36%	9.88%	3.69%	0.24%	3.13%	8.59%

Grand Total Employees:		Males:	825	Females:	420	Total Minorities:	452	Veterans:	57
			66.27%		33.73%		36.31%		4.60%
White:	798	Black/African American:	241	Hispanic/Latino:	123	Asian:	46	AI/AN:	3
	64.10%		19.36%		9.88%		3.69%		0.24%
								OTHER:	39
									3.13%
								PWD:	107
									8.59%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
DHR-9 (Rev. Feb. 2016)

Note: One female in the Technician category identified as B/AA&W, and another as W&B/AA. One male in the Administrative Support category identified as H/L&W. One male in the Skilled Craft category identified as H/L&O. One female in the Para-Professionals category identified as W&B/AA.

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: PROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES										
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD	
			New Hires	8	5	4		1					3	2			1				1	62.50%	37.50%	75.00%	0.00%	12.50%	12.50%
Promotions	8	5	5							3	1	2							62.50%	37.50%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	1		1						1	1								50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Suspensions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	4	2	1			1				2		1		1					50.00%	50.00%	25.00%	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Discharges	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: TECHNICIANS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
			New Hires	7	2	1		1					5	4		1	1				28.57%	71.43%	71.43%	0.00%	28.57%	14.29%
Promotions	7	4	4						2	3	3							57.14%	42.86%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%
Intra-Agency Transfers	3	0								3	3			1				0.00%	100.00%	100.00%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	5	3	3							2	2							60.00%	40.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	2	0								2	2							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	Grand Total		MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	3	0							3	1	2						0.00%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	8	1	1						7	6	1					1	12.50%	87.50%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%	
Intra-Agency Transfers	1	0							1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	2	1		1					1		1						50.00%	50.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	7	6	5					1	1	1							85.71%	14.29%	85.71%	0.00%	0.00%	0.00%	0.00%	14.29%	14.29%	
Discharges	1	0							1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: SKILLED CRAFT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	7	6	5		1					1	1							85.71%	14.29%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	2	2							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Separations	6	6	5		1					0								100.00%	0.00%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	33.33%
Discharges	2	1	1							1		1						50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total		MALES							FEMALES							PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD	
New Hires	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	1		1						0								100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Summary of Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2020 - December 31, 2020

EEO Category: GRAND TOTAL

Transaction	Grand		MALES							FEMALES							PERCENTAGES									
	Total	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
	New Hires	25	13	10		3					12	8	2	1	2			1	52.00%	48.00%	72.00%	8.00%	16.00%	8.00%		
Promotions	23	10	10						2	13	10	3					1	43.48%	56.52%	86.96%	13.04%					13.04%
Intra-Agency Transfers	7	1		1					1	6	6		1					14.29%	85.71%	85.71%	14.29%		14.29%			14.29%
Suspensions	5	4	2	2					1	1		1						80.00%	20.00%	40.00%	60.00%					20.00%
Separations	22	17	14		1	1		1	3	5	3	1		1				77.27%	22.73%	77.27%	4.55%	4.55%	9.09%		4.55%	13.64%
Discharges	5	1	1							4	2	2						20.00%	80.00%	60.00%	40.00%					
Lay Off																										
Demotions																										
Reductions																										
Reinstatements																										
Reemployment																										
Upward Reallocations																										
Downward Reallocations																										

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

*One female new hire identified as 2 races (W&A)

Quarterly Report on Disability

Agency: The Illinois State Toll Highway Authority

Quarter: October 1, 2020 – December 31, 2020

Underutilization of people with disabilities at the beginning of the quarter: P

Total hires during the quarter: 25

Total hires of people with disabilities in this quarter: 1

Underutilization of people with disabilities at the end of the quarter: P

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: The Illinois State Toll Highway Authority		Reporting Period:	October 1, 2020 - December 31, 2020	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
11/5/2020	Region 1	Harassment/Discrimination	Age	Closed/unsubstantiated
11/16/2020	Region 1	Discrimination	Race	Closed/withdrawn

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

**Basis= Sex, Race, Religion, National Origin, etc.

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: The Illinois State Toll Highway Authority			Reporting Period:	October 1, 2020 - December 31, 2020
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

**Basis= Sex, Race, Religion, National Origin, etc.