



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

April 21, 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:

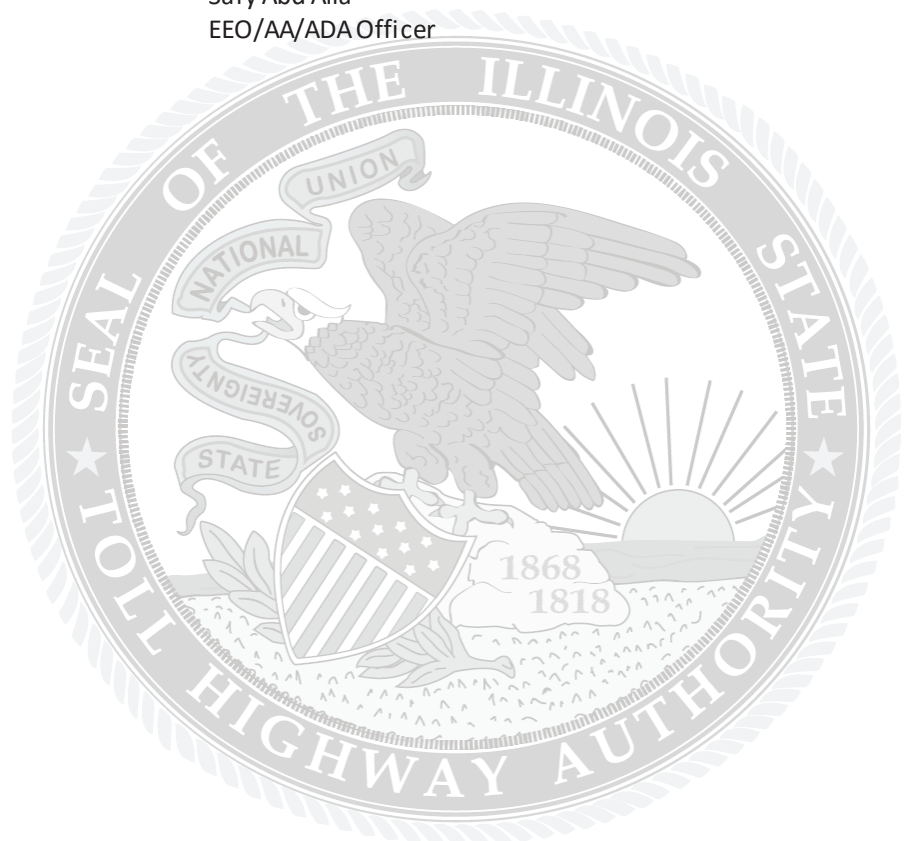
The Illinois State Toll Highway Authority (“The Tollway”) presents our Third Quarterly Report for Fiscal Year 2021. Should you have any questions, please do not hesitate to contact Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

José R. Alvarez
Executive Director

Saly Abd Alla
EEO/AA/ADA Officer

Enclosure





ILLINOIS TOLLWAY
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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

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

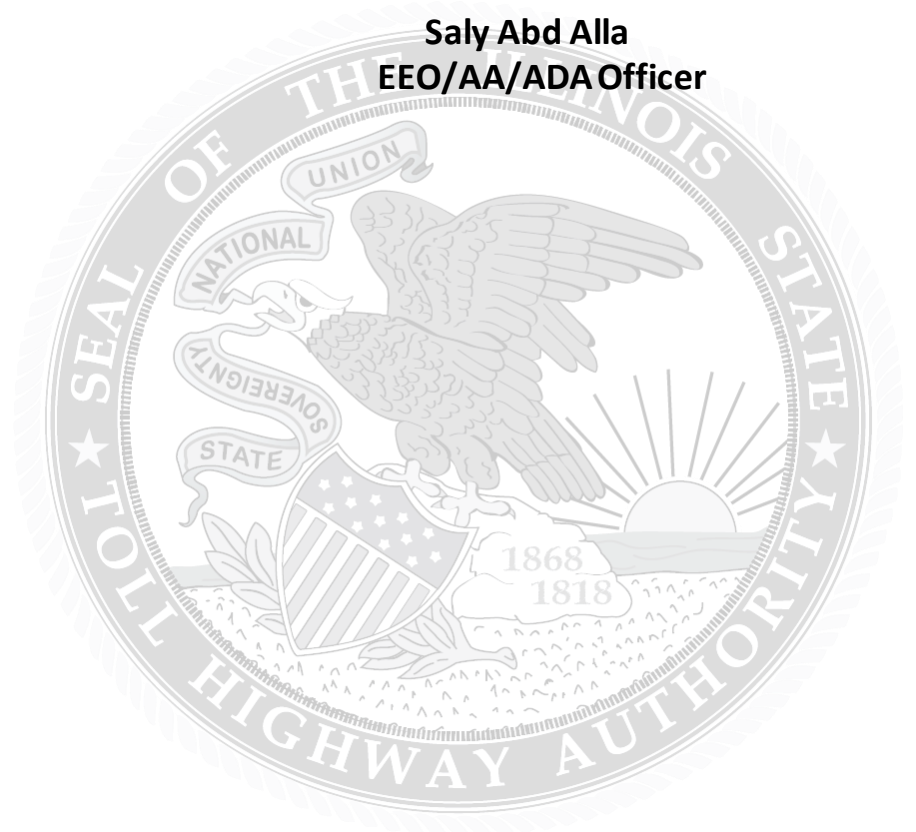
January 1, 2021

Through

March 31, 2021

José R. Alvarez
Executive Director

Saly Abd Alla
EEO/AA/ADA Officer



Quarterly Report Format

This is the third 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.

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: January 1, 2021 – March 31, 2021

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 the applicant pool and reach the maximum number of applicants, positions are posted using the Tollway's website, governmentjobs.com and Linked-in, which also automatically send the positions to sites like Indeed and Google. Positions are also advertised through the Tollway's Handshake account which is connected to 226 campuses, and individual connections have been made to an additional 33 community colleges campuses throughout the Chicagoland area.

When targeting particular talent for technical positions, the Tollway partners with professional groups including the Association of Inspector Generals, the Illinois Association of Public Procurement Officials (IAPPO.org), the Institute for Public Procurement (nigp.org), Chicago Society of Hispanic Professional Engineers Association, Society of Female Engineers Association, and the Association of Latino Professionals For America Chicago Chapter. Also, specialized LinkedIn groups of Chicago Young Professional and Information Security Community for technical industry roles have been marketed to.

Additional partnerships have been made with the following community based organizations: Goodwill, Southwest Suburban Cook County American Job Center (SERCO), Illinois Department of Employment Services, Chatham Education and Workforce Center, Women in Public Finance, Women in Transportation, and the American Society of Civil Engineers.

We attended the following job fair/sessions this quarter:

- Women in Transportation, and the American Society of Civil Engineers Mock Interview
- Chatham Education and Workforce Center Career Fair
- All Majors Virtual Career Fair 2021 Registration
- Goodwill Meet/Greet
- Virtual Goodwill Meet
- UIC Engineering and Computer Science Virtual Spring 2021 Career Fair
- 2021 Virtual STEM Career & Internship Fair
- Goodwill Mock Interview Event
- Southwest Suburban Cook County American Job Center Virtual Meet/Greet
- Goodwill Interviewing Techniques Event

Quarterly Underutilization Summary Form

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

Reporting Period: January 1, 2021 - March 31, 2021

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	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

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 17	1WM	2WM, 1BF	2WM, 1BM, 2HF, 1HM, 1WF	N/A	N/A	3BF, 2WF, 1BM	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 30	1WF	2WM, 1AM, 1W&BF	2WM, 1B&HM, 1WF, 1BF, 1AF	N/A	N/A	1HF	8WM, 5BM, 5HM	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	5	17	7
Asian	P	P	7	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: January 1, 2021 - March 31, 2021

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	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

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	1WM	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: January 1, 2021 - March 31, 2021

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: January 1, 2021 - March 31, 2021

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	30	16	9	4	1	2	0	0	0	14	4	9	0	1	0	0	0	53.33%	46.67%	43.33%	43.33%	3.33%	10.00%	0.00%	0.00%	0.00%
Professionals	128	68	49	3	7	6	0	4	1	60	32	18	8	3	1	0	5	53.13%	46.88%	63.28%	16.41%	11.72%	7.03%	0.78%	3.13%	4.69%
Technicians	226	126	89	21	9	5	0	3	14	100	58	27	12	4	0	1	9	55.75%	44.25%	65.04%	21.24%	9.29%	3.98%	0.00%	1.77%	10.18%
Protective Service	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	312	111	55	26	13	13	0	5	13	201	88	79	19	5	0	10	27	35.58%	64.42%	45.83%	33.65%	10.26%	5.77%	0.00%	4.81%	12.82%
Skilled Craft	337	336	248	32	44	1	2	9	15	1	0	1	0	0	0	0	0	99.70%	0.30%	73.59%	9.79%	13.06%	0.30%	0.59%	2.67%	4.45%
Service / Maintenance	61	56	39	10	5	2	0	0	9	5	2	2	1	0	0	0	0	91.80%	8.20%	67.21%	19.67%	9.84%	3.28%	0.00%	0.00%	14.75%
TOTAL	1,094	713	488	96	78	29	2	20	52	381	183	135	40	13	1	11	41	65.17%	34.83%	61.33%	21.12%	10.79%	3.84%	0.27%	2.83%	8.50%

Grand Total Employees for Region 1:	Males: 713	Females: 381	Total Minorities: 425	Veterans: 50
	65.17%	34.83%	38.85%	4.60%
White: 671	Black/African American: 231	Hispanic/Latino: 118	Asian: 42	AI/AN: 3
61.33%	21.12%	10.79%	3.84%	0.27%
				OTHER: 31
				2.83%
				PWD: 93
				8.50%

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 Professional category identified as W&B/AA, another as A&AI/AN. One male in the Professional category identified as A&O.
One female in the Technician category identified as B/AA&W, another as W&B/AA. One male in the Technician category identified as B/AA&H/L.
One male in the Administrative Support category identified as H/L&W. [Each employee was only counted once in the total numbers]

Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

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																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	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	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	
Protective Service	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Para-professionals	0																0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support	34	14	10	2	2	0	0	0	2	20	13	3	0	0	0	4	41.18%	58.82%	67.65%	14.71%	5.88%	0.00%	0.00%	11.76%	11.76%	
Skilled Craft	47	45	40	1	2	0	1	1	2	2	2	0	0	0	0	0	95.74%	4.26%	89.36%	2.13%	4.26%	0.00%	2.13%	2.13%	4.26%	
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	88	63	54	3	4		1	1	5	25	18	3	0	0	0	4	71.59%	28.41%	81.82%	6.82%	4.55%	0.00%	1.14%	5.68%	7.95%	

Grand Total Employees for Region 2:	Males: 63	Females: 25	Total Minorities: 16	Veterans: 1
	71.59%	28.41%	18.18%	0.90%
White: 72	Black/African American: 6	Hispanic/Latino: 4	Asian: 0	AI/AN: 1
81.82%	6.82%	4.55%	0.00%	1.14%
				OTHER: 5
				5.68%
				PWD: 7
				7.95%

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: January 1, 2021 - March 31, 2021

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	PWD
Officials / Administrators	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	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							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Para-professionals	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Skilled Craft	24	24	22	0	2	0	0	0	1	0	0	0	0	0	0	0	100.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	4.17%	
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	29	27	25	0	2	0	0	0	1	2	2	0	0	0	0	0	93.10%	6.90%	93.10%	0.00%	6.90%	0.00%	0.00%	0.00%	3.45%	

Grand Total Employees for Region 3:	Males: 27 93.10%	Females: 2 6.90%	Total Minorities: 2 6.90%	Veterans: 4 14.80%
White: 27 93.10%	Black/African American: 0 0.00%	Hispanic/Latino: 2 6.90%	Asian: 0 0.00%	AI/AN: 0 0.00%
			OTHER: 0 0.00%	PWD: 1 3.45%

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: January 1, 2021 - March 31, 2021

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	30	16	9	4	1	2				14	4	9		1				53.33%	46.67%	43.33%	43.33%	3.33%	10.00%			
Professionals	128	68	49	3	7	6			4	1	60	32	18	8	3	1		53.13%	46.88%	63.28%	16.41%	11.72%	7.03%	0.78%	3.13%	4.69%
Technicians	234	132	95	21	9	5			3	15	102	60	27	12	4		1	56.41%	43.59%	66.24%	20.51%	8.97%	3.85%		1.71%	10.26%
Protective Service																										
Para- professionals																										
Administrative Support	348	126	66	28	15	13			5	15	222	102	82	19	5		14	36.21%	63.79%	48.28%	31.61%	9.77%	5.17%		5.46%	12.64%
Skilled Craft	408	405	310	33	48	1	3		10	18	3	2	1					99.26%	0.74%	76.47%	8.33%	11.76%	0.25%	0.74%	2.45%	4.41%
Service / Maintenance	63	56	39	10	5	2				9	7	4	2	1				88.89%	11.11%	68.25%	19.05%	9.52%	3.17%			14.29%
TOTAL	1,211	803	567	99	85	29	3		21	58	408	203	137	40	13	1	15	66.31%	33.69%	63.58%	19.49%	10.32%	3.47%	0.33%	2.97%	8.34%

Grand Total Employees:	Males: 803 66.31%	Females: 408 33.69%	Total Minorities: 443 36.58%	Veterans: 55 4.50%
White: 770 63.58%	Black/African American: 236 19.49%	Hispanic/Latino: 125 10.32%	Asian: 42 3.47%	AI/AN: 4 0.33%
			OTHER: 36 2.97%	PWD: 101 8.34%

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 Professional category identified as W&B/AA, another as A&AI/AN. One male in the Professional category identified as A&O. One female in the Technician category identified as B/AA&W, another as W&B/AA. One male in the Technician category identified as B/AA&H/L. One male in the Administrative Support category identified as H/L&W. (Each employee was only counted once in the total numbers)

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

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	1	0							1	1								0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1						0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	0							1		1							0.00%	100.00%	0.00%	100.00%	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	2	2	2						0									100.00%	0.00%	100.00%	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: January 1, 2021 - March 31, 2021

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	4	3	2			1		1		1	1	1					1	75.00%	25.00%	75.00%	25.00%	0.00%	25.00%	0.00%	25.00%	25.00%
Promotions	3	2	2							1		1						66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	3	1	1							2	2							33.33%	66.67%	100.00%	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	4	1		2			1			1		1						25.00%	25.00%	0.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%
Discharges	2	2	2							0								100.00%	0.00%	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

DHR-10 (Rev. Feb 2016)

NOTE: One male new hire identifies as A&O. One female new hire identifies as W&B/AA

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

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	6	3	2	1	1					3	1	1		1				50.00%	50.00%	50.00%	33.33%	16.67%	16.67%	0.00%	0.00%	0.00%
Promotions	7	4	2	1	1				1	3	1		2					57.14%	42.86%	42.86%	14.29%	42.86%	0.00%	0.00%	0.00%	14.29%
Intra-Agency Transfers	5	2	2							3	3							40.00%	60.00%	100.00%	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	5	2	2							3	3							40.00%	60.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
Discharges	3	1	1							2	1	1		1				33.33%	66.67%	66.67%	33.33%	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

DHR-10 (Rev. Feb 2016)

NOTE: One male new hire identified as B/AA&H/L. One discharged female identified as W&A.

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

EEO Category: ADMINISTRATIVE SUPPORT

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
New Hires	1								1			1					0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Promotions	6	1		1					5	2	3					1	16.67%	83.33%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	16.67%
Intra-Agency Transfers	8	3	3						5	2	3						37.50%	62.50%	62.50%	37.50%	0.00%	0.00%	0.00%	0.00%	12.50%
Suspensions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	48	28	16	4	1	6		1	2	20	15	4	1			5	58.33%	41.67%	64.58%	16.67%	4.17%	12.50%	0.00%	0.00%	14.58%
Discharges	1	0							1			1					0.00%	100.00%	0.00%	0.00%	100.00%	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: January 1, 2021 - March 31, 2021

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
New Hires	19	19	9	5	5					0							100.00%	0.00%	47.37%	26.32%	26.32%	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	13	13	8		5					0							100.00%	0.00%	61.54%	0.00%	38.46%	0.00%	0.00%	0.00%	0.00%
Suspensions	6	5	3	2						1	1						83.33%	16.67%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	5	5	3	1	1					0							100.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Discharges	3	2			2					1	1						66.67%	33.33%	33.33%	0.00%	66.67%	0.00%	0.00%	33.33%	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

DHR-10 (Rev. Feb 2016)

Note: One discharges male identified as H/L&O

**Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

EEO Category: SERVICE / MAINTENANCE

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%
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	1		1					0									100.00%	0.00%	0.00%	100.00%	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	1	1		1					0									100.00%	0.00%	0.00%	100.00%	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

**Summary of Workforce Transactions Report
by EEO Category**

Agency: The Illinois State Toll Highway Authority

Reporting Period: January 1, 2021 - March 31, 2021

EEO Category: GRAND TOTAL

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	31	25	13	6	6	1		1		6	3	2	1	1			1	80.65%	19.35%	51.61%	25.81%	22.58%	6.45%		3.23%	3.23%	
Promotions	17	8	5	2	1				1	9	3	4	2				1	47.06%	52.94%	47.06%	35.29%	17.65%				11.76%	
Intra-Agency Transfers	31	20	14	1	5				2	11	7	4						64.52%	35.48%	67.74%	16.13%	16.13%				6.45%	
Suspensions	6	5	3	2						1						1		83.33%	16.67%	50.00%	33.33%				16.67%		
Separations	65	41	23	8	2	6		2	3	24	18	5	1				5	63.08%	36.92%	63.08%	20.00%	4.62%	9.23%		3.08%	12.31%	
Discharges	9	5	3		2				1	4	2	1	1	1				55.56%	44.44%	55.56%	11.11%	33.33%	11.11%		11.11%		
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

DHR-10 (Rev. Feb 2016)

NOTE: One male new hire identifies as A&O, one as B/AA&H/L. One female identifies as W&B/AA. One discharged female identified as W&A. One discharged man identified as H/L&O.

Quarterly Report on Disability

Agency: The Illinois State Toll Highway Authority

Quarter: January 1, 2021 - March 31, 2021

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

Total hires during the quarter: 31

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:	January 1, 2021 - March 31, 2021
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/25/2021	Region One	Harrassment	Sex	Open

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:	January 1, 2021- March 31, 2021
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.