



**ILLINOIS TOLLWAY**  
2700 Ogden Avenue, Downers Grove, IL 60515  
(630) 241-6800 • [illinoistollway.com](http://illinoistollway.com)

January 21, 2022

Chet Pinski  
Human Rights Specialist  
Legal Division – Liaison Unit  
Illinois Department of Human Rights  
555 West Monroe Street, 7th Floor  
Chicago, IL 60661

Dear Mr. Pinski:

The Illinois State Toll Highway Authority (“The Tollway”) presents our Second Quarterly Report for Fiscal Year 2022. 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,

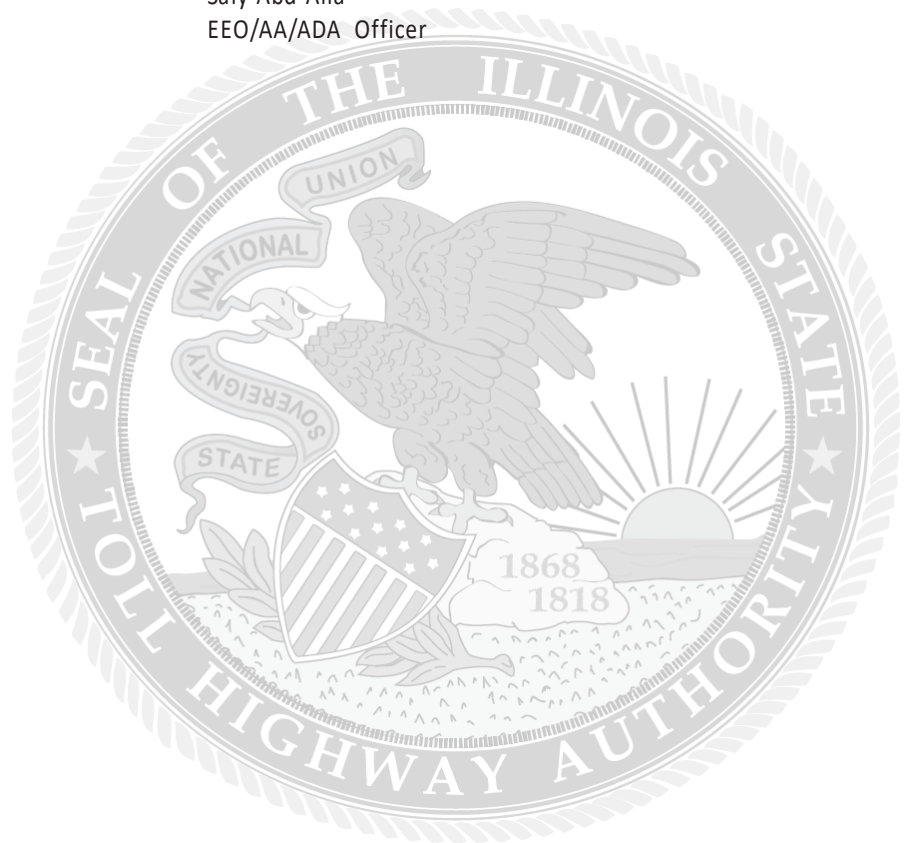
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Willard S. Evans  
Chairman & Chief Executive Officer

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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, 2021 to June 30, 2022**

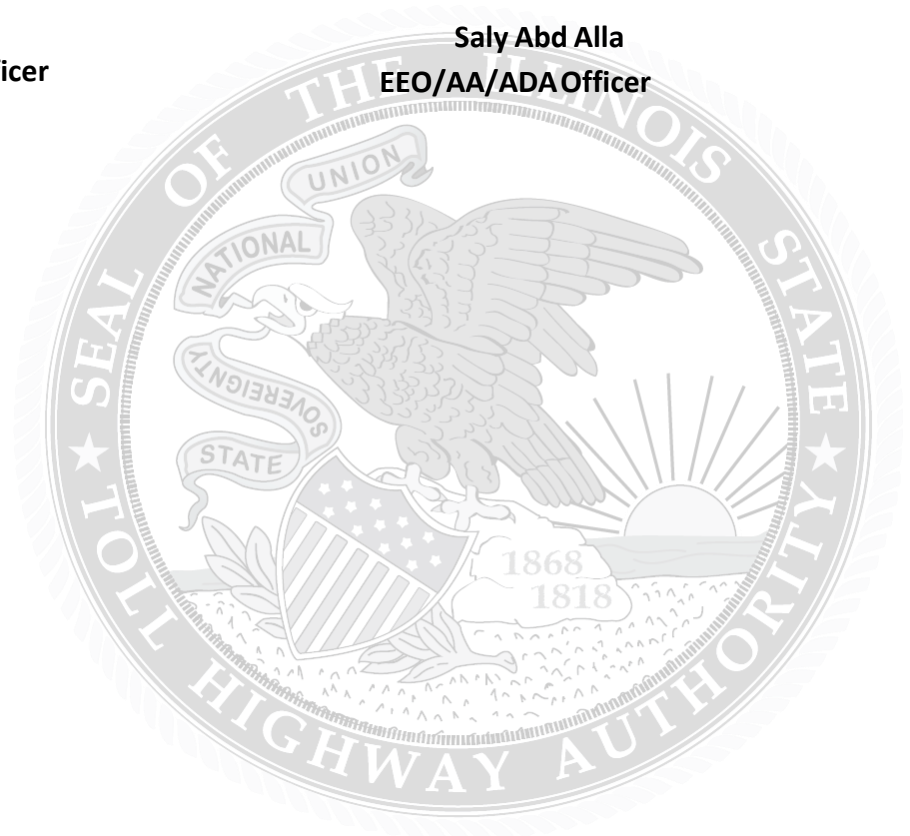
**October 1, 2021**

**Through**

**December 31, 2021**

**Willard S. Evans**  
Chairman & Chief Executive Officer

**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 October 1, 2021 to December 31, 2022. 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.

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Willard S. Evans  
Chairman & Chief Executive Officer

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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, 2021 - December 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 The Association of Inspector Generals, The Illinois Association of Public Procurement Officials (IAPPO.org), and The Institute for Public Procurement (nigp.org), Chicago Society of Hispanic Professional Engineers Association, Society of Female Engineers Association, the Association of Latino Professionals For America Chicago Chapter, and The Blue Line Association for Public Safety Jobs. 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, SERCO (Southwest Suburban Cook County American Job Center), Illinois Department of Employment Services, Chatham Education and Workforce Center, Women in Public Finance, Women in Transportation, the American Society of Civil Engineers and DuPage County Workforce Division.

## We attended the following job fair/sessions this quarter:

- All Major Virtual Career & Internship Fair at Western Illinois University
- All Majors Internship & Job Fair – Virtual via Huskies Get Hired
- Tech Connect – Big 10 Women in Tech Career Fair
- Illinois Association of Hispanic State Employees Conference and Career Fair
- Indiana University – Kelley Employer Networking Night
- National Louis University (Chicago) Business/CompSci/Comm Employers
- Chicago Community Job Fair hosted by IDES and America Works of Illinois Inc.
- National Louis University (Wheeling) CrimJus/Law/Govt Employers
- Lake Forest College Speed Networking Event
- Oakland University Fall HR and Job and Internship Career Fair
- IIT 7<sup>th</sup> Annual CAEE Career Connection
- Arrupe College/Loyola University Chicago
- Willow Creek Community Job Fair
- Chicago Sun Times Virtual Career Fair
- Community Job Fair hosted by IDES and Cook County Workforce Center
- McHenry County Disability Job Fair
- Northeastern Illinois University Fall 2021 STEAM Virtual Career Fair
- City Colleges of Chicago – Wilbur Wright College Virtual Fall 2021 Career Fair
- Valparaiso University All Majors Virtual Fair
- Government College Relations Council (UIC Cohost)
- Chicago Women in Trade and Illinois Tollway Meeting
- Orland Township Fall Job Fair 2021
- Indiana State University Virtual Fall Career Fair 2021
- West Suburban Jobs Council and Goodwill Workforce Connection Center – Lombard
- Chicago Women in Trade Mock Interview Event
- Mid-State Technical College Virtual Career Fair Fall 2021
- Illinois Legislative Latino Caucus Foundation Annual Conference (Job Fair Included)
- Congresswoman Marie Newman's Winter Job Fest (Representative for Illinois' Third District)

# Quarterly Underutilization Summary Form

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

Reporting Period: October 1, 2021 - December 31, 2021

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	16	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	4	17	10
Asian	P	P	10	N/A	N/A	P	5	P
American Indian / Alaskan 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	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:3	0	1 WM, 1 OM	1 BF	N/A	N/A	0	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:18	0	1 WM, 1 HM, 1 BF	2WM, 2BM, 1HM, 1WF, 1W/AF	N/A	N/A	2WM, 2WF, 1BF, 1HF	2WM	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	16	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	3	17	10
Asian	P	P	9	N/A	N/A	P	5	P
American Indian / Alaskan 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, 2021 - December 31, 2021

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan 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	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 2	0	0	0	N/A	N/A	0	0	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan 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, 2021 - December 31, 2021

## Beginning underutilization for this quarter

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

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan 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, 2021 - December 31, 2021

Region: **1**

EEO Category	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					
Grand Total	1,075	473	100	80	26	3	19	48	378	175	138	41	16	1	12	36	64.84%	35.16%	60.28%	22.14%	11.26%	3.91%	2.88%	7.81%						
Officials / Administrators	29	9	4	1	3		0	12	4	7		1			0	58.62%	41.38%	44.83%	37.93%	3.45%	13.79%	0.00%	0.00%	0.00%						
Professionals	151	54	10	6	6	4	2	72	40	22	6	4	1	1	4	52.32%	47.68%	62.25%	21.19%	7.95%	6.62%	0.66%	3.31%	3.97%						
Technicians	212	91	19	11	3	1	14	88	48	25	13	5			8	58.49%	41.51%	65.57%	20.75%	11.32%	3.77%	0.47%	0.47%	10.38%						
Protective Service	0	0					0	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	0						0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Administrative Support	310	109	56	25	13	11	5	201	82	81	21	6			24	35.16%	64.84%	44.52%	34.19%	10.97%	5.48%	0.00%	5.16%	11.29%						
Skilled Craft	326	233	34	46	1	2	9	14	1	1					0	99.69%	0.31%	71.47%	10.74%	14.11%	0.31%	0.61%	2.76%	4.29%						
Service / Maintenance	47	43	30	8	3	2	7	4	4	2	1				0	91.49%	8.51%	65.96%	21.28%	8.51%	4.26%	0.00%	0.00%	14.89%						
<b>TOTAL</b>	<b>1,075</b>	<b>473</b>	<b>100</b>	<b>80</b>	<b>26</b>	<b>3</b>	<b>19</b>	<b>48</b>	<b>378</b>	<b>175</b>	<b>138</b>	<b>41</b>	<b>16</b>	<b>1</b>	<b>12</b>	<b>36</b>	<b>64.84%</b>	<b>35.16%</b>	<b>60.28%</b>	<b>22.14%</b>	<b>11.26%</b>	<b>3.91%</b>	<b>2.88%</b>	<b>7.81%</b>						

<b>Grand Total Employees for Region 1:</b>	<b>Males:</b>	<b>697</b>	<b>Females:</b>	<b>378</b>	<b>Total Minorities:</b>	<b>436</b>
		<b>64.84%</b>		<b>35.16%</b>		<b>40.56%</b>
<b>White:</b>	<b>648</b>	<b>60.28%</b>	<b>Black/African American:</b>	<b>238</b>	<b>22.14%</b>	<b>31</b>
			<b>Hispanic/Latino:</b>	<b>121</b>	<b>11.26%</b>	<b>O:</b>
				<b>42</b>	<b>3.91%</b>	<b>AI/AN:</b>
				<b>4</b>	<b>0.37%</b>	<b>PWD:</b>
				<b>84</b>	<b>7.81%</b>	<b>7.81%</b>

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-9 (Rev. Feb. 2016)

# Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2021 - December 31, 2021

Region: **2**

EEO Category	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Professionals	0							0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Technicians	4	4						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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Para-professionals	0							0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Administrative Support	29	10	6	2	2		1	1	19	12	3				4	2	34.48%	65.52%	62.07%	17.24%	6.90%	0.00%	0.00%	0.00%	10.34%					
Skilled Craft	49	47	42	1	2		2	2	2	2						0	95.92%	4.08%	89.80%	2.04%	4.08%	0.00%	2.04%	2.04%	4.08%					
Service / Maintenance	1	0						0	1	1						0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
<b>TOTAL</b>	<b>83</b>	<b>61</b>	<b>52</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>3</b>	<b>22</b>	<b>22</b>	<b>15</b>	<b>3</b>	<b></b>	<b></b>	<b></b>	<b>4</b>	<b>2</b>	<b>73.49%</b>	<b>26.51%</b>	<b>80.72%</b>	<b>7.23%</b>	<b>4.82%</b>	<b>0.00%</b>	<b>1.20%</b>	<b>6.02%</b>	<b>6.02%</b>					

<b>Grand Total Employees for Region 2:</b>	<b>Males:</b>	<b>61</b>	<b>Females:</b>	<b>22</b>	<b>Total Minorities:</b>	<b>16</b>
		<b>73.49%</b>		<b>26.51%</b>		<b>19.28%</b>
<b>White:</b>	<b>67</b>	<b>80.72%</b>	<b>Black/African American:</b>	<b>6</b>	<b>Asian:</b>	<b>0</b>
				<b>7.23%</b>	<b>Hispanic/Latino:</b>	<b>4</b>
						<b>4.82%</b>
					<b>AI/AN:</b>	<b>1</b>
						<b>1.20%</b>
					<b>O:</b>	<b>5</b>
						<b>6.02%</b>
					<b>PWD:</b>	<b>5</b>
						<b>6.02%</b>

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-9 (Rev. Feb. 2016)

# Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2021 - December 31, 2021

Region: **3**

EEO Category	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					
Grand Total	26	24	0	2	0	0	0	1	2	2	0	0	0	0	0	0	7.69%	92.31%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	3.85%					
Officials / Administrators	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Technicians	2	2					0	0	0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Protective Service	0	0					0	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	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	1	1							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Skilled Craft	22	20		2			1	0	2							100.00%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	4.55%						
Service / Maintenance	1	0					0	1	1							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
<b>TOTAL</b>	<b>26</b>	<b>24</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>92.31%</b>	<b>7.69%</b>	<b>92.31%</b>	<b>0.00%</b>	<b>7.69%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.85%</b>						

<b>Grand Total Employees for Region 3:</b>	<b>Males:</b>	<b>24</b>	<b>92.31%</b>	<b>Females:</b>	<b>2</b>	<b>7.69%</b>	<b>Total Minorities:</b>	<b>2</b>	<b>7.69%</b>
<b>White:</b>	<b>24</b>	<b>92.31%</b>	<b>0.00%</b>	<b>Black/African American:</b>	<b>0</b>	<b>0.00%</b>	<b>Hispanic/Latino:</b>	<b>2</b>	<b>7.69%</b>
				<b>Asian:</b>	<b>0</b>	<b>0.00%</b>	<b>AI/AN:</b>	<b>0</b>	<b>0.00%</b>
				<b>O:</b>	<b>0</b>	<b>0.00%</b>	<b>PWD:</b>	<b>1</b>	<b>3.85%</b>

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-9 (Rev. Feb. 2016)

## Summary of Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2021 - December 31, 2021

Grand Total

EEO Category	MALES										FEMALES															
	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	29	9	4	1	3				12	4	7		1				58.62%	41.38%	44.83%	37.93%	3.45%	13.79%				
Professionals	151	54	10	6	6	4	2		72	40	22	6	4	1	1	4	52.32%	47.68%	62.25%	21.19%	7.95%	6.62%		0.66%	3.31%	3.97%
Technicians	218	97	19	11	3	1	14		88	48	25	13	5		8	59.63%	40.37%	66.51%	20.18%	11.01%	3.67%		0.46%	0.46%	10.09%	
Protective Service																										
Para-professionals																										
Administrative Support	340	119	62	15	11	5	12		221	95	84	21	6	15	26	35.00%	65.00%	46.18%	32.65%	10.59%	5.00%			5.88%	11.18%	
Skilled Craft	397	295	35	50	1	3	10	17	3	2	1					99.24%	0.76%	74.81%	9.07%	12.59%	0.25%		0.76%	2.52%	4.28%	
Service / Maintenance	49	30	8	3	2		7		6	3	2	1				87.76%	12.24%	67.35%	20.41%	8.16%	4.08%				14.29%	
<b>TOTAL</b>	<b>1,184</b>	<b>547</b>	<b>103</b>	<b>86</b>	<b>26</b>	<b>4</b>	<b>20</b>	<b>52</b>	<b>402</b>	<b>192</b>	<b>141</b>	<b>41</b>	<b>16</b>	<b>1</b>	<b>38</b>	<b>66.05%</b>	<b>33.95%</b>	<b>62.42%</b>	<b>20.61%</b>	<b>10.73%</b>	<b>3.55%</b>	<b>0.42%</b>	<b>3.04%</b>	<b>0.42%</b>	<b>7.60%</b>	

**Grand Total Employees:**

Males: 782  
66.05%

Females: 402  
33.95%

Total Minorities: 454  
38.34%

White: 739  
62.42%

Black/African American: 127  
10.73%

Hispanic/Latino: 10  
0.84%

Asian: 42  
3.55%

O: 36  
3.04%

PWD: 90  
7.60%

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-9 (Rev. Feb. 2016)

\*NOTE: One Professional Female identifies as W&B; one as A&A; One Professional Male identifies as A&O; One Technician Female identifies as B&W; one as W&B; one as W&A; One Technician Male identifies as W&A; One Administrative Support Male identifies as H&W.

### Workforce Transactions Report by EEO Category

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

**Reporting Period:** October 1, 2021 - December 31, 2021

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total	Total			AI			AN			O			PWD			W	B/AA	H/L	A	AI	AN	O	PWD															
		W	B/AA	H/L	A	AI	AN	O	PWD	W	B/AA	H/L	A	AI	AN	O									PWD														
New Hires	0	0										0											0.00%	0.00%	0.00%	0.00%													
Promotions	0	0										0											0.00%	0.00%	0.00%	0.00%													
Intra-Agency Transfers	0	0										0											0.00%	0.00%	0.00%	0.00%													
Suspensions	0	0										0											0.00%	0.00%	0.00%	0.00%													
Separations	0	0										0											0.00%	0.00%	0.00%	0.00%													
Discharges	2	0										0	2										100.00%	0.00%	100.00%	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)

### Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2021 - December 31, 2021

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES													PERCENTAGES												
	Total						AI						AN						Total						AI						AN								
	W	B/AA	H/L	A	O	PWD	W	B/AA	H/L	A	O	PWD	W	B/AA	H/L	A	O	PWD	W	B/AA	H/L	A	O	PWD	F	M	W	B/AA	H/L	A	O	PWD							
New Hires	3	2	1	1	0	0	1	1	1	0	0	0	1	1	0	0	0	0	66.67%	33.33%	33.33%	0.00%	0.00%	0.00%	33.33%	66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%							
Promotions	2	2	1	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%							
Intra-Agency Transfers	1	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%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Suspensions	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%							
Separations	3	2	1	1	0	0	1	1	1	0	0	0	1	1	0	0	0	0	66.67%	33.33%	33.33%	33.33%	33.33%	33.33%	33.33%	66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%							
Discharges	0	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%	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, 2021 - December 31, 2021

**EEO Category:** TECHNICIANS

Transaction	MALES													FEMALES													PERCENTAGES																														
	Total			W			B/AA			H/L			A			AI			AN			O			PWD			M			F			W			B/AA			H/L			A			AI			AN			O			PWD		
	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD												
New Hires	7	5	2	2	1			0	2	2			1				0	0	2	2			1			0	71.43%	28.57%							0	57.14%	28.57%	14.29%	14.29%					0.00%	0.00%												
Promotions	1	0						0	1		1						0	0	1		1					0.00%	100.00%								0.00%	100.00%	0.00%	0.00%					0.00%	0.00%													
Intra-Agency Transfers	2	2	2					0	0								0	0	0							100.00%	0.00%								100.00%	0.00%	0.00%	0.00%					0.00%	0.00%													
Suspensions	2	0						0	2	1	1						0	0	2	1	1					0.00%	50.00%	50.00%						50.00%	50.00%	0.00%	0.00%					0.00%	0.00%														
Separations	6	2	1				1	0	4	3	1					1	0	1	3	1						33.33%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	16.67%												
Discharges	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%	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 New Hire Female identifies as W&A





### Workforce Transactions Report by EEO Category

Agency: The Illinois State Toll Highway Authority

Reporting Period: October 1, 2021 - December 31, 2021

EEO Category: SKILLED CRAFT

Transaction	MALES														FEMALES														PERCENTAGES													
	Total							AI							AI							Total							AI							AI						
	Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD										
New Hires	2	2					0	0								0	100.00%							0	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%											
Promotions	0	0					0	0								0	0.00%							0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%											
Intra-Agency Transfers	6	4	1	1			0	0								0	100.00%							0	100.00%	66.67%	16.67%	16.67%	0.00%	0.00%	0.00%											
Suspensions	7	6		1			0	0								0	100.00%							0	100.00%	85.71%	14.29%	0.00%	0.00%	0.00%	0.00%											
Separations	13	10	2	1			2	0								0	100.00%							0	100.00%	76.92%	15.38%	7.69%	0.00%	0.00%	15.38%											
Discharges	1	1					0	0								0	100.00%							0	100.00%	100.00%	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, 2021 - December 31, 2021

**EEO Category:** SERVICE / MAINTENANCE

Transaction	MALES												FEMALES												PERCENTAGES													
	Total						AI						AI						Total						AI						AI							
	W	B/AA	H/L	A	AN	O	PWD	O	AN	A	H/L	W	W	B/AA	H/L	A	AN	O	PWD	O	AN	A	H/L	W	F	W	B/AA	H/L	A	AN	O	PWD	O	AN	A	H/L	W	
New Hires	0	0					0	0											0	0					0.00%	0.00%	0.00%	0.00%	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											0	0					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	1				0	0											0	0					0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%
Suspensions	0	0					0	0											0	0					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	7	6	6				1	1				1							0	1				1	14.29%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	100.00%	0.00%	0.00%	0.00%	0.00%	14.29%
Discharges	0	0					0	0											0	0					0.00%	0.00%	0.00%	0.00%	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, 2021 - December 31, 2021

**EEO Category:** GRAND TOTAL

Transaction	GRAND TOTAL																											
	MALES						FEMALES																					
	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD												
New Hires	18	7	2	2					7	4	2	1	1					61.11%	38.89%	61.11%	22.22%	16.67%	5.56%					
Promotions	3	1					1		1	1								66.67%	33.33%	33.33%	33.33%					33.33%		
Intra-Agency Transfers	13	7	2	2					2	1		1						84.62%	15.38%	61.54%	15.38%	23.08%						
Suspensions	14	6		2					6	2	2	2						57.14%	42.86%	57.14%	14.29%	28.57%					7.14%	
Separations	33	19	2	1	1		1	3	9	5	2	2				1		72.73%	27.27%	72.73%	12.12%	9.09%	3.03%			3.03%	12.12%	
Discharges	4	1							3	1	2							25.00%	75.00%	50.00%	50.00%							

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 New Hire Female identifies as W&A

# Quarterly Report on Disability

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

**Quarter:** October 1, 2021 – December 31, 2021

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

**Total hires during the quarter:** 18

**Total hires of people with disabilities in this quarter:** 0

**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, 2021 - December 31, 2021
<b>Date Received</b>	<b>Facility / Region</b>	<b>Action / Issue*</b>	<b>Basis**</b>	<b>Current Status / Finding</b>
9/16/2021	Region One	Harassment and Discrimination	Ethnicity, Age Disability, sex, ancestry/ race	Closed 11/8/2021
9/23/2021	Region One	Harassment	Ethnicity	Closed 10/5/2021
10/21/2021	Region One	Discrimination	Disability (long term Covid)	Closed 11/8/2021

\*Action / Issue= Discharge, Suspension, etc.

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

DHR 15-Q Rev.

## EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: The Illinois State Toll Highway Authority		Reporting Period: October 1, 2021 - December 31, 2021	
<b>Date Received</b>	<b>Facility / Region</b>	<b>Action / Issue*</b>	<b>Basis**</b>
10/04/2021	Region One	Discrimination	Religion/Retaliation
4/27/2021	Region One	Discrimination	Age, Ancestry, National Origin, Sex
			Pending
			Dismissed 11/22/2021 - Lack of Substantial Evidence

DHR 15-Q Rev. 6/05

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

\*Action / Issue= Discharge, Suspension, etc.