



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

July 22, 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 Fourth Quarterly Report for Fiscal Year 2022. Should you have any questions, please do not hesitate to contact Sharon Ferguson, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

Dorothy Abreu
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer

Enclosure





ILLINOIS TOLLWAY
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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

Fourth Quarter - Fiscal Year July 1, 2021 to June 30, 2022

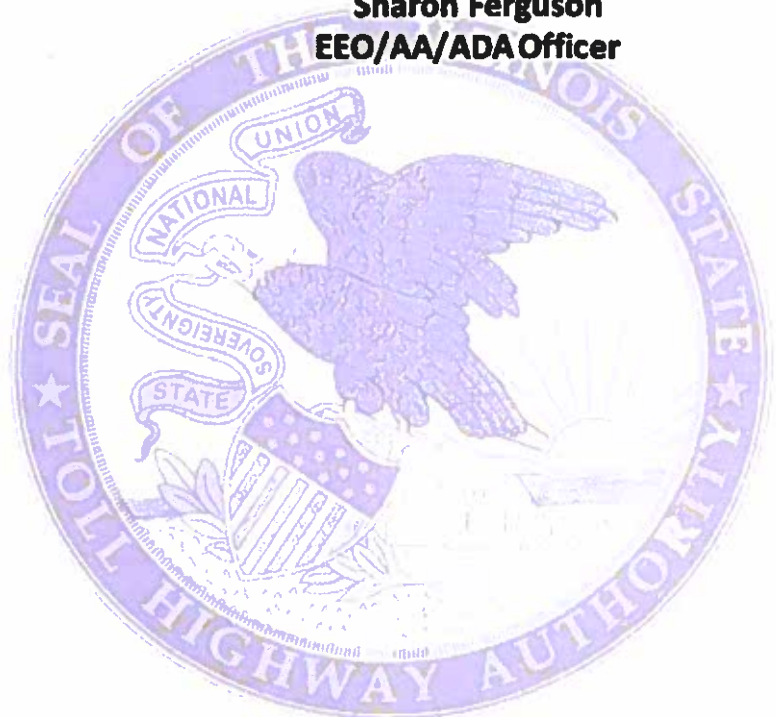
April 1, 2022

Through

June 30, 2022

Dorothy Abreu
Chairman & Chief Executive
Officer

Sharon Ferguson
EEO/AA/ADA Officer



Quarterly Report Format

This is the fourth in a series of four quarterly reports for the period of the fiscal year of July 1, 2021 to June 30, 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.

Dorothy Abreu

Dorothy Abreu
Chairman & Chief Executive Officer

Sharon Ferguson

Sharon Ferguson
EEO/AA/ADA Officer

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Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: April 1, 2022 – June 30, 2022

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), 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, (ISC)² - A community for cybersecurity professionals, BWISE- Black Women in Science and Engineering, and The Blue Line association for Public Safety Jobs. Also, specialized LinkedIn groups of Chicago Young Professional, Software and Technology Professionals, Chicago Information Technology Professionals, 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, Chicago Women in Trade, Kane County Workforce Board, McHenry County Workforce Network Board, Orland Park Township, Workforce Services Division of Will County, Donka, Inc., Veterans Path to Hope, The American Society of Civil Engineers, DuPage County Workforce Division, Bridge Communities, America Works, Inner Voice, Greater Southwest Development Corporation, Employment and Employer Services (E&ES), IDES Northern Region Employment Security, and YMCA Chicago.

We attended the following job fair/sessions this quarter:

- Daley College Manufacturing Technology and Engineering Center Job Fair and Open House
- North Park University Workshop
- DWFP Chicagoland Fair
- Chicago State University In-Person Career Fair
- Rep. Jim Durkin & Sen. John Curran Job Fair
- Rep. Jackie Haas Job Fair
- Governors State University Career Fair
- Goodwill Interviewing Techniques
- Employment & Employer Services Virtual Career Fair
- Harold Washington College Virtual Career Fair
- Wilbur Wright College Virtual Career Fair
- Malcom X College 2022 Grad Fest Job Fair
- Rep. Jeff Keicher & Rep. Tom Demmer Job Fair
- Central States SER Hiring Fair
- National Louis University (Wheeling) Spring Career Fair
- South Suburban Cook County American Job Center Hiring Event
- IIT|2022 New Alumni & Students on Campus Career Fair
- Orland Township Job Fair
- North Suburban Cook County American Job Center Career Fair
- Chicago Women in Trade Mock Interview Event
- WorkNet DuPage Career Center Presentation
- Hiring Fair at Maywood American Job Center
- South Suburban Cook County American Job Center Hiring Event

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
 Region: 1

Reporting Period: April 1, 2022 - June 30, 2022

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	2	15	10
Asian	P	P	10	N/A	N/A	P	4	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: 16	0	3WM, 4WF, 1HF	3WM, 1WF, 1OF	N/A	N/A	1WM, 1BF, 1HF	0	0
New Hires (Veterans) Total: 1	0	1BF	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 30	0	5WM, 2WF, 2BF, 1AF	5WM, 1BM, 1W/HF, 1WF, 2BF	N/A	N/A	1WM, 2WF	7WM	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	1	15	10
Asian	P	P	10	N/A	N/A	P	4	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: Illinois State Toll Highway Authority
 Region: 2

Reporting Period: April 1, 2022 - June 30, 2022

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

Reporting Period: April 1, 2022 - June 30, 2022

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: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

Region: 1

EEO Category	MALES											FEMALES											PERCENTAGES										
	Grand Total	Total	W	B/AA	HL	A	AI/AN	O	PWD	Total	W	B/AA	HL	A	AI/AN	O	PWD	M	F	W	B/AA	HL	A	AI/AN	O	PWD							
																											W	B/AA	HL	A	AI/AN	O	PWD
Officials / Administrators	28	16	10	4	0	2	0	0	0	13	4	8	0	1	0	0	0	55.17%	44.83%	48.28%	41.38%	0.00%	10.34%	0.00%	0.00%	0.00%							
Professionals	161	82	59	9	6	5	0	4	1	79	41	28	7	6	1	1	5	50.93%	49.07%	62.11%	21.12%	8.07%	6.83%	0.82%	3.11%								
Technicians	215	127	95	19	10	3	0	1	12	88	49	26	11	5	0	1	7	59.07%	40.93%	66.98%	20.93%	9.77%	3.72%	0.00%	0.84%								
Protective Services	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%								
Para-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%								
Administrative Support	294	104	82	23	13	11	0	6	10	190	77	76	21	6	0	10	23	35.37%	64.63%	43.88%	33.67%	11.56%	5.78%	0.00%	11.22%								
Skilled Craft	315	315	225	31	47	2	2	9	14	0	0	0	0	0	0	0	0	100.00%	0.00%	71.43%	9.84%	14.92%	0.82%	2.88%	4.44%								
Service / Maintenance	50	46	33	8	3	2	0	0	4	4	1	2	1	0	0	0	0	92.00%	8.00%	68.00%	20.00%	8.00%	4.00%	0.00%	8.00%								
TOTAL	1,064	680	474	94	78	25	2	20	41	374	172	137	40	18	1	12	35	64.85%	35.15%	80.71%	21.71%	11.18%	4.04%	0.28%	7.16%								

Grand Total Employees for Region 1:	Males:	690	Females:	374	Total Minorities:	428
		64.85%		35.15%		40.23%
White:	646	Black/African American:	119	Asian:	43	Other:
60.71%	231	21.71%	11.18%	4.04%	3	3.01%
					AU/AN:	PWD:
					0.28%	76
						7.16%

W=White B/AA=Black or African American HL=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities
DHS-4 (Rev. Feb. 2016)

NOTE: Professional - 1 female identifies as W & B/AA; 1 female identifies as A & AI; 1 male identifies as A&O.
 Technicians - 1 female identifies as B/AA&W; 1 female identifies as W&B/AA; 1 female identifies as W&H; 1 male identifies as B/AA&H.
 Administrative Support - 1 male identifies as H&W, Skilled Craft - 1 male identifies as H&A.

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority
 Region: 2

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category	MALES										FEMALES										PERCENTAGES									
	Total	W	B/AA	HL	A	AI/AN	O	PWD	Total	W	B/AA	HL	A	AI/AN	O	PWD	M	F	W	B/AA	HL	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	0	0	0	0	0	0	0	0				
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Technicians	4	4	0	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%	0.00%				
Protective Services	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%				
Para-professionals	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%				
Administrative Support	29	10	6	2	2	0	0	1	19	12	3	0	0	0	4	2	34.48%	85.52%	62.07%	17.24%	6.90%	0.00%	0.00%	0.00%	0.00%	13.34%				
Skilled Craft	47	45	41	1	2	0	1	2	2	2	0	0	0	0	0	0	95.74%	4.26%	91.49%	2.13%	4.26%	0.00%	0.00%	2.13%	4.26%					
Service / Maintenance	1	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%	0.00%				
TOTAL	81	59	51	3	4	0	1	3	22	15	3	0	0	0	4	2	72.84%	27.16%	81.48%	7.41%	4.94%	0.00%	0.00%	6.17%	6.17%					

Grand Total Employees for Region 2:	Males: 59	Females: 22	Total Minorities: 15
	72.84%	27.16%	16.52%
Whites: 66	Black/African American: 6	Hispanic/Latino: 4	Asian: 0
81.48%	7.41%	4.94%	0.00%
			AI/AN: 0
			Other: 5
			6.17%
			PWD: 5
			6.17%

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

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

Region: 3

EEO Category	MALES										FEMALES										PERCENTAGES									
	Total	W	B/AA	HL	A	AI/AN	O	PWD	Total	W	B/AA	HL	A	AI/AN	O	PWD	M	F	W	B/AA	HL	A	AI/AN	O	PWD					
Grand Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Technicians	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	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	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%					
Para-professionals	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%					
Administrative Support	2	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Skilled Craft	22	20	0	2	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	90.91%	0.00%	0.00%	9.09%	0.00%	0.00%	0.00%	4.56%					
Service / Maintenance	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%					
TOTAL	26	24	22	2	0	0	1	2	2	0	0	0	0	0	0	92.31%	7.69%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	3.85%						

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

W=White B/AA=Black or African American HL=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: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES																																		
		Total					AI/AN					Total					AI/AN					W					B/AA					HL					A					AI/AN					O					PWD				
		W	B/AA	HL	A	AI/AN	O	PWD	Total	W	B/AA	HL	A	AI/AN	O	PWD	Total	W	B/AA	HL	A	AI/AN	O	PWD	M	F	W	B/AA	HL	A	AI/AN	O	PWD																							
Officials / Administrators	29	16	4		2			13	4	8		1				13	4	8		1				55.17%	44.83%	49.28%	41.38%		10.34%																											
Professionals	161	82	9	6	5	4	1	79	41	25	7	6	1	1	5	79	41	25	7	6	1	1	5	50.93%	49.07%	62.11%	21.12%	6.07%	6.83%	0.62%	3.11%	3.73%																								
Technicians	221	133	101	19	10	3	1	85	49	28	11	5		1	7	85	49	28	11	5		1	7	60.18%	39.82%	67.87%	20.36%	9.50%	3.62%		0.80%	6.60%																								
Protective Service																																																								
Para-professionals																																																								
Administrative Support	325	114	88	25	15	11	6	11	91	79	21	6	14	25	211	91	79	21	6	14	25	35.08%	64.92%	45.85%	32.00%	11.08%	5.23%				6.15%	11.68%																								
Skilled Craft	364	382	268	32	51	2	2	10	2	2					2	2	2						99.48%	0.52%	75.00%	6.33%	13.28%	0.62%	0.52%	2.80%	4.43%																									
Service / Maintenance	51	46	33	6	3	2		4	2	2	1				5	2	2	1				90.20%	9.80%	68.63%	19.61%	7.84%	3.92%			7.84%																										
TOTAL	1,171	773	547	97	85	25	2	21	45	398	189	40	18	1	37	398	189	40	18	1	16	37	66.01%	33.99%	62.85%	20.24%	10.67%	3.67%	0.26%	3.16%	3.16%	7.00%																								

Grand Total Employees:	Males:	773	Females:	398	Total Minorities:	445	
		66.01%		33.99%		38.00%	
White:	736	62.85%	Black/African American:	237	Asian:	43	
				20.24%	Hispanic/Latino:	125	
					10.67%	Other:	37
						PWD:	82
							7.00%

W=White B/AA=Black or African American HL=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)
 NOTE: Professional - 1 female identifies as W & B/AA; 1 female identifies as A & AI; 1 male identifies as A&O.
 Technicians - 1 female identifies as B/AA&W; 1 female identifies as W&B/AA; 1 female identifies as W&A; 1 female identifies as W&L; 1 female identifies as B/AA&H.
 Administrative Support - 1 male identifies as H&W; Skilled Craft - 1 male identifies as H&A.

**Workforce Transactions Report
by EEO Category**

Reporting Period: April 1, 2022 - June 30, 2022

Agency: Illinois State Toll Highway Authority

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES																		
	MALES						FEMALES						PWD						
	Grand Total	Total	W	B/AA	H/L	A	AI	AN	O	PWD	Total	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%
Promotions	1	0								1	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	1	1						0	0.00%	50.00%	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	2	2	1	1						0	100.00%	0.00%	50.00%	0.00%	50.00%	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 Reselections	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reselections	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=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES												
	Grand Total	PERCENTAGES												Grand Total	PERCENTAGES											
		W	B/AA	HL	A	AN	O	PWD	Total	W	B/AA	HL	A		AN	O	PWD	M	F	W	B/AA	HL	A	AN	O	PWD
New Hires	11	5						8	2	3		1				45.45%	54.55%	63.64%	27.27%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	
Promotions	8	3					5	4		1						37.50%	62.50%	87.50%	0.00%	12.50%	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	0	0					0									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	1								66.67%	33.33%	86.67%	23.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	1	0					1			1						0.00%	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%	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 HL=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: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: TECHNICIANS

Transaction	MALES														FEMALES														PERCENTAGES													
	Grand Total	W							A							M							F							W	B/A	H/L	A	AN	O	PWD						
		Total	B/A	H/L	A	AN	O	PWD	Total	B/A	H/L	A	AN	O	PWD	Total	B/A	H/L	A	AN	O	PWD																				
New Hires	10	6	5	1																	4	2	2	1								80.00%	40.00%	70.00%	30.00%	10.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	5	3	3																		2	1			1							80.00%	40.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%		
Intra-Agency Transfers	2	2	2																		0											100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	1	1	1																		0											100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	5	5	2	1	1																0											100.00%	0.00%	40.00%	20.00%	20.00%	0.00%	20.00%	0.00%	20.00%		
Discharges	2	1	1																		1	1										50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Lay Off	0	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											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reductions	0	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											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reemployment	0	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											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Downward Reallocations	0	0	0																		0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

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

DHR-10 (Rev. Feb 2016)
Note: New Hires - 1 female identifies as W/M. Separations - 1 male identifies as W/M.

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																																						
	MALES							FEMALES																															
	Grand Total	Total	W	B/AA	H/L	A	AI	O	PWD	Total	W	B/AA	H/L	A	AI	O	PWD																						
New Hires	3	1	1							2	2							33.33%	66.67%	100.00%	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	3	1	1							2		1	1					33.33%	66.67%	33.33%	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	1	1							1	1							50.00%	50.00%	50.00%	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%	0.00%				
Suspensions	7	4	2	1	1					3	1	1				1		57.14%	42.86%	42.86%	14.29%	14.29%	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	6	1	1							5	3	2				1		18.67%	83.33%	66.67%	0.00%	0.00%	33.33%	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%	18.67%		
Discharges	1	0								1		1						0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	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%		
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%	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%	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%	0.00%	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%	0.00%	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%	0.00%	0.00%	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%	0.00%	0.00%	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%	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: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: SKILLED CRAFT

Transaction	MALES													FEMALES																						
	Grand Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	PERCENTAGES																			
																	M	F	W	B/AA	H/L	A	AN	O	PWD											
New Hires	7	7							0								100.00%	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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	6	6	5	1				0									83.33%	0.00%	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%	0.00%	
Suspensions	3	2	2					1	1								66.67%	33.33%	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%	0.00%	0.00%	
Separations	9	9	6	2	1			0									100.00%	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%	0.00%	0.00%	0.00%	0.00%	
Discharges	1	1	1					0									100.00%	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%	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%	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%	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%	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%	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%	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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Resignations	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%	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 A/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: SERVICE / MAINTENANCE

Transaction	MALES												FEMALES																		
	Grand Total	W						B/AA						H/L						A						AI					
		Total	W	B/AA	H/L	A	AI	Total	W	B/AA	H/L	A	AI	Total	W	B/AA	H/L	A	AI	Total	W	B/AA	H/L	A	AI						
New Hires	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Promotions	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Intra-Agency Transfers	4	4	3	1			0						100.00%						75.00%	25.00%	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%						
Separations	1	1	1				0						100.00%						0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Discharges	2	2	1	1			2						100.00%						50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	100.00%						
Lay Off	0	0					0						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%						
Reductions	0	0					0						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%						
Reemployment	0	0					0						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%						
Downward Reallocations	0	0					0						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: Illinois State Toll Highway Authority

Reporting Period: April 1, 2022 - June 30, 2022

EEO Category: GRAND TOTAL

Transaction	MALES													FEMALES													PERCENTAGES																					
	Grand Total	W			B/AA			H/L			A			AI			Total	W			B/AA			H/L			A			AI			Total	W	F	M	PWD											
		Total	A	AN	O	PWD	Total	A	AN	O	PWD	Total	A	AN	O	PWD		Total	A	AN	O	PWD	Total	A	AN	O	PWD	Total	A	AN	O	PWD																
New Hires	31	18	1												12	6	5	1	1							81.29%	38.71%	77.42%	19.35%	3.23%																		
Promotions	17	7													10	5	2	2	1							41.18%	58.82%	70.59%	11.76%	11.76%											5.86%							
Intra-Agency Transfers	16	11	3	1											1	1										93.75%	8.23%	75.00%	18.75%	6.25%																		
Suspensions	11	7	5	1	1										4	2	1	1								63.64%	35.36%	63.64%	18.18%	9.09%												9.09%						
Separations	25	19	10	5	1	1	2								6	4	2			1						76.00%	24.00%	56.00%	32.00%	4.00%												8.00%						
Discharges	7	4	3	1											3	1	2									57.14%	42.86%	57.14%	42.86%													28.57%						
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 A/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)
 Note: New Hires - 3 female identified as W&A, Separations - 1 male identified as W&A

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: April 1, 2022 - June 30, 2022

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: 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: April 1, 2022 - June 30, 2022	
Date Received	Facility / Region	Action / Issue*	Basis**
6/3/2022	1		Battery
			Closed

*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:		
		April 1, 2022 - June 30, 2022		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/7/2022	1		Racial Discrimination, Disability or Medical Condition and Retaliation	Pending
4/22/2022	1		Retaliation and Hostile Work Environment	Pending
5/4/2022	1		Gender Discrimination and Retaliation	Pending
6/16/2022	1		Disability	Pending
6/15/2022	1		Religious Discrimination and Retaliation	Dismissed
6/16/2022	1		Disability	Unperfected Charge

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

*Action / Issue= Discharge, Suspension, etc.