



October 24, 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 First Quarterly Report for Fiscal Year 2023. 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
2700 Ogden Avenue, Downers Grove, IL 60515
(630) 241-6800 • illinoistollway.com

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

First Quarter - Fiscal Year July 1, 2022 to June 30, 2023

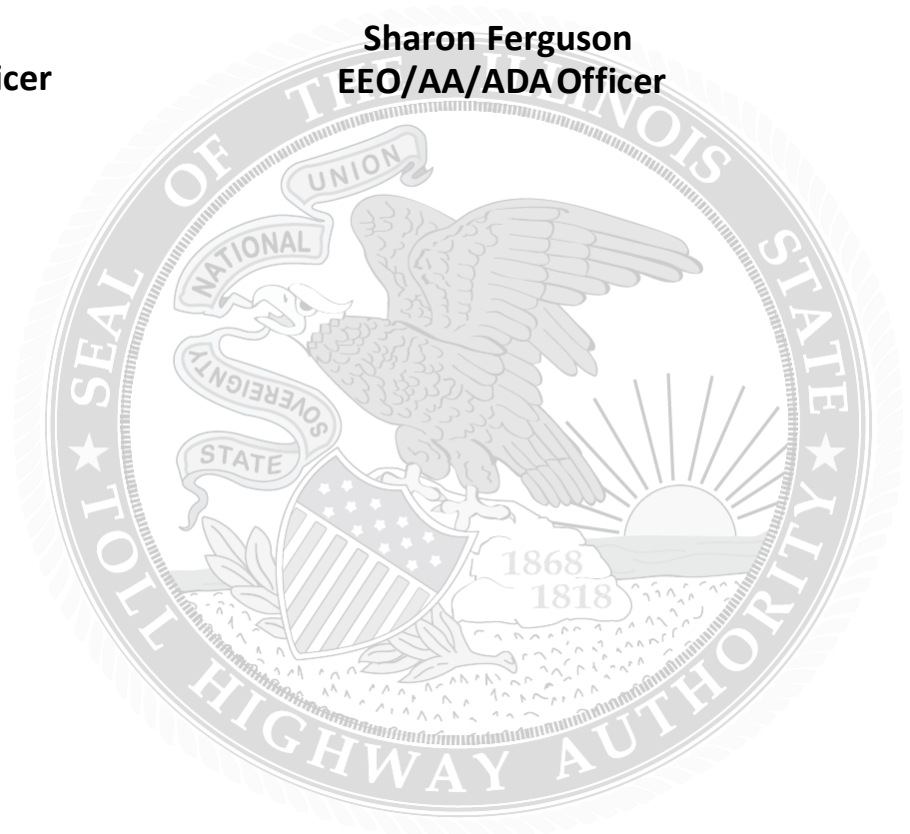
July 1, 2022

Through

September 30, 2022

Dorothy Abreu
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer



Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2022 to June 30, 2023. 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
Chairman & Chief Executive Officer



Sharon Ferguson
EEO/AA/ADA Officer

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Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: July 1, 2022 - September 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, YMCA Chicago, Black Contractors United, Midwest Shelter for Homeless Veterans, RiseKit, Prairie State College Workforce Equity Initiative Grant, People's Resource Center, Illinois Legal Aid and Geo Group.

We attended the following job fair/sessions this quarter:

- Goodwill Interviewing Techniques
- Open Doors: Job Fair for All Capabilities
- Cook County Career Connector Hiring and Resource Fairs
- Community and Economic Development Association of Cook County and EE&S
- Central States SER Hiring Fair
- State Representative Eva-Dina Delgado hosted at New Life Church
- Willow Creek Care Center Employer Tabling
- African American Contractors Day
- Rep Hirschauer, Sen Castro, Rep Moeller and Sen Villa Job Fair
- State Representative Angie Guerrero-Cuellar & Alderman Marty Quinn Job Fair
- Piotrowski Job Fair Community Center in association with Michael D. Rodriguez
- WERQ LGBTQ Career Fair
- Goodwill Workforce Connection Center Lombard
- Workforce Wednesday at the South Suburban Cook County American Job Center
- 45th Annual UIC Diversity Career Fair
- DePaul University Fall 2022 Career Fair
- Illinois Tech Fall 2022 On-Campus Career Fair
- Lake County Job Fair 2022
- Building Wealth Today for Tomorrow Financial Empowerment Summit & Job Fair

Quarterly Underutilization Summary Form

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

Reporting Period: July 1, 2022 - September 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	18	13
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	2	P	26	N/A	N/A	8	31	7
Asian	P	3	2	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:10	1BM; 1BF	1WM; 2WF; 1HF	1WM; 1BF	N/A	N/A	0	0	1WF;1BF
New Hires (Veterans) Total:2	0	1BM	0	N/A	N/A	0	1WM	0
New Hires (Non-Vets) Total:38	1WM; 1BM	2WM; 1W&HM;1BM 1HF;1AF	1WF;1W&AF2 BF;1HF	N/A	N/A	1WM; 3BF; 1HF; 1AF	9WM;1BM; 2HM;1AM; 1HF	1WM;2BM; 1HM;1HF

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	17	10
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	2	P	25	N/A	N/A	7	29	5
Asian	P	2	1	N/A	N/A	P	3	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: July 1, 2022 - September 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	2	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	2	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: July 1, 2022 - September 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

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: July 1, 2022 - September 30, 2022

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	1,070	475	96	81	26	2	19	39	376	166	139	45	20	1	12	34	64.86%	59.91%	21.96%	11.78%	4.30%	2.90%	2.90%	2.90%	6.82%					
Officials / Administrators	32	11	6	0	2	0	0	0	13	4	8	0	1	0	0	0	59.38%	40.63%	46.88%	43.75%	0.00%	9.38%	0.00%	0.00%	0.00%					
Professionals	165	62	10	7	5	0	4	1	79	41	24	8	6	1	5	52.12%	47.88%	62.42%	20.61%	9.09%	6.67%	0.61%	3.03%	3.64%						
Technicians	209	91	18	9	3	0	1	11	88	47	27	12	6	0	6	57.89%	42.11%	66.03%	21.53%	10.05%	4.31%	0.00%	0.96%	8.13%						
Protective Service	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Para-professionals	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Administrative Support	289	101	51	21	13	11	0	6	10	188	72	77	22	7	0	23	34.95%	65.05%	42.56%	33.91%	12.11%	6.23%	0.00%	5.54%						
Skilled Craft	319	227	31	48	3	2	8	13	1	0	0	1	0	0	0	99.69%	0.31%	71.16%	9.72%	15.36%	0.94%	0.63%	2.51%	4.08%						
Service / Maintenance	56	49	33	10	4	2	0	4	7	2	3	2	0	0	0	87.50%	12.50%	62.50%	23.21%	10.71%	3.57%	0.00%	0.00%	7.14%						
TOTAL	1,070	475	96	81	26	2	19	39	376	166	139	45	20	1	12	34	64.86%	59.91%	21.96%	11.78%	4.30%	2.90%	2.90%	2.90%	6.82%					

Grand Total Employees for Region 1:	Males:	694	64.86%	Females:	376	35.14%	Total Minorities:	441	41.21%											
White:	641	59.91%	Black/African American:	235	21.96%	Hispanic/Latino:	126	11.78%	Asian:	46	4.30%	AI/AN:	3	0.28%	O:	31	2.90%	PWD:	73	6.82%

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: In Professionals, One male identifies as A&O; one male identifies as W&H/L; one female identifies as W&B/AA; one female identifies as A&AI/AN. In Technicians, One male identifies as B/AA&H/L; one female identifies as B/AA&W; one female identifies as W&B/AA; two females identify as W&A; one female identifies as W&H/L. In Administrative Support, one male identifies as H/L&W. In Skilled Craft, one male identifies as H/L&A.

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: July 1, 2022 - September 30, 2022

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	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
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%					
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	29	6	2	2	0	0	1	19	12	3	0	0	0	0	4	2	34.48%	65.52%	62.07%	17.24%	6.90%	0.00%	0.00%	0.00%	10.34%					
Skilled Craft	45	39	1	2	0	0	1	2	2	0	0	0	0	0	0	0	95.56%	4.44%	91.11%	2.22%	4.44%	0.00%	0.00%	0.00%	4.44%					
Service / Maintenance	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL	79	49	3	4	0	0	1	3	22	15	3	0	0	0	4	2	72.15%	27.85%	81.01%	7.59%	5.06%	0.00%	0.00%	6.33%	6.33%					

Grand Total Employees for Region 2:	Males: 57	Females: 22	Total Minorities: 15
	72.15%	27.85%	18.99%
White: 64	Black/African American: 6	Hispanic/Latino: 4	Asian: 0
81.01%	7.59%	5.06%	0.00%
			AI/AN: 0
			0.00%
			O: 5
			6.33%
			PWD: 5
			6.33%

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: Illinois State Toll Highway Authority

Reporting Period: July 1, 2022 - September 30, 2022

Region: **3**

EEO Category	MALES										FEMALES										PERCENTAGES									
	Total	W	B/AA	H/L	A	AI/AN	PWD	Total	W	B/AA	H/L	A	AI/AN	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD							
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Technicians	2	2	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Protective Service	0	0	0	0	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	0.00%	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	2	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Skilled Craft	21	19	2	0	0	0	1	0	0	0	0	0	0	100.00%	0.00%	90.48%	9.52%	0.00%	0.00%	0.00%	0.00%	4.76%								
Service / Maintenance	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	25	23	2	0	0	0	1	2	2	0	0	0	0	92.00%	8.00%	92.00%	8.00%	0.00%	0.00%	0.00%	0.00%	4.00%								

Grand Total Employees for Region 3:	Males:	23	92.00%	Females:	2	8.00%	Total Minorities:	2	8.00%	White:	23	92.00%	Black/African American:	2	8.00%	Hispanic/Latino:	0	0.00%	Asian:	0	0.00%	AI/AN:	0	0.00%	O:	0	0.00%	PWD:	1	4.00%
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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: Illinois State Toll Highway Authority

Reporting Period: July 1, 2022 - September 30, 2022

Grand Total

EEO Category	Grand Total	MALES												FEMALES												PERCENTAGES																	
		Total						AI/AN						Total						AI/AN						Total						AI/AN											
		W	B/AA	H/L	A	AI/AN	PWD	W	B/AA	H/L	A	AI/AN	PWD	W	B/AA	H/L	A	AI/AN	PWD	W	B/AA	H/L	A	AI/AN	PWD	W	B/AA	H/L	A	AI/AN	PWD												
Officials / Administrators	32	11	6		2		4	8		1			13	4	8		1			19	11	6	2			40.63%	46.88%				9.38%												
Professionals	165	62	10	7	5	4	41	24	8	6	1	1	79	41	24	8	6	1	5	86	62	10	7	5	47.88%	62.42%	9.09%	6.67%	0.61%	3.03%													
Technicians	215	97	18	9	3	1	47	27	12	6	1	6	88	47	27	12	6	6	127	97	18	9	3	1	40.93%	66.98%	9.77%	4.19%		0.93%													
Protective Service																																											
Para-professionals																																											
Administrative Support	320	57	23	15	11	6	86	80	22	7	14	25	209	86	80	22	7	14	25	320	57	23	15	11	65.31%	44.69%	11.56%	5.63%		6.25%													
Skilled Craft	385	285	34	50	3	2	2		1				3	2						385	285	34	50	3	2	0.78%	74.55%	13.25%	0.78%	0.52%	2.34%												
Service / Maintenance	57	33	10	4	2	4	3	3	2				8	3	3	2				57	33	10	4	2	14.04%	63.16%	10.53%	3.51%															
TOTAL	1,174	545	101	85	26	2	183	142	45	20	1	36	400	183	142	45	20	1	36	1,174	545	101	85	26	65.93%	62.01%	11.07%	3.92%	0.26%	3.07%													

Grand Total Employees:	Males: 774	Females: 400	Total Minorities: 458
	65.93%	34.07%	39.01%
White: 728	Black/African American: 243	Hispanic/Latino: 130	Asian: 46
62.01%	20.70%	11.07%	3.92%
			AI/AN: 3
			0.26%
			O: 36
			3.07%
			PWD: 79
			6.73%

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 Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority **Reporting Period:** July 1, 2022 - September 30, 2022

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																											
		W					Total					W					Total					W					Total					W					Total												
New Hires	2	1	1	0	0	0	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	2	2	0	0	0	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Promotions	2	0	1	1	0	0	2	2	0	0	0	1	1	0	0	0	0	0	0	0	0	2	2	0	0	0	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Intra-Agency Transfers	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	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%	0.00%			
Suspensions	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	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%			
Separations	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	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%			
Discharges	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	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%			
Lay Off	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	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	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Reductions	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	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	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Reemployment	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	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	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Downward Reallocations	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	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: July 1, 2022 - September 30, 2022

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES								PERCENTAGES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD					
																											A	AI AN	O	PWD	A
New Hires	8	6	3	2	1	0	0	0	0	2	0	0	1	1	0	0	0	75.00%	25.00%	37.50%	25.00%	25.00%	12.50%	0.00%	0.00%	0.00%					
Promotions	4	1	1	0	0	0	0	0	0	3	2	0	1	0	0	0	25.00%	75.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%						
Intra-Agency Transfers	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%						
Suspensions	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%						
Separations	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Discharges	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	100.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Lay Off	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%						
Demotions	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%						
Reductions	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%						
Reinstatements	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%						
Reemployment	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%						
Upward Reallocations	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%						
Downward Reallocations	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%						

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: In Professionals New Hire, one male identifies as W&H/L.

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: July 1, 2022 - September 30, 2022

Transaction	TECHNICIANS																	
	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
New Hires	6	0	0	0	0	0	0	0	0	6	2	2	1	1	0	0	0	0
Promotions	2	1	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Suspensions	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Separations	7	3	2	0	1	0	0	0	0	4	2	2	0	0	0	0	0	1
Discharges	3	3	2	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Upward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

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:** July 1, 2022 - September 30, 2022

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																							
	MALES						FEMALES																	
	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	6	1	1	0	0	0	0	0	0	5	0	3	1	1	0	0	0	16.67%	50.00%	16.67%	16.67%	0.00%	0.00%	0.00%
Promotions	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%
Intra-Agency Transfers	3	1	1	0	0	0	0	0	0	2	1	0	0	1	0	0	0	66.67%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%
Suspensions	6	1	1	0	0	0	0	0	0	5	0	4	0	1	0	0	0	83.33%	66.67%	0.00%	0.00%	16.67%	0.00%	0.00%
Separations	10	4	2	2	0	0	0	0	0	6	5	1	0	1	0	0	0	60.00%	30.00%	0.00%	0.00%	10.00%	0.00%	0.00%
Discharges	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%
Lay Off	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%
Demotions	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%
Reductions	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%
Reinstatements	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%
Reemployment	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%
Upward Reallocations	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%
Downward Reallocations	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%

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: July 1, 2022 - September 30, 2022

EEO Category: SKILLED CRAFT

Transaction	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					
																											A	AI AN	O	PWD	A
New Hires	15	14	10	1	2	1	0	0	0	1	0	0	0	0	0	0	0	93.33%	6.67%	66.67%	6.67%	20.00%	6.67%	0.00%	0.00%	0.00%	0.00%				
Promotions	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%					
Intra-Agency Transfers	4	4	3	0	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%					
Suspensions	4	4	2	1	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	50.00%	25.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%					
Separations	14	14	11	1	1	0	0	1	1	0	0	0	0	0	0	0	100.00%	0.00%	78.57%	7.14%	7.14%	0.00%	0.00%	0.00%	7.14%	7.14%					
Discharges	1	1	1	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%					
Lay Off	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%					
Demotions	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%					
Reductions	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%					
Reinstatements	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%					
Reemployment	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%					
Upward Reallocations	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%					
Downward Reallocations	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%					

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: July 1, 2022 - September 30, 2022

EEO Category: GRAND TOTAL

Transaction	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							
New Hires	40	26	16	6	4	1																																	
Promotions	10	3	2	2	1																																		
Intra-Agency Transfers	8	6	5	5										1																									
Suspensions	11	6	4	4	1									1																									
Separations	34	23	17	3	2									1	1	1																							
Discharges	5	4	3	3	1										1																								
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

NOTE: In Professionals New Hire, one male identifies as W&H/L; In Technicians New Hire, one female identifies as W&A; In Administrative Support Separations, one female identifies as W&B/AA.

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2022 - September 30, 2022

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

Total hires during the quarter: 40

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:		July 1, 2022 - September 30, 2022
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
9/28/2022	1		Discrimination/Harassment	Pending
8/9/2022	1		Harassment	Pending

*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:		July 1, 2022 - September 30, 2022	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
7/7/2022	1		Disability	Settled and Withdrawn	
7/11/2022	1		Disability, Race, Retaliation	Closed - Right to Sue Letter Issued	
8/8/2022	1		Disability	Pending	
9/22/2022	1		Age, Race, Disability, Retaliation	Unperfected Charges	
9/22/2022	1		Equal Pay Act, Gender, Retaliation	Pending	

DHR 15-Q Rev. 6/05

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

*Action / Issue= Discharge, Suspension, etc.