



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

January 24, 2023

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 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,

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Dorothy Abreu  
Chairman & Chief Executive Officer

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Sharon Ferguson  
EEO/AA/ADA Officer

Enclosure





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**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

## **QUARTERLY REPORT**

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

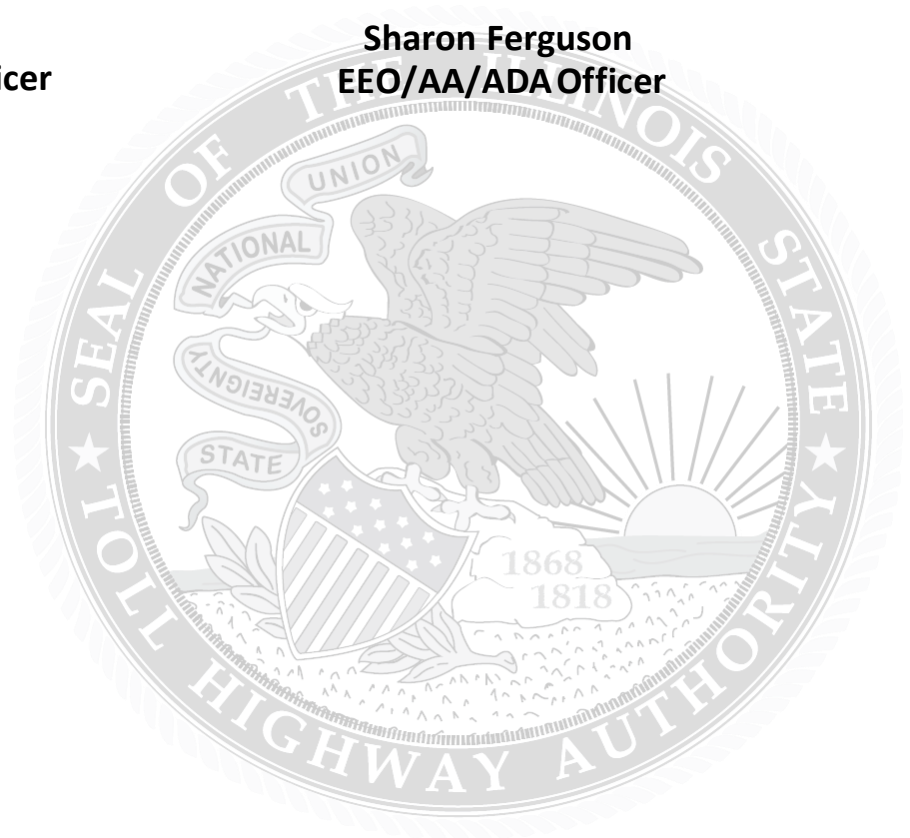
**October 1, 2022**

**Through**

**December 31, 2022**

**Dorothy Abreu**  
**Chairman & Chief Executive Officer**

**Sharon Ferguson**  
**EEO/AA/ADA Officer**



## Quarterly Report Format

This is the second in a series of four quarterly reports for the period of the fiscal year of July 1, 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*

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Dorothy Abreu  
Chairman & Chief Executive Officer

*Sharon Ferguson*

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Sharon Ferguson  
EEO/AA/ADA Officer

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# Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: October 1-December 31, 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)<sup>2</sup> - 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), several IDES Employment Security Regional Offices, 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, Geo Group, Chicago Urban League, Erie Neighborhood House, Adecco, DuPage PADS, Association for Individual Development (AID), Aurora Vet Center, World Relief Chicago, Illinois National Guard Assistance Center, and Proviso Leyden Council for Community Action, Inc.

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

- Northern Illinois University Fall 2022 Internship and Job Fair
- Veterans Resource and Hiring Fair
- 34th Annual Hispanic State Employees Training Conference & Job Fair
- Triton College Job Fair
- 8th Annual CAFE (Civil, Architectural and Environmental Engineering) Career Connection
- DuPage and Kane County Disability Resource Committee Hiring Event
- Loyola University Chicago STEM Career & Internship Fair
- St. Xavier College to Career Expo
- Roosevelt University Fall 2022 Diversity Career Fair
- UIC Government Relations Council Virtual Career Fair
- Wright College Fall 2022 Virtual Career Fair
- North Suburban Career Connector Hiring Career Resources Event
- Aurora Veterans Center and IDES
- Goodwill Interviewing Techniques
- Workforce Wednesday at Near West American Job Center in Pilsen
- Workforce Wednesday at College of DuPage
- IDES North Suburban Cook County American Job Center Job Fair at Arlington Heights Library
- IDES and Representative Kam Buckner Virtual Job Fair
- Illinois Army National Guard Career Fair Job Fair
- Chicago Women in Trade NMock Interview
- IDES North Suburban Cook County American Job Center and IL Tollway Recruitment Event
- DuPage PADS Job Fair
- Job Fair hosted by 22nd Ward Ald. Michael D. Rodriguez, Central States SER, Lawndale Business Renaissance Association
- Proviso Leyden Council for Community Action's Career and Resource Fair

# Quarterly Underutilization Summary Form

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

Reporting Period: October 1, 2022-  
 December 31, 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	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	28	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

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:6	0	1WM, 1WF, 1BF	1WF	N/A	N/A	1BM, 1AM	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:33	1WM	2WM,2BM, 1HM,4WF, 1HF	1AM, 1WF, 1BF	N/A	N/A	2WM, 1BM, 2HM,5WF, 3BF,1HF	3WM	1WM,1WF

## 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	9
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	2	P	25	N/A	N/A	4	28	5
Asian	P	2	P	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: October 1, 2022 - December 31, 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: October 1, 2022 - December 31, 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: October 1, 2022 - December 31, 2022

Region: **1**

EEO Category	MALES												FEMALES												PERCENTAGES																							
	Total						W						B/AA						H/L						A						AI/AN						O						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	M	F	W	B/AA	H/L	A	AI/AN	O	PWD															
Officials / Administrators	25	17	6	0	2	0	0	0	0	0	0	15	6	7	1	1	1	0	0	0	0	0	0	62.50%	37.50%	57.50%	32.50%	2.50%	7.50%	0.00%	0.00%	0.00%	0.00%	0.00%														
Professionals	124	87	15	12	7	0	4	7			118	61	35	17	7	0	1	7				145	92	13	9	2	1	10	1	1	19.31%	72.41%	15.86%	2.07%	2.07%	1.38%	7.59%											
Technicians	145	92	13	9	2	1	1	10			28	13	10	4	1	0	1	1				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%												
Protective Service	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%												
Para-professionals	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%											
Administrative Support	554	343	55	56	13	1	12	17			211	89	85	21	8	1	10	25				554	343	61.91%	38.09%	53.61%	25.27%	13.90%	3.79%	0.36%	3.87%	7.58%																
Skilled Craft	58	52	1	5	0	0	0	2			0	0	0	0	0	0	0	0				58	52	100.00%	0.00%	89.66%	1.72%	8.62%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%												
Service / Maintenance	34	26	9	2	2	0	0	3			8	3	3	2	0	0	0	0				34	26	76.47%	23.53%	47.06%	35.29%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.82%												
<b>TOTAL</b>	1,073	693	469	84	26	2	17	39			380	172	140	45	17	1	12	33				1,073	693	64.59%	35.41%	59.74%	22.27%	12.02%	4.01%	2.70%	2.70%	6.71%																

<b>Grand Total Employees for Region 1:</b>	<b>Males:</b>	<b>693</b>	<b>64.59%</b>	<b>Females:</b>	<b>380</b>	<b>35.41%</b>	<b>Total Minorities:</b>	<b>443</b>	<b>41.29%</b>
White:	641	239	22.27%	Black/African American:	129	12.02%	Asian:	43	4.01%
	59.74%	239	22.27%	Hispanic/Latino:	129	12.02%	AI/AN:	3	0.28%
				A=Asian	17	4.01%	O:	29	2.70%
				H/L=Hispanic or Latino	45	11.76%	PWD=People with Disabilities	72	6.71%
				AI/AN=American Indian or Alaskan Native	1	0.28%			

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: Professional - 1 female identifies as W&B/AA, 1 female identifies as W&A, 1 female identifies as W&H/L, 1 male identifies as W&B/AA, 1 male identifies as W&B/AA, 1 male identifies as B/AA&H/L. Administrative Support - 1 female identifies as W&A, 1 female identifies as A&A, 1 female identifies as B/AA&W, 1 male identifies as H/L&A, 1 male identifies as H/L&W.

# Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2022 - December 31, 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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Technicians	3	3	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 Service	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Administrative Support	65	44	35	3	4	0	2	2	21	14	3	0	0	0	4	67.69%	32.31%	75.38%	9.23%	6.15%	0.00%	0.00%	0.00%	9.23%	6.15%					
Skilled Craft	7	7	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%					
Service / Maintenance	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
<b>TOTAL</b>	<b>76</b>	<b>54</b>	<b>45</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>22</b>	<b>15</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>71.05%</b>	<b>28.95%</b>	<b>78.95%</b>	<b>7.89%</b>	<b>5.26%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>7.89%</b>	<b>5.26%</b>					

<b>Grand Total Employees for Region 2:</b>	<b>Males:</b>	<b>54</b>	<b>Females:</b>	<b>22</b>	<b>Total Minorities:</b>	<b>16</b>
		<b>71.05%</b>		<b>28.95%</b>		<b>21.05%</b>
<b>White:</b>	<b>60</b>	<b>78.95%</b>	<b>Black/African American:</b>	<b>4</b>	<b>Asian:</b>	<b>0</b>
				<b>5.26%</b>		<b>0.00%</b>
			<b>Hispanic/Latino:</b>	<b>0</b>	<b>AI/AN:</b>	<b>0</b>
				<b>0.00%</b>		<b>0.00%</b>
			<b>7.89%</b>		<b>O:</b>	<b>6</b>
						<b>7.89%</b>
						<b>PWD:</b>
						<b>4</b>
						<b>5.26%</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: Illinois State Toll Highway Authority

Reporting Period: October 1, 2022 - December 31, 2022

Region: **3**

EEO Category	MALES												FEMALES																																			
	Total						W						B/AA						H/L						A						AI/AN						O						PWD					
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Protective Service	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Para-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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Administrative Support	19	18	16	2	0	0	16	16	16	2	0	0	0	0	0	0	0	1	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	0	0	0
Skilled Craft	3	3	3	0	0	0	3	3	3	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	0	0	0	0	0	0	0	0	0	0	0	0
Service / Maintenance	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	24	23	21	2	0	1	21	21	21	2	0	1	0	0	0	0	1	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	0	0	0	

<b>Grand Total Employees for Region 3:</b>	<b>Males:</b>	<b>23</b>	<b>95.83%</b>	<b>Females:</b>	<b>1</b>	<b>4.17%</b>	<b>Total Minorities:</b>	<b>2</b>	<b>8.33%</b>											
<b>White:</b>	<b>22</b>	<b>91.67%</b>	<b>Black/African American:</b>	<b>0</b>	<b>0.00%</b>	<b>Hispanic/Latino:</b>	<b>2</b>	<b>8.33%</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>4.17%</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: Illinois State Toll Highway Authority

Reporting Period: October 1, 2022 - December 31, 2022

Grand Total

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	40	17	6		2				15	6	7	1	1				62.50%	37.50%	57.50%	32.50%	2.50%	7.50%				
Professionals	242	87	15	12	7		4	7	118	61	35	17	7		1	7	51.24%	48.76%	61.16%	20.66%	11.98%	5.79%		2.07%	5.79%	
Technicians	150	97	13	9	2	1	1	10	28	13	10	4	1		1	1	81.33%	18.67%	73.33%	15.33%	8.67%	2.00%	0.67%	1.33%	7.33%	
Protective Service																										
Para-professionals																										
Administrative Support	638	405	58	62	13	1	14	20	233	104	88	21	8	1	14	27	63.48%	36.52%	56.90%	22.88%	13.01%	3.29%	0.31%	4.39%	7.37%	
Skilled Craft	68	62	1	5				2									100.00%		91.18%	1.47%	7.35%				2.94%	
Service / Maintenance	35	26	9	2	2			3	9	4	3	2					74.29%	25.71%	48.57%	34.29%	11.43%	5.71%		8.57%		
<b>TOTAL</b>	1,173	770	102	90	26	2	19	42	403	188	143	45	17	1	16	35	65.64%	34.36%	61.64%	20.89%	11.51%	3.67%	0.26%	2.98%	6.56%	

**Grand Total Employees:**

Males: 770 65.64%  
 Females: 403 34.36%

White: 723 61.64%  
 Black/African American: 245 20.89%  
 Hispanic/Latino: 135 11.51%  
 Asian: 43 3.67%  
 AI/AN: 3 0.26%  
 O: 35 2.98%  
 PWD: 77 6.56%

Total Minorities: 461 39.30%

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: Professional - 1 female identifies as W&B/AA, 1 female identifies as W&H/L, 1 male identifies as W&H/L, 1 female identifies as W&B/AA, 1 male identifies as B/AA&H/L.  
 Administrative Support - 1 female identifies as W&A, 1 female identifies as A&AI, 1 female identifies as B/AA&W, 1 male identifies as H/L&A, 1 male identifies as H/L&W.

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois State Toll Highway Authority **Reporting Period:** October 1, 2022 - December 31, 2022

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	MALES											FEMALES											PERCENTAGES										
		Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD					
New Hires	1	1																	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	0	0																	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	0	0																	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																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Separations	2	0								2	0	1	0	1	0	0	0	0	100.00%	0.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Discharges	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%					
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%					
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%					
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%					
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%					
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%					
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%					

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: October 1, 2022 - December 31, 2022

EEO Category: PROFESSIONALS

Transaction	MALES													FEMALES												
	Grand Total	Total						Total						M	PERCENTAGES						P					
		W	B/AA	H/L	A	AN	O	PWD	W	B/AA	H/L	A	AN		O	PWD	F	W	B/AA	H/L		A	AN	O	PWD	
New Hires	10	5	2	2	1											50.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	3	1	1													33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	4	3	2		1											75.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%		
Discharges	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Lay Off	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Demotions	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reductions	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reinstatements	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reemployment	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Upward Reallocations	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Downward Reallocations	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  
 \*NOTE: 1 male in separations identifies as A&O  
 DHR-10 (Rev. Feb 2016)

### Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority      Reporting Period: October 1, 2022 - December 31, 2022

EEO Category: TECHNICIANS

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
New Hires	3	1			1				2	1	1						33.33%	66.67%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0							1	1							0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	0							1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	1	0							1				1				0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
Separations	7	7	7						0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois State Toll Highway Authority

**Reporting Period:** October 1, 2022 - December 31, 2022

**EEO Category:** ADMINISTRATIVE SUPPORT

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				
																														5	2	1	2
New Hires	14	5	2	1	2					9	5	3	3	1					1	35.71%	64.29%	50.00%	28.57%	21.43%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%			
Promotions	2	2		1		1				0									100.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%				
Intra-Agency Transfers	6	3	2	1						3	2	1							50.00%	50.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Suspensions	6	3	3							3	1	2							50.00%	50.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Separations	14	8	8							6	4			1	1			1	57.14%	42.86%	85.71%	0.00%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	7.14%				
Discharges	4	1	1							3	1	1	1						25.00%	75.00%	50.00%	25.00%	25.00%	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%				
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%				
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%				
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%				
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%				
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%				
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%				

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:** October 1, 2022 - December 31, 2022

**EEO Category:** SKILLED CRAFT

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD		
		3	3	3																	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	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%	
Intra-Agency Transfers	1	1	1																100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	1	1	1																100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	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%	
Discharges	1	1	1																100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	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%	
Demotions	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%	
Reductions	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%	
Reinstatements	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%	
Reemployment	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%	
Upward Reallocations	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%	
Downward Reallocations	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%	

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:** October 1, 2022 - December 31, 2022

**EEO Category:** SERVICE / MAINTENANCE

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																		
		Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD											
																														0	0	0	0	0	0	0	0	0	0	0
New Hires	2	1	1							1	1								50.00%	50.00%	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%	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%	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%	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	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%	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%	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%	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

### Summary of Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2022 - December 31, 2022

EEO Category: GRAND TOTAL

Transaction	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																																
New Hires	33	16	9	3	3	1				17	11	4	2					1	48.48%	51.52%	60.61%	21.21%	15.15%	3.03%					3.03%					
Promotions	6	3	1	1		1				3	2	1							50.00%	50.00%	50.00%	33.33%												
Intra-Agency Transfers	8	4	3	1						4	2	2							50.00%	50.00%	62.50%	37.50%												
Suspensions	8	4	4							4	1	2		1					50.00%	50.00%	62.50%	25.00%			12.50%									
Separations	27	18	17			1			1	9	5	1	1	2			2	66.67%	33.33%	81.48%	3.70%	3.70%		11.11%			3.70%			7.41%				
Discharges	5	2	2							3	1	1	1					40.00%	60.00%	60.00%	20.00%	20.00%												
Lay Off																																		
Demotions																																		
Reductions																																		
Reinstatements																																		
Reemployment																																		
Upward Reallocations																																		
Downward Reallocations																																		

**\*NOTE: 1 male in separations identifies as A&O**  
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)

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** October 1, 2022 - December 31, 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:** 1

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: The Illinois State Toll Highway Authority		Reporting Period:		October 1, 2022 - December 31, 2022
<b>Date Received</b>	<b>Facility / Region</b>	<b>Action / Issue*</b>	<b>Basis**</b>	<b>Current Status / Finding</b>
N/A	N/A	N/A	N/A	N/A

\*Action / Issue= Discharge, Suspension, etc.  
 \*\*Basis= Sex, Race, Religion, National Origin, etc.

<b>EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL</b>					
Agency: The Illinois State Toll Highway Authority			Reporting Period:		October 1, 2022 - December 31, 2022
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
N/A	N/A	N/A	N/A	N/A	

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

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