

STIMULATING ECONOMIC GROWTH

Construction jobs are in high demand. A recent Illinois Tollway open house at the South Suburban Cook County American Job Center in Harvey attracted more than 100 men and women to learn about opportunities for rewarding careers in Illinois' transportation-related construction industry.

The public open house invited customers, residents and businesses to learn about the Tollway's ongoing work on the \$719 million Tri-State Tollway (I-294)/I-57 Interchange Project, along with an emphasis on ConstructionWorks, the Tollway's workforce development program creating a pipeline of diverse men and women ready to enter heavy highway and related construction industry careers.

For communities across the region like Harvey, programs like ConstructionWorks can mean economic growth for people of all backgrounds.



Through ConstructionWorks, participants are connected to a network of experienced career and pre-apprenticeship training partners throughout Northern Illinois and are provided an unprecedented level of access to key industry resources throughout the region.

To date, **45** ConstructionWorks participants have already been placed in union apprenticeship programs and/or with union contractors.



INTRODUCING THE TOLLWAY'S NEW CHIEF OF DIVERSITY & STRATEGIC DEVELOPMENT

Meet the Illinois Tollway's new Chief of Diversity and Strategic Development – Terry Miller, a passionate advocate for economic empowerment, education, civil rights and social action.

Terry has enjoyed a distinguished career in a variety of executive and leadership roles in corporate procurement, contract drafting and negotiation, trial and appellate litigation, regulatory compliance and labor and employment law.

He has shared his skills and expertise with corporations and organizations including the Financial Industry Regulatory Authority, Exelon Corporation, Chicago Minority Supplier Development Council and the Women's Business Development Center.

Terry brings a new and fresh perspective and will build upon the Tollway's rich history of diversity and inclusion in every aspect of agency business.



D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority and women-owned business enterprises (D/M/WBE) that have performed work for the Tollway from January 1, 2014, through June 30, 2019. During this time frame, the Tollway paid \$4.9 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.2 billion, or 25.3 percent.

CONSTRUCTION CONTRACTS

Of the \$3.5 billion the Tollway paid on construction contracts, \$739.2 million, or **21.1 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

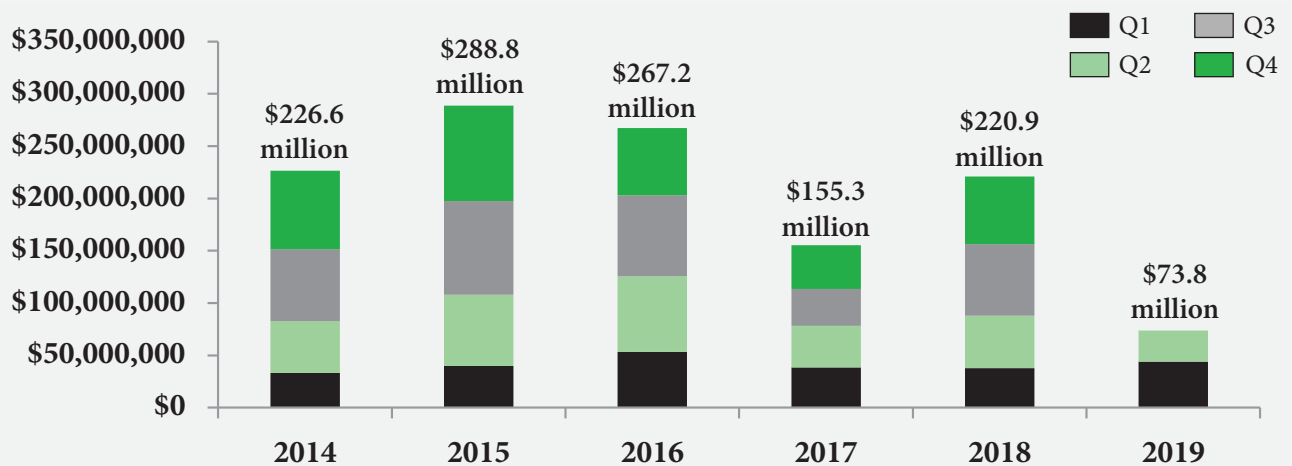
Of the \$1.4 billion the Tollway paid on professional services contracts, \$493.4 million, or **36.1 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2014 through June 30, 2019

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American-Owned	\$81.1	\$102.8	\$183.9	14.9%
Asian Indian-Owned	\$17.4	\$139.4	\$156.8	12.7%
Asian Pacific-Owned	\$7.1	\$45.9	\$52.9	4.3%
Hispanic-Owned	\$417.3	\$104.5	\$521.9	42.3%
Native American-Owned	\$7.9	\$0.7	\$8.6	0.7%
Women-Owned (Caucasian)	\$206.2	\$100.2	\$306.4	24.9%
DBE Non-Minority	\$2.2	\$0.0	\$2.2	0.2%
Total	\$739.2	\$493.4	\$1,232.7	

The Tollway paid \$365.4 million, or 29.6 percent of total D/M/WBE contract payments, (\$223.1 million to construction contractors and \$142.3 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through June 30, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

	2014		2015		2016		2017		2018		2019 YTD	
African American-Owned	\$9.5	6.8%	\$18.7	9.5%	\$27.6	15.3%	\$8.5	9.9%	\$12.2	11.3%	\$4.7	16.4%
Asian Indian-Owned	\$1.5	1.1%	\$8.6	4.4%	\$3.7	2.1%	\$1.2	1.4%	\$1.6	1.5%	\$0.7	2.6%
Asian Pacific-Owned	\$2.5	1.8%	\$0.8	0.4%	\$2.4	1.3%	\$0.8	0.9%	\$0.6	0.5%	\$0.1	0.2%
Hispanic-Owned	\$88.2	63.1%	\$118.2	60.1%	\$86.6	48.0%	\$49.8	58.0%	\$61.0	56.3%	\$13.5	47.5%
Native American-Owned	\$0.0	0.0%	\$1.6	0.8%	\$2.2	1.2%	\$0.6	0.7%	\$2.5	2.3%	\$1.0	3.6%
Women-Owned (Caucasian)	\$38.1	27.2%	\$48.7	24.8%	\$57.8	32.1%	\$24.9	29.0%	\$28.7	26.5%	\$8.0	28.1%
DBE Non-Minority	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.7	1.6%	\$0.5	1.7%
Total	\$139.8		\$196.6		\$180.2		\$85.1		\$108.4		\$28.4	

Percent shown is of total D/M/WBE payments.

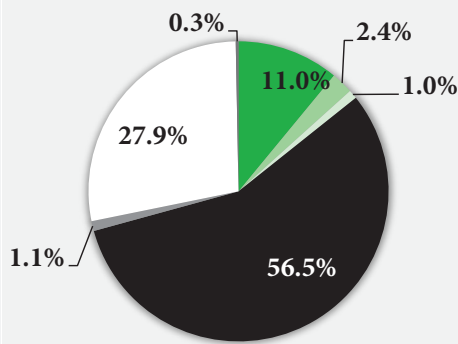
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2014		2015		2016		2017		2018		2019 YTD	
African American-Owned	\$14.6	16.9%	\$17.5	19.0%	\$18.7	21.4%	\$14.2	20.4%	\$28.1	25.0%	\$9.7	21.4%
Asian Indian-Owned	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$32.2	28.6%	\$13.4	29.5%
Asian Pacific-Owned	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.7%	\$7.4	6.6%	\$3.6	7.9%
Hispanic-Owned	\$20.0	23.0%	\$20.2	21.9%	\$19.0	21.8%	\$15.3	22.0%	\$20.9	18.6%	\$9.2	20.2%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%	\$0.2	0.2%	\$0.2	0.4%
Women-Owned (Caucasian)	\$16.8	19.4%	\$17.2	18.7%	\$15.8	18.1%	\$17.4	25.0%	\$23.7	21.0%	\$9.4	20.6%
Total	\$86.8		\$92.2		\$87.0		\$69.5		\$112.5		\$45.4	

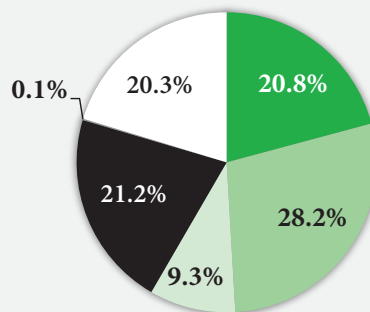
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2014 through June 30, 2019

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



- African American-Owned
- Asian Pacific-Owned
- Native American-Owned
- DBE Non-Minority
- Asian Indian-Owned
- Hispanic-Owned
- Women-Owned (Caucasian)

Data reported is through June 30, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

VETERAN PAYMENTS OVERVIEW

Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through June 30, 2019. During this time frame, the Tollway paid \$3.9 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$118.2 million, or 3.1 percent.

CONSTRUCTION CONTRACTS

Of the \$2.7 billion the Tollway paid on construction contracts, \$101.3 million, or **3.7 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$1.1 billion the Tollway paid on professional services contracts, \$17.0 million, or **1.5 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through June 30, 2019

	2015		2016		2017		2018		2019 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.9	7.42%	\$33.7	7.58%	\$9.4	6.96%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.35%	\$5.7	1.91%	\$2.8	2.27%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$25.6	5.01%	\$39.4	5.30%	\$12.2	4.72%

Percent shown is of total payments. Tollway established Veterans Goals Program in 2015.

DIVERSE FIRMS - January 1, 2012 through June 30, 2019

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for more than 475 of the nearly 1,465 unique firms working since *Move Illinois* began. There have been more than 960 firms that are new to the Tollway since 2012. More than one quarter of these are D/M/WBE or veteran owned firms.

UNIQUE DIVERSE FIRMS

Of the nearly 1,465 unique firms working since 2012, 475, or **32.0 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the more than 960 new firms, 270 or **28.0 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	43
D/M/WBE Total	445
African American-Owned	86
Asian Indian-Owned	35
Asian Pacific-Owned	24
Hispanic-Owned	140
Native American-Owned	7
Women-Owned (Caucasian)	152
DBE Non-Minority	1

	Number of New Firms
Veteran-Owned Total	33
D/M/WBE Total	247
African American-Owned	54
Asian Indian-Owned	14
Asian Pacific-Owned	7
Hispanic-Owned	87
Native American-Owned	4
Women-Owned (Caucasian)	80
DBE Non-Minority	1

Data reported is through June 30, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

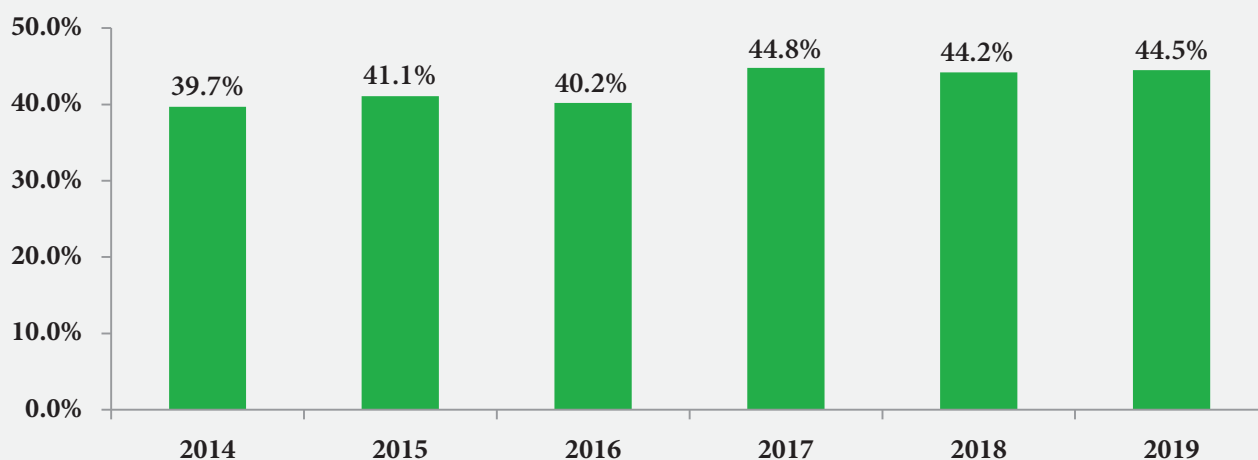
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2014, through June 30, 2019

	Percent		Percent
African American	4.4%	Female	5.3%
Asian/Pacific Islander	0.9%	Male	94.7%
Hispanic-American	35.4%		
American Indian/Alaska Native	0.7%		
Caucasian	58.6%		

MINORITY WORKFORCE HOURS BY YEAR

	2014	2015	2016	2017	2018	2019 YTD
African American	4.8%	5.0%	4.1%	3.6%	3.3%	3.8%
Asian/Pacific Islander	0.9%	0.7%	1.0%	0.7%	1.3%	1.7%
Hispanic-American	33.1%	34.7%	34.5%	40.2%	39.3%	38.1%
American Indian/Alaska Native	0.9%	0.7%	0.7%	0.3%	0.3%	0.9%
Total	39.7%	41.1%	40.2%	44.8%	44.2%	44.5%



ILLINOIS TOLLWAY EARNED CREDIT PROGRAM

The Earned Credit Program (ECP) is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African Americans, Hispanic Americans, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

Data reported is through June 30, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works in partnership with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts and promote diversity.

In the quarter ending June 30, 2019, notices of Tollway job postings were shared with nearly 700 individuals in community, professional and advocacy groups that work on behalf of African Americans, Asian Americans, Hispanic Americans and women, as well as community colleges and universities that include historically African American and Hispanic institutions.

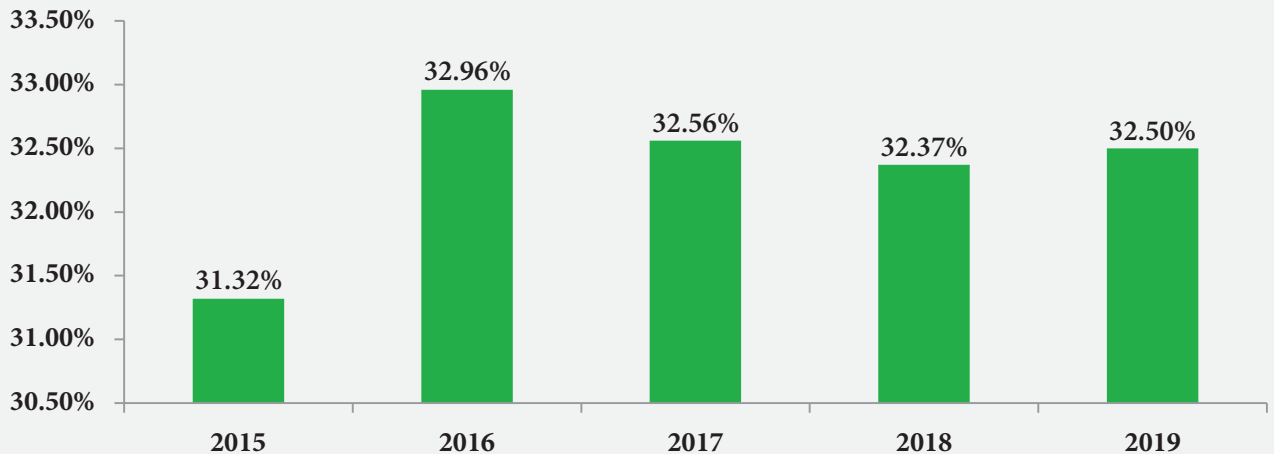
During the second quarter of 2019, the Tollway participated in career and hiring events in Chicago including the Chicago Urban League 6th Annual Citywide Job Fair, the Men's Health Summit - Transportation & Construction Career Fair, the Chicago Department of Aviation Community Career Fair, A Safe Haven's 6th Annual Homeless Veteran Stand Down, and the We Can Build It: Construction Training & Career Expo, as well as the Illinois Department of Employment Security & Career Connections of Moraine Valley Job Fair in Matteson.

TOTAL NUMBER OF EMPLOYEES

2015	1,277
2016	1,419
2017	1,376
2018	1,313
2019	1,274

TOLLWAY WORKFORCE DEMOGRAPHICS

	2015	2016	2017	2018	2019 YTD
African-American	19.03%	17.46%	17.37%	17.21%	17.35%
Hispanic-American	7.91%	7.82%	8.07%	8.30%	8.16%
Asian-American	3.60%	3.31%	3.49%	3.66%	3.69%
American Indian/Alaska Native	0.08%	0.07%	0.15%	0.23%	0.24%
Veterans	7.10%	6.20%	5.89%	6.40%	5.10%
Females	35.16%	35.00%	33.87%	32.90%	32.65%
People with Disabilities	11.20%	11.64%	10.54%	7.84%	9.73%



2019 Tollway workforce demographics reported from April 1, 2019 through June 30, 2019 in accordance with Illinois Department of Human Rights requirements. Data presented is preliminary and subject to change. Totals may not add due to rounding.

ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Arab American Association of Engineers and Architects
Association of Asian Construction Enterprise
Black Contractors United
Chicago Minority Supplier Diversity Council
Chicago Urban League
Chicago Women in Trades
Cosmopolitan Chamber of Commerce
Elite SDVOB Network
Federation of Women Contractors
Hispanic American Construction Industry Association
Harvey Area Chamber of Commerce
Illinois Black Chamber of Commerce
Illinois Hispanic Chamber of Commerce
National Latino Education Institute
National Organization of Minority Engineers
St. Paul Church of God in Christ Community Development Ministries, Inc.
US Minority Contractors Association
Women Transportation Seminar
Women's Business Development Center
Women Construction Owners and Executives
Youth Build Lake County/Lake County Community Church

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including the Governor and Secretary of Transportation who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party.

The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency – Finance Administration and Operations, Customer Service and Planning, Audit, Systems Review, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Will Evans, Chairman
 Jim Connolly, Director
 Stephen L. Davis, Director
 Alice Gallagher, Director
 Karen McConnaughay, Director
 Scott Paddock, Director
 Gary Perinar, Director
 Cesar Santoy, Director
 Jim Sweeney, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asian Americans, Hispanic Americans, Native Americans and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

The Diversity and Inclusion Committee provides policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- Create a formal vehicle of communication to discuss policy and explore potential new initiatives
- Ensure greater accountability and increased transparency
- Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.

COMMITTEE MEMBERS

Chairman Will Evans, *Ex-Officio*
 Director Stephen L. Davis, *Chair*
 Director Jim Connolly
 Director Karen McConnaughay



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT ILLINOISTOLLWAY.COM/DOING-BUSINESS/DIVERSITY-DEVELOPMENT