

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Fourth Quarter

April 1, 2015

Through

June 30, 2015

Greg Bedalov
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



July 21, 2015

Chet Pinski
Human Rights Specialist
Legal Division – Liaison Unit
Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, Illinois 60601

Dear Chet Pinski:

The Illinois Tollway presents our Fourth Quarter Report for Fiscal Year 2015.

If you should have any questions, please do not hesitate to contact Lisa G. Williams, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,

A handwritten signature in blue ink that reads 'Greg M. Bedalov'.

Greg Bedalov
Executive Director

A handwritten signature in blue ink that reads 'Lisa G. Williams'.

Lisa G. Williams
EEO/AA Officer

Enclosure

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Quarterly Report Format

This is the fourth in a series of four quarterly reports for the period of the fiscal year of July 1, 2014 to June 30, 2015. This report covers the time period of April 1, 2015 through June 30, 2015. Each of the quarterly reports follows 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 and Numeric Goals" and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section as to 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 two 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, office/clerical, 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.

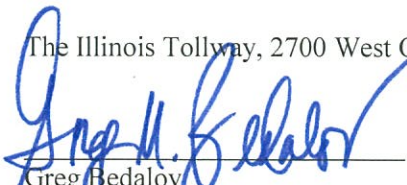
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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, "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 DHR form 27Q.

The final section details the Employment Discrimination Complaints filed against the Tollway. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on second page. This is IDHR form 15Q.

The Illinois Tollway, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.


Greg Bedalov
Executive Director


Lisa G. Williams
EEO /AA Officer / ADA Coordinator

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30, 2015

List Program Goals & Objectives and if Met/Not Met

Continue to work with current partners in expanding outreach to enhance diversity.

Continue to analyze exit interview trends.

Complete Nursing Mom's Privacy Room Orientation Packet.

Continue to increase outreach to trade schools and training programs to enhance diversity.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Complete ADA training for all Tollway Managers and Supervisors

Veterans Statement of Support Program - Signing Ceremony and Hiring Event.

Recruitment

We have sent external job postings to nearly 600 individuals in community, professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans, community colleges and universities including Historically Black Colleges and Universities and Hispanic Serving Institutions, as well as others in order to recruit African-American, Hispanic, Asian-American and female applicants.

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

- OAI - Employer's Forum
- Saint Xavier University - Internship & Job Fair
- Delta Sigma Theta Sorority, Inc. (Chicago Alum. Chapter) - Networking Career Fair 2015
- IDES / Illinois WorkNet / Business and Career Services Inc.
- State Rep. Fred Crespo/Illinois Work Net/Hanover Township (General Job Fair)
- Olive-Harvey College 2015 Spring Career Fair
- Veterans Hiring Event & Resource Fair (Maywood)
- Wilbur Wright College 21st Annual Job Fair & Career Day
- Chicago Job & Resource Expo - Chicago Workforce Center
- Morton College - Annual Job Fair
- Triton College Job Fair
- Greater Southwest Development Corporation
- South Suburban College & Thornton Township - 2015 Community Job Fair
- Cicero Workforce Center / LULAC of IL / Central States SER / IL Rep. Lisa Hernandez / IDES / IL Latino Family Commission / IAHSE / CMS / HISLEA
- US Dept. of Veteran Affairs & Jesse Brown VA Medical Center - 5th Annual Memorial Day Veterans Hiring & Resource Event
- Heartland Alliance Job Fair
- State Rep. Emanuel "Chris" Welch Job Fair
- The Chicago Urban League (CUL) annual City-Wide Job Fair
- Waukegan Township Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: April 1, 2015 - June 30, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	6	P	N/A	N/A	P	15	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	1	N/A	N/A	6	39	71
Asian	P	P	12	N/A	N/A	1	5	P
American Indian / Alaska 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	Off/CI	Sk/Crft	Serv/Mtc
Promotions Total: 8	0	1WM, 1WF	4WM, 1HM	N/A	N/A	0	0	1WM
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 11	1WM	1WF	1WF, 2AAF	N/A	N/A	1WF, 1AAF, 1HF	1AAM	1HM, 1AAF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	5	P	N/A	N/A	P	15	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	1	N/A	N/A	5	39	70
Asian	P	P	12	N/A	N/A	1	5	P
American Indian / Alaska 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

DHR 12-Q (Rev. Feb. 2012)

OM=Other Male

OF=Other Female

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **2**

Reporting Period: April 1, 2015 - June 30, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	1	N/A	N/A	P	3	P
Black / African American	-	-	P	N/A	N/A	P	1	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

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

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	1	N/A	N/A	P	3	P
Black / African American	-	-	P	N/A	N/A	P	1	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30, 2015

Region: **1**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES							
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	17	10	7	2	1						7	6	1						58.82%	41.18%	76.47%	17.65%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	105	64	50	3	2	9				1	41	28	7	3	2			1	60.95%	39.05%	74.29%	9.52%	4.76%	10.48%	0.00%	0.00%	0.95%	0.95%	
Technicians	225	118	90	18	6	3				1	107	73	21	8	3			2	52.44%	47.56%	72.44%	17.33%	6.22%	2.67%	0.00%	0.00%	1.33%	12.89%	
Protective Service	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Office / Clerical	141	45	38	3	3	1				7	96	56	25	11	3			1	31.91%	68.09%	66.67%	19.86%	9.93%	2.84%	0.00%	0.00%	0.71%	11.35%	
Skilled Craft	334	332	275	26	26	1	1			3	2	1	1						99.40%	0.60%	82.63%	8.08%	7.78%	0.30%	0.30%	0.00%	0.90%	7.49%	
Service / Maintenance	455	259	160	52	26	22				41	196	93	84	15	2			2	56.92%	43.08%	55.60%	29.89%	9.01%	5.27%	0.00%	0.00%	0.44%	15.82%	
TOTAL	1,277	828	620	104	64	36	1	0	4	92	449	257	139	37	10	0	0	6	64.84%	35.16%	68.68%	19.03%	7.91%	3.60%	0.08%	0.00%	0.78%	11.20%	

Grand Total Employees for Region 1:	Males:	828	Females:	449	Total Minorities:	401	OTH:	10					
		64.84%		35.16%		31.32%		0.8%					
White:	877	Black/African American:	243	Hispanic/Latino:	101	Asian:	46	AI/AN:	1	NHOPI:	0	Disabled:	143
	68.68%		19.03%		7.91%		3.60%		0.08%		0.00%		11.20%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Feb. 2012)

* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30, 2015

Region: **2**

EEO Category	Grand Total	MALES									FEMALES									PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	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%
Professionals	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%
Technicians	13	9	9							1	4	4							69.23%	30.77%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%
Protective Service	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%
Para-professionals	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%
Office / Clerical	5	2	2								3	3							40.00%	60.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	71	71	64		5	2				5	0								100.00%	0.00%	90.14%	0.00%	7.04%	2.82%	0.00%	0.00%	0.00%	0.00%	7.04%
Service / Maintenance	95	42	33	4	4	1				6	53	43	8		2			8	44.21%	55.79%	80.00%	12.63%	4.21%	3.16%	0.00%	0.00%	0.00%	0.00%	14.74%
TOTAL	184	124	108	4	9	3	0	0		12	60	50	8	0	2	0	0	0	67.39%	32.61%	85.87%	6.52%	4.89%	2.72%	0.00%	0.00%	0.00%	0.00%	10.87%

Grand Total Employees for Region 2:	Males:	124	Females:	60	Total Minorities:	26	OTH:	0					
		67.39%		32.61%		14.13%		0.0%					
White:	158	Black/African American:	12	Hispanic/Latino:	9	Asian:	5	AI/AN:	0	NHOPI:	0	Disabled:	20
	85.87%		6.52%		4.89%		2.72%		0.00%		0.00%		10.87%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Feb. 2012)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30, 2015

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D		
Officials / Administrators	17	10	7	2	1						7	6	1							58.82%	41.18%	76.47%	17.65%	5.88%							
Professionals	105	64	50	3	2	9				1	41	28	7	3	2			1		60.95%	39.05%	74.29%	9.52%	4.76%	10.48%			0.95%	0.95%		
Technicians	238	127	99	18	6	3				1	111	77	21	8	3			2	11	53.36%	46.64%	73.95%	16.39%	5.88%	2.52%			1.26%	12.61%		
Protective Service																															
Para-professionals																															
Office / Clerical	146	47	40	3	3	1				7	99	59	25	11	3			1	9	32.19%	67.81%	67.81%	19.18%	9.59%	2.74%			0.68%	10.96%		
Skilled Craft	405	403	339	26	31	3	1			3	2	1	1							99.51%	0.49%	83.95%	6.67%	7.65%	0.74%	0.25%		0.74%	7.41%		
Service / Maintenance	550	301	193	56	30	23				47	249	136	92	15	4			2	39	54.73%	45.27%	59.82%	26.91%	8.18%	4.91%			0.36%	15.64%		
TOTAL	1,461	952	728	108	73	39	1			4	509	307	147	37	12			6	59	65.16%	34.84%	70.84%	17.45%	7.53%	3.49%	0.07%		0.68%	11.16%		

Grand Total Employees:	Males:	952	Females:	509	Total Minorities:	427	OTH:	10					
		65.16%		34.84%		29.23%		0.68%					
White:	1,035	Black/African American:	255	Hispanic/Latino:	110	Asian:	51	AI/AN:	1	NHOPI:		Disabled:	163
	70.84%		17.45%		7.53%		3.49%		0.07%				11.16%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
 DHR-9 (Rev. Feb. 2012)

* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	1	1	1							0									100.00%	0.00%	100.00%	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%
Intra-Agency Transfers	1	1				1				0									100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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	3	2			1				0									100.00%	0.00%	66.67%	0.00%	0.00%	33.33%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: PROFESSIONALS

Transaction	Grand Total		MALES								FEMALES								PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	1	0								1	1									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	2	1	1							1	1									50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	1			1					0										100.00%	0.00%	0.00%	0.00%	100.00%	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	6	4	4							2	2									66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	1	1	1							0										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%	
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 Reallocations	3	1	1							2	2									33.33%	66.67%	100.00%	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%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: TECHNICIANS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	3	0								3	1	2							0.00%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	5	5	4		1					0								100.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	3	3	3							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	4	1		1						3	2		1					25.00%	75.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	6	1	1						1	5	3	2					2	16.67%	83.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%		
Discharges	2	2		1						0								100.00%	0.00%	0.00%	50.00%	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	4	3	3							1	1							75.00%	25.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Downward Reallocations	1	1	1							0								100.00%	0.00%	100.00%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: OFFICE / CLERICAL

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	3	0								3	1	1	1						0.00%	100.00%	33.33%	33.33%	33.33%	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%	
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%	
Suspensions	2	0								2	1	1					0.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	5	2	2							3	2		1				1	40.00%	60.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%		
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	1	0								1	1							0.00%	100.00%	100.00%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: SKILLED CRAFT

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	1	1		1						0									100.00%	0.00%	0.00%	100.00%	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%	
Intra-Agency Transfers	14	14	14							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%
Suspensions	5	5	4	1						0									100.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	10	10	9	1						0									100.00%	0.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
Discharges	0	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	2	1			1					1		1							50.00%	50.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	17	9	3	4	1	1				8	3	3	2						52.94%	47.06%	35.29%	41.18%	17.65%	5.88%	0.00%	0.00%	0.00%	17.65%
Suspensions	42	18	11	4	3					24	7	15	1	1					42.86%	57.14%	42.86%	45.24%	9.52%	2.38%	0.00%	0.00%	0.00%	0.00%
Separations	8	3	3							5	4		1				1		37.50%	62.50%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	12.50%
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 H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Summary of Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2015 - June 30 2015

EEO Category: GRAND TOTAL

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	11	3	1	1	1					8	3	4	1						27.27%	72.73%	36.36%	45.45%	18.18%					
Promotions	8	7	6		1					1	1								87.50%	12.50%	87.50%		12.50%					
Intra-Agency Transfers	36	28	20	4	2	2				8	3	3	2						77.78%	22.22%	63.89%	19.44%	11.11%	5.56%			16.67%	
Suspensions	54	25	16	6	3					29	10	16	2	1					46.30%	53.70%	48.15%	40.74%	9.26%	1.85%				
Separations	38	23	21	1		1				15	11	2	2				4		60.53%	39.47%	84.21%	7.89%	5.26%	2.63%			15.79%	
Discharges	4	3	1	1						1		1							75.00%	25.00%	25.00%	50.00%				25.00%		
Lay Off																												
Demotions																												
Reductions																												
Reinstatements																												
Reemployment																												
Upward Reallocations	8	4	4							4	4								50.00%	50.00%	100.00%							
Downward Reallocations	1	1	1																100.00%		100.00%							

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: April 1, 2015- June 30, 2015

Agency underutilization of people with disabilities: P

Total hires during this quarter: 11

Total hires of people with disabilities for this quarter: 0

Current employees changing status from non-disabled to disabled for this quarter: 0

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway

Reporting Period: April 1- June 30, 2015

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/29/2014	Region 1	Suspension Pending/Discharge	Racial Harassment & Disability Discrimination	Closed, Pending Final Review
9/2/2014	Region 1	Filing a False EEO Claim	Filing a False EEO Claim	Closed, Pending Final Review
10/27/2014	Region 1	Harassment	Sexual Harassment & Harassment	Closed, Pending Final Review
2/24/2015	Region 1	Failure of Probation	Gender Discrimination	Pending
4/7/2015	Region 1	Harassment	Racial Harassment	Closed, Pending Final Review
4/30/2015	Region 1	Harassment	Racial Harassment	Closed, Pending Final Review
5/27/2015	Region 1	Pay Disparity	Age Discrimination	Pending

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: March 1, 2015 - June 30, 2015		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	<p>On June 19, 2008, the EEOC issued a no reasonable cause finding and a right to sue. Jones filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Jones filed a complaint with the Human Rights Commission. Tollway filed a Motion to Dismiss based on pending federal litigation on the identical claim. U.S. District Court granted the Tollway's Motion for Summary Judgment on July 1, 2011. Tollway filed a Notice of Decision with the Human Rights Commission on July 18, 2011. Plaintiff filed a Motion to Reconsider, which was denied, and in November 2011 she appealed to the Seventh Circuit Court of Appeals. Oral arguments were held on November 13, 2012. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter has been continued generally pending resolution that involves SERS. Status January 21, 2014. Next status is July 15, 2014. The matter with SERS is resolved, and the issue that remains is whether the case will be dismissed voluntarily. The ALJ ordered a briefing on the Tollway's motion to dismiss or dismiss the case outright. Parties await the ruling.</p>
1/2/2013	M-01	Discrimination, Hostile work environment, Retaliation	Race	<p>Complaint filed 1/2/13 in Federal Court. Served 2/15/13. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Status 8/13/13. Discovery on going. Continued to 3/13/15. Tollway timely responded to amended interrogatories and requests to produce. Discovery closes 7/13/2015. Status hearing set for 7/17/2015 at 9:30am.</p>

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: March 1, 2015 - June 30, 2015		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/12/2013	ADM	Discrimination	Race; Arrest record	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/29/13. DHR picked up case. Fact finding conference set for 4/29/14. Charge dismissed for lack of substantial evidence on May 28, 2014. Complainant has until 9/1/14 to file a request for review. EEOC adopted IDHR findings and dismissed on 9/20/14. Complainant has 90 days to file a lawsuit. Filed case, see 2014 L 1045 (DuPage County)
11/6/2013	M-14	Discrimination /Suspension pending	Race	Charge sent 11/4/13. Position Statement filed December 3, 2013. Awaiting decision from EEOC.
10/6/2014	ADM	Discrimination, Retaliation	Race, National Origin, Retaliation	EEOC Charge filed 10/6/2014. Submitted Position Statement 11/5/2014. Waiting on response from EEOC.
8/13/14 (refiled in DuPage County on 10/21/14)	Finance	Discrimination and Retaliation	Race Arrest Record	Filed to change venue and venue changed on 10/9/14. Refiled DuPage. Answer filed 10/28/14. Status hearing 1/20/15. Parties are in discovery. Plaintiff sent interrogatories and requests to produce and Tollway responded 4/17/2015. Plaintiff waiting for Defendant's response to Plaintiff's discovery. Discovery closes 7/30/2015. Case Management Conference scheduled for 8/5/2015 at 9am.
2/13/2015	ADM	Discrimination	Gender	EEOC Charge filed 2/4/15. Charge dismissed April 1, 2015 no reasonable cause.