

# THE ILLINOIS TOLLWAY



## EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Second Quarter

October 1, 2014

Through

December 31, 2014

**KRISTI LAFLEUR**  
Executive Director

**LISA G. WILLIAMS**  
EEO/AA Officer and ADA Coordinator



January 22, 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 Second 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 black ink, appearing to read 'Kristi Lafleur'.

Kristi Lafleur  
Executive Director

A handwritten signature in blue ink, appearing to read 'Lisa G. Williams'.

Lisa G. Williams  
EEO/AA Officer

Enclosure

# THE ILLINOIS TOLLWAY



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Second Quarter

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## Quarterly Report Format

This is the second 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 October 1, 2014 through December 31, 2014. 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.

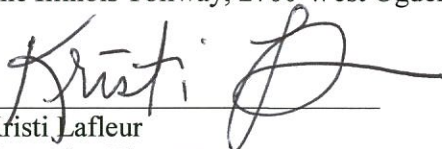
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.


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.

  
\_\_\_\_\_  
Kristi Lafleur  
Executive Director

  
\_\_\_\_\_  
Lisa G. Williams  
EEO /AA Officer / ADA Coordinator

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# Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: October 1, 2014-December 31, 2014

## List Program Goals & Objectives and if Met/Not Met

Continuously working with current partners and expanding outreach to enhance diversity.  
In the process of completing Disability and Veteran Surveys to all employees.  
Continue to analyze exit interview trends.

## Special Problems in Attaining Program Goals

N/A

## Proposed New Program Goals

Continuing to work on previously set goals.

## 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:

- IDES Employer Workshop (Social Media)
- 11th Annual Coalition Luncheon/Job Fair (Waukegan Township)
- Saint Xavier University Job Fair
- Fall 2014 Diversity Community Job & Volunteer Fair (Northeastern Illinois University)
- Town of Cicero Job Fair - President Larry Dominick & IDES
- Congressman Bill Foster - Hiring Event
- State Senator Tom Cullerton & IDES Job Fair
- Greater West Town Project Adult Placement Unit's 2014 Job Fair
- Wilbur Wright College FALL 2014 Job Fair & Career Day
- Congresswoman Robin Kelly Hiring Event
- Asian American Employment Plan Advisory Council & Governor's Office
- State Employment Job Fair - Sen. Bill Cunningham, Rep. Kelly Burke, Rep. Fran Hurley & IDES
- Morton College Veterans Networking Forum
- Rep. Kathleen Willis State Employment Workshop
- Fall 2014 Government Career Fair - Government College Relations Council
- Representative Soto Career Event
- Harry S Truman College - Fall 2014 Career Fair
- Illinois Legislative Latino Caucus Foundation

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: Oct 1, 2014 - Dec 31, 2014

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	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	41	73
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/Cl	Sk/Crft	Serv/Mtc
Promotions Total: 8	0	0	3WM, 2AAM, 1WF, 2AAF	N/A	N/A	0	0	0
New Hires (Veterans) Total:1	0	0	1WM	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 17	0	0	1WF, 1AAM, 1AAF	N/A	N/A	1AAF	9WM, 1AAM	1WM, 1WF, 1AAF

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	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	41	73
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

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **2**

Reporting Period: Oct 1, 2014 - Dec 31, 2014

## 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	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: 1	0	0	0	N/A	N/A	0	1WM	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



## Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2014 - December 31, 2014

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	21	13	9	2	1	1					8	7	1							61.90%	38.10%	76.19%	14.29%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%
Professionals	111	69	55	3	2	9				1	42	29	7	3	2			1		62.16%	37.84%	75.68%	9.01%	4.50%	9.91%	0.00%	0.00%	0.90%	0.90%
Technicians	230	120	89	20	6	3			2	12	110	76	20	8	4			2	14	52.17%	47.83%	71.74%	17.39%	6.09%	3.04%	0.00%	0.00%	1.74%	11.30%
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	145	48	41	3	3	1				9	97	57	25	11	3			1	9	33.10%	66.90%	67.59%	19.31%	9.66%	2.76%	0.00%	0.00%	0.69%	12.41%
Skilled Craft	338	336	281	26	24	1	1		3	21	2	1	1							99.41%	0.59%	83.43%	7.99%	7.10%	0.30%	0.30%	0.00%	0.89%	6.21%
Service / Maintenance	450	258	162	51	24	22				38	192	94	80	14	2			2	24	57.33%	42.67%	56.89%	29.11%	8.44%	5.33%	0.00%	0.00%	0.44%	13.78%
<b>TOTAL</b>	1,295	844	637	105	60	37	1	0	5	81	451	264	134	36	11	0	0	6	47	65.17%	34.83%	69.58%	18.46%	7.41%	3.71%	0.08%	0.00%	0.85%	9.88%

<b>Grand Total Employees for Region 1:</b>	Males:	844	Females:	451	Total Minorities:	395	OTH:	11					
		65.17%		34.83%		30.42%		0.8%					
White:	901	Black/African American:	239	Hispanic/Latino:	96	Asian:	48	AI/AN:	1	NHOPI:	0	Disabled:	128
	69.58%		18.46%		7.41%		3.71%		0.08%		0.00%		9.88%

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: October 1, 2014 - December 31, 2014

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%		
Professionals	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Technicians	12	8	8						1	4	4	4							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%			
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	5	2	2						1	3	3								40.00%	60.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%			
Skilled Craft	69	69	62		5	2			3	0									100.00%	0.00%	89.86%	0.00%	7.25%	2.90%	0.00%	0.00%	0.00%	4.35%			
Service / Maintenance	93	43	34	3	5	1			7	50	41	7		2			9	46.24%	53.76%	80.65%	10.75%	5.38%	3.23%	0.00%	0.00%	0.00%	17.20%				
<b>TOTAL</b>	179	122	106	3	10	3	0	0	12	57	48	7	0	2	0	0	0	9	68.16%	31.84%	86.03%	5.59%	5.59%	2.79%	0.00%	0.00%	0.00%	11.73%			

<b>Grand Total Employees for Region 2:</b>		Males:	122	Females:	57	Total Minorities:	25	OTH:	0
			68.16%		31.84%		13.97%		0.0%
White:	154	Black/African American:	10	Hispanic/Latino:	10	Asian:	5	AI/AN:	0
	86.03%		5.59%		5.59%		2.79%		0.00%
								NHOPI:	0
									0.00%
								Disabled:	21
									11.73%

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: October 1, 2014 - December 31, 2014

**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	21	13	9	2	1	1					8	7	1							61.90%	38.10%	76.19%	14.29%	4.76%	4.76%						
Professionals	111	69	55	3	2	9				1	42	29	7	3	2			1		62.16%	37.84%	75.68%	9.01%	4.50%	9.91%			0.90%	0.90%		
Technicians	242	128	97	20	6	3				2	13	114	80	20	8	4			2	14	52.89%	47.11%	73.14%	16.53%	5.79%	2.89%			1.65%	11.16%	
Protective Service																															
Para-professionals																															
Office / Clerical	150	50	43	3	3	1					10	100	60	25	11	3			1	9	33.33%	66.67%	68.67%	18.67%	9.33%	2.67%			0.67%	12.67%	
Skilled Craft	407	405	343	26	29	3	1			3	24	2	1	1							99.51%	0.49%	84.52%	6.63%	7.13%	0.74%	0.25%		0.74%	5.90%	
Service / Maintenance	543	301	196	54	29	23					45	242	135	87	14	4			2	33	55.43%	44.57%	60.96%	25.97%	7.92%	4.97%			0.37%	14.36%	
<b>TOTAL</b>	<b>1,474</b>	<b>966</b>	<b>743</b>	<b>108</b>	<b>70</b>	<b>40</b>	<b>1</b>			<b>5</b>	<b>93</b>	<b>508</b>	<b>312</b>	<b>141</b>	<b>36</b>	<b>13</b>			<b>6</b>	<b>56</b>	<b>65.54%</b>	<b>34.46%</b>	<b>71.57%</b>	<b>16.89%</b>	<b>7.19%</b>	<b>3.60%</b>	<b>0.07%</b>		<b>0.75%</b>	<b>10.11%</b>	

<b>Grand Total Employees:</b>	Males:	966	Females:	508	Total Minorities:	420	OTH:	11					
		65.54%		34.46%		28.49%		0.75%					
White:	1,055	Black/African American:	249	Hispanic/Latino:	106	Asian:	53	AI/AN:	1	NHOPI:		Disabled:	149
	71.57%		16.89%		7.19%		3.60%		0.07%				10.11%

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:** October 1, 2014 - December 31, 2014

**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	D	
New Hires	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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%
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%

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:** October 1, 2014 - December 31, 2014

**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	0	0								0										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%
Intra-Agency Transfers	3	1	1							2	2									33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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	1	0								1								1		0.00%	100.00%	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:** October 1, 2014 - December 31, 2014

**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	4	2	1	1						1	2	1	1							50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Promotions	8	5	3	2						1	3	1	2							62.50%	37.50%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Intra-Agency Transfers	11	6	5		1					1	5	3	1					1	1	54.55%	45.45%	72.73%	9.09%	9.09%	0.00%	0.00%	0.00%	9.09%	18.18%
Suspensions	1	0									1	1								0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	7	6	3	2				1		2	1	1								85.71%	14.29%	57.14%	28.57%	0.00%	0.00%	14.29%	0.00%	0.00%	28.57%
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	1	1	1							1	0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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

### Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2014 - December 31, 2014

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	1	0								1	1								0.00%	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%	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%	33.33%	
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	4	4	3	1						0								100.00%	0.00%	75.00%	25.00%	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 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:** October 1, 2014 - December 31, 2014

**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	11	11	10	1							0								100.00%	0.00%	90.91%	9.09%	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	10	10	8	2							0								100.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	2	1	1							0								100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	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%	28.57%
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:** October 1, 2014 - December 31, 2014

**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	3	1	1							2	1	1							33.33%	66.67%	66.67%	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%	
Intra-Agency Transfers	39	14	5	3	2	4				25	10	13	2						35.90%	64.10%	38.46%	41.03%	10.26%	10.26%	0.00%	0.00%	0.00%	7.69%
Suspensions	28	15	10	3	1	1				13	8	4					1	3	53.57%	46.43%	64.29%	25.00%	3.57%	3.57%	0.00%	0.00%	3.57%	28.57%
Separations	9	4	4							5	4	1						2	44.44%	55.56%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	22.22%
Discharges	4	4	2	2						0									100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
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:** October 1, 2014 - December 31, 2014

**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	D	
New Hires	19	14	12	2						1	5	2	3							73.68%	26.32%	73.68%	26.32%							5.26%
Promotions	8	5	3	2						1	3	1	2							62.50%	37.50%	50.00%	50.00%						12.50%	
Intra-Agency Transfers	66	34	22	5	3	4				3	32	15	14	2				1	3	51.52%	48.48%	56.06%	28.79%	7.58%	6.06%			1.52%	9.09%	
Suspensions	33	17	11	4	1	1				5	16	10	5					1	3	51.52%	48.48%	63.64%	27.27%	3.03%	3.03%			3.03%	24.24%	
Separations	30	24	19	3		1	1			4	6	5	1						2	80.00%	20.00%	80.00%	13.33%		3.33%	3.33%			20.00%	
Discharges	5	4	2	2						2	1							1		80.00%	20.00%	40.00%	40.00%					20.00%	40.00%	
Lay Off																														
Demotions																														
Reductions																														
Reinstatements																														
Reemployment																														
Upward Reallocations																														
Downward Reallocations	1	1	1							1										100.00%		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:** October 1, 2014- December 31, 2014

**Agency underutilization of people with disabilities:** P

**Total hires during this quarter:** 19

**Total hires of people with disabilities for this quarter:** 1

**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: Oct 1- Dec 31, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/29/2014	Region 1	Suspension Pending/Discharge	Racial Harassment & Disability Discrimination	Pending
9/2/2014	Region 1	Filing a False EEO Claim	Filing a False EEO Claim	Pending
10/27/2014	Region 1	Harassment	Sexual Harassment & Harassment	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: Oct 1, 2014 - Dec 31, 2014		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	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.
1/2/2013	M-01	Discrimination, Hostile Work Environment, Retaliation	Race	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.
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)

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

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway

Reporting Period: Oct 1, 2014 - Dec 31, 2014

### External Complaints

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/22/2013	ADM	Discharge/ Discrimination	Retaliation	IDHR Charge with 1 basis-retaliation file 5/3/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Fact Finding and Investigation scheduled for October 30, 2013. Fact finding complete and dismissed for lack of substantial evidence April 4, 2014. Complainant has until July 8th to request review. EEOC adopted IDHR findings and dismissed on 9/5/14. Complainant has 90 days to file a lawsuit. Nothing filed. Close case.
11/5/2013	M-04	Discrimination /Suspension Pending & Discharge	National Origin (Italian); Retaliation	Charge sent 10/30/13. Filed response on 11/29/13. Investigation continues. Federal lawsuit filed. Case settled. Plaintiff died.
11/6/2013	M-14	Discrimination /Suspension Pending	Race	Charge sent 11/4/13. Position Statement filed December 3, 2013. Awaiting decision from EEOC.
3/11/2014	M-01	Discharge	Race Discrimination and Retaliation	Charge filed 3/11/2014 and dismissed as no reasonable cause on 6/6/2014. Complainant has 90 days to file suit. Close case.
7/30/2014	PL 35	Discharge	Disability Discrimination	EEOC charge filed 7/30/2014 and dismissed as no reasonable cause on 8/12/2014. Complainant has 90 days to file suit. No suit filed. Case will be closed.
10/6/2014	ADM	Discrimination, Retaliation	Race, National Origin, Retaliation	EEOC Charge filed 10/6/2014
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.

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

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