

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter

January 1, 2015

Through

March 31, 2015

KRISTI LAFLEUR
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



April 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 Third 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,


Kristi Lafleur
Executive Director


Lisa G. Williams
EEO/AA Officer

Enclosure

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Quarterly Report Format

This is the third 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 January 1, 2015 through March 31, 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.


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: January 1, 2015 - March 31, 2015

List Program Goals & Objectives and if Met/Not Met

Completed Disability and Veteran Surveys to all employees.
Continue to work with current partners in expanding outreach to enhance diversity.
Continue to analyze exit interview trends.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Complete Nursing Mom's Privacy Room Orientation Packet.
Increase outreach to trade schools and training programs to enhance diversity.
Continue 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:

OAI- Employers Forum
Saint Xavier University - Internship & Job
Delta Sigma Theta Sorority, Inc. (Chicago Alum. Chapter) - Networking Career Fair 2015
IDES / Illinois WorkNet / Business and Career Services Inc.

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: Jan 1, 2015 - Mar 31, 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	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/CI	Sk/Crft	Serv/Mtc
Promotions Total: 2	0	0	1WM, 1WF	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: 22	0	0	1AAF	N/A	N/A	0	2WM, 1AAM, 2HM	3WM, 1AAM, 5WF, 5AAF, 2HF

Ending 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

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **2**

Reporting Period: Jan 1, 2015 - Mar 31, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	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/CI	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: 7	0	0	0	N/A	N/A	0	4WM	1AAM, 1WF, 1AAF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	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: January 1, 2015 - March 31, 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	20	12	8	2	1	1					8	7	1						60.00%	40.00%	75.00%	15.00%	5.00%	5.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	110	68	54	3	2	9				1	42	29	7	3	2			1	61.82%	38.18%	75.45%	9.09%	4.55%	10.00%	0.00%	0.00%	0.91%	0.91%	
Technicians	231	122	91	20	6	3				2	109	75	21	8	3			2	52.81%	47.19%	71.86%	17.75%	6.06%	2.60%	0.00%	0.00%	1.73%	15.15%	
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	47	40	3	3	1				9	94	55	24	11	3			1	33.33%	66.67%	67.38%	19.15%	9.93%	2.84%	0.00%	0.00%	0.71%	15.60%	
Skilled Craft	341	339	282	26	26	1	1			3	2	1	1						99.41%	0.59%	82.99%	7.92%	7.62%	0.29%	0.29%	0.00%	0.88%	7.92%	
Service / Maintenance	463	262	164	52	25	22				49	201	97	84	16	2			2	56.59%	43.41%	56.37%	29.37%	8.86%	5.18%	0.00%	0.00%	0.43%	17.93%	
TOTAL	1,306	850	639	106	63	37	1	0	5	107	456	264	138	38	10	0	0	6	65.08%	34.92%	69.14%	18.68%	7.73%	3.60%	0.08%	0.00%	0.84%	12.86%	

Grand Total Employees for Region 1:	Males:	850	Females:	456	Total Minorities:	404	OTH:	11					
		65.08%		34.92%		30.86%		0.8%					
White:	903	Black/African American:	244	Hispanic/Latino:	101	Asian:	47	AI/AN:	1	NHOPI:	0	Disabled:	168
	69.14%		18.68%		7.73%		3.60%		0.08%		0.00%		12.86%

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: January 1, 2015 - March 31, 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%		
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	11	7	7						1	4	4	4							63.64%	36.36%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%			
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	73	73	66		5	2			5	0									100.00%	0.00%	90.41%	0.00%	6.85%	2.74%	0.00%	0.00%	0.00%	6.85%			
Service / Maintenance	96	43	34	4	4	1			8	53	43	8		2				9	44.79%	55.21%	80.21%	12.50%	4.17%	3.13%	0.00%	0.00%	0.00%	17.71%			
TOTAL	185	125	109	4	9	3	0	0	15	60	50	8	0	2	0	0	0	9	67.57%	32.43%	85.95%	6.49%	4.86%	2.70%	0.00%	0.00%	0.00%	12.97%			

Grand Total Employees for Region 2:	Males:	125	Females:	60	Total Minorities:	26	OTH:	0					
		67.57%		32.43%		14.05%		0.0%					
White:	159	Black/African American:	12	Hispanic/Latino:	9	Asian:	5	AI/AN:	0	NHOPI:	0	Disabled:	24
	85.95%		6.49%		4.86%		2.70%		0.00%		0.00%		12.97%

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: January 1, 2015 - March 31, 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	20	12	8	2	1	1					8	7	1							60.00%	40.00%	75.00%	15.00%	5.00%	5.00%						
Professionals	110	68	54	3	2	9				1	42	29	7	3	2			1		61.82%	38.18%	75.45%	9.09%	4.55%	10.00%			0.91%	0.91%		
Technicians	242	129	98	20	6	3				2	22	113	79	21	8	3			2	14	53.31%	46.69%	73.14%	16.94%	5.79%	2.48%			1.65%	14.88%	
Protective Service																															
Para-professionals																															
Office / Clerical	146	49	42	3	3	1					10	97	58	24	11	3			1	13	33.56%	66.44%	68.49%	18.49%	9.59%	2.74%			0.68%	15.75%	
Skilled Craft	414	412	348	26	31	3	1			3	32	2	1	1																	
Service / Maintenance	559	305	198	56	29	23					57	254	140	92	16	4			2	43	54.56%	45.44%	60.47%	26.48%	8.05%	4.83%			0.36%	17.89%	
TOTAL	1,491	975	748	110	72	40	1			5	122	516	314	146	38	12			6	70	65.39%	34.61%	71.23%	17.17%	7.38%	3.49%	0.07%		0.74%	12.88%	

Grand Total Employees:	Males: 975 65.39%	Females: 516 34.61%	Total Minorities: 430 28.84%	OTH: 11 0.74%
White: 1,062 71.23%	Black/African American: 256 17.17%	Hispanic/Latino: 110 7.38%	Asian: 52 3.49%	AI/AN: 1 0.07%
			NHOPI:	Disabled: 192 12.88%

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 Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: January 1, 2015 - March 31, 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	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%	
Intra-Agency Transfers	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	1	1	1							0									100.00%	0.00%	100.00%	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%	
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	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0								0									0.00%	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: January 1, 2015 - March 31, 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	0	0								0										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%
Intra-Agency Transfers	1	1	1							0										100.00%	0.00%	100.00%	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%
Separations	1	1	1							0										100.00%	0.00%	100.00%	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%
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	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Downward Reallocations	0	0								0										0.00%	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: January 1, 2015 - March 31, 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	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	2	1	1						1	1	1							50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	
Intra-Agency Transfers	8	5	4	1						3	2		1					62.50%	37.50%	75.00%	12.50%	12.50%	0.00%	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%	0.00%		
Separations	3	0								3	2			1			1	0.00%	100.00%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%		
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: January 1, 2015 - March 31, 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
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	1	1	1							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	0								1		1							0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	0								1	1								0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: January 1, 2015 - March 31, 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	D
New Hires	9	9	6	1	2					1	0								100.00%	0.00%	66.67%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
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	2	2	2								0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	2	2								0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	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%	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 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: January 1, 2015 - March 31, 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	D
New Hires	19	5	3	2						1	14	6	6	2					1	26.32%	73.68%	47.37%	42.11%	10.53%	0.00%	0.00%	0.00%	0.00%	10.53%
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	15	5	3	1	1					1	10	5	3	1				1	3	33.33%	66.67%	53.33%	26.67%	13.33%	0.00%	0.00%	0.00%	6.67%	26.67%
Suspensions	44	22	12	5	5					6	22	11	10	1				1	1	50.00%	50.00%	52.27%	34.09%	11.36%	2.27%	0.00%	0.00%	0.00%	15.91%
Separations	2	1	1							1	1		1							50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Discharges	1	0									1	1								0.00%	100.00%	100.00%	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

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

Agency: Illinois Tollway

Reporting Period: January 1, 2015 - March 31, 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	D
New Hires	29	14	9	3	2					2	15	6	7	2				1	48.28%	51.72%	51.72%	34.48%	13.79%						10.34%
Promotions	2	1	1							1	1	1							50.00%	50.00%	100.00%							50.00%	
Intra-Agency Transfers	27	14	11	2	1					1	13	7	3	2				1	3	51.85%	48.15%	66.67%	18.52%	11.11%			3.70%	14.81%	
Suspensions	48	25	15	5	5					6	23	11	11		1			1	52.08%	47.92%	54.17%	33.33%	10.42%	2.08%				14.58%	
Separations	10	5	4	1						1	5	3	1		1			1	50.00%	50.00%	70.00%	20.00%		10.00%				20.00%	
Discharges	2										2	1	1							100.00%	50.00%	50.00%							
Lay Off																													
Demotions																													
Reductions																													
Reinstatements																													
Reemployment																													
Upward Reallocations																													
Downward Reallocations																													

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian 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: January 1, 2015- March 31, 2015

Agency underutilization of people with disabilities: P

Total hires during this quarter: 29

Total hires of people with disabilities for this quarter: 3

Current employees changing status from non-disabled to disabled for this quarter: *39

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

* All employees were resurveyed for Disability Status in December 2014 and results were uploaded during this quarter reporting.

DHR 27-Q (Rev 6-08)

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway

Reporting Period: Jan 1- March 31, 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

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: January 1, 2015 - March 31, 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>

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: January 1, 2015 - March 31, 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

*Action/Issue = Discharge, Suspension, etc.

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