

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

First Quarter

July 1, 2015

Through

September 30, 2015

Greg Bedalov
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



October 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 First Quarter Report for Fiscal Year 2016.

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

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

Sincerely,

Greg Bedalov
Executive Director

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

Lisa G. Williams
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



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Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2015 to June 30, 2016. This report covers the time period of July 1, 2015 through September 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.

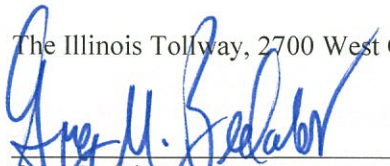
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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: July 1, 2015 - September 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

Research and select providers for upcoming agency-wide sensitivity training

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
- 2015- ADA Celebration (Job Fair)
- State Senator Melinda Bush & IDES Job Fair
- Sen. Christine Radogno, Rep. Jim Durkin & Rep. Ron Sandack's Job Fair
- Rep. Christine Winger's Job Fair
- Sen. Bill Cunningham, Rep. Fran Hurley & IDES Hiring Event
- Rep. Mark Batnick & Rep. John Anthony's Job Fair
- St. Augustine College Southeast Satellite Resource Fair
- State Rep. Rita Mayfield Job Fair
- Veterans New Beginnings Employment Fair
- State Rep. Sam Yingling & IDES
- 48th Ward Career Fair & Northside Workforce Center & IDES
- Harold Washington College Fall Job Fair
- IDES / Veteran Hiring Event and Resource Fair
- Sen. Tom Cullerton Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: July 1, 2015 - Sept 30, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	5	P	N/A	N/A	P	16	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	3	42	65
Asian	P	P	13	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	1WM	1WM, 2WF	1WM, 1HM, 1WF	N/A	N/A	1WM, 1HM, 1HF	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 11	0	1WF	1AAF, 1OF	N/A	N/A	1WM, 1OM, 1AAF	1WM	1AAM, 1WF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	2	P	N/A	N/A	P	16	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	2	42	65
Asian	P	P	13	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: July 1, 2015 - Sept 30, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	1	P
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	4
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				N/A	N/A		1WM	
New Hires (Veterans) Total: 0				N/A	N/A			
New Hires (Non-Vets) Total: 0				N/A	N/A		1WM	

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	1	P
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	4
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)

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **3**

Reporting Period: July 1, 2015 - Sept 30, 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / 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:	-	-	-	N/A	N/A	-	-	-
New Hires (Veterans) Total:	-	-	-	N/A	N/A	-	-	-
New Hires (Non-Vets) Total:	-	-	-	N/A	N/A	-	-	-

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / 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)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2015 - September 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	11	9	1	1					0	6	5	1							64.71%	35.29%	82.35%	11.76%	5.88%	0.00%	0.00%	0.00%	0.00%	0.00%		
Professionals	103	63	49	3	2	9				1	40	28	6	3	2			1	1	61.17%	38.83%	74.76%	8.74%	4.85%	10.68%	0.00%	0.00%	0.97%	1.94%		
Technicians	224	122	94	18	6	3				1	18	103	71	18	8	3			3	12	54.46%	45.98%	73.66%	16.07%	6.25%	2.68%	0.00%	0.00%	1.79%	13.39%	
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	144	50	41	3	4	1				1	8	94	53	27	10	3			1	9	34.72%	65.28%	65.28%	20.83%	9.72%	2.78%	0.00%	0.00%	1.39%	11.81%	
Skilled Craft	350	348	289	26	27	2	1			3	27	2	1	1						99.43%	0.57%	82.86%	7.71%	7.71%	0.57%	0.29%	0.00%	0.86%	7.71%		
Service / Maintenance	464	267	168	53	25	22				0	43	197	97	82	15	2			1	30	57.54%	42.46%	57.11%	29.09%	8.62%	5.17%	0.00%	0.00%	0.22%	15.73%	
TOTAL	1,302	861	650	104	65	37	1	0	5	97	442	255	135	36	10	0	0	6	52	66.13%	33.95%	69.51%	18.36%	7.76%	3.61%	0.08%	0.00%	0.84%	11.44%		

Grand Total Employees for Region 1:		Males:	861	Females:	442	Total Minorities:	399	OTH:	11
			66.13%		33.95%		30.57%		0.8%
White:	905	Black/African American:	239	Hispanic/Latino:	101	Asian:	47	AI/AN:	1
	69.51%		18.36%		7.76%		3.61%		0.08%
								NHOPI:	0
									0.00%
								Disabled:	149
									11.44%

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 and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American) and one therefore total number of employees is greater by two in the ethnic categories than in the gender counts.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2015 - September 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%		
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	7	3	3								4	4								42.86%	57.14%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
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	2	0									2	2								0.00%	#####	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Skilled Craft	27	27	24		2	1					0									100.00%	0.00%	88.89%	0.00%	7.41%	3.70%	0.00%	0.00%	0.00%	0.00%		
Service / Maintenance	61	24	16	4	3	1				4	37	28	7		2				5	39.34%	60.66%	72.13%	18.03%	4.92%	4.92%	0.00%	0.00%	0.00%	14.75%		
TOTAL	97	53	43	4	5	2	0	0	0	4	43	34	7	0	2	0	0	0	5	54.64%	44.33%	79.38%	11.34%	5.15%	4.12%	0.00%	0.00%	0.00%	9.28%		

Grand Total Employees for Region 2:	Males:	53	Females:	43	Total Minorities:	20	OTH:	0					
		54.64%		44.33%		20.62%		0.0%					
White:	77	Black/African American:	11	Hispanic/Latino:	5	Asian:	4	AI/AN:	0	NHOPI:	0	Disabled:	9
	79.38%		11.34%		5.15%		4.12%		0.00%		0.00%		9.28%

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)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2015 - September 30, 2015

Region: **3**

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	2	2	2								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Protective Service	0	0									0									0.00%	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	2	1	1								1	1								50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Skilled Craft	22	22	20		2					2	0								100.00%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	9.09%			
Service / Maintenance	14	6	5		1						8	8						1	42.86%	57.14%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	7.14%			
TOTAL	40	30	28	0	3	0	0	0	0	2	9	9	0	0	0	0	0	1	75.00%	22.50%	92.50%	0.00%	7.50%	0.00%	0.00%	0.00%	0.00%	7.50%			

Grand Total Employees for Region 2:		Males:	30	Females:	9	Total Minorities:	3	OTH:	0
			75.00%		22.50%		7.50%		0.0%
White:	37	Black/African American:	0	Hispanic/Latino:	3	Asian:	0	AI/AN:	0
	92.50%		0.00%		7.50%		0.00%		0.00%
						NHOPI:	0	Disabled:	3
							0.00%		7.50%

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: July 1, 2015 - September 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	11	9	1	1						6	5	1							64.71%	35.29%	82.35%	11.76%	5.88%							
Professionals	103	63	49	3	2	9				1	40	28	6	3	2			1	1	61.17%	38.83%	74.76%	8.74%	4.85%	10.68%			0.97%	1.94%		
Technicians	234	127	99	18	6	3			1	18	107	75	18	8	3			3	12	54.27%	45.73%	74.36%	15.38%	5.98%	2.56%			1.71%	12.82%		
Protective Service																															
Para-professionals																															
Office / Clerical	148	51	42	3	4	1			1	8	97	56	27	10	3			1	9	34.46%	65.54%	66.22%	20.27%	9.46%	2.70%			1.35%	11.49%		
Skilled Craft	399	397	333	26	31	3	1		3	29	2	1	1						99.50%	0.50%	83.71%	6.77%	7.77%	0.75%	0.25%		0.75%	7.27%			
Service / Maintenance	539	297	189	57	29	23				47	242	133	89	15	4			1	36	55.10%	44.90%	59.74%	27.09%	8.16%	5.01%			0.19%	15.40%		
TOTAL	1,440	946	721	108	73	39	1		5	103	494	298	142	36	12			6	58	65.69%	34.31%	70.76%	17.36%	7.57%	3.54%	0.07%		0.76%	11.18%		

Grand Total Employees:	Males:	946	Females:	494	Total Minorities:	422	OTH:	11					
		65.69%		34.31%		29.31%		0.76%					
White:	1,019	Black/African American:	250	Hispanic/Latino:	109	Asian:	51	AI/AN:	1	NHOPI:		Disabled:	161
	70.76%		17.36%		7.57%		3.54%		0.07%				11.18%

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 and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American) and one therefore total number of employees is greater by two in the ethnic categories than in the gender counts.

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2015 - September 30, 2015

EEO Category: OFFICIALS / ADMINISTRATORS

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	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0									0									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	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%
Separations	3	2	2								1	1								66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1		1							0									100.00%	0.00%	0.00%	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%	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: July 1, 2015 - September 30, 2015

EEO Category: PROFESSIONALS

Transaction	Grand		MALES										FEMALES										PERCENTAGES									
	Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	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%			
Promotions	3	1	1								2	2							1	33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		33.33%			
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	1	0									1		1							0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%		0.00%			
Separations	2	0									2	2								0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%			
Discharges	3	1	1								2	1	1							33.33%	66.67%	66.67%	33.33%	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: July 1, 2015 - September 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	2	0								2		1						1	1	0.00%	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%
Promotions	3	2	1		1					1	1								66.67%	33.33%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	23	11	6	3	1	1				2	12	7	2	2				1	47.83%	52.17%	56.52%	21.74%	13.04%	4.35%	0.00%	0.00%	4.35%	8.70%		
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	5	0								5	3	2							0.00%	100.00%	60.00%	40.00%	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: July 1, 2015 - September 30, 2015

EEO Category: OFFICE / CLERICAL

Transaction	Grand		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	3	2	1							1	1	1								66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
Promotions	3	2	1		1						1		1							66.67%	33.33%	33.33%	0.00%	66.67%	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%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	0									2	1		1						0.00%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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: July 1, 2015 - September 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	D
New Hires	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%
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%	0.00%
Intra-Agency Transfers	13	13	8	3	2						0								100.00%	0.00%	61.54%	23.08%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	8	8	6	1	1						0								100.00%	0.00%	75.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Separations	8	8	8								0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	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%
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: July 1, 2015 - September 30, 2015

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand		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	2	1		1							1	1								50.00%	50.00%	50.00%	50.00%	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	5	1	1								4	1	3							20.00%	80.00%	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Suspensions	40	19	13	3	3						21	8	12	1				1		47.50%	52.50%	52.50%	37.50%	7.50%	2.50%	0.00%	0.00%	0.00%	20.00%			
Separations	11	3	3								8	5	3							27.27%	72.73%	72.73%	27.27%	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

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

Agency: Illinois Tollway

Reporting Period: July 1, 2015 - September 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	D	
New Hires	11	6	4	1						1		5	2	2					1	1	54.55%	45.45%	54.55%	27.27%					18.18%	9.09%
Promotions	10	6	4		2							4	3		1					1	60.00%	40.00%	70.00%		30.00%				10.00%	
Intra-Agency Transfers	42	26	16	6	3	1					2	16	8	5	2				1		61.90%	38.10%	57.14%	26.19%	11.90%	2.38%			2.38%	4.76%
Suspensions	51	28	20	4	4						8	23	9	13		1				1	54.90%	45.10%	56.86%	33.33%	7.84%	1.96%				17.65%
Separations	31	13	13									18	12	5	1						41.94%	58.06%	80.65%	16.13%	3.23%					
Discharges	6	4	3	1								2	1	1							66.67%	33.33%	66.67%	33.33%						
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: July 1, 2015- September 30, 2015

Agency underutilization of people with disabilities: P

Total hires during this quarter: 10

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: April 1- June 30, 2015

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
2/24/2015	Region 1	Failure of Probation	Gender Discrimination	Pending
5/27/2015	Region 1	Pay Disparity	Age Discrimination	Pending
7/24/2015	Region 1	Harassment: Race	Pending	Pending
7/21/2015	Region 1	Sexual Harassment	Pending, Tollway's portion is closed	Pending
9/15/2015	Region 1	whistleblower	Pending	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: July 1, 2015 - September 30, 2015		
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. Complainant filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Complainant 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. Tollway timely responded to amended interrogatories and requests to produce. Discovery closes 7/13/2015. Status held October 1st. Discovery stayed for possible settlement conference.
11/6/2013	M-14	Discrimination /Suspension pending	Race	Charge sent 11/4/13. Position Statement filed December 3, 2013.

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: July 1, 2015 - September 30, 2015		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
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. Parties exploring mediation. Status on settlement scheduled for 12/31/2015.
2/13/2015	ADM	Discrimination	Gender	EEOC Charge filed 2/4/15. Charge dismissed April 1, 2015 no reasonable cause. Case will be closed.
9/18/2015	PI 52	Discrimination	Disability	Lawsuit filed 9/18/2015.

DHR 15-Q Rev. 6/05

*Action/Issue = Discharge, Suspension, etc.

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