

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter

January 1, 2016

Through

March 31, 2016

Greg Bedalov
Executive Director

Sharon Ferguson
Interim EEO/AA Officer

REVISED 5.23.2013



May 23, 2016

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 a *revised* Third Quarter Report for Fiscal Year 2015 - 2016.

If you should have any questions, please do not hesitate to contact me, Sharon Ferguson, Interim EEO/AA Officer, at (630) 241-6800, extension 3906.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg M. Bedalov'.

Greg Bedalov
Executive Director

A handwritten signature in black ink, appearing to read 'Sharon Ferguson'.

Sharon Ferguson
Interim EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter

January 1, 2016

Through

March 31, 2016

Greg Bedalov
Executive Director

Sharon Ferguson
Interim EEO/AA Officer

Quarterly Report Format

This is the third 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 January 1, 2016 through March 31, 2016. 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 three 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.

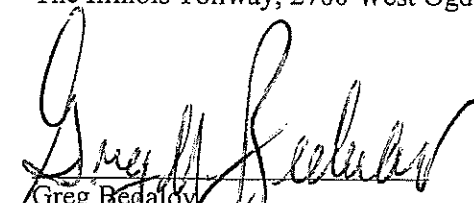
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

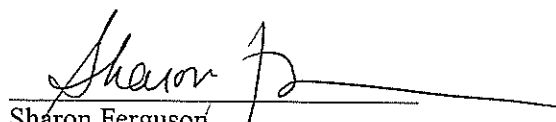
The fourth section is a "Summary of Workforce Transactions" Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

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 Pedalov
Executive Director


Sharon Ferguson
Interim EEO /AA Officer

QUARTERLY REPORT CONTENTS

<u>Form</u>	<u>Page Number</u>
Program Goals (DHR 13Q)	1
Quarterly Underutilization Summary (DHR 12Q)	2-4
Summary of Workforce Analysis (DHR 9)	5-8
Summary of Workforce Transactions (DHR 10).....	9-17
Disability Quarterly Report (DHR 27Q).....	18
Employment Discrimination Complaints (DHR 15Q)	19-20

Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: January 1, 2016 - March 31, 2016

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 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 achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

- IDES/Illinois WorkNet/Business & Career Services, Inc.
- Saint Xavier University-Internship & Career Fair
- Illinois Tollway Career Expo
- IDES/State Rep. William Davis Job Fair
- Mission & Marketplace Job Fair
- State Rep. Fred Crespo/Illinois WorkNet/Hanover Township General Job Fair
- Lake County Housing Authority Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: 1

Reporting Period: Jan 1, 2016 - Mar 31, 2016

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	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	41	65
Asian	P	P	13	N/A	N/A	P	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: 12	2WM	1HM, 2WF	2WM, 1BM, 2WF	N/A	N/A	1WM	0	1WM
New Hires (Veterans) Total: 1	0	0	1BM	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 34	0	3WM, 2OM, 1WF, 1BF	1WM, 2BM, 1WF	N/A	N/A	0	1HM	1BM, 2OM, 3WF, 2BF, 14OF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	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	40	65
Asian	P	P	13	N/A	N/A	P	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, 2016 - Mar 31, 2016

Beginning underutilization for this quarter

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

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	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: Jan 1, 2016 - Mar 31, 2016

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: January 1, 2016-March 31, 2016

Region: 1

EEO Category	MALES													FEMALES																			
	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	PERCENTAGES														
																			M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D					
Officials / Administrators	20	13	11	1	1				7	6	1								65.00%	35.00%	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	106	66	48	3	3	9	3	1	40	27	7	3	2			1	1		37.74%	70.75%	70.75%	9.43%	5.66%	10.38%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Technicians	217	119	90	19	5	3	2	18	98	70	16	7	3			3	13		45.16%	73.73%	73.73%	16.13%	5.53%	2.76%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	
Para-professionals	0	0							0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Office / Clerical	145	48	37	3	4	2	2	8	97	54	27	10	3			3	12		66.90%	62.76%	62.76%	20.69%	9.66%	3.45%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	352	350	287	27	29	2	4	29	2	1	1								0.57%	81.82%	81.82%	7.95%	8.24%	0.57%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	456	251	156	51	23	20	2	45	205	95	81	14	2			13	38		44.96%	55.04%	55.04%	28.95%	8.11%	4.82%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	1,296	847	629	104	65	36	1	0	13	101	253	133	34	10	0	20	64		34.72%	68.06%	68.06%	18.29%	7.64%	3.55%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

Grand Total Employees for Region 1:	Males:	847	Females:	450	Total Minorities:	416	OTH:	33
White:	882	68.06%	237	34.72%	32.02%	32.02%	2.5%	
	Black/African American:	18.29%	99	7.64%	AI/AN:	1	NHOPI:	0
	Hispanic/Latino:		46	3.55%	0.08%	0.08%	0.00%	Disabled:
	A=Asian		A/AN=American Indian and Alaska Native		NHOPI=Native Hawaiian or Other Pacific Islander		D=Disabled	165
	H/L=Hispanic or Latino		A=Asian		A/AN=American Indian and Alaska Native		NHOPI=Native Hawaiian or Other Pacific Islander	12.73%

* 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: January 1, 2016-March 31, 2016

Region: 2

EEO Category	MALES											FEMALES																		
	Total					A/AN					H/L					Total					A/AN					H/L				
	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D					
Officials / Administrators	0	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					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Technicians	5	2	2			3	3				40.00%	60.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	0.00%					
Para-professionals	0	0				0					0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Office / Clerical	2	0				2	2				100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Skilled Craft	27	24	2	1		0					100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Service / Maintenance	60	24	15	4	3	36	25	7	0	2	40.00%	60.00%	66.67%	18.33%	5.00%	5.00%	18.33%	5.00%	5.00%	5.00%	5.00%	18.33%	5.00%	5.00%	5.00%					
TOTAL	94	53	41	4	5	41	30	7	0	2	56.38%	43.62%	75.53%	11.70%	4.26%	43.62%	75.53%	5.32%	4.26%	4.26%	0.00%	11.70%	5.32%	0.00%	3.19%					

Grand Total Employees for Region 2:	Males:	53	Females:	41	Total Minorities:	23	OTH:	3
		56.38%		43.62%		24.47%		3.2%
White:	71	Black/African American:	11	Asian:	4	NHOPI:	0	Disabled:
	75.53%		11.70%		4.26%		0.00%	8
								8.51%

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2016-March 31, 2016

Region: 3

EEO Category	MALES												FEMALES														
	Total			W			B/AA			H/L			A			A/I/AN			NH OPI			OTH			D		
	Grand Total	W	B/AA	H/L	A	A/I/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	A/I/AN	NH OPI	OTH	D	Grand Total	W	B/AA	H/L	A	A/I/AN	NH OPI	OTH	D
Officials / Administrators	0	0							0	0								0	0								0
Professionals	0	0							0	0								0	0								0
Technicians	3	3	3						0	0								100.00%	0.00%								0.00%
Protective Service	0	0							0	0								0.00%	0.00%								0.00%
Para-professionals	0	0							0	0								0.00%	0.00%								0.00%
Office / Clerical	2	1	1						1	1								50.00%	50.00%								0.00%
Skilled Craft	22	22	20	2				2	0	0								100.00%	90.91%								9.09%
Service / Maintenance	14	5	4	1					9	9							1	64.29%	92.86%								7.14%
TOTAL	41	31	28	3	0	0	0	2	10	10	0	0	0	0	0	0	1	75.61%	92.68%								7.32%

Grand Total Employees for Region 2:	Males:	31	Females:	10	Total Minorities:	3	OTH:	0
		75.61%		24.39%		7.32%		0.0%
White:	38	92.68%	Black/African American:	0	0.00%	Hispanic/Latino:	3	7.32%
							Asian:	0
								0.00%
							NHOPI:	0
								Disabled:
								3
								7.32%

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

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2016-March 31, 2016

Grand Total

EEO Category	MALES							FEMALES							PERCENTAGES										
	Total	W	B/AA	H/L	A	AI/AN	NH	Total	W	B/AA	H/L	A	AI/AN	NH	Total	W	B/AA	H/L	A	AI/AN	NH	OTH	D		
	D	OTH	OPI	A	A	AN	AI	D	D	OTH	OPI	A	A	AN	AI	D	D	OTH	OPI	A	A	AN	AI	D	
Grand Total	1,431	698	108	73	38	1	14	107	293	140	34	12	12	69	22	65.13%	35.01%	501	293	140	34	12	69	22	
Officials / Administrators	20	13	11	1	1				7	6	1					65.00%	35.00%	85.00%	10.00%	5.00%					
Professionals	106	66	48	3	3	9	3	1	40	27	7	3	2	1		62.26%	37.74%	70.75%	9.43%	5.66%	10.38%			3.77%	
Technicians	225	124	95	19	5	3	2	18	101	73	16	7	3	13		55.11%	44.89%	74.67%	15.56%	5.33%	2.67%			2.22%	
Protective Service																									
Para-professionals																									
Office / Clerical	149	49	38	3	4	2	2	8	100	57	27	10	3	12		32.89%	67.11%	63.76%	20.13%	9.40%	3.36%			3.36%	
Skilled Craft	401	399	331	27	33	3	1	4	2	1	1					99.50%	0.50%	82.79%	6.96%	8.23%	0.75%	0.25%		1.00%	
Service / Maintenance	530	280	175	55	27	21	3	49	250	129	88	14	4	15		52.89%	47.17%	57.36%	26.98%	7.74%	4.72%			3.40%	
TOTAL	1,431	698	108	73	38	1	14	107	501	293	140	34	12	69	22	65.13%	35.01%	69.25%	17.33%	7.48%	3.49%	0.07%		2.52%	

Grand Total Employees:	Males: 932		Females: 501		Total Minorities: 442		OTH: 36	
	65.13%		35.01%		30.89%		2.52%	
White: 991	Black/African American: 69.25%	Hispanic/Latino: 107	Asian: 50	NHOP: 1	Disabled: 176			
	17.33%	7.48%	3.49%	0.07%	12.30%			

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

DHR-5 (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: January 1, 2016 - March 31, 2016

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES													
	MALES						FEMALES							
	Total	W	B/AA	H/L	A	AI AN OPI	D	Total	W	B/AA	H/L	A	AI AN OPI	D
Grand Total	0	0						0	0					
New Hires	0	0						0	0					
Promotions	2	2						0	0					
Intra-Agency Transfers	0	0						0	0					
Suspensions	0	0						0	0					
Separations	0	0						0	0					
Discharges	0	0						0	0					
Lay Off	0	0						0	0					
Demotions	0	0						0	0					
Reductions	0	0						0	0					
Reinstatements	0	0						0	0					
Reemployment	0	0						0	0					
Upward Reallocations	0	0						0	0					
Downward Reallocations	0	0						0	0					

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

Reporting Period: January 1, 2016 - March 31, 2016

Agency: Illinois Tollway

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																																	
	MALES						FEMALES																											
	Grand 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																
New Hires	7	5	3					2	2	1	1							71.43%	28.57%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Promotions	3	1		1				2	2	2							1	33.33%	66.67%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%			
Intra-Agency Transfers	0	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%	0.00%	0.00%			
Suspensions	0	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%	0.00%	0.00%			
Separations	1	1	1					0	0									100.00%	0.00%	100.00%	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									0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	0.00%	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									0.00%	0.00%	0.00%	0.00%	0.00%	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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled
DHR-10 (Rev. Feb 2012)

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2016 - March 31, 2016

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																
	MALES								FEMALES								
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	5	4	1	3					1	1							
Promotions	5	3	2	1					2	2							
Intra-Agency Transfers	6	6	5					1	0	1							
Suspensions	1	1	1						0	1							
Separations	5	2	2						3	2	1						
Discharges	0	0							0								
Lay Off	0	0							0								
Demotions	0	0							0								
Reductions	0	0							0								
Reinstatements	0	0							0								
Reemployment	0	0							0								
Upward Reallocations	0	0							0								
Downward Reallocations	0	0							0								

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

Workforce Transactions Report

by EEO Category

Agency:

Reporting Period: January 1, 2016 - March 31, 2016

EEO Category: PROTECTIVE SERVICE

Transaction	Grand Total	MALES											FEMALES											PERCENTAGES										
		Total	W	B/AA	H/L	A	AN	OPI	D	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AN	OPI	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	D			
		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
New Hires	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																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Intra-Agency Transfers	0	0																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Suspensions	0	0																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Separations	0	0																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Discharges	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																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Demotions	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																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Reinstatements	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																				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Upward Reallocations	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																				0.00%	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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander D=Disabled

Workforce Transactions Report
by EEO Category

Reporting Period: January 1, 2016 - March 31, 2016

Agency: _____

EEO Category: PARAPROFESSIONALS

Transaction	PARAPROFESSIONALS																		
	MALES						FEMALES						PERCENTAGES						
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D
New Hires	0	0									0	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%
Intra-Agency Transfers	0	0									0	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%
Separations	0	0									0	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%
Lay Off	0	0									0	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%
Reductions	0	0									0	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%
Reemployment	0	0									0	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%
Downward Reallocations	0	0									0	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 D=Disabled

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway Reporting Period: January 1, 2016 - March 31, 2016

EEO Category: OFFICE / CLERICAL

Transaction	PERCENTAGES																	
	MALES						FEMALES						D					
	Total	W	B/AA	H/L	A	AI AN	NH	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH	OTH	D
New Hires	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1								0	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2								0	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%
Separations	2	1	1							1	50.00%	50.00%	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%
Lay Off	0	0								0	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%
Reductions	0	0								0	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%
Reemployment	0	0								0	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%
Downward Reallocations	0	0								0	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

Reporting Period: January 1, 2016 - March 31, 2016

Agency: Illinois Tollway

EEO Category: SKILLED CRAFT

Transaction	MALES													FEMALES													
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D						
New Hires	1	1			1							0															
Promotions	0	0										0															
Intra-Agency Transfers	7	7	4	1	1					1		0															
Suspensions	6	6	2	2	1					1	1	0															
Separations	1	1	1									0															
Discharges	0	0										0															
Lay Off	0	0										0															
Demotions	0	0										0															
Reductions	0	0										0															
Reinstatements	0	0										0															
Reemployment	0	0										0															
Upward Reallocations	0	0										0															
Downward Reallocations	0	0										0															

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

Workforce Transactions Report by EEO Category

Reporting Period: January 1, 2016 - March 31, 2016

Agency: Illinois Tollway

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																	
	MALES						FEMALES						D					
	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
Grand Total	22	3	1							19	3	2						
New Hires	1	1								0								
Promotions	10	8	5	3				1	1	2	1	1						
Intra-Agency Transfers	32	11	4	5	1	1		3	10	21	10	11					1	
Suspensions	20	7	5	1	1				4	13	4						9	
Separations	2	2	1	1	1					0								
Discharges	0	0								0								
Lay Off	0	0								0								
Demotions	0	0								0								
Reductions	0	0								0								
Reinstatements	0	0								0								
Reemployment	0	0								0								
Upward Reallocations	0	0								0								
Downward Reallocations	0	0								0								

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, 2016 - March 31, 2016

EEO Category: GRAND TOTAL

Transaction	MALES											FEMALES											PERCENTAGES											
	Grand Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	OTH	D					
																														M	F	W	B/AA	H/L
New Hires	35	13	4	4	1			4	22	5	3						14	37.14%	62.86%	25.71%	20.00%	2.86%								51.43%				
Promotions	12	8	6	1	1				4	4							1	66.67%	33.33%	66.67%	8.33%	8.33%									8.33%			
Intra-Agency Transfers	25	23	16	4	1		2	2	2	1	1							92.00%	8.00%	68.00%	20.00%	4.00%								8.00%				
Suspensions	39	18	7	7	2	1		1	21	10	11					1	46.15%	53.85%	43.59%	46.15%	5.13%									2.56%				
Separations	29	12	10	1	1				17	6	1	1				9	41.38%	58.62%	55.17%	6.90%	6.90%									31.03%				
Discharges	2	2				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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled
DHR-10 (Rev. Feb 2012)

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: January 1, 2016 - March 31, 2016

Agency underutilization of people with disabilities: P

Total hires during this quarter: 35

Total hires of people with disabilities for this quarter: 0

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

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway Reporting Period: January 1, 2016-March 31, 2016

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
2/24/2015	Region 1	Failure of Probation	Gender Discrimination	Pending
1/18/2016	Region 1	Termination	Race, Age, and Gender discrimination	Pending
1/22/2016	Region 1	Harassment	Sexual Harassment	Pending
7/21/2015	Region 1	Harassment	Sexual Harassment	Pending
3/20/2016	Region 1	Harassment	Sexual, Racial Harassment	Pending

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.
 **Basis= Sex, Race, Religion, National Origin, etc.

EMPLOYMENT DISCRIMINATION COMPLAINTS

Reporting Period: January 1, 2016 - March 31, 2016

Agency: Illinois Tollway
External Complaints

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	An EEOC charge was filed, which the EEOC dismissed with a no reasonable cause finding on June 19, 2008. A federal lawsuit was filed and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, a complaint was filed 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. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter was continued pending resolution of a SERS matter, which was ultimately resolved. Tollway filed a motion to dismiss and ALJ ordered the matter briefed. Parties await the ruling. The complaint was dismissed in January of 2016.
1/2/2013	M-01	Discrimination, Hostile work environment, retaliation	Race	Complaint filed 1/2/13 in Federal Court. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Discovery closes 7/13/2015. Status held October 1st. Discovery stayed for settlement conference set for 1/28/16.
11/6/2013	M-14	Discrimination /suspension pending	race	Charge sent 11/4/13. Position Statement filed December 3, 2013. EEOC closed file - unable to conclude violations on 3/2/16. 90-day right to sue was granted; no suit filed yet.
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	Refiled in DuPage county on 10/9/14 per Tollway motion to change venue. Answer filed 10/28/14. Discovery closed 7/30/2015. Case Management Conference scheduled for 8/5/2015 at 9am. Parties exploring mediation. Status on settlement scheduled for 12/31/2015.
9/18/2015	PI 52	Discrimination	Disability	Lawsuit filed 9/18/2015 in federal court - Northern Dist. IL. Tollway motion to dismiss based on lack of jurisdiction. Plaintiff conceded lack of jurisdiction; TW dismissed from lawsuit. Subsequently Plaintiff agreed entire claim lacks jurisdiction (against SEIU as well) - case dismissed without prejudice on 1/11/16.
7/16/2015	PL 39 / 3	Harassment, hostile work environment, retaliation	National Origin	Charge filed with the IDHR and EEOC on July 10, 2015. Position Statement, Questionnaire and Verified Response submitted to IDHR on September 14, 2015. Fact finding conference scheduled with the IDHR on March 3, 2016.
10/19/2015	Admin	Discrimination	Race, Gender, Age	Charge of discrimination filed alleging failure to promote based on race, age and gender. Verified response filed 12/19/15. Position Statement and Response to Questionnaire filed 1/5/16. Reviewing whether mediation would be appropriate prior to investigation. Fact finding conference is scheduled for May 31, 2016.

*Action/Issue = Discharge, Suspension, etc.

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

