



July 22, 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 our Fourth Quarter Report for Fiscal Year 2016.

If you should have any questions, please do not hesitate to contact me, Sharon E. Ferguson, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,

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

Greg Bedalov  
Executive Director

A handwritten signature in black ink that reads 'Sharon E. Ferguson'.

Sharon E. Ferguson  
EEO/AA Officer

Enclosure

# THE ILLINOIS TOLLWAY



## EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Fourth Quarter

April 1, 2016

Through

June 30, 2016

**Greg Bedalov**  
Executive Director

**Sharon Ferguson**  
Interim EEO/AA Officer

## Quarterly Report Format

This is the fourth 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 April 1, 2016 through June 30, 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 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.

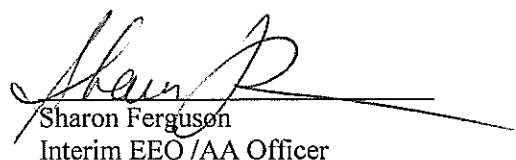
The fourth section is a "Summary of Workforce Transactions" Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

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

  
Sharon Ferguson  
Interim EEO /AA Officer

**QUARTERLY REPORT CONTENTS**

<b><u>Form</u></b>	<b><u>Page Number</u></b>
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) .....	10-17
Disability Quarterly Report (DHR 27Q).....	18
Employment Discrimination Complaints (DHR 15Q).....	19-20

# Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 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:

CMS Diversity enrichment Program "Navigating the State job application process"

Work4Illinois/College lake County in partnership w/Lt. Governor Evelyn Sanquinetti "Navigating Application Process for State Employees"

2016 National Latino Education Institute Career Fair

Harold Washington College Veterans Career Fair

Morton College - Annual Job Fair

State Representative Elgi Sims Youth Employment Fair

Congressman Robert Dold Job Fair

Heartland Human Care Services Hiring Event

Central States SER/IL Veterans Job Fair

Asian American Heritage Festival

Chicago Workforce Center & U.S. Department of Veterans Affairs Hiring & Resource Fair

Illinois Tollway Veterans Career Expo

State Representative Emanuel Chris Welch Job Fair

State Representative Art Turner Job Fair

State Representative John Anthony & State Rep. Mark Batnick

IDES Veterans Employment Workshop - Mini Job Fair

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: Apr 1, 2016 - Jun 30, 2016

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	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

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 4	0	0	0	N/A	N/A	1WM, 1BM, 1WF	1WM	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 17	1HM	1HF	2HM, 1WF	N/A	N/A	1BF, 2OF	1WM, 7OM, 1OF	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	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	1	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: Apr 1, 2016 - Jun 30, 2016

### Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	1	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	4
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	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 0	0	0	0	N/A	N/A	0	0	0

### Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	1	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	4
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

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **3**

Reporting Period: Apr 1, 2016 - Jun 30, 2016

### Beginning underutilization for this quarter

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

### Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	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



### Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2016-June 30, 2016

Region: 1

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D		
		Officials / Administrators	20	13	10	1	2						7	6	1							65.00%	35.00%	80.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	103	64	47	3	3	8				3	1	39	26	6	4	2			1	1	62.14%	37.86%	70.87%	8.74%	6.80%	9.71%	0.00%	0.00%	3.88%	1.94%	
Technicians	219	122	91	19	7	3				2	17	97	69	16	7	2			3	12	55.71%	44.29%	73.06%	15.98%	6.39%	2.28%	0.00%	0.00%	2.28%	13.24%	
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%	
Administrative Support	519	228	139	43	21	19				4	34	293	137	108	24	5			19	46	43.55%	56.45%	53.18%	29.09%	8.67%	4.62%	0.00%	0.00%	4.43%	15.41%	
Skilled Craft	356	354	284	27	29	2	1			11	28	2	1	1							99.44%	0.56%	80.06%	7.87%	8.15%	0.56%	0.28%	0.00%	3.09%	7.87%	
Service / Maintenance	73	67	50	9	5	3					14	6	6						1		91.78%	8.22%	76.71%	12.33%	6.85%	4.11%	0.00%	0.00%	0.00%	20.55%	
<b>TOTAL</b>	<b>1,290</b>	<b>845</b>	<b>621</b>	<b>102</b>	<b>67</b>	<b>35</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>94</b>	<b>444</b>	<b>245</b>	<b>132</b>	<b>35</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>60</b>	<b>65.50%</b>	<b>34.42%</b>	<b>67.13%</b>	<b>18.14%</b>	<b>7.91%</b>	<b>3.41%</b>	<b>0.08%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>11.94%</b>		

<b>Grand Total Employees for Region 1:</b>		<b>Males:</b>	<b>845</b>	<b>Females:</b>	<b>444</b>	<b>Total Minorities:</b>	<b>424</b>	<b>OTH:</b>	<b>43</b>
			<b>65.50%</b>		<b>34.42%</b>		<b>32.79%</b>		<b>3.3%</b>
<b>White:</b>	<b>866</b>	<b>Black/African American:</b>	<b>234</b>	<b>Hispanic/Latino:</b>	<b>102</b>	<b>Asian:</b>	<b>44</b>	<b>AI/AN:</b>	<b>1</b>
	<b>67.13%</b>		<b>18.14%</b>		<b>7.91%</b>		<b>3.41%</b>		<b>0.08%</b>
								<b>NHOPI:</b>	<b>0</b>
									<b>0.00%</b>
								<b>Disabled:</b>	<b>154</b>
									<b>11.94%</b>

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: April 1, 2016-June 30, 2016

Region: **2**

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NHOPI	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	5	1	1						1		4	4								20.00%	80.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
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%
Administrative Support	55	23	14	4	3	1			1	7	32	21	7		2			2	8	41.82%	58.18%	83.84%	20.00%	5.45%	5.45%	0.00%	0.00%	5.45%	27.27%
Skilled Craft	27	27	24		2	1				1	0									100.00%	0.00%	88.89%	0.00%	7.41%	3.70%	0.00%	0.00%	0.00%	3.70%
Service / Maintenance	3	1	1							1	2	2								33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
<b>TOTAL</b>	<b>90</b>	<b>52</b>	<b>40</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>10</b>	<b>38</b>	<b>27</b>	<b>7</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>57.78%</b>	<b>42.22%</b>	<b>74.44%</b>	<b>12.22%</b>	<b>5.56%</b>	<b>4.44%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>15.56%</b>

<b>Grand Total Employees for Region 2:</b>		<b>Males:</b>	<b>52</b>	<b>Females:</b>	<b>38</b>	<b>Total Minorities:</b>	<b>23</b>	<b>OTH:</b>	<b>3</b>
			<b>57.78%</b>		<b>42.22%</b>		<b>25.56%</b>		<b>3.3%</b>
<b>White:</b>	<b>67</b>	<b>Black/African American:</b>	<b>11</b>	<b>Hispanic/Latino:</b>	<b>5</b>	<b>Asian:</b>	<b>4</b>	<b>AI/AN:</b>	<b>0</b>
	<b>74.44%</b>		<b>12.22%</b>		<b>5.56%</b>		<b>4.44%</b>		<b>0.00%</b>
								<b>NHOPI:</b>	<b>0</b>
									<b>0.00%</b>
								<b>Disabled:</b>	<b>14</b>
									<b>15.56%</b>

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: April 1, 2016-June 30, 2016

Region: **3**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NHOPI	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%		
Professionals	0	0									0										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%		
Protective Service	0	0									0										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%		
Administrative Support	14	6	5		1						8	8									42.86%	57.14%	92.86%	0.00%	7.14%	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%	9.09%		
Service / Maintenance	2	0									2	2									0.00%	#####	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#####		
<b>TOTAL</b>	<b>40</b>	<b>30</b>	<b>27</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>10</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>75.00%</b>	<b>25.00%</b>	<b>92.50%</b>	<b>0.00%</b>	<b>7.50%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>7.50%</b>		

Grand Total Employees for Region 2:		Males: 30 75.00%	Females: 10 25.00%	Total Minorities: 3 7.50%	OTH: 0 0.0%
White: 37 92.50%	Black/African American: 0 0.00%	Hispanic/Latino: 3 7.50%	Asian: 0 0.00%	AI/AN: 0 0.00%	NHOPI: 0 0.00%
					Disabled: 3 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=DHR-9 (Rev. Feb. 2012)

### Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2016-June 30, 2016

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	13	10	1	2						7	6	1						65.00%	35.00%	80.00%	10.00%	10.00%								
Professionals	103	64	47	3	3	8			3	1	39	26	6	4	2			1	1	62.14%	37.86%	70.87%	8.74%	6.80%	9.71%		3.88%	1.94%			
Technicians	226	125	94	19	7	3			2	18	101	73	18	7	2			3	12	55.31%	44.69%	73.89%	15.49%	6.19%	2.21%		2.21%	13.27%			
Protective Service																															
Para-professionals																															
Administrative Support	588	255	158	47	25	20			5	41	333	166	115	24	7			21	54	43.37%	56.63%	55.10%	27.55%	8.33%	4.59%		4.42%	16.16%			
Skilled Craft	405	403	328	27	33	3	1		11	31	2	1	1							99.51%	0.49%	81.23%	6.91%	8.15%	0.74%	0.25%	2.72%	7.65%			
Service / Maintenance	78	68	51	9	5	3				15	10	10						2		87.18%	12.82%	78.21%	11.54%	6.41%	3.85%			21.79%			
<b>TOTAL</b>	<b>1,420</b>	<b>928</b>	<b>688</b>	<b>106</b>	<b>75</b>	<b>37</b>	<b>1</b>		<b>21</b>	<b>106</b>	<b>493</b>	<b>282</b>	<b>139</b>	<b>35</b>	<b>12</b>			<b>25</b>	<b>69</b>	<b>65.35%</b>	<b>34.72%</b>	<b>68.31%</b>	<b>17.25%</b>	<b>7.75%</b>	<b>3.45%</b>	<b>0.07%</b>	<b>3.24%</b>	<b>12.32%</b>			

<b>Grand Total Employees:</b>	<b>Males:</b>	<b>928</b>	<b>Females:</b>	<b>493</b>	<b>Total Minorities:</b>	<b>451</b>	<b>OTH:</b>	<b>48</b>
		<b>65.35%</b>		<b>34.72%</b>		<b>31.76%</b>		<b>3.24%</b>
<b>White:</b>	<b>970</b>	<b>68.31%</b>	<b>Black/African American:</b>	<b>245</b>	<b>17.25%</b>	<b>Hispanic/Latino:</b>	<b>110</b>	<b>7.75%</b>
						<b>Asian:</b>	<b>49</b>	<b>3.45%</b>
						<b>AI/AN:</b>	<b>1</b>	<b>0.07%</b>
						<b>NHOPI:</b>		
						<b>Disabled:</b>	<b>175</b>	<b>12.32%</b>

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH OPI=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: April 1, 2016 - June 30, 2016

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES										FEMALES								PERCENTAGES																									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D																	
New Hires	1	1			1														0														100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Discharges	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Lay Off	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Demotions	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reductions	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reinstatements	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reemployment	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Upward Reallocations	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Downward Reallocations	0	0																	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

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

**Workforce Transactions Report  
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 2016

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			
							AN	OPI								AN	OPI									AN	OPI					
New Hires	1	0									1			1							0.00%	100.00%	0.00%	0.00%	100.00%	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	4	2	1			1					2	1	1								50.00%	50.00%	50.00%	25.00%	0.00%	25.00%	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: April 1, 2016 - June 30, 2016

EEO Category: TECHNICIANS

Transaction	Grand Total	Total	MALES										FEMALES										PERCENTAGES																										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D																				
New Hires	3	2			2							1	1																66.67%	33.33%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Promotions	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Intra-Agency Transfers	17	8	7		1							9	7	1										1															47.06%	52.94%	82.35%	5.88%	5.88%	0.00%	0.00%	0.00%	5.88%	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%	0.00%	0.00%	0.00%								
Separations	4	1	1									3	2			1													25.00%	75.00%	75.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Discharges	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Lay Off	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Demotions	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Reductions	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Reinstatements	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Reemployment	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Upward Reallocations	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Downward Reallocations	0	0										0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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: \_\_\_\_\_

Reporting Period: April 1, 2016 - June 30, 2016

EEO Category: **PROTECTIVE SERVICE**

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	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	D	
New Hires	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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 D=Disabled



**Workforce Transactions Report  
by EEO Category**

Agency: \_\_\_\_\_

Reporting Period: April 1, 2016 - June 30, 2016

EEO Category: PARAPROFESSIONALS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	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	D	
New Hires	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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 D=Disabled

**Workforce Transactions Report  
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 2016

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	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	NH OPI	OTH	D			
	New Hires	3	0									3		1					2	0.00%	100.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	66.67%	0.00%			
Promotions	3	2	1	1							1	1							66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Intra-Agency Transfers	13	7	4		2	1					6	3	2	1				53.85%	46.15%	53.85%	15.38%	23.08%	7.69%	0.00%	0.00%	0.00%	0.00%					
Suspensions	42	18	8	7	1	2					24	11	9	2	1		1	42.85%	57.14%	45.24%	38.10%	7.14%	7.14%	0.00%	0.00%	2.38%	0.00%					
Separations	5	1	1								4	4						20.00%	80.00%	100.00%	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%					
Lay Off	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Demotions	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Reductions	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Reinstatements	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Reemployment	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Upward Reallocations	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Downward Reallocations	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					

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

**Workforce Transactions Report  
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 2016

EEO Category: SKILLED CRAFT

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	9	8	1							7	1							1		88.89%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	88.89%	0.00%
Promotions	1	1	1								0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	17	16	13		3					2	1	1							2	94.12%	5.88%	76.47%	5.88%	17.65%	0.00%	0.00%	0.00%	0.00%	23.53%
Suspensions	6	5	5	1							0									100.00%	0.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	3	2	2								1							1		66.67%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%
Discharges	3	3	3								0									100.00%	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%
Demotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

**Workforce Transactions Report  
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 2016

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	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	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%	0.00%
Separations	6	3	2	1						3	3							50.00%	50.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
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%	0.00%	0.00%	
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

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

Agency: Illinois Tollway

Reporting Period: April 1, 2016 - June 30, 2016

EEO Category: GRAND TOTAL

Transaction	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	NH OPI	OTH	D					
New Hires	17	11	1		3				7		6	1	1	1				3		64.71%	35.29%	11.76%	5.88%	23.53%								58.82%		
Promotions	4	3	2	1						1	1									75.00%	25.00%	75.00%	25.00%											
Intra-Agency Transfers	47	31	24		6	1			2	16	10	4	1				1	2		65.96%	34.04%	72.34%	8.51%	14.89%	2.13%					2.13%	8.51%			
Suspensions	51	27	18	8	1	2				24	11	9	2	1			1			52.94%	47.06%	52.94%	33.33%	5.88%	5.88%					1.96%				
Separations	22	9	7	1		1				13	10	1		1			1			40.91%	59.09%	77.27%	9.09%		9.09%					4.55%				
Discharges	4	3	3							1	1									75.00%	25.00%	100.00%												
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: April 1, 2016 - June 30, 2016

Agency underutilization of people with disabilities:         P        

Total hires during this quarter:       17      

Total hires of people with disabilities for this quarter:           0          

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

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway		Reporting Period: April 1, 2016 - June 30, 2016		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
2/24/2015	Region 1	Failure of Probation	Gender Discrimination	Pending
7/21/2015	Region 1	Harassment	Sexual Harassment	Pending
1/18/2016	Region 1	Termination	Race, Age, and Gender discrimination	Pending
1/22/2016	Region 1	Harassment	Sexual Harassment	Pending
4/30/2016	Region 1	Harassment	Racial Harassment	Pending
4/25/2016	Region 1	harassment	National Origin and Age	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: April 1, 2016 - June 30, 2016		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
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. Settlement reached and parties entered into agreement. The case was dismissed with prejudice with each party bearing their own costs and fees. Civil case terminated.
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. EEOC issued Dismissal and Notice of Rights Letter (right to sue).
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. Case settled on December 21, 2015. Case dismissed on December 23, 2015.
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. Matter withdrawn as part of a private settlement agreement March 29, 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 held May 31, 2016. Investigation continues. Awaiting response from IDHR.
6/10/2016	Finance	Harassment, Failure to Promote, Denial of Transfer	National Origin, Age, Gender	Charge of discrimination filed alleging harassment, failure to promote, and denial of transfer based on national origin, age and gender. Charge is being handled by the IDHR. Gathering documentation and preparing responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Response due August 9, 2016.

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

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