

THE ILLINOIS TOLLWAY



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

Third Quarter - Fiscal Year July 1, 2016 to June 30, 2017

January 1, 2017

Through

March 31, 2017

Greg Bedalov
Executive Director

Sharon Ferguson
EEO/AA Officer

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Quarterly Report Format

This is the third in a series of four quarterly reports for the period of the fiscal year of July 1, 2016 to June 30, 2017. Each of the quarterly reports follow 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 Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section detailing 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, administrative support, 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, the “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. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on the 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
EEO /AA Officer

Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: January 1, 2017 - March 31, 2017

List Program Goals & Objectives and if Met/Not Met

Continue to work with current partners in expanding outreach to enhance diversity.

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

Continue to provide agency-wide civility and diversity training.

Continue to analyze exit interview trends.

Recruitment

We sent external job postings to approximately 705 individuals in the 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:

Northside Workforce Center & Catholic Charities CHA Career Expo

Hanover Township/Rep. Crespo/IDES & WorkNet Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: January 1, 2017 - March 31, 2017

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	3	P	N/A	N/A	P	14	20
Black / African American	P	2	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	P	N/A	N/A	17	35	11
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: 13	0	1WM	1WF, 2BM, 3WM	N/A	N/A	1WF	3WM, 2HM	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 32	0	1WF, 2WM	1AF, 3BF, 1BM, 1WF, 1WM	N/A	N/A	3BF, 1WF, 2OF, 2AM, 1BM, 1OM	1AM, 5BM, 6WM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	2	P	N/A	N/A	P	14	20
Black / African American	P	2	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	P	N/A	N/A	17	33	11
Asian	P	P	12	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: January 1, 2017 -
 March 31, 2017

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	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: 2	0	0	1HM	N/A	N/A	0	1WM	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 1	0	0	0	N/A	N/A	0	1HM	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	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

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **3**

Reporting Period: January 1, 2017 -
 March 31, 2017

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: 1	0	0	0	N/A	N/A	0	1WM	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	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: January 1, 2017-March 31, 2017

Region: 1

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES																													
		Total					A/AN					NH/OPI					Total					W/BAA					H/L					A/AIAN					NHOPI					OTH					D				
		W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D	W	BAA	H/L	A	D					
Officials / Administrators	21	14	12	0	2	0	0	0	0	0	7	6	1	0	0	0	0	0	0	0	0	0	66.67%	33.33%	85.71%	4.76%	9.52%	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%	0.00%	0.00%	0.00%				
Professionals	106	66	49	3	3	7	0	0	4	2	40	28	6	3	2	0	1	1	0	0	1	1	62.26%	37.74%	72.84%	8.49%	5.66%	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%	0.00%	0.00%	0.00%				
Technicians	215	118	85	19	7	3	0	0	4	17	97	65	19	7	3	0	3	12	0	0	3	12	54.88%	45.12%	69.77%	17.67%	6.51%	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%	0.00%	0.00%	0.00%				
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%									
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%									
Administrative Support	501	210	121	44	19	20	0	0	6	29	291	127	110	26	6	0	22	43	0	0	0	22	41.92%	58.08%	49.50%	30.74%	8.98%	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%									
Skilled Craft	337	333	267	26	28	1	1	0	10	25	4	1	3	0	0	0	0	0	0	0	0	0	98.81%	1.19%	79.53%	8.61%	8.31%	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%									
Service / Maintenance	65	59	44	9	3	3	0	0	0	12	6	6	0	0	0	0	1	1	0	0	0	1	90.77%	9.23%	76.92%	13.85%	4.62%	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%									
TOTAL	1,245	800	578	101	62	34	1	0	24	85	445	233	139	36	11	0	26	57	0	0	0	26	64.26%	35.74%	65.14%	19.28%	7.87%	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%									

Grand Total Employees for Region 1:	Males:	800	Females:	445	Total Minorities:	384	OTH:	50	
		64.26%		35.74%		30.76%		4.0%	
White:	811	Black/African American:	240	Hispanic/Latino:	98	Asian:	45	Disabled:	142
	65.14%		19.28%		7.87%		3.61%		11.41%
						0.08%	0.00%		

W=White BAA=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-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: January 1, 2017-March 31, 2017

Region: 2

EEO Category	MALES											FEMALES											PERCENTAGES												
	Total					African American					Hispanic/Latino					Asian					Native Hawaiian or Other Pacific Islander					Disabled					Other				
	W	B/AA	H/L	A	Total	W	B/AA	H/L	A	Total	W	B/AA	H/L	A	Total	W	B/AA	H/L	A	Total	F	M	W	B/AA	H/L	A	Total	AI/AN	NH/PI	OTH	D				
Officials / Administrators	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	4	0	1	0	0	0	0	0	1	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	71.43%	28.57%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	14.29%
Protective Service	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	71	34	26	4	3	1	0	0	0	6	37	28	5	0	1	0	0	0	0	0	3	5	47.89%	52.11%	76.06%	12.68%	4.23%	4.23%	2.82%	0.00%	0.00%	0.00%	0.00%	4.23%	
Skilled Craft	48	48	43	1	2	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	89.58%	2.08%	4.17%	4.17%	2.08%	0.00%	0.00%	0.00%	0.00%	2.08%	
Service / Maintenance	6	4	4	0	0	0	0	0	0	1	2	2	0	0	0	0	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	132	91	77	5	6	2	0	0	1	9	41	32	5	0	1	0	0	0	0	0	3	5	68.94%	31.06%	82.58%	7.58%	4.55%	4.55%	2.27%	0.00%	0.00%	0.00%	0.00%	10.61%	

Grand Total Employees for Region 2:	Males: 91	Females: 41	Total Minorities: 19	OTH: 4
	68.94%	31.06%	14.39%	3.0%
White: 109	Black/African American: 10	Hispanic/Latino: 6	Asian: 3	Disabled: 14
82.58%	7.58%	4.55%	2.27%	10.61%
			AI/AN: 0	NHOPI: 0
			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 NHOP=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
 DHR-9 (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway
Region: 3

Reporting Period: January 1, 2017-March 31, 2017

EEO Category	MALES														FEMALES														PERCENTAGES																			
	Total				W				B/AA				H/L				A				A/IAN				NH/PI				OTH				D															
Grand Total	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	0	0	0	0	0	0	0	0	0	0	0	0	0				
Officials / Administrators	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	0	0	0	0	0	0	0	0	0	0	0	0	0				
Professionals	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	0	0	0	0	0	0	0	0	0	0	0	0	0				
Technicians	3	3	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	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%	0.00%	0.00%				
Protective Service	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	0.00%	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%				
Para-professionals	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	0.00%	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%				
Administrative Support	14	7	5	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	50.00%	50.00%	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%				
Skilled Craft	21	21	18	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	85.71%	85.71%	0.00%	0.00%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Service / Maintenance	2	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	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%	0.00%	0.00%				
TOTAL	40	31	26	0	3	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	22.50%	22.50%	87.50%	87.50%	2.50%	2.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.50%	2.50%	7.50%	7.50%

Grand Total Employees for Region 2:	Males:	31	Females:	9	Total Minorities:	4	OTH:	1
		77.50%		22.50%		10.00%		2.5%
White:	35	Black/African American:	0	Hispanic/Latino:	3	Asian:	1	Disabled:
87.50%	0.00%	7.50%	2.50%	0.00%	0	NHOPI:	0	3
								7.50%

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

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2017-March 31, 2017

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES												
		Total					A					H/L					Total					A					H/L							
		W	B/AA	H/L	A	AI / AN / OPI	D	OTH	D	OTH	D	AI / AN / OPI	D	OTH	D	W	B/AA	H/L	A	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D					
Officials / Administrators	21	14	12	2											7	6	1																	
Professionals	108	66	49	3	7		4	2							40	28	6	3	2															
Technicians	225	126	92	19	8	3	4	18							99	67	19	7	3															
Protective Service																																		
Para-professionals																																		
Administrative Support	586	251	152	48	23	21	7	35							335	162	115	26	7															
Skilled Craft	406	402	328	27	32	3	1	11							4	1	3																	
Service / Maintenance	73	63	48	9	3	3		13							10	10																		
TOTAL	1,417	922	681	106	71	37	1	26							495	274	144	36	12															

Grand Total Employees:	Males:	922	Females:	495	Total Minorities:	407	OTH:	55	
		65.07%		34.93%		28.72%		3.88%	
White:	955	Black/African American:	250	Hispanic/Latino:	107	Asian:	49	NHOPI:	159
	67.40%		17.64%		7.55%		3.46%		11.22%

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

Reporting Period: January 1, 2017 - March 31, 2017

Agency: Illinois Tollway

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES																						
	MALES						FEMALES						D										
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	
New Hires	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										0.00%	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										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	1	1									100.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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										0.00%	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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2017 - March 31, 2017

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																			
	MALES							FEMALES												
	Grand 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	
New Hires	2	1	1								1	1								
Promotions	1	1	1								0									
Intra-Agency Transfers	0	0									0									
Suspensions	2	0									2	1	1							
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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway Reporting Period: January 1, 2017 - March 31, 2017

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																													
	MALES						FEMALES																							
	Grand Total	W	B/A/A	H/L	A	AI AN OPI	D	Total	W	B/A/A	H/L	A	AI AN OPI	D																
New Hires	7	2	1	1				5	1	3	1			28.57%	71.43%				28.57%	57.14%	0.00%				14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	7	6	3	2	1			1	1					85.71%	14.29%			1	57.14%	28.57%	14.29%				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	10	9	8	1				1			1			90.00%	10.00%			1	80.00%	10.00%	10.00%				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	0												0.00%	100.00%				50.00%	50.00%	0.00%				0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Separations	4	3	2		1			1	1					75.00%	25.00%			1	75.00%	0.00%	25.00%				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0						0						0.00%	0.00%			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	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	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	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	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	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	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	0.00%	0.00%	0.00%				0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/A/A=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

Workforce Transactions Report
by EEO Category

Agency:

Reporting Period: January 1, 2017 - March 31, 2017

EEO Category: PROTECTIVE SERVICE

Transaction	PERCENTAGES																			
	MALES						FEMALES													
	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%	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	0	0									0	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%
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 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, 2017 - March 31, 2017

Agency:

EEO Category: PARAPROFESSIONALS

Transaction	PERCENTAGES																					
	MALES						FEMALES						D									
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	D	
New Hires	0	0										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										0.00%	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										0.00%	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	0	0										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										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0.00%	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 D=Disabled

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

EEO Category: ADMINISTRATIVE SUPPORT

Reporting Period: January 1, 2017 - March 31, 2017

Transaction	PERCENTAGES																									
	MALES							FEMALES																		
	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	11	5	1	1	2			1	6	1	3					2	45.45%	18.18%	36.36%	0.00%	18.18%	0.00%	0.00%	0.00%	27.27%	0.00%
Promotions	1	0							1	1					1		100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Intra-Agency Transfers	22	5	5						17	4	7				6		77.27%	40.91%	31.82%	0.00%	0.00%	0.00%	0.00%	27.27%	0.00%	
Suspensions	52	18	9	7	2				34	12	18	1			3		65.38%	40.38%	48.08%	5.77%	0.00%	0.00%	0.00%	5.77%	0.00%	
Separations	8	1	1					1	7	1	5	1			1		87.50%	25.00%	62.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	7	2	2					1	5		4	1					71.43%	28.57%	57.14%	0.00%	14.29%	0.00%	0.00%	0.00%	14.29%	
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
DHR-10 (Rev Feb 2016)

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2017 - March 31, 2017

EEO Category: SKILLED CRAFT

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	13	13	6	5	1	1				0	100.00%	46.15%	38.46%	7.69%	7.69%	0.00%	0.00%
Promotions	7	7	5		2					0	100.00%	71.43%	0.00%	28.57%	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%
Suspensions	10	10	5	4	1					0	100.00%	50.00%	40.00%	10.00%	0.00%	0.00%	0.00%
Separations	9	9	4	3	1	1				0	100.00%	44.44%	33.33%	11.11%	11.11%	0.00%	0.00%
Discharges	3	3	1	2						0	100.00%	33.33%	66.67%	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%
Demotions	0	0								0	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%
Reinstatements	0	0								0	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%
Upward Reallocations	0	0								0	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%

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, 2017 - March 31, 2017

Agency: Illinois Tollway

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																			
	MALES						FEMALES						Total							
	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	0	0									0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0									0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0									0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	8	3				1					5	37.50%	62.50%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Separations	0	0									0	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%
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 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

Reporting Period: January 1, 2017 - March 31, 2017

Agency: Illinois Tollway

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES											FEMALES											PERCENTAGES															
		Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	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	33	21	10	6	1	3					1	12	2	7	1						2	63.64%	36.36%	36.36%	3.03%	12.12%					9.09%								
Promotions	16	14	9	2	3							2	2								1	87.50%	12.50%	12.50%	18.75%										6.25%				
Intra-Agency Transfers	32	14	12	1	1							18	4	7	1						6	43.75%	56.25%	50.00%	6.25%														
Suspensions	75	32	18	11	3					4	4	43	15	24	1						3	42.67%	57.33%	44.00%	46.67%										4.00%	10.67%			
Separations	22	14	8	3	2	1				1	1	8	2	5	1						1	63.64%	36.36%	45.45%	36.36%	4.55%										9.09%			
Discharges	10	5	3	2						1	1	5		4	1							50.00%	50.00%	60.00%		10.00%									10.00%				
Lay Off																																							
Demotions																																							
Reductions																																							
Reinstatements																																							
Reemployment																																							
Upward Reallocations																																							
Downward Reallocations																																							

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: January 1, 2017 - March 31, 2017

Agency underutilization of people with disabilities: P

Total hires during this quarter: 33

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 State Toll Highway Authority

Reporting Period: January 1, 2017 - March 31, 2017

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
7/26/2016	Region I	Discrimination	Discrimination: Age, Race	Pending
12/14/2016	Region I	Suspension	Discrimination: Race, Retaliation	Pending
2/22/2017	Region I	Discrimination	Discrimination: Age, Race	Pending
3/1/2017	Region I	Discrimination	Discrimination: Age, Race	Pending

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*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency: Illinois Tollway Reporting Period: January 1, 2017 - March 31, 2017

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/16/2016	Finance	Unequal terms and conditions of employment, Harassment, and Suspension	National Origin, Age	Complainant withdrew the Complaint on March 8, 2017, and the Department issued order of closure.
10/20/2015	Administration	Discrimination	Race, Gender, Age	Dismissed for Lack of Substantial Evidence 11/3/16. Request for Review filing date, 2/6/17. Request for Review timely filed. Awaiting decision.
12/15/2016	Administration	Discrimination, Retaliation	Race, Age, Protected Activity	At Complainant's request, EEOC charge closed and Right to Sue letter issued. Federal lawsuit filed.
2/17/2017	Diversity & Strategic Development	Discrimination, Retaliation	Disability, Sex	Charge of Discrimination filed alleging discrimination based on disability and sex, and retaliation for engaging in protected activity. Charge being investigated by EEOC. Position Statement filed 3/27/17.
2/21/2017	Operations	Harassment, Suspension	Retaliation	Charge of discrimination filed alleging suspension and harassment from management and coworkers for previously filed IDHR complaints. Charge is being investigated by the IDHR. Gathering documentation and preparing responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Response documents are due 4/24/17.
4/3/2017	Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment	Race, sex, retaliation	Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment and harassment from management and coworkers based on her gender and race as well as in retaliation previously filed IDHR complaints. Charge is being investigated by the IDHR. Gathering documentation and preparing responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Response documents are due 6/2/17.

*Action/Issue = Discharge, Suspension, etc.

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