



July 31, 2017

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:

Attached please find the Illinois Tollway's Fourth Quarter EEO/AA Report for Fiscal Year 2017. If you 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 blue ink that reads "Greg M. Bedalov".

Greg Bedalov
Executive Director

A handwritten signature in blue ink that reads "Sharon E. Ferguson".

Sharon E. Ferguson
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

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

April 1, 2017

Through

June 30, 2017

Greg Bedalov
Executive Director

Sharon Ferguson
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, 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.

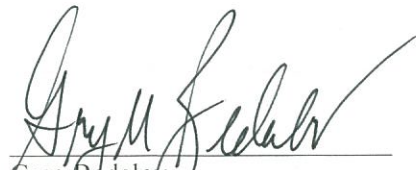
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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 State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.



Greg Bedalov
Executive Director



Sharon Ferguson
EEO /AA Officer

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Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: April 1, 2017 - June 30, 2017

List Program Goals & Objectives and if Met/Not Met

Continue to work with current partners to expand 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; as well as to professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans. Postings were also sent to 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:

National Latino Education Institute Career Fair

US Chamber of Commerce Hiring Our Heroes

Senator Trotter/Rep. Sims/Cook County Commissioner Stanley Moore Community Job Fair

Missions & Marketplace Career Fair

CMS Diversity Enrichment Program Navigating State Employment

CMS Diversity Enrichment Program Navigating State Employment

Wilbur Wright College Spring 2017 Job Fair Career Day

21st Ward Alderman Brookins, Commissioner Moore, State Rep. Slaughter Job Fair

Global Executive Council Services Job Fair

IDHR Asian American and Pacific Islander Heritage Month Resource Fair

North American Institute for Mexican Advancement and the Village of Melrose Park/Expo & Job Fair

State Rep. Emmanuel "Chris" Welch Community Job Fair

Paul Simon Chicago Jobs Corps Center Industry Council Career Fair

Triton College Second Chance Job Fair

Chicago Urban League 2017 Citywide Job Fair

Rep. Mark Batnick & Rep. David Welter Jobs Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: April 1, 2017 - June 30, 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	14	20
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	2	N/A	N/A	17	33	11
Asian	P	P	12	N/A	N/A	P	4	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: 5	0	1HF, 1WM	2WM	N/A	N/A	1HF	0	0
New Hires (Veterans) Total: 1	0	0	1WM	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 23	0	1WF, 1WM	1BF, 2WF, 1AM, 1BM, 1WM	N/A	N/A	1WM, 2WM	1WF, 8WM, 3HM	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	13	20
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	2	N/A	N/A	16	30	11
Asian	P	P	11	N/A	N/A	P	4	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: April 1, 2017 - June 30, 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: 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: 2	0	0	0	N/A	N/A	0	2WM	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: April 1, 2017 - June 30, 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	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	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, 2017-June 30, 2017

Region: **1**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	AI/ AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/ AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D				
Officials / Administrators	20	13	11	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	65.00%	35.00%	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Professionals	103	64	48	3	3	6	0	0	4	2	0	0	2	0	0	0	1	1	62.14%	37.86%	73.79%	7.77%	5.83%	7.77%	0.00%	0.00%	0.00%	0.00%	4.85%	2.91%			
Technicians	219	123	88	20	7	4	0	0	4	17	0	0	3	0	0	3	11	56.16%	43.84%	69.41%	17.81%	6.39%	3.20%	0.00%	0.00%	0.00%	0.00%	3.20%	12.79%				
Protective Service	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%				
Para-professionals	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%				
Administrative Support	484	205	116	44	19	20	0	0	6	26	0	0	6	0	0	20	43	42.36%	57.64%	49.79%	30.37%	9.09%	5.37%	0.00%	0.00%	0.00%	0.00%	5.37%	14.26%				
Skilled Craft	340	334	267	27	28	1	1	0	10	24	0	0	0	0	0	0	0	98.24%	1.76%	79.12%	8.82%	8.53%	0.29%	0.00%	0.00%	0.00%	0.29%	7.06%					
Service / Maintenance	71	65	47	9	6	3	0	0	0	13	0	0	0	0	0	1	91.55%	8.45%	74.65%	12.68%	8.45%	4.23%	0.00%	0.00%	0.00%	0.00%	0.00%	19.72%					
TOTAL	1,237	804	577	103	65	34	1	0	24	82	1	0	11	0	0	24	56	65.00%	35.00%	65.32%	18.92%	8.16%	3.64%	0.08%	0.00%	0.08%	3.88%	11.16%					

Grand Total Employees for Region 1:	Males:	804	Females:	433	Total Minorities:	381	OTH:	48
		65.00%		35.00%		30.72%		3.9%
White:	808	Black/African American:	234	Hispanic/Latino:	101	AI/AN:	1	Disabled:
	65.32%		18.92%		8.16%		0.08%	138
								11.16%

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, 2017-June 30, 2017

Region: **2**

EEO Category	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	Total	W	B/AA	H/L	A	AI/AN	NHOPI	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	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								
Technicians	9	5	4	0	1	0	0	0	1	4	0	0	0	0	0	0	0	0	0	88.89%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%								
Protective Service	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%								
Para-professionals	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%								
Administrative Support	72	35	27	4	3	1	0	0	6	37	28	5	0	1	0	0	3	5	48.61%	51.39%	12.50%	4.17%	2.78%	0.00%	0.00%	4.17%	15.28%									
Skilled Craft	46	41	1	2	1	0	0	1	1	0	0	0	0	0	0	0	0	0	100.00%	89.13%	2.17%	4.35%	2.17%	0.00%	0.00%	2.17%	2.17%									
Service / Maintenance	6	4	4	0	0	0	0	0	1	2	0	0	0	0	0	0	0	0	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%									
TOTAL	133	90	76	5	6	2	0	1	9	43	34	5	0	1	0	3	5	67.67%	82.71%	7.52%	4.51%	2.26%	0.00%	0.00%	3.01%	10.53%										

Grand Total Employees for Region 2:	Males:	Females:	Total Minorities:	OTH:
	90	43	19	4
	67.67%	32.33%	14.29%	3.0%
White: 110	Black/African American: 10	Hispanic/Latino: 6	AI/AN: 0	Disabled: 14
82.71%	7.52%	4.51%	0.00%	10.53%
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, 2017-June 30, 2017

Region: 3

EEO Category	Grand Total	MALES												FEMALES												PERCENTAGES																	
		Total						AI/AN						NH OPI						Total						AI/AN						NH OPI						D					
		W	B/AA	H/L	A	AI/AN	NH OPI	D	OTH	D	OTH	D	OTH	W	B/AA	H/L	A	AI/AN	NH OPI	D	OTH	D	OTH	D	OTH	W	B/AA	H/L	A	AI/AN	NHOPI	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	0	0	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	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Technicians	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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%							
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%							
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%							
Administrative Support	14	7	5	0	1	0	0	1	0	0	1	0	0	0	0	0	1	0	0	0	0	0	50.00%	50.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	7.14%	7.14%							
Skilled Craft	22	22	19	0	2	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0.00%	86.36%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	4.55%	0.00%	0.00%	0.00%	9.09%							
Service / Maintenance	2	0	0	0	0	0	0	0	0	0	0	2	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%							
TOTAL	41	32	27	0	3	1	0	1	0	0	2	9	0	0	0	0	1	0	0	0	0	1	78.05%	21.95%	7.32%	0.00%	0.00%	0.00%	0.00%	0.00%	7.32%	2.44%	0.00%	0.00%	2.44%	7.32%							

Grand Total Employees for Region 3:	Males:	32	78.05%	Females:	9	21.95%	Total Minorities:	4	9.76%	OTH:	1	2.4%		
White:	36	87.80%	Black/African American:	0	0.00%	Hispanic/Latino:	3	7.32%	Asian:	1	2.44%	Disabled:	3	7.32%

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

DHR-9 (Rev. Feb. 2012)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2017-June 30, 2017

Grand Total

EEO Category	Grand Total	MALES											FEMALES											Total	H/L	B/AA	W	F	M	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																
Officials / Administrators	21	14	12		2						7	6	1							1	66.67%	85.71%	4.76%	9.52%													
Professionals	103	64	48	3	3	6				4	39	28	5	3	2					1	62.14%	73.79%	7.77%	5.83%	7.77%										4.85%	2.91%	
Technicians	234	131	95	20	8	4				4	103	69	21	7	3					3	55.98%	70.09%	17.52%	6.41%	2.99%									2.99%	12.39%		
Protective Service																																					
Para-professionals																																					
Administrative Support	571	248	148	48	24	21				7	323	160	108	25	7					23	43.43%	53.94%	27.32%	8.58%	4.90%										5.25%	14.19%	
Skilled Craft	408	402	327	28	32	3				11	6	2	3	1							98.53%	80.64%	7.60%	8.09%	0.74%									2.70%	6.62%		
Service / Maintenance	79	69	51	9	6	3					10									1	87.34%	77.22%	11.39%	7.59%	3.80%										18.99%		
TOTAL	1,416	928	681	108	75	37	1		1	26	488	275	138	36	12				27	62	65.54%	67.51%	17.37%	7.84%	3.46%	0.07%							3.74%	10.95%			

Grand Total Employees:	956	928	Males: 488	Females: 468	34.46%	34.46%	Total Minorities:	407	28.74%	28.74%	53	3.74%
White:	67.51%	246	17.37%	111	7.84%	7.84%	AI/AN:	1	0.07%	0.07%	49	3.46%
B/AA=Black or African American		108	11.7%	138	15.1%	15.1%	Asian:					
H/L=Hispanic or Latino		6	0.7%	1	0.1%	0.1%	Hispanic/Latino:					
A=Asian		3	0.4%	12	1.5%	1.5%	NHOPI:					
AI/AN=American Indian and Alaska Native		1	0.1%		0%	0%	Disabled:					
H/L=Hispanic or Latino		3	0.4%		0%	0%	OTH=Other					

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

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2017 - June 30, 2017

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES																					
	MALES						FEMALES						D									
	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	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	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	1	1	1								100.00%	0.00%	100.00%	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 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, 2017 - June 30, 2017

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																			
	MALES						FEMALES													
	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D
Grand Total	2	1	1								1	1								
New Hires	2	1	1								1	1								
Promotions	2	1	1								1									
Intra-Agency Transfers	1	1	1																	
Suspensions	2	0																		
Separations	5	4	3		1						1	1								
Discharges	1	0									1	1								
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: April 1, 2017 - June 30, 2017

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																										
	MALES							FEMALES							Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D			
	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	7	4	2	1	1		3	2	1							57.14%	42.86%	57.14%	28.57%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	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%
Intra-Agency Transfers	15	9	6	2		1	6	4	1	1						66.67%	40.00%	66.67%	20.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	1		1			1	1								50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	0					1	1								100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	0					1	1								100.00%	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

**Workforce Transactions Report
by EEO Category**

Agency: _____

Reporting Period: April 1, 2017 - June 30, 2017

EEO Category: PROTECTIVE SERVICE

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	0	0							0								0.00%
Promotions	0	0							0								0.00%
Intra-Agency Transfers	0	0							0								0.00%
Suspensions	0	0							0								0.00%
Separations	0	0							0								0.00%
Discharges	0	0							0								0.00%
Lay Off	0	0							0								0.00%
Demotions	0	0							0								0.00%
Reductions	0	0							0								0.00%
Reinstatements	0	0							0								0.00%
Reemployment	0	0							0								0.00%
Upward Reallocations	0	0							0								0.00%
Downward Reallocations	0	0							0								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, 2017 - June 30, 2017

EEO Category: PARAPROFESSIONALS

Transaction	Grand Total	MALES													FEMALES													PERCENTAGES												
		Total	W	B/AA	H/L	A	AI	AN	OPI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	AN	OPI	NH	OTH	D	M	F	W	B/AA	H/L	A	AI	AN	OPI	NH	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%	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%	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%					
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%	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 D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2017 - June 30, 2017

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																				
	MALES						FEMALES														
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	Total	M	F	W	B/AA	H/L	A	AI	NH	OTH	D
New Hires	3	2	2								1	1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0								1		100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	13	4	2		1			1		9	5	69.23%	53.85%	23.08%	7.69%	0.00%	0.00%	0.00%	0.00%	15.38%	0.00%
Suspensions	68	26	20	4	2			2		42	11	61.76%	45.59%	39.71%	5.88%	0.00%	0.00%	0.00%	0.00%	8.82%	5.88%
Separations	11	3	3							8	4	72.73%	63.64%	27.27%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	0.00%
Discharges	8	1	1						1	7	1	87.50%	25.00%	62.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	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, 2017 - June 30, 2017

EEO Category: **SKILLED CRAFT**

Transaction	PERCENTAGES																										
	MALES							FEMALES																			
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OTH	D								
New Hires	14	13	10		3						1	1								92.86%	78.57%	0.00%	21.43%	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	8	7	5	1	1						1		1							87.50%	62.50%	25.00%	12.50%	0.00%	0.00%	0.00%	0.00%
Suspensions	7	7	4	1	1				1		0									100.00%	57.14%	14.29%	14.29%	0.00%	0.00%	14.29%	0.00%
Separations	6	6	5	1							0									100.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	3	3	3								0									100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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

Agency: Illinois Tollway

Reporting Period: April 1, 2017 - June 30, 2017

EEO Category: SERVICE / MAINTENANCE

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	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								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%
Separations	1	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%
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

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2017 - June 30, 2017

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES									FEMALES									PERCENTAGES																
		Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D								
New Hires	26	20	15	1	3	1													6	5	1										76.92%	23.08%	76.92%	11.54%	3.85%	
Promotions	5	3	3									2							2			2								60.00%	40.00%	60.00%	40.00%			
Intra-Agency Transfers	37	21	14	3	2				2									1	16	9	5	1							56.76%	43.24%	62.16%	8.11%		8.11%		
Suspensions	81	36	26	6	3				1			2					6	45	13	24	2							44.44%	55.56%	48.15%	37.04%	6.17%		8.64%		
Separations	25	15	13	1		1											1	10	6	3								60.00%	40.00%	76.00%	16.00%		4.00%			
Discharges	13	4	4														1	9	2	6								30.77%	69.23%	46.15%	46.15%			7.69%		
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, 2017 - June 30, 2017

Agency underutilization of people with disabilities: P

Total hires during this quarter: 26

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: April 1, 2017 - June 30, 2017		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
7/26/2016	Region 1	Discrimination	Age, Race	Closed
12/14/2016	Region 1	Suspension/Discrimination	Race, Retaliation	Closed
2/22/2017	Region 1	Discrimination	Age, Race	Closed
3/1/2017	Region 1	Discrimination	Age, Race	Closed

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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: April 1, 2017 - June 30, 2017
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/20/2015	Administration	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 5/31/16. 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	Charge of discrimination filed alleging suspension based on race and age discrimination as well as retaliation for engaging in a protected activity. Charge being investigated by EEOC. Position Statement due and filed on 1/17/17. Supplemental Position Statement filed. At Complainant's request, EEOC charge closed and Right to Sue letter issued. Federal lawsuit filed. Case assigned to Magistrate judge for settlement conference on October 4, 2017.
2/17/2017	Consultant/Diversity	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. On 6/28/17, the EEOC issued a Dismissal Notice of Right to Sue.
2/21/2017	Toll Operations	Harassment, Suspension	Retaliation	2017CF1736 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 were submitted on 6/5/2017. A Fact Finding Conference was held on 6/8/2017. We are in ongoing settlement negotiations with the Complainant and still await the investigator's decision.
4/24/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment	Race, Age, Religion, Sex, Disability	2017 CR 1642 Charge of discrimination filed with the EEOC. EEOC charge was closed and Right to Sue letter issued. Complainant requested review with the IDHR. Requested documentation was sent to the IDHR and an interview of witnesses was held at the 6/8/2017 Fact Finding Conference for Charge 2017 CF 1736. We await further instruction from the IDHR investigator as we conduct ongoing settlement negotiations.
4/3/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment	Race, sex, retaliation	2017CF2064 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. Verified Response was submitted on 6/2/2017. Gathering documentation and preparing responsive documents including a Position Statement, and a Response to the IDHR Questionnaire. Remaining response documents are due 8/14/2017. An extension was granted based on ongoing settlement negotiations.
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment, harassment, and suspension based on 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 8/22/2017.
5/12/2017	Toll Operations	Harassment, Termination	Race, Age, Sex, Disability, Retaliation	Charge of discrimination filed alleging termination based on race, age, sex, and disability discrimination as well as retaliation for engaging in a protected activity. Charge was investigated by EEOC. EEOC charge was closed and Right to Sue letter issued. Complainant requested review with the IDHR, charge number 2017 CR 2431. Position Statement and a Response to the IDHR Questionnaire were submitted 7/11/2017. We await further instruction from the IDHR investigator.

*Action/Issue = Discharge, Suspension, etc.

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