



November 1, 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:

The Illinois Tollway presents our First Quarter Report for Fiscal Year 2018. 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 blue ink, appearing to read 'Greg Bedalov'.

Greg Bedalov
Executive Director

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

Sharon E. Ferguson
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

First Quarter - Fiscal Year July 1, 2017 to June 30, 2018

July 1, 2017

Through

September 30, 2017

Greg Bedalov
Executive Director

Sharon Ferguson
EEO/AA Officer

Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2017 to June 30, 2018. 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 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.

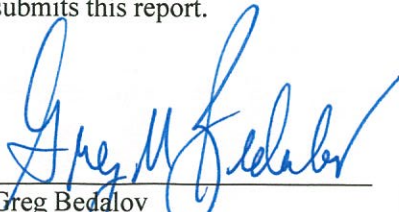
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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

Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: July 1, 2017 - September 30, 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

Research and select providers for upcoming agency-wide civility and diversity training.
Provide agency-wide sexual harassment training
Continue to analyze exit interview trends.

Recruitment

We sent external job postings to approximately 600 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:

Illinois Association of Hispanic State Employees State Employment Resource Fair
Senator Bill Cunningham/Rep. Fran Hurley and Illinois Department of Employment Security (IDES)
Senator Radogno, Representative Durkin, Representative Olsen Jobs Fair
Joliet Chamber of Commerce/Senator Pat McGuire Career Fair
IDES Veterans Hiring Event
Senator Bill Cunningham/Representative Kelly Burke Hiring Fair
Illinois Department of Employment Security (IDES)/ Central Management Services (CMS)
State of Illinois Employment Workshop; Park Forest
Illinois Department of Employment Security (IDES)/Central Management Services (CMS) State of Illinois
Employment Workshop; Waukegan
Village of Park Forest End of Summer Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: July 1, 2017 - September 30, 2017

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	5	P	N/A	N/A	P	11	20
Black / African American	P	4	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	2	N/A	N/A	16	36	9
Asian	P	P	11	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: 3	0	0	2WF	N/A	N/A	1WF	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 23	1HM	1BF	1BM, 1WM, 1WF	N/A	N/A	1BF, 1WF	1WF, 1BM, 1HM, 12WM, 1 AI/AN M	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	5	P	N/A	N/A	P	10	20
Black / African American	P	3	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	2	N/A	N/A	16	35	9
Asian	P	P	11	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: July 1, 2017 - September 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	1	2	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: 1	0	0	0	N/A	N/A	1WM	0	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	1WM	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	1	2	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: July 1, 2017 - September 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:	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: July 1, 2017 - September 30, 2017

Region: 1

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total					A/AN					H/L					Total					A/AN					H/L				
		W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D	W	B/AA	H/L	A	D
Officials / Administrators	20	13	10	3		7	6	1			65.00%	80.00%	5.00%	0.00%		65.00%	80.00%	5.00%	0.00%		35.00%	80.00%	15.00%	0.00%		35.00%	80.00%	15.00%	0.00%		
Professionals	103	63	48	3	6	40	28	6	3	2	1	61.17%	73.79%	8.74%	7.77%	38.83%	73.79%	8.74%	5.83%	1	38.83%	73.79%	5.83%	7.77%		38.83%	73.79%	5.83%	7.77%		
Technicians	216	122	87	20	4	94	64	18	7	2	3	56.48%	69.91%	17.59%	2.78%	43.52%	69.91%	17.59%	6.48%	11	43.52%	69.91%	6.48%	2.78%		43.52%	69.91%	6.48%	2.78%		
Protective Service	0	0				0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		
Para-professionals	0	0				0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%	0.00%		
Administrative Support	473	201	112	44	20	272	123	100	24	6	19	42.49%	49.68%	30.44%	9.09%	57.51%	49.68%	30.44%	9.09%	42	57.51%	49.68%	9.09%	5.50%		57.51%	49.68%	9.09%	5.50%		
Skilled Craft	344	337	268	28	29	7	3	3	1			97.97%	78.78%	9.01%	8.72%	2.03%	78.78%	9.01%	8.72%		2.03%	78.78%	8.72%	0.29%		2.03%	78.78%	8.72%	0.29%		
Service / Maintenance	71	65	47	9	3	6	6				1	91.55%	74.65%	12.68%	8.45%	8.45%	74.65%	12.68%	8.45%		8.45%	74.65%	8.45%	4.23%		8.45%	74.65%	8.45%	4.23%		
TOTAL	1,227	801	572	104	67	426	230	128	35	10	23	65.28%	65.36%	18.91%	8.31%	34.72%	65.36%	18.91%	8.31%	55	34.72%	65.36%	8.31%	3.59%	45	3.7%	30.81%	0.00%	0.00%	10.84%	

Grand Total Employees for Region 1:	Males: 801	Females: 426	Total Minorities: 378	OTH: 45
	65.28%	34.72%	30.81%	3.7%
White: 802	Black/African American: 232	Hispanic/Latino: 102	A/AN: 0	Disabled: 133
65.36%	18.91%	8.31%	0.00%	10.84%
W=White	B/AA=Black or African American	H/L=Hispanic or Latino	A=Asian	A/AN=American Indian and Alaska Native
				NHOPI=Native Hawaiian or Other Pacific Islander
				D=Disabled
				OTH=Other

DHR-9 (Rev. Feb. 2012)

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2017 - September 30, 2017

Region: 2

EEO Category	Grand Total	MALES							FEMALES							PERCENTAGES												
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	M	F	W	B/AA	H/L	A	AI/AN	NH OPI	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%	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%	0.00%	
Technicians	8	5	4	1				1	3	3							37.50%	0.00%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	
Protective Service	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Para-professionals	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support	71	34	26	4	3	1		6	37	28	5		1		3	5	47.89%	0.00%	52.11%	76.06%	12.68%	4.23%	2.82%	0.00%	0.00%	0.00%	4.23%	15.49%
Skilled Craft	48	48	43	1	2	1		1	2	0							100.00%	0.00%	0.00%	89.58%	2.08%	4.17%	2.08%	0.00%	0.00%	2.08%	4.17%	
Service / Maintenance	6	4	4					1	2	2							66.67%	33.33%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
TOTAL	133	91	77	5	6	2		10	42	33	5		1		3	5	68.42%	31.58%	82.71%	7.52%	4.51%	2.26%	0.00%	0.00%	0.00%	3.01%	11.28%	

Grand Total Employees for Region 2:	Males:	91	Females:	42	Total Minorities:	19	OTH:	4
	White:	110	Black/African American:	10	Hispanic/Latino:	6	Asian:	3
		82.71%		7.52%	4.51%	4.51%		2.26%
						0	NH OPI:	0
						0	AI/AN:	0
						0	Disabled:	15
						0.00%	OTH=Other	11.28%

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)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2017 - September 30, 2017

Region: **3**

EEO Category	MALES										FEMALES									
	Total	W	B/AA	H/L	A	A/I/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	A/I/AN	NH OPI	OTH	D		
Officials / Administrators	0									0										
Professionals	0									0										
Technicians	3	3								0										
Protective Service	0									0										
Para-professionals	0									0										
Administrative Support	13	7	5	1			1		1	6	6						1			
Skilled Craft	22	22	19	2	1					0										
Service / Maintenance	2	0								2	2									
TOTAL	40	32	27	3	1		1	2	1	8	8					1	2	1		

Grand Total Employees for Region 3:	Males:	32	80.00%	Females:	8	20.00%	Total Minorities:	4	10.00%	OTH:	1	2.5%		
White:	35	87.50%	Black/African American:	0	0.00%	Hispanic/Latino:	3	7.50%	Asian:	1	2.50%	Disabled:	3	7.50%

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

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2017 –September 30, 2017

Grand Total

EEO Category	Grand Total	MALES												FEMALES																							
		Total						W						B/AA						Total						W						B/AA					
		W	B/AA	H/L	A	AI/AN	NH OPI	D	O	H	L	A	AI/AN	NH OPI	D	O	H	L	A	AI/AN	NH OPI	D	O	H	L	A	AI/AN	NH OPI	D	O							
Officials / Administrators	20	13	10	3				7	6	1								7	6	1																	
Professionals	103	63	48	3	6			40	28	6	3	2		1				40	28	6	3	2		1													
Technicians	227	130	94	20	8	4		97	67	18	7	2		3	11			97	67	18	7	2		3	11												
Protective Service																																					
Para-professionals																																					
Administrative Support	557	242	143	48	23	21		315	157	105	24	7		22	48			315	157	105	24	7		22	48												
Skilled Craft	414	407	330	29	33	3		7	3	3	1							7	3	3	1																
Service / Maintenance	79	69	51	9	6	3		10	10					1				10	10					1													
TOTAL	1,400	924	676	109	76	37		476	271	133	35	11		26	61			476	271	133	35	11		26	61												

Grand Total Employees:		Males: 924 66.00%		Females: 476 34.00%		Total Minorities: 401 28.64%		OTH: 50 3.57%	
White: 947 67.64%	Black/African American: 242 17.29%	Hispanic/Latino: 111 7.93%	Asian: 48 3.43%	AI/AN:	NHOPI:	Disabled:	OTH=Other:	151 10.79%	10.79%

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

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2017 - September 30, 2017

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	MALES												FEMALES												PERCENTAGES											
	Grand Total	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	M	F	W	B/AA	H/L	A	AN	AI	NH	OTH	D				
New Hires	1	1			1							0										100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
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%	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%	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%	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%	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%	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%	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%	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%	0.00%	

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2017 - September 30, 2017

EEO Category: PROFESSIONALS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																		
		Total					W					B/AA					H/L					A					AI					NH								
		W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D				
New Hires	1	0				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%	0.00%	0.00%	0.00%	0.00%	0.00%	
Promotions	0	0				0						1											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%
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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	1				0				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%	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%	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%	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%	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%	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%	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%	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%	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%	0.00%	0.00%	0.00%	0.00%	

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway Reporting Period: July 1, 2017 - September 30, 2017

EEO Category: **TECHNICIANS**

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total				W				B/AA				H/L				A				AI				NH				OPI				D						
	Total	W	B/AA	H/L	A	AI	NH	OPI	D	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	3	2	1	1					1	1								66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	2	0							2	2								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Intra-Agency Transfers	1	0							1	1								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Suspensions	4	2	1	1					2	2								50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Separations	6	2	2						4	3	1							66.67%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	83.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Discharges	3	1	1						2	1	1							66.67%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	66.67%	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%	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%	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%	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%	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%	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%	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%	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: July 1, 2017 - September 30, 2017

EEO Category: PROTECTIVE SERVICE

Transaction	PERCENTAGES												
	MALES						FEMALES						Total
	Grand Total	W	B/AA	H/L	A	AI AN OPI D	Total	W	B/AA	H/L	A	AI AN OPI D	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 A//AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander D=Disabled

Workforce Transactions Report
by EEO Category

Reporting Period: July 1, 2017 - September 30, 2017

Agency:

EEO Category: PARAPROFESSIONALS

Transaction	PARAPROFESSIONALS																		
	MALES						FEMALES						PERCENTAGES						
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D
New Hires	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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 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: July 1, 2017 - September 30, 2017

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																	
	MALES						FEMALES											
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	2	0								2	1	1						
Promotions	1	1								0								
Intra-Agency Transfers	4	1	1							3	2					1		
Suspensions	48	21	7	8	3	1	2	2		27	8	15	2			2		
Separations	11	4	4							7	2	4	1				1	
Discharges	2	1	1							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: July 1, 2017 - September 30, 2017

EEO Category: SKILLED CRAFT

Transaction	MALES													FEMALES													PERCENTAGES															
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	OTH	D										
																																	1	1	1	1	1	1	1	1	1	1
New Hires	17	16	13	1	1						1	1										94.12%	5.88%	82.35%	5.88%	5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	5.88%	0.00%	0.00%	0.00%	0.00%		
Promotions	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%	
Intra-Agency Transfers	2	2	2								0	0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	5	5	4	1							0	0										100.00%	0.00%	80.00%	20.00%	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%
Separations	11	11	10			1	2				0	0										100.00%	0.00%	90.91%	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%	18.18%	
Discharges	3	3	2	1							0	0										100.00%	0.00%	66.67%	0.00%	33.33%	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%	33.33%	
Lay Off	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Demotions	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0									0	0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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: July 1, 2017 - September 30, 2017

Agency: Illinois Tollway

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																																			
	MALES						FEMALES																													
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D																		
New Hires	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%	
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%	0.00%	0.00%
Intra-Agency Transfers	2	2								0											100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	2						1		0											100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	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%	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%	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%	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%	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%	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%	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%	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%	0.00%	0.00%	0.00%

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

DHR-10 (Rev. Feb 2016)

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2017 - September 30, 2017

Agency underutilization of people with disabilities: P

Total hires during this quarter: 24

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: July 1, 2017 - September 30, 2017

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
7/5/2017	Region 1	Discrimination	Race/Religion	Closed
8/18/2017	Region 1	Discrimination/Harassment	Race	Closed
9/15/2017	Region 1	Discrimination/Harassment	Sex	Closed

DHR 15-Q Rev. 6/05

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

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency:		Illinois Tollway		Reporting Period: July 1, 2017 - September 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. EEOC issued dismissal and notice of rights on June 28, 2017. As of October 19, 2017 the Tollway is unaware that a lawsuit was filed. Matter closed.
2/21/2017	Toll 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 were submitted on 6/5/2017. A Fact Finding Conference was held on 6/8/2017. Motion to dismiss filed on 8/23/2017. 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	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. We await further instruction from the IDHR investigator as we conduct ongoing settlement negotiations. Case dismissed for lack of substantial evidence by the IDHR of 8/16/2017.
4/3/2017	Toll 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 gender and race as well as in retaliation for 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 were submitted 8/14/2017. An extension was granted based on ongoing settlement negotiations. Motion to dismiss filed on 8/23/2017. Fact finding conference was held on 8/24/2017. Awaiting determination of the investigator.
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	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 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. Motion to dismiss filed on 8/23/2017. Response documents were submitted 8/22/2017, and 9/5/2017. We await further instruction from the IDHR investigator.
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. IDHR phone interview of Tollway employee to be held on 11/28/2017.
9/26/2017	Toll Operations	Disability, Retaliation	Disability, Retaliation	Charge of discrimination filed with the EEOC alleging disability discrimination for failing to provide a reasonable accommodation and termination based upon retaliation for engaging in a protected activity. Response documents due to the EEOC on 10/29/2017.
8/3/2017	Toll Operations	Retaliation	Retaliation	Charge filed with the EEOC alleging disability discrimination and harassment. Dismissed without response from the Tollway; dismissal notice received on 8/11/2017.

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