



January 23, 2018

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 Second 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 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

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

October 1, 2017

Through

December 31, 2017

**Greg Bedalov**  
Executive Director

**Sharon Ferguson**  
EEO/AA Officer

## Quarterly Report Format

This is the second 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 CONTENTS**

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

# Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: October 1, 2017 - December 31, 2017

## List Program Goals & Objectives and if Met/Not Met

IDHR provided agency-wide civility training.

IDHR provided sexual harassment training.

We analyzed exit interview trends and provided recommendations on how to implement changes based upon those trends.

We worked with current partners in expanding outreach to enhance diversity.

## Special Problems in Attaining Program Goals

N/A

## Proposed New Program Goals

IDHR provide agency-wide civility training.

IDHR provide sexual harassment training.

We plan to assess the current bilingual Tollway workforce and determine best practices of other State agencies related to bilingual programs.

Continue to analyze exit interview trends.

## Recruitment

We sent external job postings to approximately 693 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:

Senator Bill Cunningham/Representative Fran Hurley Hiring Fair

Veteran/Military/Spouse Job Fair

Instituto del Progreso Latino's Fall Job Fair

Illinois Association of Hispanic State Employees State Employees Conference

Elgin Community College Veterans Resource Job Fair

2nd Congressional District Hiring Event (Congresswoman Robin Kelly)

State Rep. Emmanuel "Chris" Welch Community Job Fair

Illinois WorkNet/IDES/Chicago Cook Workforce Partnership/Business & Career Services

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: October 1, 2017 - December 31, 2017

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	4	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	19
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: 8	0	1BM	1BF, 1OTH, 1WM	N/A	N/A	1WM	0	0
New Hires (Veterans) Total: 1	0	0	0	N/A	N/A	0	1HM	0
New Hires (Non-Vets) Total: 19	0	1HM, 1WM	1BM, 1BF, 1WF, 3WM	N/A	N/A	3BF	7WM, 1BM	1BM

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	4	P	N/A	N/A	P	10	20
Black / African American	P	2	P	N/A	N/A	P	P	1
Hispanic / Latino	P	P	2	N/A	N/A	10	34	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: October 1, 2017 - December 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	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	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	1WM	0
New Hires (Non-Vets) Total: 7	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	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	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: October 1, 2017 - December 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	1WF	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: October 1, 2017-December 31, 2017

Region: 1

EEO Category	MALES												FEMALES												PERCENTAGES											
	Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D						
Grand Total	20	13	10	3							7	6	1								65.00%	35.00%	80.00%	5.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Officials / Administrators	104	65	48	4	6			3	1	1	39	27	6	3	2					3	62.50%	37.50%	72.12%	9.62%	6.73%	7.69%	0.00%	0.00%	3.85%	1.92%						
Technicians	214	121	88	18	7	4		4	18	14	93	64	19	6	2				3	56.54%	43.46%	71.03%	17.29%	6.07%	2.80%	0.00%	0.00%	3.27%	13.55%							
Protective Service	0	0									0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Para-professionals	0	0									0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Administrative Support	454	190	103	43	19	20		6	25	18	264	119	99	24	6				19	41.85%	58.15%	48.90%	30.62%	9.47%	5.73%	0.00%	0.00%	5.51%	14.32%							
Skilled Craft	345	338	267	30	29	1	2	9	19	23	7	3	3	1						97.97%	2.03%	78.26%	9.57%	8.70%	0.29%	0.58%	0.00%	2.61%	5.51%							
Service / Maintenance	69	63	45	10	6	3		12	6	6	6	6						1	91.30%	8.70%	73.91%	14.49%	8.70%	4.35%	0.00%	0.00%	0.00%	0.00%	18.84%							
<b>TOTAL</b>	1,206	790	561	105	68	34	2	22	75	62	416	225	125	34	10			23	53	65.51%	34.49%	65.17%	19.07%	8.46%	3.65%	0.17%	0.00%	3.73%	10.61%							

Grand Total Employees for Region 1:	Males: 790	Females: 416	Total Minorities: 423	OTH: 45	Veteran: 68
	65.51%	34.49%	34.91%	3.7%	5.64%
White: 786	Black/African American: 230	Hispanic/Latino: 102	Asian: 44	NHOPI: 0	Disabled: 128
65.17%	19.07%	8.46%	3.65%	0.00%	10.61%

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. Jan. 2018)

Please note two males and one female employee declared two ethnicities (Caucasian/Latino, Caucasian/African-American). Therefore, the total number in those categories will be reduced by 1.

## Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2017-December 31, 2017

Region: 2

EEO Category	MALES												FEMALES											
	Total	W	B/AA	H/L	A	AI/AN	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D				
Officials / Administrators	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Technicians	7	4	3	1						57.14%	42.86%	85.71%	0.00%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%				
Protective Service	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Administrative Support	69	32	24	4	3	1		6	1	46.38%	53.62%	75.36%	13.04%	4.35%	4.35%	2.90%	0.00%	0.00%	0.00%	15.94%				
Skilled Craft	48	48	44	2	2	1		1	2	100.00%	0.00%	91.67%	0.00%	4.17%	2.08%	0.00%	0.00%	0.00%	2.08%	4.17%				
Service / Maintenance	6	4	4					1	1	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%				
<b>TOTAL</b>	<b>130</b>	<b>88</b>	<b>75</b>	<b>4</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>7</b>	<b>67.69%</b>	<b>32.31%</b>	<b>83.08%</b>	<b>6.92%</b>	<b>4.62%</b>	<b>2.31%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.08%</b>	<b>10.77%</b>				

<b>Grand Total Employees for Region 2:</b>	<b>Males: 88</b>	<b>Females: 42</b>	<b>Total Minorities: 22</b>	<b>OTH: 3.1%</b>	<b>Veteran: 7</b>
	<b>67.69%</b>	<b>32.31%</b>	<b>16.92%</b>		<b>5.38%</b>
<b>White: 83.08%</b>	<b>Black/African American: 6.92%</b>	<b>Hispanic/Latino: 4.62%</b>	<b>Asian: 2.31%</b>	<b>NHOPI: 0.00%</b>	<b>Disabled: 14</b>
					<b>10.77%</b>

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 NHOPI=Native Hawaiian or Other Pacific Islander OTH=Other

DHR-9 (Rev. Jan. 2018)

# Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2017-December 31, 2017

Region: 3

EEO Category	Grand Total													PERCENTAGES																	
	MALES						FEMALES						MALES						FEMALES												
	Total	W	B/AA	H/L	A	AI / AN	NH	OTH	D	V	Total	W	B/AA	H/L	A	AI / AN	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	
Officials / Administrators	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	3	3							1	0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Protective Service	0	0								0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
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	13	7	5	1				1	1	6	6								1	53.85%	46.15%	84.62%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	
Skilled Craft	22	22	19	2	1			2	3	0										100.00%	0.00%	86.36%	0.00%	9.09%	4.55%	0.00%	0.00%	0.00%	0.00%	9.09%	
Service / Maintenance	2	0								2	2									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>TOTAL</b>	<b>40</b>	<b>32</b>	<b>27</b>	<b>3</b>	<b>1</b>		<b>1</b>	<b>2</b>	<b>5</b>	<b>8</b>	<b>8</b>							<b>1</b>	<b>80.00%</b>	<b>20.00%</b>	<b>87.50%</b>	<b>0.00%</b>	<b>7.50%</b>	<b>2.50%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>2.50%</b>	<b>0.00%</b>	<b>7.50%</b>	

<b>Grand Total Employees for Region 3:</b>	<b>Males:</b> 32	<b>Females:</b> 8	<b>Total Minorities:</b> 5	<b>OTH:</b> 1	<b>Veteran:</b> 6
	80.00%	20.00%	12.50%	2.5%	15.00%
<b>White:</b> 35	<b>Black/African American:</b> 0	<b>Hispanic/Latino:</b> 3	<b>AI/AN:</b> 0	<b>NHOPI:</b> 0	<b>Disabled:</b> 3
<b>87.50%</b>	<b>0.00%</b>	<b>7.50%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>7.50%</b>

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other  
 DHR-9 (Rev. Jan. 2018)

\* 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

# Summary of Workforce Analysis by Region

Agency: Illinois Tollway Reporting Period: October 1, 2017-December 31, 2017

Grand Total

EEO Category	MALES												FEMALES												PERCENTAGES											
	Total	W	B/AA	H/L	A	AI/ AN	OP	OTH	D	V	Total	W	B/AA	H/L	A	AI/ AN	OP	OTH	D	V	M	F	W	B/AA	H/L	A	AI/ AN	NHOPI	OTH	D						
Officials / Administrators	20	13	10	3							7	6	1								65.00%	35.00%	80.00%	5.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Professionals	104	65	48	4	6		3	1	1	3	39	27	6	3	2		1	1	1	3	62.50%	37.50%	72.12%	9.62%	6.73%	7.69%	0.00%	0.00%	0.00%	3.85%	1.92%					
Technicians	224	128	94	18	4		4	18	15	96	67	19	6	2		3	11	1	1	42.86%	42.86%	71.88%	16.52%	6.25%	2.66%	0.00%	0.00%	0.00%	3.13%	12.95%						
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%	0.00%				
Administrative Support	536	229	132	47	23		7	31	20	307	153	101	24	7		22	46	3	3	42.72%	57.28%	53.17%	27.61%	8.77%	5.22%	0.00%	0.00%	0.00%	5.41%	14.37%						
Skilled Craft	415	408	330	33	3	2	10	23	31	7	3	3	1							98.31%	1.69%	80.24%	7.95%	8.19%	0.72%	0.48%	0.00%	2.41%	5.54%							
Service / Maintenance	77	67	49	10	3		13	7	10	10	10					1				87.01%	12.99%	76.62%	12.99%	7.79%	3.90%	0.00%	0.00%	0.00%	0.00%	18.18%						
<b>TOTAL</b>	<b>1,376</b>	<b>910</b>	<b>663</b>	<b>109</b>	<b>37</b>	<b>2</b>	<b>24</b>	<b>86</b>	<b>74</b>	<b>466</b>	<b>266</b>	<b>130</b>	<b>34</b>	<b>11</b>		<b>26</b>	<b>59</b>	<b>7</b>		<b>66.13%</b>	<b>33.87%</b>	<b>67.51%</b>	<b>17.37%</b>	<b>8.07%</b>	<b>3.49%</b>	<b>0.15%</b>	<b>0.00%</b>	<b>3.63%</b>	<b>10.54%</b>							

<b>Grand Total Employees:</b>	<b>Males: 910</b>	<b>Females: 466</b>	<b>Total Minorities: 450</b>	<b>OTH: 3.6%</b>	<b>50</b>	<b>Veteran: 81</b>
<b>White: 67.51%</b>	<b>Black/African American: 17.37%</b>	<b>Hispanic/Latino: 8.07%</b>	<b>Asian: 3.49%</b>	<b>NHOPI: 0.00%</b>	<b>32.56%</b>	<b>5.89%</b>
<b>B/AA=Black or African American</b>	<b>H/L=Hispanic or Latino</b>	<b>A=Asian</b>	<b>AI/AN=American Indian and Alaska Native</b>	<b>NHOPI=Native Hawaiian or Other Pacific Islander</b>	<b>D=Disabled</b>	<b>OTH=Other</b>
<b>White: 929</b>	<b>Black/African American: 239</b>	<b>Hispanic/Latino: 111</b>	<b>Asian: 48</b>	<b>NHOPI: 0</b>	<b>Disabled: 145</b>	<b>10.54%</b>
<b>67.51%</b>	<b>17.37%</b>	<b>8.07%</b>	<b>3.49%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>10.54%</b>

\*Please note two males and one female employee declared two ethnicities (Caucasian/Latino, Caucasian/African-American). Therefore, the total number in these categories will be reduced by 1.

### Workforce Transactions Report by EEO Category

Agency: Illinois Tollway Reporting Period: October 1, 2017 - December 31, 2017

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	MALES												FEMALES												PERCENTAGES											
	Grand Total						Total						Total						Total						Total						Total					
	W	B/AA	H/L	A	AI	NH	W	B/AA	H/L	A	AI	NH	W	B/AA	H/L	A	AI	NH	W	B/AA	H/L	A	AI	NH	W	B/AA	H/L	A	AI	NH	W	B/AA	H/L	A	AI	NH
New Hires	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%
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%
Intra-Agency Transfers	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	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%
Discharges	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0					0						0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%
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%
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%
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%
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%
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%

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: October 1, 2017 - December 31, 2017

EEO Category: PROFESSIONALS

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																						
																																	2	1	0	0	1	1	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0
New Hires	2	2	1		1							0										100.00%	0.00%	50.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Promotions	1	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%	0.00%	0.00%	0.00%	0.00%	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%	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%	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	2	1	1							1	1	1	1									50.00%	50.00%	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%	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%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	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%	0.00%	0.00%	0.00%	0.00%	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: October 1, 2017 - December 31, 2017

EEO Category: TECHNICIANS

Transaction	PERCENTAGES																									
	MALES							FEMALES																		
	Grand 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	6	4	3	1					2	1	1						66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3	2	1				1		1		1						66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	8	3	1	1			1	1	5	2	2	1				1	37.50%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Suspensions	4	2	1	1				2	2		2					1	50.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%
Separations	8	5	3	2				3	3	1	1	1				1	62.50%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0						0	0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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%
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%
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%
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%
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%
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%
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%

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: October 1, 2017 - December 31, 2017

Agency:

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%	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%
Intra-Agency Transfers	0	0								0	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%
Separations	0	0								0	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%
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 D=Disabled



**Workforce Transactions Report  
by EEO Category**

Reporting Period: October 1, 2017 - December 31, 2017

Agency:

EEO Category: PARAPROFESSIONALS

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							
Promotions	0	0								0							
Intra-Agency Transfers	0	0								0							
Suspensions	0	0	0							0							
Separations	0	0								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 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: October 1, 2017 - December 31, 2017

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	MALES										FEMALES										PERCENTAGES									
	Grand 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	D					
New Hires	3	0							3	3							0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	1	1						0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Intra-Agency Transfers	4	1	1					3	3								25.00%	75.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Suspensions	46	15	8	5	1		1	31	11	16	1				2	32.61%	67.39%	41.30%	45.65%	2.17%	2.17%	2.17%	0.00%	8.70%	10.87%					
Separations	16	11	10	1			1	5	4	1				2	68.75%	31.25%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	16.75%						
Discharges	4	0						4	4							0.00%	100.00%	0.00%	100.00%	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	1	1	1					0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Reductions	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Reinstatements	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Reemployment	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Upward Reallocations	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Downward Reallocations	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						

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

**Workforce Transactions Report**  
by EEO Category

Agency: Illinois Tollway Reporting Period: October 1, 2017 - December 31, 2017

EEO Category: SKILLED CRAFT

Transaction	MALES													FEMALES																			
	PERCENTAGES													PERCENTAGES																			
	Grand Total	W	B/AA	H/L	A	AN	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AN	NH	OPI	OTH	D	M	F	W	B/AA	H/L	A	AN	NH	OPI	OTH	D		
New Hires	12	12	10	1	1						0									100.00%	0.00%	83.33%	6.33%	8.33%	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%
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%
Suspensions	3	3	2	1						0									100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	9	9	8	1					1	0								100.00%	0.00%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	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 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: October 1, 2017 - December 31, 2017

EEO Category: SERVICE / MAINTENANCE

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	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%									
Promotions	0	0									0											0																			0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	0	0									0											0																					0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Separations	3	3	3								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%	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%	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%	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%	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%	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%	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%	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%	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%	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



# Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: October 1, 2017 - December 31, 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: October 1, 2017 - December 31, 2017

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/18/2017	Region I	Hostile Work Environment	Race	Closed
9/15/2017	Region I	Sexual 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: October 1, 2017 - December 31, 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. This matter has been resolved through a settlement. Documentation is in the process of being finalized.
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. 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. December 29, 2017, IDHR case dismissed.
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 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	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. 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 Myesha Johnson to be held on 11/28/2017. Investigator has indicated that she has completed her report. We are awaiting the ruling.
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 retaliation for engaging in a protected activity. Response documents due to the EEOC on 10/30/2017. Awaiting the EEOC's determination.

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

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