



April 20, 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 Third 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 black ink, appearing to read "Elizabeth Gorman".

Elizabeth Gorman
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

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

January 1, 2018

Through

March 31, 2018

Elizabeth Gorman
Executive Director

Sharon Ferguson
EEO/AA Officer

Quarterly Report Format

This is the third 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 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.


Elizabeth Gorman
Executive Director


Sharon Ferguson
EEO/AA Officer

QUARTERLY REPORT CONTENTS

<u>Form</u>	<u>Page Number</u>
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: January 1, 2018 - March 31, 2018

List Program Goals & Objectives and if Met/Not Met

Provided Civility training.

Provided Sexual Harassment training.

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

Assessed the current bilingual Tollway workforce and determined best practices of other State agencies related to bilingual programs.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Provide agency-wide Discrimination/Harassment Training.

Continue to provide Sexual Harassment training.

Continue to analyze exit interview trends.

Continue to engage in targeted recruitment and work with current partners to expand outreach to enhance diversity.

Recruitment

External job postings were sent to approximately 696 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 other's in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

Hanover Township/Representative Fred Crespo Job Fair/IDES

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: January 1, 2018 - March 31, 2018

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	2	P	N/A	N/A	P	P	1
Hispanic / Latino	P	P	2	N/A	N/A	16	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

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 6	0	0	1WM	N/A	N/A	3BF, 1HM, 1WM	0	0
New Hires (Veterans) Total: 2	0	1BF	0	N/A	N/A	0	1WM	0
New Hires (Non-Vets) Total: 21	2 WF	1WF, 1WM	1BF, 2BM	N/A	N/A	3BF, 2WF, 1AF, 1AM	7WM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	3	P	N/A	N/A	P	10	20
Black / African American	P	1	P	N/A	N/A	P	P	1
Hispanic / Latino	P	P	2	N/A	N/A	15	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: January 1, 2018 - March 31, 2018

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	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	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: January 1, 2018 -
 March 31, 2018

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	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

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2018-March 31, 2018

Region: **1**

EEO Category	Grand Total	MALES											FEMALES											PERCENTAGES													
		Total						AI/ NH					Total					AI/ NH					Total					AI/ NH					Total				
		W	B/AA	H/L	A	AN	NH	OPI	OTH	D	V	W	B/AA	H/L	A	AN	NH	OPI	OTH	D	V	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D								
Officials / Administrators	21	10		3						8	7	1									61.90%	38.10%	80.95%	4.76%	14.29%	0.00%	0.00%	0.00%	0.00%								
Professionals	106	48	4	4	6					41	28	7	3	2						4	61.32%	38.68%	71.70%	10.38%	6.60%	7.55%	0.00%	0.00%	1.89%								
Technicians	216	89	20	7	4					92	64	18	6	2						1	57.41%	42.59%	70.83%	17.59%	6.02%	2.78%	0.00%	0.00%	13.43%								
Protective Service	0									0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Para-professionals	0									0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Administrative Support	450	98	41	20	21					265	120	98	22	7						2	41.11%	58.89%	48.44%	30.89%	9.33%	6.22%	0.00%	0.00%	14.22%								
Skilled Craft	346	269	29	29	1	2				7	3	3	1							0	97.98%	2.02%	78.61%	9.25%	8.67%	0.29%	0.58%	0.00%	5.78%								
Service / Maintenance	67	44	9	6	2					6	6									1	91.04%	8.96%	74.63%	13.43%	8.96%	2.99%	0.00%	0.00%	17.91%								
TOTAL	1,206	787	558	103	34	2	22	73	63	419	228	127	32	11	22	54	7	65.26%	34.74%	65.26%	34.74%	419	230	19.07%	8.37%	101	8.37%	3.73%	45	3.73%							

Grand Total Employees for Region 1:	Males:	787	Females:	419	Total Minorities:	422	OTH:	44	Veteran:	70	
		65.17%		34.74%		34.83%		3.6%		5.80%	
White:	786	Black/African American:	230	Hispanic/Latino:	101	Asian:	45	NHOPI:	0	Disabled:	127
			19.07%		8.37%		3.73%		0.00%		10.53%

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. Jan. 2018)

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2018-March 31, 2018

Region: 2

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES															
		Total					AI/ AN OPI NH					Total					AI/ AN OPI NH					W		B/AA		H/L		A		AI/AN		NHOPI		OTH		D	
		W	B/AA	H/L	A	AI/ AN	OPI	NH	D	OTH	V	Total	W	B/AA	H/L	A	AI/ AN	OPI	NH	D	OTH	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%					
Professionals	0	0									0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Technicians	6	3	2	1							3	3										50.00%	83.33%	0.00%	0.00%	16.67%	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%						
Para-professionals	0	0									0											0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Administrative Support	67	31	24	4	2	1					36	27	5	1							0	46.27%	53.73%	76.12%	13.43%	2.99%	2.99%	0.00%	0.00%	0.00%	0.00%						
Skilled Craft	50	50	46		2	1					0											100.00%	0.00%	92.00%	0.00%	4.00%	2.00%	0.00%	0.00%	0.00%	4.00%						
Service / Maintenance	6	4	4								2	2										66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
TOTAL	129	88	76	4	5	2					41	32	5	1							0	68.22%	31.78%	83.72%	6.98%	3.88%	2.33%	0.00%	0.00%	0.00%	3.10%	10.85%					

Grand Total Employees for Region 2:										Males: 88										Females: 41										Total Minorities: 21										OTH: 4										Veteran: 7																			
White: 108										68.22%										31.78%										16.28%										3.1%										5.43%																			
83.72%										6.98%										3.88%										2.33%										0.00%										0.00%										0.00%									
Black/African American: 9										Hispanic/Latino: 5										Asian: 3										AI/AN: 0										NHOPI: 0										Disabled: 14																			
American: 6										A=Asian										A=American Indian and Alaska Native										Native Hawaiian or Other Pacific Islander										D=Disabled										OTH=Other																			
Hispanic or Latino										A=Asian										AI/AN=American Indian and Alaska Native										NHOPI=Native Hawaiian or Other Pacific Islander										D=Disabled										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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: January 1, 2018-March 31, 2018

Region: **3**

EEO Category	MALES											FEMALES											PERCENTAGES										
	Total	W	B/AA	H/L	A	AI/AN	NH OPI	D	V	Total	W	B/AA	H/L	A	AI/AN	NH OPI	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%					
Professionals	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Technicians	3	3						1		0								100.00%	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								0.00%	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	0	1	6					1		53.85%	46.15%	84.62%	0.00%	0.00%	7.69%	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%	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%	0.00%					
TOTAL	40	32	27	0	3	1	1	1	2	5	8	8	8	8	1	1	80.00%	20.00%	87.50%	20.00%	0.00%	7.50%	2.50%	0.00%	0.00%	0.00%	2.50%	7.50%					

Grand Total Employees for Region 3:	Males:	32	80.00%	Females:	8	20.00%	Total Minorities:	5	12.50%	OTH:	1	2.5%	Veteran:	6	15.00%		
White:	35	87.50%	Black/African American:	0	0.00%	Hispanic/Latino:	3	7.50%	Asian:	1	2.50%	NHOPI:	0	0.00%	Disabled:	3	7.50%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian A/AN=American Indian and Alaska Native NH OPI=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: January 1, 2018-March 31, 2018

Grand Total

EEO Category	Grand Total	MALES										FEMALES																				
		Total	W	B/AA	H/L	A	AI/ AN	NH OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI/ AN	NH OPI	OTH	D	V	PERCENTAGES										
																						M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	
Officials / Administrators	21	13	10		3						8	7	1								61.90%	38.10%	80.95%	4.76%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%		
Professionals	106	65	48	4	4	6				1	41	28	7	3	2			1	4		61.32%	38.68%	71.70%	10.38%	6.60%	7.55%	0.00%	0.00%	0.00%	0.00%	0.00%	1.89%
Technicians	225	130	94	20	8	4				15	95	67	18	6	2		3	11	1		57.78%	42.22%	71.56%	16.89%	6.22%	2.67%	0.00%	0.00%	0.00%	0.00%	12.89%	
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-Professional	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	530	223	127	45	23	22				20	307	153	103	22	8		21	47	3		42.08%	57.92%	52.83%	27.92%	8.49%	5.66%	0.00%	0.00%	0.00%	0.00%	0.00%	14.34%
Skilled Craft	418	411	334	29	33	3				32	7	3	3	1							98.33%	1.67%	80.62%	7.66%	8.13%	0.72%	0.48%	0.00%	0.00%	2.39%	5.74%	
Service / Maintenance	75	65	48	9	6	2				7	10	10					1			86.67%	13.33%	77.33%	12.00%	8.00%	2.67%	0.00%	0.00%	0.00%	0.00%	17.33%		
TOTAL	1,375	907	661	107	77	37	2	2	0	24	468	268	132	32	12	25	60	8		65.96%	34.04%	67.56%	17.38%	7.93%	3.56%	0.15%	0.00%	0.00%	3.56%	10.47%		

Grand Total Employees:	929	239	109	49	448	49	83
White:	67.56%	Black/African American:	17.38%	Hispanic/Latino:	7.93%	Asian:	3.56%
Total Minorities:		Total Minorities:		Total Minorities:		Total Minorities:	
Males:		Females:		Veteran:		Disabled:	
907		468		49		144	
65.96%		34.04%		3.6%		10.47%	

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). Therefore, the total number in those categories will be reduced by 1.

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	MALES											FEMALES										
		Total	W	B/AA	H/L	A	AN	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AN	AI	NH	OPI	OTH	D
New Hires	2	0										2	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Promotions	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	1	1	1									0	100.00%	#VALUE!	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Lay Off	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0										0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																		
	MALES							FEMALES											
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V
New Hires	3	1	1								2	1	1						1
Promotions	0	0								0	0								
Intra-Agency Transfers	0	0								0	0								
Suspensions	0	0								0	0								
Separations	1	1	1							0	0								
Discharges	0	0								0	0								
Lay Off	0	0								0	0								
Demotions	0	0								0	0								
Reductions	0	0								0	0								
Reinstatements	0	0								0	0								
Reemployment	0	0								0	0								
Upward Reallocations	0	0								0	0								
Downward Reallocations	0	0								0	0								

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

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: TECHNICIANS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES													
		Total	W	B/AA	H/L	A	AN	OPI	NH	OTH	D	Total	W	B/AA	H/L	A	AN	OPI	NH	OTH	D	M	F	W	B/AA	H/L	A	AN	OPI	NH	OTH	D			
New Hires	3	2										1										66.67%	33.33%	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	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%
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	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%
Separations	2	0										2										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%
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:

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: PROTECTIVE SERVICE

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total		W	B/AA	H/L	A	AN	OPI	NH	D	Total		W	B/AA	H/L	A	AN	OPI	NH	D	Total		F	M	W	B/AA	H/L	A	AN	OPI	NH	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%	
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%	
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%	
Suspensions	0	0																			0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	0	0																			0	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%	
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%	
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%	
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%	
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%	
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%	
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%	
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%	

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: January 1, 2018 - March 31, 2018

EEO Category: PARAPROFESSIONALS

Transaction	Grand Total	MALES													FEMALES													PERCENTAGES												
		Total	W	B/AA	H/L	A	AI	AN	OPI	NH	D	Total	W	B/AA	H/L	A	AI	AN	OPI	NH	D	M	F	W	B/AA	H/L	A	AI	AN	OPI	NH	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%	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: January 1, 2018 - March 31, 2018

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	Grand Total	MALES											FEMALES											PERCENTAGES										
		Total						AI					NH					Total						AI					NH					
		W	B/AA	H/L	A	AN	OPI	OTH	D	V	W	B/AA	H/L	A	AN	OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AN	OPI	NH	OTH	D				
New Hires	7	1								1									14.29%	85.71%	28.57%	42.86%	0.00%	28.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Promotions	5	2	1								1								40.00%	60.00%	20.00%	60.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Intra-Agency Transfers	12	3	2					1	2										25.00%	75.00%	58.33%	16.67%	0.00%	0.00%	0.00%	0.00%	25.00%		0.00%					
Suspensions	43	18	7	1			2	3			1								41.86%	58.14%	37.21%	44.19%	4.65%	2.33%	0.00%	0.00%	11.63%		0.00%					
Separations	10	4	3								1								40.00%	60.00%	50.00%	20.00%	20.00%	0.00%	0.00%	0.00%	10.00%		0.00%					
Discharges	2	2	1																100.00%	0.00%	50.00%	50.00%	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%					
Demotions	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																	0.00%	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%					
Reemployment	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																	0.00%	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%					

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: SKILLED CRAFT

Transaction	Grand Total	MALES											FEMALES											PERCENTAGES																									
		Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D																		
																																0	10	5	4	1	0	1	0	0	0	0	100.00%	0.00%	40.00%	10.00%	0.00%	0.00%	0.00%
New Hires	10	10	10							1	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%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Promotions	0	0									0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	1	1	1								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%	0.00%	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	10	10	5	4	1						0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	50.00%	40.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	4	4	4								0	0	0	0	0	0	0	0	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	3	3	2	1							0	0	0	0	0	0	0	0	0	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%	0.00%	0.00%	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	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0									0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0									0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0									0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0									0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Workforce Transactions Report by EEO Category

Reporting Period: January 1, 2018 - March 31, 2018

Agency: Illinois Tollway

EEO Category: SERVICE / MAINTENANCE

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	1	1	1	1						0	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	1				1				0	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Discharges	1	1	1	1						0	100.00%	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%
Demotions	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

DHR-10 (Rev. Feb 2016)

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

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: January 1, 2018 - March 31, 2018

EEO Category: GRAND TOTAL

Transaction	Grand Total	MALES												FEMALES												PERCENTAGES											
		Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D					
New Hires	25	14	11	2		1					1	11	5	5		1					1	1	64.00%	28.00%							8.00%	8.00%					
Promotions	6	3	2									3		3									33.33%	50.00%	16.67%												
Intra-Agency Transfers	13	4	3					1	2			9	5	2		2							61.54%	15.38%					23.08%								
Suspensions	55	30	13	12	3	1			2	3		25	9	12	1	3					2		40.00%	43.64%	7.27%	1.82%			9.09%								
Separations	19	11	9	1		1						8	2	3	2	1							57.89%	21.05%	10.53%	5.26%			5.26%								
Discharges	6	6	4	3																																	
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

DHR-10 (Rev. Feb 2016)

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: January 1, 2018 - March 31, 2018

Agency underutilization of people with disabilities: P

Total hires during this quarter: 25

Total hires of people with disabilities for this quarter: 1

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

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2018 - March 31, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
1/17/2018	Region I	Harassment/Retaliation	Race	Open
2/20/2018	Region I	Retaliation/Harassment	Other	Open

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: January 1, 2018 - March 31, 2018

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. Case closed on 1/24/18.
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. 2/9/18 IDHR dismissed the case for lack of substantial evidence on all counts.
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. Fact finding conference was held on 3/20/2018. We await the investigator's decision.
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. IDHR dismissed the case for lack of substantial evidence on all counts 3/8/2018.
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 on retaliation for engaging in a protected activity. Response documents due to the EEOC on 10/30/2017. Awaiting the EEOC's determination.
1/23/2018	Toll Operations	Discrimination, Retaliation, Wrongful Termination, Hostile Work Environment	Gender, Disability, Protected Activity	EEOC case filed on 11/9/2017. EEOC dismissed charges on 11/27/17 and complainant invoked right to sue in the Northern District of Illinois. Charge was based on gender and disability. Suit was filed 1/23/18 and Tollway has answered and is engaged in discovery. Next status is August 7, 2018.
3/13/2018	Toll Operations	Retaliation	Retaliation	2018 08958 Charge of discrimination based on retaliation for previously filing IDHR complaints. Filed with the EEOC and the IDHR. The EEOC referred the case to the IDHR and we are awaiting notice from the IDHR.

*Action/Issue = Discharge, Suspension, etc.

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