

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

First Quarter

July 1, 2013

Through

September 30, 2013

KRISTI LAFLEUR
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



October 21, 2013

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 2014.

If you should have any questions, please do not hesitate to contact Lisa G. Williams, EEO/AA Officer, at (630) 241-6800, extension 1010.


Kristi Lafleur
Executive Director

Sincerely,


Lisa G. Williams
EEO/AA Officer

Enclosure

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Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2013 to June 30, 2014. This report covers the time period of July 1, 2013 through September 30, 2013. 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 and Numeric Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section as to 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 two 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, office/clerical, 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.

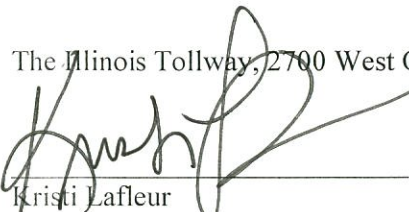
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.


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, “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 filed against the Tollway. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on second page. This is IDHR form 15Q.

The Illinois Tollway, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.


Kristi Lafleur
Executive Director


Lisa G. Williams
EEO /AA Officer / ADA Coordinator

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: July 1, 2013-Sept 30, 2013

List Program Goals & Objectives and if Met/Not Met

Continuously working with current partners and expanding outreach to enhance diversity.

Follow up with the first Diversity Symposium by issuing report and exploring whether to convene again. In process of report and reaching out to partners for another symposium.

In process of completing sexual harassment training for all employees. During this First Quarter, training was provided to nearly all of the Tollway's approximately 1500 employees.

Diversity Training to all employees. Provided ADA training to supervisors and managers during this quarter.

Special Problems in Attaining Program Goals

Tried to plan Respect in the Workplace trainings, but personnel changes postponed them.

Proposed New Program Goals

No new proposed program goals, still in the process of sexual harassment and diversity training.

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: 1

Reporting Period: July 1, 2013 - Sept 30, 2013

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	7	P	N/A	N/A	P	4	61
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	7	13	120
Asian	1	P	13	N/A	N/A	P	1	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	Off/Cl	Sk/Crft	Serv/Mtc
Promotions Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:1	0	0	0	N/A	N/A	1WM	0	0
New Hires (Non-Vets) Total:19	0	5WM,3WF	1AAM, 1OM,1AAF	N/A	N/A	2WM,1AAM, 1WF, 4AAF, 1HF	0	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	P	4	P	N/A	N/A	P	4	61
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	6	13	120
Asian	1	P	13	N/A	N/A	P	1	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, 2013 - Sept 30, 2013

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	5
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	7
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	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	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	5
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	7
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2013 - September 30, 2013

Region: **1**

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	21	13	10	2	1	0	0	0	0	0	8	7	1	0	0	0	0	0	0	61.90%	38.10%	80.95%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	99	65	50	3	2	10	0	0	0	1	34	22	7	3	2	0	0	0	0	65.66%	34.34%	72.73%	10.10%	5.05%	12.12%	0.00%	0.00%	0.00%	1.01%
Technicians	220	112	85	17	6	3	0	0	1	13	108	78	20	8	2	0	0	0	17	50.91%	49.09%	74.09%	16.82%	6.36%	2.27%	0.00%	0.00%	0.45%	13.64%
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%
Office / Clerical	148	56	46	6	3	1	0	0	0	10	92	56	22	9	4	0	0	1	9	37.84%	62.16%	68.92%	18.92%	8.11%	3.38%	0.00%	0.00%	0.68%	12.84%
Skilled Craft	82	82	78	0	3	0	1	0	0	6	0	0	0	0	0	0	0	0	0	100.00%	0.00%	95.12%	0.00%	3.66%	0.00%	1.22%	0.00%	0.00%	7.32%
Service / Maintenance	720	526	377	78	42	23	0	0	3	60	194	100	75	15	3	0	0	1	29	73.06%	26.94%	66.25%	21.25%	7.92%	3.61%	0.00%	0.00%	0.56%	12.36%
TOTAL	1,290	851	646	106	57	37	1	0	4	90	436	263	125	35	11	0	0	2	57	65.97%	33.80%	70.47%	17.91%	7.13%	3.72%	0.08%	0.00%	0.47%	11.40%

Grand Total Employees for Region 1:	Males:	851	Females:	436	Total Minorities:	378	OTH:	6
		65.97%		33.80%		29.22%		0.5%
White:	909	70.47%	Black/African American:	231	17.91%	Hispanic/Latino:	92	7.13%
			Asian:	48	3.72%	AI/AN:	1	0.08%
			NHOPI:	0	0.00%	Disabled:	147	11.40%

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 employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2013 - September 30, 2013

Region: **2**

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	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	14	9	8	0	0	0	1	0	0	2	5	4	0	0	0	0	1	1	64.29%	35.71%	85.71%	0.00%	0.00%	0.00%	7.14%	0.00%	7.14%	21.43%	
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%
Office / Clerical	5	2	2	0	0	0	0	0		1	3	3	0	0	0	0		0	40.00%	60.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%
Skilled Craft	12	12	12	0	0	0	0	0		2	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%	16.67%
Service / Maintenance	154	105	87	5	10	3	0	0		10	49	41	6	0	2	0	10		68.18%	31.82%	83.12%	7.14%	6.49%	3.25%	0.00%	0.00%	0.00%	0.00%	12.99%
TOTAL	185	128	109	5	10	3	1	0		15	57	48	6	0	2	0	11		69.19%	30.81%	84.86%	5.95%	5.41%	2.70%	0.54%	0.00%	0.54%	14.05%	

Grand Total Employees for Region 2:	Males: 128 69.19%	Females: 57 30.81%	Total Minorities: 28 14.59%	OTH: 1 0.5%
White: 157 84.86%	Black/African American: 11 5.95%	Hispanic/Latino: 10 5.41%	Asian: 5 2.70%	AI/AN: 1 0.54%
				NHOPI: 0 0.00%
				Disabled: 26 14.05%

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

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2013 - September 30, 2013

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D		
Officials / Administrators	21	13	10	2	1						8	7	1							61.90%	38.10%	80.95%	14.29%	4.76%							
Professionals	99	65	50	3	2	10				1	34	22	7	3	2					65.66%	34.34%	72.73%	10.10%	5.05%	12.12%				1.01%		
Technicians	234	121	93	17	6	3	1		1	15	113	82	20	8	2			1	18	51.71%	48.29%	74.79%	15.81%	5.98%	2.14%	0.43%		0.85%	14.10%		
Protective Service																															
Para-professionals																															
Office / Clerical	153	58	48	6	3	1				11	95	59	22	9	4			1	9	37.91%	62.09%	69.93%	18.30%	7.84%	3.27%			0.65%	13.07%		
Skilled Craft	94	94	90		3		1			8										100.00%		95.74%		3.19%		1.06%			8.51%		
Service / Maintenance	870	628	464	83	52	26			3	70	243	141	81	15	5			1	39	72.18%	27.93%	69.54%	18.85%	7.70%	3.56%			0.46%	12.53%		
TOTAL	1,471	980	755	111	67	40	2		4	105	493	311	131	35	13			3	66	66.62%	33.51%	72.47%	16.45%	6.93%	3.60%	0.14%		0.48%	11.62%		

Grand Total Employees:	Males: 980 66.62%	Females: 493 33.51%	Total Minorities: 406 27.60%	OTH: 7 0.48%
White: 1,066 72.47%	Black/African American: 242 16.45%	Hispanic/Latino: 102 6.93%	Asian: 53 3.60%	AI/AN: 2 0.14%
			NHOPI:	Disabled: 171 11.62%

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 employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2013-September 30, 2013

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES											
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	
New Hires	0	0																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0								1	1								0.00%	100.00%	100.00%	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	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%	
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 OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2013-September 30, 2013

EEO Category: PROFESSIONALS

Transaction	Grand		MALES								FEMALES								PERCENTAGES										
	Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
	New Hires	8	5	5								3	3								62.50%	37.50%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0									1	1								0.00%	100.00%	100.00%	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	1	1	1								0									100.00%	0.00%	100.00%	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%
Discharges	1	0									1	1								0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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: July 1, 2013-September 30, 2013

EEO Category: TECHNICIANS

Transaction	Grand Total	Total	MALES									FEMALES									PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	
New Hires	3	2		1						1		1							66.67%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Promotions	3	2	2							1			1						66.67%	33.33%	66.67%	0.00%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	5	4	2	2						1	1								80.00%	20.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	4	2	2							2	1	1							50.00%	50.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	3	1	1							2	1		1						33.33%	66.67%	66.67%	0.00%	33.33%	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 OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2013-September 30, 2013

EEO Category: OFFICE / CLERICAL

Transaction	Grand Total	Total	MALES										FEMALES										PERCENTAGES																										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D																				
New Hires	9	3	2	1								6	1	4	1														33.33%	66.67%	33.33%	55.56%	11.11%	0.00%	0.00%	0.00%	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%	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%	
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%	
Separations	5	3	3									2	2																60.00%	40.00%	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%
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%
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%
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%
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%
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%
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%
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%
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%

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, 2013-September 30, 2013

EEO Category: SKILLED CRAFT

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

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: July 1, 2013-September 30, 2013

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES										FEMALES										PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	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%			
Promotions	5	4	1	1	1	1						1	1							80.00%	20.00%	40.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%			
Intra-Agency Transfers	17	8	3	3		2						9	3	5	1					47.06%	52.94%	35.29%	47.06%	5.88%	11.76%	0.00%	0.00%	0.00%	0.00%			
Suspensions	24	15	9	6								9	5	3			1			62.50%	37.50%	58.33%	37.50%	0.00%	0.00%	0.00%	0.00%	4.17%	0.00%			
Separations	6	3	1	1	1							3		3						50.00%	50.00%	16.67%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%			
Discharges	4	2	1	1								2		2						50.00%	50.00%	25.00%	75.00%	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

**Summary of Workforce Transactions Report
by EEO Category**

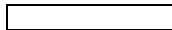
Agency: Illinois Tollway

Reporting Period: July 1, 2013-September 30, 2013

EEO Category: GRAND TOTAL

Transaction	Grand Total	Total	MALES										FEMALES										PERCENTAGES																				
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D														
New Hires	20	10	7	2							1								10	4	5	1										50.00%	50.00%	55.00%	35.00%	5.00%						5.00%	
Promotions	10	6	3	1	1	1													4	3			1									60.00%	40.00%	60.00%	10.00%	10.00%	20.00%						
Intra-Agency Transfers	24	14	7	5		2													10	4	5	1										58.33%	41.67%	45.83%	41.67%	4.17%	8.33%						
Suspensions	30	19	13	6													1		11	6	4						1				63.33%	36.67%	63.33%	33.33%							3.33%		
Separations	17	10	8	1	1														7	3	3	1										58.82%	41.18%	64.71%	23.53%	11.76%							
Discharges	5	2	1	1															3		3											40.00%	60.00%	20.00%	80.00%								
Lay Off																																											
Demotions																																											
Reductions																																											
Reinstatements																																											
Reemployment																																											
Upward Reallocations																																											
Downward Reallocations																																											

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



Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2013-Sept 30, 2013

Agency underutilization of people with disabilities: P

Total hires during this quarter: 20

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 Tollway

Reporting Period: July 1- September 30, 2013

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/17/2011	Region 1	Unspecified	Race	Closed
8/1/2012	Region 2	Harassment	Disability and Race Discrimination/Retaliation	Pending
8/3/2012	Region 1	Harassment	Harassment: Racial and Age	Pending
8/20/2012	Region 1	Harassment	Retaliation	Pending
12/24/2012	Region 1	Poor evaluation	Racial Discrimination/Retaliation	Closed
5/17/2013	Region 1	Suspension	Racial Discrimination	Closed
5/16/2013	Region 1	Harassment/ Discrimination	Harassment/Discrimination	Closed
5/31/2013	Region 1	Harassment/Verbal Warning	Racial Discrimination	Pending
7/1/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Pending
7/18/2013	Region 1	Age Discrimination	Age Discrimination	Closed
7/19/2013	Region 1	Disability (Pregnancy) Discrimination/ Retaliation	Disability Discrimination/ Retaliation	Pending
8/5/2013	Region 1	Sexual Harassment	Sexual Harassment	Closed
8/12/2013	Region 1	Harassment	Harassment	Pending
9/9/2013	Region 1	Harassment/Religious Harassment	Harassment/Religious Harassment	Closed
9/24/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Pending
10/8/2013	Region 1	Medical Inquiry	Harassment	Pending

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: July 1- September 30, 2013

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	On June 19, 2008, the EEOC issued a no reasonable cause finding and a right to sue. Jones filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Jones filed a complaint with the Human Rights Commission. Tollway filed a Motion to Dismiss based on pending federal litigation on the identical claim. U.S. District Court granted the Tollway's Motion for Summary Judgment on July 1, 2011. Tollway filed a Notice of Decision with the Human Rights Commission on July 18, 2011. Plaintiff filed a Motion to Reconsider, which was denied, and in November 2011 she appealed to the Seventh Circuit Court of Appeals. Oral arguments were held on November 13, 2012. Next status before the Human Rights Commission set for October 2, 2013 on Tollway's Motion to Dismiss and/or retention of counsel.
3/11/2010	PL 41	Discrimination	Age	IDHR complaint dismissed for Lack of Substantial Evidence 12/21/10. Request for Review filed and then withdrawn. The EEOC issued a right to sue on May 18, 2011. Complaint filed in federal court on July 8, 2011. Court granted summary judgment for the Tollway on April 11, 2013.
1/30/2012	M-01	Discrimination		Response to Questionnaire filed 2/29/12. Right to Sue issued 9/14/12.
1/2/2013	M-01	Discrimination, Hostile work environment, Retaliation	Race	Complaint filed 1/2/13 in Federal Court. Served 2/15/13. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Status 8/13/13.

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: July 1- September 30, 2013

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/16/2012	M-14	Harassment		Response to Questionnaire filed 6/15/12. February 28, 2013 IDHR charge dismissed for lack of substantial evidence. 3/14/13 Plaintiff filed Request for Review of the dismissal.
4/11/2012	PI 21	Retaliation, Discrimination	Race, Sex	Position statement was filed 5/14/2012. EEOC issued right to sue letter and federal complaint filed 12/26/12. Tollway filed motions to dismiss which are scheduled to be ruled on in October 2013. Parties are in discovery. Next status 11/4/13; fact discovery closes 1/31/14; dispositive motions must be filed by 3/31/14.
8/20/2012	PI 21	Discrimination	Sex, Race, Disability	Position statement was filed 9/19/2012. EEOC charge was dismissed in June 2013 and right to sue issued.
10/11/2012	PI 35	Retaliation	Protected Activity	Response to Questionnaire filed 12/19/2012. Fact-finding conference held July 6, 2013. Settled.
11/5/2012	Applicant	Discrimination	Race	Position Statement filed 12/5/2012. EEOC found no reasonable cause and issued a Right to Sue on March 4, 2013.
11/19/2012	Custodian	Discrimination	Race and Disability	Complaint filed. Motion to dismiss filed December 26, 2012. Court granted the Motion without prejudice and Plaintiff was directed to file appropriate pleadings.
3/22/2013	ADM	Discrimination	Age and Race	IDHR Charge filed 3/15/13. Response to questionnaire filed 5/24/13. Awaiting Fact Finding and Investigation
3/22/2103	ADM	Discrimination	Age, Race, Retaliation, Disabilities	IDHR Charge with 14 bases filed 3/13/13 and amended charge filed 5/14/13. Verified Response filed 5/22/13. Questionnaire and Position Statement filed 5/24/13.

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: July 1- September 30, 2013

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/11/2013	ADM	Discharge/ Discrimination	Age, Gender, Race, Retaliation	IDHR Charge with 4 bases of discrimination filed 4/11/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Awaiting Fact Finding and Investigation.
5/3/2013	ADM	Discharge/Discrimi nation	Retaliation	IDHR Charge with 1 basis-retaliation file 5/3/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Fact Finding and Investigation scheduled for October 30, 2013.
1/30/2013	Custodian	Discrimination	Race and Disability	IDHR Charge filed 12/13/12. Charge received 1/24/13. Response, Questionnaire and Position Statement filed 3/26/13. Notice of Dismissal issued 6/28/13.
3/21/2013	PL 51	Sexual Harassment	Sex	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/26/13.
3/12/2013	ADM	Discrimination	Race; Arrest record	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/29/13.
8/16/2013	M-08	Race & Disability discrimination; retaliation	Race, Disability, Retaliation	Charge filed 8/16/13. Mediation scheduled 11/20/13. Response stayed pending mediation.

*Action/Issue = Discharge, Suspension, etc.

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