

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Second Quarter

October 1, 2013

Through

December 31, 2013

KRISTI LAFLEUR
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



January 22, 2014

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 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.

Sincerely,


Kristi Lafleur
Executive Director


Lisa G. Williams
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



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Quarterly Report Format

This is the second 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 October 1, 2013 through December 31, 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.

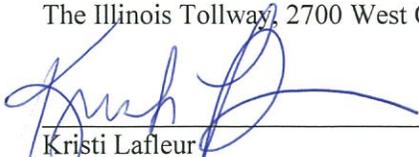
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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: October 1, 2013-December 31, 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.

Special Problems in Attaining Program Goals

Diversity Symposium postponed to due organizational restructuring.

Proposed New Program Goals

Respect in the Workplace training for maintenance employees.

Recruitment

We have sent external job postings to nearly 600 individuals in 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 recruit African-American, Hispanic, Asian-American and female applicants.

We have attended the following job fair/sessions this quarter:

- Northeastern Illinois University Fall 2013 Diversity Community Job and Volunteer Fair
- Wayne Township Job Fair

- Job Fair & Information Session: Getting a Job with the State of Illinois (Office of the Governor in Partnership with Asian-American Employment Plan Advisory Council)

- Rep. Cynthia Soto & Iris Martinez

- Markham Town Hall Meeting

- Illinois Association of Hispanic State Employees

- Congressman Dan Lipinski Veteran's Job Fair

- Cook County Commissioner Edwin Reyes Veterans Job Fair

- Illinois Legislative Latino Caucus Foundation

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: 1

Reporting Period: Oct 1, 2013 - Dec 31, 2013

Beginning underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Off/CI | 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 |

Summary of hires and promotions for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Off/CI | Sk/Crft | Serv/Mtc |
|-------------------------------|----------|----------|----------|--------|----------|----------------|---------|---------------|
| Promotions Total:5 | 0 | 1WM,1WF | 1WF | N/A | N/A | 1AAF | 0 | 0 |
| New Hires (Veterans) Total:3 | 0 | 0 | 1AAF | N/A | N/A | 1WF | 0 | 1WM |
| New Hires (Non-Vets) Total:20 | 0 | 4WM, 1WF | 1WM, 1WF | N/A | N/A | 1WM, 3WF, 2AAF | 1WM | 3WM, 1AAM,2HM |

Ending underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Off/CI | Sk/Crft | Serv/Mtc |
|--|----------|------|------|--------|----------|--------|---------|----------|
| Women | P | 2 | 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 | 118 |
| 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 |

DHR 12-Q (Rev. Feb. 2012)

OM=Other Male

OF=Other Female

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **2**

Reporting Period: Oct 1, 2013 - Dec 31, 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 |

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: Oct 1, 2013 - December 31, 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 | 101 | 66 | 51 | 3 | 2 | 10 | 0 | 0 | 0 | 1 | 35 | 24 | 6 | 3 | 2 | 0 | 0 | 0 | 65.35% | 34.65% | 74.26% | 8.91% | 4.95% | 11.88% | 0.00% | 0.00% | 0.00% | 0.99% | |
| Technicians | 218 | 112 | 85 | 17 | 6 | 3 | 0 | 0 | 1 | 13 | 106 | 77 | 19 | 8 | 2 | 0 | 0 | 0 | 51.38% | 48.62% | 74.31% | 16.51% | 6.42% | 2.29% | 0.00% | 0.00% | 0.46% | 13.30% | |
| 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 | 150 | 55 | 45 | 6 | 3 | 1 | 0 | 0 | 0 | 9 | 95 | 56 | 25 | 9 | 4 | 0 | 0 | 1 | 36.67% | 63.33% | 67.33% | 20.67% | 8.00% | 3.33% | 0.00% | 0.00% | 0.67% | 12.00% | |
| Skilled Craft | 79 | 79 | 75 | 0 | 3 | 0 | 1 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100.00% | 0.00% | 94.94% | 0.00% | 3.80% | 0.00% | 1.27% | 0.00% | 0.00% | 5.06% | |
| Service / Maintenance | 707 | 520 | 374 | 77 | 45 | 22 | 0 | 0 | 3 | 58 | 187 | 97 | 72 | 14 | 3 | 0 | 0 | 1 | 73.55% | 26.45% | 66.62% | 21.07% | 8.35% | 3.54% | 0.00% | 0.00% | 0.57% | 12.31% | |
| TOTAL | 1,276 | 845 | 640 | 105 | 60 | 36 | 1 | 0 | 4 | 85 | 431 | 261 | 123 | 34 | 11 | 0 | 0 | 2 | 66.22% | 33.78% | 70.61% | 17.87% | 7.37% | 3.68% | 0.08% | 0.00% | 0.47% | 10.89% | |

| | | | | |
|--|---------------------------------------|------------------------------|---------------------------------|-------------------------|
| Grand Total Employees for Region 1: | Males: 845 66.22% | Females: 431 33.78% | Total Minorities: 376 29.39% | OTH: 6 0.5% |
| White: 901 70.61% | Black/African American: 228 17.87% | Hispanic/Latino: 94 7.37% | Asian: 47 3.68% | AI/AN: 1 0.08% |
| | | | | NHOPI: 0 0.00% |
| | | | | Disabled: 139 10.89% |

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: Oct 1, 2013 - December 31, 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 |
| 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% | 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% | 16.67% |
| Service / Maintenance | 153 | 103 | 86 | 5 | 9 | 3 | 0 | 0 | | 10 | 50 | 41 | 7 | 0 | 2 | 0 | 10 | | 67.32% | 32.68% | 83.01% | 7.84% | 5.88% | 3.27% | 0.00% | 0.00% | 0.00% | 13.07% |
| TOTAL | 184 | 126 | 108 | 5 | 9 | 3 | 1 | 0 | | 15 | 58 | 48 | 7 | 0 | 2 | 0 | 11 | | 68.48% | 31.52% | 84.78% | 6.52% | 4.89% | 2.72% | 0.54% | 0.00% | 0.54% | 14.13% |

| | | | | |
|--|-------------------------------------|-----------------------------|--------------------------------|------------------------|
| Grand Total Employees for Region 2: | Males: 126 68.48% | Females: 58 31.52% | Total Minorities: 28 14.67% | OTH: 1 0.5% |
| White: 156 84.78% | Black/African American: 12 6.52% | Hispanic/Latino: 9 4.89% | Asian: 5 2.72% | AI/AN: 1 0.54% |
| | | | | NHOPI: 0 0.00% |
| | | | | Disabled: 26 14.13% |

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: Oct 1, 2013 - December 31, 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 | 101 | 66 | 51 | 3 | 2 | 10 | | | | 1 | 35 | 24 | 6 | 3 | 2 | | | | | 65.35% | 34.65% | 74.26% | 8.91% | 4.95% | 11.88% | | | | 0.99% | | |
| Technicians | 232 | 121 | 93 | 17 | 6 | 3 | 1 | | 1 | 15 | 111 | 81 | 19 | 8 | 2 | | | 1 | 17 | 52.16% | 47.84% | 75.00% | 15.52% | 6.03% | 2.16% | 0.43% | | 0.86% | 13.79% | | |
| Protective Service | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Para-professionals | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Office / Clerical | 155 | 57 | 47 | 6 | 3 | 1 | | | | 10 | 98 | 59 | 25 | 9 | 4 | | | 1 | 9 | 36.77% | 63.23% | 68.39% | 20.00% | 7.74% | 3.23% | | | 0.65% | 12.26% | | |
| Skilled Craft | 91 | 91 | 87 | | 3 | | 1 | | | 6 | | | | | | | | | | 100.00% | | 95.60% | | 3.30% | | 1.10% | | | 6.59% | | |
| Service / Maintenance | 860 | 624 | 460 | 82 | 54 | 25 | | | 3 | 68 | 237 | 138 | 79 | 14 | 5 | | | 1 | 39 | 72.56% | 27.56% | 69.53% | 18.72% | 7.91% | 3.49% | | | 0.47% | 12.44% | | |
| TOTAL | 1,460 | 971 | 748 | 110 | 69 | 39 | 2 | | 4 | 100 | 489 | 309 | 130 | 34 | 13 | | | 3 | 65 | 66.51% | 33.49% | 72.40% | 16.44% | 7.05% | 3.56% | 0.14% | | 0.48% | 11.30% | | |

| | | | | |
|-------------------------------|---------------------------------------|-------------------------------|---------------------------------|-------------------------|
| Grand Total Employees: | Males: 971 66.51% | Females: 489 33.49% | Total Minorities: 404 27.67% | OTH: 7 0.48% |
| White: 1,057 72.40% | Black/African American: 240 16.44% | Hispanic/Latino: 103 7.05% | Asian: 52 3.56% | AI/AN: 2 0.14% |
| | | | NHOPI: | Disabled: 165 11.30% |

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: October 1, 2013-December 31, 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% |
| Promotions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Intra-Agency Transfers | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Suspensions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Separations | 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 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Lay Off | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Demotions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reductions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reinstatements | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reemployment | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Upward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Downward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

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, 2013-December 31, 2013

EEO Category: PROFESSIONALS

| 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 |
| New Hires | 5 | 4 | 4 | | | | | | | | 1 | 1 | | | | | | | 80.00% | 20.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Promotions | 2 | 1 | 1 | | | | | | | | 1 | 1 | | | | | | | 50.00% | 50.00% | 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 | 0 | | | | | | | | | 1 | | 1 | | | | | | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Separations | 3 | 3 | 3 | | | | | | | | 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: October 1, 2013-December 31, 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 | 1 | 1 | | | | | | | | | 2 | 1 | 1 | | | | | | | | | | | | | | | 33.33% | 66.67% | 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% | |
| 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% | 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 | 2 | 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% | |
| Separations | 4 | 1 | 1 | | | | | | | | | 3 | 2 | 1 | | | | | | | | | | | | | 25.00% | 75.00% | 75.00% | 25.00% | 0.00% | 0.00% | 0.00% | 0.00% | 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 | 2 | 0 | | | | | | | | | | 2 | 1 | 1 | | | | | | | | | | | | | 0.00% | 100.00% | 50.00% | 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% | | |
| 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% | | |
| 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% | | |
| 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% | | |
| 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% | | |
| 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% | | |
| 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% | | |
| 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% | | |

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, 2013-December 31, 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 | 7 | 1 | 1 | | | | | | | | | 6 | 4 | 2 | | | | | | | | | | | 14.29% | 85.71% | 71.43% | 28.57% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | |
| Promotions | 1 | 0 | | | | | | | | | | 1 | | 1 | | | | | | | | | | | 0.00% | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Intra-Agency Transfers | 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% |
| 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 | 4 | 2 | 2 | | | | | | | | | 2 | 2 | | | | | | | | | | | | 50.00% | 50.00% | 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: October 1, 2013-December 31, 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 | 1 | 1 | 1 | | | | | | | | | | | | | | | | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Promotions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Intra-Agency Transfers | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Suspensions | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Separations | 2 | 2 | 2 | | | | | | | | | | | | | | | | 100.00% | 0.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Discharges | 0 | 0 | | | | | | | | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| 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: October 1, 2013-December 31, 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 | 7 | 7 | 4 | 1 | 2 | | | | | | | 0 | | | | | | | | 100.00% | 0.00% | 57.14% | 14.29% | 28.57% | 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 | 37 | 24 | 15 | 1 | 4 | 4 | | | | | 1 | 13 | 5 | 6 | 1 | 1 | | | | 64.86% | 35.14% | 54.05% | 18.92% | 13.51% | 13.51% | 0.00% | 0.00% | 0.00% | 2.70% | | | |
| Suspensions | 18 | 7 | 7 | | | | | | | | | 11 | 4 | 7 | | | | | | 38.89% | 61.11% | 61.11% | 38.89% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | |
| Separations | 16 | 11 | 9 | 1 | | 1 | | | | | | 5 | 3 | 1 | 1 | | | | | 68.75% | 31.25% | 75.00% | 12.50% | 6.25% | 6.25% | 0.00% | 0.00% | 0.00% | 0.00% | | | |
| Discharges | 3 | 2 | 1 | 1 | | | | | | | | 1 | | 1 | | | | | | 66.67% | 33.33% | 33.33% | 66.67% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | |
| Lay Off | 0 | 0 | | | | | | | | | | 0 | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | |
| 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: October 1, 2013-December 31, 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 | 23 | 14 | 11 | 1 | 2 | | | | | | 9 | 6 | 3 | | | | | | 60.87% | 39.13% | 73.91% | 17.39% | 8.70% | | | | | | |
| Promotions | 4 | 1 | 1 | | | | | | | | 3 | 2 | 1 | | | | | | 25.00% | 75.00% | 75.00% | 25.00% | | | | | | | |
| Intra-Agency Transfers | 38 | 25 | 16 | 1 | 4 | 4 | | | | 1 | 13 | 5 | 6 | 1 | 1 | | | | 65.79% | 34.21% | 55.26% | 18.42% | 13.16% | 13.16% | | | | | 2.63% |
| Suspensions | 21 | 8 | 8 | | | | | | | | 13 | 5 | 8 | | | | | | 38.10% | 61.90% | 61.90% | 38.10% | | | | | | | |
| Separations | 29 | 19 | 17 | 1 | | 1 | | | | | 10 | 7 | 2 | 1 | | | | | 65.52% | 34.48% | 82.76% | 10.34% | 3.45% | 3.45% | | | | | |
| Discharges | 6 | 2 | 1 | 1 | | | | | | | 4 | 1 | 3 | | | | | | 33.33% | 66.67% | 33.33% | 66.67% | | | | | | | |
| 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: October 1, 2013- December 31, 2013

Agency underutilization of people with disabilities: P

Total hires during this quarter: 23

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: Oct 1- Dec 31, 2013

| Date Received | Facility / Region | Action / Issue* | Basis** | Current Status / Finding |
|---------------|-------------------|---|--|--------------------------|
| 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 |
| 5/31/2013 | Region 1 | Harassment/Verbal Warning | Discrimination: Racial | Pending |
| 7/1/2013 | Region 1 | Harassment/Sexual Harassment | Harassment/Sexual Harassment | Pending |
| 7/19/2013 | Region 1 | Disability (Pregnancy) Discrimination/Retaliation | Disability Discrimination/Retaliation | Pending |
| 8/12/2013 | Region 1 | Harassment | Harassment | Pending |
| 9/24/2013 | Region 1 | Harassment/Sexual Harassment | Harassment/Sexual Harassment | Pending |
| 10/8/2013 | Region 1 | Medical Inquiry | Harassment | Pending |
| 10/15/2013 | Region 1 | Harassment, National Origin | Harassment, National Origin | Pending |
| 10/9/2013 | Region 1 | Racial Discrimination | Discrimination: Racial | Withdrawn |
| 10/21/2013 | Region 1 | Racial Discrimination | Discrimination: Racial | Withdrawn |
| 11/14/2013 | Region 1 | Harassment | Harassment | Pending |
| 12/27/2013 | Region 1 | Failure to Hire | Discrimination: Racial | Pending |
| 12/6/2013 | Region 1 | Pay Disparity | Discrimination: Gender | Pending |
| 12/31/2013 | Region 1 | Harassment | Harassment: Racial | 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: Oct 1- Dec 31, 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. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter has been continued generally pending resolution that involves SERS. Status January 21, 2014. A continuation will be requested. |
| 1/30/2012 | M-01 | Discrimination | | Response to Questionnaire filed 2/29/12. Right to Sue issued 9/14/12. Matter is closed and became Federal Employment action. 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 on 01/24/14. Plaintiff failed to respond to discovery requests. |
| 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. No response to date. |
| 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 have been fully briefed and are awaiting ruling. Parties are in discovery. Next status 1/28/14; fact discovery closes 1/31/14; dispositive motions must be filed by 3/31/14. Parties are filing a joint motion to extend the deadlines for oral discovery and dispositive motions. |
| 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. No suit was filed. |
| 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. No suit was filed. |
| 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. Amended Complaint filed and Motion to Dismiss granted. On appeal. |
| 3/22/2013 | ADM | Discrimination | Age and Race | IDHR Charge filed 3/15/13. IDHR Charge with 4 bases of discrimination filed 4/11/13. Response to questionnaire filed 5/24/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Fact Finding is completed and Investigation close out due. |

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: Oct 1- Dec 31, 2013

| Date Received | Facility / Region | Action / Issue* | Basis** | Current Status / Finding |
|---------------|-------------------|--|--|--|
| 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. 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 re-scheduled for Jan 29, 2014.. |
| 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. DHR opened case and filed Verified Answer and Questionnaire timely. |
| 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. |
| 8/15/2013 | M-08 | Discrimination, Retaliation | Race and Disability | Parties initially agreed to mediate. An objection was filed on January 8, 2014. Response is due to be filed by January 24, 2014. |
| 11/5/2013 | M-04 | Discrimination /Suspension pending & Discharge | National origin (Italian); Retaliation | Charge sent 10/30/13. Response timely filed. |
| 11/6/2013 | M-14 | Discrimination /Suspension pending | Race | Charge sent 11/4/13. Position Statement filed December 3, 2013. |

*Action/Issue = Discharge, Suspension, etc.

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