

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Fourth Quarter

April 1, 2014

Through

June 30, 2014

KRISTI LAFLEUR
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



July 21, 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 Fourth 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

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Quarterly Report Format

This is the fourth 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 April 1, 2014 through June 30, 2014. 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: April 1, 2014-June 30, 2014

List Program Goals & Objectives and if Met/Not Met

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

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continuing to work on previously set goals. Provide ADA leave training to 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:

- Rep Sandra Pihos
- Robert Morris University Spring Career Fair
- Harold Wasington College Career Fair
- Wright Jr. College
- Triton College
- Office of the Governor & Asian American Employment Plan Advisory Council Info Session & Workshop
- Veteran Hiring Expo -Sears Center, Hoffman Estates
- St. Augustine College/IAHSE/ILACHE
- Cicero Workforce Center/LULAC of IL/Rep. Lisa Hernandez
- Veterans Hiring Event (Pilson)
- Village of Maywood Mayor Edwenna Perkins
- Congressman Schnider
- Sen. Patricia Van Pelt
- 28th Ward - Alderman Jason Ervin Job Fair
- LEAP/Latino Empowerment Association of Pastors
- State Rep. Chris Welch
- Chicago Urban League
- Elgin Community College/State Senator Nolan

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: 1

Reporting Period: April 1, 2014 - June 30, 2014

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	4	47
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	4	13	118
Asian	1	P	12	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: 6	0	2WM, 2WF	0	N/A	N/A	0	0	1AM, 1HF
New Hires (Veterans) Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 24	1WF	2WM, 1AAM, 1 AM, 4WF	3WM, 5AAM	N/A	N/A	1HF	0	1WM, 1HM, 1WF, 3AAF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	4	42
Black / African American	P	P	P	N/A	N/A	P	5	P
Hispanic / Latino	P	P	1	N/A	N/A	3	13	116
Asian	1	P	12	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: April 1, 2014 - June 30, 2014

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	2
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
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/CI	Sk/Crft	Serv/Mtc
Promotions Total:	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	1WM	N/A	N/A	0	0	1WF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	P	1
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
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: April 1, 2014 - June 30, 2014

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	22	13	10	2	1	0	0	0	0	0	9	8	1	0	0	0	0	0	0	59.09%	40.91%	81.82%	13.64%	4.55%	0.00%	0.00%	0.00%	0.00%	0.00%		
Professionals	110	70	53	4	2	11	0	0	0	1	40	28	6	3	2	0	0	1	0	63.64%	36.36%	73.64%	9.09%	4.55%	11.82%	0.00%	0.00%	0.91%	0.91%		
Technicians	227	120	88	22	6	3	0	0	1	12	107	78	18	8	3	0	0	0	14	52.86%	47.14%	73.13%	17.62%	6.17%	2.64%	0.00%	0.00%	0.44%	11.45%		
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	151	54	45	5	3	1	0	0	0	9	97	57	25	10	4	0	0	1	10	35.76%	64.24%	67.55%	19.87%	8.61%	3.31%	0.00%	0.00%	0.66%	12.58%		
Skilled Craft	79	79	75	0	3	0	1	0	0	4	0	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	717	520	369	79	46	24	0	0	3	58	197	97	82	13	3	0	0	2	26	72.52%	27.48%	64.99%	22.45%	8.23%	3.77%	0.00%	0.00%	0.70%	11.72%		
TOTAL	1,306	856	640	112	61	39	1	0	4	84	450	268	132	34	12	0	0	4	50	65.54%	34.46%	69.53%	18.68%	7.27%	3.91%	0.08%	0.00%	0.61%	10.26%		

Grand Total Employees for Region 1:	Males: 856 65.54%	Females: 450 34.46%	Total Minorities: 399 30.47%	OTH: 8 0.6%
White: 908 69.53%	Black/African American: 244 18.68%	Hispanic/Latino: 95 7.27%	Asian: 51 3.91%	AI/AN: 1 0.08%
				NHOPI: 0 0.00%
				Disabled: 134 10.26%

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: April 1, 2014 - June 30, 2014

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	10	9	0	0	0	1	0	0	1	4	3	0	0	0	0	0	1	1	71.43%	28.57%	85.71%	0.00%	0.00%	0.00%	7.14%	0.00%	7.14%	14.29%		
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	6	3	3	0	0	0	0	0		1	3	3	0	0	0	0	0		0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%		
Skilled Craft	12	12	12	0	0	0	0	0		2	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%	16.67%		
Service / Maintenance	157	105	88	4	10	3	0	0		10	52	43	7	0	2	0	0		10	66.88%	33.12%	83.44%	7.01%	6.37%	3.18%	0.00%	0.00%	0.00%	12.74%		
TOTAL	189	130	112	4	10	3	1	0		14	59	49	7	0	2	0	0	1	11	68.78%	31.22%	85.19%	5.82%	5.29%	2.65%	0.53%	0.00%	0.53%	13.23%		

Grand Total Employees for Region 2:	Males:	130	Females:	59	Total Minorities:	28	OTH:	1					
		68.78%		31.22%		14.29%		0.5%					
White:	161	Black/African American:	11	Hispanic/Latino:	10	Asian:	5	AI/AN:	1	NHOPI:	0	Disabled:	25
	85.19%		5.82%		5.29%		2.65%		0.53%		0.00%		13.23%

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: April 1, 2014 - June 30, 2014

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	22	13	10	2	1						9	8	1							59.09%	40.91%	81.82%	13.64%	4.55%							
Professionals	110	70	53	4	2	11				1	40	28	6	3	2			1		63.64%	36.36%	73.64%	9.09%	4.55%	11.82%			0.91%	0.91%		
Technicians	241	130	97	22	6	3	1		1	13	111	81	18	8	3			1	15	53.94%	46.06%	73.86%	16.60%	5.81%	2.49%	0.41%		0.83%	11.62%		
Protective Service																															
Para-professionals																															
Office / Clerical	157	57	48	5	3	1				10	100	60	25	10	4			1	10	36.31%	63.69%	68.79%	19.11%	8.28%	3.18%			0.64%	12.74%		
Skilled Craft	91	91	87		3		1			6										100.00%		95.60%		3.30%		1.10%			6.59%		
Service / Maintenance	874	625	457	83	56	27			3	68	249	140	89	13	5			2	36	71.51%	28.49%	68.31%	19.68%	7.89%	3.66%			0.57%	11.90%		
TOTAL	1,495	986	752	116	71	42	2		4	98	509	317	139	34	14			5	61	65.95%	34.05%	71.51%	17.06%	7.02%	3.75%	0.13%		0.60%	10.64%		

Grand Total Employees:	Males:	986	Females:	509	Total Minorities:	427	OTH:	9					
		65.95%		34.05%		28.56%		0.60%					
White:	1,069	Black/African American:	255	Hispanic/Latino:	105	Asian:	56	AI/AN:	2	NHOPI:		Disabled:	159
	71.51%		17.06%		7.02%		3.75%		0.13%				10.64%

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: April 1, 2014 - June 30, 2014

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	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%
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	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%	

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: April 1, 2014 - June 30, 2014

EEO Category: PROFESSIONALS

Transaction	Grand Total		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	4	2	1		1					4	4								50.00%	50.00%	75.00%	12.50%	0.00%	12.50%	0.00%	0.00%		0.00%
Promotions	4	2	2								2	2								50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Intra-Agency Transfers	2	2				2					0									100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%		0.00%
Suspensions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Separations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Discharges	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Lay Off	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Demotions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Reductions	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Reinstatements	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Reemployment	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Upward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Downward Reallocations	0	0									0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%

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

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: April 1, 2014 - June 30, 2014

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
New Hires	9	9	4	5						0									100.00%	0.00%	44.44%	55.56%	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	0								2		1	1				1		0.00%	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	3	1	1							2	2						1		33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	2	2	2							0									100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	
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: April 1, 2014 - June 30, 2014

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	1	0								1			1						0.00%	100.00%	0.00%	0.00%	100.00%	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	3	0								3	2	1						0.00%	100.00%	66.67%	33.33%	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	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%		
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: April 1, 2014 - June 30, 2014

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%	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 OTH=Other D=Disabled

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2014 - June 30, 2014

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
New Hires	7	2	1		1					5	2	3							28.57%	71.43%	42.86%	42.86%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	2	1				1				1		1							50.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	34	21	12	4	3	2				13	5	7					1	1	61.76%	38.24%	50.00%	32.35%	8.82%	5.88%	0.00%	0.00%	2.94%	14.71%
Suspensions	34	16	11	3	1	1				18	6	12						4	47.06%	52.94%	50.00%	44.12%	2.94%	2.94%	0.00%	0.00%	0.00%	23.53%
Separations	17	11	9	2						6	4	1	1					2	64.71%	35.29%	76.47%	17.65%	5.88%	0.00%	0.00%	0.00%	0.00%	23.53%
Discharges	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%
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: April 1, 2014 - June 30, 2014

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
New Hires	26	15	7	6	1	1					11	7	3	1					57.69%	42.31%	53.85%	34.62%	7.69%	3.85%				
Promotions	6	3	2			1					3	2	1						50.00%	50.00%	66.67%	16.67%		16.67%				
Intra-Agency Transfers	41	23	12	4	3	4				4	18	7	9	1				1	2	56.10%	43.90%	46.34%	31.71%	9.76%	9.76%		2.44%	14.63%
Suspensions	37	17	12	3	1	1				4	20	8	12					5		45.95%	54.05%	54.05%	40.54%	2.70%	2.70%			24.32%
Separations	21	14	12	2						3	7	5	1	1					2	66.67%	33.33%	80.95%	14.29%	4.76%				23.81%
Discharges	4	1	1								3	2	1							25.00%	75.00%	75.00%	25.00%					
Lay Off																												
Demotions																												
Reductions																												
Reinstatements																												
Reemployment																												
Upward Reallocations																												
Downward Reallocations	1										1	1									100.00%	100.00%						

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: April 1, 2014- June 30, 2014

Agency underutilization of people with disabilities: P

Total hires during this quarter: 26

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: April 1- June 30, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/3/2012	Region 1	Harassment	Harassment: Racial and Age	Closed, Pending Final Review
8/20/2012	Region 1	Harassment	Retaliation	Closed
5/31/2013	Region 1	Harassment/Verbal Warning	Discrimination: Racial	Closed, Pending Final Review
7/1/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Closed, Pending Final Review
7/19/2013	Region 1	Disability (Pregnancy) Discrimination/ Retaliation	Disability Discrimination/ Retaliation	Closed, Pending Final Review
8/12/2013	Region 1	Harassment	Harassment	Closed
9/24/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Closed, Pending Final Review
10/8/2013	Region 1	Medical Inquiry	Harassment	Closed, Pending Final Review
10/15/2013	Region 1	Harassment, National Origin	Harassment, National Origin	Closed, Pending Final Review
11/14/2013	Region 1	Harassment	Harassment	Closed, Pending Final Review
12/27/2013	Region 1	Failure to Hire	Discrimination: Racial	Closed, Pending Final Review
12/6/2013	Region 1	Pay Disparity	Discrimination: Gender	Closed, Pending Final Review
1/9/2014	Region 1	Harassment: Sexual	Harassment: Sexual	Closed
1/15/2014	Region 2	Failure to Hire	Discrimination: Disability	Closed, Pending Final Review
1/24/2014	Region 1	Discrimination: Racial	Discrimination: Racial	Closed, Pending Final Review
3/31/2014	Region 1	Harassment: Racial	Harassment: Racial	Closed, Pending Final Review
3/31/2014	Region 2	Harassment: Sexual	Harassment: Sexual	Closed, Pending Final Review
4/1/2014	Region 1	Harassment	Harassment	Closed
4/4/2014	Region 1	National Origin Harassment	National Origin Harassment	Closed
5/15/2014	Region 1	Discrimination: Race and Gender	Discrimination: Race and Gender	Pending
6/4/2014	Region 1	Sexual Harassment & Harassment	Sexual Harassment & 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: April 1-June 30, 2014

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. Next status is July 15, 2014. The matter with SERS is resolved, and the issue that remains is whether the case will be dismissed voluntarily. The ALJ will order a briefing on the Tollway's motion to dismiss or dismiss the case outright.
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. Discovery on going. Continued to 6/20/14 for status. Plaintiff retained counsel. Discovery extended and status set for 11/7/14.
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 were granted and one count remains. . Next status 8/26/14. Tollway filed motion for summary judgment which has been fully briefed and is awaiting ruling.

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: April 1-June 30, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/22/2013	ADM	Discharge/ Discrimination	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. Fact finding complete and dismissed for lack of substantial evidence April 4, 2014. Complainant has until July 8th to request review.
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. 7th Circuit dismissed. Appeal to USSC pending. Writ of Certiorari was denied on June 2, 2014.
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 picked it up. FFC scheduled for 4/29/14. Case closed on May 1, 2014 pursuant to Complainant's request to withdraw.
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. DHR picked up case. Fact finding conference set for 4/29/14. Charge dismissed for lack of substantial evidence on May 28, 2014. Complainant has until 9/1/14 to file a request for review.
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. A right to sue letter was issued by the EEOC, and a complaint was filed in the district court of the western district on May 9, 2014. The parties entered into a global settlement agreement and this case will be voluntarily dismissed once payment has been received.
11/5/2013	M-04	Discrimination /Suspension Pending & Discharge	National Origin (Italian); Retaliation	Charge sent 10/30/13. Filed response on 11/29/13. Investigation continues. Federal lawsuit filed.

*Action/Issue = Discharge, Suspension, etc.

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

Agency: Illinois Tollway

Reporting Period: April 1-June 30, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
11/6/2013	M-14	Discrimination /Suspension Pending	Race	Charge sent 11/4/13. Position Statement filed December 3, 2013. Awaiting decision from EEOC.
3/11/2014	M-01	Discharge	Race Discrimination and Retaliation	Charge filed 3/11/2014 and dismissed as no reasonable cause on 6/6/2014. Complainant has 90 days to file suit.

*Action/Issue = Discharge, Suspension, etc.

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