



ILLINOIS TOLLWAY
2700 Ogden Avenue, Downers Grove, IL 60515
(630) 241-6800 • illinoistollway.com

January 23, 2019

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, IL 60601

Dear Mr. Pinski:

The Illinois State Toll Highway Authority (“The Tollway”) presents our Second Quarter Report for Fiscal Year 2020. Should you have any questions, please do not hesitate to contact me, Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,



Jose Alvarez, Executive Director



Saly Abd Alla, EEO/AA/ADA Officer

Enclosure





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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

Second Quarter - Fiscal Year July 1, 2019 to June 30, 2020

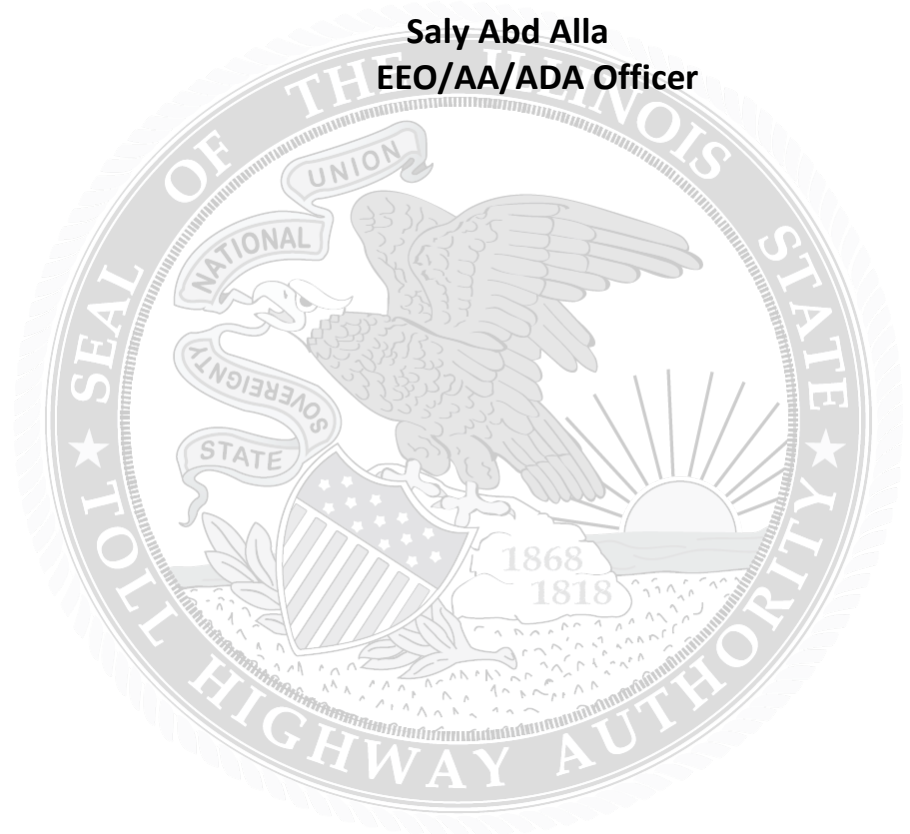
October 1, 2019

Through

December 31, 2019

Jose Alvarez
Executive Director

Saly Abd Alla
EEO/AA/ADA Officer



Quarterly Report Format

This is the Second in a series of four quarterly reports for the period of the fiscal year of July 1, 2019 to June 30, 2020. Each of the quarterly reports follow the same format consisting of six sections. Each section is based upon forms required by the Illinois Department of Human Rights (IDHR).

The first section consists of the "Program Goals" and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a section detailing how the Tollway plans to meet its program and numerical goals and objectives of achieving a workforce with no categories underutilized. Each quarter, those goals are reviewed to see whether or not the Tollway is on schedule to meet the goals. This is shown on IDHR form 13Q.

The second section lists the "Quarterly Underutilization Summary" for each region of the state in which Tollway employees are working. While IDHR breaks the state into eleven regions, the Tollway has employees working in only three of the regions. The underutilization from the beginning of the Plan is identified. The race and sex of each newly hired employee, promoted employee and the termination of each employee is categorized into job groups as identified by IDHR (officials/managers, professional, technical, administrative support, skilled craft and service maintenance). The promoted and newly hired employees are subtracted from the underutilization at the beginning of the quarter. This process determines the current underutilization. This is shown on IDHR form 12Q.

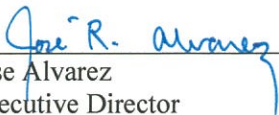
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

The fourth section is a "Summary of Workforce Transactions" Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

The fifth section, the "Disability Quarterly Report," is a report on the status of employment of persons with disabilities for the quarter. The underutilization of persons with disabilities is shown along with the total number of hires for the quarter and the total number of hires of persons with disabilities. A breakdown of the number of persons with disabilities, which are underrepresented, is displayed. The Tollway is at parity for employing persons with disabilities. This is shown on IDHR form 27Q.

The final section details the Employment Discrimination Complaints. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on the second page. This is IDHR form 15Q.

The Illinois State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.



Jose Alvarez
Executive Director



Saly Abd Alla
EEO/AA/ADA Officer

QUARTERLY REPORT CONTENTS

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

List Program Goals & Objectives and if Met/Not Met

Provided Civility Training

Provided Discrimination/Harassment Training

Provided Sexual Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training.

Provide Civility Training to New Hires

Provide ADA Training to Managers & Supervisors

Provide Sexual Harassment Training

Recruitment

External job postings were sent to approximately 698 individuals in the community, professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans, community colleges and universities including Historically Black Colleges and Universities, and Hispanic Serving Institutions, as well as others in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

Senator Tony Munoz Job Fair

Fall Internship & Career Fair 2019

Congresswoman Robin Kelly - 2nd Congressional District Hiring Event

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: October 1, 2019 -
 December 31, 2019

Beginning underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|--|----------|------|------|--------|----------|---------|---------|----------|
| Women | P | P | P | N/A | N/A | P | 12 | 18 |
| Black / African American | P | P | P | N/A | N/A | P | P | P |
| Hispanic / Latino | P | P | 3 | N/A | N/A | 9 | 36 | 7 |
| Asian | 1 | P | 11 | N/A | N/A | P | 5 | P |
| American Indian / Alaska Native | P | P | P | N/A | N/A | P | P | P |
| Native Hawaiian / Other Pacific Islander | P | P | P | N/A | N/A | P | P | P |

Summary of hires and promotions for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|--------------------------------|---------------|---------|------|--------|----------|--------------------|----------------------|----------|
| Promotions Total: 3 | 1WM, 1BF, 1AF | 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: 42 | 1BM,1AM,1BF | 1WF,1BF | 1WF | N/A | N/A | 1WM, 1WF, 4BF, 2HF | 10WM, 5BM, 13HM, 1OM | 0 |

Ending underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|--|----------|------|------|--------|----------|---------|---------|----------|
| Women | P | P | P | N/A | N/A | P | 12 | 18 |
| Black / African American | P | P | P | N/A | N/A | P | P | P |
| Hispanic / Latino | P | P | 3 | N/A | N/A | 7 | 24 | 7 |
| Asian | P | P | 11 | N/A | N/A | P | 5 | P |
| American Indian / Alaska Native | P | P | P | N/A | N/A | P | P | P |
| Native Hawaiian / Other Pacific Islander | P | P | P | N/A | N/A | P | P | P |

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **2**

Reporting Period: October 1, 2019 - December 31, 2019

Beginning underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|--|----------|------|------|--------|----------|---------|---------|----------|
| Women | P | P | P | N/A | N/A | 2 | 2 | P |
| Black / African American | P | P | P | N/A | N/A | P | 1 | P |
| Hispanic / Latino | P | P | P | N/A | N/A | P | P | P |
| Asian | P | P | P | N/A | N/A | P | P | P |
| American Indian / Alaska Native | P | P | P | N/A | N/A | P | P | P |
| Native Hawaiian / Other Pacific Islander | P | P | P | N/A | N/A | P | P | P |

Summary of hires and promotions for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|-------------------------------|----------|------|------|--------|----------|---------|---------|----------|
| Promotions Total: 0 | 0 | 0 | 0 | N/A | N/A | 0 | 0 | 0 |
| New Hires (Veterans) Total: 0 | 0 | 0 | 0 | N/A | N/A | 0 | 0 | 0 |
| New Hires (Non-Vets) Total: 2 | 0 | 0 | 0 | N/A | N/A | 0 | 2WM | 0 |

Ending underutilization for this quarter

| | Off/Admn | Prof | Tech | Pro/Sv | Paraprof | Adm/Sup | Sk/Crft | Serv/Mtc |
|--|----------|------|------|--------|----------|---------|---------|----------|
| Women | P | P | P | N/A | N/A | 2 | 2 | P |
| Black / African American | P | P | P | N/A | N/A | P | 1 | P |
| Hispanic / Latino | P | P | P | N/A | N/A | P | P | P |
| Asian | P | P | P | N/A | N/A | P | P | P |
| American Indian / Alaska Native | P | P | P | N/A | N/A | P | P | P |
| Native Hawaiian / Other Pacific Islander | P | P | P | N/A | N/A | P | P | P |

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2019- December 31, 2019

Region: **1**

| EEO Category | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|--------------|------------|------------|------------|-----------|-----------|-----------|-----------|------------|------------|------------|-----------|-----------|----------|-----------|-----------|---------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | | Total | W | B/AA | H/L | A | AI/AN | O | PWD | Total | W | B/AA | H/L | A | AI/AN | O | PWD | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | M | F | W | B/AA | H/L | A | AI/AN | O | PWD | | | | | | | |
| Officials / Administrators | 28 | 17 | 12 | 3 | 1 | 1 | | | 11 | 4 | 5 | | 1 | | 1 | | 60.71% | 39.29% | 57.14% | 28.57% | 3.57% | | | 3.57% | | | | | | | | | |
| Professionals | 98 | 57 | 40 | 6 | 3 | 6 | 2 | | 41 | 27 | 8 | 5 | 1 | | 1 | | 58.16% | 41.84% | 68.37% | 14.29% | 8.16% | | | 0.00% | | | | | | | | | |
| Technicians | 212 | 125 | 89 | 18 | 8 | 5 | 5 | 13 | 87 | 56 | 20 | 7 | 2 | | 3 | | 58.96% | 41.04% | 68.40% | 17.92% | 7.08% | | | 0.00% | | | | | | | | | |
| Protective Service | 0 | 0 | | | | | | | 0 | | | | | | | | 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% | | | | | | | | | |
| Administrative Support | 375 | 153 | 77 | 35 | 17 | 19 | 6 | 19 | 222 | 97 | 86 | 22 | 7 | | 10 | | 40.80% | 59.20% | 46.40% | 32.27% | 10.40% | | | 0.00% | | | | | | | | | |
| Skilled Craft | 334 | 330 | 248 | 31 | 39 | 1 | 2 | 18 | 4 | 2 | 2 | | | | | | 98.80% | 1.20% | 74.85% | 9.88% | 11.68% | | | 0.00% | | | | | | | | | |
| Service / Maintenance | 61 | 56 | 38 | 9 | 7 | 2 | 8 | | 5 | 3 | 1 | 1 | | 1 | | 91.80% | 8.20% | 67.21% | 16.39% | 13.11% | | | 0.00% | | | | | | | | | | |
| TOTAL | 1,108 | 738 | 504 | 102 | 75 | 34 | 23 | 60 | 370 | 189 | 122 | 35 | 11 | 0 | 14 | 42 | 66.61% | 33.39% | 62.55% | 20.22% | 9.93% | 4.06% | 0.18% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

| | | | | |
|--|------------------------------------|-----------------------------|------------------------------|---------------------|
| Grand Total Employees for Region 1: | Males: 738 | Females: 370 | Total Minorities: 418 | Veterans: 53 |
| | 66.61% | 33.39% | 37.73% | 4.78% |
| White: 693 | Black/African American: 224 | Hispanic/Latino: 110 | AI/AN: 2 | PWD: 102 |
| 62.55% | 20.22% | 9.93% | 0.18% | 9.21% |
| | | | OTHER: 37 | |
| | | | 3.34% | |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
DHR-9 (Rev. Feb. 2016)

*Please note two males and one female employee declared two ethnicities (Caucasian/Hispanic, Hispanic/Other and Caucasian/African-American).

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2019- December 31, 2019

Region: **2**

| EEO Category | MALES | | | | | | | | | | FEMALES | | | | | | | | | | PERCENTAGES | | | | | | | | | |
|----------------------------|------------|-----------|-----------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|----------|----------|----------|----------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------|--|--|--|--|--|
| | Total | W | B/AA | H/L | A | AI/AN | O | PWD | Total | W | B/AA | H/L | A | AI/AN | O | PWD | M | F | W | B/AA | H/L | A | AI/AN | O | PWD | | | | | |
| Officials / Administrators | 0 | 0 | | | | | | | 0 | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | |
| Professionals | 0 | 0 | | | | | | 0 | 0 | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | |
| Technicians | 7 | 5 | | | | | 1 | 2 | 2 | | | | | | | | 71.43% | 28.57% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 14.29% | | | | | |
| Protective Service | 0 | 0 | | | | | | 0 | 0 | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | |
| Para-professionals | 0 | 0 | | | | | | 0 | 0 | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | |
| Administrative Support | 52 | 23 | 18 | 2 | 2 | | 1 | 2 | 22 | 3 | | | | | 4 | 4 | 44.23% | 55.77% | 76.92% | 9.62% | 3.85% | 0.00% | 0.00% | 0.00% | 11.54% | | | | | |
| Skilled Craft | 50 | 50 | 45 | 2 | 1 | 1 | 1 | 2 | 0 | | | | | | | | 100.00% | 0.00% | 90.00% | 0.00% | 4.00% | 2.00% | 2.00% | 4.00% | | | | | | |
| Service / Maintenance | 2 | 1 | 1 | | | | | 1 | 1 | | | | | | | | 50.00% | 50.00% | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | | | |
| TOTAL | 111 | 79 | 69 | 4 | 1 | 1 | 2 | 5 | 32 | 3 | 0 | 0 | 0 | 0 | 4 | 4 | 71.17% | 28.83% | 84.68% | 4.50% | 3.60% | 0.90% | 5.41% | 8.11% | | | | | | |

| | | | | | | | | |
|--|---------------|---------------|--------------------------------|---------------|--------------------------|---------------|------------------|--------------|
| Grand Total Employees for Region 2: | Males: | 79 | Females: | 32 | Total Minorities: | 17 | Veterans: | 5 |
| | | 71.17% | | 28.83% | | 15.32% | | 4.50% |
| White: | 94 | 84.68% | Black/African American: | 5 | Hispanic/Latino: | 4 | AI/AN: | 1 |
| | | 4.50% | | 3.60% | | 0.90% | AI/AN: | 1 |
| | | | | | | | OTHER: | 6 |
| | | | | | | | | 5.41% |
| | | | | | | | | PWD: |
| | | | | | | | | 9 |
| | | | | | | | | 8.11% |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2019- December 31, 2019

Region: **3**

| EEO Category | Grand Total | MALES | | | | | | | | FEMALES | | | | | | | |
|----------------------------|-------------|-----------|-----------|----------|-----|---|-------|---|-----|----------|----------|------|-----|---|-------|----------|-----|
| | | Total | W | B/AA | H/L | A | AI/AN | O | PWD | Total | W | B/AA | H/L | A | AI/AN | O | PWD |
| Officials / Administrators | 0 | 0 | | | | | | | | 0 | | | | | | | |
| Professionals | 0 | 0 | | | | | | | | 0 | | | | | | | |
| Technicians | 2 | 2 | 2 | | | | | | | 0 | | | | | | | |
| Protective Service | 0 | 0 | | | | | | | | 0 | | | | | | | |
| Para-professionals | 0 | 0 | | | | | | | | 0 | | | | | | | |
| Administrative Support | 2 | 1 | 1 | | | | | | | 1 | 1 | | | | | | |
| Skilled Craft | 21 | 21 | 19 | 2 | | | | | | 0 | | | | | | 1 | |
| Service / Maintenance | 2 | 0 | | | | | | | | 2 | 2 | | | | | | |
| TOTAL | 27 | 24 | 22 | 2 | | | | | | 3 | 3 | | | | | 1 | |

| | | | | | | | | |
|--|---------------------------|--------------------|-----------------|---------------|--------------------------|--------------|------------------|---------------|
| Grand Total Employees for Region 3: | Males: | 24 | Females: | 3 | Total Minorities: | 2 | Veterans: | 3 |
| | | 88.89% | | 11.11% | | 7.41% | | 11.10% |
| White: 25 | Black/African American: 0 | Hispanic/Latino: 2 | Asian: 0 | AI/AN: 0 | OTHER: 0 | PWD: 1 | | |
| 92.59% | 0.00% | 7.41% | 0.00% | 0.00% | 0.00% | 3.70% | | |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2019- December 31, 2019

Grand Total

| EEO Category | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | PERCENTAGES | | | | | | | | | |
|------------------------|-------------|----------------------------|-----|------|-----|----|-------|----|-----|-------|-----|---------|-----|---|-------|----|--------|--------|--------|--------|--------|-------------|-------|-------|-------|--------|--|-------|--|--|--|
| | | Total | W | B/AA | H/L | A | AI/AN | O | PWD | Total | W | B/AA | H/L | A | AI/AN | O | PWD | M | F | W | B/AA | H/L | A | AI/AN | O | PWD | | | | | |
| | | Officials / Administrators | 28 | 17 | 12 | 3 | 1 | 1 | | | 11 | 4 | 5 | | 1 | | | | 1 | 39.29% | 57.14% | 28.57% | 3.57% | 7.14% | | | | 3.57% | | | |
| Professionals | 98 | 57 | 40 | 6 | 3 | 6 | 2 | | 41 | 27 | 8 | 5 | 1 | | | 1 | 41.84% | 68.37% | 14.29% | 8.16% | 7.14% | | | | 2.04% | 3.06% | | | | | |
| Technicians | 221 | 132 | 96 | 18 | 8 | 5 | 14 | | 89 | 58 | 20 | 7 | 2 | | 3 | 9 | 59.73% | 69.68% | 17.19% | 6.79% | 3.17% | | | | 3.62% | 10.41% | | | | | |
| Protective Service | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Para-professionals | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Administrative Support | 429 | 177 | 96 | 37 | 19 | 19 | 7 | 21 | 252 | 120 | 89 | 22 | 7 | | 14 | 35 | 41.26% | 58.74% | 29.37% | 9.56% | 6.06% | | | | 4.90% | 13.05% | | | | | |
| Skilled Craft | 405 | 401 | 312 | 31 | 43 | 2 | 11 | 21 | 4 | 2 | 2 | | | | | | 99.01% | 77.53% | 8.15% | 10.62% | 0.49% | | 0.74% | | 2.72% | 5.19% | | | | | |
| Service / Maintenance | 65 | 57 | 39 | 9 | 7 | 2 | 8 | | 8 | 6 | 1 | 1 | | | 1 | 1 | 87.69% | 12.31% | 15.38% | 12.31% | 3.08% | | | | | 13.85% | | | | | |
| TOTAL | 1,246 | 841 | 595 | 104 | 81 | 35 | 66 | | 405 | 217 | 125 | 35 | 11 | | 18 | 46 | 67.50% | 65.17% | 18.38% | 9.31% | 3.69% | | 0.24% | | 3.45% | 8.99% | | | | | |

| | | | | |
|-------------------------------|------------------------------------|-----------------------------|------------------------------|---------------------|
| Grand Total Employees: | Males: 841 | Females: 405 | Total Minorities: 437 | Veterans: 61 |
| | 67.50% | 32.50% | 35.07% | 4.89% |
| White: 812 | Black/African American: 229 | Hispanic/Latino: 116 | AI/AN: 3 | PWD: 112 |
| 65.17% | 18.38% | 9.31% | 0.24% | 8.99% |
| | | | OTHER: 43 | |
| | | | 3.45% | |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities
 DHR-9 (Rev. Feb. 2016)

*Please note two males and one female employee declared two ethnicities (Caucasian/Hispanic, Hispanic/Other and Caucasian/African-American).

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: OFFICIALS / ADMINISTRATORS

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------|-------------|-------|---|------|-----|---|----------|---|-----|-------|---|---------|-----|---|----------|---|-----|-------------|--------|-------|--------|-------|-------|----------|-------|-------|-------|-------|-------|-------|-------|-------|----------|-------|-------|-------|-------|
| | | Total | W | B/AA | H/L | A | AI AN | O | PWD | Total | W | B/AA | H/L | A | AI AN | O | PWD | PERCENTAGES | | | | | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | M | F | W | B/AA | H/L | A | AI AN | O | PWD | M | F | W | B/AA | H/L | A | AI AN | O | PWD | | |
| New Hires | 3 | 2 | | 1 | | 1 | | | 1 | | 1 | | | | | | | 66.67% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Promotions | 3 | 1 | 1 | | | | | | 2 | | 1 | | 1 | | | | | 33.33% | 66.67% | 0.00% | 33.33% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Intra-Agency Transfers | 3 | 2 | | 1 | | 1 | | | 1 | | 1 | | | | | | | 66.67% | 33.33% | 0.00% | 66.67% | 0.00% | 0.00% | 33.33% | 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% | | | |
| Separations | 0 | 0 | | | | | | | 0 | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 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% | | |
| 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% | | |
| 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% | |
| 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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: PROFESSIONALS

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------|-------------|-------|---|------|-----|---|----|----|---|-----|-------|---------|------|-----|---|----|----|---|-----|-------------|---------|--------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Total | W | B/AA | H/L | A | AN | AI | O | PWD | Total | W | B/AA | H/L | A | AN | AI | O | PWD | PERCENTAGES | | | | | | | | | | | | | | | |
| | | | | | | | | | | | | | | | | | | | | M | F | W | B/AA | H/L | A | AN | AI | O | PWD | | | | | | |
| New Hires | 2 | 0 | | | | | | | | 2 | 1 | 1 | | | | | | | | 0.00% | 100.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | |
| Promotions | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Intra-Agency Transfers | 4 | 1 | 1 | | | | | | | 3 | 1 | 1 | 1 | | | | | | | 25.00% | 75.00% | 25.00% | 25.00% | 25.00% | 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% | | | |
| Separations | 2 | 2 | 2 | | | | | | | 0 | | | | | | | | | | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Discharges | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Lay Off | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Demotions | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 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% | |
| 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% | |
| 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% | |
| Upward Reallocations | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Downward Reallocations | 0 | 0 | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: TECHNICIANS

| Transaction | Grand Total | MALES | | | | | | | FEMALES | | | | | | | PERCENTAGES | | | | | | | | | | | | | | |
|------------------------|-------------|-------|---|------|-----|---|----|----|---------|---|------|-----|---|----|----|-------------|---|------|-----|---|----|----|-------|---------|------|-----|---|----|----|--------|
| | | Total | W | B/AA | H/L | A | AN | AI | Total | W | B/AA | H/L | A | AN | AI | Total | W | B/AA | H/L | A | AN | AI | Total | W | B/AA | H/L | A | AN | AI | PWD |
| New Hires | 1 | 0 | | | | | | | 1 | 1 | | | | | | | | | | | | | 1 | 100.00% | | | | | | 0.00% |
| Promotions | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Intra-Agency Transfers | 1 | 0 | | | | | | | 1 | 1 | | | | | | | | | | | | | 1 | 100.00% | | | | | | 0.00% |
| Suspensions | 1 | 0 | | | | | | | 1 | | | | | | | 1 | | | | | | | 1 | 100.00% | | | | | | 0.00% |
| Separations | 3 | 2 | 1 | | | | 1 | | 1 | | | | | | | 1 | | | | | | | 3 | 33.33% | | | | | | 33.33% |
| Discharges | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Lay Off | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Demotions | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Reductions | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Reinstatements | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Reemployment | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Upward Reallocations | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |
| Downward Reallocations | 0 | 0 | | | | | | | 0 | | | | | | | | | | | | | | 0 | 0.00% | | | | | | 0.00% |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: **PROTECTIVE SERVICE**

| Transaction | Grand Total | MALES | | | | | | | | | | | FEMALES | | | | | | | | | | | PERCENTAGES | | | | | | | | | | |
|------------------------|-------------|-------|---|------|-----|---|----|----|-----|-----|-------|---|---------|-----|---|----|----|-----|-------|-------|-------|-------|-------|-------------|-------|-------|-------|-------|-------|--|--|--|--|--|
| | | Total | W | B/AA | H/L | A | AI | NH | OPI | PWD | Total | W | B/AA | H/L | A | AI | NH | OPI | PWD | M | F | W | B/AA | H/L | A | AI | NH | OPI | PWD | | | | | |
| 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 or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: PARAPROFESSIONALS

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | PERCENTAGES | | | | | | | | | | | | | | |
|------------------------|-------------|-------|---|------|-----|---|----|----|-----|----|-----|---------|---|------|-----|---|----|----|-----|----|-------|-------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | Total | W | B/AA | H/L | A | AI | AN | OPI | NH | PWD | Total | W | B/AA | H/L | A | AI | AN | OPI | NH | PWD | M | F | W | B/AA | H/L | A | AI | AN | OPI | NH | PWD | | | | |
| | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| New Hires | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 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% |
| 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% |
| 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% |
| Separations | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 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% |
| Lay Off | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Demotions | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reductions | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reinstatements | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Reemployment | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Upward Reallocations | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Downward Reallocations | 0 | 0 | | | | | | | | | 0 | | | | | | | | | | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: ADMINISTRATIVE SUPPORT

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | | | | | | | | | | | | | | | | |
|------------------------|-------------|-------|----|------|-----|---|----------|---|-----|-------|---|---------|-----|---|----------|---|-----|----|----|----|---|---|---|--|--|--|--|--|--|--|---|---|----|--|--|--|--|
| | | Total | W | B/AA | H/L | A | AI AN | O | PWD | Total | W | B/AA | H/L | A | AI AN | O | PWD | | | | | | | | | | | | | | | | | | | | |
| New Hires | 8 | 1 | 1 | | | | | | | | | | | | | | | 7 | 1 | 4 | 2 | | | | | | | | | | | | | | | | |
| Promotions | 0 | 0 | | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | |
| Intra-Agency Transfers | 92 | 41 | 26 | 8 | 2 | 5 | | 6 | | | | | | | | | | 51 | 23 | 19 | 4 | 1 | 4 | | | | | | | | | 4 | 10 | | | | |
| Suspensions | 9 | 4 | 3 | 1 | | | | 1 | | | | | | | | | | 5 | 1 | 3 | 1 | | | | | | | | | | 1 | | | | | | |
| Separations | 15 | 6 | 4 | | | 1 | | 1 | | | | | | | | | | 9 | 6 | 3 | | | | | | | | | | | 1 | | | | | | |
| Discharges | 1 | 0 | | | | | | | | | | | | | | | | 1 | 1 | | | | | | | | | | | | | 1 | | | | | |
| Lay Off | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Demotions | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Reductions | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Reinstatements | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Reemployment | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Upward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |
| Downward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | 0 | | | | | | | | | | | | | | | | | | | |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: SKILLED CRAFT

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | PERCENTAGES | | | | | | | | | |
|------------------------|-------------|-------|----|------|-----|----|----|----|---|-----|-------|---------|------|-----|---|----|----|---|-----|-------|---------|-------------|--------|--------|-------|-------|-------|-------|-------|--|--|
| | | Total | W | B/AA | H/L | A | AN | AI | O | PWD | Total | W | B/AA | H/L | A | AN | AI | O | PWD | Total | W | B/AA | H/L | A | AN | AI | O | PWD | | | |
| | | 30 | 30 | 12 | 5 | 13 | | | | 1 | | | | | | | | | | | 0 | 0 | 16.67% | 43.33% | 0.00% | 0.00% | 0.00% | 3.33% | 0.00% | | |
| Promotions | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Intra-Agency Transfers | 2 | 2 | 1 | | 1 | | | | | | | | | | | | | | 0 | 0 | 0.00% | 50.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Suspensions | 2 | 2 | 2 | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Separations | 13 | 13 | 8 | 3 | 1 | 1 | | | | | | | | | | | | | 0 | 0 | 61.54% | 23.08% | 7.69% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Discharges | 2 | 2 | 2 | | | | | | | | | | | | | | | | 0 | 0 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Lay Off | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Demotions | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Reductions | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Reinstatements | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Reemployment | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Upward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |
| Downward Reallocations | 0 | 0 | | | | | | | | | | | | | | | | | 0 | 0 | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | | | | |

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)

*Please note one male employee declared two ethnicities (Hispanic/Other).

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: SERVICE / MAINTENANCE

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | |
|------------------------|-------------|-------------|---|------|-----|---|----|----|---|-----|-------|-------------|-------|-------|--------|-------|-------|-------|-------|--|--|
| | | PERCENTAGES | | | | | | | | | | PERCENTAGES | | | | | | | | | |
| | | Total | W | B/AA | H/L | A | AN | AI | O | PWD | Total | W | B/AA | H/L | A | AN | AI | O | PWD | | |
| New Hires | 0 | 0 | | | | | | | | | 0 | 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% | | |
| Intra-Agency Transfers | 3 | 3 | 2 | | | | | | | | 0 | 100.00% | 0.00% | 0.00% | 33.33% | 0.00% | 0.00% | 0.00% | 0.00% | | |
| Suspensions | 1 | 1 | 1 | | | | | | | | 0 | 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% | 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% | | |
| Lay Off | 0 | 0 | | | | | | | | | 0 | 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% | | |
| Reductions | 0 | 0 | | | | | | | | | 0 | 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% | | |
| Reemployment | 0 | 0 | | | | | | | | | 0 | 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% | | |
| Downward Reallocations | 0 | 0 | | | | | | | | | 0 | 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 or Alaskan Native O=Other PWD=People with Disabilities

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2019 - December 31, 2019

EEO Category: GRAND TOTAL

| Transaction | Grand Total | MALES | | | | | | | | | | FEMALES | | | | | | | | | | PERCENTAGES | | | | | | | | | |
|------------------------|-------------|-------|-----|----|----|---|-----|------|-----|---|----|---------|-----|----|------|-----|---|----|---|--------|--------|-------------|--------|--------|--------|---|-------|---|--------|--------|--|
| | | W | | | | | AI | | | | | Total | | | | | W | | | | | AI | | | | | Total | | | | |
| | | B/AA | H/L | A | AN | O | PWD | B/AA | H/L | A | AN | O | PWD | W | B/AA | H/L | A | AN | O | PWD | M | F | W | B/AA | H/L | A | AN | O | PWD | | |
| New Hires | 44 | 13 | 6 | 13 | 1 | | 1 | | | | 1 | | 3 | 6 | 2 | | | | | 75.00% | 25.00% | 36.36% | 27.27% | 34.09% | 2.27% | | | | 2.27% | | |
| Promotions | 3 | 1 | | | | | | | | | | 2 | 1 | | | 1 | | | | 33.33% | 66.67% | 33.33% | 33.33% | | 33.33% | | | | | | |
| Intra-Agency Transfers | 105 | 30 | 9 | 4 | 6 | 6 | | | | 4 | 10 | | 25 | 21 | 5 | 1 | | | | 46.67% | 53.33% | 52.38% | 28.57% | 8.57% | 6.67% | | | | 3.81% | 15.24% | |
| Suspensions | 13 | 7 | 6 | 1 | | 1 | | | | | 1 | | 1 | 4 | 1 | | | | | 53.85% | 46.15% | 53.85% | 38.46% | 7.69% | | | | | 15.38% | | |
| Separations | 34 | 24 | 16 | 3 | 2 | 2 | | | | | 1 | | 6 | 4 | | | | | | 70.59% | 29.41% | 64.71% | 20.59% | 8.82% | 5.88% | | | | 8.82% | | |
| Discharges | 3 | 2 | 2 | | | | | | | | 1 | | 1 | | | | | | | 66.67% | 33.33% | 100.00% | | | | | | | 33.33% | | |
| 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 or Alaskan Native O=Other PWD=People with Disabilities

*Please note one male employee declared two ethnicities (Hispanic/Other).

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: October 1, 2019 - December 31, 2019

Underutilization of people with disabilities at the beginning of the quarter: P

Total hires during the quarter: 44

Total hires of people with disabilities in this quarter: 0

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

| | | | |
|--|--|--|---|
| Agency: Illinois State Toll Highway Authority | Reporting Period: October 1, 2019 - December 31, 2019 | | |
| Date Received 12/12/2019 | Facility / Region Region 1 | Action / Issue* Discrimination | Basis** Race |
| | | | Current Status / Finding Open |

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.
 **Basis= Sex, Race, Religion, National Origin, etc.

EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Reporting Period: October 1, 2019 - December 31, 2019

Agency: Illinois Tollway

| Date Received | Action / Issue* | Basis** | Current Status / Finding |
|---------------|--|---|--------------------------|
| 12/17/2019 | Discrimination | Disability | Open |
| 12/13/2019 | | Violation of First and Fourteenth Amendments of the U.S. Consitution, Retaliation | Open |
| 12/26/2019 | Discrimination, Harassment, and Retaliatin | Gender, Race | Open |
| 12/26/2019 | Discrimination and Retaliation | Sex, Age, Disability, Retaliation | Open |

*Action/Issue = Discharge, Suspension, etc.

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