



**ILLINOIS TOLLWAY**  
2700 Ogden Avenue, Downers Grove, IL 60515  
(630) 241-6800 • [illinoistollway.com](http://illinoistollway.com)

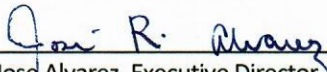
July 22, 2020


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 Fourth Quarterly Report for Fiscal Year 2020. Should you have any questions, please do not hesitate to contact 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





**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

**QUARTERLY REPORT**

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

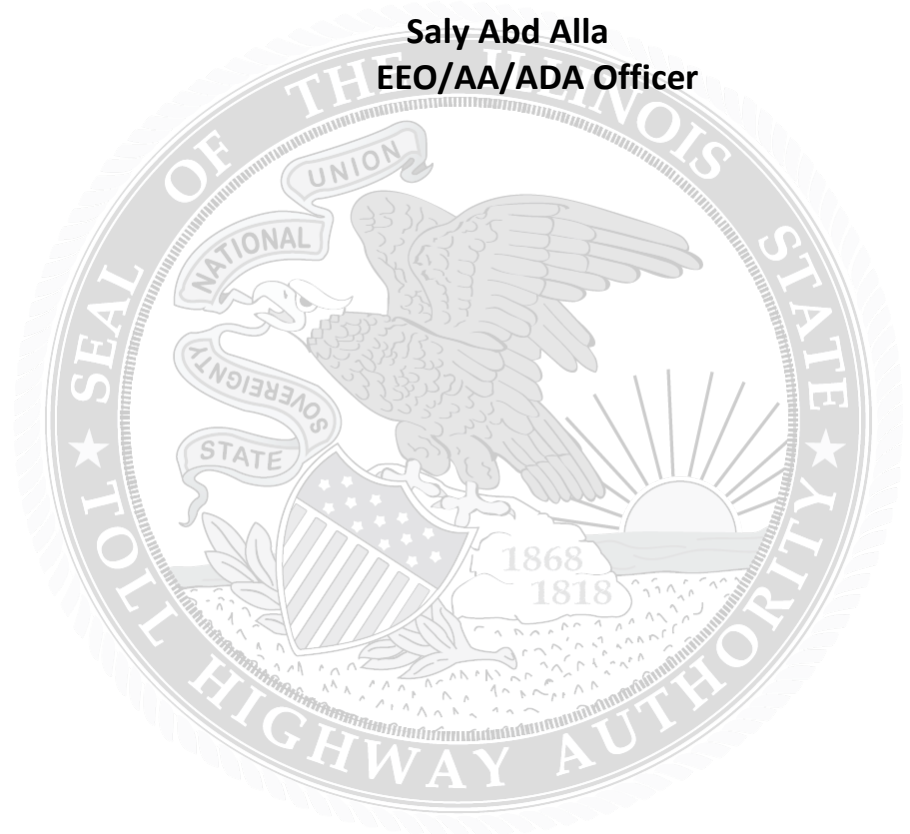
**April 1, 2020**

**Through**

**June 30, 2020**

**Jose Alvarez**  
**Executive Director**

**Saly Abd Alla**  
**EEO/AA/ADA Officer**



## Quarterly Report Format

This is the fourth 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.

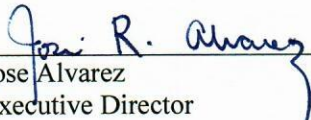
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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: April 1, 2020 – June 30, 2020

## List Program Goals & Objectives and if Met/Not Met

Provided Diversity Training to New Hires  
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  
Continue providing Diversity Training to New Hires  
Continue providing Sexual Harassment Training  
Provide ADA Training to Managers & Supervisors

## Recruitment

To expand our applicant pool and reach the maximum number of applicants, jobs are posted using the Tollway website, governmentjobs.com and Linked-in, which also automatically send the postings to sites like Indeed and Google. When targeting particular talent for technical positions, the Tollway partners with professional groups (for example the Association of Inspector Generals for job openings in the Inspector General's Office).

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

None attended due to Covid 19

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: April 1, 2020 - June 30, 2020

## 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	2	N/A	N/A	5	20	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

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 18	0	2WM, 4WF, 1BF, 1HF, 1AF	1WM, 2WF, 2BF, 1AF	N/A	N/A	1WM, 2BF	0	0
New Hires (Veterans) Total: 1	0	1HM	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 8	0	1WM, 2HF	2BM, 1HM	N/A	N/A	1WF	1WM	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	1	N/A	N/A	5	20	7
Asian	P	P	10	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: April 1, 2020 - June 30, 2020

## 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	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

## Summary of hires and promotions for this quarter

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

## Ending underutilization for this quarter

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

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **3**

Reporting Period: April 1, 2020 - June 30, 2020

## Beginning underutilization for this quarter

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

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 1	0	0	0	N/A	N/A	0	0	0

## Ending underutilization for this quarter

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



## Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2020 - June 30, 2020

Region: 1

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	26	14	9	3	1	1			0	12	4	6		1		1		53.85%	46.15%	50.00%	34.62%	3.85%	7.69%	0.00%	3.85%	0.00%
Professionals	120	65	46	6	4	6		3	2	55	30	15	8	2			2	54.17%	45.83%	63.33%	17.50%	10.00%	6.67%	0.00%	2.50%	3.33%
Technicians	213	128	91	19	8	5		5	13	85	53	22	8	3		1	8	60.09%	39.91%	67.61%	19.25%	7.51%	3.76%	0.00%	2.82%	9.86%
Protective Service	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	364	147	74	33	16	19		6	18	217	94	86	22	5		10	30	40.38%	59.62%	46.15%	32.69%	10.44%	6.59%	0.00%	4.40%	13.19%
Skilled Craft	340	336	251	31	42	1	2	10	18	4	2	2						98.82%	1.18%	74.41%	9.71%	12.35%	0.29%	0.59%	2.94%	5.29%
Service / Maintenance	59	55	37	9	7	2			8	4	2	1	1				0	93.22%	6.78%	66.10%	16.95%	13.56%	3.39%	0.00%	0.00%	13.56%
<b>TOTAL</b>	<b>1,122</b>	<b>745</b>	<b>508</b>	<b>101</b>	<b>78</b>	<b>34</b>	<b>2</b>	<b>24</b>	<b>59</b>	<b>377</b>	<b>185</b>	<b>132</b>	<b>39</b>	<b>11</b>	<b>0</b>	<b>12</b>	<b>40</b>	<b>66.40%</b>	<b>33.60%</b>	<b>61.76%</b>	<b>20.77%</b>	<b>10.43%</b>	<b>4.01%</b>	<b>0.18%</b>	<b>3.21%</b>	<b>8.82%</b>

<b>Grand Total Employees for Region 1:</b>		<b>Males:</b>	<b>745</b>	<b>Females:</b>	<b>377</b>	<b>Total Minorities:</b>	<b>433</b>	<b>Veterans:</b>	<b>53</b>
			<b>66.40%</b>		<b>33.60%</b>		<b>38.59%</b>		<b>4.70%</b>
<b>White:</b>	<b>693</b>	<b>Black/African American:</b>	<b>233</b>	<b>Hispanic/Latino:</b>	<b>117</b>	<b>Asian:</b>	<b>45</b>	<b>AI/AN:</b>	<b>2</b>
	<b>61.76%</b>		<b>20.77%</b>		<b>10.43%</b>		<b>4.01%</b>		<b>0.18%</b>
								<b>OTHER:</b>	<b>36</b>
									<b>3.21%</b>
								<b>PWD:</b>	<b>99</b>
									<b>8.82%</b>

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: April 1, 2020 - June 30, 2020

Region: **2**

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	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	6	4	4						1	2	2							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Protective Service	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	51	22	17	2	2			1	2	29	22	3				4	4	43.14%	56.86%	76.47%	9.80%	3.92%	0.00%	0.00%	9.80%	11.76%
Skilled Craft	50	50	44	1	2	1	1	1	2	0								100.00%	0.00%	88.00%	2.00%	4.00%	2.00%	2.00%	2.00%	4.00%
Service / Maintenance	1									1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>108</b>	<b>76</b>	<b>65</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>32</b>	<b>25</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>70.37%</b>	<b>29.63%</b>	<b>83.33%</b>	<b>5.56%</b>	<b>3.70%</b>	<b>0.93%</b>	<b>0.93%</b>	<b>5.56%</b>	<b>8.33%</b>

<b>Grand Total Employees for Region 2:</b>		<b>Males:</b>	<b>76</b>	<b>Females:</b>	<b>32</b>	<b>Total Minorities:</b>	<b>18</b>	<b>Veterans:</b>	<b>3</b>
			<b>70.37%</b>		<b>29.63%</b>		<b>16.67%</b>		<b>2.80%</b>
<b>White:</b>	<b>90</b>	<b>Black/African American:</b>	<b>6</b>	<b>Hispanic/Latino:</b>	<b>4</b>	<b>Asian:</b>	<b>1</b>	<b>AI/AN:</b>	<b>1</b>
	<b>83.33%</b>		<b>5.56%</b>		<b>3.70%</b>		<b>0.93%</b>		<b>0.93%</b>
								<b>OTHER:</b>	<b>6</b>
									<b>5.56%</b>
									<b>PWD:</b>
									<b>9</b>
									<b>8.33%</b>

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: April 1, 2020 - June 30, 2020

Region: **3**

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	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	2	2	2						0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	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%
Skilled Craft	22	22	20		2				0								100.00%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	4.55%
Service / Maintenance	1	0							1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>27</b>	<b>25</b>	<b>23</b>		<b>2</b>				<b>1</b>	<b>2</b>	<b>2</b>						<b>92.59%</b>	<b>7.41%</b>	<b>92.59%</b>	<b>0.00%</b>	<b>7.41%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.70%</b>

<b>Grand Total Employees for Region 3:</b>	Males: 25 92.59%	Females: 2 7.41%	Total Minorities: 2 7.41%	Veterans: 4 14.80%
White: 25 92.59%	Black/African American: 0 0.00%	Hispanic/Latino: 2 7.41%	Asian: 0 0.00%	AI/AN: 0 0.00%
			OTHER: 0 0.00%	PWD: 1 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: April 1, 2020 - June 30, 2020

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	26	14	9	3	1	1				12	4	6		1		1		53.85%	46.15%	50.00%	34.62%	3.85%	7.69%		3.85%	
Professionals	120	65	46	6	4	6		3	2	55	30	15	8	2		2		54.17%	45.83%	63.33%	17.50%	10.00%	6.67%		2.50%	3.33%
Technicians	223	134	97	19	8	5		5	14	89	56	22	8	3		1	8	60.09%	39.91%	68.61%	18.39%	7.17%	3.59%		2.69%	9.87%
Protective Service																										
Para-professionals																										
Administrative Support	417	170	92	35	18	19		7	20	247	117	89	22	5		14	34	40.77%	59.23%	50.12%	29.74%	9.59%	5.76%		5.04%	12.95%
Skilled Craft	412	408	315	32	46	2	3	11	21	4	2	2						99.03%	0.97%	76.94%	8.25%	11.17%	0.49%	0.73%	2.67%	5.10%
Service / Maintenance	61	55	37	9	7	2			8	6	4	1	1					90.16%	9.84%	67.21%	16.39%	13.11%	3.28%			13.11%
<b>TOTAL</b>	<b>1,259</b>	<b>846</b>	<b>596</b>	<b>104</b>	<b>84</b>	<b>35</b>	<b>3</b>	<b>26</b>	<b>65</b>	<b>413</b>	<b>213</b>	<b>135</b>	<b>39</b>	<b>11</b>		<b>16</b>	<b>44</b>	<b>67.20%</b>	<b>32.80%</b>	<b>64.26%</b>	<b>18.98%</b>	<b>9.77%</b>	<b>3.65%</b>	<b>0.24%</b>	<b>3.34%</b>	<b>8.66%</b>

<b>Grand Total Employees:</b>	Males: 846 67.20%	Females: 413 32.80%	Total Minorities: 453 35.98%	Veterans: 60 4.80%
White: 809 64.26%	Black/African American: 239 18.98%	Hispanic/Latino: 123 9.77%	Asian: 46 3.65%	AI/AN: 3 0.24%
			OTHER: 42 3.34%	PWD: 109 8.66%

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 two female employees declared two ethnicities (Caucasian/Hispanic, Hispanic/Other and Caucasian/African-American).

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			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%	0.00%	0.00%	
Intra-Agency Transfers	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	0	0							0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	1	1	1						0							100.00%	0.00%	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%	
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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** PROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires	4	2	1		1					2			2					50.00%	50.00%	25.00%	0.00%	75.00%	0.00%
Promotions	9	2	2							7	4	1	1	1				22.22%	77.78%	66.67%	11.11%	11.11%	11.11%	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%
Suspensions	0	0								0								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%
Discharges	2	0								2	1	1						0.00%	100.00%	50.00%	50.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** TECHNICIANS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires	3	3		2	1				0								100.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%
Promotions	6	1	1						5	2	2		1				16.67%	83.33%	50.00%	33.33%	0.00%	16.67%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	1	1														100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	1	0							1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	4	2		2					2	1		1					50.00%	50.00%	25.00%	50.00%	25.00%	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%	
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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** ADMINISTRATIVE SUPPORT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
			New Hires	1								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3	0							3	1	2						0.00%	100.00%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	3	3		1	1	1			0								100.00%	0.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	33.33%	
Separations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	3	2		1	1			1	1		1						66.67%	33.33%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	33.33%	
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 or Alaskan Native O=Other PWD=People with Disabilities



### Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2020 - June 30, 2020

EEO Category: SKILLED CRAFT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES								
			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
New Hires	1	1	1							0							100.00%	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%
Intra-Agency Transfers	0	0								0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	2	2							0							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%
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 or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** SERVICE / MAINTENANCE

Transaction	Grand Total		MALES							FEMALES							PERCENTAGES										
	Total	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	
New Hires	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	0								1	1						1	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

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

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2020 - June 30, 2020

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			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
New Hires	9	6	2	2	2					3	1		2					66.67%	33.33%	33.33%	22.22%	44.44%				
Promotions	18	3	3							15	7	5	1	2				16.67%	83.33%	55.56%	27.78%	5.56%	11.11%			
Intra-Agency Transfers	2	1	1							1	1							50.00%	50.00%	100.00%						
Suspensions	6	5	2	1	1	1			1	1								83.33%	16.67%	50.00%	16.67%	16.67%	16.67%			16.67%
Separations	10	7	5	2						3	2		1					70.00%	30.00%	70.00%	20.00%	10.00%				
Discharges	7	2		1	1				1	5	2	3					1	28.57%	71.43%	28.57%	57.14%	14.29%				28.57%
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

DHR-10 (Rev. Feb 2016)

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** April 1, 2020 – June 30, 2020

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

**Total hires during the quarter:** 9

**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

<b>Agency:</b> Illinois State Toll Highway Authority			<b>Reporting Period:</b>	April 1, 2020 - June 30, 2020
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding

DHR 15-Q Rev. 6/05

\*Action / Issue= Discharge, Suspension, etc.

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

## EMPLOYMENT DISCRIMINATION EXTERNAL COMPLAINTS

Agency: Illinois Tollway

Reporting Period: April 1, 2020 - June 30, 2020

Date Received	Action / Issue*	Basis**	Current Status / Finding

\*Action/Issue = Discrimination, Harassment, etc.

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