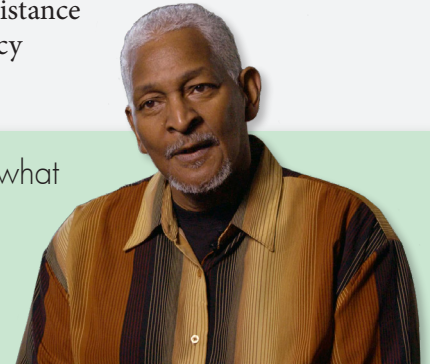




SPOTLIGHT ON SUCCESS

The Illinois Tollway Technical Assistance Program is preparing all types and sizes of firms to participate on highway and vertical construction contracts with customized education, guidance and feedback on general business and construction-specific operations.

Currently, 68 percent of clients assisted by the Technical Assistance Program are African American-owned firms, like John Searcy owner of City Services, a Burnham-based fence company.



"The Tollway comes to you as an individual. Asking what does your company do? What do you need? And then says how can we help you and your company get to where you want to get to. I thought that was unique." - John Searcy, City Services

Q1 2019 MOVE ILLINOIS PAYMENTS TO AFRICAN AMERICAN FIRMS



7.4%
of total payments



7.5%
of all construction payments



7.4%
of all professional engineering services payment

INTRODUCING THE DIVERSITY AND INCLUSION COMMITTEE MEMBERS

Illinois Tollway Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asians, Hispanics, Native Americans, and women and strives to identify opportunities for D/M/WBE, small and veteran-owned firms related to the Tollway's business operations and expenditures.



Chairman Stephen Davis: Director Davis is the Founder and Chairman of The Will Group, a firm overseeing several construction, manufacturing, technology, lighting, and energy industry companies.

Jim Connolly: Director Connolly is the business manager of the Chicago & Vicinity Laborers' District Council.

Karen McConnaughay: Director McConnaughay has served as state senator and County Board Chairman of Kane County.

D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority and women-owned business enterprises (D/M/WBE) that have performed work for the Tollway from January 1, 2014, through March 31, 2019. During this time frame, the Tollway paid \$4.7 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.2 billion, or 25.3 percent.

CONSTRUCTION CONTRACTS

Of the \$3.4 billion the Tollway paid on construction contracts, \$722.3 million, or **21.2 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

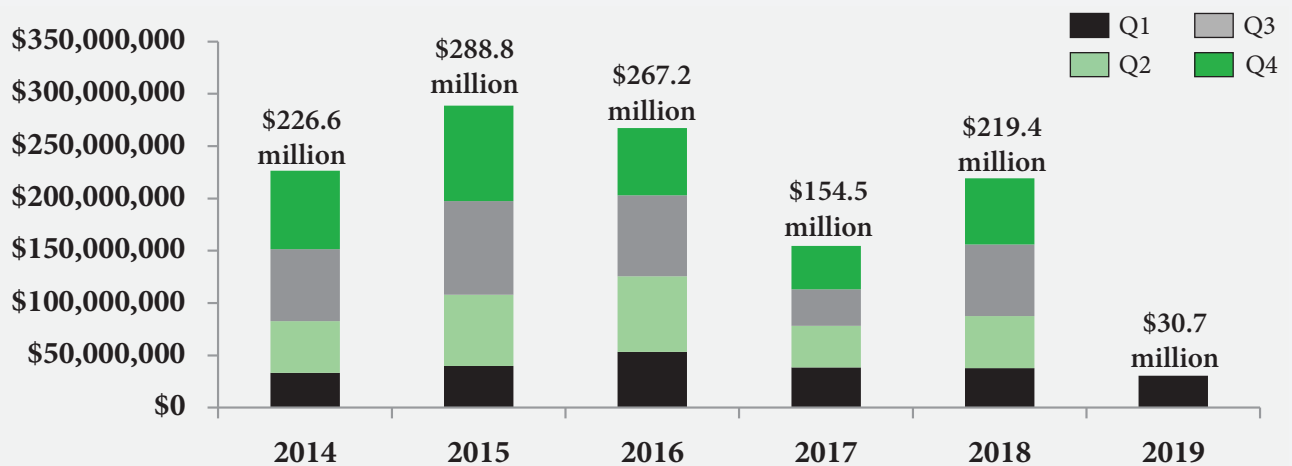
Of the \$1.3 billion the Tollway paid on professional services contracts, \$465 million, or **36 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2014 through March 31, 2019

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American-Owned	\$79.5	\$96.7	\$176.2	14.8%
Asian Indian-Owned	\$16.5	\$131.1	\$147.6	12.4%
Asian Pacific-Owned	\$7.0	\$43.1	\$50.1	4.2%
Hispanic-Owned	\$409.2	\$98.9	\$508.1	42.8%
Native American-Owned	\$7.5	\$0.5	\$8.0	0.7%
Women-Owned (Caucasian)	\$200.7	\$94.7	\$295.4	24.9%
DBE Non-Minority	\$2.0	\$0.0	\$2.0	0.2%
Total	\$722.3	\$465.0	\$1,187.3	

The Tollway paid \$351 million, or 29.6 percent of total D/M/WBE contract payments, (\$217.1 million to construction contractors and \$133.9 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through March 31, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

	2014		2015		2016		2017		2018		2019 YTD	
African American-Owned	\$9.5	6.8%	\$18.7	9.5%	\$27.6	15.3%	\$8.5	10.0%	\$12.2	11.3%	\$3.0	24.1%
Asian Indian-Owned	\$1.5	1.1%	\$8.6	4.4%	\$3.7	2.1%	\$1.2	1.4%	\$1.3	1.2%	\$0.1	0.5%
Asian Pacific-Owned	\$2.5	1.8%	\$0.8	0.4%	\$2.4	1.3%	\$0.8	0.9%	\$0.6	0.5%	\$0.0	0.0%
Hispanic-Owned	\$88.2	63.1%	\$118.2	60.1%	\$86.6	48.0%	\$49.4	58.0%	\$61.1	56.6%	\$5.6	44.3%
Native American-Owned	\$0.0	0.0%	\$1.6	0.8%	\$2.2	1.2%	\$0.5	0.6%	\$2.5	2.3%	\$0.7	5.2%
Women-Owned (Caucasian)	\$38.1	27.2%	\$48.7	24.8%	\$57.8	32.1%	\$24.7	29.0%	\$28.4	26.4%	\$3.0	23.8%
DBE Non-Minority	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.7	1.6%	\$0.3	2.0%
Total	\$139.8		\$196.6		\$180.2		\$85.1		\$107.9		\$12.6	

Percent shown is of total D/M/WBE payments.

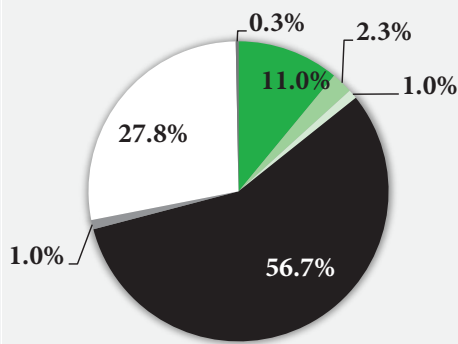
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2014		2015		2016		2017		2018		2019 YTD	
African American-Owned	\$14.6	16.9%	\$17.5	19.0%	\$18.7	21.4%	\$14.2	20.4%	\$28.1	25.2%	\$3.6	20.1%
Asian Indian-Owned	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$31.9	28.6%	\$5.4	29.9%
Asian Pacific-Owned	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.6%	\$7.0	6.3%	\$1.4	7.5%
Hispanic-Owned	\$20.0	23.0%	\$20.2	21.9%	\$19.0	21.8%	\$15.3	22.0%	\$20.9	18.7%	\$3.6	20.1%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%	\$0.1	0.1%	\$0.0	0.2%
Women-Owned (Caucasian)	\$16.8	19.4%	\$17.2	18.7%	\$15.8	18.1%	\$17.4	25.0%	\$23.5	21.1%	\$4.0	22.2%
Total	\$86.8		\$92.2		\$87.0		\$69.4		\$111.5		\$18.2	

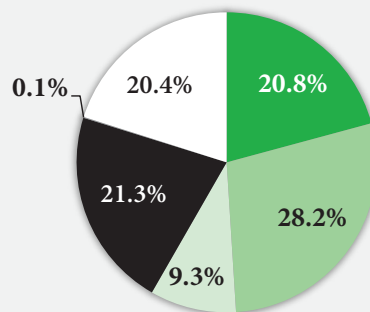
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2014 through March 31, 2019

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



- African American-Owned
- Asian Indian-Owned
- Asian Pacific-Owned
- Hispanic-Owned
- Native American-Owned
- Women-Owned (Caucasian)
- DBE Non-Minority

Data reported is through March 31, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

VETERAN PAYMENTS OVERVIEW

Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through March 31, 2019. During this time frame, the Tollway paid \$3.7 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$111.5 million, or 3.0 percent.

CONSTRUCTION CONTRACTS

Of the \$2.7 billion the Tollway paid on construction contracts, \$96.3 million, or **3.6 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$1.0 billion the Tollway paid on professional services contracts, \$15.3 million, or **1.5 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through March 31, 2019

	2015		2016		2017		2018		2019 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.8	7.37%	\$33.7	7.59%	\$4.6	11.35%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.36%	\$5.7	1.93%	\$1.1	2.16%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$25.5	4.99%	\$39.4	5.33%	\$5.7	6.32%

Percent shown is of total payments. Tollway established Veterans Goals Program in 2015.

DIVERSE FIRMS - January 1, 2012 through March 31, 2019

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for nearly 465 of the more than 1,440 unique firms working since *Move Illinois* began. There have been nearly 940 firms that are new to the Tollway since 2012. More than one quarter of these are D/M/WBE or veteran owned firms.

UNIQUE DIVERSE FIRMS

Of the more than 1,440 unique firms working since 2012, 465, or **32.3 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 940 new firms, 260 or **27.7 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	42
D/M/WBE Total	433
African American-Owned	86
Asian Indian-Owned	35
Asian Pacific-Owned	24
Hispanic-Owned	135
Native American-Owned	7
Women-Owned (Caucasian)	145
DBE Non-Minority	1

	Number of New Firms
Veteran-Owned Total	32
D/M/WBE Total	236
African American-Owned	55
Asian Indian-Owned	14
Asian Pacific-Owned	7
Hispanic-Owned	82
Native American-Owned	4
Women-Owned (Caucasian)	73
DBE Non-Minority	1

Data reported is through March 31, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

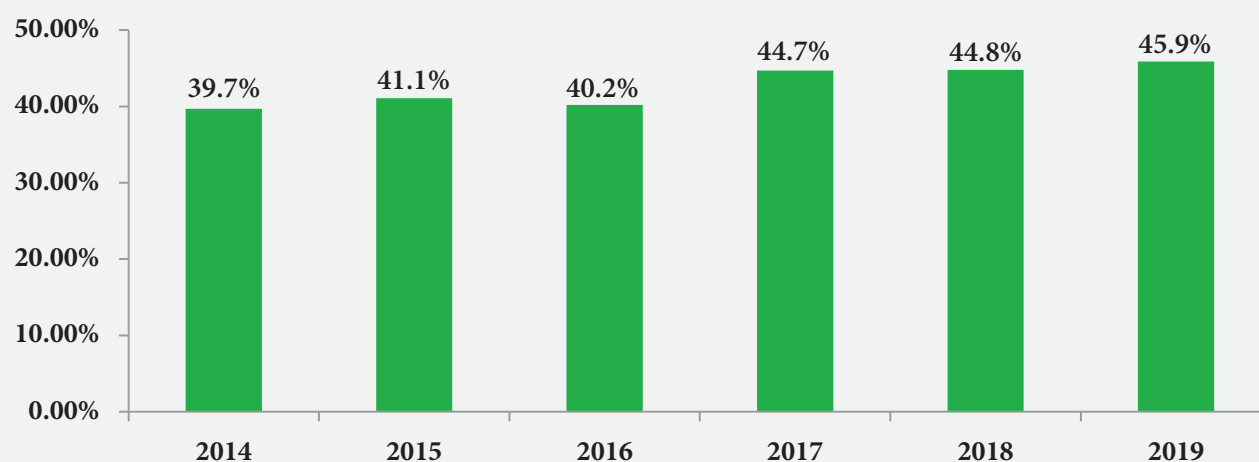
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2014, through March 31, 2019

	Percent		Percent
African American	4.4%	Female	5.3%
Asian/Pacific Islander	0.9%	Male	94.7%
Hispanic-American	35.4%		
American Indian/Alaska Native	0.7%		
Caucasian	58.6%		

MINORITY WORKFORCE HOURS BY YEAR

	2014	2015	2016	2017	2018	2019 YTD
African American	4.8%	5.0%	4.1%	3.6%	3.3%	5.8%
Asian/Pacific Islander	0.9%	0.7%	1.0%	0.7%	1.4%	1.1%
Hispanic-American	33.1%	34.7%	34.5%	40.2%	39.8%	38.0%
American Indian/Alaska Native	0.9%	0.7%	0.7%	0.3%	0.4%	1.0%
Total	39.7%	41.1%	40.2%	44.7%	44.8%	45.9%



ILLINOIS TOLLWAY EARNED CREDIT PROGRAM

The Earned Credit Program (ECP) is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African Americans, Hispanic Americans, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

Data reported is through March 31, 2019. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works in partnership with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts and promote diversity.

In the quarter ending March 31, 2019, notices of Tollway job postings were shared with nearly 700 individuals in community, professional and advocacy groups that work on behalf of African Americans, Asian Americans, Hispanic Americans and women, as well as community colleges and universities that include historically African American and Hispanic institutions.

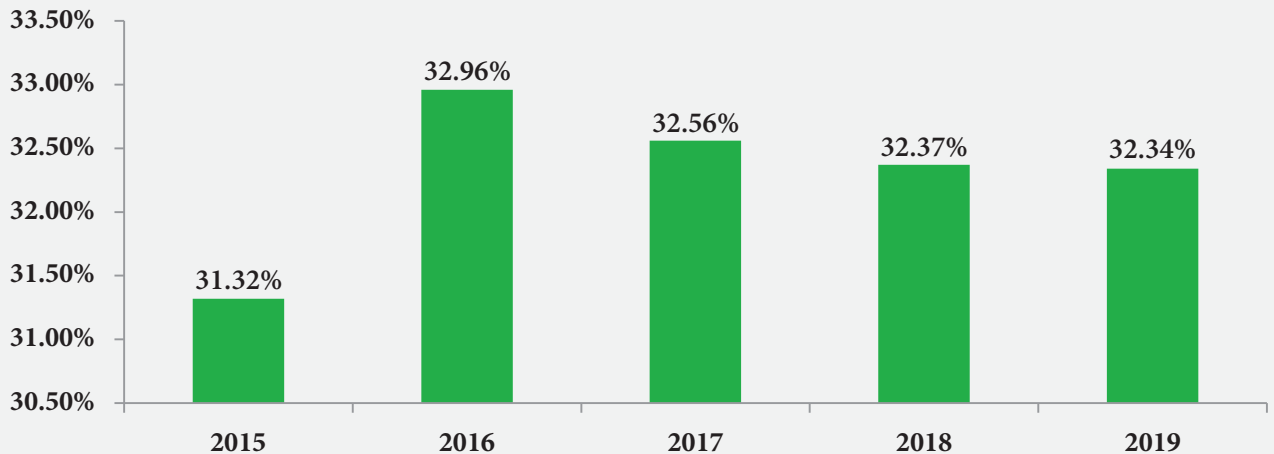
The Tollway participated in career and hiring events including Chicago Mayor Rahm Emanuel's Chicagoland South Side Hiring Event & Career Fair; a State Employment Resources Fair hosted by State Rep. La Shawn K. Ford; the 8th Annual Job Fair in Bartlett hosted by Hanover Township, State Rep. Fred Crespo and Cook County Commissioner Keven B. Morrison and the Westside Ministers Coalition Hiring Events Hosted by KRA Chicago-Westside American Job Center.

TOTAL NUMBER OF EMPLOYEES

2015	1,277
2016	1,419
2017	1,376
2018	1,313
2019	1,305

TOLLWAY WORKFORCE DEMOGRAPHICS

	2015	2016	2017	2018	2019 YTD
African-American	19.03%	17.46%	17.37%	17.21%	17.16%
Hispanic-American	7.91%	7.82%	8.07%	8.30%	8.28%
Asian-American	3.60%	3.31%	3.49%	3.66%	3.68%
American Indian/Alaska Native	0.08%	0.07%	0.15%	0.23%	0.23%
Veterans	7.10%	6.20%	5.89%	6.40%	5.36%
Females	35.16%	35.00%	33.87%	32.90%	32.72%
People with Disabilities	11.20%	11.64%	10.54%	7.84%	9.58%



2017 Tollway workforce demographics reported from January 1, 2017 through March 31, 2019 in accordance with Illinois Department of Human Rights requirements. Data presented is preliminary and subject to change. Totals may not add due to rounding.

ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Arab American Association of Engineers and Architects
Association of Asian Construction Enterprise
Black Contractors United
Chatham Business Association
Chicago Minority Supplier Diversity Council
Chicago Urban League
Chicago Women in Trades
Cosmopolitan Chamber of Commerce
Elite SDVOB Network
Federation of Women Contractors
Hispanic American Construction Industry Association
Harvey Area Chamber of Commerce
Illinois Black Chamber of Commerce
Illinois Hispanic Chamber of Commerce
National Latino Education Institute
National Organization of Minority Engineers
St. Paul Church of God in Christ Community Development Ministries, Inc.
US Minority Contractors Association
Women Transportation Seminar
Women's Business Development Center
Women Construction Owners and Executives
Youth Build Lake County/Lake County Community Church

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including the Governor and Secretary of Transportation who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party.

The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency – Finance Administration and Operations, Customer Service and Planning, Audit, Systems Review, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Will Evans, Chairman
 Jim Connolly, Director
 Stephen L. Davis, Director
 Alice Gallagher, Director
 Karen McConnaughay, Director
 Scott Paddock, Director
 Gary Perinar, Director
 Cesar Santoy, Director
 Jim Sweeney, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asian Americans, Hispanic Americans, Native Americans and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

The Diversity and Inclusion Committee provides policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- Create a formal vehicle of communication to discuss policy and explore potential new initiatives
- Ensure greater accountability and increased transparency
- Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.

COMMITTEE MEMBERS

Chairman Will Evans, *Ex-Officio*
 Director Stephen L. Davis, *Chair*
 Director Jim Connolly
 Director Karen McConnaughay



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT ILLINOISTOLLWAY.COM/DOING-BUSINESS/DIVERSITY-DEVELOPMENT