

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

Second Quarter

October 1, 2015

Through

December 31, 2015

Greg Bedalov
Executive Director

Sharon Ferguson
Interim EEO/AA Officer

REVISED 5.23.2016



May 23, 2016

Chet Pinski
Human Rights Specialist
Legal Division – Liaison Unit
Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, Illinois 60601

Dear Chet Pinski:

The Illinois Tollway presents a *revised* Second Quarter Report for Fiscal Year 2015 - 2016.

If you should have any questions, please do not hesitate to contact me, Sharon Ferguson, Interim EEO/AA Officer, at (630) 241-6800, extension 3906.

Sincerely,

A handwritten signature in black ink, appearing to read 'Greg Bedalov'.

Greg Bedalov
Executive Director

A handwritten signature in black ink, appearing to read 'Sharon Ferguson'.

Sharon Ferguson
Interim EEO/AA Officer

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Quarterly Report Format

This is the second in a series of four quarterly reports for the period of the fiscal year of July 1, 2015 to June 30, 2016. This report covers the time period of October 1, 2015 through December 31, 2015. Each of the quarterly reports follows the same format consisting of six sections. Each section is based upon forms required by the Illinois Department of Human Rights (IDHR).

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

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

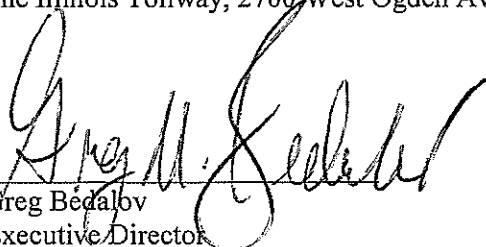
The third section is the "Summary of Workforce Analysis" by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

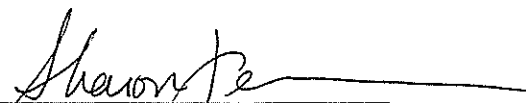
The fourth section is a "Summary of Workforce Transactions" Report by EEO Category. This is a further breakdown of the new hires, promotions, intra-agency transfers, suspensions, resignations, discharges and lay-offs of each of the job groups by race and sex. This is shown on IDHR form 10.

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

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

The Illinois Tollway, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.


Greg Bedalov
Executive Director


Sharon Ferguson
Interim EEO /AA Officer

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Quarterly Report - Program Goals

Agency Illinois Tollway

Reporting Period: October 1, 2015-December 31, 2015

List Program Goals & Objectives and if Met/Not Met

Continue to work with current partners in expanding outreach to enhance diversity.

Continue to analyze exit interview trends.

Complete Nursing Mom's Privacy Room Orientation Packet.

Continue to increase outreach to trade schools and training programs to enhance diversity.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Research and select providers for upcoming agency-wide sensitivity training. Coordinate Feb 26th Career Expo.

Recruitment

We sent external job postings to nearly 600 individuals in community, professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans, community colleges and universities including Historically Black Colleges and Universities and Hispanic Serving Institutions, as well as others in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

- Wayne Township Job Fair
- Veteran/Military Job Fair
- Hiring Event - Sen. Patricia Van Pelt & City College of Chicago
- Memorial Park District Job Fair
- Congresswoman Robin Kelly - 3rd Annual Hiring Event
- Veterans Resource and Job Fair - Veterans of Foreign Wars Post 5151
- Triton College Military / Veteran's Job Fair
- Veterans Regional Job Fair
- State Sen. Dan Duffy, State Rep. David McSweeney & State Rep. Ed Sullivan Job Fair
- 2015 Career & Resource Fair - Luis Arroyo Job Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: Oct-Dec 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	2	P	N/A	N/A	P	16	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	2	42	65
Asian	P	P	13	N/A	N/A	1	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	Off/CI	Sk/Crft	Serv/Mtc
Promotions Total: 10	1WM	1WF, 1AAF	1AAM, 3WF, 1WM	N/A	N/A	1WF	0	1WM
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 21	1WM, 1WF	1OM	1WM	N/A	N/A	1AM, 1OM, 2WF, 1AAF, 2OF	8WM, 1HM, 1OM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	16	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	2	41	65
Asian	P	P	13	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: Oct-Dec 2015

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	1	P
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	4
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

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

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	P	N/A	N/A	P	1	P
Black / African American	-	-	P	N/A	N/A	P	P	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	4
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **3**

Reporting Period: Oct-Dec 2015

Beginning underutilization for this quarter

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

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	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: October 1, 2015-December 31, 2015

Region: 1

EEO Category	MALES												FEMALES												PERCENTAGES														
	Grand Total	Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D										
																														MALES									
Officials / Administrators	18	11	9	1	1							6	1								61.11%	38.89%	83.33%	11.11%	5.56%	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%
Professionals	101	62	47	3	2	9		1	1			27	6	3	2						61.39%	38.61%	73.27%	8.91%	4.95%	10.89%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.98%	1.98%
Technicians	218	119	91	17	6	3		2	19	3	13	69	17	8	3						54.59%	45.41%	73.39%	15.60%	6.42%	2.75%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.29%	14.88%	
Protective Service	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%	
Para-professionals	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%	
Office / Clerical	146	49	38	3	4	2		2	8		12	53	28	10	3						33.56%	66.44%	62.33%	21.23%	9.59%	3.42%	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%
Skilled Craft	352	350	289	26	28	2		4	29			1	1								99.43%	0.57%	82.39%	7.67%	7.95%	0.57%	0.28%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	447	256	160	52	24	21		46	191	3	39	93	79	14	2						57.27%	42.73%	56.60%	29.31%	8.50%	5.15%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	1,282	847	634	102	65	37	1	0	9	103	65	249	132	35	10	0	0	0	10	65	66.07%	33.93%	68.88%	18.25%	7.80%	3.67%	0.08%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	13.10%

Grand Total Employees for Region 1:			Males:	847	Females:	435	Total Minorities:	401	OTH:	19
White:	883	68.88%	Black/African American:	234	18.25%	Hispanic/Latino:	100	31.20%	0	1.5%
			American:			Asian:	47	NHOPI:	0	Disabled:
			H/L=Hispanic or Latino	A=Asian	AI/AN=American Indian and Alaska Native	3.67%	0.08%	0.00%	0.00%	168
			H/L=Hispanic or Latino	A=Asian	AI/AN=American Indian and Alaska Native	NHOPI=Native Hawaiian or Other Pacific Islander	D=Disabled	OTH=Other		13.10%

* Please note one male and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American) and one therefore total number of employees is greater by two in the ethnic categories than in the gender counts.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2015-December 31, 2015

Region: 2

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES													
		Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D						
Officials / Administrators	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%
Professionals	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%	
Technicians	6	3	3																		50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Protective Service	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%	
Para-professionals	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%	
Office / Clerical	2	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%	
Skilled Craft	27	27	24																		100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	61	24	16	4	3	1															39.34%	60.66%	72.13%	18.03%	4.92%	4.92%	4.92%	4.92%	4.92%	4.92%	4.92%	4.92%	4.92%	13.11%	
TOTAL	96	54	43	4	5	2	0	0	0	4	42	33	7	0	2	0	0	0	4	56.25%	43.75%	79.17%	11.46%	5.21%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	4.17%	8.33%		

Grand Total Employees for Region 2:		Males:	54	56.25%	Females:	42	43.75%	Total Minorities:	20	20.83%	OTH:	0	0.00%
White:	76	79.17%	Black/African American:	11	11.46%	Hispanic/Latino:	5	5.21%	Asian:	4	4.17%	NHOPI:	0
									AI/AN:	0	0.00%	Disabled:	8
													8.33%

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

DHR-9 (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2015-December 31, 2015

Region: 3

EEO Category	MALES											FEMALES										
	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D		
Grand Total	39	30	27	0	3	0	0	0	0	2	9	9	0	0	0	0	0	0	0	1		
Officials / Administrators	0	0									0											
Professionals	0	0									0											
Technicians	2	2	2								0											
Protective Service	0	0									0											
Para-professionals	0	0									0											
Office / Clerical	2	1	1							1	1											
Skilled Craft	22	22	20	2						2	0											
Service / Maintenance	13	5	4	1						8	8								1			
TOTAL	39	30	27	0	3	0	0	0	0	2	9	9	0	0	0	0	0	0	0	1		

Grand Total Employees for Region 2:		Males:	30	76.92%	Females:	9	23.08%										
White:	36	92.31%	Black/African American:	0	0.00%	Hispanic/Latino:	3	7.69%	Asian:	0	0.00%	Total Minorities:	3	7.69%	OTH:	0	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other
 DHR-9 (Rev. Feb. 2012)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2015-December 31, 2015

Grand Total

EEO Category	MALES													FEMALES													PERCENTAGES																								
	Total			W			B/AA			H/L			A			AI/AN			OPI			OTH			D			W			B/AA			H/L			A			AI/AN			NHOPI			OTH			D		
Officials / Administrators	18	11	9	1	1	1																																													
Professionals	101	62	47	3	2	9																																													
Technicians	226	124	96	17	6	3																																													
Protective Service																																																			
Para-professionals																																																			
Office / Clerical	150	50	39	3	4	2																																													
Skilled Craft	401	399	333	26	32	3																																													
Service / Maintenance	521	285	180	56	28	22																																													
TOTAL	1,417	931	704	106	73	39	3	4	2	2	8	31	50	109	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1						

Grand Total Employees:	Males:	931	Females:	486	Total Minorities:	424	OTH:	19
		65.70%		34.30%		29.92%		1.34%
White:	995	70.22%	Black/African American:	245	17.29%	Hispanic/Latino:	108	7.62%
						Asian:	51	3.60%
						A/AN:	1	0.07%
						NHOPI:		
						Disabled:		
						OTH=Other		

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
 DHR-9 (Rev. Feb. 2012)

* Please note one male and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American) and one therefore total number of employees is greater by two in the ethnic categories than in the gender counts.

Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES															
	MALES							FEMALES								
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	2	1	1						1	1						
Promotions	1	1						0								
Intra-Agency Transfers	0	0						0	0							
Suspensions	0	0						0								
Separations	0	0						0								
Discharges	0	0						0								
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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																		
	MALES							FEMALES											
	Grand Total	W	B/AA	H/L	A	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OTH	D	
New Hires	1	1						1	0										
Promotions	3	1							2	1	1								
Intra-Agency Transfers	0	0							0										
Suspensions	0	0							0										
Separations	3	3							0										
Discharges	0	0							0										
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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: **TECHNICIANS**

Transaction	MALES											FEMALES											PERCENTAGES														
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	M	F	W	B/AA	H/L	A	AI	NH	OPI	OTH	D					
New Hires	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Promotions	5	2	1	1								3	3									40.00%	60.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	4	0										4	4									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	2	1	1							1		1	1									50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%		
Separations	7	3	2	1								4	3	1								42.86%	57.14%	71.43%	28.57%	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%	
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%	

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

Workforce Transactions Report
by EEO Category

Agency: _____ Reporting Period: October 1, 2015 - December 31, 2015

PROTECTIVE SERVICE

Transaction	PERCENTAGES																
	MALES							FEMALES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	0	0							0								0.00%
Promotions	0	0							0								0.00%
Intra-Agency Transfers	0	0							0								0.00%
Suspensions	0	0							0								0.00%
Separations	0	0							0								0.00%
Discharges	0	0							0								0.00%
Lay Off	0	0							0								0.00%
Demotions	0	0							0								0.00%
Reductions	0	0							0								0.00%
Reinstatements	0	0							0								0.00%
Reemployment	0	0							0								0.00%
Upward Reallocations	0	0							0								0.00%
Downward Reallocations	0	0							0								0.00%

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

**Workforce Transactions Report
by EEO Category**

Reporting Period: October 1, 2015 - December 31, 2015

Agency: _____

PARAPROFESSIONALS

Transaction	PERCENTAGES																		
	MALES						FEMALES						Total						
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OPI	D	Total	W	B/AA	H/L	A	AI	NH	OPI	D
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	0	0									0	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%
Separations	0	0									0	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%
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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander D=Disabled

Workforce Transactions Report
by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: OFFICE / CLERICAL

Transaction	PERCENTAGES															
	MALES						FEMALES									
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	7	2			1			1	5	2	1					2
Promotions	1	0							1	1						
Intra-Agency Transfers	0	0						0								
Suspensions	1	0	0					1	1	1						
Separations	5	3	3				1	2	2	2						
Discharges	0	0						0								
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								

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**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: SKILLED CRAFT

Transaction	MALES										FEMALES										PERCENTAGES									
	Grand Total	Total	W	B/AA	H/L	A	AN	OPI	OTH	D	Total	W	B/AA	H/L	A	AN	OPI	OTH	D	M	F	W	B/AA	H/L	A	AN	OPI	OTH	D	
New Hires	10	10	8		1					1	0								100.00%	0.00%	80.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	
Promotions	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	3	3	3								0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	5	5	3	2							0								100.00%	0.00%	60.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	6	6	6								0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	2	2	2						1		0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	
Lay Off	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Demotions	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reductions	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reinstatements	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Reemployment	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Upward Reallocations	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Downward Reallocations	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

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Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2015 - December 31, 2015

EEO Category: SERVICE / MAINTENANCE

Transaction	PERCENTAGES																
	MALES							FEMALES									
	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	0	0							0								
Promotions	1	1	1						0								
Intra-Agency Transfers	5	1	1					1	4	3	1						
Suspensions	31	15	6	5	3	1			16	7	7	1					
Separations	18	12	9	1	1	1		3	6	4	1	1				3	
Discharges	1	0							1	0	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Summary of Workforce Transactions Report by EEO Category

Reporting Period: October 1, 2015 - December 31, 2015

Agency: Illinois Tollway

EEO Category: GRAND TOTAL

Transaction	Grand Total	PERCENTAGES																														
		MALES							FEMALES							PERCENTAGES																
		W	B/AA	H/L	A	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OTH	D					
New Hires	21	15	10	4	1	1				3	6	3	1				2		71.43%	28.57%	61.90%	4.76%	4.76%	4.76%							23.81%	
Promotions	11	5	4	1							6	5	1						45.45%	54.55%	81.82%											
Intra-Agency Transfers	12	4	4								8	7	1				1		33.33%	66.67%	91.67%	8.33%								8.33%		
Suspensions	39	21	10	7	3	1				4	18	9	7	1			1		53.85%	46.15%	48.72%	10.26%	10.26%	2.56%						2.56%		
Separations	39	27	23	2	1	1				4	12	9	2	1			3		69.23%	30.77%	82.05%	10.26%	5.13%	2.56%						17.95%		
Discharges	3	2	2							1	1	1							66.67%	33.33%	66.67%	33.33%								33.33%		
Lay Off																																
Demotions																																
Reductions																																
Reinstatements																																
Reemployment																																
Upward Reallocation																																
Downward Reallocation																																

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: October 1, 2015 - December 31, 2015

Agency underutilization of people with disabilities: P

Total hires during this quarter: 21

Total hires of people with disabilities for this quarter: 0

Current employees changing status from non-disabled to disabled for this quarter: 0

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway Reporting Period: October 1, 2015-December 31, 2015

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
2/24/2015	Region 1	Failure of Probation	Gender Discrimination	Pending
5/27/2015	Region 1	Pay Disparity	Age Discrimination	Closed
7/24/2015	Region 1	Harassment: Race	Pending	Closed, close-out docs to be sent
7/21/2015	Region 1	Sexual Harassment	Pending, Tollway's portion is closed	Closed
9/3/2015	Region 1	Sexual Harassment	Sexual Harassment	Pending
9/15/2015	Region 1	whistleblower	unclear	Closed, referred
12/16/2015	Region 1	Prayer time	Religious accommodation	Pending
12/21/2015	Region 1	Harassment to submit ADA paperwork	Disability Discrimination	Pending

DHR 15-Q Rev. 6/05

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

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: October 1, 2015 - December 31, 2015			
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
10/4/2007	PL 39 / 1	Discrimination	Race	Jones filed an EEOC charge which the EEOC dismissed with a no reasonable cause finding on June 19, 2008. Jones filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Jones filed a complaint with the Human Rights Commission. Tollway filed a Motion to Dismiss based on pending federal litigation on the identical claim. U.S. District Court granted the Tollway's Motion for Summary Judgment on July 1, 2011. Tollway filed a Notice of Decision with the Human Rights Commission on July 18, 2011. Plaintiff filed a Motion to Reconsider, which was denied, and in November 2011 she appealed to the Seventh Circuit Court of Appeals. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter was continued pending resolution of a SERS matter, which was ultimately resolved. Tollway filed a motion to dismiss and ALJ ordered the matter briefed. Parties await the ruling.	
1/2/2013	M-01	Discrimination, Hostile work environment, retaliation	Race	Complaint filed 1/2/13 in Federal Court. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Discovery closes 7/13/2015. Status held October 1st. Discovery stayed for settlement conference set for 1/28/16.	
11/6/2013	M-14	Discrimination /suspension pending	race	Charge sent 11/4/13. Position Statement filed December 3, 2013. Awaiting further action.	
10/6/2014	ADM	Discrimination, Retaliation	Race, National Origin, Retaliation	EEOC Charge filed 10/6/2014. Submitted Position Statement 11/5/2014. Waiting on response from EEOC.	
8/13/14 (refiled in DuPage County on 10/21/14)	Finance	Discrimination and Retaliation	Race Arrest Record	Refiled in DuPage county on 10/9/14 per Tollway motion to change venue. Answer filed 10/28/14. Discovery closed 7/30/2015. Case Management Conference scheduled for 8/5/2015 at 9am. Parties exploring mediation. Status on settlement scheduled for 12/31/2015.	
9/18/2015	PI 52	Discrimination	Disability	Lawsuit filed 9/18/2015 in federal court - Northern Dist. IL. Tollway motion to dismiss based on lack of jurisdiction. Plaintiff conceded lack of jurisdiction; TW dismissed from lawsuit. Subsequently Plaintiff agreed entire claim lacks jurisdiction (against SEIU as well) - case dismissed without prejudice on 1/11/16.	
7/16/2015	PL 39 / 3	Harassment, hostile work environment, retaliation	National Origin	Charge filed with the IDHR and EEOC on July 10, 2015. Position Statement, Questionnaire and Verified Response submitted to IDHR on September 14, 2015. Fact finding conference scheduled with the IDHR on March 3, 2016.	
10/19/2015	Admin	Discrimination	Race, Gender, Age	Charge of discrimination filed alleging failure to promote based on race, age and gender. Verified response filed 12/19/15. Position Statement and Response to Questionnaire filed 1/5/16. Reviewing whether mediation would be appropriate prior to investigation.	

*Action/Issue = Discharge, Suspension, etc.

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

