



July 24, 2018

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:

Attached please find the Illinois Tollway's Fourth Quarter EEO/AA Report for Fiscal Year 2018. If you have any questions, please do not hesitate to contact me, Sharon E. Ferguson, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,

A black ink signature of Elizabeth Gorman, consisting of a large, stylized 'E' followed by a horizontal line.

Elizabeth Gorman  
Executive Director

A blue ink signature of Sharon E. Ferguson, featuring a stylized 'S' and 'F' followed by a horizontal line.

Sharon E. Ferguson  
EEO/AA Officer

Enclosure

# THE ILLINOIS TOLLWAY



## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

Fourth Quarter - Fiscal Year July 1, 2017 to June 30, 2018

April 1, 2018

Through

June 30, 2018

Elizabeth Gorman  
Executive Director

Sharon Ferguson  
EEO/AA 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, 2017 to June 30, 2018. 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 detailed 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 DHR 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.

  
Elizabeth Gorman  
Executive Director

  
Sharon Ferguson  
EEO /AA Officer

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# Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: April 1, 2018 - June 30, 2018

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

Provided Civility training. (met)

Provided Sexual Harassment training. (met)

Analyzed exit interview trends and provided recommendations on how to implement changes based upon those trends. (met)

## Special Problems in Attaining Program Goals

N/A

## Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training.

Continue to provide Sexual Harassment training.

Continue to analyze exit interview trends.

Continue to engage in targeted recruitment and work with current partners to expand outreach to enhance diversity.

## Recruitment

External job postings were sent to approximately 696 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 Elgie Sims/Cook Co. Commissioner Stanley Moore/State Rep. Nicholas Smith Job Fair

National Latino Education Institute Career Fair

Wilbur Wright College Job Fair

Christ Tabernacle 1st Annual Job Fair

State Representative Christine Winger

Triton College Veterans Resource Fair

A Safe Haven Foundations 5th Annual Stand Down

Illinois Association of Hispanic State Employees Memorial Day Veterans Hiring & Resource Fair

U.S. Representatives Brad Schneider & Jan Schakowsky Hiring Event

Hanover Township/Global Executive Council Services Job Fair

Chicago Urban League Citywide Job Fair

State Representatives Batnick & Welter Job Fair

Senator Cunningham/Representative Hurley/IDES Job Fair

State Representative Jim Durkin/David Olsen & Senator John Curran Job Fair

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: 1

Reporting Period: April 1, 2018 - June 30, 2018

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	3	P	N/A	N/A	P	10	20
Black / African American	P	1	P	N/A	N/A	P	P	1
Hispanic / Latino	P	P	2	N/A	N/A	15	34	9
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: 5	0	2WM	2BM	N/A	N/A	1WF	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 14	1WM	1HM, 1BM, 1WF	1WF, 7WM	N/A	N/A	0	1BM, 1HM	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	2	P	N/A	N/A	P	10	20
Black / African American	P	P	P	N/A	N/A	P	P	1
Hispanic / Latino	P	P	2	N/A	N/A	15	33	9
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: April 1, 2018 - June 30, 2018

### 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	1	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: 1	0	0	1HM	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	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	1	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, 2018 - June 30, 2018

### 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: 0	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, 2018- June 30, 2018

Region: 1

EEO Category	Grand Total														PERCENTAGES														
	MALES							FEMALES							MALES							FEMALES							
	Total	W	B/AA	H/L	A	AI/AN	OPH	D	V	Total	W	B/AA	H/L	A	AI/AN	OPH	D	V	M	T	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D	
Officials / Administrators	20	14	11	3					6	5	1							70.00%	30.00%	80.00%	5.00%	15.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	108	67	49	5	4	6	0	0	41	28	7	3	2		1	1	4	62.04%	37.96%	71.30%	11.11%	6.48%	7.41%	0.00%	0.00%	0.00%	3.70%	1.95%	
Technicians	221	131	97	20	6	4	0	0	90	62	18	6	2		3	10	1	59.28%	40.72%	71.95%	17.19%	5.43%	2.71%	0.00%	0.00%	0.00%	3.17%	12.67%	
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%	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%	0.00%	
Administrative Support	438	180	95	39	20	21			258	119	94	22	7		16	40	2	41.10%	58.90%	48.86%	30.37%	9.59%	6.39%	0.00%	0.00%	0.00%	5.02%	14.16%	
Skilled Craft	337	330	261	28	29	1	2		7	3	3	1						97.92%	2.08%	78.34%	9.20%	8.90%	0.30%	0.59%	0.00%	2.67%	5.64%		
Service / Maintenance	68	62	45	9	6	2			6	6					1			91.18%	8.82%	75.00%	13.24%	8.82%	2.94%	0.00%	0.00%	0.00%	17.65%		
<b>TOTAL</b>	<b>1,192</b>	<b>784</b>	<b>568</b>	<b>101</b>	<b>68</b>	<b>34</b>	<b>2</b>	<b>0</b>	<b>408</b>	<b>223</b>	<b>123</b>	<b>32</b>	<b>11</b>		<b>20</b>	<b>52</b>	<b>7</b>	<b>65.77%</b>	<b>34.23%</b>	<b>65.52%</b>	<b>18.79%</b>	<b>8.39%</b>	<b>3.78%</b>	<b>0.17%</b>	<b>0.00%</b>	<b>3.52%</b>	<b>10.32%</b>		

<b>Grand Total Employees for Region 1:</b>	<b>Males:</b> 784	<b>Females:</b> 408	<b>Total Minorities:</b> 413	<b>OTH:</b> 42	<b>Veteran:</b> 70
	65.77%	34.23%	34.48%	3.5%	5.87%
<b>White:</b> 781	<b>Black/African American:</b> 224	<b>Hispanic/Latino:</b> 100	<b>AI/AN:</b> 2	<b>NHOPI:</b> 0	<b>Disabled:</b> 123
65.52%	18.79%	8.39%	0.17%	0.00%	10.32%

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-8 (Rev. Jan. 2018)

\*Please note one male and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American). Therefore, the total number in those categories will be reduced by 1.

# Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2018- June 30, 2018

Region: 2

EEO Category	MALES										FEMALES												
	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D	V	
Officials / Administrators	0	0									0												
Professionals	0	0									0												
Technicians	8	5	3	2						1	3	3											
Protective Service	0	0									0												
Para-professionals	0	0									0												
Administrative Support	64	31	24	4	2	1				6	33	25	5								3	5	
Skilled Craft	50	46	4	2	1					1	2	5	0										
Service / Maintenance	6	4	4							1	2	2											
<b>TOTAL</b>	<b>128</b>	<b>90</b>	<b>77</b>	<b>4</b>	<b>6</b>	<b>2</b>				<b>1</b>	<b>9</b>	<b>8</b>	<b>38</b>	<b>30</b>	<b>5</b>	<b>0</b>				<b>3</b>	<b>5</b>	<b>0</b>	

<b>Grand Total Employees for Region 2:</b>	<b>Males:</b>	<b>90</b>	<b>70.31%</b>	<b>Females:</b>	<b>38</b>	<b>29.69%</b>	<b>Total Minorities:</b>	<b>21</b>	<b>16.41%</b>	<b>OTH:</b>	<b>4</b>	<b>3.1%</b>	<b>Veteran:</b>	<b>8</b>	<b>6.25%</b>
<b>White:</b>	<b>107</b>	<b>83.59%</b>	<b>Black/African American:</b>	<b>9</b>	<b>7.03%</b>	<b>Hispanic/Latino:</b>	<b>6</b>	<b>4.69%</b>	<b>NHPOI:</b>	<b>0</b>	<b>0.00%</b>	<b>Disabled:</b>	<b>14</b>	<b>10.94%</b>	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHPOI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other  
 DHR-9 (Rev. Jan. 2018)

# Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2018- June 30, 2018

Region: 3

EEO Category	MALES										FEMALES												
	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D	V	Total	W	B/AA	H/L	A	AI/AN	NH	OPI	OTH	D	V	
Officials / Administrators	0	0										0											
Professionals	0	0										0											
Technicians	2	2										0											
Protective Service	0	0										0											
Para-professionals	0	0										0											
Administrative Support	12	6	4	1			1		1		1	6	6								1	1	
Skilled Craft	22	19		2	1				2		3	0											
Service / Maintenance	2	0										2	2										
<b>TOTAL</b>	<b>38</b>	<b>30</b>	<b>25</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>8</b>	<b>8</b>	<b>21.05%</b>	<b>86.84%</b>	<b>0.00%</b>	<b>7.89%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>

<b>Grand Total Employees for Region 3:</b>	<b>Males:</b>	<b>30</b>	<b>78.95%</b>	<b>Females:</b>	<b>8</b>	<b>21.05%</b>	<b>Total Minorities:</b>	<b>5</b>	<b>13.16%</b>	<b>OTI:</b>	<b>1</b>	<b>2.6%</b>	<b>Veteran:</b>	<b>5</b>	<b>13.16%</b>
<b>White:</b>	<b>33</b>	<b>86.84%</b>	<b>Black/African American:</b>	<b>0</b>	<b>0.00%</b>	<b>Hispanic/Latino:</b>	<b>3</b>	<b>7.89%</b>	<b>NHOPi:</b>	<b>0</b>	<b>0.00%</b>	<b>Disabled:</b>	<b>3</b>	<b>7.89%</b>	
<b>W=White</b>	<b>B/AA=Black or African American</b>	<b>H/L=Hispanic or Latino</b>	<b>A=Asian</b>	<b>AI/AN=American Indian and Alaska Native</b>	<b>NHOPi=Native Hawaiian or Other Pacific Islander</b>	<b>D=Disabled</b>	<b>OTH=Other</b>								

\* 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.

# Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2018- June 30, 2018

Grand Total

EEO Category	MALES													FEMALES																													
	Grand Total						A						A I / NH AN OPI OTH D V						Grand Total						A						A I / NH AN OPI OTH D V												
	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D	Total	W	B/AA	H/L	A	D							
Officials / Administrators	20	14	11	3			6	5	1				6	5	1				6	5	1				70.00%	80.00%	5.00%	15.00%	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	108	67	49	5	4	6	41	28	7	3	2	1	41	28	7	3	2	1	41	28	7	3	2	1	62.04%	71.30%	11.11%	6.48%	7.41%	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	231	138	102	20	8	4	93	65	18	6	2	10	93	65	18	6	2	10	93	65	18	6	2	1	59.74%	72.29%	16.45%	6.06%	2.60%	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%
Protective Service	0	0					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%	
Para-professionals	0	0					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%	
Administrative Support	514	217	123	43	23	22	297	150	99	22	7	19	297	150	99	22	7	19	297	150	99	22	7	42.22%	53.11%	27.63%	8.75%	5.64%	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	409	402	326	28	33	3	7	3	3	1			7	3	3	1			7	3	3	1		98.29%	80.44%	7.58%	8.31%	0.73%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%	1.71%		
Service / Maintenance	76	66	49	9	6	2	10	10				1	10	10				1	10	10				86.84%	77.63%	11.84%	7.89%	2.63%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	13.16%	
<b>TOTAL</b>	<b>1,358</b>	<b>904</b>	<b>660</b>	<b>105</b>	<b>77</b>	<b>37</b>	<b>454</b>	<b>261</b>	<b>128</b>	<b>32</b>	<b>11</b>	<b>23</b>	<b>454</b>	<b>261</b>	<b>128</b>	<b>32</b>	<b>11</b>	<b>23</b>	<b>454</b>	<b>261</b>	<b>128</b>	<b>32</b>	<b>11</b>	<b>66.57%</b>	<b>67.82%</b>	<b>17.16%</b>	<b>8.03%</b>	<b>3.55%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	<b>33.43%</b>	

<b>Grand Total Employees:</b>	<b>Males:</b>	<b>904</b>	<b>Females:</b>	<b>454</b>	<b>Total Minorities:</b>	<b>439</b>	<b>OTH:</b>	<b>47</b>	<b>Veteran:</b>	<b>83</b>
		<b>66.57%</b>		<b>33.43%</b>		<b>32.18%</b>		<b>3.5%</b>		<b>6.11%</b>
<b>White:</b>	<b>Black/African American:</b>	<b>233</b>	<b>Hispanic/Latino:</b>	<b>109</b>	<b>AI/AN:</b>	<b>2</b>	<b>NHOPI:</b>	<b>0</b>	<b>Disabled:</b>	<b>140</b>
<b>67.82%</b>	<b>17.16%</b>	<b>8.03%</b>	<b>3.53%</b>	<b>0.15%</b>	<b>0.15%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>10.31%</b>	

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  
 DHS-9 (Rev. Jun. 2018)

\*Please note one male and one female employee declared two ethnicities (Caucasian/Latino and Caucasian/African-American). Therefore, the total number in those categories will be reduced by 1.

**Workforce Transactions Report**  
by EEO Category

Agency: Illinois Tollway Reporting Period: April 1, 2018 - June 30, 2018

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	PERCENTAGES																			
	MALES							FEMALES												
	Grand Total	W	B/AA	H/L	A	AN	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AN	NH	OPI	OTH	D
New Hires	1	1								0	100.00%	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	2	2								2	100.00%	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 AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

### Workforce Transactions Report by EEO Category

Reporting Period: April 1, 2018 - June 30, 2018

Agency: Illinois Tollway

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																					
	MALES							FEMALES														
	Grand Total	Total	W	B/AA	H/L	A	AI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AI	NH	OTH	D	V	
New Hires	3	2	1	1								1	1									
Promotions	2	2	2									0										
Intra-Agency Transfers	1	1	1									0										
Suspensions	0	0										0										
Separations	1	0										1	1									
Discharges	1	1		1								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: April 1, 2018 - June 30, 2018

EEO Category: TECHNICIANS

Transaction	MALES													FEMALES													PERCENTAGES															
	W			B/AA			H/L			A			AI			NH			OPI			OTH			D			AI			NH			OPI			OTH			D		
	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D	Total	W	B/AA	H/L	A	AI	NH	OPI	OTH	D		
New Hires	8	7								1	1									87.50%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	3	3								0										100.00%	0.00%	66.67%	33.33%	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%		
Intra-Agency Transfers	14	11								3	3									76.57%	21.43%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	21.43%	92.86%	0.00%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	8	5								3	1	1								62.50%	37.50%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	37.50%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%		
Separations	1	0								1	1									0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Discharges	2	1								1	1									50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	50.00%	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%	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%	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%	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%	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%	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%	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%	0.00%	0.00%	

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:

Reporting Period: April 1, 2018 - June 30, 2018

EEO Category: PROTECTIVE SERVICE

Transaction	PERCENTAGES																				
	MALES						FEMALES						D								
	Grand Total	Total	W	B/A/A	H/L	A	AI	NH	OPI	D	M	F	W	B/A/A	H/L	A	AI	NH	OPI	D	
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/A/A=Black or African American H/L=Hispanic or Latino AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander D=Disabled



**Workforce Transactions Report**  
by EEO Category

Agency: \_\_\_\_\_

Reporting Period: April 1, 2018 - June 30, 2018

EEO Category: **PARAPROFESSIONALS**

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	0	0								0								
Intra-Agency Transfers	0	0								0								
Suspensions	0	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 D=Disabled

**Workforce Transactions Report**  
by EEO Category

Reporting Period: April 1, 2018 - June 30, 2018

Agency: Illinois Tollway

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																							
	MALES							FEMALES																
	Grand Total	W	B/AA	H/L	A	AI	NH	Total	W	B/AA	H/L	A	AI	NH	M	F	W	B/AA	H/L	A	AI	NH	OTH	D
New Hires	0	0						0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0						1	1						100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	83	27	14	8	1	2		56	25	22					67.47%	46.89%	36.14%	1.20%	2.41%	0.00%	0.00%	0.00%	13.25%	0.00%
Suspensions	45	16	10	5	1			29	8	16	1				64.44%	40.00%	46.67%	4.44%	0.00%	0.00%	0.00%	0.00%	8.89%	0.00%
Separations	9	2	2					7	3	1	1				77.78%	55.56%	11.11%	0.00%	11.11%	0.00%	0.00%	0.00%	22.22%	0.00%
Discharges	7	3	2	1				4	1	3					57.14%	42.86%	57.14%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

## Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2018 - June 30, 2018

EEO Category: SKILLED CRAFT

Transaction	PERCENTAGES																	
	MALES							FEMALES										
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V	Total	W	B/AA	H/L	A	AI AN	NH OPI	D	V
New Hires	2	2	1	1						0	0	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0								0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	5	5	4				1	1		0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	6	6	2	4						0	0	66.67%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	5	5	4	1						0	0	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	3	3	2	1						0	0	66.67%	33.33%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report**  
by EEO Category

Agency: Illinois Tollway Reporting Period: April 1, 2018 - June 30, 2018

EEO Category: SERVICE / MAINTENANCE

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

## Summary of Workforce Transactions Report by EEO Category

**Agency:** Illinois Tollway

**Reporting Period:** April 1, 2018 - June 30, 2018

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																		
		Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AN	AI	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AN	AI	NH	OTH	D						
New Hires	14	12	8	2	2							2	2										85.71%	14.29%	71.43%	14.29%	14.29%													
Promotions	6	5	2	2	1							1	1									83.33%	16.67%	50.00%	33.33%	16.67%														
Intra-Agency Transfers	104	45	30	8	2	2						59	28	22								43.27%	56.73%	55.77%	28.85%	1.92%	1.92%													
Suspensions	60	27	14	11	2							33	10	17	1							45.00%	55.00%	40.00%	46.67%	5.00%														
Separations	16	7	6	1								9	5	1		1						43.75%	56.25%	68.75%	12.50%															
Discharges	15	8	4	3	1							7	4	3								53.33%	46.67%	53.33%	40.00%	6.67%														
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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

# Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: April 1, 2018 - June 30, 2018

Agency underutilization of people with disabilities:         P        

Total hires during this quarter:       14      

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 State Toll Highway Authority

Reporting Period: April 1, 2018 - June 30, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/25/2018	Region 1	Harrasment	Sexual harassment	Closed
5/11/2018	Region 1	Discrimination	Age	Open
6/1/2018	Region 1	Harrasment	Age/National Origin	Open
5/18/2018	Region 1	Harrasment	Sexual harassment	Closed
6/8/2018	Region 1	Discrimination	Gender	Open

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, 2018 - June 30, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/20/2015	Administration	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. Fact finding conference held 5/31/16. Dismissed for Lack of Substantial Evidence 11/3/16. Request for Review filing date, 2/6/17. Request for Review timely filed. Awaiting decision. Parties reached a settlement and case was voluntarily withdrawn on May 29, 2018. Case closed.
4/3/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment	Race, sex, retaliation	2017CF2064 Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment and harassment from management and coworkers based on her gender and race as well as in retaliation previously filed IDHR complaints. Charge is being investigated by the IDHR. Verified Response was submitted on 6/2/2017. Gathering documentation and preparing responsive documents including a Position Statement, and a Response to the IDHR Questionnaire. Remaining response documents were submitted. 8/14/2017. An extension was granted based on ongoing settlement negotiations. Motion to dismiss filed on 8/23/2017. Fact finding conference was held on 8/24/2017. Awaiting determination of the investigator. 2/9/18 IDHR dismissed the case for lack of substantial evidence on all counts. The time to request a review on this charge has passed and the claim is closed.
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging reduction of hours, unequal terms and conditions of employment, harassment, and suspension based on race as well as in retaliation previously filed IDHR complaints. Charge is being investigated by the IDHR. Gathering documentation and preparing responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Motion to dismiss filed on 8/23/2017. Response documents were submitted 8/22/2017, and 9/5/2017. We await further instruction from the IDHR investigator. Fact finding conference was held on 3/20/2018. We await the investigator's decision. We received the Notice of Dismissal for Lack of Substantial Evidence on 6/11/2018. Complainant has until September 7, 2018 to request a review.
5/12/2017	Toll Operations	Harassment, Termination	Race, Age, Sex, Disability, Retaliation	Charge of discrimination filed alleging termination based on race, age, sex, and disability discrimination as well as retaliation for engaging in a protected activity. Charge was investigated by EEOC. EEOC charge was closed and Right to Sue letter issued. Complainant requested review with the IDHR, charge number 2017 CR 2431. Position Statement and a Response to the IDHR Questionnaire were submitted 7/11/2017. We await further instruction from the IDHR investigator. IDHR phone interview of Myesha Johnson to be held on 11/28/2017. Investigator has indicated that she has completed her report. We are awaiting the ruling. IDHR dismissed the case for lack of substantial evidence on all counts 3/8/2018. IDHR dismissed the case for lack of substantial evidence on all counts 3/8/2018. Complainant's time to request review has run and the claim is closed.
9/26/2017	Toll Operations	Disability, Retaliation	Disability, Retaliation	Charge of discrimination filed with the EEOC alleging disability discrimination for failing to provide a reasonable accommodation and termination based on retaliation for engaging in a protected activity. Response documents due to the EEOC on 10/30/2017. Awaiting the EEOC's determination. For claim 440-2017-06323, the EEOC determined it was unable to find evidence of a violation, and dismissed the charge on 6/19/18. Complainant was issued a right to sue letter and has until 9/17/18 to do so.
1/23/2018	Toll Operations	Discrimination, Retaliation, Wrongful Termination, Hostile Work Environment	Gender, Disability, Protected Activity	EEOC case filed on 11/9/2017. EEOC dismissed charges on 11/27/17 and complainant invoked right to sue in the Northern District of Illinois. Charge was based on gender and disability. Suit was filed 1/23/18 and Tollway has answered and is engaged in discovery. Next status is August 7, 2018.
3/13/2018	Toll Operations	Retaliation	Retaliation	2018 08958 Charge of discrimination based on retaliation for previously filing IDHR complaints. Filed with the EEOC and the IDHR. The EEOC referred the case to the IDHR and we are awaiting notice from the IDHR. 2018CE1901 is the assigned case number for the IDHR. As of 6/21/18 The claim is on hold because the IDHR deemed it an unperfected charge based on the lack of a signature. No further action needed at this time. Could reopen if the charge is perfected.

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

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