



January 22, 2019

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

Dear Chet Pinski:

The Illinois Tollway presents our Second Quarter Report for Fiscal Year 2019. If you should have any questions, please do not hesitate to contact me, Sharon E. Ferguson, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,



Elizabeth Gorman
Executive Director



Sharon E. Ferguson
EEO/AA Officer

Enclosure

THE ILLINOIS TOLLWAY



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

First Quarter - Fiscal Year July 1, 2018 to June 30, 2019

October 31, 2018

Through

December 31, 2018

Elizabeth Gorman
Executive Director

Sharon Ferguson
EEO/AA Officer

Quarterly Report Format

This is the second in a series of four quarterly reports for the period of the fiscal year of July 1, 2018 to June 30, 2019. 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: October 31, 2018 - December 31, 2018

List Program Goals & Objectives and if Met/Not Met

Provided Sexual Harassment training.

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

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training.

Continue to analyze exit interview trends.

Provide Civility Training to New Hires

Provide ADA Training to Managers & Supervisors

Recruitment

External job postings were sent to approximately 693 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 other's in order to achieve a diverse applicant pool.

We attended the following job fair/sessions this quarter:

Illinois Legislative Latino Caucus Foundation Conference

Westside Community Hiring Fair

KRA Westside American Job Center Community Hiring Fair

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **1**

Reporting Period: October 1, 2018 - December 31, 2018

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	5	P	N/A	N/A	P	10	18
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	5	N/A	N/A	12	34	9
Asian	P	P	12	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: 6	1BF	1WF	2WM	N/A	N/A	1BF	2WM	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 27	1WM	0	1HF, 1WF, 1BM, 1AM	N/A	N/A	2BF	2BM, 2HM, 1AIM, 15 CM	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	4	P	N/A	N/A	P	10	18
Black / African American	P	1	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	4	N/A	N/A	12	32	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: October 1, 2018 - December 31, 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	1	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 1	0	0	1WM	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	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	1	2	P
Black / African American	P	P	P	N/A	N/A	P	1	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **3**

Reporting Period: October 1, 2018 - December 31, 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

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2018- December 31, 2018

Region: **1**

EEO Category	Grand Total	MALES												FEMALES												PERCENTAGES															
		Total						Males						Females						Total						Males						Females									
		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	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				
Officials / Administrators	20	14	12		2					6	5	1							6	5	1							70.00%	30.00%	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Professionals	104	62	46	5	3	6				42	29	7	3	2					42	29	7	3	2				59.62%	40.38%	72.12%	11.54%	5.77%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Technicians	219	130	94	19	8	5				89	59	19	7	2					89	59	19	7	2				59.36%	40.64%	69.86%	17.35%	6.85%	3.20%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Protective Service	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%		
Para-professionals	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%		
Administrative Support	411	168	87	37	19	20				243	113	91	21	7					243	113	91	21	7				40.88%	59.12%	48.66%	31.14%	9.73%	6.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	338	333	263	28	29	1				5	2	2	1						5	2	2	1					98.52%	1.48%	78.40%	8.88%	8.88%	0.30%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Service / Maintenance	63	59	42	9	6	2				4	4								4	4							93.65%	6.35%	73.02%	14.29%	9.52%	3.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	1,155	766	544	98	67	34				389	212	120	32	11					389	212	120	32	11				66.32%	33.68%	65.45%	18.87%	8.57%	3.90%	0.26%	0.00%	0.00%	0.00%	0.00%	0.00%			

Grand Total Employees for Region 1:	Males:	766	66.32%	Females:	389	33.68%	Total Minorities:	402	34.55%	OTH:	37	3.2%	Veteran:	46	3.98%		
White:	756	65.45%	Black/African American:	218	18.87%	Hispanic/Latino:	99	8.57%	Asian:	45	3.90%	NHOPI:	0	0.00%	Disabled:	86	7.45%
W=White	B/AA=Black or African American	H/L=Hispanic or Latino	A=Asian	A/AN=American Indian and Alaska Native	NHOPI=Native Hawaiian or Other Pacific Islander	D=Disabled	OTH=Other										

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

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

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2018- December 31, 2018

Region: **2**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		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	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D		
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%	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%	0.00%		
Technicians	9	6	4						1	3	3							66.67%	33.33%	77.78%	0.00%	0.00%	22.22%	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%	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%	0.00%		
Administrative Support	65	35	26	3	4	1			2	30	23	4						53.85%	46.15%	75.38%	10.77%	0.00%	6.15%	1.54%	0.00%	0.00%	0.00%	0.00%	15.38%		
Skilled Craft	48	48	44						2	5	0							100.00%	0.00%	91.67%	0.00%	0.00%	4.17%	2.08%	0.00%	0.00%	0.00%	4.17%			
Service / Maintenance	3	1	1						1	2	2							33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	125	90	75	3	8	2			9	35	28	4	0	0	0	0	0	72.00%	28.00%	82.40%	5.60%	6.40%	1.60%	0.00%	0.00%	0.00%	4.00%	9.60%			

Grand Total Employees for Region 2:	Males: 90	Females: 35	Total Minorities: 22	OTH: 5	Veteran: 9
	72.00%	28.00%	17.60%	4.0%	7.20%
White: 103	Black/African American: 7	Hispanic/Latino: 8	AI/AN: 0	NHOPI: 0	Disabled: 12
82.40%	5.60%	6.40%	0.00%	0.00%	9.60%

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

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Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2018- December 31, 2018

Region: **3**

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES																								
		Total					A					AI/AN					Total					A					AI/AN					NHOPI					OTH					D				
		W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN	W	B/AA	H/L	A	AI/AN					
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%	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%	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%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Administrative Support	8	2	2								6	5	1									75.00%	0.00%	0.00%	0.00%	0.00%	87.50%	12.50%	0.00%	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	21	21	18	2	1						0											100.00%	0.00%	0.00%	0.00%	0.00%	85.71%	0.00%	0.00%	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	2	0									2	2										100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
TOTAL	33	25	22	0	2	1	0	0	0	1	8	7	1	0	0	0	0	0	0	0	1	75.76%	24.24%	0.00%	0.00%	3.03%	87.88%	3.03%	6.06%	0.00%	0.00%	24.24%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					

Grand Total Employees for Region 3:	Males:	25	75.76%	Females:	8	24.24%	Total Minorities:	4	12.12%	OTH:	0	0.0%	Veteran:	3	9.09%		
White:	29	87.88%	Black/African American:	1	3.03%	Hispanic/Latino:	2	6.06%	Asian:	1	3.03%	NHOPI:	0	0.00%	Disabled:	2	6.06%

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

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Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: October 1, 2018- December 31, 2018

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		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	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	20	14	12		2						6	5	1								70.00%	30.00%	85.00%	5.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	104	62	46	5	3	6		2	2	1	42	29	7	3	2		1	1	4	59.62%	40.38%	72.12%	11.54%	5.77%	7.69%	0.00%	0.00%	0.00%	0.00%	2.88%	
Technicians	230	138	100	19	10	5		5	17	10	92	62	19	7	2		3	14	1	60.00%	40.00%	70.43%	16.52%	7.39%	3.04%	0.00%	0.00%	0.00%	3.48%	13.48%	
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	484	205	115	40	23	21		7	23	42	279	141	96	21	7		14	17	2	42.36%	57.64%	52.89%	28.10%	9.09%	5.79%	0.00%	0.00%	0.00%	4.34%	8.26%	
Skilled Craft	407	402	325	28	33	3		10	19	20	5	2	2	1						98.77%	1.23%	80.34%	7.37%	8.35%	0.74%	0.74%	0.00%	2.46%	4.67%		
Service / Maintenance	68	60	43	9	6	2			9	4	8	8					1			88.24%	11.76%	75.00%	13.24%	8.82%	2.94%	0.00%	0.00%	0.00%	14.71%		
TOTAL	1,313	881	641	101	77	37		24	70	77	432	247	125	32	11		18	33	7	67.10%	32.90%	67.63%	17.21%	8.30%	3.66%	0.23%	0.00%	3.20%	7.84%		

Grand Total Employees:	888	881	432	67.10%	32.90%	428	32.37%	42	3.2%	84	6.40%
White:	67.63%	67.10%	67.10%	67.10%	67.10%	67.63%	67.10%	67.10%	67.10%	67.10%	67.63%
Black/African American:	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%	17.21%
Hispanic/Latino:	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%	8.30%
Asian:	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%	3.66%
NHOPI:	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%	0.23%
Disabled:	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%	2.88%
Veteran:	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%	4.67%

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. Jan. 2018)

*Please note two males and one female employee declared two ethnicities (African-American/Hispanic, Caucasian/Hispanic and 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: October 1, 2018 - December 31, 2018

EEO Category: PROFESSIONALS

Transaction	PERCENTAGES																																							
	MALES						FEMALES						Grand Total																											
	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																			
New Hires	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%		
Promotions	1	0									1	1										1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	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%	
Suspensions	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%	
Separations	4	4	3	1							0											4	100.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0									0											0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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: Illinois Tollway

Reporting Period: October 1, 2018 - December 31, 2018

EEO Category: TECHNICIANS

Transaction	PERCENTAGES														
	MALES							FEMALES							
	Grand Total	W	B/AA	H/L	A	AI AN	NH OPI	Total	W	B/AA	H/L	A	AI AN	NH OPI	D
New Hires	4	2	1	1	1			2	1		1				
Promotions	2	2						0							
Intra-Agency Transfers	2	1	1					1	1						
Suspensions	2	1	1					1	1						
Separations	5	2	1	1				3	2	1					
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

DHR-10 (Rev. Feb 2016)

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

Workforce Transactions Report by EEO Category

Agency:

Reporting Period: October 1, 2018 - December 31, 2018

EEO Category: PROTECTIVE SERVICE

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

**Workforce Transactions Report
by EEO Category**

Agency:

Reporting Period: October 1, 2018 - December 31, 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								0.00%
Promotions	0	0							0								0.00%
Intra-Agency Transfers	0	0							0								0.00%
Suspensions	0	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**

Agency: Illinois Tollway

Reporting Period: October 1, 2018 - December 31, 2018

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	PERCENTAGES																		
	MALES							FEMALES											
	Grand Total	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	0								2		2							
Promotions	1	0								1		1							
Intra-Agency Transfers	77	28	11	7	5	4			1	4	1	19	21				9	5	1
Suspensions	29	11	5	3	1	1			1	1		4	11	1			2	2	
Separations	21	7	6	1					2	2		10	1	1			2	4	1
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, 2018 - December 31, 2018

EEO Category: SKILLED CRAFT

Transaction	Grand Total	MALES													FEMALES																					
		PERCENTAGES													PERCENTAGES																					
		W	B/AA	H/L	A	AN	OPI	NH	OTH	D	V	Total	W	B/AA	H/L	A	AN	OPI	NH	OTH	D	V	M	F	W	B/AA	H/L	A	AN	OPI	NH	OTH	D			
New Hires	21	21	16	2	2																0	100.00%	0.00%	76.19%	9.52%	9.52%	0.00%	0.00%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	2	2	2																		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%	0.00%	
Intra-Agency Transfers	0	0																			0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	3	3	1	1	1																0	100.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	8	8	6	1	1	1				1	2										0	100.00%	0.00%	75.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Discharges	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%	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%
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: Illinois Tollway

Reporting Period: October 1, 2018 - December 31, 2018

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total	MALES													FEMALES																						
		Total	PERCENTAGES												Total	PERCENTAGES																					
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	V	M	F	W		B/AA	H/L	A	AI AN	NH OPI	OTH	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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	1	1																		100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	2	1	1																		50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Separations	9	7	7							3	2										77.78%	22.22%	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%	33.33%	
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%	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%	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%	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%	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%	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%	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%	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%	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

Summary of Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: October 1, 2018 - December 31, 2018

EEO Category: GRAND TOTAL

Transaction	MALES													FEMALES													PERCENTAGES												
	Grand Total	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	M	F	W	B/AA	H/L	A	AI AN	NH OPI	D											
New Hires	28	24	17	3	3	1	1				4	1	2	1						85.71%	14.29%	64.29%	17.86%	14.29%	3.57%														
Promotions	7	4	4								3	1	2							57.14%	42.86%	71.43%	28.57%																
Intra-Agency Transfers	80	30	12	8	5	4		1	4	2	50	20	21			9	5	1		37.50%	62.50%	40.00%	36.25%	6.25%	5.00%								12.50%	3.75%					
Suspensions	36	16	8	4	2	1		1	1		20	6	11	1		2	2			44.44%	55.56%	38.89%	41.67%	8.33%	2.78%														
Separations	49	29	23	4	2				6	6	20	15	2	1		2	4	1		59.18%	40.82%	77.55%	12.24%	6.12%										4.08%	14.29%				
Discharges	3	3	3																	100.00%		100.00%																	
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

DHR-10 (Rev. Feb 2016)

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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: October 1, 2018 - December 31, 2018

Agency underutilization of people with disabilities: P

Total hires during this quarter: 28

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: October 1, 2018 - December 31, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
6/8/2018	Region 1	Discrimination	Gender	Open
11/15/2018	Region 1	Harassment	Race	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: October 1, 2018 - December 31, 2018

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
6/23/2017	Toll Operations	Reduction in hours, Harassment, Unequal terms and conditions of employment, Suspension	Race, retaliation	2017CF2816 Charge of discrimination filed alleging discrimination on the basis of race and retaliation. A Notice of Dismissal for Lack of Substantial Evidence was issued on 6/11/2018. Complainant has filed for review of the IDHR decision with the Human Rights Commission. We are awaiting for further direction from the HRC.
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 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. The Complainant filed a request for review with the Human Rights Commission. Awaiting the IDHR's response.
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 under the ADA, and termination based on retaliation for engaging in a protected activity. In 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 she filed a complaint in the Federal district court claiming ADA employment discrimination and retaliation for filing an ADA request on 9/19/18. The Tollway was served on 01/07/2019 and it is currently scheduled to answer or otherwise plead to the complaint by 01/29/2019. The Federal court case number is 1:18-CV-06395. The Complainant also has asked for the IDHR to review her dismissed EEOC claim. The IDHR case number is 2018 CR 2855. Tollway filed both a Verified Response and a request that IDHR dismiss or stay the case pending the outcome of the Federal court case.
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. Plaintiff's counsel has withdrawn from the representation. Next status is February 20, 2019 and discovery was set to close on December 31, 2018 but may be extended if Plaintiff secures new counsel.
3/13/2018	Toll Operations	Retaliation	Retaliation	2018 08958 Charge of discrimination claiming retaliation for previously filing IDHR complaints by denying a workers' compensation claim and by denying transfer or promotion. Filed the same claim with both the EEOC and the IDHR. The EEOC referred the case to the IDHR 2018 CE 1901 is the assigned case number for the IDHR. The Tollway has filed its Verified Response, Questionnaire Response and its Position Statement. The parties are awaiting further instructions from IDHR.
7/26/2018	Toll Operations	Harassment, Failure to Promote, Suspension	Race, Gener, Age, Disability	2018CA2302 Charge of discrimination filed alleging failure to promote, harassment, and suspension based on race, age, gender, and disability status. Charge is being investigated by the IDHR. Gathered documentation and prepared responsive documents including a Verified Response, Position Statement, and a Response to the IDHR Questionnaire. Response documents were submitted 10/2/2018. We await further instruction from the IDHR investigator. Fact finding conference to come.
7/31/2018	Procurement	Hostile work enviroment/constructive discharge	Sex	Complainant has brought two cases before the IDHR, 2019 CF 0076 and 2019 CN 0077. Complainant claims that she was subjected to a sexually suggestive statement, and that she was not treated fairly by her department allegedly not acting quickly enough on her request for a different duty station. The Tollway has filed its Verified Response, Questionnaire Response, and Position Statement. The parties are awaiting further instructions from the IDHR.
12/7/2018 (complaint filed 3/23/12)	Engineering	Harassment and Retaliation	Sex and National Origin (Ukrainian)	Complaint was filed with Tollway EEO in March of 2011. EEO found harassment based upon a "Hurt Feeling Report" given to Klowatyj in Late February early March of 2011. Manager was disciplined. Klowatyj filed his claim with IDHR in March of 2011, which was found to have been outside the jurisdictional time period (180 days). IDHR found lack of substantial evidence and that claim was outside of jurisdiction. On 11/30/18 the HRC found substantial evidence and remanded it to DHR. DHR sent notice of 12/7/18 for Klowatyj to elect how he wished to proceed. No action has yet been taken, but action must be taken prior to 1/9/19 or jurisdiction is lost.

*Action/Issue = Discharge, Suspension, etc.

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