



July 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 Fourth 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,

  
Jose Alvarez  
Executive Director

  
Sharon E. Ferguson  
EEO/AA Officer

Enclosure

# THE ILLINOIS TOLLWAY



## EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION QUARTERLY REPORT

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

April 1, 2019

Through

June 30, 2019

**Jose Alvarez**  
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, 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 section detailing how the Tollway plans to meet its program and numerical goals and objectives of achieving a workforce with no categories underutilized. Each quarter, those goals are reviewed to see whether or not the Tollway is on schedule to meet the goals. This is shown on IDHR form 13Q.

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

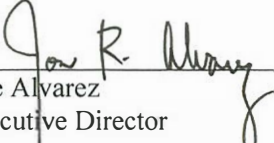
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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

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

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

The Illinois State Toll Highway Authority, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.

  
\_\_\_\_\_  
Jose Alvarez  
Executive Director

  
\_\_\_\_\_  
Sharon Ferguson  
EEO /AA Officer



**QUARTERLY REPORT CONTENTS**

| <b><u>Form</u></b>                                   | <b><u>Page Number</u></b> |
|--|---------------------------|
| Program Goals (DHR 13Q) .....                        | 1                         |
| Quarterly Underutilization Summary (DHR 12Q) .....   | 2-4                       |
| Summary of Workforce Analysis (DHR 9).....           | 5-8                       |
| Summary of Workforce Transactions (DHR 10) .....     | 9-17                      |
| Disability Quarterly Report (DHR 27Q) .....          | 18                        |
| Employment Discrimination Complaints (DHR 15Q) ..... | 19-20                     |

# Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: April 1, 2019 - June 30, 2019

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

Provided Civility Training

Provided Discrimination/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

Increased outreach through internal collaboration with Diversity and job fairs.

## Recruitment

External job postings were sent to approximately 698 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:**

Illinois Tollway I-294/57 Phase 2 Interchange Project Open House

Chicago Urban League CityWide Job Fair

IDES & Career Connections of Moraine Valley Job Fair

Men's Health Summit Transportation & Construction Career Fair

CDA- Community Career Fair

6th Annual Homeless Veteran Stand Down

We Can Build It: Construction Training & Career Expo

# Quarterly Underutilization Summary Form

Agency: Illinois Tollway  
 Region: **1**

Reporting Period: April 1, 2019 - June 30, 2019

## Beginning 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      | 11      | 31      | 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: 0           | 0        | 0        | 0    | N/A    | N/A      | 0       | 0       | 0        |
| New Hires (Veterans) Total: 4 | 0        | 1BF, 1BM | 0    | N/A    | N/A      | 1WF     | 1WM     | 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        | 3    | P    | N/A    | N/A      | P       | 10      | 18       |
| Black / African American                 | P        | P    | P    | N/A    | N/A      | P       | P       | 2        |
| Hispanic / Latino                        | P        | P    | 4    | N/A    | N/A      | 11      | 31      | 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, 2019 - June 30, 2019

## 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: 0           | 0        | 0    | 0    | N/A    | N/A      | 0       | 0       | 0        |
| New Hires (Veterans) Total: 1 | 0        | 0    | 0    | N/A    | N/A      | 0       | 1WM     | 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       | 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: April 1, 2019 - June 30, 2019

## 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: April 1, 2019- June 30, 2019

Region: **1**

| EEO Category               | Grand Total | MALES |      |     |    |       |        |    |     |         |     |      | FEMALES |   |       |        |   |       |         |     |      |     |   |       |        |        |        |         |        |        |        |       |       |        |       |       |       |       |       |       |       |
|----------------------------|-------------|-------|------|-----|----|-------|--------|----|-----|---------|-----|------|---------|---|-------|--------|---|-------|---------|-----|------|-----|---|-------|--------|--------|--------|---------|--------|--------|--------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|
|                            |             | Total |      |     |    |       |        | W  |     |         |     |      | A       |   |       |        |   | Total |         |     |      |     |   | W     |        |        |        |         | A      |        |        |       |       |        |       |       |       |       |       |       |       |
|                            |             | W     | B/AA | H/L | A  | AI/AN | NH OPI | D  | V   | I total | W   | B/AA | H/L     | A | AI/AN | NH OPI | D | V     | I total | W   | B/AA | H/L | A | AI/AN | NH OPI | D      | V      | I total | W      | B/AA   | H/L    | A     | AI/AN | NH OPI | D     | V     |       |       |       |       |       |
| Officials / Administrators | 22          | 15    | 13   | 1   | 1  |       |        |    | 7   | 5       | 2   |      |         |   |       |        |   | 7     | 5       | 2   |      |     |   |       |        |        |        | 68.18%  | 31.82% | 81.82% | 13.64% | 4.55% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |       |       |
| Professionals              | 98          | 61    | 45   | 5   | 3  | 6     | 2      | 1  | 37  | 24      | 7   | 3    | 2       |   | 1     |        | 4 | 37    | 24      | 7   | 3    | 2   |   | 1     |        | 62.24% | 37.76% | 70.41%  | 12.24% | 6.12%  | 8.16%  | 0.00% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |       |       |
| Technicians                | 220         | 128   | 93   | 18  | 7  | 5     | 5      | 14 | 92  | 60      | 21  | 7    | 2       |   | 3     | 10     | 1 | 92    | 60      | 21  | 7    | 2   |   | 3     | 10     | 58.18% | 41.82% | 69.55%  | 17.73% | 6.36%  | 3.18%  | 0.00% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |       |
| Protective Service         | 0           | 0     |      |     |    |       |        |    | 0   |         |     |      |         |   |       |        |   | 0     |         |     |      |     |   |       |        |        | 0.00%  | 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     | 393         | 161   | 83   | 35  | 18 | 20    | 6      | 20 | 232 | 109     | 85  | 21   | 7       |   | 10    | 36     | 2 | 232   | 109     | 85  | 21   | 7   |   | 10    | 36     | 40.97% | 59.03% | 48.85%  | 30.53% | 9.92%  | 6.87%  | 0.00% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |
| Skilled Craft              | 324         | 320   | 253  | 29  | 26 | 1     | 9      | 18 | 4   | 2       | 2   |      |         |   |       |        |   | 4     | 2       | 2   |      |     |   |       |        |        | 98.77% | 1.23%   | 78.70% | 9.57%  | 8.02%  | 0.31% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |       |
| Service / Maintenance      | 63          | 59    | 40   | 9   | 8  | 2     | 8      | 3  | 4   | 4       |     |      |         |   | 1     |        |   | 4     | 4       |     |      |     |   | 1     |        | 93.65% | 6.35%  | 69.84%  | 14.29% | 12.70% | 3.17%  | 0.00% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |       |       |
| <b>TOTAL</b>               | 1,120       | 744   | 527  | 97  | 63 | 34    | 22     | 65 | 376 | 204     | 117 | 31   | 11      | 0 | 48    | 7      | 7 | 376   | 204     | 117 | 31   | 11  | 0 | 48    | 7      | 66.43% | 33.57% | 65.27%  | 19.11% | 8.39%  | 4.02%  | 0.18% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% |       |       |       |

|  |               |               |                                |                 |               |                         |                          |              |               |             |              |               |                 |              |                  |            |               |
|--|---------------|---------------|--------------------------------|-----------------|---------------|-------------------------|--------------------------|--------------|---------------|-------------|--------------|---------------|-----------------|--------------|------------------|------------|---------------|
| <b>Grand Total Employees for Region 1:</b> | <b>Males:</b> | <b>744</b>    | <b>66.43%</b>                  | <b>Females:</b> | <b>376</b>    | <b>33.57%</b>           | <b>Total Minorities:</b> | <b>391</b>   | <b>34.73%</b> | <b>OTH:</b> | <b>36</b>    | <b>3.2%</b>   | <b>Veteran:</b> | <b>56</b>    | <b>5.00%</b>     |            |               |
| <b>White:</b>                              | <b>731</b>    | <b>65.27%</b> | <b>Black/African American:</b> | <b>214</b>      | <b>19.11%</b> | <b>Hispanic/Latino:</b> | <b>94</b>                | <b>8.39%</b> | <b>Asian:</b> | <b>45</b>   | <b>4.02%</b> | <b>NHOPI:</b> | <b>2</b>        | <b>0.18%</b> | <b>Disabled:</b> | <b>113</b> | <b>10.09%</b> |

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

\*Please note one male and one female employee declared two ethnicities (Caucasian/Hispanic 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, 2019- June 30, 2019

Region: **2**

| EEO Category               | Grand 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 |        |         |       |        |         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Officials / Administrators | 0           | 0     |    |      |     |   |       |        |   |   | 0     |         |      |     |   |       |        |   |   |        | 0       |       |        |         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Professionals              | 0           | 0     |    |      |     |   |       |        |   |   | 0     |         |      |     |   |       |        |   |   |        | 0       |       |        |         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Technicians                | 7           | 5     | 3  |      | 2   |   |       |        |   |   | 2     | 2       |      |     |   |       |        |   |   |        | 71.43%  | 0.00% | 0.00%  | 28.57%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Protective Service         | 0           | 0     |    |      |     |   |       |        |   |   | 0     |         |      |     |   |       |        |   |   |        | 0.00%   | 0.00% | 0.00%  | 0.00%   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Para-professionals         | 0           | 0     |    |      |     |   |       |        |   |   | 0     |         |      |     |   |       |        |   |   |        | 0.00%   | 0.00% | 0.00%  | 0.00%   |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Administrative Support     | 60          | 30    | 23 | 3    | 3   |   |       |        |   |   | 30    | 22      | 4    |     |   |       |        |   |   |        | 50.00%  | 0.00% | 0.00%  | 11.67%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Skilled Craft              | 51          | 51    | 45 |      | 3   | 3 | 3     | 3      | 1 | 1 | 0     |         |      |     |   |       |        |   |   |        | 100.00% | 0.00% | 0.00%  | 88.24%  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Service / Maintenance      | 2           | 1     | 1  |      |     |   |       |        |   |   | 1     | 1       |      |     |   |       |        |   |   |        | 50.00%  | 0.00% | 0.00%  | 100.00% |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| <b>TOTAL</b>               | 120         | 87    | 72 | 3    | 8   | 1 | 1     | 1      | 1 | 0 | 33    | 25      | 4    | 0   | 0 | 0     | 4      | 4 | 0 | 72.50% | 27.50%  | 0.83% | 80.83% |         |  |  |  |  |  |  |  |  |  |  |  |  |  |  |

|  |               |               |                                |                 |              |                         |                          |              |               |             |              |               |                 |              |                  |          |              |
|--|---------------|---------------|--------------------------------|-----------------|--------------|-------------------------|--------------------------|--------------|---------------|-------------|--------------|---------------|-----------------|--------------|------------------|----------|--------------|
| <b>Grand Total Employees for Region 2:</b> | <b>Males:</b> | <b>87</b>     | <b>72.50%</b>                  | <b>Females:</b> | <b>33</b>    | <b>27.50%</b>           | <b>Total Minorities:</b> | <b>23</b>    | <b>18.33%</b> | <b>OTH:</b> | <b>6</b>     | <b>5.00%</b>  | <b>Veteran:</b> | <b>6</b>     | <b>5.00%</b>     |          |              |
| <b>White:</b>                              | <b>97</b>     | <b>80.83%</b> | <b>Black/African American:</b> | <b>7</b>        | <b>5.83%</b> | <b>Hispanic/Latino:</b> | <b>8</b>                 | <b>6.67%</b> | <b>Asian:</b> | <b>1</b>    | <b>0.83%</b> | <b>NHOPI:</b> | <b>0</b>        | <b>0.00%</b> | <b>Disabled:</b> | <b>9</b> | <b>7.50%</b> |

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  
DHR-9 (Rev. Jan. 2018)

# Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: April 1, 2019- June 30, 2019

Region: **3**

| 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         |           |          |          |          |          |          |          |          |          |          |          |          |          |          |          |               | 0.00%         | 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%  |  |  |
| Technicians                | 2           | 2         | 2         |          |          |          |          |          |          |          |          |          |          |          |          |          |          |               | 100.00%       | 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%  |  |  |
| 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%  |  |  |
| Administrative Support     | 7           | 2         | 2         |          |          |          |          |          |          |          |          |          |          |          |          |          | 1        |               | 28.57%        | 71.43%        | 100.00%      | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 14.29% |  |  |
| Skilled Craft              | 23          | 23        | 20        | 2        | 1        |          |          |          |          |          |          |          |          |          |          |          |          |               | 100.00%       | 0.00%         | 86.96%       | 0.00%        | 8.70%        | 4.35%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 4.35%  |  |  |
| Service / Maintenance      | 2           | 0         |           |          |          |          |          |          |          |          |          |          |          |          |          |          |          |               | 0.00%         | 100.00%       | 100.00%      | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%        | 0.00%  |  |  |
| <b>TOTAL</b>               | <b>34</b>   | <b>27</b> | <b>24</b> | <b>0</b> | <b>2</b> | <b>1</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>1</b> | <b>3</b> | <b>7</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>0</b> | <b>79.41%</b> | <b>20.59%</b> | <b>91.18%</b> | <b>0.00%</b> | <b>5.88%</b> | <b>2.94%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>0.00%</b> | <b>5.88%</b> |        |  |  |

|  |               |               |                                |                 |              |                         |                          |              |               |             |              |              |                 |              |                  |          |              |
|--|---------------|---------------|--------------------------------|-----------------|--------------|-------------------------|--------------------------|--------------|---------------|-------------|--------------|--------------|-----------------|--------------|------------------|----------|--------------|
| <b>Grand Total Employees for Region 3:</b> | <b>Males:</b> | <b>27</b>     | <b>79.41%</b>                  | <b>Females:</b> | <b>7</b>     | <b>20.59%</b>           | <b>Total Minorities:</b> | <b>3</b>     | <b>8.82%</b>  | <b>OTH:</b> | <b>0</b>     | <b>0.0%</b>  | <b>Veteran:</b> | <b>3</b>     | <b>8.82%</b>     |          |              |
| <b>White:</b>                              | <b>31</b>     | <b>91.18%</b> | <b>Black/African American:</b> | <b>0</b>        | <b>0.00%</b> | <b>Hispanic/Latino:</b> | <b>2</b>                 | <b>5.88%</b> | <b>Asian:</b> | <b>1</b>    | <b>2.94%</b> | <b>A/AN:</b> | <b>0</b>        | <b>0.00%</b> | <b>Disabled:</b> | <b>2</b> | <b>5.88%</b> |

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 D=Disabled OTH=Other

DHR-9 (Rev. Jan. 2018)



### Workforce Transactions Report by EEO Category

Agency: Illinois Tollway

Reporting Period: April 1, 2019 - June 30, 2019

EEO Category: OFFICIALS / ADMINISTRATORS

| Transaction            | Grand Total | PERCENTAGES |   |      |     |   |       |        |         |   |       |   |      |     |   |       |        |   |   |        |       |         |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|------------------------|-------------|-------------|---|------|-----|---|-------|--------|---------|---|-------|---|------|-----|---|-------|--------|---|---|--------|-------|---------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                        |             | 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 |        |       |         |       |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
| New Hires              | 2           | 1           |   |      |     |   |       |        |         | 1 |       |   |      |     |   |       |        |   |   | 50.00% | 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% |       |
| 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% | 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% | 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% | 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% | 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% | 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% |
| 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% |
| 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% |
| 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% |
| 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% |
| 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% |
| 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% |

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, 2019 - June 30, 2019

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 | 0.00%   | 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            | 3           | 0     |   |      |     |   |       |         |     |   | 3 | 100.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00%  | 0.00% | 0.00% | 0.00% |
| Discharges             | 1           | 0     |   |      |     |   |       |         |     |   | 1 | 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 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, 2019 - June 30, 2019

EEO Category: TECHNICIANS

| 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              | 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            | 6           | 4     | 2 | 2    | 1   |   |       |         |   | 2 | 2     | 33.33% | 16.67% |     |   |       |        |   | 66.67% |
| Discharges             | 2           | 2     | 1 | 1    |     |   |       |         |   | 0 |       | 50.00% | 0.00%  |     |   |       |        |   | 50.00% |
| 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 OTH=Other D=Disabled

DHR-10 (Rev. Feb 2016)

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



**Workforce Transactions Report  
by EEO Category**

**Agency:**

**Reporting Period:** April 1, 2019 - June 30, 2019

**EEO Category:** PROTECTIVE SERVICE

| Transaction            | Grand Total | MALES |   |      |     |   |    |     |    |   |       | FEMALES |      |     |   |    |     |    |   |   |       | PERCENTAGES |       |       |       |       |       |       |       |  |  |
|------------------------|-------------|-------|---|------|-----|---|----|-----|----|---|-------|---------|------|-----|---|----|-----|----|---|---|-------|-------------|-------|-------|-------|-------|-------|-------|-------|--|--|
|                        |             | Total | W | B/AA | H/L | A | AN | OPI | NH | D | Total | W       | B/AA | H/L | A | AN | OPI | NH | D | M | F     | W           | B/AA  | H/L   | A     | AN    | OPI   | NH    | D     |  |  |
|                        |             |       |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   |       |             |       |       |       |       |       |       |       |  |  |
| New Hires              | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 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% |  |  |
| Intra-Agency Transfers | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 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% |  |  |
| Separations            | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 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% |  |  |
| Lay Off                | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 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% |  |  |
| Reductions             | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 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% |  |  |
| Reemployment           | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 0.00% | 0.00%       | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% |  |  |
| Upward Reallocations   | 0           | 0     |   |      |     |   |    |     |    |   |       |         |      |     |   |    |     |    |   |   | 0.00% | 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% |  |  |

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:** April 1, 2019 - June 30, 2019

**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     |   |      |     |   |       |        |   |
| 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 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: April 1, 2019 - June 30, 2019

EEO Category: **ADMINISTRATIVE SUPPORT**

| Transaction            | Grand Total | MALES |    |      |     |   |    |    |     |   |    | FEMALES |    |      |     |   |    |    |     |   |        | PERCENTAGES |         |        |        |       |       |       |       |       |       |       |       |       |       |        |
|------------------------|-------------|-------|----|------|-----|---|----|----|-----|---|----|---------|----|------|-----|---|----|----|-----|---|--------|-------------|---------|--------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
|                        |             | Total | W  | B/AA | H/L | A | AI | NH | OTH | D | V  | Total   | W  | B/AA | H/L | A | AI | NH | OTH | D | V      | M           | F       | W      | B/AA   | H/L   | A     | AI    | NH    | OTH   | D     |       |       |       |       |        |
|                        |             |       |    |      |     |   |    |    |     |   |    |         |    |      |     |   |    |    |     |   |        |             |         |        |        |       |       |       |       |       |       | W     | B/AA  | H/L   | A     | AI     |
| New Hires              | 1           | 0     |    |      |     |   |    |    |     |   | 1  | 1       |    |      |     |   |    |    |     |   | 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% | 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% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00%  |
| Intra-Agency Transfers | 94          | 42    | 19 | 10   | 5   | 4 | 4  | 4  | 9   | 1 | 52 | 21      | 18 | 5    | 2   |   |    | 6  | 7   | 1 | 44.68% | 55.32%      | 42.55%  | 29.79% | 10.64% | 6.38% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 2.13%  |
| Suspensions            | 27          | 10    | 4  | 4    | 1   | 1 | 1  | 1  | 1   |   | 17 | 8       | 7  | 1    |     | 1 |    |    |     |   | 37.04% | 62.96%      | 44.44%  | 40.74% | 3.70%  | 3.70% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 7.41% | 0.00% |        |
| Separations            | 17          | 12    | 7  | 3    | 2   |   |    |    |     | 3 | 5  | 4       | 1  |      |     | 1 |    |    |     |   | 70.59% | 29.41%      | 64.71%  | 23.53% | 11.76% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 17.65% |
| 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% | 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% | 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%  |
| 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%  |
| 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%  |
| 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%  |
| 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%  |

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, 2019 - June 30, 2019

**EEO Category:** SKILLED CRAFT

| Transaction            | MALES       |      |     |   |    |     |     |   |   |   |      |     |   | FEMALES |     |     |   |   |   |      |     |   |    |     |     |        | PERCENTAGES |         |         |        |        |       |       |       |       |       |       |       |        |       |  |  |  |  |  |  |  |  |  |  |  |  |
|------------------------|-------------|------|-----|---|----|-----|-----|---|---|---|------|-----|---|---------|-----|-----|---|---|---|------|-----|---|----|-----|-----|--------|-------------|---------|---------|--------|--------|-------|-------|-------|-------|-------|-------|-------|--------|-------|--|--|--|--|--|--|--|--|--|--|--|--|
|                        | Grand Total |      |     |   |    |     |     |   |   |   |      |     |   | Total   |     |     |   |   |   |      |     |   |    |     |     |        | Total       |         |         |        |        |       |       |       |       |       |       |       |        | Total |  |  |  |  |  |  |  |  |  |  |  |  |
|                        | W           | B/AA | H/L | A | AN | OPI | OTH | D | V | W | B/AA | H/L | A | AN      | OPI | OTH | D | V | W | B/AA | H/L | A | AN | OPI | OTH | D      | V           | F       | M       | W      | B/AA   | H/L   | A     | AN    | OPI   | OTH   | D     | V     |        |       |  |  |  |  |  |  |  |  |  |  |  |  |
| New Hires              | 2           | 2    |     |   |    |     |     |   | 2 |   |      |     |   |         |     |     |   | 0 |   |      |     |   |    |     |     |        | 100.00%     | 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% |  |  |  |  |  |  |  |  |  |  |  |  |
| Promotions             | 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% |  |  |  |  |  |  |  |  |  |  |  |  |
| Intra-Agency Transfers | 5           | 5    |     |   |    |     |     |   | 5 |   |      |     |   |         |     |     |   | 0 |   |      |     |   |    |     |     |        | 100.00%     | 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           | 2    |     |   |    |     | 1   |   | 2 |   |      |     |   |         |     |     | 1 |   | 0 |      |     |   |    |     |     |        | 100.00%     | 100.00% | 100.00% | 0.00%  | 0.00%  | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| Separations            | 6           | 5    |     |   |    |     |     | 1 | 5 |   |      |     |   |         |     |     | 1 |   | 1 |      |     |   |    |     |     | 83.33% | 83.33%      | 83.33%  | 16.67%  | 16.67% | 16.67% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 0.00% | 16.67% |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |
| 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%  |       |  |  |  |  |  |  |  |  |  |  |  |  |

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, 2019 - June 30, 2019

EEO Category: SERVICE / MAINTENANCE

| Transaction            | MALES       |      |     |   |    |     |    |   |       |      |     |   |    |     | FEMALES |        |        |         |       |       |       |       |       |       |       |       |   |  |  |  |   |
|------------------------|-------------|------|-----|---|----|-----|----|---|-------|------|-----|---|----|-----|---------|--------|--------|---------|-------|-------|-------|-------|-------|-------|-------|-------|---|--|--|--|---|
|                        | Grand Total | W    |     |   |    |     |    |   | Total |      |     |   |    |     |         | V      | W      |         |       |       |       |       |       | Total |       |       |   |  |  |  | V |
|                        |             | B/AA | H/L | A | AN | OPI | NH | D | W     | B/AA | H/L | A | AN | OPI | NH      |        | D      | M       | F     | W     | B/AA  | H/L   | A     | AN    | OPI   | NH    | 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% | 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 | 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% |   |  |  |  |   |
| Suspensions            | 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% |   |  |  |  |   |
| Separations            | 3           | 2    |     |   |    |     |    | 1 | 1     |      |     |   |    |     |         | 66.67% | 33.33% | 100.00% | 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% |   |  |  |  |   |
| 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% |   |  |  |  |   |

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: April 1, 2019 - June 30, 2019

EEO Category: GRAND TOTAL

| Transaction            | Grand Total | MALES |      |     |   |    |    |                      |     |   |   |   |      | FEMALES |   |    |    |     |     |                      |   |   |   |   |      | PERCENTAGES |   |    |    |      |     |     |   |        |        |        |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |
|------------------------|-------------|-------|------|-----|---|----|----|----------------------|-----|---|---|---|------|---------|---|----|----|-----|-----|----------------------|---|---|---|---|------|-------------|---|----|----|------|-----|-----|---|--------|--------|--------|--------|--------|--------|--------|--|--|--|--|--|--|--|--|--|--|--|--|
|                        |             | Total |      |     |   |    |    | AI AN NH OPI OTH D V |     |   |   |   |      | Total   |   |    |    |     |     | AI AN NH OPI OTH D V |   |   |   |   |      | W           |   |    |    | B/AA |     |     |   | H/L    |        |        |        | A      |        |        |  |  |  |  |  |  |  |  |  |  |  |  |
|                        |             | W     | B/AA | H/L | A | AN | NH | OPI                  | OTH | D | V | W | B/AA | H/L     | A | AN | NH | OPI | OTH | D                    | V | F | M | W | B/AA | H/L         | A | AI | AN | NH   | OPI | OTH | D |        |        |        |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |
| New Hires              | 5           | 3     | 2    | 1   |   |    |    |                      |     |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   |        | 60.00% | 40.00% | 60.00% | 40.00% | 40.00% | 60.00% |  |  |  |  |  |  |  |  |  |  |  |  |
| Promotions             |             |       |      |     |   |    |    |                      |     |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   |        |        |        |        |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |
| Intra-Agency Transfers | 99          | 47    | 24   | 10  | 5 | 4  |    | 4                    | 1   |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   | 47.47% | 52.53% | 45.45% | 28.28% | 10.10% | 6.06%  |        |  |  |  |  |  |  |  |  |  |  |  |  |
| Suspensions            | 29          | 12    | 6    | 4   |   | 1  |    | 1                    | 2   |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   | 41.38% | 58.62% | 48.28% | 37.93% | 3.45%  | 3.45%  |        |  |  |  |  |  |  |  |  |  |  |  |  |
| Separations            | 35          | 23    | 16   | 5   | 3 |    |    |                      | 4   |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   | 65.71% | 34.29% | 74.29% | 17.14% | 11.43% | 11.43% |        |  |  |  |  |  |  |  |  |  |  |  |  |
| Discharges             | 3           | 2     | 1    | 1   |   |    |    |                      |     |   |   |   |      |         |   |    |    |     |     |                      |   |   |   |   |      |             |   |    |    |      |     |     |   | 66.67% | 33.33% | 66.67% | 33.33% |        |        |        |  |  |  |  |  |  |  |  |  |  |  |  |
| 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 (Hispanic/African-American). Therefore, the total number in that category will be reduced by 1.

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** April 1, 2019 - June 30, 2019

**Agency underutilization of people with disabilities:**         P        

**Total hires during this quarter:**         5        

**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, 2019 - June 3, 2019 |                     |                                 |
| <b>Date Received</b>                          | <b>Facility / Region</b> | <b>Action / Issue*</b>                         | <b>Basis**</b>      | <b>Current Status / Finding</b> |
| 1/28/2019                                     | Region I                 | Retaliation/<br>Discrimination/Harassment      | Disability          | Closed                          |
| 2/1/2019                                      | Region I                 | Discrimination                                 | Pay Disparity       | Closed                          |
| 2/1/2019                                      | Region I                 | Retaliation                                    | Prior EEO complaint | Closed                          |
| 4/22/2019                                     | Region I                 | Harassment                                     | Race                | Closed                          |

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, 2019 - June 30, 2019

| Date Received                          | Action / Issue*  | Basis**                                 | Current Status / Finding  |
|--|--|---|---|
| 6/23/2017                              | 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                              | 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. 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 submitted 7/11/2017. 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                              | 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 by submitting an ADA request to the Tollway. 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 filed a complaint in the Federal district court again claiming ADA employment discrimination and retaliation for filing an ADA request. The Federal court case number is 1:18-CV-06395. The District Court determined that the complaint states a cause of action. The parties are conducting discovery with a discovery cut-off of December 31, 2019. The Tollway moved on June 28, 2019, for judgment on the pleadings as to Count I. Briefing should be completed by mid-August. The Complainant also asked for the IDHR to review the 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                              | 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. Case No. 18 C 509. Plaintiff has obtained new counsel. Discovery closed as of the end of May 2019 with one possible exception. Next status is August 6, 2019.   |
| 3/13/2018                              | 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. A fact-finding conference was scheduled for Spring 2019 but was suspended by the Complainant. Complainant was unable to attend the re-scheduled conference. IDHR then determined to consider the case without further oral presentation. The parties await IDHR's determination.   |
| 7/26/2018                              | Harassment, Failure to Promote, Suspension   | Race, Gender, 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. Complainant's claim was dismissed for failure to proceed on February 21, 2019. Complainant had until May 28, 2019 to request review from the IHRC or to file a civil action in circuit court. The Complainant did not request review in front of the IHRC or file in circuit court. However, the Complainant did file a separate unrelated action in federal court.  |
| 7/31/2018                              | Hostile work environment/constructive discharge  | Sex                                     | Complainant brought two cases before the IDHR, 2019 CF 0076 and 2019 CN 0077. Complainant alleged being subjected to a sexually suggestive statement, and not being treated fairly by the department for allegedly not acting quickly enough on a request for a different duty station. The Tollway filed its Verified Response, Questionnaire Response, and Position Statement. The IDHR fact-finding conference was held on April 11, 2019. The IDHR dismissed Case No. 2019 CN 0077 for want of substantial evidence on June 25, 2019.   |
| 12/7/2018<br>(complaint filed 3/23/12) | Harassment and Retaliation   | Sex and National Origin                 | Complainant filed a claim with IDHR in March of 2011. IDHR found lack of substantial evidence and that claim was outside of jurisdictional time period (180 days). On 11/30/18 the HRC found substantial evidence and remanded it to DHR. DHR sent notice to Complainant to elect how he wished to proceed. On 2/1/19 IDHR sent a letter to Plaintiff granting leave to file a 4 count Complaint in Circuit Court. Plaintiff filed complaint alleging sexual orientation discrimination, national origin and citizenship, and retaliation for both. Tollway filed motion to change venue, which was granted on 5/2/19 and case transferred to DuPage County.  |

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

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