



**ILLINOIS TOLLWAY**  
2700 Ogden Avenue, Downers Grove, IL 60515  
(630) 241-6800 • illinoistollway.com

October 21, 2021

Chet Pinski  
Human Rights Specialist  
Legal Division—Liaison Unit  
Illinois Department of Human Rights  
555 West Monroe Street, 7th Floor  
Chicago, IL 60661

Dear Mr. Pinski:

The Illinois State Toll Highway Authority (“The Tollway”) presents our First Quarterly Report for Fiscal Year 2022. Should you have any questions, please do not hesitate to contact Saly Abd Alla, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

  
José Alvarez (Oct 20, 2021 14:02 CDT)

José R. Alvarez  
Executive Director

  
Saly Abd Alla  
EEO/AA/ADA Officer

Enclosure





**ILLINOIS TOLLWAY**  
2700 Ogden Avenue, Downers Grove, IL 60515  
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**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

## **QUARTERLY REPORT**

**First Quarter - Fiscal Year July 1, 2021 to June 30, 2022**

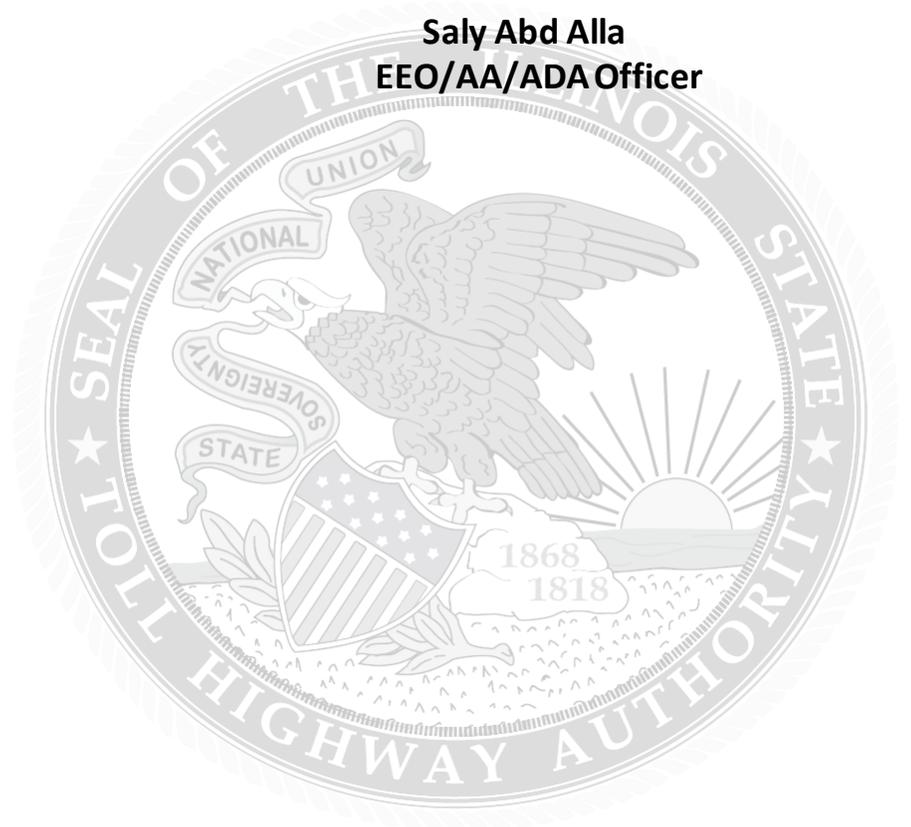
**July 1, 2021**

**Through**

**September 30, 2021**

**José R. Alvarez**  
**Executive Director**

**Saly Abd Alla**  
**EEO/AA/ADA Officer**



## Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2021 to June 30, 2022. 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.

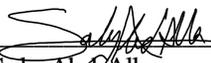
The fifth section, the “Disability Quarterly Report,” is a report on the status of employment of persons with disabilities for the quarter. The underutilization of persons with disabilities is shown along with the total number of hires for the quarter and the total number of hires of persons with disabilities. 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 (Oct 20, 2021 14:02 CDT)

José R. Alvarez  
Executive Director

  
Saly Abd Alla  
EEO/AA/ADA Officer

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# Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway)

Reporting Period: July 1, 2021 – September 30, 2021

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

Provided Diversity Training to New Hires  
Provided Discrimination/Harassment Training  
Provided Sexual Harassment Training

## Special Problems in Attaining Program Goals

N/A

## Proposed New Program Goals

Continue to provide agency-wide Discrimination/Harassment Training  
Continue providing Diversity Training to New Hires  
Continue providing Sexual Harassment Training  
Provide ADA Training to Managers & Supervisors

## Recruitment

To expand the applicant pool and reach the maximum number of applicants, positions are posted using The Tollway's website, governmentjobs.com and Linked-in, which also automatically send the positions to sites like Indeed and Google. Positions are also advertised through the Tollway's Handshake account which is connected to 226 campuses, and individual connections have been made to an additional 33 community colleges campuses throughout the Chicagoland area. When targeting particular talent for technical positions, The Tollway partners with professional groups The Association of Inspector Generals, The Illinois Association of Public Procurement Officials (IAPPO.org), and The Institute for Public Procurement (nigp.org), Chicago Society of Hispanic Professional Engineers Association, Society of Female Engineers Association, and the Association of Latino Professionals For America Chicago Chapter. Also, specialized LinkedIn groups of Chicago Young Professional and Information Security Community for technical industry roles have been marketed to.

Additional partnerships have been made with the following community based organizations: Goodwill, SERCO (Southwest Suburban Cook County American Job Center), Illinois Department of Employment Services, Chatham Education and Workforce Center, Women in Public Finance, Women in Transportation, the American Society of Civil Engineers, DuPage County Workforce Division and Public Safety Communications Officials (APCO).

## We attended the following job fair/sessions this quarter:

- SERCO Job Fair
- Goodwill Interviewing Techniques
- Western Suburban Chamber of Commerce and Industry Job Fair
- Rasmussen University Job Fair
- IDES and Greater Walters A.M.E. Zion Church Virtual Job Fair
- Speaker Welch and the Village of Bellwood Job Fair
- UIUC Illinois School of Information Sciences Coffee and Chat
- Loyola University Virtual Career and Internship Fair
- St. Louis University Fall 2021 All Majors Virtual Career Expo
- IDES Senator Castro and Representative Moeller Job Fair
- UIC Diversity Virtual Career Fair
- SIU STEM Virtual Job and Internship Fair
- WERQ! LGBTQ Job Fair with Center on Halsted
- UIUC Illinois School of Information Sciences
- EIU 2021 Fall Internship and Job Fair
- Northwestern University Career Fair
- Lake County Job Fair
- DePaul University Fall 2021 Career Fair
- University of Chicago Fall 2021 Virtual Career and Internship Fair

# Quarterly Underutilization Summary Form

Agency: The Illinois State Toll Highway Authority  
 Region: **1**

Reporting Period: July 1, 2021 - September 30, 2021

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	16	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	6	18	10
Asian	P	P	10	N/A	N/A	P	5	P
American Indian / Alaskan 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	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:9	0	1AM, 3WF,1OF	2WF, 1HF	N/A	N/A	1HM	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:37	1WF	3WM, 2BM, 1WF, 1BF, 2HF	2WM, 1HM, 1WF, 1BF	N/A	N/A	3WM, 1BM, 2WF, 2BF, 2HF, 1AF	8WM, 2BM, 1HM	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	16	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	3	17	10
Asian	P	P	10	N/A	N/A	P	5	P
American Indian / Alaskan 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: The Illinois State Toll Highway Authority  
 Region: **2**

Reporting Period: July 1, 2021 - September 30, 2021

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan 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	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 2	0	0	0	N/A	N/A	0	2WM	0

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan 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: The Illinois State Toll Highway Authority  
 Region: **3**

Reporting Period: July 1, 2021 - September 30, 2021

## Beginning underutilization for this quarter

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

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn 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 / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: July 1, 2021 - September 30, 2021

Region: **1**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	32	17	9	4	1	3	0	0	0	15	5	9	0	1	0	0	0	53.13%	46.88%	43.75%	40.63%	3.13%	12.50%	0.00%	0.00%	0.00%
Professionals	151	79	55	10	5	6	0	4	2	72	40	21	7	4	1	1	4	52.32%	47.68%	62.91%	20.53%	7.95%	6.62%	0.66%	3.31%	3.97%
Technicians	213	124	91	18	10	4	1	2	14	89	48	26	13	4	0	0	9	58.22%	41.78%	65.26%	20.66%	10.80%	3.76%	0.47%	0.94%	10.80%
Protective Service	0	0								0								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%
Administrative Support	307	107	55	24	13	11	0	5	11	200	82	80	21	6	0	11	24	34.85%	65.15%	44.63%	33.88%	11.07%	5.54%	0.00%	5.21%	11.40%
Skilled Craft	338	337	241	37	47	1	2	9	16	1	0	1	0	0	0	0	0	99.70%	0.30%	71.30%	11.24%	13.91%	0.30%	0.59%	2.66%	4.73%
Service / Maintenance	57	52	38	9	3	2	0	0	9	5	2	2	1	0	0	0	0	91.23%	8.77%	70.18%	19.30%	7.02%	3.51%	0.00%	0.00%	15.79%
<b>TOTAL</b>	1,098	716	489	102	79	27	3	20	52	382	177	139	42	15	1	12	37	65.21%	34.79%	60.66%	21.95%	11.02%	3.83%	0.36%	2.91%	8.11%

<b>Grand Total Employees for Region 1:</b>	Males: 716 65.21%	Females: 382 34.79%	Total Minorities: 440 40.07%
White: 666 60.66%	Black/African American: 241 21.95%	Hispanic/Latino: 121 11.02%	Asian: 42 3.83%
			AI/AN: 4 0.36%
			O: 32 2.91%
			PWD: 89 8.11%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

**\*NOTE:** One male in Professionals identifies as A&O. One female in Professionals identifies as W&B. One female in Professionals identifies as A&AI. One male in Technicians identifies as B&H. One male in Technicians identifies as W&AI. One female in Technicians identifies as B&W. One female in Technicians identifies as W&B. One male in Administrative Support identifies as H&W.

## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: July 1, 2021 - September 30, 2021

Region: **2**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	0	0								0								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%
Technicians	4	4	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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%
Para-professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	29	10	6	2	2	0	0	0	1	19	12	3	0	0	0	4	2	34.48%	65.52%	62.07%	17.24%	6.90%	0.00%	0.00%	13.79%	10.34%
Skilled Craft	50	48	43	1	2	0	1	1	2	2	2	0	0	0	0	0	0	96.00%	4.00%	90.00%	2.00%	4.00%	0.00%	2.00%	2.00%	4.00%
Service / Maintenance	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>84</b>	<b>62</b>	<b>53</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>22</b>	<b>15</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>73.81%</b>	<b>26.19%</b>	<b>80.95%</b>	<b>7.14%</b>	<b>4.76%</b>	<b>0.00%</b>	<b>1.19%</b>	<b>5.95%</b>	<b>5.95%</b>

<b>Grand Total Employees for Region 2:</b>	Males: 62	Females: 22	Total Minorities: 16
	73.81%	26.19%	19.05%
White: 68	Black/African American: 6	Hispanic/Latino: 4	Asian: 0
80.95%	7.14%	4.76%	0.00%
			AI/AN: 1
			O: 5
			PWD: 5
			5.95%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: July 1, 2021 - September 30, 2021

Region: **3**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	0	0								0								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%
Technicians	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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%
Para-professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	23	23	21	0	2	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	91.30%	0.00%	8.70%	0.00%	0.00%	0.00%	4.35%
Service / Maintenance	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>26</b>	<b>24</b>	<b>22</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>92.31%</b>	<b>7.69%</b>	<b>92.31%</b>	<b>0.00%</b>	<b>7.69%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.85%</b>

<b>Grand Total Employees for Region 3:</b>	Males: 24	Females: 2	Total Minorities: 2
	92.31%	7.69%	7.69%
White: 24	Black/African American: 0	Hispanic/Latino: 2	Asian: 0
92.31%	0.00%	7.69%	0.00%
			AI/AN: 0
			0.00%
			O: 0
			0.00%
			PWD: 1
			3.85%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

## Summary of Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: July 1, 2021 - September 30, 2021

Grand Total

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES								
		Total	W	B/AA	H/L	A	AI/AN	O	PWD	Total	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD
Officials / Administrators	32	17	9	4	1	3				15	5	9		1				53.13%	46.88%	43.75%	40.63%	3.13%	12.50%			
Professionals	151	79	55	10	5	6		4	2	72	40	21	7	4	1	1	4	52.32%	47.68%	62.91%	20.53%	7.95%	6.62%	0.66%	3.31%	3.97%
Technicians	218	129	96	18	10	4	1	2	14	89	48	26	13	4		9	59.17%	40.83%	66.06%	20.18%	10.55%	3.67%	0.46%	0.92%	10.55%	
Protective Service																										
Para-professionals																										
Administrative Support	337	117	61	26	15	11		5	12	220	95	83	21	6		15	26	34.72%	65.28%	46.29%	32.34%	10.68%	5.04%		5.93%	11.28%
Skilled Craft	411	408	305	38	51	1	3	10	19	3	2	1						99.27%	0.73%	74.70%	9.49%	12.41%	0.24%	0.73%	2.43%	4.62%
Service / Maintenance	59	52	38	9	3	2			9	7	4	2	1					88.14%	11.86%	71.19%	18.64%	6.78%	3.39%		15.25%	
<b>TOTAL</b>	1,208	802	564	105	85	27	4	21	56	406	194	142	42	15	1	16	39	66.39%	33.61%	62.75%	20.45%	10.51%	3.48%	0.41%	3.06%	7.86%

<b>Grand Total Employees:</b>	Males: 802	Females: 406	Total Minorities: 458
	66.39%	33.61%	37.91%
White: 758	Black/African American: 247	Hispanic/Latino: 127	Asian: 42
62.75%	20.45%	10.51%	3.48%
			AI/AN: 5
			0.41%
			O: 37
			3.06%
			PWD: 95
			7.86%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

\*NOTE: One male in Professionals identifies as A&O. One female in Professionals identifies as W&B. One female in Professionals identifies as A&AI. One male in Technicians identifies as B&H. One male in Technicians identifies as W&AI. One female in Technicians identifies as B&W. One female in Technicians identifies as W&B. One male in Administrative Support identifies as H&W.

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	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%
Intra-Agency Transfers	0	0								0								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%
Separations	0	0								0								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%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** PROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	9	5	3	2	0	0	0	0	0	4	1	1	2	0	0	0	0	55.56%	44.44%	44.44%	33.33%	22.22%	0.00%	0.00%	0.00%	0.00%
Promotions	5	1	0	0	0	1	0	0	0	4	3	0	0	0	0	1	0	20.00%	80.00%	60.00%	0.00%	0.00%	20.00%	0.00%	20.00%	0.00%
Intra-Agency Transfers	15	5	2	2	0	0	0	1	1	10	8	2	0	0	0	0	1	33.33%	66.67%	66.67%	26.67%	0.00%	0.00%	0.00%	6.67%	13.33%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	5	4	2	0	2	0	0	0	0	1	1	0	0	0	0	0	0	80.00%	20.00%	60.00%	0.00%	40.00%	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%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** TECHNICIANS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	5	3	2	0	1	0	1	0	0	1	1	1	0	0	0	0	0	60.00%	20.00%	60.00%	20.00%	20.00%	0.00%	20.00%	0.00%	0.00%
Promotions	3	0	0	0	0	0	0	0	0	3	2	1	1	0	0	0	0	0.00%	100.00%	66.67%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	3	1	1	0	0	0	0	0	0	2	1	1	0	0	0	0	0	33.33%	66.67%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	4	1	0	1	0	0	0	0	0	3	2	1	0	0	0	0	0	25.00%	75.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	3	2	1	1	0	0	0	0	0	1	0	1	0	0	0	0	0	66.67%	33.33%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)

\*NOTE: One male New Hire identifies as W&AI. One female Promotion identifies as W&B.

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** ADMINISTRATIVE SUPPORT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	11	4	3	1	0	0	0	0	0	7	2	2	2	1	0	0	0	36.36%	63.64%	45.45%	27.27%	18.18%	9.09%	0.00%	0.00%	0.00%
Promotions	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	100.00%	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%
Suspensions	7	3	1	0	1	1	0	0	0	4	1	2	1	0	0	0	1	42.86%	57.14%	28.57%	28.57%	28.57%	14.29%	0.00%	0.00%	14.29%
Separations	4	1	1	0	0	0	0	0	0	3	3	0	0	0	0	0	2	25.00%	75.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Discharges	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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 or Alaskan Native OI=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** SKILLED CRAFT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	13	13	10	2	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	76.92%	15.38%	7.69%	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%
Intra-Agency Transfers	7	7	4	2	1	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	57.14%	28.57%	14.29%	0.00%	0.00%	0.00%	14.29%
Suspensions	7	7	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	57.14%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%
Separations	8	8	7	0	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	87.50%	0.00%	12.50%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES								
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O
New Hires	0	0							0								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%
Intra-Agency Transfers	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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%
Discharges	0	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 or Alaskan Native O=Other PWD=People with Disabilities

**Summary of Workforce Transactions Report  
by EEO Category**

**Agency:** The Illinois State Toll Highway Authority

**Reporting Period:** July 1, 2021 - September 30, 2021

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	O	PWD	Total	W	B/AA	H/L	A	AI AN	O	PWD	M	F	W	B/AA	H/L	A	AI AN	O	PWD
New Hires	39	25	18	5	2		1			14	5	4	4	1				64.10%	35.90%	58.97%	23.08%	15.38%	2.56%	2.56%		
Promotions	9	2			1	1				7	5	1	1			1		22.22%	77.78%	55.56%	11.11%	22.22%	11.11%		11.11%	
Intra-Agency Transfers	27	15	9	4	1			1	2	12	9	3				1		55.56%	44.44%	66.67%	25.93%	3.70%			3.70%	11.11%
Suspensions	19	12	6	2	3	1				7	3	3	1			1		63.16%	36.84%	47.37%	26.32%	21.05%	5.26%			5.26%
Separations	20	15	11	1	3					5	4	1				2		75.00%	25.00%	75.00%	10.00%	15.00%				10.00%
Discharges	3	2	2							1	1							66.67%	33.33%	100.00%						

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other PWD=People with Disabilities

DHR-10 (Rev. Feb 2016)

\*NOTE: One male New Hire identifies as W&AI. One female Promotion identifies as W&B.

# Quarterly Report on Disability

**Agency:** The Illinois State Toll Highway Authority

**Quarter:** July 1, 2021 - September 30, 2021

**Underutilization of people with disabilities at the beginning of the quarter:** P

**Total hires during the quarter:** 39

**Total hires of people with disabilities in this quarter:** 0

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: The Illinois State Toll Highway Authority		Reporting Period:	July 1, 2021 - September 30, 2021	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/30/2021	Region One	Harrassment	Hostile Work Enviornment	Open
9/8/2021	Region One	Harrassment/Discrimination	Age/Race/Sex/Retaliation	Open
9/23/2021	Region One	Discrimination	Race	Closed

DHR 15-Q Rev. 6/05

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

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

<b>Agency: The Illinois State Toll Highway Authority</b>		<b>Reporting Period:</b>	<b>July 1, 2021 - September 30, 2021</b>	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
9/22/2021	Region One	Discrimination	Religion/Retaliation	Dismissal and Right to Sue

DHR 15-Q Rev. 6/05

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

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