



April 14, 2023

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 Third Quarterly Report for Fiscal Year 2023. Should you have any questions, please do not hesitate to contact Sharon Ferguson, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

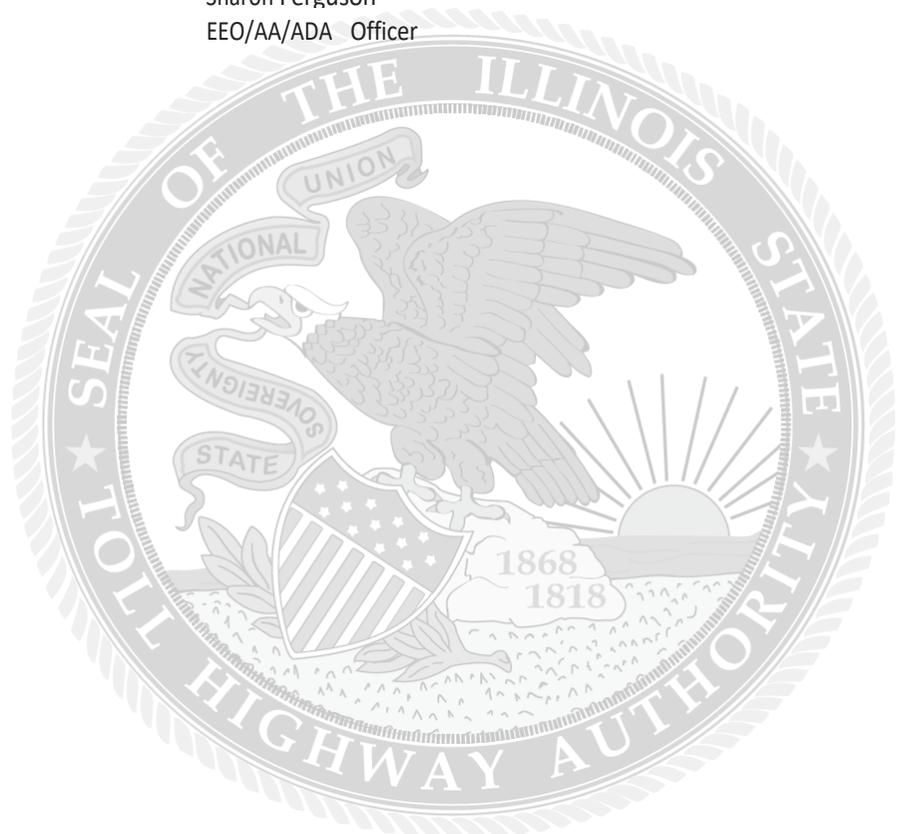
Arnaldo Rivera

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson

Sharon Ferguson
EEO/AA/ADA Officer

Enclosure





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

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

Third Quarter - Fiscal Year July 1, 2022 to June 30, 2023

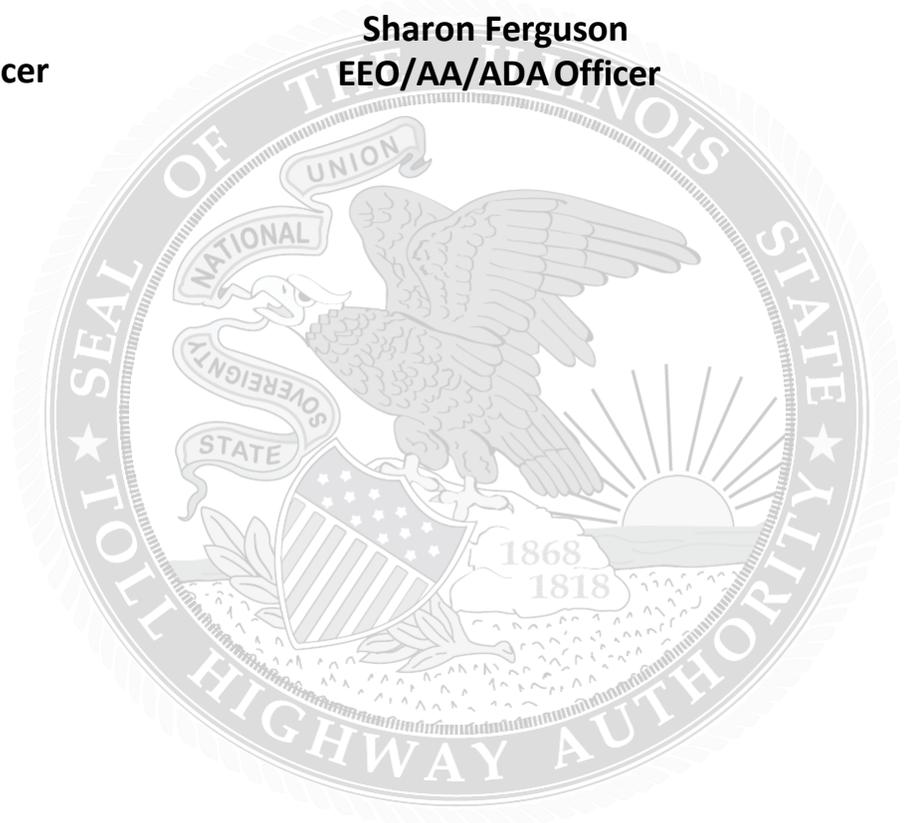
January 1, 2023

Through

March 31, 2023

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer



Quarterly Report Format

This is the third in a series of four quarterly reports for the period of the fiscal year of July 1, 2022 to June 30, 2023. 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.



Arnaldo Rivera
Chairman & Chief Executive Officer



Sharon Ferguson
EEO/AA/ADA Officer

QUARTERLY REPORT CONTENTS

<u>Form</u>	<u>Page Number</u>
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)	9-15
Disability Quarterly Report (DHR 27Q).....	16
Employment Discrimination Complaints (DHR 15Q).....	17-18

Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: January 1, 2023 - March 31, 2023

List Program Goals & Objectives and if Met/Not Met

Provided Discrimination/Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/ 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), The Institute for Public Procurement (nigp.org), Chicago Society of Hispanic Professional Engineers Association, Society of Female Engineers Association, the Association of Latino Professionals For America Chicago Chapter, (ISC)² - A community for cybersecurity professionals, BWISE- Black Women in Science and Engineering, and The Blue Line association for Public Safety Jobs. Also, specialized LinkedIn groups of Chicago Young Professional, Software and Technology Professionals, Chicago Information Technology Professionals, 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, Chicago Women in Trade, Kane County Workforce Board, McHenry County Workforce Network Board, Orland Park Township, Workforce Services Division of Will County, Donka, Inc., Veterans Path to Hope, The American Society of Civil Engineers, DuPage County Workforce Division, Bridge Communities, America Works, Inner Voice, Greater Southwest Development Corporation, Employment and Employer Services (E&ES), several IDES Employment Security Regional Offices, YMCA Chicago, Black Contractors United, Midwest Shelter for Homeless Veterans, RiseKit, Prairie State College Workforce Equity Initiative Grant, People's Resource Center, Illinois Legal Aid, Geo Group, Chicago Urban League, Erie Neighborhood House, Adecco, DuPage PADS, Association for Individual Development (AID), Aurora Vet Center, World Relief Chicago, Illinois National Guard Assistance Center, Proviso Leyden Council for Community Action, Inc., Heartland Alliance, Business and Career Services, Inc., Southwest Organizing Project (SWOP), Association House of Chicago, Envisions Unlimited, UCAN Chicago, Northwest Medicine and YouthBuild Lake Country.

We attended the following job fair/sessions this quarter:

- IDES North Suburban Cook County American Job Center and IL Tollway Recruitment Event
- Chicago-Cook Tech Academy Hiring Fair
- YWCA Community Hiring Event
- Northwestern Winter Career Fair
- UIC Internship Fair
- Goodwill Interviewing Techniques
- Illinois Tech Internship Fair
- NIU All Majors Internship and Job Fair
- Central States SER Hiring Fair
- Yellow Ribbon Fair
- Hispanic Serving Institutions Virtual Career Fair
- State, Municipal and Federal Job Fair
- Roosevelt University College of Business Job Fair
- Night Ministry Employer Job Fair
- People's Resource Center Annual Career Fair
- Tollway Internship Session
- St. Xavier College Career Expo
- Workforce Wednesday at South Suburban American Job Center
- 2023 Diversity, Equity and Inclusion Job and Internship Fair
- Bowling Green State University STEM Career Fair
- Central States SER Tabling
- Engineered Across the Big 10 (Virtual) 2023 registration
- Harold Washington College Spring into Summer Career Event
- Malcolm X College STEM and Allied Health Fair
- Thornwood High School's POF - Post High School Options Fair
- Morton College Job Fair
- ASU Midwest Regional Virtual Career Fair registration
- UIC Business and HR Management Career Fair
- State Representative Fred Crespo and Cook County Commissioner Kevin B. Morrison Job Fair
- Techapalooza - National Able Network
- Aurora University Career Fair
- SERCO IT, Professional Service & Security Job Fair
- Central States SER Job Club

Quarterly Underutilization Summary Form

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

Reporting Period: January 1, 2023 - March 31, 2023

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	17	9
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	2	P	25	N/A	N/A	4	28	5
Asian	P	2	P	N/A	N/A	P	3	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:14	1WF, 1BF, 1AM	2WF,1BF, 2AF,4WM	1WM	N/A	N/A	0	1WM	0
New Hires (Veterans) Total:1	0	0	1AM	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:26	0	1BF,1WM	1BF,2WM, 1BM,1HM	N/A	N/A	2WF,2BF, 3WM,2BM, 6HM	2WM,1HM	1WM

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	17	9
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	2	P	24	N/A	N/A	P	27	5
Asian	P	P	P	N/A	N/A	P	3	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: Illinois State Toll Highway Authority
 Region: **2**

Reporting Period: January 1, 2023 - March 31, 2023

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	1	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	2	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	1WF, 1WM	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	1	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	2	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: Illinois State Toll Highway Authority
 Region: **3**

Reporting Period: January 1, 2023 - March 31, 2023

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	2WM	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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	40	24	16	6	0	2	0	0	0	16	7	7	1	1	0	0	0	60.00%	40.00%	57.50%	32.50%	2.50%	7.50%	0.00%	0.00%	0.00%
Professionals	240	124	88	13	12	7	0	4	7	117	58	37	17	7	0	1	7	51.67%	48.75%	60.83%	20.83%	12.08%	5.83%	0.00%	2.08%	5.83%
Technicians	150	121	92	15	10	3	1	1	9	29	14	10	4	1	0	1	1	80.67%	19.33%	70.67%	16.67%	9.33%	2.67%	0.67%	1.33%	6.67%
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	553	348	207	56	61	13	1	13	17	205	84	85	21	6	1	10	25	62.93%	37.07%	52.62%	25.50%	14.83%	3.44%	0.36%	4.16%	7.59%
Skilled Craft	60	60	53	1	6	0	0	0	2	0	0	0	0	0	0	0	0	100.00%	0.00%	88.33%	1.67%	10.00%	0.00%	0.00%	0.00%	3.33%
Service / Maintenance	34	26	14	8	2	2	0	0	2	8	3	3	2	0	0	0	0	76.47%	23.53%	50.00%	32.35%	11.76%	5.88%	0.00%	0.00%	5.88%
TOTAL	1,077	703	470	99	91	27	2	18	37	375	166	142	45	15	1	12	33	65.27%	34.82%	59.05%	22.38%	12.63%	3.90%	0.28%	2.79%	6.50%

Grand Total Employees for Region 1:	Males: 703 65.27%	Females: 375 34.82%	Total Minorities: 452 41.97%
White: 636 59.05%	Black/African American: 241 22.38%	Hispanic/Latino: 136 12.63%	Asian: 42 3.90%
			AI/AN: 3 0.28%
			O: 30 2.79%
			PWD: 70 6.50%

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

NOTE: PROFESSIONALS 1 female identifies as W&A, 1 as W&H and 1 as W&B; 1 male identifies as W&H. TECHNICIANS 1 female identifies as W&B, 1 male identifies as B&H. ADMINISTRATIVE SUPPORT 1 female identifies as B&W, 1 as A&AI; 1 male identifies as H&W, 1 as H&A, 1 as W&O

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	3	3	3	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	65	44	36	3	3	0	0	2	2	21	14	3	0	0	0	4	2	67.69%	32.31%	76.92%	9.23%	4.62%	0.00%	0.00%	9.23%	6.15%
Skilled Craft	6	6	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
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%
TOTAL	75	53	45	3	3	0	0	2	3	22	15	3	0	0	0	4	2	70.67%	29.33%	80.00%	8.00%	4.00%	0.00%	0.00%	8.00%	6.67%

Grand Total Employees for Region 2:	Males: 53 70.67%	Females: 22 29.33%	Total Minorities: 15 20.00%
White: 60 80.00%	Black/African American: 6 8.00%	Hispanic/Latino: 3 4.00%	Asian: 0 0.00%
	AI/AN: 0 0.00%	O: 6 8.00%	PWD: 5 6.67%

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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	2	2	2	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	20	19	17	0	2	0	0	0	1	1	1	0	0	0	0	0	0	95.00%	5.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	5.00%
Skilled Craft	3	3	3	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%
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	25	24	22	0	2	0	0	0	1	1	1	0	0	0	0	0	0	96.00%	4.00%	92.00%	0.00%	8.00%	0.00%	0.00%	0.00%	4.00%

Grand Total Employees for Region 3:	Males: 24	Females: 1	Total Minorities: 2
	96.00%	4.00%	8.00%
White: 23	Black/African American: 0	Hispanic/Latino: 2	Asian: 0
92.00%	0.00%	8.00%	0.00%
			AI/AN: 0
			0.00%
			O: 0
			0.00%
			PWD: 1
			4.00%

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-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	40	24	16	6		2				16	7	7	1	1				60.00%	40.00%	57.50%	32.50%	2.50%	7.50%			
Professionals	240	123	88	13	12	7		4	7	117	58	37	17	7		1	7	51.25%	48.75%	60.83%	20.83%	12.08%	5.83%		2.08%	5.83%
Technicians	155	126	97	15	10	3	1	1	9	29	14	10	4	1		1	1	81.29%	18.71%	71.61%	16.13%	9.03%	2.58%	0.65%	1.29%	6.45%
Protective Service																										
Para-professionals																										
Administrative Support	638	411	260	59	66	13	1	15	20	227	99	88	21	6	1	14	27	64.42%	35.58%	56.27%	23.04%	13.64%	2.98%	0.31%	4.55%	7.37%
Skilled Craft	69	69	62	1	6				3									100.00%		89.86%	1.45%	8.70%				4.35%
Service / Maintenance	35	26	14	8	2	2			2	9	4	3	2					74.29%	25.71%	51.43%	31.43%	11.43%	5.71%			5.71%
TOTAL	1,177	779	537	102	96	27	2	20	41	398	182	145	45	15	1	16	35	66.19%	33.81%	61.09%	20.99%	11.98%	3.57%	0.25%	3.06%	6.46%

Grand Total Employees:	Males: 779	Females: 398	Total Minorities: 469
	66.19%	33.81%	39.85%
White: 719	Black/African American: 247	Hispanic/Latino: 141	Asian: 42
61.09%	20.99%	11.98%	3.57%
			AI/AN: 3
			0.25%
			O: 36
			3.06%
			PWD: 76
			6.46%

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:PROFESSIONALS 1 female identifies as W&A, 1 as W&H and 1 as W&B; 1 male identifies as W&H. **TECHNICIANS** 1 female identifies as W&B, 1 male identifies as B&H.

ADMINISTRATIVE SUPPORT 1 female identifies as B&W, 1 as A&AI; 1male identifies as H&W, 1 as H&A, 1 as W&O

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3	1	0	0	0	1	0	0	0	2	1	1	0	0	0	0	0	33.33%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	1	1	0	0	0	0	0	0	1	0	0	1	0	0	0	0	50.00%	50.00%	50.00%	0.00%	50.00%	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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	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								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%

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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	9	4	4	0	0	0	0	0	0	5	2	1	0	2	0	0	0	44.44%	55.56%	66.67%	11.11%	0.00%	22.22%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	5	1	1	0	0	0	0	0	0	4	3	0	0	1	0	0	0	20.00%	80.00%	80.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Discharges	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	100.00%	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%
Demotions	0	0								0								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%
Reinstatements	0	0								0								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%
Upward Reallocations	0	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								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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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
New Hires	6	5	2	1	1	1	0	0	0	1	0	1	0	0	0	0	83.33%	16.67%	33.33%	33.33%	16.67%	16.67%	0.00%	0.00%	0.00%
Promotions	1	1	1	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%	0.00%
Intra-Agency Transfers	1	1	1	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%	0.00%
Suspensions	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	2	2	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%	0.00%
Discharges	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0.00%	100.00%	0.00%	100.00%	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 or Alaskan Native O=Other PWD=People with Disabilities

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	19	14	6	2	6	0	0	1	0	5	3	2	0	0	0	0	0	73.68%	26.32%	47.37%	21.05%	31.58%	0.00%	0.00%	5.26%	0.00%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	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%
Suspensions	18	7	5	0	1	1	0	0	0	11	3	5	1	0	0	2	0	38.89%	61.11%	44.44%	27.78%	11.11%	5.56%	0.00%	11.11%	0.00%
Separations	7	4	1	0	3	0	0	0	0	3	2	1	0	0	0	0	0	57.14%	42.86%	42.86%	14.29%	42.86%	0.00%	0.00%	0.00%	0.00%
Discharges	6	5	4	1	0	0	0	0	0	1	1	0	0	0	0	0	0	83.33%	16.67%	83.33%	16.67%	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%
Demotions	0	0								0								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%
Reinstatements	0	0								0								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%
Upward Reallocations	0	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								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

NOTE: 1 NEW HIRE male identifies as W&O
DHR-10 (Rev. Feb 2016)

**Workforce Transactions Report
by EEO Category**

Agency: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	3	3	2	0	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%
Promotions	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%
Intra-Agency Transfers	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%
Suspensions	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%
Separations	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%
Discharges	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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								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%
Reductions	0	0								0								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%
Reemployment	0	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								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%

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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	PWD
New Hires	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%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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								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%
Reductions	0	0								0								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%
Reemployment	0	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								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%

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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2023 - March 31, 2023

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	31	24	12	3	8	1		1		7	3	4						77.42%	22.58%	48.39%	22.58%	25.81%	3.23%		3.23%		
Promotions	14	7	6			1				7	3	2		2				50.00%	50.00%	64.29%	14.29%		21.43%				
Intra-Agency Transfers	11	11	9		1	1												100.00%		81.82%		9.09%	9.09%				
Suspensions	21	10	6	2	1	1				11	3	5	1			2		47.62%	52.38%	42.86%	33.33%	9.52%	4.76%		9.52%		
Separations	18	10	6	1	3					8	5	1	1	1				55.56%	44.44%	61.11%	11.11%	22.22%	5.56%				
Discharges	9	7	5	2						2	1	1						77.78%	22.22%	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 or Alaskan Native O=Other PWD=People with Disabilities

NOTE: 1 NEW HIRE male identifies as W&O

DHR-10 (Rev. Feb 2016)

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: January 1, 2023 - March 31, 2023

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

Total hires during the quarter: 31

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:		January 1, 2023 - March 31, 2023	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
2/21/2023	1		Harrasment	Closed	
3/24/2023	1		Retaliation/Discrimination	Pending	

DHR 15-Q Rev.

*Action / Issue= Discharge, Suspension, etc.

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

Employment Discrimination Complaints: External

Agency: The Illinois State Toll Highway Authority		Reporting Period:		January 1, 2023 – March 31, 2023
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
1/13/2023	1	EEOC	Discrimination, Harassment and Retaliation	Pending