



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

July 21, 2021

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, IL 60601

Dear Mr. Pinski:

The Illinois State Toll Highway Authority (“The Tollway”) presents our Fourth Quarterly Report for Fiscal Year 2021. 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,

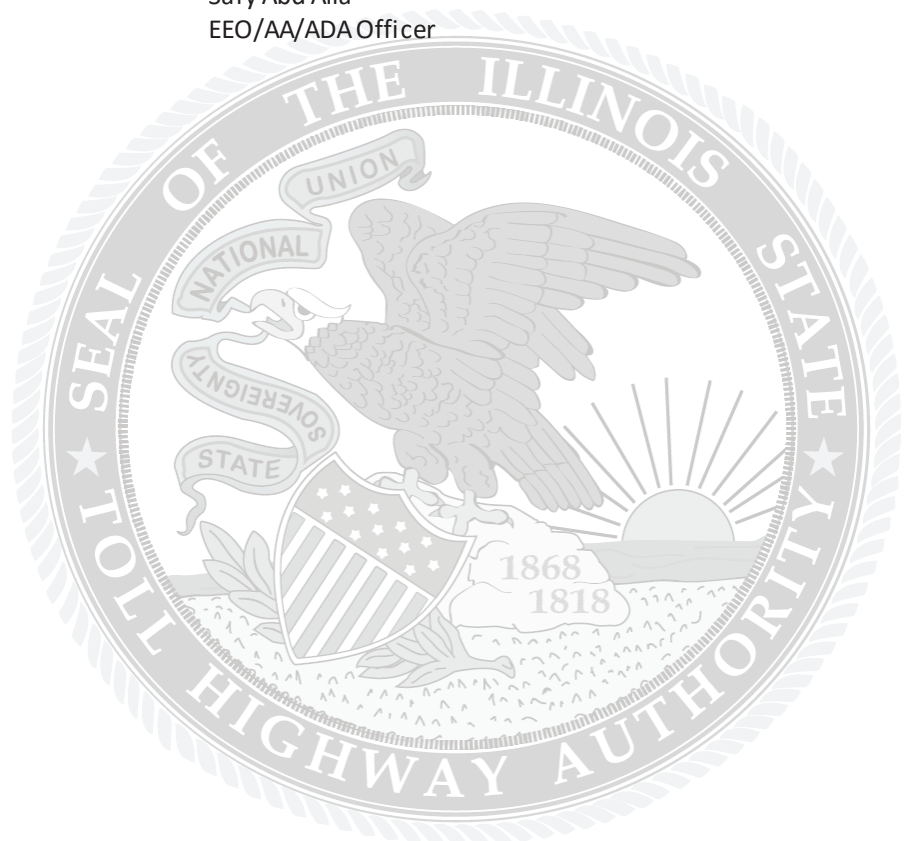
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José R. Alvarez  
Executive Director

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Saly Abd Alla  
EEO/AA/ADA Officer

Enclosure





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**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

## **QUARTERLY REPORT**

**Fourth Quarter - Fiscal Year July 1, 2020 to June 30, 2021**

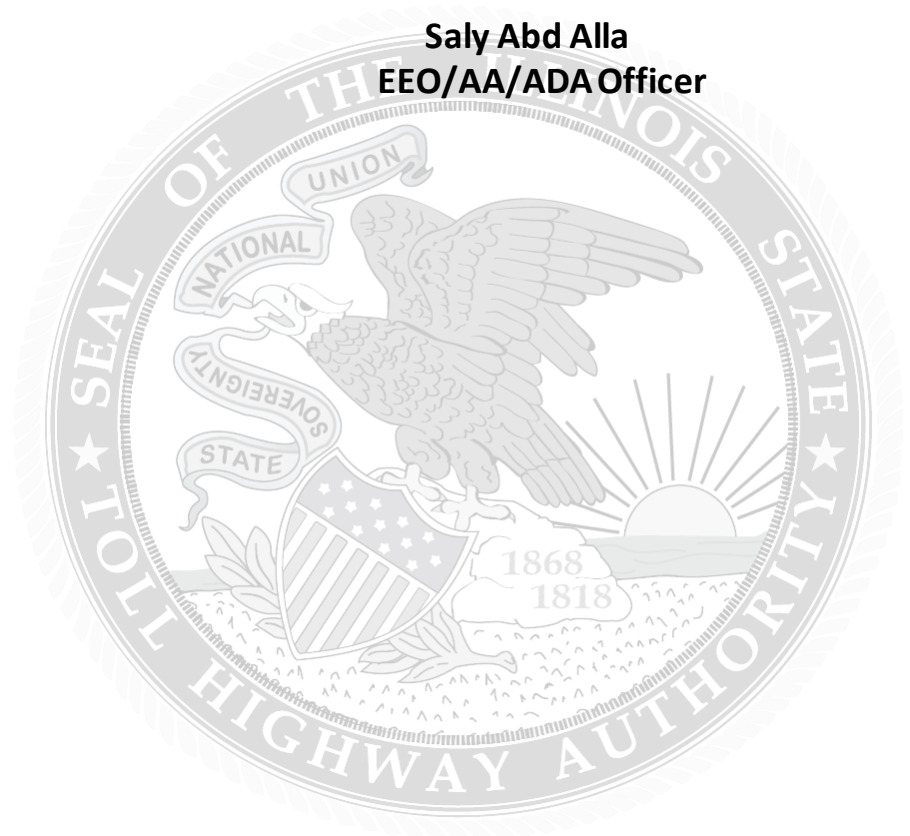
**April 1, 2021**

**Through**

**June 30, 2021**

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

**Saly Abd Alla**  
**EEO/AA/ADA 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, 2020 to June 30, 2021. 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.

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José R. Alvarez  
Executive Director

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Saly Abd Alla  
EEO/AA/ADA Officer

**QUARTERLY REPORT CONTENTS**

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# Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway)

Reporting Period: April 1, 2021 – June 30, 2021

List Program Goals & Objectives and if Met/Not Met

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

Special Problems in Attaining Program Goals

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N/A

Proposed New Program Goals

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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 like The Association of Inspector Generals, The Illinois Association of Public Procurement Officials (IAPPO.org), The Institute for Public Procurement (nigp.org), The 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 and DuPage County Workforce Division.

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

- Northeastern Illinois University Spring 2021 Virtual Education & Human Services Career Fair
- Elgin Community College Apprenticeship Fair
- Hispanic Serving Institutions (HSI) Virtual Summit + Career Expo
- University of Illinois at Chicago Illinois Tollway Careers Presentation
- Goodwill Interviewing Techniques Event
- City Colleges of Chicago-Wilbur Wright College Spring Career Fair
- Illinois Tollway Career Programs Week: Internship Program
- Illinois Tollway Career Program Week: Interviewing Tips
- Illinois Department of Human Services-Division of Rehabilitation Services Meet/Greet
- National Lewis University Pop-up Mock Interviews
- 2021 UIC Recent Graduate Virtual Job Fair Registration
- Project H.O.O.D. Virtual Job Fair
- Chicago Sun Times Career Fair
- Willow Creek Community Job Fair
- SERCO Job Fair

# Quarterly Underutilization Summary Form

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

Reporting Period: April 1, 2021 - June 30, 2021

## 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	13	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	5	17	7
Asian	P	P	7	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: 25	3 BF	1AM, 1BM, 1HM, 2WM, 1WF	1BM, 4WM, 1HM, 1BF, 3WF	N/A	N/A	3WF, 2HF, 1BF	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 31	0	2BM, 2WM, 2AF, 2BF, 1WF	2WM, 1HM, 4BF, 2WF, 2HF	N/A	N/A	1WM, 1BF, 1WF, 1OF	1BM, 3WM, 3HM	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	13	16
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	3	14	7
Asian	P	P	7	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: The Illinois State Toll Highway Authority  
 Region: **2**

Reporting Period: April 1, 2021 - June 30, 2021

## 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	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	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Promotions Total: 1	0	0	1WM	N/A	N/A	0	0	0
New Hires (Veterans) Total: 0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 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	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	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: The Illinois State Toll Highway Authority  
 Region: **3**

Reporting Period: April 1, 2021 - June 30, 2021

## Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

## Summary of hires and promotions for this quarter

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

## Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Adm/Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaska Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P



## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: April 1, 2021 - June 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	30	16	9	4	1	2	0	0	0	14	4	9	0	1	0	0	0	53.33%	46.67%	43.33%	43.33%	3.33%	10.00%	3.33%	0.00%	0.00%
Professionals	130	72	51	6	7	6	0	3	1	58	30	19	6	4	1	0	3	55.38%	44.62%	62.31%	19.23%	10.00%	7.69%	0.77%	2.31%	3.08%
Technicians	222	124	87	20	10	5	0	3	15	98	55	27	13	4	0	1	10	55.86%	44.14%	63.96%	21.17%	10.36%	4.05%	0.00%	1.80%	11.26%
Protective Service	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%
Para-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%
Administrative Support	300	104	53	24	12	11	0	5	12	196	84	78	18	5	0	11	26	34.67%	65.33%	45.67%	34.00%	10.00%	5.33%	0.00%	5.33%	12.67%
Skilled Craft	337	336	245	33	46	1	2	9	15	1	0	1	0	0	0	0	0	99.70%	0.30%	72.70%	10.09%	13.65%	0.30%	0.59%	2.67%	4.45%
Service / Maintenance	60	55	39	10	4	2	0	0	9	5	2	2	1	0	0	0	0	91.67%	8.33%	68.33%	20.00%	8.33%	3.33%	0.00%	0.00%	15.00%
<b>TOTAL</b>	<b>1,079</b>	<b>707</b>	<b>484</b>	<b>97</b>	<b>80</b>	<b>27</b>	<b>2</b>	<b>20</b>	<b>52</b>	<b>372</b>	<b>175</b>	<b>136</b>	<b>38</b>	<b>14</b>	<b>1</b>	<b>12</b>	<b>39</b>	<b>65.52%</b>	<b>34.48%</b>	<b>60.98%</b>	<b>21.59%</b>	<b>10.94%</b>	<b>3.80%</b>	<b>0.28%</b>	<b>2.87%</b>	<b>8.43%</b>

<b>Grand Total Employees for Region 1:</b>	<b>Males:</b>	<b>707</b>	<b>Females:</b>	<b>372</b>	<b>Total Minorities:</b>	<b>426</b>	<b>Veterans:</b>	<b>47</b>
		<b>65.52%</b>		<b>34.48%</b>		<b>39.48%</b>		<b>4.35%</b>
<b>White:</b>	<b>658</b>	<b>60.98%</b>	<b>Black/African American:</b>	<b>233</b>	<b>21.59%</b>	<b>Hispanic/Latino:</b>	<b>118</b>	<b>10.94%</b>
						<b>Asian:</b>	<b>41</b>	<b>3.80%</b>
						<b>AI/AN:</b>	<b>3</b>	<b>0.28%</b>
						<b>OTHER:</b>	<b>31</b>	<b>2.87%</b>
						<b>PWD:</b>	<b>91</b>	<b>8.43%</b>

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

DHR-9 (Rev. Feb. 2016)

Note: One female in the Professional category identified as W&B/AA, another as A&AI/AN. One male in the Professional category identified as A&O. One female in the Technician category identified as B/AA&W, another as W&B/AA. One male in the Technician category identified as B/AA&H/L. One male in the Administrative Support category identified as H/L&W.

## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: April 1, 2021 - June 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	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	6	4	4	0	0	0	0	0	0	2	2	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	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%
Para-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%
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	48	46	41	1	2	0	1	1	2	2	2	0	0	0	0	0	0	95.83%	4.17%	89.58%	2.08%	4.17%	0.00%	2.08%	2.08%	4.17%
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>60</b>	<b>51</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>24</b>	<b>17</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>71.43%</b>	<b>28.57%</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>	<b>Males: 60</b>	<b>Females: 24</b>	<b>Total Minorities: 16</b>	<b>Veterans: 4</b>
	<b>71.43%</b>	<b>28.57%</b>	<b>19.05%</b>	<b>4.76%</b>
<b>White: 68</b>	<b>Black/African American: 6</b>	<b>Hispanic/Latino: 4</b>	<b>Asian: 0</b>	<b>AI/AN: 1</b>
<b>80.95%</b>	<b>7.14%</b>	<b>4.76%</b>	<b>0.00%</b>	<b>1.19%</b>
				<b>OTHER: 5</b>
				<b>PWD: 5</b>
				<b>5.95%</b>

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities  
 DHR-9 (Rev. Feb. 2016)

## Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: April 1, 2021 - June 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	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%	0.00%
Professionals	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%	0.00%	
Technicians	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%	0.00%	
Protective Service	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%	0.00%	
Para-professionals	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%	0.00%	
Administrative Support	2	1	1	0	0	0	0	0	0	1	1	0	0	0	0	0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Skilled Craft	24	24	22	0	2	0	0	0	1	0	0	0	0	0	0	0	100.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	4.17%	
Service / Maintenance	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
<b>TOTAL</b>	<b>28</b>	<b>26</b>	<b>24</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>92.86%</b>	<b>7.14%</b>	<b>92.86%</b>	<b>0.00%</b>	<b>7.14%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.57%</b>	

<b>Grand Total Employees for Region 3:</b>		Males: 26 92.86%	Females: 2 7.14%	Total Minorities: 2 7.14%	Veterans: 3 10.00%
White: 26 92.86%	Black/African American: 0 0.00%	Hispanic/Latino: 2 7.14%	Asian: 0 0.00%	AI/AN: 0 0.00%	OTHER: 0 0.00%
					PWD: 1 3.57%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native O=Other/Undeclared PWD=People with Disabilities  
 DHR-9 (Rev. Feb. 2016)

## Summary of Workforce Analysis by Region

Agency: The Illinois State Toll Highway Authority

Reporting Period: April 1, 2021 - June 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	30	16	9	4	1	2				14	4	9		1				53.33%	46.67%	43.33%	43.33%	3.33%	10.00%			
Professionals	130	72	51	6	7	6		3	1	58	30	19	6	4	1		3	55.38%	44.62%	62.31%	19.23%	10.00%	7.69%	0.77%	2.31%	3.08%
Technicians	229	129	92	20	10	5		3	15	100	57	27	13	4		1	10	56.33%	43.67%	65.07%	20.52%	10.04%	3.93%		1.75%	10.92%
Protective Service																										
Para- professionals																										
Administrative Support	331	115	60	26	14	11		5	13	216	97	81	18	5		15	28	34.74%	65.26%	47.43%	32.33%	28.70%	4.83%		6.04%	12.39%
Skilled Craft	409	406	308	34	50	1	3	10	18	3	2	1						99.27%	0.73%	75.79%	8.56%	12.47%	0.24%	0.73%	2.44%	4.40%
Service / Maintenance	62	55	39	10	4	2			9	7	4	2	1					88.71%	11.29%	69.35%	19.35%	9.68%	3.23%			14.52%
<b>TOTAL</b>	1,191	793	559	100	86	27	3	21	56	398	194	139	38	14	1	16	41	66.58%	33.42%	63.22%	20.07%	10.41%	3.44%	0.34%	3.11%	8.14%

<b>Grand Total Employees:</b>	Males: 793 66.58%	Females: 398 33.42%	Total Minorities: 445 37.36%	Veterans: 54 4.50%
White: 753 63.22%	Black/African American: 239 20.07%	Hispanic/Latino: 124 10.41%	Asian: 41 3.44%	AI/AN: 4 0.34%
			OTHER: 37 3.11%	PWD: 97 8.14%

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

DHR-9 (Rev. Feb. 2016)

**Note: One female in the Professional category identified as W&B/AA, another as A&AI/AN. One male in the Professional category identified as A&O. One female in the Technician category identified as B/AA&W, another as W&B/AA. One male in the Technician category identified as B/AA&H/L. One male in the Administrative Support category identified as H/L&W.**

**Workforce Transactions Report  
by EEO Category**

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

**Reporting Period:** April 1, 2021 - June 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																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3									3		3						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																		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: April 1, 2021 - June 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
New Hires	9	4	2	2					5	1	2		2	1		1	44.44%	55.56%	33.33%	44.44%	0.00%	22.22%	11.11%	0.00%	11.11%
Promotions	6	5	2	1	1	1			1	1							83.33%	16.67%	50.00%	16.67%	16.67%	16.67%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1								1				1	1			0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	100.00%	0.00%	0.00%
Suspensions																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	6	2	1					1	4	3		1				2	33.33%	66.67%	66.67%	0.00%	16.67%	0.00%	0.00%	16.67%	33.33%
Discharges	2								2	1		1					0.00%	100.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																	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

DHR-10 (Rev. Feb 2016)

NOTE: One female New Hire and Transfer identify as Asian and American Indian

**Workforce Transactions Report  
by EEO Category**

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

**Reporting Period:** April 1, 2021 - June 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	11	3	2		1					8	2	4	2				1	27.27%	72.73%	36.36%	36.36%	27.27%	0.00%	0.00%	0.00%	9.09%
Promotions	11	7	5	1	1					4	3	1					1	63.64%	36.36%	72.73%	18.18%	9.09%	0.00%	0.00%	0.00%	9.09%
Intra-Agency Transfers	13	12	11		1				1	1								92.31%	7.69%	92.31%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
Suspensions	2	1		1						1	1							50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	4	2	2							2	2							50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1									1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																		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:** April 1, 2021 - June 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	4	1	1							3	1	1				1	1	25.00%	75.00%	50.00%	25.00%	0.00%	0.00%	0.00%	25.00%	25.00%
Promotions	6									6	3	1	2				1	0.00%	100.00%	50.00%	16.67%	33.33%	0.00%	0.00%	0.00%	16.67%
Intra-Agency Transfers																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	3									3		2		1				0.00%	100.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%
Separations	5	2	1			1				3	1	1	1					40.00%	60.00%	40.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%
Discharges	4									4	3	1					1	0.00%	100.00%	75.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																		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:** April 1, 2021 - June 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	7	7	3	1	3													100.00%	0.00%	42.86%	14.29%	42.86%	0.00%	0.00%	0.00%	0.00%
Promotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	12	12	6	3	3													100.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	5	5	3	1	1													100.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Separations	7	7	4		3													100.00%	0.00%	57.14%	0.00%	42.86%	0.00%	0.00%	0.00%	0.00%
Discharges	2	2	1	1														100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																		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:** April 1, 2021 - June 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	PWD
New Hires																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	1		1													100.00%	0.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Suspensions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations																		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:** April 1, 2021 - June 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	31	15	8	3	4					16	4	7	2	2	1	1	3	48.39%	51.61%	38.71%	32.26%	19.35%	6.45%	3.23%		9.68%
Promotions	26	12	7	2	2	1				14	7	5	2			2	46.15%	53.85%	53.85%	26.92%	15.38%	3.85%			7.69%	
Intra-Agency Transfers	28	26	18	3	5				1	2	1			1	1		92.86%	7.14%	67.86%	10.71%	17.86%	3.57%	3.57%		3.57%	
Suspensions	10	6	3	2	1					4	1	2			1		60.00%	40.00%	40.00%	40.00%	10.00%		10.00%			
Separations	22	13	8		3	1			1	9	6	1	2			2	59.09%	40.91%	63.64%	4.55%	22.73%	4.55%		4.55%	9.09%	
Discharges	9	2	1	1						7	5	1	1			1	22.22%	77.78%	66.67%	22.22%	11.11%				11.11%	
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

DHR-10 (Rev. Feb 2016)

**NOTE: One female New Hire and Transfer identify as Asian and American Indian**

# Quarterly Report on Disability

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

**Quarter:** April 1, 2021 - June 30, 2021

**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:** 3

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

<b>Agency: The Illinois State Toll Highway Authority</b>		<b>Reporting Period:</b>	<b>April 1, 2021 - June 30, 2021</b>	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
4/12/2021	Region One	Harassment/Discrimination	Race & Sex	Open
4/20/2021	Region One	Sexual Harassment	Sex	Closed
5/3/2021	Region One	Discrimination	Sex	Closed
6/30/2021	Region One	Discrimination	Race/Sex	Open

DHR 15-Q Rev. 6/05

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

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

## EMPLOYMENT DISCRIMINATION COMPLAINTS: EXTERNAL

<b>Agency:</b> The Illinois State Toll Highway Authority		<b>Reporting Period:</b>		April 1, 2021- June 30, 2021
<b>Date Received</b>	<b>Facility / Region</b>	<b>Action / Issue*</b>	<b>Basis**</b>	<b>Current Status / Finding</b>
4/27/2021	Region One	Discharge	Age, Ancestry, National Origin, and Sex	Open

DHR 15-Q Rev. 6/05

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

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