



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

April 21, 2022

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 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,

A handwritten signature in cursive script that reads "Dorothy Abreu".

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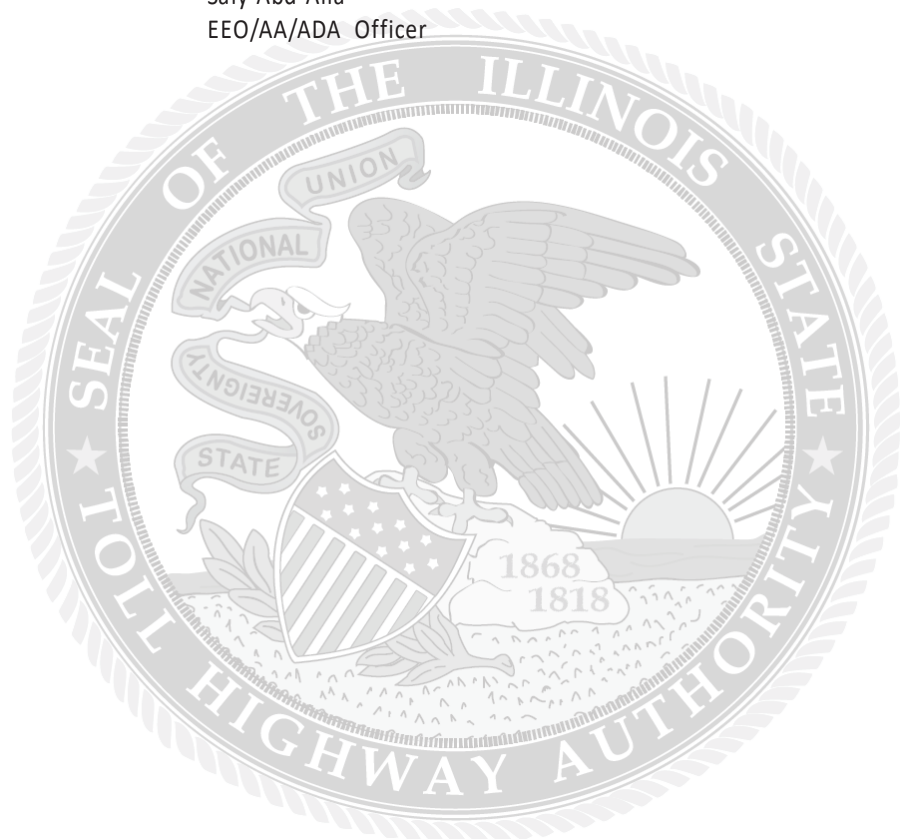
Dorothy Abreu  
Chair & Chief Executive Officer

A handwritten signature in cursive script that reads "Saly Abd Alla".

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Saly Abd Alla  
EEO/AA/ADA Officer

Enclosure





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**EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION**

## **QUARTERLY REPORT**

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

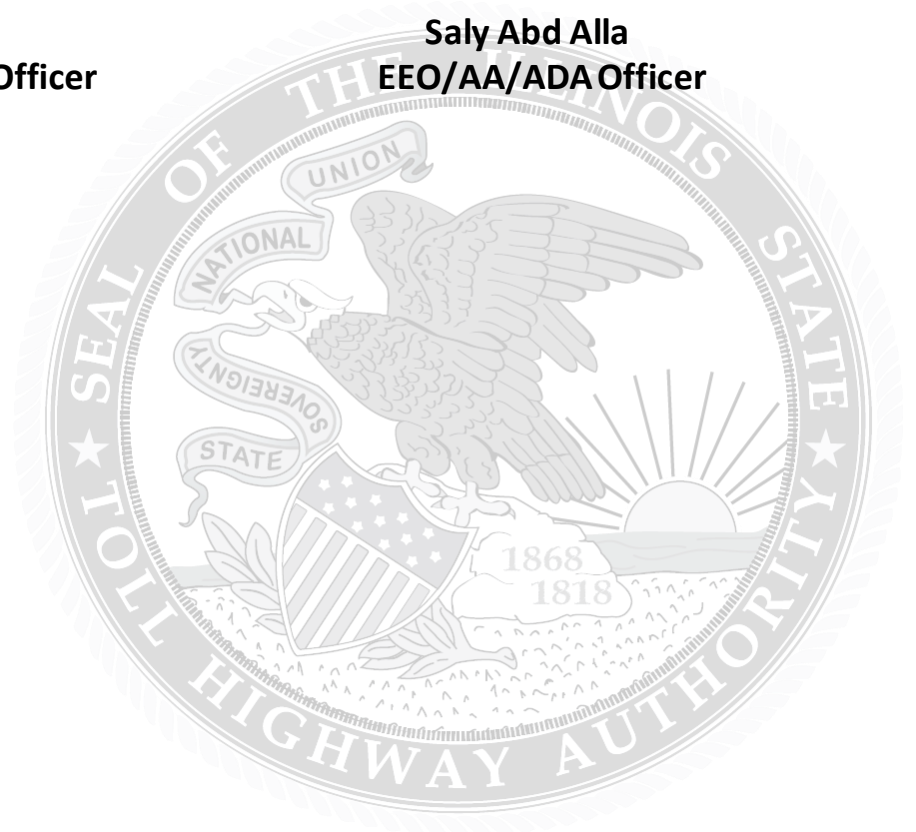
**January 1, 2022**

**Through**

**March 31, 2022**

**Dorothy Abreu**  
**Chair & Chief Executive Officer**

**Saly Abd Alla**  
**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, 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.



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Dorothy Abreu  
Chair & Chief Executive Officer



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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: January 1, 2022 - March 31, 2022

## 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), 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)<sup>2</sup> - 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 and DuPage County Workforce Division.

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

- University of Notre Dame Spring Career Fair
- UIC Internship and Part-Time Job Fair - Employer Panel
- Northwestern Winter Internship and Job Fair 2022
- University of Illinois at Chicago Internship and Part-Time Job Fair 2022
- Michigan State University Diversity Career Fair & Panel
- Loyola University Chicago 2022 STEM Career & Internship Fair
- NIU Huskies Get Hired All Majors Internship and Job Fair
- WTS Greater Chicago Partnership Virtual Career Fair
- Arrupe College/Loyola University Chicago Interview Workshop
- DePaul University Winter 2022 Career Fair
- BWISE Career Fair
- Hispanic-Serving Institutions (HSI) Virtual Career Fair
- National Louis University Criminal Justice, Government, and Law Day
- National Louis University Business, Communications, and Computer Science Day
- Donka Site Visit/Tour
- NIU Huskies Get Hired Virtual Career Fair (Government, Public Service)
- Truman College (City Colleges of Chicago) Virtual Career Fair
- WIU Spring Career Fair
- Willow Creek Volunteer Services Virtual Meeting
- St. Xavier University Tabling
- Goodwill Interviewing Techniques
- MSU Information Technology and Business Analytics Mix & Mingle
- University of Michigan-Flint Virtual Career Fair
- Illinois State University Virtual Career Fair
- Governors State University Tabling
- Goodwill Workforce Connection Center North Riverside- Contact Tracer Group Presentation
- Roosevelt University Business Career Fair
- Chicago Women in Trade Mock Interview Event
- University of Illinois at Chicago Virtual Career Fair

# Quarterly Underutilization Summary Form

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

Reporting Period: January 1, 2022 - March 31, 2022

## 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	2	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

## Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total: 8	0	2WM, 1BF	4WM, 1WF	N/A	N/A	0	0	0
New Hires (Veterans) Total:	0	0	0	0	0	0	0	0
New Hires (Non-Vets) Total: 17	0	2WM, 1BM, 1BF, 1AF	1WM	N/A	N/A	1WM, 1OM, 1BF	5WM, 2HM; 1H&AM	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	2	15	10
Asian	P	P	10	N/A	N/A	P	4	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, 2022 - March 31, 2022

## 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	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	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total: 1	0	0	0	N/A	N/A	0	1WM	0

## Ending underutilization for this quarter

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

Reporting Period: January 1, 2022 - March 31, 2022

## 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: Illinois State Toll Highway Authority

Reporting Period: January 1, 2022 - March 31, 2022

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	29	16	9	3	1	3	0	0	0	13	4	8	0	1	0	0	0	55.17%	44.83%	44.83%	37.93%	3.45%	13.79%	0.00%	0.00%	0.00%
Professionals	158	83	58	11	6	5	0	4	1	75	40	24	6	5	1	1	5	52.53%	47.47%	62.03%	22.15%	7.59%	6.33%	0.63%	3.16%	3.80%
Technicians	216	128	95	19	11	3	1	1	13	88	49	25	12	5	0	0	7	59.26%	40.74%	66.67%	20.37%	10.65%	3.70%	0.46%	0.46%	9.26%
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	301	107	53	25	13	11	0	6	11	194	78	78	21	6	0	11	24	35.55%	64.45%	43.52%	34.22%	11.30%	5.65%	0.00%	5.65%	11.63%
Skilled Craft	322	322	231	32	47	2	2	9	14	0								100.00%	0.00%	71.74%	9.94%	14.60%	0.62%	0.62%	2.80%	4.35%
Service / Maintenance	49	45	31	9	3	2	0	0	7	4	1	2	1	0	0	0	0	91.84%	8.16%	65.31%	22.45%	8.16%	4.08%	0.00%	0.00%	14.29%
<b>TOTAL</b>	<b>1,075</b>	<b>701</b>	<b>477</b>	<b>99</b>	<b>81</b>	<b>26</b>	<b>3</b>	<b>20</b>	<b>46</b>	<b>374</b>	<b>172</b>	<b>137</b>	<b>40</b>	<b>17</b>	<b>1</b>	<b>12</b>	<b>36</b>	<b>65.21%</b>	<b>34.79%</b>	<b>60.37%</b>	<b>21.95%</b>	<b>11.26%</b>	<b>4.00%</b>	<b>0.37%</b>	<b>2.98%</b>	<b>7.63%</b>

<b>Grand Total Employees for Region 1:</b>	<b>Males: 701</b>	<b>Females: 374</b>	<b>Total Minorities: 436</b>
	<b>65.21%</b>	<b>34.79%</b>	<b>40.56%</b>
White: 649	Black/African American: 236	Hispanic/Latino: 121	Asian: 43
60.37%	21.95%	11.26%	4.00%
			AI/AN: 4
			NHOPI: 32
			PWD: 82
			7.63%

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, 2022 - March 31, 2022

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								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	49	47	42	1	2	0	1	1	2	2	2	0	0	0	0	0	0	95.92%	4.08%	89.80%	2.04%	4.08%	0.00%	2.04%	2.04%	4.08%
Service / Maintenance	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>TOTAL</b>	<b>83</b>	<b>61</b>	<b>52</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>73.49%</b>	<b>26.51%</b>	<b>80.72%</b>	<b>7.23%</b>	<b>4.82%</b>	<b>0.00%</b>	<b>1.20%</b>	<b>6.02%</b>	<b>6.02%</b>

<b>Grand Total Employees for Region 2:</b>	<b>Males: 61</b>	<b>Females: 22</b>	<b>Total Minorities: 16</b>
	<b>73.49%</b>	<b>26.51%</b>	<b>19.28%</b>
White: 67	Black/African American: 6	Hispanic/Latino: 4	Asian: 0
80.72%	7.23%	4.82%	0.00%
			AI/AN: 1
			NHOPI: 5
			PWD: 5
			6.02%

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, 2022 - March 31, 2022

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	2	2	2							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	2	0								2	2							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	22	22	20	0	2	0	0	0	1	0								100.00%	0.00%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	4.55%
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	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>	<b>Males: 24</b>	<b>Females: 2</b>	<b>Total Minorities: 2</b>
	<b>92.31%</b>	<b>7.69%</b>	<b>7.69%</b>
<b>White: 24</b>	<b>Black/African American: 0</b>	<b>Hispanic/Latino: 2</b>	<b>Asian: 0</b>
<b>92.31%</b>	<b>0.00%</b>	<b>7.69%</b>	<b>0.00%</b>
			<b>AI/AN: 0</b>
			<b>NHOPI: 0</b>
			<b>PWD: 1</b>
			<b>3.85%</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 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, 2022 - March 31, 2022

**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	29	16	9	3	1	3				13	4	8		1				55.17%	44.83%	44.83%	37.93%	3.45%	13.79%			
Professionals	158	83	58	11	6	5		4	1	75	40	24	6	5	1	1	5	52.53%	47.47%	62.03%	22.15%	7.59%	6.33%	0.63%	3.16%	3.80%
Technicians	222	134	101	19	11	3	1	1	13	88	49	25	12	5		7	60.36%	39.64%	67.57%	19.82%	10.36%	3.60%	0.45%	0.45%	9.01%	
Protective Service																										
Para-professionals																										
Administrative Support	332	117	59	27	15	11		6	12	215	92	81	21	6		15	26	35.24%	64.76%	45.48%	32.53%	10.84%	5.12%		6.33%	11.45%
Skilled Craft	393	391	293	33	51	2	3	10	17	2	2							99.49%	0.51%	75.06%	8.40%	12.98%	0.51%	0.76%	2.54%	4.33%
Service / Maintenance	50	45	31	9	3	2			7	5	2	2	1					90.00%	10.00%	66.00%	22.00%	8.00%	4.00%			14.00%
<b>TOTAL</b>	<b>1,184</b>	<b>786</b>	<b>551</b>	<b>102</b>	<b>87</b>	<b>26</b>	<b>4</b>	<b>21</b>	<b>50</b>	<b>398</b>	<b>189</b>	<b>140</b>	<b>40</b>	<b>17</b>	<b>1</b>	<b>16</b>	<b>38</b>	<b>66.39%</b>	<b>33.61%</b>	<b>62.50%</b>	<b>20.44%</b>	<b>10.73%</b>	<b>3.63%</b>	<b>0.42%</b>	<b>3.13%</b>	<b>7.43%</b>

<b>Grand Total Employees:</b>		<b>Males:</b>	<b>786</b>	<b>Females:</b>	<b>398</b>	<b>Total Minorities:</b>	<b>454</b>
			<b>66.39%</b>		<b>33.61%</b>		<b>38.34%</b>
White:	<b>740</b>	Black/African American:	<b>242</b>	Hispanic/Latino:	<b>127</b>	Asian:	<b>43</b>
	<b>62.50%</b>		<b>20.44%</b>		<b>10.73%</b>		<b>3.63%</b>
				AI/AN:	<b>5</b>	NHOPI:	<b>37</b>
					<b>0.42%</b>		<b>3.13%</b>
						PWD:	<b>88</b>
							<b>7.43%</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 PWD=People with Disabilities  
 DHR-9 (Rev. Feb. 2016)

NOTE: One male professional identifies as A&O. One female professional identifies as W&B, one female professional as A&AI. One male technician identifies as B&H, one male technician as W&AI. One female technician identifies as B&W, one female technician as W&B, one female technician as W&A. One male administrative support identifies as H&W. One male skilled craft identifies as H&A.

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois State Toll Highway Authority

**Reporting Period:** January 1, 2022 - March 31, 2022

**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								0.00%	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	1	1				1			0								100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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%	
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, 2022 - March 31, 2022

**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	5	3	2	1						2		1		1					60.00%	40.00%	40.00%	40.00%	0.00%	20.00%
Promotions	3	2	2							1		1					1		66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%
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	3	3	2	1						0									100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%
Discharges	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, 2022 - March 31, 2022

**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	1	1	1							0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Promotions	5	4	4							1	1						80.00%	20.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	1	1	1							0							100.00%	0.00%	100.00%	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	2	2	2							0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	1	0								1			1				0.00%	100.00%	0.00%	0.00%	100.00%	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, 2022 - March 31, 2022

**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	3	2	1					1			1						66.67%	33.33%	33.33%	33.33%	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	1	0						1	1								0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	7	4	2		2				3	1	1	1				1	57.14%	42.86%	42.86%	14.29%	42.86%	0.00%	0.00%	0.00%	28.57%	
Separations	8	2	2						6	3	3						25.00%	75.00%	62.50%	37.50%	0.00%	0.00%	0.00%	0.00%	0.00%	
Discharges	2	1	1						1		1						50.00%	50.00%	50.00%	50.00%	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, 2022 - March 31, 2022

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
New Hires	9	9	6		3	1			0								100.00%	0.00%	66.67%	0.00%	33.33%	11.11%	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	5	5	3	1	1				0								100.00%	0.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	5	5	4		1				0								100.00%	0.00%	80.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Separations	4	4	2	1	1				0								100.00%	0.00%	50.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%
Discharges	5	4	2		1			1	1		1						80.00%	20.00%	40.00%	20.00%	20.00%	0.00%	0.00%	20.00%	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

DHR-10 (Rev. Feb 2016)

NOTE: On male new hire identifies as H&A

**Workforce Transactions Report  
by EEO Category**

**Agency:** Illinois State Toll Highway Authority

**Reporting Period:** January 1, 2022 - March 31, 2022

**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	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	1	1					0								100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0							0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
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

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

**Agency:** Illinois State Toll Highway Authority

**Reporting Period:** January 1, 2022 - March 31, 2022

**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	18	15	10	1	3	1		1		3		2		1				83.33%	16.67%	55.56%	16.67%	16.67%	11.11%		5.56%		
Promotions	8	6	6							2	1	1					1	75.00%	25.00%	87.50%	12.50%					12.50%	
Intra-Agency Transfers	9	8	5	2	1					1	1							88.89%	11.11%	66.67%	22.22%	11.11%					
Suspensions	12	9	6		3					3	1	1	1				1	75.00%	25.00%	58.33%	8.33%	33.33%				8.33%	
Separations	18	12	8	2	1	1			2	6	3	3						66.67%	33.33%	61.11%	27.78%	5.56%	5.56%			11.11%	
Discharges	8	5	3		1			1		3		2	1					62.50%	37.50%	37.50%	25.00%	25.00%				12.50%	
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 male new hire identifies as H&A

# Quarterly Report on Disability

**Agency:** Illinois State Toll Highway Authority

**Quarter:** January 1, 2022 - March 31, 2022

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

**Total hires during the quarter:** 18

**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

<b>Agency: The Illinois State Toll Highway Authority</b>		<b>Reporting Period:</b>		<b>January 1, 2022 - March 31, 2022</b>
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
N/A	N/A	N/A	N/A	N/A

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, 2022 - March 31, 2022	
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
N/A	N/A	N/A	N/A	N/A

DHR 15-Q Rev. 6/05

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

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