



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

October 24, 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 First Quarterly Report for Fiscal Year 2024. Should you have any questions, please do not hesitate to contact Sharon Ferguson, EEO/AA/ADA Officer, at (630) 241-6800, extension 1010.

Sincerely,

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer

Enclosure





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EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

First Quarter - Fiscal Year July 1, 2023 to June 30, 2024

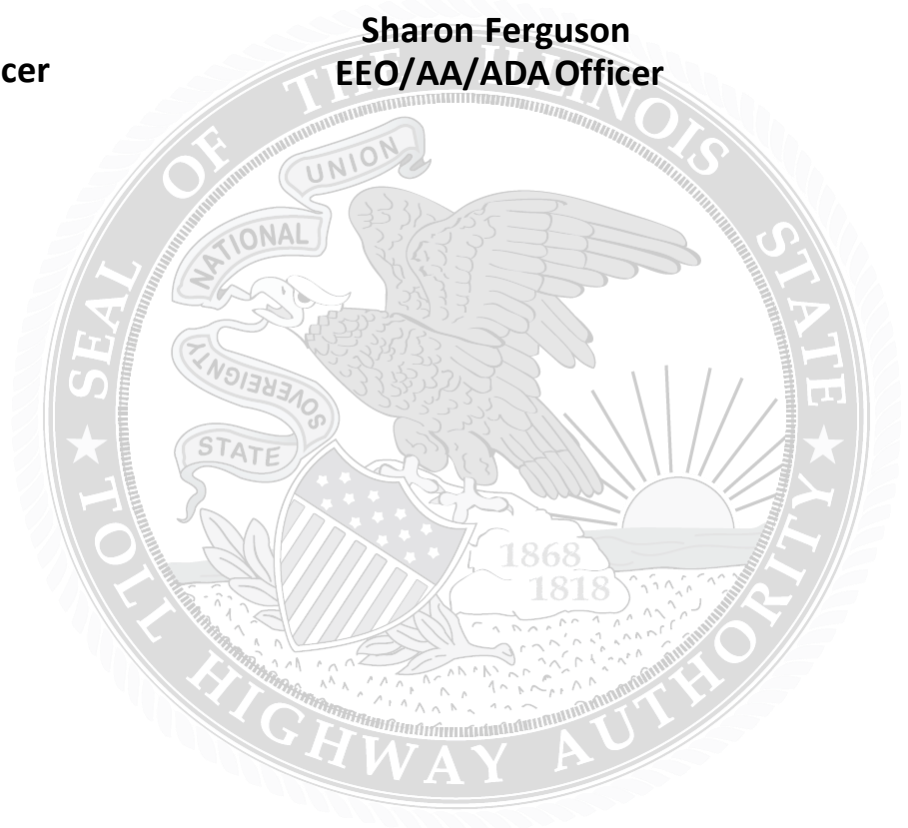
July 1, 2023

Through

September 30, 2023

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer



Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2023 to June 30, 2024. 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

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Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: July 1, 2023 - September 30, 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 over 225 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. We have also connected with SAP Career Opportunities Group and Global SuccessFactors and SAP HXM Community on LinkedIn for roles that require SAP experience, particularly in finance and customer service. 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, Easter Seals Senior Community Service Employment Program, Equus Workforce Solutions, Storycatchers, Captain James A. Lovell Federal Health Care Center, National Asian Pacific Center on Aging, DuPage County Health Department, Point of Success Workforce Solutions, Covenant House, Ignite Promise, Aids Foundation of Chicago, Anxiter Center, and Centers for New Horizons.

We attended the following job fair/sessions this quarter:

- Careers Presentation with Western Governors University
- Goodwill Workforce Connection Center - Lombard: Illinois Tollway Careers tabling
- SER Central States Construction, Solar Panel, Industrial Maintenance Job Fair
- State Employment Job Fair - IDES Will County (Bolingbrook)
- 114th Annual NAACP National Convention Virtual Career Fair
- Congressman Bill Foster's Hiring Fair
- State-Municipal-Federal Job Fair (IDES Wheeling)
- India Festival
- Senator John Curran & Rep. John Ego's Job Fair
- Job Fair with IDES & Equus - Northside American Job Center at Truman College (NAJC)
- Goodwill Interviewing Techniques
- Christ Tabernacle 1st Annual Family and Friends Weekend Career and Health Fair
- Lockport Township Job Fair
- Career Presentation with Building Stable Communities - Horizons
- State Rep. Hoan Huynh's Job Fair
- YWCA Hiring Fair
- 50th Ward Job Fair
- DeVry University's Employer Insight Conversation - Illinois Tollway
- LifeHouse, OAI and IDES Job Fair
- St. Sabina Annual Fall Career & Resource Fair
- Center on Halsted's Annual LGBTQ Career Fair
- UCAN Hiring Event
- Fall into Place Hiring Event with SERCO Southwest Suburban Cook County American Job Center
- DePaul University Technology & Data Analytics Career Fair

Quarterly Underutilization Summary Form

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

Reporting Period: July 1, 2023 - September 30, 2023

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	21	N/A	N/A	17	3	2
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	21	N/A	N/A	P	9	4
Asian	P	4	3	N/A	N/A	3	1	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	1WM,1BM,1WF,1BF	1BM	N/A	N/A	3WF	0	2HM
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	1WM
New Hires (Non-Vets) Total:	2WF,1BM	7WM,2BM,1AM,6BF,2HF,1AF	1WM,1BF,1AF	N/A	N/A	2WM,3WF,2BF,2HF	1WM,1HM	2WM,6HM

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	19	N/A	N/A	10	3	2
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	21	N/A	N/A	P	8	P
Asian	P	2	2	N/A	N/A	3	1	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

DHR 12-Q (Rev. Feb. 2016)

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
Region: 2

Reporting Period: July 1, 2023 - September 30, 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	8	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	2	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	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	8	P	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	2	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: July 1, 2023 - September 30, 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	6	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	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	6	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

DHR 12-Q (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: July 1, 2023 - September 30, 2023

Region: 1

Grand Total		MALES												FEMALES												PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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		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	M	F	W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
Officials / Administrators	45	24	14	6	1	2	0	1	0							21	10	9	2	1	0	0	1			53.33%	46.67%	53.33%	33.33%	6.67%	6.67%	0.00%																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											</

Grand Total Employees for Region 1:		Males:		690		Females:		398		Total Minorities:		465	
				63.42%				36.58%				42.74%	
White:	623	Black/African American:	248	Hispanic/Latino:	142	Asian:	45	A/AN:	1	O:	29	PWD:	68
	57.26%		22.79%		13.05%		4.14%		0.09%		2.67%		6.25%

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: R1 Officials - 1 female identifies as W&B/AA. Professionals - 1 female identifies as W&B/AA, 1 female as A&AI, 1 female as W&A, 1 female as W&H, 1 male as W&H, 1 male as H&A. Technicians - 1 female identifies as B/AA&W, 1 male as H&W. Service/Maintenance - 1 male identifies as H&A

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: July 1, 2023 - September 30, 2023

Region: 2

Grand Total		MALES										FEMALES										PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
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Grand Total Employees for Region 2:		Males:		Females:		Total Minorities:	
		54		21		16	
		72.00%		28.00%		21.33%	
White:	59	Black/African American:	7	Hispanic/Latino:	2	AI/AN:	1
78.67%		9.33%		2.67%		0.00%	1.33%
				Asian:		O:	
						8.00%	
						PWD:	
						5.33%	

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: July 1, 2023 - September 30, 2023

Region: **3**

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	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	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Technicians	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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	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%	100.00%	0.00%	0.00%	0.00%	0.00%					
Skilled Craft	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%					
Service / Maintenance	21	21	18	0	3	0	0	0	1	0	0	0	0	0	0	0	100.00%	0.00%	85.71%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%	4.76%					
TOTAL	27	26	23	0	3	0	0	0	1	1	1	0	0	0	0	0	96.30%	3.70%	88.89%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	3.70%					

Grand Total Employees for Region 3:		Males:		Females:		Total Minorities:	
		26		1		3	
		96.30%		3.70%		11.11%	
White:	24	Black/African American:	0	Hispanic/Latino:	3	AI/AN:	0
88.89%		0.00%		0.00%	11.11%	0.00%	
						O:	0
						PWD:	1
							3.70%

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: July 1, 2023 - September 30, 2023

Grand Total

Grand Total		MALES										FEMALES										PERCENTAGES									
		AI / AN										AI / AN																			
EEO Category	Total	W	B/AA	H/L	A		O	PWD	Total	W	B/AA	H/L	A		O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD						
Officials / Administrators	45	24	14	6	1	2		1		21	10	9	2	1		1		53.33%	46.67%	53.33%	33.33%	6.67%				2.22%	2.22%				
Professionals	315	155	113	20	11	9		4	5	160	69	57	23	12	1	2	8	49.21%	50.79%	57.78%	24.44%	10.79%	6.67%		0.32%	1.90%	4.13%				
Technicians	117	105	83	9		1		2	1	8	6	4		2			89.74%	10.26%	76.07%	11.11%	7.69%	2.56%		1.71%	0.85%	6.84%					
Protective Service																															
Para-professionals																															
Administrative Support	316	100	49	21	16	11		4	12	216	93	84	22	4		14	25	31.65%	68.35%	44.94%	33.23%	12.03%	4.75%			5.70%	11.71%				
Skilled Craft	76	76	68	1	7				3								100.00%		89.47%	1.32%	9.21%					3.95%					
Service / Maintenance	321	310	198	43	55	6		9	11	11	5	3	3				96.57%	3.43%	63.24%	14.33%	18.07%	1.87%			2.80%	3.43%					
TOTAL	1,190	770	524	100	98	27		2	39	420	182	155	49	18		16	34	64.71%	35.29%	59.33%	21.43%	12.35%	3.78%		0.17%	2.94%	6.13%				

Grand Total Employees:		Males:		770		Females:		420		Total Minorities:		484		40.67%	
White:	706	Black/African American:	255	Hispanic/Latino:	147	Asian:	45	A/AN:	2	O:	35	PWD:	73	59.33%	6.13%
			21.43%		12.35%		3.78%		0.17%		2.94%				

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: R1 Officials - 1 female identifies as W&B/AA. Professionals - 1 female identifies as W&B/AA, 1 female as A&AI, 1 female as W&A, 1 female as W&H, 1 male as W&H, 1 male as H&A. Technicians - 1 female identifies as B/AA&W, 1 male as H&W. Service/Maintenance - 1 male identifies as H&A

Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: July 1, 2023 - September 30, 2023

EEO Category: OFFICIALS / ADMINISTRATORS

Grand Total			MALES										FEMALES										PERCENTAGES									
			MALES										FEMALES																			
			Transaction	Total	Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD
New Hires	3	1	0	1	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	33.33%	66.67%	33.33%	0.00%	0.00%	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	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	0	0	0	0	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%		
Suspensions	0	0	0	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%		
Separations	0	0	0	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%		
Discharges	0	0	0	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%		
Lay Off	0	0	0	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%		
Demotions	0	0	0	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%		
Reductions	0	0	0	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%		
Reinstatements	0	0	0	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%		
Reemployment	0	0	0	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%		
Upward Reallocations	0	0	0	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%		
Downward Reallocations	0	0	0	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%		

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: July 1, 2023 - September 30, 2023

EEO Category: PROFESSIONALS

Grand Transaction		MALES										FEMALES										PERCENTAGES									
		W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	M	F	W	B/AA	H/L	A	AN	O	PWD						
New Hires	19	10	7	2	0	1	0	0	0	9	0	6	2	1	0	0	52.63%	47.37%	36.84%	42.11%	10.53%	10.53%		0.00%	0.00%	0.00%					
Promotions	4	2	1	1	0	0	0	0	0	2	1	2	0	0	0	0	50.00%	50.00%	50.00%	75.00%	0.00%	0.00%		0.00%	0.00%	0.00%					
Intra-Agency Transfers	2	1	1	0	0	0	0	0	0	1	0	0	0	1	0	0	50.00%	50.00%	50.00%	0.00%	0.00%	50.00%		0.00%	0.00%	0.00%					
Suspensions	2	2	1	1	0		0	1		0	0	0	0	0	0	0	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%		0.00%	0.00%	50.00%					
Separations	4	3	3	0	0	0	0	0		1	1	0	0	0	0	0	75.00%	25.00%	100.00%	0.00%	0.00%			0.00%	0.00%	0.00%					
Discharges	2	2	1	1	0	0	0	0		0	0	0	0	0	0	0	100.00%	0.00%	50.00%	50.00%	50.00%			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%					
Demotions	0	0								0							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%					
Reinstatements	0	0								0							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%					
Upward Reallocations	0	0								0							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%					

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: July 1, 2023 - September 30, 2023

EEO Category: TECHNICIANS

Grand Total			MALES										FEMALES										PERCENTAGES									
			Transaction	Total	Total	W	B/AA	H/L	A	AN	AI	O	PWD	Total	W	B/AA	H/L	A	AN	AI	O	PWD	M	F	W	B/AA	H/L	A	AN	AI	O	PWD
New Hires	3	1	1	0	0	0	0	0	0	0	0	2	0	1	0	0	1	0	0	0	0	33.33%	66.67%	33.33%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	
Promotions	1	1	0	1	0	0	0	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%	0.00%		
Intra-Agency Transfers	0	0	0	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%		
Suspensions	0	0	0	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%		
Separations	0	0	0	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%		
Discharges	0	0	0	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%		
Lay Off	0	0	0	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%		
Demotions	0	0	0	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%		
Reductions	0	0	0	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%		
Reinstatements	0	0	0	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%		
Reemployment	0	0	0	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%		
Upward Reallocations	0	0	0	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%		
Downward Reallocations	0	0	0	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%		

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: July 1, 2023 - September 30, 2023

EEO Category: ADMINISTRATIVE SUPPORT

Grand										MALES										FEMALES										PERCENTAGES									
Transaction		Total	Total	W	B/A/A	H/L	A	AN	O	PWD	Total		W	B/A/A	H/L	A	AN	O	PWD	M	F	W	B/A/A	H/L	A	AN	O	PWD											
New Hires	9	2		2	0	0	0	0	0	1	7	3	2	2	2	0	0	0	0	0	22.22%	77.78%	55.56%	22.22%	22.22%	0.00%	0.00%	0.00%	0.00%	11.11%									
Promotions	3	0		0	0	0	0	0	0	0	3	3	0	0	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%										
Intra-Agency Transfers	2	0		0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%										
Suspensions	7	2		1	0	0	1	0	0	0	5	2	3	0	0	0	0	0	0	28.57%	71.43%	42.86%	42.86%	0.00%	14.29%	0.00%	0.00%	0.00%	0.00%										
Separations	8	3		2	0	1	0	0	0	0	5	3	1	0	0	0	0	1	2	37.50%	62.50%	62.50%	12.50%	12.50%	0.00%	0.00%	0.00%	12.50%	25.00%										
Discharges	2	1		1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	50.00%	50.00%	50.00%	50.00%	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: July 1, 2023 - September 30, 2023

EEO Category: SKILLED CRAFT

Grand												MALES										FEMALES										PERCENTAGES									
Transaction		Total	Total	W	B/AA	H/L	A	AN	O	PWD	AI										AI										AI										
											Total	W	B/AA	H/L	A	AN	O	PWD	M	F	W	B/AA	H/L	A	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%	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%	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%				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%	0.00%				0.00%									
Separations	2	2		2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%		0.00%	0.00%	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%				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 Higway Authority Reporting Period: July 1, 2023 - September 30, 2023

EEO Category: SERVICE / MAINTENANCE

Grand			MALES										FEMALES										PERCENTAGES									
			Transaction	Total	Total	W	B/A/A	H/L	A	AN	O	PWD	Total	W	B/A/A	H/L	A	AN	O	PWD	M	F	W	B/A/A	H/L	A	AN	O	PWD			
New Hires	10	10	4	0	6	0	0	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	40.00%	0.00%	60.00%	0.00%	0.00%	0.00%	0.00%	10.00%			
Promotions	2	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%				
Intra-Agency Transfers	7	5	3	0	2	0	0	0	0	0	0	2	1	1	0	0	0	0	0	71.43%	28.57%	57.14%	14.29%	28.57%	0.00%	0.00%	0.00%	0.00%				
Suspensions	2	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Separations	4	4	4	0	0	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	1	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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 PWD=People with Disabilities

O=Other NOTE: 1 Service/Maintenance discharge male identifies as W&O
DHR-10 (Rev. Feb 2016)

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: July 1, 2023 - Septemeber 30, 2023

EEO Category: GRAND TOTAL

Grand			MALES										FEMALES										PERCENTAGES									
			MALES										FEMALES										PERCENTAGES									
			Transaction	Total	Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	M	F	W	B/AA	H/L	A	AN	O	PWD			
New Hires	47	27	16	3	7	1				2	20	5	9	4	2					57.45%	42.55%	44.68%	25.53%	23.40%	6.38%			4.26%				
Promotions	10	5	1	2	2						5	4	2						50.00%	50.00%	50.00%	40.00%	20.00%									
Intra-Agency Transfers	11	6	4		2						5	2	2		1				54.55%	45.45%	54.55%	18.18%	18.18%	9.09%								
Suspensions	12	7	4	2			1			1	5	2	3						58.33%	41.67%	50.00%	41.67%		8.33%			8.33%					
Separations	18	12	11		1						6	4	1				1	2	66.67%	33.33%	83.33%	5.56%	5.56%			5.56%	11.11%					
Discharges	5	4	3	1	1				1		1		1						80.00%	20.00%	60.00%	40.00%	20.00%			20.00%						
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 PWD=People with Disabilities
O=Other NOTE: 1 Professional female promotion identifies as W&B/AA, 1 male discharge as B/AA&H. 1 Service/Maintenance discharge male identifies as W&O
DHR-10 (Rev. Feb 2016)

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2023 - September 30, 2023

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

Total hires during the quarter: 47

Total hires of people with disabilities in this quarter: 2

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL				
Agency: The Illinois State Toll Highway Authority		Reporting Period:		July 1, 2023 - September 30, 2023
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:	July 1 2023 - September 30, 2023	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
N/A	N/A	N/A	N/A	N/A