



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

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

Second Quarter - Fiscal Year July 1, 2023 to June 30,

2024

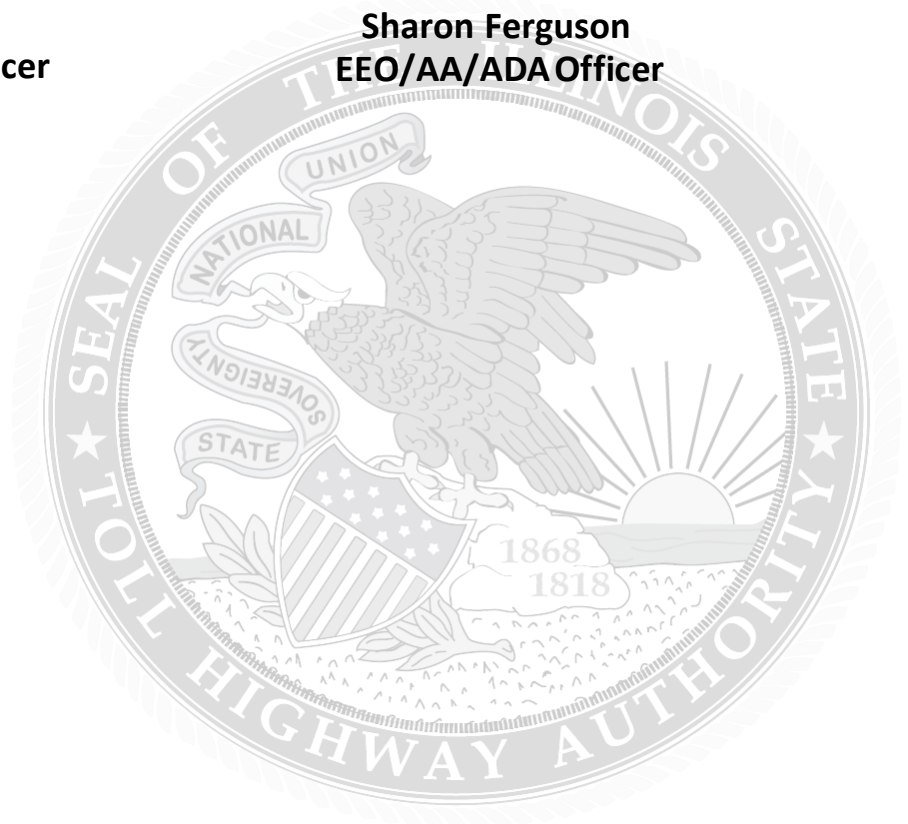
October 1, 2023

Through

December 31, 2023

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer





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

January 24, 2024

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 Second 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



Quarterly Report Format

This is the second 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.



Arnie 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: October 1, 2023-December 31, 2023

List Program Goals & Objectives and if Met/Not Met

Provided Discrimination/Harassment Training

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continue to provide agency-wide Discrimination/ Harassment Training

Provide ADA Training to Managers & Supervisors

Recruitment

To expand the applicant pool and reach the maximum number of applicants, positions are posted using The Tollway's website, governmentjobs.com and Linked-in, which also automatically send the positions to sites like Indeed and Google. Positions are also advertised through the Tollway's Handshake account which is connected to 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, Centers for New Horizons, ScaleLit, Job Center of Lake County, Community Assistance Programs (CAPs), OAI Inc., Aspire Chicago, TCA Health, Inc., Housing Opportunities for Women (HOW), KRA Corporation, Growing Home Inc., Inner-City Muslim Action Network, Christian Community Health Center, and Youth Job Center.

We attended the following job fair/sessions this quarter:

- Roosevelt University Fall Job Fair 2023
- Northern Cook County National Disability Employment Awareness Month Ability Fair 2023
- State Career Fair & Resource Fair in Honor of Latinx Heritage Month
- 46th Annual; UIC Diversity Career Fair
- Saint Xavier College to Career Expo
- Building Wealth Today for Tomorrow Financial Services Career Fair and Financial Empowerment Summit
- Goodwill Interviewing Techniques
- Community Assistance Programs Hiring Event
- Illinois Association for Hispanic State Employees Annual Conference and Job Fair
- Project H.O.O.D. Resource and Job Fair
- Central States SER Hiring Event
- State of IL Recruitment Event in partnership with State Senator Laura Ellman and State Representative Janet Yang Rohr
- Truman College Fall Career Fair
- 2023 Quinn & Guerrero-Cellular Service Office Job Fair
- North Suburban Career Connector Hiring & Career Resources Event
- Workforce Center of Will County Ability Career Fair
- Olive-Harvey College's Fall Career Fair/Hiring Event
- Wilbur Wright College Fall 2023 Virtual Career Fair
- HIV Workforce Taskforce Job Readiness and Resource Fair Collaborative
- 3rd Annual Day of the Dead Resource Fair by Commissioner Frank Aguilar and Rincon Family Services
- Techapalooza
- Chicago State University Career Fair

Job Fair/Sessions Continued:

- Career Connector Hiring Even at Triton College
- Business Spotlight with Workforce Service Division of Will County
- Veteran serving Veterans – State Agency Recruitment Event
- WorkNet Batavia and Mooseheart Child City & School Career Fair
- Calumet City Veterans Day Job Fair
- Northeastern Illinois University Career Fair
- 4th Annual D219 Post High School Career Resource Fair
- Goodwill Workforce Connection Center – Lombard: Illinois Tollway Careers Virtual Presentation
- Daley College and Greater Southwest Development Corporation Job Fair
- IDES Job Fair at Gail Borden Library
- Fair Future Job Fair
- Aurora University Career Fair
- Dominican University Mock Interviews
- Chicago Women in Trade Mock Interviews
- Holiday Hiring Event with Olive'Harvey College
- RiseKit Virtual Employer Webinar

Quarterly Underutilization Summary Form

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

Reporting Period: October 1, 2023-December 31, 2023

Beginning 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	11	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

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:45	2 WM 1BM	2WM 1BM 1AM 1WF 4BF 1HF	1WM 1HM 1OM	N/A	N/A	1WM 2HM 3WF 2HF 1OF	0	7WM 4BM 4HM 1WF

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	5	3	1
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	20	N/A	N/A	P	8	P
Asian	P	1	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: October 1, 2023-December 31, 2023

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	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	0	2WM 1HM 1OM

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

DHR 12-Q (Rev. Feb. 2016)

Quarterly Underutilization Summary Form

Agency: Illinois State Toll Highway Authority
Region: **3**

Reporting Period: October 1, 2023-December 31, 2023

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	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	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	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: October 1, 2023 - December 31, 2023

Region: 1

EEO Category	MALES						FEMALES						PERCENTAGES									
	Total						Total						W		B/AA		H/L		A		AI/AN	
Officials / Administrators	48	27	16	7	1	2	0	1	0	1	0	0	1	10	9	2	2	1	1	0	0	1
Professionals	320	157	113	21	11	10	0	4	4	4	11	2	8	68	61	24	24	11	1	2	2	8
Technicians	110	99	76	9	10	1	1	2	7	7	11	5	0	5	4	0	0	2	0	0	0	0
Administrative Support	286	89	41	17	17	11	0	4	11	197	84	79	23	2	2	0	10	24	31.12%	68.88%	43.71%	73.64%
Skilled Craft	64	64	56	1	7	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0
Service / Maintenance	268	261	153	43	54	5	0	7	9	7	2	2	3	0	0	0	0	0	0	0	0	0
TOTAL	1,096	697	455	98	100	29	1	18	33	399	169	155	52	16	1	12	33	63.59%	36.41%	56.93%	23.08%	13.87%

Grand Total Employees for Region 1:										Total Minorities:									
White: 624					Black/African American: 253					Hispanic/Latino: 152					Asian: 45				
56.93%					23.08%					13.87%					4.11%				

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 2023

Region: **2**

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%	0.00%			
Technicians	5	5	4	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	80.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%			
Administrative Support	25	8	5	2	1	0	0	0	1	17	10	3	0	0	0	4	1	32.00%	68.00%	60.00%	20.00%	4.00%	0.00%	16.00%	8.00%	0.00%	0.00%	0.00%			
Skilled Craft	8	8	8	0	0	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%	0.00%			
Service / Maintenance	43	39	32	2	2	0	0	3	1	4	4	0	0	0	0	0	0	90.70%	9.30%	83.72%	4.65%	4.65%	0.00%	6.98%	2.33%	0.00%	0.00%	0.00%			
TOTAL	81	60	49	4	3	0	1	3	3	21	14	3	0	0	0	4	1	74.07%	25.93%	77.78%	8.64%	3.70%	0.00%	1.23%	8.64%	4.94%	0.00%	0.00%			

Grand Total Employees for Region 2:				Males:	60	Females:	21	Total Minorities:	18	
					74.07%		25.93%		22.22%	
White:	63	Black/African American:	7	Hispanic/Latino:	3	Asian:	0	AI/AN:	1	O:
	77.78%	8.64%			3.70%		0.00%		1.23%	8.64%
										PWD:
										4
										4.94%

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)

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 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	0.00%	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%					
Administrative Support	2	1	1	0	0	0	0	0	1	1	0	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	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%	0.00%	0.00%	0.00%	0.00%	0.00%					
Service / Maintenance	19	16	0	3	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	84.21%	0.00%	15.79%	0.00%	0.00%	0.00%	5.26%						
TOTAL	25	24	21	0	3	0	0	1	1	1	0	0	0	0	0	0	96.00%	4.00%	88.00%	0.00%	12.00%	0.00%	0.00%	0.00%	4.00%						

Grand Total Employees for Region 3:										Total Minorities:									
Males:					Females:					Total Minorities:									
24					1					3									
96.00%					4.00%					12.00%									
White: 22					Asian: 0					AI/AN: 0					O: 0				
88.00%					Hispanic/Latino: 3					0.00%					0.00%				
Black/African American: 0					12.00%														
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-9 (Rev. Feb. 2016)

Summary of Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 2023

Grand Total

EEO Category	Grand Total	MALES						FEMALES						PERCENTAGES									
		Total			W			B/AA			H/L			A			AI/AN			O			PWD
Officials / Administrators	48	27	16	7	1	2					2	1											1
Professionals	320	157	113	21	11	10					24	11	1										8
Technicians	116	105	81	9	10	1																	
Administrative Support	313	98	47	19	18	11					23	2											
Skilled Craft	75	75	67	1	7																		
Service / Maintenance	330	319	201	45	59	5					3												
TOTAL	1,202	781	525	102	106	29					52	16	1										34

9

Grand Total Employees:		Males:		781	Females:		421	Total Minorities:		503
White: 709		Black/African American: 260		64.98%	Hispanic/Latino: 158		35.02%	Asian: 45		41.85%
58.99%		21.63%			13.14%			3.74%		
								AI/AN: 3		
								O: 37		
								PWD: 71		
								3.08%		5.91%

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: In Officials, 1 female identifies as W&B. In Professionals, 1 female identifies as W&B, 1 as A&AI, 1 as W&A and 1 as W&H; 1 male identifies as W&H, 1 as H&A. In Administrative, 1 female identifies as B&W, 1 male identifies as H&W. In Service, 1 male identifies as H&A.

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 2023

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction		Grand Total		MALES										FEMALES										PERCENTAGES									
				MALES										FEMALES										PERCENTAGES									
				W	B/A/A	H/L	A	AN	AI	O	PWD	Total	W	B/A/A	H/L	A	AN	AI	O	PWD	M	F	W	B/A/A	H/L	A	AN	AI	O	PWD			
New Hires	3	3	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	66.67%	33.33%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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	0.00%	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: October 1, 2023 - December 31, 2023

EEO Category: PROFESSIONALS

Transaction		MALES										FEMALES										PERCENTAGES									
		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		
New Hires	10	4	2	1	0	1	0	0	0	0	6	1	4	1	0	0	0	0	0	40.00%	60.00%	30.00%	50.00%	10.00%	10.00%	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	0.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Suspensions	1	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Separations	6	3	3	0	0	0	0	0	1	0	3	2	0	0	1	0	0	0	50.00%	50.00%	83.33%	0.00%	0.00%	0.00%	16.67%	0.00%	0.00%	16.67%			
Discharges	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							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Demotions	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reductions	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reinstatements	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reemployment	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Upward Reallocations	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Downward Reallocations	0	0									0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				

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

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 2023

EEO Category: TECHNICIANS

Transaction			MALES										FEMALES										PERCENTAGES									
			Grand 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	
New Hires	3	3	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	33.33%	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	0.00%		
Promotions	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Suspensions	3	3	3	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%	0.00%			
Separations	3	2	2	0	0	0	0	0	0	1	1	1	0	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%			
Discharges	1	1	1	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%	0.00%			
Lay Off	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Demotions	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reductions	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reinstatements	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Reemployment	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Upward Reallocations	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				
Downward Reallocations	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%				

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

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2023 - December 31, 2023

EEO Category: ADMINISTRATIVE SUPPORT

MALES										FEMALES										PERCENTAGES											
Transaction	Grand Total	Total	W	B/AA	H/L	A	AI			Total	W	B/AA	H/L	A	AI			PWD	M	F			W	B/AA	H/L	A	AI			O	PWD
							AN	O	PWD						AN	O	PWD			AN	O	PWD					AN	O	PWD		
New Hires	9	3	1	0	2	0	0	0	0	6	3	0	2	0	0	0	1	0	33.33%	66.67%	44.44%	0.00%	0.00%	44.44%	0.00%	0.00%	0.00%	0.00%	11.11%	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%	0.00%		
Intra-Agency Transfers	4	2	1	1	0	0	0	0	0	2	0	2	0	0	0	0	0	50.00%	50.00%	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Suspensions	8	2	0	2	0	0	0	0	0	6	2	2	0	0	0	0	2	25.00%	75.00%	25.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	0.00%		
Separations	5	1	1	0	0	0	0	0	0	4	0	0	1	2	0	0	1	20.00%	80.00%	20.00%	0.00%	0.00%	20.00%	0.00%	40.00%	0.00%	20.00%	0.00%	0.00%		
Discharges	6	3	1	2	0	0	0	0	0	3	1	2	0	0	0	0	0	50.00%	50.00%	33.33%	66.67%	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%	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%	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%	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%	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%	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%	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%	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: October 1, 2023 - December 31, 2023

EEO Category: SKILLED CRAFT

MALES										FEMALES										PERCENTAGES									
Grand 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				
Transaction	Total	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%					
New Hires		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%					
Promotions	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%					
Intra-Agency Transfers	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%					
Suspensions	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Separations	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%					
Discharges	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%					
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: October 1, 2023 - December 31, 2023

EEO Category: SERVICE / MAINTENANCE

MALES															FEMALES															PERCENTAGES														
Transaction		Grand 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													
New Hires	20	19	9	4	5	0	0	0	1	0	0	1	1	0	0	0	0	0	0	0	0	95.00%	5.00%	50.00%	20.00%	25.00%	0.00%	0.00%	0.00%	5.00%	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	5	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	80.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%														
Suspensions	3	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%														
Separations	10	10	6	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	60.00%	20.00%	10.00%	10.00%	0.00%	0.00%	0.00%	0.00%														
Discharges	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	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: October 1, 2023 - December 31, 2023

EEO Category: GRAND TOTAL

			MALES										FEMALES										PERCENTAGES									
Grand			AI										AI										AI									
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	45	32	15	6	8	1		2			13	5	4	3			1			71.11%	28.89%	44.44%	22.22%	24.44%	2.22%			6.67%				
Promotions																																
Intra-Agency Transfers	9	7	5	2							2		2							77.78%	22.22%	55.56%	44.44%									
Suspensions	17	10	6	2	2						7	2	2		1		2			58.82%	41.18%	47.06%	23.53%	11.76%	5.88%		11.76%					
Separations	24	16	12	2	1	1			2		8	3		1	3		1			66.67%	33.33%	62.50%	8.33%	8.33%	16.67%		4.17%	8.33%				
Discharges	9	6	4	2							3	1	2							66.67%	33.33%	55.56%	44.44%									
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

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: October 1, 2023 - December 31, 2023

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

Total hires during the quarter: 45

Total hires of people with disabilities in this quarter: 0

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

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL				
Agency: The Illinois State Toll Highway Authority		Reporting Period:		October 1, 2023 - December 31, 2023
Date Received	Facility / Region	Action / Issue *	Basis **	Current Status / Finding
10/1/2023	1	Termination	Inappropriate Behavior	Closed
11/2/2023	1	Termination	Harassment/Racial Slurs	Closed
12/1/2023	1	Unfounded	Harassment/Inappropriate Comments	Closed

*Action / Issue= Discharge, Suspension, etc.

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

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Employment Discrimination Complaints: External				
Agency: The Illinois State Toll Highway Authority		Reporting Period:	October 1, 2023 - December 31, 2023	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
12/22/2023	1		Age and Retaliation	Closed