



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

July 21, 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 Fourth 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

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson

Sharon Ferguson
EEO/AA/ADA Officer

Enclosure



Quarterly Report Format

This is the forth 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: April 1, 2024 – June 30, 2024

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, Youth Job Center, Moodeheart Child City & School, Central States SER WIOA Youth Program, Lawndale Christian Legal Center, Life House, RefugeeONE and Kane County Office of Community Reinvestment.

We attended the following job fair/sessions this quarter:

- Harold Washington College Career Fair
- Kendall County Career and Resource Fair
- Job Fair Hosted by National India Hub in Partnership with State Rep. Michelle Mussman and State Sen. Laura Murphy
- Cook County Commissioner Stanley Moore 4th District Multi-Industry Job Fair
- State, Federal and Local Municipalities Job Fair Hosted by IDES and Calumet Memorial Park District
- Goodwill Interviewing Techniques
- Inclusive Career Fair
- Morton College Career fair
- Richard J. Daley College and E&ES With Greater Southwest Development Corporation Spring Job Fair
- Lake Zurich Job Fair
- Internship and Career Opportunities with the Illinois Tollway and IDOT
- State Rep. Rita Mayfield, State Sen. Adriane Johnson, Central Management Services, College of Lake County-Lakeshore Job Fair
- Southland Career Fair
- Wilbur Wright College spring 2024 Virtual Career Fair
- Citywide Career Fair at Malcolm X College
- Joliet Regional College and Career Fair
- Spring 2024 Career Fair at Dawson Technical Institute
- Olive Harvey College Grad-Fest Hiring Event
- Northern Illinois University End-of-Year Career Fair
- Olive Harvey Cinco de Mayo Welcome Event
- National Louis University Spring Internship & Career fair 2024
- IDDHS-DRS 3rd Annual State of Illinois Virtual Career Fair
- Asian American Native Hawaiian and Pacific Islander Celebration
- Village of Monee Job and Health fair
- Illinois Tollway Information Session/Mock Interviewing Event with Goodwill WCC Englewood

Job Fair/Sessions Continued:

- Lockport Township Job Fair
- Representative Jacki Haas Jobs Fair
- Village of Richton Park Job Fair 2024
- People's Church of the Harvest
- Workforce Wednesday Pilsen
- Night Ministry Hiring Event
- NLEN's Annual Summer Hiring & Resource Fair
- Techapalooza
- State Rep. Mary Beth Canty, State Rep. Tracy Katz Muhl and Cook County Board Commissioner Scott Britton Hiring Event
- Chicago Urban League City Wide Job Fair
- Chicago VRE Job Fair
- Youth Opportunity Job Fair
- Central States SER in connection with CBOC, LBRA, Alderman Chris Taliaferro of 29th Ward Hiring Event
- Speaker Emanuel "Chris Welch State Rep. 7th District Community Job Fair

Quarterly Underutilization Summary Form

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

Reporting Period: April 1, 2024 - June 30, 2024

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	5	3	P
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

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:6	1WF	2WM, 2WF	0	N/A	N/A	0	0	1WF
New Hires (Veterans) Total:	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:21	0	1WM, 1WF, 1BF,1HF, 2AF	1HM, 1WF, 1BF	N/A	N/A	2HM, 2WF, 2BF, 1AF	0	3WM, 1BM, 1OM

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	17	N/A	N/A	P	3	P
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	1	P	19	N/A	N/A	P	8	P
Asian	P	P	2	N/A	N/A	2	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: April 1, 2024 - June 30, 2024

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	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	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: April 1, 2024 - June 30, 2024

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: April 1, 2024 - June 30, 2024

Region: 1

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
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*NOTE- Officials-one female identifies as W&B/AA. Professionals-one male identifies as W&H, one male as H&A, one female as W&B/AA, one female as A&A, one female as W&H; Administrative Support-one male identifies as H&W, one female as B/AA&W; Service/Maintenance-one male identifies as H&A, one female as W&B/AA

Grand Total Employees for Region 1:										Total Minorities:									
Males:					Females:					Total Minorities:									
64.45%					35.55%					43.90%									
White: 636					Black/African American: 253					Asian: 47					AI/AN: 2				
57.09%					Hispanic/Latino: 157					O: 30					PWD: 61				
					22.71%					4.22%					0.18%				
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 Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2024 - June 30, 2024

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								0.00%	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	5	5	4	0	0	0	0	1	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%				
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	21	6	4	2	0	0	0	0	0	1	15	8	3	0	0	0	4	1	28.57%	71.43%	57.14%	23.81%	0.00%	0.00%	0.00%	19.05%	9.52%				
Skilled Craft	8	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Service / Maintenance	42	38	30	2	2	0	1	3	1		4	4	0	0	0	0	0	9.52%	9.52%	80.95%	4.76%	0.00%	0.00%	2.38%	7.14%	2.38%					
TOTAL	76	57	46	4	2	0	2	3	2		19	12	3	0	0	0	4	1	75.00%	25.00%	76.32%	9.21%	2.63%	0.00%	2.63%	9.21%	3.95%				

Grand Total Employees for Region 2:										Males: 57 75.00%		Females: 19 25.00%		Total Minorities: 18 23.68%	
White: 58 76.32%		Black/African American: 7 9.21%		Hispanic/Latino: 2 2.63%		Asian: 0 0.00%		AI/AN: 2 2.63%		O: 7 9.21%		PWD: 3 3.95%			

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: April 1, 2024 - June 30, 2024

Region: 3

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total					W					B/AA					H/L					A					AI/AN				
Officials / Administrators	0	0																													
Professionals	0	0																													
Technicians	0	0																													
Protective Service	0	0																													
Para-professionals	0	0																													
Administrative Support	2	1	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Skilled Craft	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Service / Maintenance	19	19	17	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	24	23	21	0	2	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grand Total Employees for Region 3:										Males:										Females:										Total Minorities:									
White: 22										0										2										0									
91.67%										0.00%										8.33%										0.00%									
Black/African American:										0										2										0									
																				8.33%										0.00%									
Hispanic/Latino:										0										23										0									
																				95.83%										4.17%									
Asian:										0										1										0									
																				4.17%										0.00%									
AI/AN:										0										0										0									
																				0.00%										0.00%									
O:										0										2										0									
																				8.33%										0.00%									
PWD:										1										2										1									
																				8.33%										4.17%									

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: April 1, 2024 - June 30, 2024

Grand Total

Grand Total	EEO Category	MALES										FEMALES										PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
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*NOTE: Officials-one female identifies as W&B/AA. Professionals-one male identifies as W&H, one male as H&A, one female as W&B/AA, one female as A&AI, one female as W&H; Administrative Support-one male identifies as H&W, one female as B/AA&W. Service/Maintenance-one male identifies as H&A, one female as W&B/AA

Grand Total Employees:										Males:										Females:										Total Minorities:									
										798										416										509									
										65.73%										34.27%										41.93%									

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

Reporting Period: April 1, 2024 - June 30, 2024

EEO Category: OFFICIALS / ADMINISTRATORS

			MALES										FEMALES										PERCENTAGES																
			W					AI					O					P					W					AI					O					P	
Transaction	Grand Total	Total	W	B/A	H/L	A	AN	O	PWD	Total	W	B/A	H/L	A	AN	O	PWD	M	F	W	B/A	H/L	A	AN	O	PWD	M	F	W	B/A	H/L	A	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	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	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%	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%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Separations	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Discharges	1	1		1						0								100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	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%	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%	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%	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%	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%	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%	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%	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: April 1, 2024 - June 30, 2024

EEO Category: PROFESSIONALS

MALES															FEMALES															PERCENTAGES														
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	6	1	1							5	1	1	1	2				16.67%	83.33%	33.33%	16.67%	16.67%	33.33%	0.00%	0.00%	0.00%																		
Promotions	4	2	2							2	2							50.00%	50.00%	100.00%	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	2	0								2	2							100.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%																		
Discharges	1	0								1		1						100.00%	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%	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: April 1, 2024 - June 30, 2024

EEO Category: TECHNICIANS

Grand 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			
Transaction																																
New Hires	3	1			1						2	1	1						33.33%	66.67%	33.33%	33.33%	33.33%		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	1	1								0								100.00%	0.00%	0.00%	100.00%	0.00%			0.00%	0.00%	0.00%					
Separations	1	1			1					0								100.00%	0.00%	0.00%	100.00%	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%					
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: April 1, 2024 - June 30, 2024

EEO Category: ADMINISTRATIVE SUPPORT

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	7	2			2						5	2	2			1					28.57%	71.43%	28.57%	28.57%	28.57%	14.29%		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	8	0									8	4	3	1						1	0.00%	100.00%	50.00%	37.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Suspensions	4	2			1	1					2	1							1	50.00%	50.00%	25.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	25.00%	0.00%	0.00%
Separations	2	2	1						1	2	0									100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	100.00%	0.00%
Discharges	1	0									1		1							0.00%	100.00%	0.00%	100.00%	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%	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: April 1, 2024 - June 30, 2024

EEO Category: SKILLED CRAFT

			MALES										FEMALES										PERCENTAGES									
Transaction	Grand Total	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	0	0								0								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%							
Intra-Agency Transfers	3	3	3							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%							
Suspensions	1	1			1					0								100.00%	0.00%	0.00%	0.00%	100.00%	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%							
Discharges	0	0								0								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%							
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: April 1, 2024 - June 30, 2024

EEO Category: SERVICE / MAINTENANCE

PERCENTAGES																													
MALES										FEMALES																			
Transaction	Grand Total							Total	W	B/AA	H/L	A	AN	O	PWD														
New Hires	6	6	4	1				0								100.00%	0.00%	66.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0						1	1							0.00%	100.00%	100.00%	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	18	17	12	4				1			1					94.44%	5.56%	66.67%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	6	6	2	4				0								100.00%	0.00%	33.33%	66.67%	0.00%	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%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Discharges	0	0						0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	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%	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%	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%	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%	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%	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%	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%	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: April 1, 2024 - June 30, 2024

EEO Category: GRAND TOTAL

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																																		
New Hires	22	10	5	1	3			1			12	4	4	1	3					45.45%	54.55%	40.91%	22.73%	18.18%	13.64%		4.55%							
Promotions	6	2	2								4	4								33.33%	66.67%	100.00%												
Intra-Agency Transfers	29	20	15	4				1			9	4	3	2					1	68.97%	31.03%	65.52%	24.14%	6.90%			3.45%	3.45%						
Suspensions	12	10	3	4	2	1					2	1						1	83.33%	16.67%	33.33%	33.33%	16.67%	8.33%										
Separations	7	5	4					1	3		2	2							71.43%	28.57%	85.71%					14.29%	42.86%							
Discharges	3	1		1							2		2						33.33%	66.67%		100.00%												
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 O=Other PWD=People with Disabilities

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: 4th Quarter April 1, 2024-June 30, 2024

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

Total hires during the quarter: 22

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:		April 1, 2024 - June 30, 2024
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
4/12/2024	1	Termination	Inappropriate Behavior	Closed	
4/5/2024	1	Suspension	Inappropriate Behavior	Closed	

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:	April 1, 2024- June 30, 2024	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
N/A		N/A	N/A	N/A