



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

October 22, 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 First Quarterly Report for Fiscal Year 2025. 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

FirstQuarter - Fiscal Year July 1, 2024 to June 30, 2025

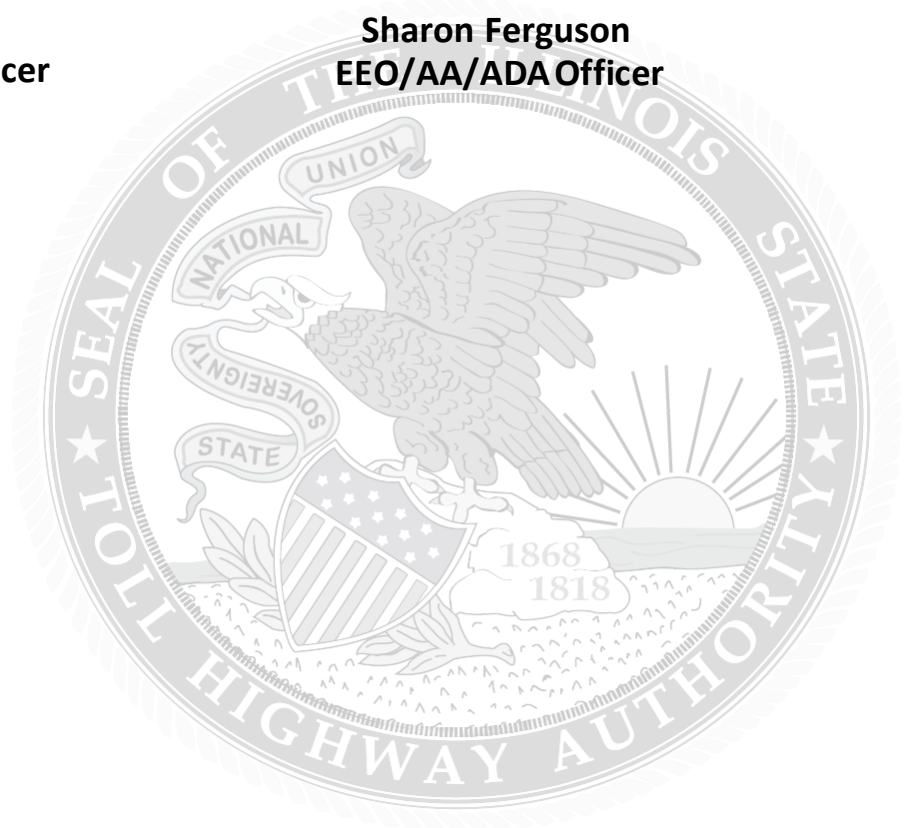
July 1, 2024

Through

September 30, 2024

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, 2024 to June 30, 2025. 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, 2024 - September 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 Youth Build Lake County, 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, Anixter 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 Kane County Office of Community Reinvestment, Alderman Lamont J. Robinson, WorkNet Dupage, Goodwill Lombard WCC, Senator Celina Villanueva, State Senator Mary Edly-Allen 31st Dst and State Rep. Laura Faver Dias, Senator John Curran/Rep. Nicole La Ha, 6th Ward, Illinois Department of Employment Security, Senator Seth Lewis, Rep. Amy Grant, Rep. Jennifer Sanalidro, CBO Collective, University of St. Francis Career Success Center, Loyola University Chicago, Job Center of Lake County, Roosevelt University, Business and Career Services, Inc., Elgin Community College, HACIA and Illinois Tollway, St. Sabina Employment Resource Center, Dominican University, Township Officials of Cook County-Caseworkers Group, and University of Illinois at Chicago.

We attended the following job fair/sessions this quarter:

- Senator Peters, Representative Buckner, Alderman Robinson, Commissioner Lowry Job Fair
- Central States SER State of Illinois Hiring Event
- WorkNet DuPage Let's Talk Job Search
- State Employment Career Fair
- Goodwill Lombard WCC Hiring Event
- State Senator Celina Villanueva Job Fair
- 2024 Lake County Job Fair
- Job Fair hosted by Senator John Curran and Representative Nicole La Ha
- Interviewing Tips with Donka, Inc
- Hope & Career Fair
- Robbins Labor Day Job Fair
- Lewis Grant Sanalidro Job fair
- Joliet Job Fair
- CBO Collective and Lawrence Hall Southside Hiring & Resource Event
- Fall Career and Internship Event
- Loyola University Chicago 2024 STEM, Economics & Information Systems Career Fair
- Job Fair with Senator Mary Edly-Allen and State Representative Joyce Mason
- Senator Villivalam, Representative Olickal, and Alderwoman Silverstein Job Fair
- Diverse Abilities Job fair
- UCAN Hiring Event
- Markham Job & Resource Connect
- Roosevelt University Fall 2024 All Majors Internship & Job Fair
- Career Connector Hiring Event
- Chatham Education Workforce Hiring Event
- Elgin Community College Hire Spartans Job Fair

Job Fair/Sessions Continued:

- Hispanic American Construction Industry Association and Illinois Tollway Meeting
- Fall Career & Resource Fair
- Dominican University Fall 24 Career Fair Registration
- Resource Roundup
- UIC Business Career Fair - Finance & IT/Analytics (Fall 2024)

Quarterly Underutilization Summary Form

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

Reporting Period: July 1, 2024- September 30, 2024

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	23	N/A	N/A	P	3	98
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	P	P	19	N/A	N/A	P	9	10
Asian	P	2	2	N/A	N/A	P	1	7
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:2	1OM	0	0	N/A	N/A	1WM	0	0
New Hires (Veterans) Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:38	0	2WM,3BM,1HM,2AM,3WF,1BF,2AF,1OF	4WM, 1BM	N/A	N/A	4WF	4WM, 1HM	5WM,1BM, 2HM,1BF

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	23	N/A	N/A	P	3	97
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	P	P	19	N/A	N/A	P	8	8
Asian	P	P	2	N/A	N/A	P	1	7
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, 2024- September 30, 2024

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	1	N/A	N/A	P	P	12
Black / African American	P	P	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	P	N/A	N/A	1	P	3
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	0	N/A	N/A	0	0	0
New Hires (Veterans) Total:0	0	0	0	N/A	N/A	0	0	0
New Hires (Non-Vets) Total:1	0	0	0	N/A	N/A	0	0	1WM

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	1	N/A	N/A	P	P	12
Black / African American	P	P	P	N/A	N/A	P	P	2
Hispanic / Latino	P	P	P	N/A	N/A	1	P	3
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: July 1, 2024- September 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	P	P	6
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	P	N/A	N/A	P	P	P
Asian	P	P	P	N/A	N/A	P	P	P
American Indian / Alaskan Native	P	P	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	P	P	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

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

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Women	P	P	P	N/A	N/A	P	P	6
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, 2024 - September 30, 2024

Region: 1

Grand Total		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					
Officials / Administrators	43	22	13	5	1	2	0	1	0	21	10	9	2	1	0	0	1	51.16%	48.84%	53.49%	32.56%	6.98%		0.00%	2.33%	2.33%					
Professionals	335	167	118	23	13	11	0	4	8	168	71	58	24	15	1	3	8	49.85%	50.15%	56.42%	24.18%	11.04%	7.76%	0.30%	4.78%	4.78%					
Technicians	114	102	74	10		1	1	2	6	12	6	4	0	2	0	0	0	89.47%	10.53%	70.18%	12.28%	12.28%	2.63%	0.88%	1.75%	5.26%					
Protective Service	0	0								0							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%						
Administrative Support	198	63	28	12	12	9	0	2	6	135	61	46	19	3	0	6	15	31.82%	68.18%	44.95%	29.29%	15.66%	6.06%	0.00%	4.04%	10.61%					
Skilled Craft	68	68	60	1	7	0	0	0	2	0	0	0	0	0	0	0	0	100.00%	0.00%	88.24%	1.47%	10.29%	0.00%	0.00%	2.94%						
Service / Maintenance	293	278	168	42	57	4	0	8	11	15	3	6	5	0	0	1	1	94.88%	5.12%	58.36%	16.38%	21.16%	1.37%	0.00%	4.10%	4.10%					
TOTAL	1,051	700	461	93	106	26	1	17	33	351	151	145	51	20	0	10	25	66.60%	33.40%	58.23%	22.65%	14.94%	4.38%	0.10%	5.52%	5.52%					

NOTE* One female Official identifies as W&B/AA; one Professional male identifies as W&H/L, one as H/L&A; One professional female as w&A, one as w&B/AA, one as w&H/L, one as A&AI

Grand Total Employees for Region 1:		Males:		700		Females:		351		Total Minorities:		469		44.62%	
White:	612	Black/African American:	238	Hispanic/Latino:	157	Asian:	46	AI/AN:	1	O:	27	PWD:	58		
58.23%		22.65%			14.94%		4.38%		0.10%		2.57%		5.52%		

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 Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: July 1, 2024 - September 30, 2024

Region: 2

Grand Total		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					
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%						
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%						
Technicians	5	4	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	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Administrative Support	9	2	2	0	0	0	0	0	0	0	0	7	5	2	0	0	22.22%	77.78%	77.78%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%						
Skilled Craft	8	8	8	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%	12.50%						
Service / Maintenance	40	36	29	2	1	0	1	3	1	0	0	4	4	0	0	0	90.00%	10.00%	82.50%	5.00%	2.50%	0.00%	2.50%	7.50%	2.50%						
TOTAL	62	51	43	2	1	0	2	3	2	0	0	11	9	2	0	0	82.26%	17.74%	83.87%	6.45%	1.61%	0.00%	3.23%	4.84%	3.23%						

Grand Total Employees for Region 2:		Males:		Females:		Total Minorities:	
		51		11		10	
		82.26%		17.74%		16.13%	
White:	52	Black/African American:	4	Hispanic/Latino:	1	AI/AN:	2
83.87%		6.45%		1.61%		0.00%	3.23%
				Asian:		O:	
						4.84%	
						PWD:	
						3.23%	

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, 2024 - September 30, 2024

Region: 3

EEO Category	Grand Total	MALES							FEMALES							PERCENTAGES						
		Total			W	B/AA	H/L	A	AI / AN	O	PWD	Total			W	B/AA	H/L	A	AI/AN	O	PWD	
Officials / Administrators	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%	
Professionals	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%	
Technicians	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%	
Protective Service	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Para-professionals	0	0														0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Administrative Support	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	
Skilled Craft	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	
Service / Maintenance	19	19	18	0	1	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	94.74%	0.00%	5.26%	0.00%	
TOTAL	24	23	22	0	1	0	0	0	0	0	0	0	0	0	1	95.83%	4.17%	95.83%	0.00%	4.17%	0.00%	

Grand Total Employees for Region 3:										Males:		23	Females:		1	Total Minorities:		1
										95.83%				4.17%				4.17%
White: 23										Black/African American: 0		Hispanic/Latino: 1		Asian: 0		AI/AN: 0		O: 0
95.83%										0.00%		4.17%		0.00%		0.00%		PWD: 0
																		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: July 1, 2024 - September 30, 2024

Grand Total

Grand Total		MALES												FEMALES												PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
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NOTE* One female Official identifies as W&B/AA; one Professional male identifies as W&H/L, one as H/L&A; One professional female as w&A, one as w&B/AA, one as w&H/L, one as A&AI

Grand Total Employees:		Males:		Females:		Total Minorities:	
		774		363		480	
		68.07%		31.93%		42.22%	
White:	687	Black/African American:	243	Hispanic/Latino:	157	Asian:	46
60.42%		21.37%		13.81%		4.05%	
						0.35%	
						A/AN:	4
						O:	30
						PWD:	60
							5.28%

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, 2024 - September 30, 2024

EEO Category: OFFICIALS / ADMINISTRATORS

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	Total																									
New Hires	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%	
Promotions	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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%	0.00%	
Suspensions	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%	
Separations	1	0	1	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%	
Discharges	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%	
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, 2024 - September 30, 2024

EEO Category: PROFESSIONALS

		MALES										FEMALES										PERCENTAGES										
		Grand Total		Transaction		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	15	8		2	3	1	2	0	0	0	2	7	3	1	0	2	0	0	1	0	53.33%	46.67%	33.33%	26.67%	6.67%	26.67%	0.00%	6.67%	0.00%	6.67%	0.00%	13.33%
Promotions	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	1	1			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%	0.00%	0.00%
Suspensions	3	2			0		0	0	0	0	0	1	0	1	0	0	0	0	0	0	66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	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%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	2	1			0		1	0	0	0	0	1	0	1	0	0	0	0	0	0	50.00%	50.00%	0.00%	50.00%	0.00%	50.00%	0.00%	50.00%	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: July 1, 2024 - September 30, 2024

EEO Category: TECHNICIANS

Transaction		Grand Total		MALES										FEMALES										PERCENTAGES									
				MALES										FEMALES										PERCENTAGES									
				W	B/AA	H/L	A	AI	AN	O	PWD	Total	W	B/AA	H/L	A	AI	AN	O	PWD	M	F	W	B/AA	H/L	A	AI	AN	O	PWD			
New Hires	5	5	4	1	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%	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%	0.00%				
Intra-Agency Transfers	3	3	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	33.33%	0.00%	0.00%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%				
Suspensions	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%	0.00%				
Separations	2	2	2	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%	0.00%				
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%	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: July 1, 2024 - September 30, 2024

EEO Category: ADMINISTRATIVE SUPPORT

Grand											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		4	0	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	3	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	75.00%										
Promotions		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%											
Intra-Agency Transfers		1	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%											
Suspensions		9	4	0	1	2	1	0	0	0	1	5	1	1	3	0	0	0	2	44.44%	55.56%	11.11%	22.22%	55.56%	11.11%	0.00%	0.00%	0.00%	33.33%											
Separations		3	1	1	0	0	0	0	0	0	0	2	0	2	0	0	0	0	0	33.33%	66.67%	33.33%	66.67%	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%												
Lay Off		75	22	11	6	3	1	0	1	1	1	53	19	25	2	0	0	0	7	29.33%	70.67%	40.00%	41.33%	6.67%	1.33%	0.00%	10.67%	10.67%												
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, 2024 - September 30, 2024

EEO Category: SKILLED CRAFT

PERCENTAGES																													
FEMALES										MALES																			
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	PERCENTAGES											
																		M	F	W	B/AA	H/L	A	AI AN	O	PWD			
New Hires	5	5	4	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	80.00%	0.00%	20.00%	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%	0.00%
Intra-Agency Transfers	3	3	3	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%	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%	0.00%
Separations	1	1	1	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%	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%	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%	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%	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%	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%	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%	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%	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%	0.00%

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

Workforce Transactions Report by EEO Category

Agency: Illinois State Toll Highway Authority

EEO Category: SERVICE / MAINTENANCE

Reporting Period: July 1, 2024 - September 30, 2024

Transaction		MALES										FEMALES										PERCENTAGES									
		Grand Total										Grand 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	10	9	6	1	2	0	0	0	0	1	1	0	0	0	0	0	0	0	90.00%	10.00%	70.00%	10.00%	20.00%	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%				
Intra-Agency Transfers	5	5	3	1	1	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	60.00%	20.00%	20.00%	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	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Separations	9	8	5	3	0	0	0	1	1	1	1	1						88.89%	11.11%	66.67%	44.44%	0.00%	0.00%	0.00%	0.00%	11.11%					
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

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: July 1, 2024 - September 30, 2024

EEO Category: GRAND TOTAL

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	39	27	16	5	4	2				2	12	8	1		2				1	3	69.23%	30.77%	61.54%	15.38%	10.26%	10.26%			2.56%	12.82%		
Promotions	2	2	1						1												100.00%		50.00%					50.00%				
Intra-Agency Transfers	13	12	8	1	3						1		1								92.31%	7.69%	61.54%	15.38%	23.08%							
Suspensions	14	7	3	1	2	1				1	7	1	3	3					2		50.00%	50.00%	28.57%	28.57%	35.71%	7.14%			21.43%			
Separations	18	13	10	3						1	5	1	4								72.22%	27.78%	61.11%	38.89%					5.56%			
Discharges	4	2	1			1					2		2								50.00%	50.00%	25.00%	50.00%		25.00%						
Lay Off	75	22	11	6	3	1			1	1	53	19	25	2		7			7	7	29.33%	70.67%	40.00%	41.33%	6.67%	1.33%		10.67%	10.67%			
Demotions																																
Reductions																																
Reinstatements																																
Reemployment																																
Upward Reallocations																																
Downward Reallocations																																

NOTE* One Separated Female identifies as W&B/AA

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: 1 July 1, 2024 - September 30, 2024

Underutilization of people with disabilities at the beginning of the quarter: 10

Total hires during the quarter: 40

Total hires of people with disabilities in this quarter: 5

Underutilization of people with disabilities at the end of the quarter: 5

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL					
Agency: The Illinois State Toll Highway Authority			Reporting Period:		July 1, 2024 - September 30, 2024
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding	
8/9/2024	1	Unfounded	Race, Discrimination, Harassment	Closed	
9/11/2024	1	Resolved	Mistreatment of fellow employee	Closed	
9/11/2024	1		Discrimination, Retaliation	Pending	

*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:	July 1, 2024- September 30, 2024	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
9/25/2024	1	N/A	Race, retaliation	Pending