



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

January 23, 2025

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 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





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

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION

QUARTERLY REPORT

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

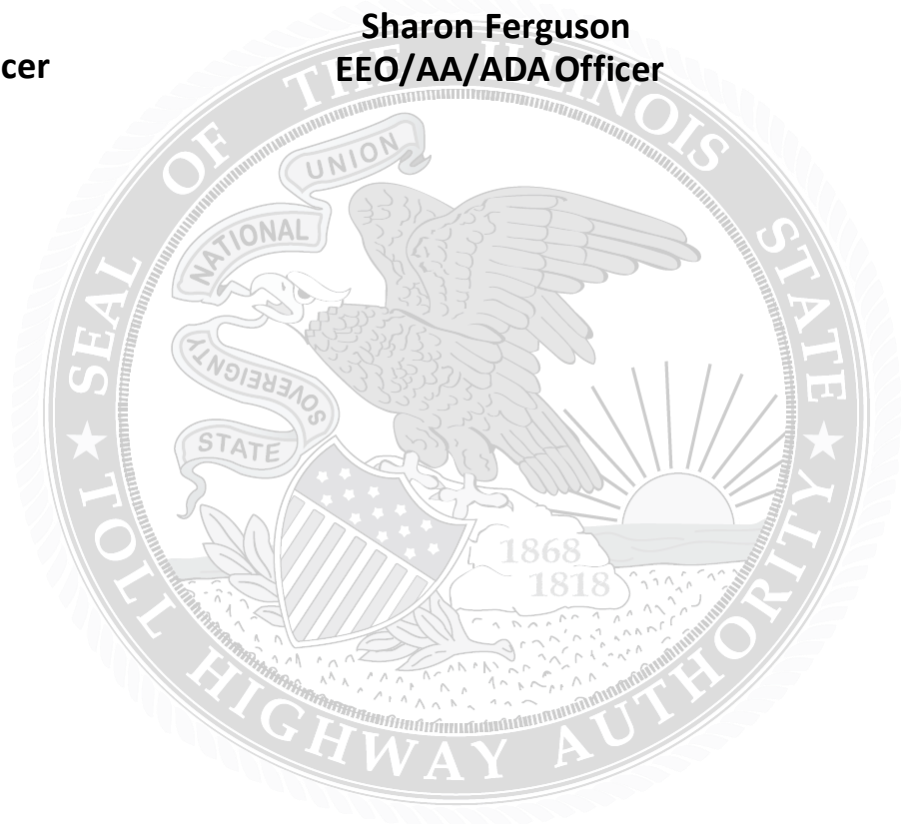
October 1, 2024

Through

December 31, 2024

Arnie Rivera
Chairman & Chief Executive Officer

Sharon Ferguson
EEO/AA/ADA Officer



Quarterly Report Format

This is the second 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

QUARTERLY REPORT CONTENTS

<u>Form</u>	<u>Page Number</u>
Program Goals (DHR 13Q)	1-2
Quarterly Underutilization Summary (DHR 12Q)	3-5
Summary of Workforce Analysis (DHR 9)	6-9
Summary of Workforce Transactions (DHR 10)	10-16
Disability Quarterly Report (DHR 27Q)	17
Employment Discrimination Complaints (DHR 15Q)	18-19

Quarterly Report - Program Goals

Agency: The Illinois State Toll Highway Authority (Tollway) Reporting Period: October 1, 2024 - December 31, 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 LinkedIn, 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 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, 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, Illinois Department of Central Management Services, Triton, State Representative Hoan Huynh, Illinois, Department of Employment Security, Equus Workforce, Solutions Chicago Cook Workforce Partnership, Aurora University, Northwestern University, ES&ES, Chicago Transit Authority, Olive Harvey College, IAHS, Chicago Treasure's Office Melissa Conyears-Ervin, Fox Valley Family YMCA, Kendall Economic Development Alliance, Kendall County Forest Preserve District, Illinois Department of Employment Security, Joliet Junior College, Plano CUSD#88, Waubensee Community College and workNet Batavia, Kennedy King College, Metropolitan Family Services, Workforce Center of Will County, National Able Network, Quinn & Guerrero-Cuellar Service Office, Project H.O.O.D, City Colleges of Chicago – Wilbur Wright College, Chicago State University, Donka, IDES, IDHS, workNet DuPage, Waubensee Community College, Association for Individual Development, Parents Alliance Employment Project, Cook County Career Connector, Goodwill WCC North Riverside, CAPs, Kim Du Buclet State Representative-Illinois 5th District, OAI, Inc, IDHS Waukegan Office, SWOP, 6th Ward Central Alderman William Hall, Chicago Women in Trade, Ald. Quinn, State Rep. Guerrero-Cuellar Service, Sen. Porfirio, and Chicago Police Dept., CAPs, State Senator Toro and State Representative Guzzardi and University of Illinois at Chicago.

We attended the following job fair/sessions this quarter:

- Hispanic Heritage Month State Employment Career Fair
- Triton College Fall 2024 Career Fair
- State Representative Huynh's Fall 2024 Job Fair
- Congressman Bill Foster's Job & Career Fair
- Aurora University Career Fair Preparation Workshop
- Northwestern 2024 Fall Tech Career fair
- Aurora University Career Fair
- Daley College Fall Job Fair
- Morton College Tabling Event
- CTA Citywide Hiring Event

Job Fair/Sessions Continued:

- Illinois Association of Hispanic State Employees Conference and Resource Fair
- Building Wealth Today for Tomorrow
- Kendall County Career and Resource Fair
- Building Wealth Today for Tomorrow
- Kendall County career and Resource Fair
- Fall 2024 Networking & Career Fair at Kennedy King College
- Metropolitan Family Services Hiring Event
- Northwestern's 2024 Civil and Environmental Engineering Career Fair
- Mock Interviews with DuPage Pads
- The Ability Career Fair
- Techapalooza
- 2024 Quinn & Guerrero-Cuellar Service Office Job Fair
- Project H.O.O.D. Resource & Job Fair
- Wilbur Wright College Fall 2024 Career Fair
- CSU Fall 2024 Career Fair
- DuPage Kane Disability Community Resource Group Hiring Event
- Career Connector Hiring Event
- Employer Visit - Onsite Recruitment
- 5th District Employment & Hiring Resource fair
- Park Forest Hiring Event
- IDHS Waukegan Counselors Meeting
- Illinois Tollway Virtual Job Fair hosted by Illinois workNet
- High School Visit with 7th University
- Chicago Military Academy Bronzeville High School Fall STEM College & Career Fair
- Chicago Cook Workforce Partnership's Sector Centers Hiring Event
- Olive-Harvey College Career Fair/Job Fair
- NEIU's Fall 2024 Career & Internship Fair
- Veterans Day Community Job fair
- E&ES Hiring Event
- Hope & Career Fair
- Chicago Women in Trade Mock Interview
- Southwest Organizing Project Job Fair
- Hiring Our Heroes Job Fair with VFW Joliet
- In-Demand Skilled Trades Career Fair at Dawson Technical Institute
- Holly Jolly Job Job fair at Olive-Harvey College
- 2024 Job Fair
- Workforce Connection Center WCC-North Riverside Recruitment Event
- Olive Harvey college's Good Jobs Chicago Panel Event
- CAPs Job Club Presentation

Quarterly Underutilization Summary Form

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

Reporting Period: October 1, 2024 - December 31, 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	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

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Admn Sup	Sk/Crft	Serv/Mtc
Promotions Total:5	0	1WM,1WF, 1BF, 2AF	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:26	1BM	2WM,3WF, 1AF	1WM	N/A	N/A	1WF	1WM	7WM,1BM, 7HM,1WF

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	96
Black / African American	P	P	P	N/A	N/A	P	2	P
Hispanic / Latino	P	P	19	N/A	N/A	P	8	1
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: October 1, 2024 - December 31, 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:2	0	0	0	N/A	N/A	0	0	2WM

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: October 1, 2024 - December 31, 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	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	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: October 1, 2024 - December 31, 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	45	24	14	6	1	2	0	1	0	21	10	9	2	1	0	0	1	53.33%	46.67%	53.33%	33.33%	6.67%	6.67%	0.00%	2.22%	2.22%					
Professionals	341	166	118	22	13	11	0	4	8	175	77	57	24	17	1	4	9	48.68%	51.32%	57.18%	23.17%	10.85%	8.21%	0.29%	2.35%	4.99%					
Technicians	111	101	73	11		1	0	2	6	10	6	3	0	1	0	0	0	90.99%	9.01%	71.17%	12.61%	12.61%	1.80%	0.00%	1.80%	5.41%					
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	186	58	26	9	12	9	0	2	6	128	58	44	19	3	0	4	12	31.18%	68.82%	45.16%	28.49%	16.67%	6.45%	0.00%	3.23%	9.68%					
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	302	286	171	42	64	3	0	7	10	16	4	6	5	0	0	1	1	94.70%	5.30%	57.95%	15.89%	22.85%	0.99%	0.00%	2.65%	3.64%					
TOTAL	1,053	703	462	91	111	26	0	16	32	350	155	119	50	22	1	9	23	66.76%	33.24%	58.59%	19.94%	15.29%	4.56%	0.09%	2.37%	5.22%					

*NOTE*Officials-one female identifies as W&B/AA. Professionals-one male identifies as H/L&A, one as W&H/L, 1 female identifies as W&A, one s W&B/AA, one as A&AI, one as W&H/L. Service/Maint-one male identifies as H/L&A.

Grand Total Employees for Region 1:													
Males:				703		Females:		350		Total Minorities:		445	
				66.76%				33.24%				42.26%	
White:				617		Black/African American:		210		Hispanic/Latino:		161	
58.59%						19.94%				15.29%			
						Asian:		48		AI/AN:		1	
								4.56%		0.09%			
						O:		25		PWD:		55	
								2.37%				5.22%	

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, 2024 - December 31, 2024

Region: 2

Grand Total		MALES										FEMALES										PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
		Total					AI / AN					Total					AI / AN					M					F					W					B/AA					H/L					A					AI/AN					O					PWD																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				

Grand Total Employees for Region 2:		Males:		Females:		Total Minorities:	
		54		6		8	
		90.00%		10.00%		13.33%	
White:	52	Black/African American:	2	Hispanic/Latino:	1	AI/AN:	2
86.67%		3.33%		1.67%		0.00%	3.33%
				Asian:		O:	
				0		5.00%	
				PWD:		3	
						5.00%	

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)

Workforce Analysis by Region

Agency: Illinois State Toll Highway Authority

Reporting Period: October 1, 2024 - December 31, 2024

Region: **3**

Grand Total		MALES										FEMALES										PERCENTAGES									
		Total		W	B/AA	H/L	A	AI/AN	O	PWD	Total		W	B/AA	H/L	A	AI/AN	O	PWD	M	F	W	B/AA	H/L	A	AI/AN	O	PWD			
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%			
Technicians	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%			
Protective Service	0	0									0							0.00%	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%	0.00%				
Administrative Support	2	1	1	0	0	0	0	0	0	0	1	1	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%	0.00%			
Skilled Craft	3	3	3	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%			
Service / Maintenance	20	20	19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	95.00%	0.00%	5.00%	0.00%	0.00%	0.00%	5.00%	0.00%	5.00%			
TOTAL	25	24	23	0	0	0	0	0	0	0	1	1	0	0	0	0	0	96.00%	4.00%	96.00%	0.00%	4.00%	0.00%	0.00%	0.00%	4.00%	0.00%	4.00%			

Grand Total Employees for Region 3:			Males:			Females:			Total Minorities:		
			24			1			1		
			96.00%			4.00%			4.00%		
White:	24	96.00%	Black/African American:	0	0.00%	Hispanic/Latino:	1	4.00%	AI/AN:	0	0.00%
									O:	0	0.00%
									PWD:	1	4.00%

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, 2024 - December 31, 2024

Grand Total

Grand Total		MALES												FEMALES												PERCENTAGES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																
		W						A / AN						W						A / AN						W						A / AN																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
		Total	B/AA	H/L	A	AN	O	PWD	Total	B/AA	H/L	A	AN	O	PWD	Total	B/AA	H/L	A	AN	O	PWD	Total	B/AA	H/L	A	AN	O	PWD																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
Officials / Administrators	45	24	14	6	1	2							1				21	10	9	2	1																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					

*NOTE*Officials-one female identifies as W&B/AA. Professionals-one male identifies as H/L&A, one as W&H/L, 1 female identifies as H/L&A, one as W&B/AA, one s W&B/AA, one as A&A, one as W&H/L. Service/Maint-one male identifies as H/L&A.

Grand Total Employees:		Males:	Females:	Total Minorities:
		781	357	454
		68.63%	31.37%	39.89%
White:	693			
	60.90%			
Black/African American:	212			
	18.63%			
Hispanic/Latino:	163			
	14.32%			
Asian:	48			
	4.22%			
AI/AN:	3			
	0.26%			
O:	28			
	2.46%			
PWD:	59			
	5.18%			

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 Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: October 1, 2024 - December 31, 2024

EEO Category: OFFICIALS / ADMINISTRATORS

Grand Transaction			MALES										FEMALES										PERCENTAGES										
			Total			Total			AI				Total			AI				Total			AI				Total			AI			
									W	B/AA	H/L	A				AN	O	PWD	W				B/AA	H/L	A	AN				O	PWD	W	B/AA
New Hires	1	1			1								0									100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Promotions	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Intra-Agency Transfers	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									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Separations	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Discharges	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Lay Off	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Demotions	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reductions	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reinstatements	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Reemployment	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Upward Reallocations	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
Downward Reallocations	0	0											0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		

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

Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: October 1, 2024 - December 31, 2024

EEO Category: PROFESSIONALS

Grand													MALES										FEMALES										PERCENTAGES									
Transaction			Total	Total	W	B/AA	H/L	A	AN	O	PWD	AI										AI																				
												Total	W	B/AA	H/L	A	AN	O	PWD	M	F	W	B/AA	H/L	A	AN	O	PWD														
New Hires	6	2	2									4	3			1			1	33.33%	66.67%	83.33%	0.00%	0.00%	16.67%	0.00%	0.00%	16.67%														
Promotions	5	1	1									4	2	1		2				20.00%	80.00%	60.00%	20.00%	0.00%	40.00%	0.00%	0.00%	0.00%														
Intra-Agency Transfers	1	0										1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%														
Suspensions	0	0										0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%														
Separations	3	2	2									1		1						66.67%	33.33%	66.67%	33.33%	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%														

*Note*Promotions-one female identifies as W&A

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, 2024 - December 31, 2024

EEO Category: TECHNICIANS

Grand Total			MALES										FEMALES										PERCENTAGES									
Transaction	Total	Total	W	B/AA	H/L	A	AN	O	PWD	Total	W	B/AA	H/L	A	AN	O	PWD	M	F	W	B/AA	H/L	A	AN	O	PWD						
New Hires	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Promotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Intra-Agency Transfers	3	3	1	1	1					0								100.00%	0.00%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%						
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%						
Separations	3	2	1				1			1		1						66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	33.33%	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: October 1, 2024 - December 31, 2024

EEO Category: ADMINISTRATIVE SUPPORT

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	O	PWD				
New Hires	1	0									1	1								0.00%	100.00%	100.00%	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	38	12	3	3	1	4	0	1	1	4	26	8	11	3	1	0	3	4		31.58%	68.42%	28.95%	36.84%	10.53%	13.16%	0.00%	10.53%	13.16%				
Suspensions	2	1	1								1			1					50.00%	50.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%					
Separations	0	0									0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Discharges	2	0									2	1	1				1		0.00%	100.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	50.00%					
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: October 1, 2024 - December 31, 2024

EEO Category: SKILLED CRAFT

Grand Transaction			MALES										FEMALES										PERCENTAGES									
			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	1	1	1									0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Promotions	0	0										0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Intra-Agency Transfers	1	1	1									0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Suspensions	1	1	1									0							100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
Separations	0	0										0							0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%					
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 Other PWD=People with Disabilities

Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Higway Authority Reporting Period: October 1, 2024 - December 31, 2024

EEO Category: SERVICE / MAINTENANCE

Grand Transaction			MALES										FEMALES										PERCENTAGES									
			Grand Total										Grand 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	19	18	10	1	7							1	1					94.74%	5.26%	57.89%	5.26%	36.84%	0.00%	0.00%	0.00%							
Promotions	0	0										0						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%								
Intra-Agency Transfers	10	10	5	1	4						1	0						100.00%	0.00%	50.00%	10.00%	40.00%	0.00%	0.00%	10.00%							
Suspensions	7	7	5	2								0						100.00%	0.00%	71.43%	28.57%	0.00%	0.00%	0.00%	0.00%							
Separations	3	3	2	1								0						100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%							
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

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois State Toll Highway Authority Reporting Period: October 1, 2024 - December 31, 2024

EEO Category: GRAND TOTAL

Grand Transaction		MALES										FEMALES										PERCENTAGES									
		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	29	23	14	2	7					6	5		1				1	79.31%	20.69%	65.52%	6.90%	24.14%	3.45%					3.45%			
Promotions	5	1	1							4	2	1	2					20.00%	80.00%	60.00%	20.00%		40.00%								
Intra-Agency Transfers	53	26	10	5	6	4			1	2	9	11	3	1			4	49.06%	50.94%	35.85%	30.19%	16.98%	9.43%				7.55%	11.32%			
Suspensions	10	9	7	2						1			1					90.00%	10.00%	70.00%	20.00%	10.00%									
Separations	9	7	5	1				1		2		2						77.78%	22.22%	55.56%	33.33%				11.11%						
Discharges	2									2	1	1					1		100.00%	50.00%	50.00%							50.00%			
Lay Off																															
Demotions																															
Reductions																															
Reinstatements																															
Reemployment																															
Upward Reallocations																															
Downward Reallocations																															

*Note*Promotions-one female identifies as W&A

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, 2024 - December 31, 2024

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

Total hires during the quarter: 39

Total hires of people with disabilities in this quarter: 5

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, 2024 - December 31, 2024
Date Received	Facility/Region	Action/Issue*	Basis**	Current Status/Finding
10/2/2024	1		Race, Discrimination	Pending
10/17/2024	1	Discipline pending	Harassment, Discrimination	Closed
11/13/2024	1	N/A	Discrimination	Closed/No cause
11/21/2024	1	Retake Harassment Training	Inappropriate Behavior	Closed
12/13/2024	1		Sexual Harassment	Pending

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:	October 1, 2024 - December 31, 2024	
Date Received	Facility/Region	Action/Issue	Basis	Current Status/Findings
12/2/2024	1	N/A	Disability and retaliation	Pending