

SMALL BUSINESS SET-ASIDE PROGRAM CREATES NEW CONTRACTING OPPORTUNITIES

Thanks to the Small Business Set-Aside Program (SBSP), small companies have more opportunities to work on heavy highway construction-related jobs as prime contractors.

The program is part of the Tollway's Small Business Initiative, which puts small businesses in a position to succeed and grow as prime contractors by identifying select construction contracts, generally with values of approximately \$1 million, that can be set aside specifically for small businesses and by establishing small business goals for select construction contracts on a project-by-project basis.

Companies interested in participating in the program must generate less than \$14 million a year in gross revenue and register in the state's set-aside program.

The Tollway's commitment to small businesses has attracted new firms. Of the 61 firms that have bid on SBSP contracts, 43 had never previously worked on a Tollway contract.

The use of SBSP contracts has also played a role in increasing diversity. Of 152 bids submitted on SBSP contracts to date, 76 were submitted by diverse or veteran firms. Of the 25 prime contractors awarded SBSP contracts, more than half are D/M/WBE or veteran firms.

The success of the Program is due to the Tollway's strategy of breaking down bid packages into smaller contracts that include the most common work performed by small businesses including landscaping and electrical work.

SMALL BUSINESS SET-ASIDE SUCCESS

In 2013, a \$766,000 contract for roof repairs at toll plazas and maintenance sites along the Tri-State Tollway (I-94/I-294/I-80) became the first major Tollway contract Nosa Ehimwenman secured for The Bowa Group.

Two years later, The Bowa Group successfully bid for a \$327,000 contract to replace air-handling units at the Tollway's headquarters.

Ehimwenman credits these small business set-aside contracts for creating opportunities for his firm to successfully compete for work with the Tollway.

Most recently, The Bowa Group won a nearly \$5 million contract to renovate a Tollway data center.

Ehimwenman hopes his firm's success inspires other small companies, including those near his Chicago South Side business, to leverage the programs and assistance the Tollway offers to gain access to the contracts and resources they need to help grow their businesses.

SBSP BY THE
 NUMBERS
 (SINCE 2013)

38 contracts
 awarded, worth nearly
\$38 million
 to
**25 small
 contractors**

SBSP CONTRACTS

8	2013-2014
13	2015
10	2016
7	2017 to date



"Working with the Illinois Tollway allows us to blaze a trail in our community. The Small Business Initiative provided an opportunity to build a relationship with the Tollway and to continue to grow so that we can prove we are a great construction management company."

*Nosa Ehimwenman, MBA
 President and CEO*

D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms that have performed work for the Tollway from January 1, 2012, through June 30, 2017. During this time frame, the Tollway paid \$4.5 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.0 billion, or 23.5 percent.

CONSTRUCTION CONTRACTS

Of the \$3.3 billion the Tollway paid on construction contracts, \$646.1 million, or **19.5 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

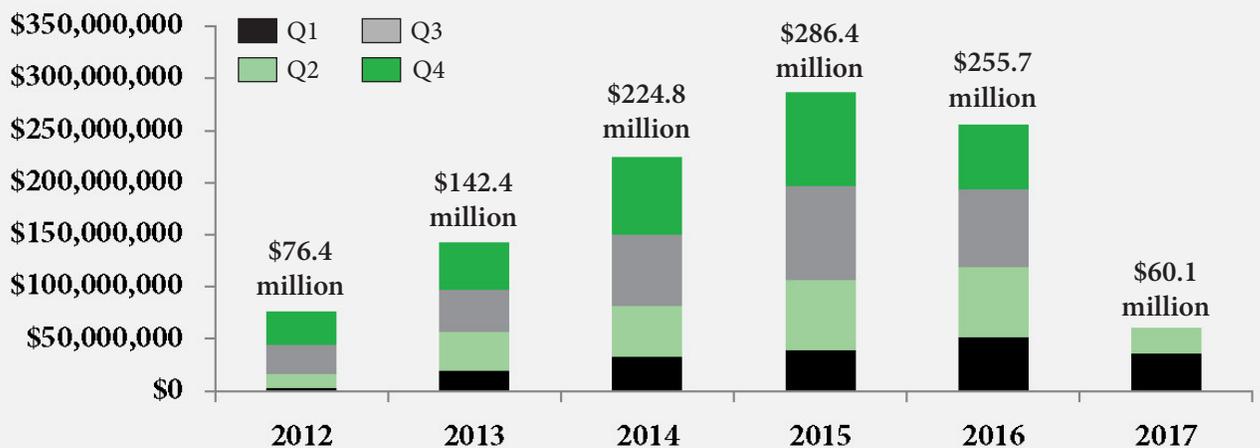
Of the \$1.1 billion the Tollway paid on professional services contracts, \$399.6 million, or **34.9 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2012 through June 30, 2017

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American-Owned	\$57.2	\$72.1	\$129.3	12.4%
Asian Indian-Owned	\$17.1	\$97.6	\$114.7	11.0%
Asian Pacific-Owned	\$3.6	\$57.4	\$61.0	5.8%
Hispanic-Owned	\$372.6	\$97.5	\$470.2	45.0%
Native American-Owned	\$3.9	\$0.1	\$3.9	0.4%
Women-Owned (Caucasian)	\$191.7	\$74.9	\$266.6	25.5%
Total	\$646.1	\$399.6	\$1,045.7	

The Tollway paid \$319.5 million, or 30.6 percent of total D/M/WBE contract payments, (\$204.4 million to construction contractors and \$115 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through June 30, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017	
African American-Owned	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.1	9.3%	\$24.8	14.7%	\$3.1	8.9%
Asian Indian-Owned	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$0.4	1.1%
Asian Pacific-Owned	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.4	1.2%
Hispanic-Owned	\$19.0	48.4%	\$47.9	68.3%	\$88.2	63.9%	\$119.1	61.2%	\$83.4	49.3%	\$15.1	43.3%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.0	1.2%	\$0.2	0.6%
Women-Owned (Caucasian)	\$17.0	43.3%	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.9%	\$55.3	32.7%	\$15.7	45.0%
Total	\$39.2		\$70.1		\$138.1		\$194.7		\$169.2		\$34.8	

Percent shown is of total D/M/WBE payments.

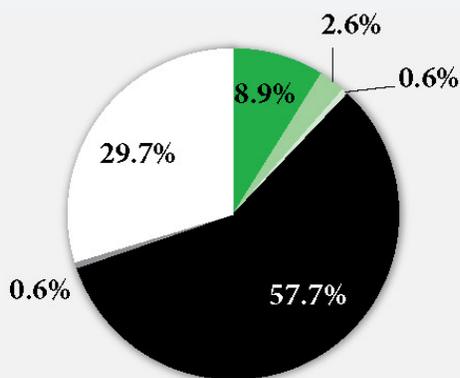
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017	
African American-Owned	\$6.2	16.7%	\$10.1	14.0%	\$14.6	16.9%	\$17.4	19.0%	\$18.6	21.5%	\$5.0	20.0%
Asian Indian-Owned	\$5.4	14.4%	\$14.0	19.4%	\$22.5	26.0%	\$26.4	28.8%	\$23.6	27.4%	\$5.7	22.4%
Asian Pacific-Owned	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$11.0	12.0%	\$9.9	11.5%	\$3.2	12.6%
Hispanic-Owned	\$11.1	29.7%	\$22.1	30.6%	\$20.0	23.0%	\$20.1	22.0%	\$18.9	21.9%	\$5.3	21.1%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.1	0.2%
Women-Owned (Caucasian)	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.7	18.2%	\$15.4	17.8%	\$6.0	23.7%
Total	\$37.2		\$72.3		\$86.6		\$91.7		\$86.5		\$25.3	

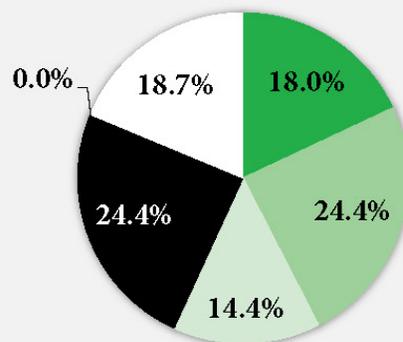
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2012 through June 30, 2017

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



- African American-Owned
- Asian Indian-Owned
- Asian Pacific-Owned
- Hispanic-Owned
- Native American-Owned
- Women-Owned (Caucasian)

Data reported is through June 30, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

VETERAN PAYMENTS OVERVIEW

The Illinois Tollway established its Veterans Goal Program in 2015. Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through June 30, 2017. During this time frame, the Tollway paid \$2.6 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$49.9 million, or 1.95 percent.

CONSTRUCTION CONTRACTS

Of the \$2.0 billion the Tollway paid on construction contracts, \$43.4 million, or **2.2 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.6 billion the Tollway paid on professional services contracts, \$6.5 million, or **1.2 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through June 30, 2017

	2015		2016		2017	
Construction Contracts	\$19.4	1.78%	\$15.7	2.04%	\$8.3	6.11%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$0.8	1.06%
Total Contracts	\$21.5	1.62%	\$19.3	1.90%	\$9.1	4.30%

Percent shown is of total payments. Tollway established Veterans Goals Program in 2015.

DIVERSE FIRMS - January 1, 2012 through June 30, 2017

Nearly one-third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 380 of the nearly 1,230 firms working since *Move Illinois* began. There have been nearly 775 firms that are new to the Tollway since 2012. Nearly one-quarter of these are D/M/WBE or veteran owned firms.

DIVERSE FIRMS

Of the nearly 1,230 firms working since 2012, 380, or **31.0 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 775 new firms, 195, or **25.2 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	36
D/M/WBE Total	355
African American-Owned	70
Asian Indian-Owned	29
Asian Pacific-Owned	22
Hispanic-Owned	110
Native American-Owned	4
Women-Owned (Caucasian)	120

	Number of New Firms
Veteran-Owned Total	27
D/M/WBE Total	174
African American-Owned	40
Asian Indian-Owned	9
Asian Pacific-Owned	5
Hispanic-Owned	60
Native American-Owned	4
Women-Owned (Caucasian)	56

Data reported is through June 30, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2012, through June 30, 2017

	Percent		Percent
African American	4.6%	Female	5.6%
Asian/Pacific Islander	0.8%	Male	94.4%
Hispanic-American	34.5%		
American Indian/Alaska Native	0.8%		
Caucasian	59.3%		

MINORITY WORKFORCE HOURS BY YEAR

	2012	2013	2014	2015	2016	2017
African American	4.9%	4.3%	4.8%	5.0%	4.1%	2.8%
Asian/Pacific Islander	0.7%	0.6%	0.9%	0.7%	1.0%	0.4%
Hispanic-American	39.7%	33.6%	33.1%	34.7%	34.5%	36.9%
American Indian/Alaska Native	0.6%	1.0%	0.9%	0.7%	0.7%	0.4%
Total	45.9%	39.6%	39.7%	41.1%	40.3%	40.5%



ILLINOIS TOLLWAY EARNED CREDIT PROGRAM

The Earned Credit Program (ECP) is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African Americans, Hispanic Americans, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

Data reported is through June 30, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works in partnership with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts and promote diversity.

In the quarter ending June 30, 2017, notices of Tollway job postings were shared with more than 691 individuals in community, professional and advocacy groups that work on behalf of African Americans, Asian Americans, Hispanic Americans and women, as well as community colleges and universities that include historically black and Hispanic institutions.

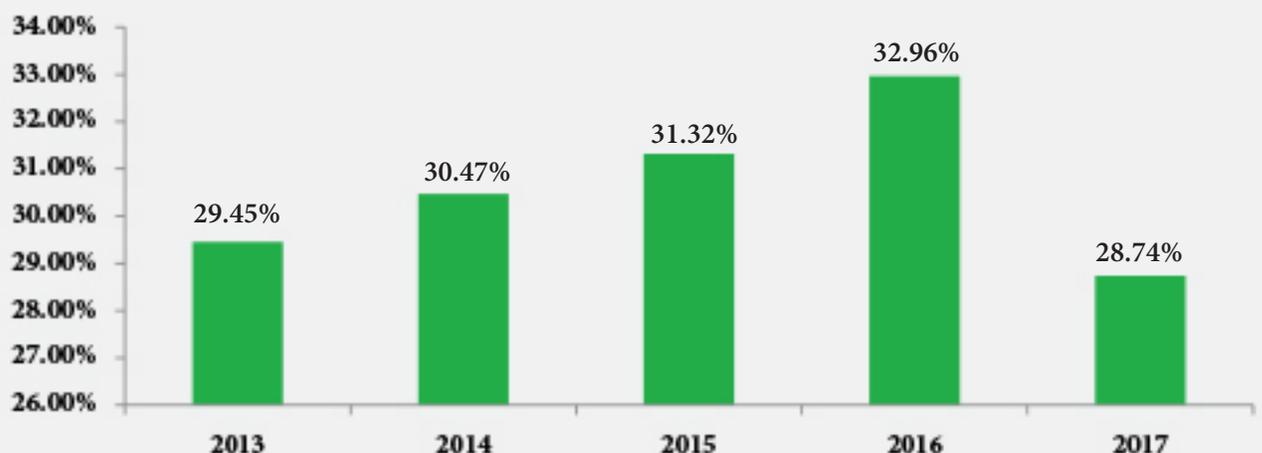
The Tollway participated in career and hiring events hosted by State Senator Donne Trotter, State Rep. Elgie Sims and Cook County Commissioner Stanley Moore; Chicago Alderman Howard Brookins Jr. and State Rep. Justin Slaughter; State Rep. Emanuel "Chris" Welch; and State Rep. Mark Batinick and State Rep. David Welter.

Other events included Chicago Urban League Citywide Job Fair, Global Executive Council Services Job Fair, Illinois Department of Central Management Services Diversity Enrichment Program Navigating State Employment, Illinois Department of Human Rights Asian American and Pacific Islander Heritage Month Resource Fair, Missions and Marketplace Career Fair, National Latino Education Institute Career Fair, North American Institute for Mexican Advancement and the Village of Melrose Park Expo and Job Fair, Paul Simon Chicago Jobs Corps Center Industry Council Career Fair, Triton College Second Chance Job Fair, U.S. Chamber of Commerce Hiring Our Heroes and the Wilbur Wright College Spring 2017 Job Fair Career Day.

TOTAL NUMBER OF EMPLOYEES	
2013	1,287
2014	1,306
2015	1,277
2016	1,419
2017	1,416

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	2016	2017
African American	18.10%	18.68%	19.03%	17.46%	17.37%
Hispanic-American	7.23%	7.27%	7.91%	7.82%	7.84%
Asian-American	3.73%	3.91%	3.60%	3.31%	3.46%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%	0.07%
Veterans	n/a	4.40%	7.10%	6.20%	6.40%
Females	33.95%	34.46%	35.16%	35.00%	34.46%
People with Disabilities	11.03%	10.26%	11.20%	11.64%	10.95%



2017 Tollway workforce demographics reported from January 1, 2017 through June 30, 2017 in accordance with Illinois Department of Human Rights requirements. Data presented is preliminary and subject to change. Totals may not add due to rounding.

ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Arab American Association of Engineers and Architects
Association of Asian Construction Enterprise
Black Contractors United
Chatham Business Association
Chicago Minority Supplier Diversity Council
Chicago Urban League
Chicago Women in Trades
Cosmopolitan Chamber of Commerce
Elite SDVOB Network
Federation of Women Contractors
Hispanic American Construction Industry Association
Harvey Area Chamber of Commerce
Illinois Black Chamber of Commerce
Illinois Hispanic Chamber of Commerce
National Latino Education Institute
National Organization of Minority Engineers
St. Paul Church of God in Christ Community Development Ministries, Inc.
US Minority Contractors Association
Women Transportation Seminar
Women's Business Development Center
Women Construction Owners and Executives
Youth Build Lake County/Lake County Community Church

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including Governor Bruce Rauner and Secretary of Transportation Randall S. Blankenhorn who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party. The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency — Finance Administration and Operations, Customer Service and Planning, Audit, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Bob Schillerstrom, Chairman
James J. Banks, Director
Corey Brooks, Director
Earl Dotson, Jr., Director
Joseph Gomez, Director
David Gonzalez, Director
Craig Johnson, Director
Neli Vazquez Rowland, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asian-Americans, Hispanic-Americans, Native Americans and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

COMMITTEE MEMBERS

Chairman Bob Schillerstrom, *Ex-Officio*
Director Corey Brooks, *Chair*
Director Earl Dotson, Jr.
Director Joseph Gomez
Director David Gonzalez

The Diversity and Inclusion Committee provides policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- Create a formal vehicle of communication to discuss policy and explore potential new initiatives
- Ensure greater accountability and increased transparency
- Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.



FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT ILLINOISTOLLWAY.COM