



MOVING FORWARD

The Illinois Tollway is calling on industry, trade and assistance partners to join the effort to continue leveling the playing field for historically underrepresented minority and women-owned firms, small and veteran-owned businesses and individuals.

Looking ahead to 2018, the Illinois Tollway is further strengthening its commitment to diversity and inclusion by strengthening existing programs and the introducing new initiatives, including:

- Expand Partnering for Growth (P4G) Program mentoring opportunities to help small, diverse and veteran-owned construction firms take their businesses to the next level.
- Support for emerging businesses and established firms with 13 Tollway Technical Assistance Program locations offering comprehensive, customized assistance and business plan development for increased stability and growth in the transportation-related construction industry.
- New marketing and programmatic strategies for the Earned Credit Program to encourage more industry participation by raising bid caps and increasing the bid credit bonuses for contractors hiring low income-eligible workers and retaining them over the long term.
- Introduction of a new Tollway initiative to prepare eligible, low-income men and women for apprenticeship and training program opportunities within heavy highway construction.

ILLINOIS TOLLWAY TECHNICAL ASSISTANCE PROGRAM

The Illinois Tollway celebrates the most recent graduates from its Technical Assistance Program administered by the Hispanic American Construction Industry Association (HACIA) Scholarship & Education Foundation at locations in Chicago and Aurora.

The business leaders were recognized at a ceremony on October 19 and include 11 firms from various industries, including general construction management, excavation and demolition, electrical, waterproofing, landscaping and trucking.



Front row from left to right: Ananias Grenger, Alura Ortiz, Fidel Vega, Jeanette Chavarria, Georgina Salgado-Chavez, and Jorge Perez (HACIA)

Back row from left to right: Norman Ruano (St. Augustine College), Charles Smellie, Sergio Esquivel, Richard Dobbins, Yolanda Bryant and Paul Cerpa (Tollway)

CLASS OF 2017

Eric Bakey, ER Bakey Inc., *Carpentersville*

Yolanda (Yahni) Bryant, Dillard Berg Inc., *Flossmoor*

Jeanette Chavarria-Torres, DCH Construction & Hauling, *Franklin Park*

Richard Dobbins, South Side Roots, *Chicago*

Sergio Esquivel, SE4 Trucking Inc., *Harvard*

Millicent Gray, Adonai Electrical Services Company, *Chicago*

Ananias Grenger, A&D Property Services Inc., *Chicago*

Kazakiyah Ben Israel, Kazakeeyah Construction Group Inc., *Chicago*

Alura Ortiz, ISA Energy Construction, *Lisle*

Georgina Salgado Chavez, Chicago Waterproof Co., *Chicago*

Charles Smellie, McIntosh Construction & Management Inc., *Aurora*

Fidel Vega, De Vega Concrete, *Broadview*

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 September 30, 2017. During this time frame, the Tollway paid \$4.6 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.1 billion, or 23.5 percent.

CONSTRUCTION CONTRACTS

Of the \$3.4 billion the Tollway paid on construction contracts, \$661.2 million, or **19.5 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

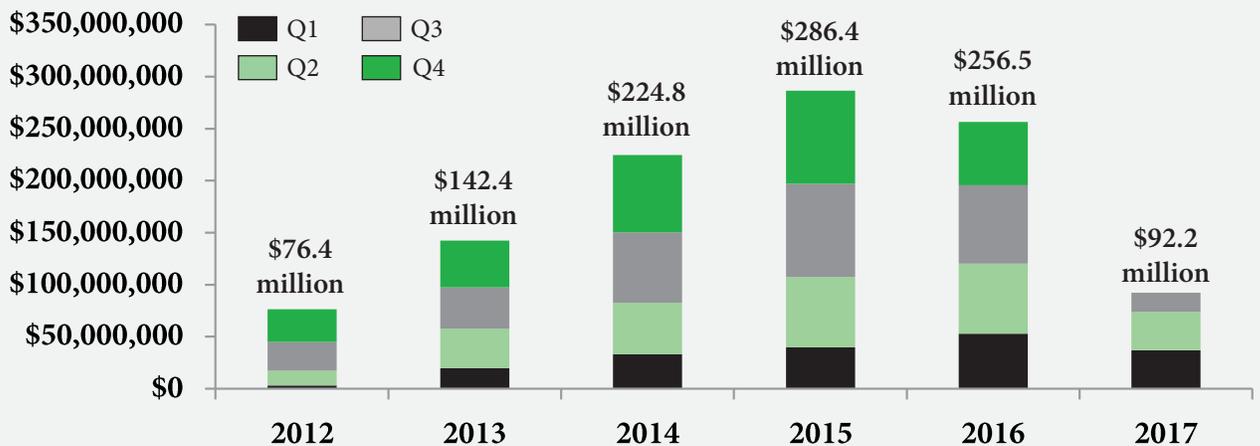
Of the \$1.2 billion the Tollway paid on professional services contracts, \$416.6 million, or **35.0 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2012 through September 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	\$57.5	\$75.5	\$133.0	12.3%
Asian Indian-Owned	\$17.4	\$110.7	\$128.1	11.9%
Asian Pacific-Owned	\$3.6	\$48.8	\$52.5	4.9%
Hispanic-Owned	\$382.2	\$101.5	\$483.7	44.8%
Native American-Owned	\$4.1	\$0.2	\$4.4	0.4%
Women-Owned (Caucasian)	\$196.4	\$80.8	\$277.1	25.7%
Total	\$661.2	\$417.6	\$1,078.7	

The Tollway paid \$330.1 million, or 30.6 percent of total D/M/WBE contract payments, (\$209.1 million to construction contractors and \$120.9 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through September 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 YTD	
African American-Owned	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.1	9.3%	\$24.8	14.6%	\$3.3	6.8%
Asian Indian-Owned	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$0.7	1.4%
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	0.8%
Hispanic-Owned	\$19.0	48.4%	\$47.9	68.3%	\$88.2	63.9%	\$119.1	61.2%	\$83.4	49.1%	\$24.6	50.1%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.4	0.8%
Women-Owned (Caucasian)	\$17.0	43.3%	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.9%	\$56.0	32.9%	\$19.6	40.1%
Total	\$39.2		\$70.1		\$138.1		\$194.7		\$170.0		\$49.0	

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

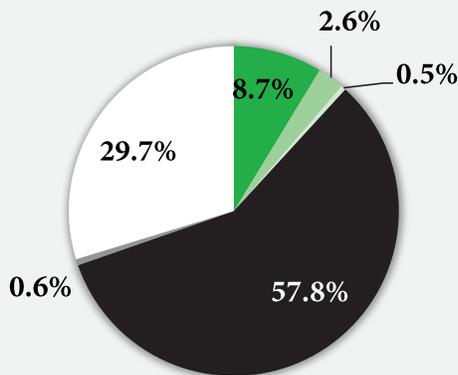
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017 YTD	
African American-Owned	\$6.2	16.7%	\$10.1	14.0%	\$14.6	16.9%	\$17.4	19.0%	\$18.6	21.5%	\$8.5	19.6%
Asian Indian-Owned	\$6.8	18.3%	\$15.9	22.0%	\$25.3	29.2%	\$28.1	30.7%	\$24.7	28.6%	\$9.8	22.7%
Asian Pacific-Owned	\$5.4	14.6%	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.3%	\$4.8	11.1%
Hispanic-Owned	\$11.1	29.7%	\$22.1	30.6%	\$20.0	23.0%	\$20.2	22.0%	\$18.9	21.9%	\$9.3	21.5%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.2	0.5%
Women-Owned (Caucasian)	\$7.7	20.6%	\$13.6	18.9%	\$16.7	19.2%	\$16.8	18.3%	\$15.4	17.8%	\$10.6	24.5%
Total	\$37.2		\$72.3		\$86.6		\$91.7		\$86.5		\$43.2	

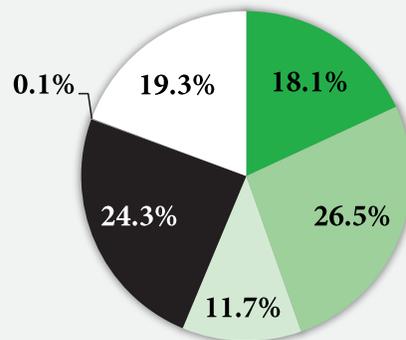
Percent shown is of total D/M/WBE payments.

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

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



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

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

VETERAN PAYMENTS OVERVIEW

Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through September 30, 2017. During this time frame, the Tollway paid \$2.7 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$55.0 million, or 2.04 percent.

CONSTRUCTION CONTRACTS

Of the \$2.1 billion the Tollway paid on construction contracts, \$47.7 million, or **2.3 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.6 billion the Tollway paid on professional services contracts, \$7.3 million, or **1.2 percent**, went to veteran-owned business.

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

	2015		2016		2017 YTD	
Construction Contracts	\$19.4	1.78%	\$15.7	2.04%	\$12.5	5.63%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$1.6	1.28%
Total Contracts	\$21.5	1.62%	\$19.3	1.90%	\$14.1	4.06%

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

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

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 395 of the nearly 1,275 firms working since *Move Illinois* began. There have been nearly 815 firms that are new to the Tollway since 2012. More than one quarter of these are D/M/WBE or veteran owned firms.

DIVERSE FIRMS

Of the nearly 1,275 firms working since 2012, 395, or **31.0 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 815 new firms, 205 or **25.2 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	37
D/M/WBE Total	370
African American-Owned	72
Asian Indian-Owned	30
Asian Pacific-Owned	22
Hispanic-Owned	115
Native American-Owned	5
Women-Owned (Caucasian)	126

	Number of New Firms
Veteran-Owned Total	28
D/M/WBE Total	185
African American-Owned	42
Asian Indian-Owned	10
Asian Pacific-Owned	5
Hispanic-Owned	64
Native American-Owned	4
Women-Owned (Caucasian)	60

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

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

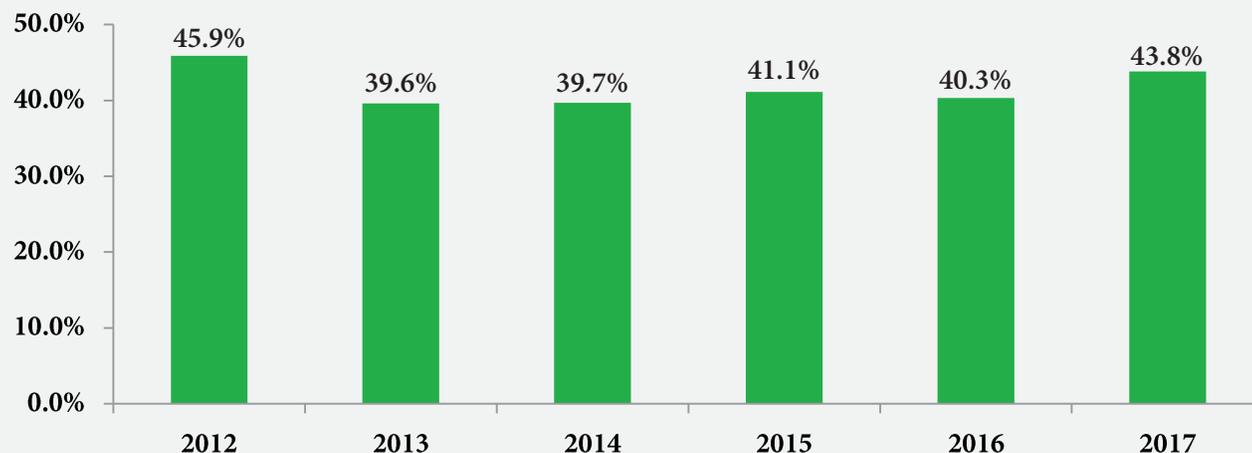
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

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

	Percent		Percent
African American	4.6%	Female	5.6%
Asian/Pacific Islander	0.8%	Male	94.4%
Hispanic-American	34.8%		
American Indian/Alaska Native	0.7%		
Caucasian	59.1%		

MINORITY WORKFORCE HOURS BY YEAR

	2012	2013	2014	2015	2016	2017 YTD
African American	4.9%	4.3%	4.8%	5.0%	4.1%	3.3%
Asian/Pacific Islander	0.7%	0.6%	0.9%	0.7%	1.0%	0.8%
Hispanic-American	39.7%	33.6%	33.1%	34.7%	34.5%	39.4%
American Indian/Alaska Native	0.6%	1.0%	0.9%	0.7%	0.7%	0.3%
Total	45.9%	39.6%	39.7%	41.1%	40.3%	43.8%



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 September 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 September 30, 2017, notices of Tollway job postings were shared with approximately 600 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 African American and Hispanic institutions.

TOTAL NUMBER OF EMPLOYEES

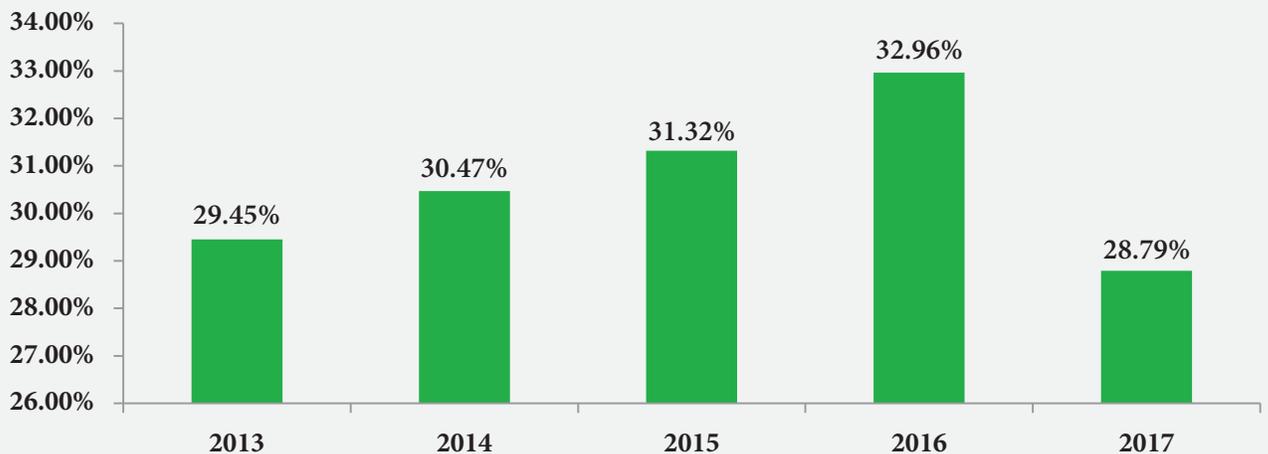
2013	1,287
2014	1,306
2015	1,277
2016	1,419
2017	1,400

The Tollway participated in career and hiring events hosted by Sen. Bill Cunningham, Rep. Fran Hurley and the Illinois Department of Employment Security (IDES); the Joliet Chamber of Commerce and Sen. Pat McGuire; Sen. John Curran, Rep. Jim Durkin and Rep. David Olsen, as well as Sen. Cunningham and Rep. Kelly Burke.

Other events included the Illinois Association of Hispanic State Employees State Employment Resource Fair, the IDES Veterans Hiring Event, the IDES/Central Management Services (CMS) State of Illinois Employment workshops in Park Forest; and Waukegan and the Village of Park Forest End of Summer Job Fair.

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	2016	2017 YTD
African American	18.10%	18.68%	19.03%	17.46%	17.29%
Hispanic-American	7.23%	7.27%	7.91%	7.82%	7.93%
Asian-American	3.73%	3.91%	3.60%	3.31%	3.43%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%	0.14%
Veterans	n/a	4.40%	7.10%	6.20%	6.00%
Females	33.95%	34.46%	35.16%	35.00%	34.00%
People with Disabilities	11.03%	10.26%	11.20%	11.64%	10.79%



2017 Tollway workforce demographics reported from January 1, 2017 through September 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/DOING-BUSINESS/DIVERSITY-DEVELOPMENT