



COMMITMENT TO DIVERSITY

Tollway projects are improving access and mobility for local communities and the regional transportation network. At the same time, we are working with small businesses to help them grow their capacity and skill set to make bidding on our jobs more competitive and provide opportunities to firms that have not previously done work with the Tollway. This helps us to deliver the highest return on investment to our customers, provide valuable training to our partner contractors and ultimately deliver projects on time and on or under budget.

I share the vision that the Governor, Chairman Schillerstrom and the Tollway Board of Directors have set to lead the Illinois Tollway and deliver the *Move Illinois* Program. My past experience has show me the importance of economic opportunities and job creation, as well as the importance of collaboration. Working together, the Tollway team can assist even more firms reach their maximum potential while providing greater value to our customers.



"As executive director, my commitment to diversity and inclusion – the meaningful participation by all, regardless of ethnic group or gender – is unwavering."

Liz Gorman
Illinois Tollway
Executive Director

TECHNICAL ASSISTANCE SUCCESSES

The Illinois Tollway Technical Assistance Program prepares established transportation-related construction firms to participate on highway and vertical construction contracts, for:

- Disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms
- Service-disabled, veteran-owned small businesses (SDVOSB)
- Veteran-owned small businesses (VOSB)
- Small businesses

Technical assistance is provided by seven contractors offering a range of services to clients at 12 locations across the Tollway system. These different contractors function as one cohesive unit – each providing programs targeted to their region’s needs and objectives, allowing the strongest possible response to any given situation.

TECHNICAL ASSISTANCE PROGRAM ACCOMPLISHMENTS (SINCE 2015)



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, 2013, through March 31, 2018. During this time frame, the Tollway paid \$4.5 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.1 billion, or 24.0 percent.

CONSTRUCTION CONTRACTS

Of the \$3.3 billion the Tollway paid on construction contracts, \$660.9 million, or **20.0 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

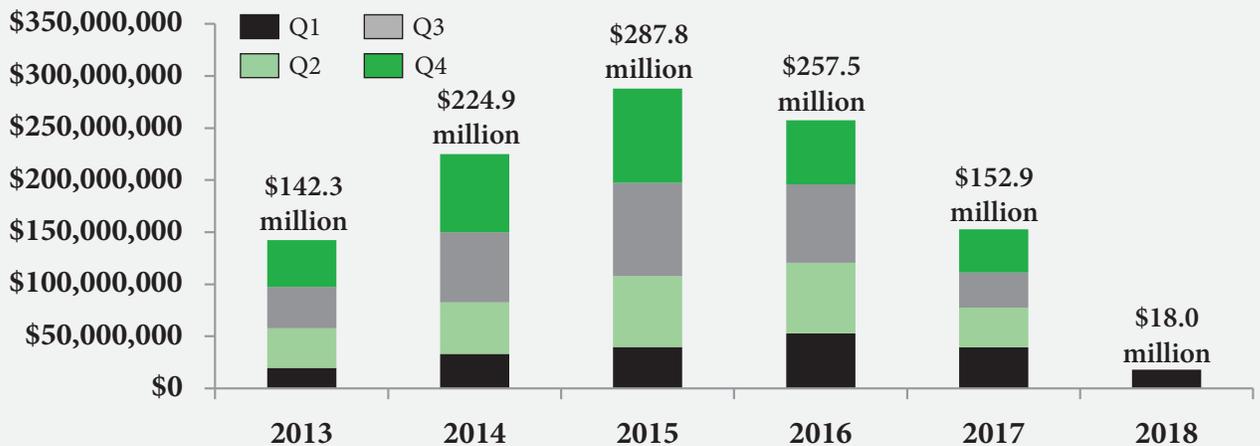
Of the \$1.2 billion the Tollway paid on professional services contracts, \$422.5 million, or **35.3 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2013 through March 31, 2018

	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	\$60.9	\$78.1	\$139.0	12.8%
Asian Indian-Owned	\$16.9	\$113.6	\$130.4	12.0%
Asian Pacific-Owned	\$3.9	\$46.0	\$50.0	4.6%
Hispanic-Owned	\$389.4	\$99.6	\$489.0	45.1%
Native American-Owned	\$4.3	\$0.4	\$4.7	0.4%
Women-Owned (Caucasian)	\$185.5	\$84.8	\$270.3	24.9%
Total	\$660.9	\$422.5	\$1,083.4	

The Tollway paid \$324.1 million, or 29.9 percent of total D/M/WBE contract payments, (\$200.4 million to construction contractors and \$123.8 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through March 31, 2018. 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)

	2013		2014		2015		2016		2017		2018 YTD	
African American-Owned	\$0.9	1.3%	\$8.0	5.8%	\$18.2	9.3%	\$25.4	14.9%	\$8.1	9.7%	\$0.3	9.4%
Asian Indian-Owned	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$1.0	1.2%	\$0.1	3.9%
Asian Pacific-Owned	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.7	0.8%	\$0.0	0.0%
Hispanic-Owned	\$47.9	68.3%	\$88.2	63.9%	\$119.9	61.3%	\$83.6	49.0%	\$47.9	57.2%	\$1.9	69.3%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.5	0.7%	\$0.1	3.2%
Women-Owned (Caucasian)	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.8%	\$55.9	32.8%	\$25.4	30.3%	\$0.4	14.2%
Total	\$70.1		\$138.1		\$195.6		\$170.6		\$83.7		\$2.8	

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

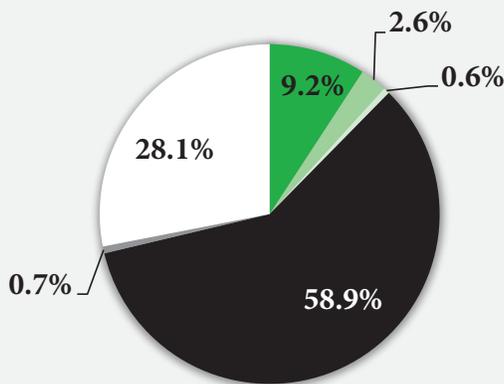
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2013		2014		2015		2016		2017		2018 YTD	
African American-Owned	\$10.1	14.0%	\$14.6	16.9%	\$17.5	19.0%	\$18.7	21.5%	\$14.1	20.3%	\$3.2	20.8%
Asian Indian-Owned	\$15.9	22.1%	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$3.9	25.6%
Asian Pacific-Owned	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.6%	\$0.8	5.3%
Hispanic-Owned	\$22.1	30.6%	\$20.0	23.0%	\$20.2	21.9%	\$18.9	21.8%	\$15.3	22.1%	\$3.2	21.0%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%	\$0.0	0.1%
Women-Owned (Caucasian)	\$13.6	18.8%	\$16.8	19.4%	\$17.2	18.7%	\$15.8	18.1%	\$17.3	25.0%	\$4.2	27.3%
Total	\$72.2		\$86.8		\$92.2		\$86.9		\$69.2		\$15.2	

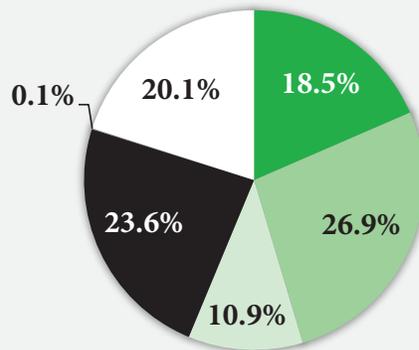
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2013 through March 31, 2018

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 March 31, 2018. 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 March 31, 2018. During this time frame, the Tollway paid \$2.9 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$68.6 million, or 2.34 percent.

CONSTRUCTION CONTRACTS

Of the \$2.2 billion the Tollway paid on construction contracts, \$59.6 million, or **2.7 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.7 billion the Tollway paid on professional services contracts, \$9.0 million, or **1.2 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through March 31, 2018

	2015		2016		2017		2018 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.9	7.41%	\$1.5	4.68%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.36%	\$0.5	1.28%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$25.6	5.02%	\$2.1	2.75%

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

DIVERSE FIRMS - January 1, 2012 through March 31, 2018

More than one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 415 of the more than 1,330 firms working since *Move Illinois* began. There have been nearly 855 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 more than 1,330 firms working since 2012, 415, or **31.1 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 855 new firms, 220 or **25.7 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	37
D/M/WBE Total	387
African American-Owned	74
Asian Indian-Owned	32
Asian Pacific-Owned	23
Hispanic-Owned	120
Native American-Owned	5
Women-Owned (Caucasian)	133

	Number of New Firms
Veteran-Owned Total	27
D/M/WBE Total	200
African American-Owned	44
Asian Indian-Owned	12
Asian Pacific-Owned	6
Hispanic-Owned	69
Native American-Owned	3
Women-Owned (Caucasian)	66

Data reported is through March 31, 2018. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

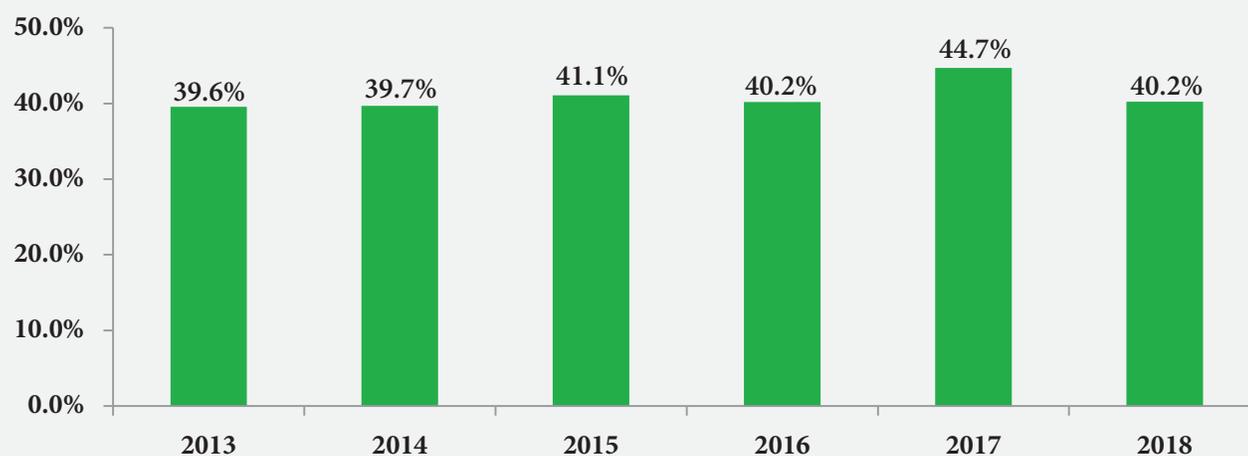
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2013, through March 31, 2018

	Percent		Percent
African American	4.5%	Female	5.5%
Asian/Pacific Islander	0.8%	Male	94.5%
Hispanic-American	34.7%		
American Indian/Alaska Native	0.7%		
Caucasian	59.3%		

MINORITY WORKFORCE HOURS BY YEAR

	2013	2014	2015	2016	2017	2018 YTD
African American	4.3%	4.8%	5.0%	4.1%	3.6%	1.2%
Asian/Pacific Islander	0.6%	0.9%	0.7%	1.0%	0.7%	1.0%
Hispanic-American	33.6%	33.1%	34.7%	34.5%	40.2%	37.9%
American Indian/Alaska Native	1.0%	0.9%	0.7%	0.7%	0.3%	0.2%
Total	39.6%	39.7%	41.1%	40.2%	44.7%	40.2%



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 March 31, 2018. 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.

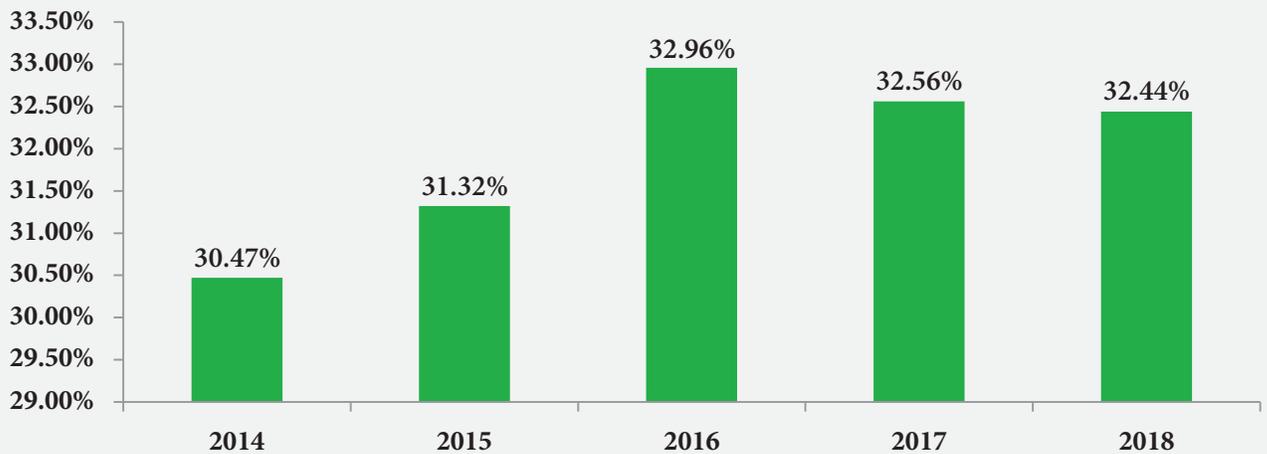
In the quarter ending March 31, 2018, notices of Tollway job postings were shared with nearly 700 individuals in community, professional and advocacy groups that work on behalf of African Americans, Asian Americans, Hispanic Americans and women, as well as community colleges and universities that include historically African American and Hispanic institutions.

TOTAL NUMBER OF EMPLOYEES

2014	1,306
2015	1,277
2016	1,419
2017	1,376
2018	1,375

TOLLWAY WORKFORCE DEMOGRAPHICS

	2014	2015	2016	2017	2018 YTD
African-American	18.68%	19.03%	17.46%	17.37%	17.38%
Hispanic-American	7.27%	7.91%	7.82%	8.07%	7.93%
Asian-American	3.91%	3.60%	3.31%	3.49%	3.56%
American Indian/Alaska Native	0.08%	0.08%	0.07%	0.15%	0.15%
Veterans	4.40%	7.10%	6.20%	5.89%	6.04%
Females	34.46%	35.16%	35.00%	33.87%	34.04%
People with Disabilities	10.26%	11.20%	11.64%	10.54%	10.47%



2017 Tollway workforce demographics reported from January 1, 2017 through March 31, 2018 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