

ILLINOIS TOLLWAY DIVERSITY REPORT
2018 Third Quarter

PARTNERING FOR GROWTH SUPPORTING DIVERSITY

The Partnering for Growth Program encourages contractors and professional services firms to mentor disadvantaged, small and veteran-owned businesses in remaining self-sufficient, competitive and profitable by providing meaningful instruction in areas ranging from obtaining prequalification in a new discipline to overall project management, accounting and business operations.

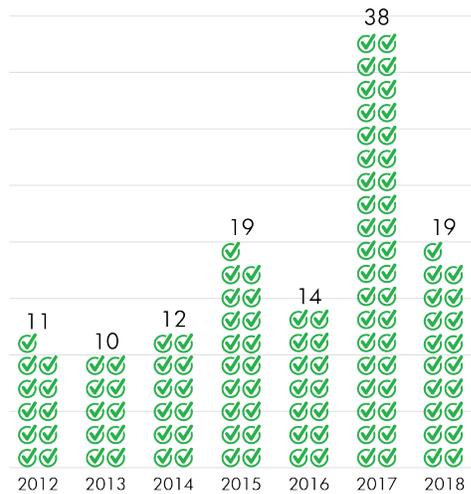
Following success with professional engineering services firms, the program has expanded to pair established construction contractors with emerging and diverse firms, and the Tollway recently issued the first incentive bid credits to a mentor.

Altogether, nearly 150 agreements have been executed. What's more, not only have firms benefiting from the program gone on to be awarded prime contracts with the Tollway, but they also have in turn reached back and mentored other small firms.

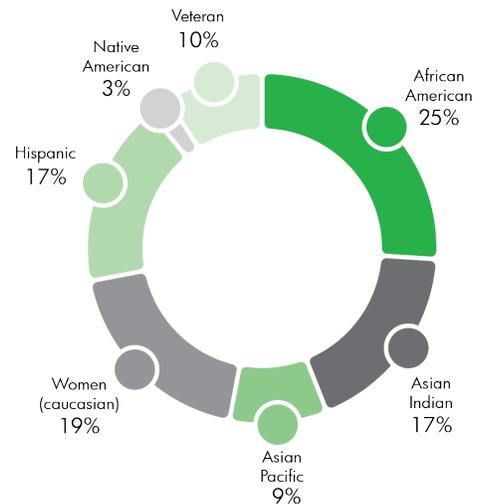
“Partnering for Growth is a win-win for the Tollway and construction industry creating mutually beneficial business relationships, increasing the pool of firms prepared to support *Move Illinois* and helping foster competition in the marketplace.”

Illinois Tollway Executive Director Liz Gorman

Agreements During *Move Illinois* by Year



Unique Protégé Ethnicity



ILLINOIS TOLLWAY NAMED 2018 AGENCY OF THE YEAR BY THE INTERAGENCY COMMITTEE ON EMPLOYEES WITH DISABILITIES

Over the past three years, more than 10 percent of the Tollway's budgeted headcount of nearly 1,500 employees has been comprised of people with disabilities – more than double the current state average.

In addition, working through the State Use Program the Tollway delivers a wide range of customer services related to I-PASS with The Chicago Lighthouse, Bridgeway, The Printers Mark and Ada S. McKinley Community Services not-for-profit facilities, supporting and employing people with disabilities and veterans.

“We are grateful for the efforts that the Illinois Tollway has made to set the example for ensuring access, opportunity and independence for employees with disabilities in their workforce.”

Illinois Department of Human Services Director Janice Glenn



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 September 30, 2018. During this time frame, the Tollway paid \$4.9 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.2 billion, or 24.2 percent.

CONSTRUCTION CONTRACTS

Of the \$3.5 billion the Tollway paid on construction contracts, \$707.2 million, or **20 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

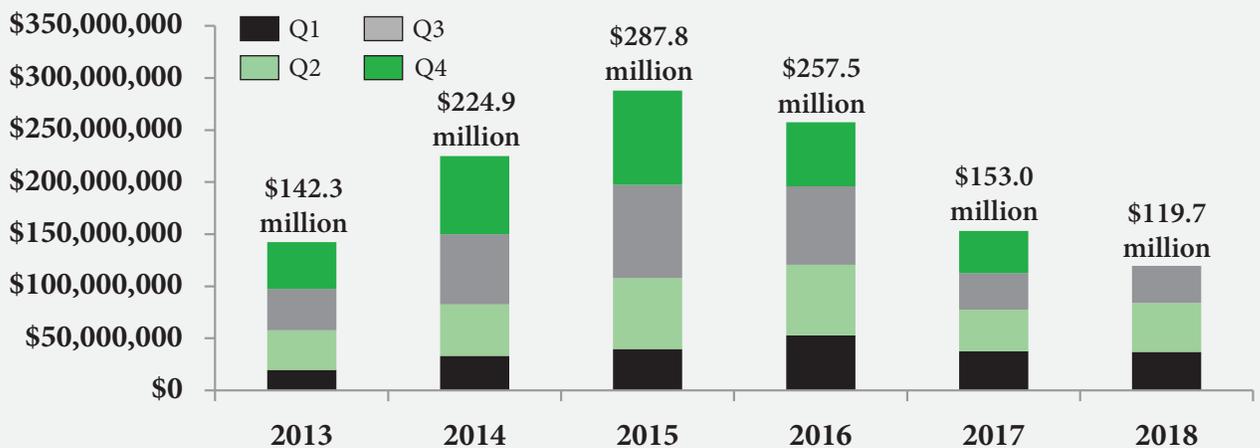
Of the \$1.3 billion the Tollway paid on professional services contracts, \$478.1 million, or **35.5 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2013 through September 30, 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	\$68.5	\$92.1	\$160.6	13.6%
Asian Indian-Owned	\$17.9	\$129.4	\$147.3	12.4%
Asian Pacific-Owned	\$4.0	\$49.3	\$53.3	4.5%
Hispanic-Owned	\$416.8	\$110.6	\$527.4	44.5%
Native American-Owned	\$5.3	\$0.4	\$5.8	0.5%
Women-Owned (Caucasian)	\$194.7	\$96.3	\$291.0	24.5%
Total	\$707.2	\$478.1	\$1185.4	

The Tollway paid \$349.6 million, or 29.5 percent of total D/M/WBE contract payments, (\$211.1 million to construction contractors and \$138.5 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, 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%	\$7.9	16.1%
Asian Indian-Owned	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$1.2	1.4%	\$1.0	1.9%
Asian Pacific-Owned	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.7	0.8%	\$0.1	0.2%
Hispanic-Owned	\$47.9	68.3%	\$88.2	63.9%	\$119.9	61.3%	\$83.3	48.8%	\$49.3	58.9%	\$28.2	57.4%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.5	0.7%	\$1.1	2.2%
Women-Owned (Caucasian)	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.8%	\$56.1	32.9%	\$23.8	28.4%	\$10.9	22.2%
Total	\$70.1		\$138.1		\$195.6		\$170.6		\$83.6		\$49.2	

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

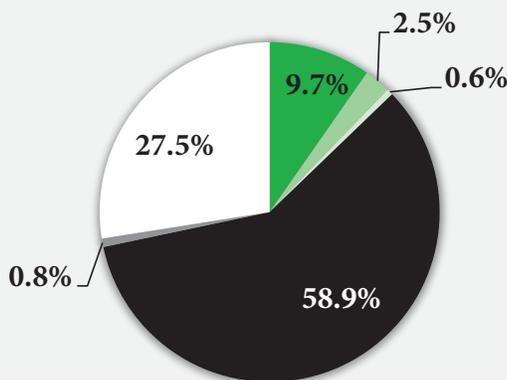
PROFESSIONAL SERVICES CONTRACTS (in millions)

	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%	\$14.2	20.4%	\$17.1	24.2%
Asian Indian-Owned	\$15.9	22.1%	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$19.7	27.9%
Asian Pacific-Owned	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.6%	\$4.1	5.8%
Hispanic-Owned	\$22.1	30.6%	\$20.0	23.0%	\$20.2	21.9%	\$18.9	21.8%	\$15.3	22.0%	\$14.0	19.9%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%	\$0.1	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%	\$15.6	22.1%
Total	\$72.2		\$86.8		\$92.2		\$86.9		\$69.4		\$70.5	

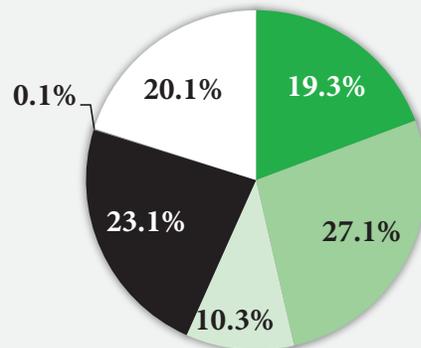
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2013 through September 30, 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 September 30, 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 September 30, 2018. During this time frame, the Tollway paid \$3.3 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$89.5 million, or 2.7 percent.

CONSTRUCTION CONTRACTS

Of the \$2.4 billion the Tollway paid on construction contracts, \$77.7 million, or **3.2 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.9 billion the Tollway paid on professional services contracts, \$11.8 million, or **1.3 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through September 30, 2018

	2015		2016		2017		2018 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.8	7.37%	\$19.6	7.32%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.36%	\$3.4	1.76%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$25.5	4.99%	\$23.0	5.00%

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

DIVERSE FIRMS - January 1, 2012 through September 30, 2018

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for nearly 435 of the nearly 1,395 firms working since *Move Illinois* began. There have been nearly 905 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 1,395 firms working since 2012, 425, or **31.2 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 905 new firms, 240 or **26.5 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	41
D/M/WBE Total	405
African American-Owned	81
Asian Indian-Owned	32
Asian Pacific-Owned	23
Hispanic-Owned	127
Native American-Owned	6
Women-Owned (Caucasian)	136

	Number of New Firms
Veteran-Owned Total	31
D/M/WBE Total	215
African American-Owned	50
Asian Indian-Owned	12
Asian Pacific-Owned	6
Hispanic-Owned	76
Native American-Owned	3
Women-Owned (Caucasian)	68

Data reported is through September 30, 2018. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

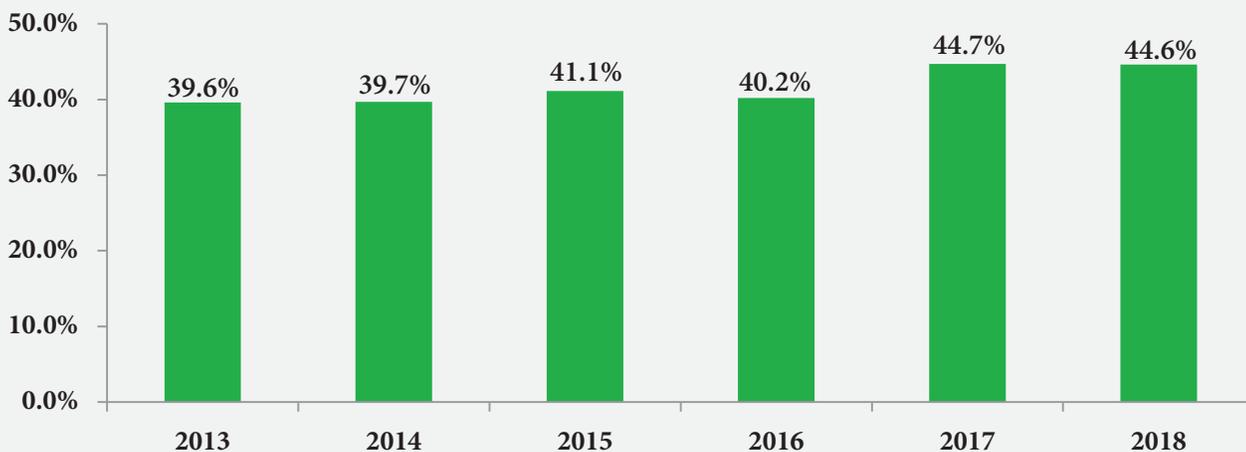
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2013, through September 30, 2018

	Percent		Percent
African American	4.5%	Female	5.5%
Asian/Pacific Islander	0.8%	Male	94.5%
Hispanic-American	34.9%		
American Indian/Alaska Native	0.7%		
Caucasian	59.1%		

MINORITY WORKFORCE HOURS BY YEAR

	2013	2014	2015	2016	2017	2018 YTD
African American	4.3%	4.8%	5.0%	4.1%	3.6%	2.9%
Asian/Pacific Islander	0.6%	0.9%	0.7%	1.0%	0.7%	1.2%
Hispanic-American	33.6%	33.1%	34.7%	34.5%	40.2%	40.1%
American Indian/Alaska Native	1.0%	0.9%	0.7%	0.7%	0.3%	0.3%
Total	39.6%	39.7%	41.1%	40.2%	44.7%	44.6%



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, 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 September 30, 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.

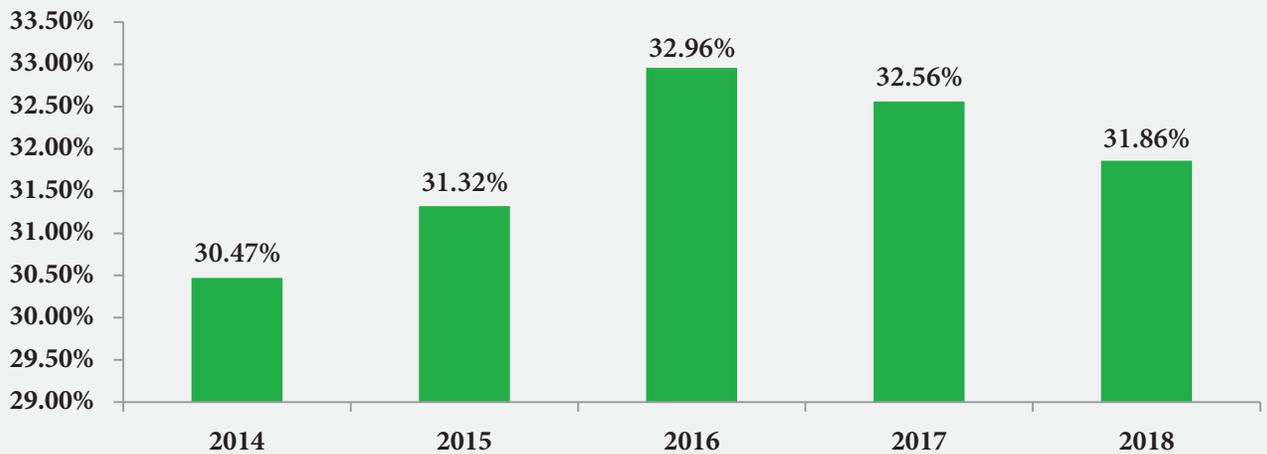
The Tollway participated in career and hiring events hosted by the Core Fitness Center and the Tinley Park Convention Center.

TOTAL NUMBER OF EMPLOYEES

2014	1,306
2015	1,277
2016	1,419
2017	1,376
2018	1,337

TOLLWAY WORKFORCE DEMOGRAPHICS

	2014	2015	2016	2017	2018 YTD
African-American	18.68%	19.03%	17.46%	17.37%	16.98%
Hispanic-American	7.27%	7.91%	7.82%	8.07%	8.08%
Asian-American	3.91%	3.60%	3.31%	3.49%	3.52%
American Indian/Alaska Native	0.08%	0.08%	0.07%	0.15%	0.15%
Veterans	4.40%	7.10%	6.20%	5.89%	5.91%
Females	34.46%	35.16%	35.00%	33.87%	33.43%
People with Disabilities	10.26%	11.20%	11.64%	10.54%	10.32%



2017 Tollway workforce demographics reported from January 1, 2017 through September 30, 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
Bradley Stephens, 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 Joseph Gomez
Director David Gonzalez
Director Neli Vazquez Rowland

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