

THE ILLINOIS TOLLWAY



EEO/AFFIRMATIVE ACTION QUARTERLY REPORT

First Quarter

July 1, 2014

Through

September 30, 2014

KRISTI LAFLEUR
Executive Director

LISA G. WILLIAMS
EEO/AA Officer and ADA Coordinator



October 22, 2014

Chet Pinski
Human Rights Specialist
Legal Division – Liaison Unit
Illinois Department of Human Rights
James R. Thompson Center
100 West Randolph Street, Suite 10-100
Chicago, Illinois 60601

Dear Chet Pinski:

The Illinois Tollway presents our First Quarter Report for Fiscal Year 2015.

If you should have any questions, please do not hesitate to contact Lisa G. Williams, EEO/AA Officer, at (630) 241-6800, extension 1010.

Sincerely,



Kristi Lafleur
Executive Director



Lisa G. Williams
EEO/AA Officer

Enclosure

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Quarterly Report Format

This is the first in a series of four quarterly reports for the period of the fiscal year of July 1, 2014 to June 30, 2015. This report covers the time period of July 1, 2014 through September 30, 2014. Each of the quarterly reports follows 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 and Numeric Goals” and objectives for each quarter. The Affirmative Action Plan (Plan) written each year has a detailed section as to 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 two 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, office/clerical, 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.

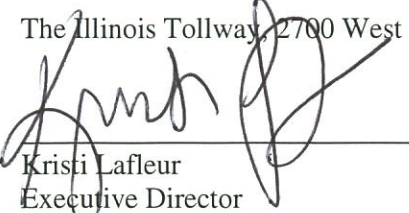
The third section is the “Summary of Workforce Analysis” by Region. This details the present number of employees in each job category by race and sex. This is displayed by each region separately and a combined total of all the regions. This is shown on IDHR form 9.

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, “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 DHR form 27Q.

The final section details the Employment Discrimination Complaints filed against the Tollway. The Internal Complaints are listed on the first page and the External Complaints (those filed with an outside Agency) are found on second page. This is IDHR form 15Q.

The Illinois Tollway, 2700 West Ogden Avenue, Downers Grove, Illinois 60515, submits this report.



Kristi Lafleur
Executive Director



Lisa G. Williams
EEO /AA Officer / ADA Coordinator

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Quarterly Report - Program Goals

Agency: Illinois Tollway

Reporting Period: July 1, 2014-September 30, 2014

List Program Goals & Objectives and if Met/Not Met

Continuously working with current partners and expanding outreach to enhance diversity.
Completed ADA Training for Managers and Supervisors. Continued wrap up on Sexual Harassment Trainings from previous quarters.

Special Problems in Attaining Program Goals

N/A

Proposed New Program Goals

Continuing to work on previously set goals.
Complete a Disability and Veteran survey to all employees.
Analyze exit interview trends.

Recruitment

We have sent external job postings to nearly 600 individuals in community, professional, and advocacy groups that work on behalf of women, African-Americans, Hispanics, and Asian-Americans, community colleges and universities including Historically Black Colleges and Universities and Hispanic Serving Institutions, as well as others in order to recruit African-American, Hispanic, Asian-American and female applicants.

We have attended the following job fair/sessions this quarter:

- Gardner Initiative/HOPE
- State Senator Mattie Hunter/IDES
- Hoops for Troops - Veterans Hiring Expo
- Sen. Christine Radogno/Rep. Jim Durkin/Indian Prairie Library District
- Office of the Governor/Asian American Employment Plan Advisory Council
- Senator Napoleon Harris Fair
- IDES Employment Workshop
- UIAA Career Center - Best Practice for Recruiting Applications
- State Rep. Michael McAuliffe/State Rep. Robert Martwick
- Downtown Aurora Job Fair
- IASHE Job Fair
- Community Job & Resource Fair - State Rep. Rita Mayfield & State Senator Terry Link

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: 1

Reporting Period: July 1, 2014 - Sept 30, 2014

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	8	P	N/A	N/A	P	15	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	3	N/A	N/A	6	41	75
Asian	1	P	13	N/A	N/A	1	5	P
American Indian / Alaska 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	Off/CI	Sk/Crft	Serv/Mtc
Promotions Total: 10	1AM	1WM,1AAF	2WM, 1AAM, 1HM, 1AF	N/A	N/A	0	0	1AAM, 1HM
New Hires (Veterans) Total: 2	0	0	1OM	N/A	N/A	0	1WM	0
New Hires (Non-Vets) Total: 13	0	2WM, 1 OF	1WM, 1AAF, 1HF, 1OF	N/A	N/A	1AAW	1WM, 1AAM	1WM, 1AAW, 1HW

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/CI	Sk/Crft	Serv/Mtc
Women	P	6	P	N/A	N/A	P	15	P
Black / African American	P	P	P	N/A	N/A	P	P	P
Hispanic / Latino	P	P	1	N/A	N/A	6	41	73
Asian	P	P	12	N/A	N/A	1	5	P
American Indian / Alaska 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. 2012)

OM=Other Male

OF=Other Female

Quarterly Underutilization Summary Form

Agency: Illinois Tollway
 Region: **2**

Reporting Period: July 1, 2014 - Sept 30, 2014

Beginning underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	1	N/A	N/A	P	3	P
Black / African American	-	-	P	N/A	N/A	P	1	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

Summary of hires and promotions for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Promotions Total:	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	0

Ending underutilization for this quarter

	Off/Admn	Prof	Tech	Pro/Sv	Paraprof	Off/Cl	Sk/Crft	Serv/Mtc
Women	-	-	1	N/A	N/A	P	3	P
Black / African American	-	-	P	N/A	N/A	P	1	P
Hispanic / Latino	-	-	P	N/A	N/A	P	P	6
Asian	-	-	P	N/A	N/A	P	P	P
American Indian / Alaska Native	-	-	P	N/A	N/A	P	P	P
Native Hawaiian / Other Pacific Islander	-	-	P	N/A	N/A	P	P	P

DHR 12-Q (Rev. Feb. 2012)

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

Region: **1**

EEO Category	Grand Total	MALES										FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	21	13	9	2	1	1					8	7	1						61.90%	38.10%	76.19%	14.29%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	
Professionals	114	72	57	3	2	10				1	42	28	7	3	2			2	63.16%	36.84%	74.56%	8.77%	4.39%	10.53%	0.00%	0.00%	1.75%	0.88%	
Technicians	229	120	88	21	6	3				2	109	78	18	8	3			2	52.40%	47.60%	72.49%	17.03%	6.11%	2.62%	0.00%	0.00%	1.75%	10.92%	
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%	
Office / Clerical	147	50	42	4	3	1				9	97	57	25	11	4			9	34.01%	65.99%	67.35%	19.73%	9.52%	3.40%	0.00%	0.00%	0.00%	12.24%	
Skilled Craft	336	334	279	26	24	1	1			3	23	2	1	1					99.40%	0.60%	83.33%	8.04%	7.14%	0.30%	0.30%	0.00%	0.89%	6.85%	
Service / Maintenance	455	261	165	51	24	22				39	194	95	81	14	2			2	57.36%	42.64%	57.14%	29.01%	8.35%	5.27%	0.00%	0.00%	0.44%	14.07%	
TOTAL	1,302	850	640	107	60	38	1	0	5	84	452	266	133	36	11	0	0	6	65.28%	34.72%	69.59%	18.43%	7.37%	3.76%	0.08%	0.00%	0.84%	10.06%	

Grand Total Employees for Region 1:	Males:	850	Females:	452	Total Minorities:	397	OTH:	11					
		65.28%		34.72%		30.41%		0.8%					
White:	906	Black/African American:	240	Hispanic/Latino:	96	Asian:	49	AI/AN:	1	NHOPI:	0	Disabled:	131
	69.59%		18.43%		7.37%		3.76%		0.08%		0.00%		10.06%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Feb. 2012)

* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

Region: **2**

EEO Category	Grand Total	MALES									FEMALES									PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D
Officials / Administrators	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Technicians	14	10	9				1			1	4	3					1	1	71.43%	28.57%	85.71%	0.00%	0.00%	0.00%	7.14%	0.00%	7.14%	14.29%	
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%	
Office / Clerical	6	3	3							1	3	3							50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	
Skilled Craft	72	72	65		5	2				3	0								100.00%	0.00%	90.28%	0.00%	6.94%	2.78%	0.00%	0.00%	0.00%	4.17%	
Service / Maintenance	96	44	34	4	5	1				8	52	43	7		2			10	45.83%	54.17%	80.21%	11.46%	5.21%	3.13%	0.00%	0.00%	0.00%	18.75%	
TOTAL	188	129	111	4	10	3	1	0		13	59	49	7	0	2	0	0	1	11	68.62%	31.38%	85.11%	5.85%	5.32%	2.66%	0.53%	0.00%	0.53%	12.77%

Grand Total Employees for Region 2:	Males:	129	Females:	59	Total Minorities:	28	OTH:	1					
		68.62%		31.38%		14.36%		0.5%					
White:	160	Black/African American:	11	Hispanic/Latino:	10	Asian:	5	AI/AN:	1	NHOPI:	0	Disabled:	24
	85.11%		5.85%		5.32%		2.66%		0.53%		0.00%		12.77%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Feb. 2012)

Summary of Workforce Analysis by Region

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

Grand Total

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES									
		Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI/AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	OTH	D		
Officials / Administrators	21	13	9	2	1	1					8	7	1							61.90%	38.10%	76.19%	14.29%	4.76%	4.76%						
Professionals	114	72	57	3	2	10				1	42	28	7	3	2			2		63.16%	36.84%	74.56%	8.77%	4.39%	10.53%			1.75%	0.88%		
Technicians	243	130	97	21	6	3	1			2	13	113	81	18	8	3			3	14	53.50%	46.50%	73.25%	16.05%	5.76%	2.47%	0.41%		2.06%	11.11%	
Protective Service																															
Para-professionals																															
Office / Clerical	153	53	45	4	3	1					10	100	60	25	11	4				9	34.64%	65.36%	68.63%	18.95%	9.15%	3.27%				12.42%	
Skilled Craft	408	406	344	26	29	3	1			3	26	2	1	1							99.51%	0.49%	84.56%	6.62%	7.11%	0.74%	0.25%		0.74%	6.37%	
Service / Maintenance	551	305	199	55	29	23					47	246	138	88	14	4			2	35	55.35%	44.65%	61.16%	25.95%	7.80%	4.90%			0.36%	14.88%	
TOTAL	1,490	979	751	111	70	41	2			5	97	511	315	140	36	13			7	58	65.70%	34.30%	71.54%	16.85%	7.11%	3.62%	0.13%		0.81%	10.40%	

Grand Total Employees:	Males: 979 65.70%	Females: 511 34.30%	Total Minorities: 425 28.52%	OTH: 12 0.81%
White: 1,066 71.54%	Black/African American: 251 16.85%	Hispanic/Latino: 106 7.11%	Asian: 54 3.62%	AI/AN: 2 0.13%
			NHOPI:	Disabled: 155 10.40%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NHOPI=Native Hawaiian or Other Pacific Islander D=Disabled OTH=Other
DHR-9 (Rev. Feb. 2012)

* Please note one male employee declared two ethnicities (Caucasian and Latino) therefore total number of employees is greater by one in the ethnic categories than in the gender counts.

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	0	0								0									0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1				1				0									100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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%	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%	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%	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%	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%	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%	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%	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%	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%	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%	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%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: PROFESSIONALS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	3	2	2							1							1		66.67%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Promotions	2	1	1							1		1							50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Intra-Agency Transfers	2	1	1							1	1								50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Suspensions	1	0								1							1		0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Separations	1	1		1						0									100.00%	0.00%	0.00%	100.00%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: TECHNICIANS

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES											
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	
New Hires	5	2	1							1	3		1	1					1		40.00%	60.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%
Promotions	5	4	2	1	1						1				1						80.00%	20.00%	40.00%	20.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	9	8	5	2	1						1	1									88.89%	11.11%	66.67%	22.22%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	3	1	1								2	2									33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	3	2	1	1							1	1							1		66.67%	33.33%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway _____

Reporting Period: July 1, 2014 - September 30, 2014 _____

EEO Category: OFFICE / CLERICAL

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	1	0								1		1							0.00%	100.00%	0.00%	100.00%	0.00%	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%	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%	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%	0.00%	100.00%	
Separations	3	2	1	1						1		1					1	66.67%	33.33%	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	
Discharges	0	0								0								0.00%	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%	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%	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%	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%	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%	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%	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%	0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: SKILLED CRAFT

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH
New Hires	3	3	2	1						0									100.00%	0.00%	66.67%	33.33%	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	6	5	5							1	1								83.33%	16.67%	100.00%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	3	1	1							1	2		1	1						33.33%	66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	33.33%
Promotions	2	2		1	1						0									100.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	
Intra-Agency Transfers	4	3	2		1						1	1								75.00%	25.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	
Suspensions	40	18	11	5	2					6	22	7	14		1					45.00%	55.00%	45.00%	47.50%	5.00%	2.50%	0.00%	0.00%	0.00%	17.50%
Separations	11	8	4	2	1	1				1	3	1	1		1					72.73%	27.27%	45.45%	27.27%	9.09%	18.18%	0.00%	0.00%	0.00%	18.18%
Discharges	2	1		1							1		1							50.00%	50.00%	0.00%	100.00%	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 and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

**Summary of Workforce Transactions Report
by EEO Category**

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - September 30, 2014

EEO Category: GRAND TOTAL

Transaction	Grand Total	Total	MALES								FEMALES								PERCENTAGES										
			W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	Total	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D	M	F	W	B/AA	H/L	A	AI AN	NH OPI	OTH	D
New Hires	15	8	6	1					1	1	7		3	2				2		53.33%	46.67%	40.00%	26.67%	13.33%				20.00%	6.67%
Promotions	10	8	3	2	2	1					2		1	1						80.00%	20.00%	30.00%	30.00%	20.00%	20.00%				
Intra-Agency Transfers	15	12	8	2	2						3	3								80.00%	20.00%	73.33%	13.33%	13.33%					
Suspensions	51	25	18	5	2					7	26	10	14		1			1	1	49.02%	50.98%	54.90%	37.25%	3.92%	1.96%			1.96%	15.69%
Separations	18	13	6	5	1	1				1	5	2	2		1				3	72.22%	27.78%	44.44%	38.89%	5.56%	11.11%				22.22%
Discharges	2	1		1							1		1							50.00%	50.00%		100.00%						
Lay Off																													
Demotions																													
Reductions																													
Reinstatements																													
Reemployment																													
Upward Reallocations																													
Downward Reallocations																													

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian and Alaska Native NH=Native Hawaiian or Other Pacific Islander OTH=Other D=Disabled

Quarterly Report on Disability

Agency: Illinois State Toll Highway Authority

Quarter: July 1, 2014- September 30, 2014

Agency underutilization of people with disabilities: P

Total hires during this quarter: 15

Total hires of people with disabilities for this quarter: 1

Current employees changing status from non-disabled to disabled for this quarter: 0

Underutilization of people with disabilities at the end of this quarter: P

EMPLOYMENT DISCRIMINATION COMPLAINTS: INTERNAL

Agency: Illinois Tollway

Reporting Period: July 1- Sept 30, 2014

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
8/3/2012	Region 1	Harassment	Harassment: Racial and Age	Closed
5/31/2013	Region 1	Harassment/Verbal Warning	Discrimination: Racial	Closed
7/1/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Closed
7/19/2013	Region 1	Disability (Pregnancy) Discrimination/Retaliation	Disability Discrimination/Retaliation	Closed
9/24/2013	Region 1	Harassment/Sexual Harassment	Harassment/Sexual Harassment	Closed
10/8/2013	Region 1	Medical Inquiry	Harassment	Closed
10/15/2013	Region 1	Harassment, National Origin	Harassment, National Origin	Closed
11/14/2013	Region 1	Harassment	Harassment	Closed
12/27/2013	Region 1	Failure to Hire	Discrimination: Racial	Closed
12/6/2013	Region 1	Pay Disparity	Discrimination: Gender	Closed
1/15/2014	Region 2	Failure to Hire	Discrimination: Disability	Closed
1/24/2014	Region 1	Discrimination: Racial	Discrimination: Racial	Closed
3/31/2014	Region 1	Harassment: Racial	Harassment: Racial	Closed
3/31/2014	Region 2	Harassment: Sexual	Harassment: Sexual	Closed
5/15/2014	Region 1	Discrimination: Race and Gender	Discrimination: Race and Gender	Closed
6/4/2014	Region 1	Sexual Harassment & Harassment	Sexual Harassment & Harassment	Closed, Pending Final Review
7/14/2014	Region 1	Racial Harassment	Racial Harassment	Closed
8/29/2014	Region 1	Suspension Pending/Discharge	Racial Harassment & Disability Discrimination	Pending
9/2/2014	Region 1	Filing a False EEO Claim	Filing a False EEO Claim	Pending

DHR 15-Q Rev. 6/05

*Action / Issue= Discharge, Suspension, etc.

**Basis= Sex, Race, Religion, National Origin, etc.

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway External Complaints		Reporting Period: July 1, 2014 - Sept 30, 2014		
Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
10/4/2007	PL 39 / 1	Discrimination	Race	On June 19, 2008, the EEOC issued a no reasonable cause finding and a right to sue. Jones filed a federal lawsuit and the Tollway filed a Motion for Summary Judgment on September 9, 2010. While MSJ was pending, Jones filed a complaint with the Human Rights Commission. Tollway filed a Motion to Dismiss based on pending federal litigation on the identical claim. U.S. District Court granted the Tollway's Motion for Summary Judgment on July 1, 2011. Tollway filed a Notice of Decision with the Human Rights Commission on July 18, 2011. Plaintiff filed a Motion to Reconsider, which was denied, and in November 2011 she appealed to the Seventh Circuit Court of Appeals. Oral arguments were held on November 13, 2012. The 7th Circuit affirmed the District Court. The Tollway then filed a Motion to Dismiss the complaint in the Human Rights Commission. The matter has been continued generally pending resolution that involves SERS. Status January 21, 2014. Next status is July 15, 2014. The matter with SERS is resolved, and the issue that remains is whether the case will be dismissed voluntarily. The ALJ will order a briefing on the Tollway's motion to dismiss or dismiss the case outright.
1/2/2013	M-01	Discrimination, Hostile work environment, retaliation	Race	Complaint filed 1/2/13 in Federal Court. Served 2/15/13. Answer filed 3/8/13. Initial disclosures made and discovery on-going. Status 8/13/13. Discovery on going. Continued to 6/20/14 for status. Cooper retained counsel. Discovery extended and status set for 11/7/14.
4/11/2012	PI 21	Retaliation, Discrimination	Race, Sex	Position statement was filed 5/14/2012. EEOC issued right to sue letter and federal complaint filed 12/26/12. Tollway filed motions to dismiss which were granted and one count remains. Tollway's motion for summary judgment on the remaining claim was granted on July 24, 2014.

*Action/Issue = Discharge, Suspension, etc.

**Basis = Sex, Race, Religion, National Origin, etc

EMPLOYMENT DISCRIMINATION COMPLAINTS

Agency: Illinois Tollway

Reporting Period: July 1, 2014 - Sept 30, 2014

External Complaints

Date Received	Facility / Region	Action / Issue*	Basis**	Current Status / Finding
3/22/2013	ADM	Discharge/ Discrimination	retaliation	IDHR Charge with 1 basis-retaliation file 5/3/13. Verified Response filed 6/10/13. Questionnaire and Position Statement filed 6/17/13. Fact Finding and Investigation scheduled for October 30, 2013. Fact finding complete and dismissed for lack of substantial evidence April 4, 2014. Complainant has until July 8th to request review. EEOC adopted IDHR findings and dismissed on 9/5/14. Complainant has 90 days to file a lawsuit.
3/12/2013	ADM	Discrimination	Race; arrest record	Charge sent 4/2/13. Position Statement filed 5/13/13. Mediation not agreed to by Plaintiff. Investigation by EEOC. EEOC dismissed the Charge on 7/29/13. DHR picked up case. Fact finding conference set for 4/29/14. Charge dismissed for lack of substantial evidence on May 28, 2014. Complainant has until 9/1/14 to file a request for review. EEOC adopted IDHR findings and dismissed on 9/20/14. Complainant has 90 days to file a lawsuit.
8/15/2013	M-08	Discrimination, Retaliation	race and disability	Parties initially agreed to mediate. An objection was filed on January 8, 2014. Response is due to be filed by January 24, 2014. A right to sue letter was issued by the EEOC, and a complaint was filed in the district court of the western district on May 9, 2014. The parties entered into a global settlement agreement and this case has been voluntarily dismissed.
11/5/2013	M-04	Discrimination /suspension pending & Discharge	national origin (Italian); retaliation	Charge sent 10/30/13. Filed response on 11/29/13. Investigation continues. Federal lawsuit filed.
11/6/2013	M-14	Discrimination /suspension pending	race	Charge sent 11/4/13. Position Statement filed December 3, 2013. Awaiting decision from EEOC.
3/11/2014	M-01	Discharge	Race discrimination & retaliation	Charge filed 3/11/2014 and dismissed as no reasonable cause on 6/6/2014. Complainant has 90 days to file suit.
7/30/2014	PL 35	Discharge	Disability discrimination	EEOC charge filed 7/30/2014 and dismissed as no reasonable cause on 8/12/2014. Complainant has 90 days to file suit.

*Action/Issue = Discharge, Suspension, etc.

**Basis = Sex, Race, Religion, National Origin, etc