OFFICE OF THE THE ILLINOIS STATE TREASURER

FISCAL YEAR 2026

AFFIRMATIVE ACTION PLAN

SECTION ONE

EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION PROGRAM CERTIFICATION

Signature	EEO/AA Officer	Date
Jud lis	Deputy Treasurer	09.01.2025
Signature	Chief Executive Officer	Date
Michael Frerichs Frerichs	Treasurer	09.01.2025
This is to certify that the at Affirmative Action Program	tached document represents the Equ n of this agency.	al Employment Opportunity
EEO/AA Officer:	Fernando Diaz	
Chief executive Officer:	Michael Frerichs	
Telephone number:	312.814.5668 866.877.6013 TTY	
Address:	555 W. Monroe Street, 14 th floor Chicago, Illinois 60661	
Agency:	Office of the Illinois State Treasur	er

STATE TREASURER'S POLICY STATEMENT

The Office of the Illinois State Treasurer is committed to providing equal employment opportunities (EEO). It is the belief of this office that equal opportunity, including fair and consistent treatment of all individuals, is necessary for the maximum utilization of human resources. In keeping with this belief, and in accordance with equal employment opportunity laws at the local, state and federal levels, it is the policy of the Office of the Illinois State Treasurer to consider all applicants for employment without regard to race, color religion, sex, national origin/ancestry, age, marital status, military status, unfavorable discharge from military service, citizenship status, arrest record, sexual orientation, political affiliation, union affiliation, height, weight, or disability that is unrelated to the employee's or applicant's ability to perform the primary functions of the job. This policy includes any other basis declared to be unlawful discrimination under the Illinois Human Rights Act.

The Office of the Illinois State Treasurer's EEO policy applies to every aspect of employment, including but not limited to recruitment, selection, promotion, placement, demotion, transfer, training, compensation, benefits, reduction in force and termination.

Muhael Frerichs Trewing	Treasurer	09.01.2025
Signature	Chief Executive Officer	Date

AGENCY PROFILE

The Office of the Illinois State Treasurer (Treasurer's Office) is dedicated to protecting the State's portfolio, ensuring the liquidity of all investments, and consistently producing earnings at or above industry standards. Our investment decisions promote education, access, and opportunity for individuals and governmental bodies across the State to give families the tools to achieve the American Dream. The Treasurer's Office is committed to fulfilling this mission in a highly professional and ethical manner, while striving for transparency, efficiency, and preservation of public trust.

The Treasurer is the state's chief investment officer, acting as both custodian and investor of State funds. The Treasurer's Office invests the State's portfolio in a variety of investment securities to provide protection of principal, ensure the necessary liquidity to pay the State's financial obligations and earn returns in excess of the benchmarks.

State holdings are not the only funds that the Treasurer invests. Local governments participate in the Illinois Funds, a portfolio administrated by the Treasurer that enables them to obtain competitive rates of return, enhanced services, and lower fees for their public funds. In conjunction with Illinois Funds, the Treasurer's Office offers the E-Pay program. E-Pay is a safe and secure electronic payment program offered to Illinois Funds participants that allows constituents to pay bills over the counter, online or by phone with credit cards, debit cards and/or electronic checks.

In addition, the Treasurer is the Administrator of the college savings plans, Bright Start and Bright Directions. These college savings programs offer families a tax-advantaged way to save for college through numerous investment options.

The Treasurer's Office is also responsible for the receipt and safekeeping of all abandoned and unclaimed property. Examples of unclaimed property include safe deposit box contents, unclaimed wages, money orders, stock shares, dividends, mutual funds, utility deposits, paid-up life insurance policies, death benefit checks, estates, court ordered distributions and retirement benefits. Under the Unclaimed Property Division, outreach staff works to return these valuables and dollars to their rightful owners.

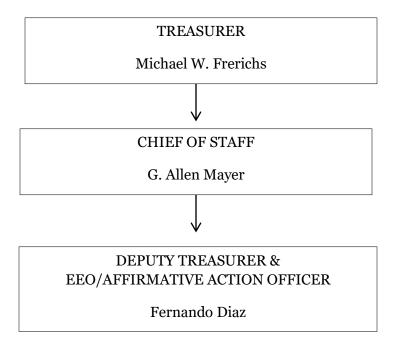
IDENTIFICATION AND DUTIES OF EEO/AA OFFICER

Fernando Diaz is the Equal Employment Officer / Affirmative Action Officer for the Treasurer's Office. Mr. Diaz is charged with ensuring that the Office fulfills its commitment to equal employment opportunity for all persons, regardless of race, creed, color, sex, marital status, sexual orientation, national origin, age, or disability. In addition, the following also fall under Ms. Pine's responsibilities:

- 1. Develops the Treasurer's Office affirmative action plan, goals and objectives;
- 2. Assists in identifying and solving EEO problems;
- 3. Designs and implements internal audits and reporting systems for measuring the effectiveness of the Treasurer's Office's programs, indicating need for remedial action and determining the degree to which the agency's goals and objectives have been attained:
- 4. Serves as liaison between the Treasurer's Office and EEO enforcement authorities;
- 5. Serves as liaison between the Treasurer's Office, minorities, women and disability organizations;
- 6. Informs management of developments in the EEO field;
- 7. Assists in the evaluation of employees and job applicants so that minorities, women and people with disabilities are given equal employment opportunity;
- 8. Regularly confers with managers, supervisors, and employees to ensure that the Treasurer's Office's EEO policies are observed;
- 9. Advises managers and supervisors if employment practices comply with the Human Rights Act;
- 10. Reports to the Department of Human Rights all internal and external complaints of discrimination against the Treasurer's Office;
- 11. Assists in the investigation of internal and external complaints of discrimination as specified in 56 Ill. Admin. Code Section 2520.790 (a&b) of the Illinois Administrative Code;
- 12. Directs Treasurer's Office staff, at the request of the Treasurer, in taking appropriate action to correct discriminatory practices identified by the Department of Human Rights and reports to the Treasurer on the progress of actions;
- 13. Submits recommendations for improvements to the Agency's Affirmative Action Plan to the Treasurer and the Department of Human Rights in conjunction with filing quarterly reports;
- 14. Notifies the Treasurer and the Department of Human Rights immediately when unable to resolve employment practices or conditions that have or tend to have disparate impact on minorities, women or the disabled;
- 15. Reports on and/or analyzes layoff reports [2520.770(f)] reorganization reports [2520.770(g)], Hiring and Promotion Monitors [2520.770(h)] and Exit Questionnaires [2520.770(i)];
- 16. Evaluates employment policies and practices and reports to the Treasurer any such policies, practices and evaluation mechanisms which may have adverse impact on minorities, women, and people with disabilities. The EEO Officer will also assist in the recruitment of minorities, women and people with disabilities;
- 17. Provides counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of including but not limited to race, color, religion, sex, sexual orientation, national origin, ancestry, age, order of protection status, marital status, arrest record, military status, unfavorable discharge from military service, citizenship status, or disability.

EEO ORGANIZATION CHART

OFFICE OF THE ILLINOIS STATE TREASURER



METHODS OF DISSEMINATION OF AFFIRMATIVE ACTION POLICY AND PLAN

Internally:

- A copy of the Affirmative Action Plan shall be available in Human Resources for current employees to view upon request.
- Executive Staff, Directors and Managers shall be provided with an electronic copy of the Affirmative Action Plan.
- Accommodations shall be made for employees with disabilities who require assistance in obtaining information regarding Equal Employment Opportunity and the Affirmative Action Plan.
- Human Resources shall provide copies of the Treasurer's Affirmative Action Policy Statement and information on complaint procedures in new hire information packets.
- The Equal Employment Opportunity Policy statement shall be provided in the Employee Reference Manual.
- The Affirmative Action Plan will be available on the Treasurer's Office's intranet site.
- EEO/AA posters are displayed in common locations, such as communal kitchens and break areas.

Externally:

- The Affirmative Action Plan is sent to the Department of Human Rights.
- The Affirmative Action Plan is sent to the Illinois State Library.
- The Affirmative Action Plan is available to State and Federal Regulatory agencies.
- The Affirmative Action Plan is available to all recruitment sources, area minority groups, women organizations, individuals with disabilities, and senior citizen organizations when requested.

SECTION TWO

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Agency:	Illinois Sta	ate Treas	surer															F	Reporting	p Period:	FY 2025	5				
Region:	1																									
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					MALES							F	EMALE	S								PERCEN	TAGES			
	Grand							NH							AI/											
EEO Category	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	Α	Al/AN	NHOPI	PV
Officials / Administrators	23	10	4	2	4					13	9		3	1			2	43.48%	56.52%	56.52%	8.70%	30.43%	4.35%	0.00%	0.00%	8.70
Professionals	45	23	14	5	4				1	22	11	6	4	1			1	51.11%	48.89%	55.56%	24.44%	17.78%	2.22%	0.00%	0.00%	4.44
Technicians	1	1			1					0								100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Para- professionals	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Administrative Support	1	1	<u> </u>		1					0								100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
TOTAL	71	36	19	7	10	0	0	0	1	35	20	6	7	2	0	0	3	50.70%	49.30%	54.93%	18.31%	23.94%	2.82%	0.00%	0.00%	5.63
rand Total Er	nployees	for Reg	ion 1:		N	/lales:			36		F	emales:		35				Total Mi	norities:	32						
								50.	70%				49.	30%						45.07%						-
White:	39 54.93%	Black/	African A	American:		3 31%	His	panic/	Latino:		7 94%			Asian:		2		Al/AN:	0.00%		NHOPI:	0.00%			PWD:	5.6

										Woı	rkford	e An	alys	is by	/R	egi	on									
Agency:	Illinois Sta	ate Treas	surer															F	Reporting	Period:	FY 2025					
Region:	2																									
					MALES							F	EMALE	S								PERCEN	TAGES			
EEO Category	Grand Total	Total	W	B/AA	H/L	^	AI/ AN	NH	PWD	Total	W	B/AA	H/L	A	AI/ AN		PWD	М	F	W	B/AA	H/L	Α	Al/AN	NHOPI	PW
Officials / Administrators	0 0	0	VV	B/AA	H/L	A	AN	OH	PWD	0	VV	B/AA	H/L	A	AN	OPI	PWD	0.00%	0.00%	0.00%	0.00%	0.00%				
Professionals	1	0								1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00
Technicians	0	0								0		·						0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Protective Service	0	0								0								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
Administrative Support	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
TOTAL	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.009
Grand Total E	mployees	for Reg	ion 2:		N	/lales:			0		F	emales:	1					Total Mi	norities:	1						
								0.0	00%				100.	00%						100.00%						
White:	0	Black/	African A	merican:			Hisp	oanic/	Latino:	(,	Asian:	C			Al/AN:	0		NHOPI:	0			PWD:	0
	0.00%				100.	.00%				0.0	0%				0.00	0%			0.00%			0.00%				0.0

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Agency:	Illinois Sta	te Trea	surer															F	Reporting	Period:	FY 2025					
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5500.	Grand	T-4-1	14/	D/AA	110		AI/	NH	DIAID	T-4-1	147	D/AA	110		AI/	NH	DIAID		F	10/	D/A A	1.171		A 1/ A N I	NULODI	DVA/
EEO Category	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	A	Al/AN	NHOPI	PWI
Officials / Administrators	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0								0								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%
Administrative Support	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.009
TOTAL	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total Er	nployees	for Reg	jion 5:		N	/lales:			0		F	emales:						Total Mi	inorities:	0						
								0.0	00%				100.	.00%						0.00%						
White:	1	Black	/African <i>A</i>	American:)	His	panic/	Latino:	(Asian:	(Al/AN:			NHOPI:	0			PWD:	
	######				0.0	0%				0.0	0%				0.0	0%			0.00%			0.00%				0.00

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					MALES							F	EMALE	s								PERCEN	TAGES			
	Grand						AI/	NH							AI/											
EEO Category Officials /	Total	Total	W	B/AA	H/L	A	AN	OPI	PWD	Total	W	B/AA	H/L	A	AN	OPI	PWD	M	F	W	B/AA	H/L	A	Al/AN	NHOPI	PW
Administrators	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Professionals	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Technicians	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Para- professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Administrative Support	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00
rand Total E	mployees	for Reg	ion 6:		N	/ales:			1		F	emales:	()				Total Mi	norities:	0						
								100	.00%				0.0							0.00%						
White:	1	Black/	African A	American:	. ()	His	oanic/	Latino:	()			Asian:	()		Al/AN:	0		NHOPI:	0			PWD:	. 0
	######				0.0	0%				0.0	0%				0.0	0%			0.00%			0.00%				0.0

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Agency:	Illinois Sta	ate Trea	surer															F	Reporting	Period:	FY 2025					
Region:	7																									
					MALES							F	EMALE	S								PERCENT	AGES			
EEO Category	Grand Total	Total	W	B/AA	H/L	Α	AI/ AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI/ AN		PWD	M	F	W	B/AA	H/L	Α	Al/AN	NHOPI	PWD
Officials / Administrators	26	12	12						1	14	12	1		1				46.15%	53.85%	92.31%	3.85%	0.00%	3.85%	0.00%	0.00%	3.85%
Professionals	71	29	28	1					1	42	38	2	2				4	40.85%	59.15%	92.96%	4.23%	2.82%	0.00%	0.00%	0.00%	7.04%
Technicians	1	1						1		0								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Protective Service	3	3	2	1						0								100.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	20	5	4		1					15	13	2						25.00%	75.00%	85.00%	10.00%	5.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	12	4	3	1						8	7	1						33.33%	66.67%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	3	2	2							1	1							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	136	56	51	3	1	0	0	1	2	80	71	6	2	1	0	0	4	41.18%	58.82%	89.71%	6.62%	2.21%	0.74%	0.00%	0.74%	4.41%
Grand Total Er	nployees	for Reg	ion 7:		٨	/lales:		Ę	56		F	emales:	8	0				Total Mi	norities:	14						
								41.	18%				58.8	32%						10.29%						
White:	122 89.71%	Black/	African A	American:		9	His	panic/	Latino:	2.2	3 1%		,	Asian:	0.7			Al/AN:	0		NHOPI:	1 0.74%			PWD:	6 4.41

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Agency:	Illinois Sta	ate Trea	surer															F	Reporting	Period:	FY 2025					
Region:	8																									
					MALES								EMALE	2								PERCEN	TAGES			
	Grand				IVIALES		AI/	NH					LIVIALL	.5	AI/								TAGES			
EEO Category	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	M	F	W	B/AA	H/L	Α	Al/AN	NHOPI	PV
Officials / Administrators	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Professionals	1	0								1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.0
Technicians	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Para- professionals	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Administrative Support	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.0
TOTAL	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.0
·OIAL	•	U	U					U	U		U				U	J	U	3.0070	150.0070	3.0070	100.0070	3.0070	0.0076	0.0076	0.0070	0.0
rand Total E	mployees	for Reg	ion 8:		N	/lales:			0		F	emales:	100	1 .00%				Total Mi	norities:	1 100.00%						
\\/\bit	0	DI!	/A.E.i			1	1.0.)					,		Δ1/Δ λ 1-	0	100.00%	NILIODI	0			DWD:	
White:	0.00%	Black/	African A	merican:		.00%	Hisp	oanic/	Latino:	0.0	•			Asian:	0.0			Al/AN:	0.00%		NHOPI:	0.00%			PWD:	0.

Agency:	Illinois Sta	ate Trea	surer															F	Reporting	Period:	FY 2025	i				
Grand Total																										
					MALES							F	EMALE	S								PERCEN	TAGES			
EEO Category	Grand Total	Total	W	B/AA	H/L	Α	AI/ AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI/ AN	NH OPI	PWD	М	F	W	B/AA	H/L	Α	Al/AN	NHOPI	PWE
Officials / Administrators	49	22	16	2	4				1	27	21	1	3	2			2	44.90%	55.10%	75.51%	6.12%	14.29%	4.08%			6.12%
Professionals	120	53	43						2	67	50	10	6	1			5	44.17%		77.50%	13.33%	8.33%				
Technicians			43	6	4					67	50	10	ь	1			5		55.83%	77.50%	13.33%		0.83%			5.83%
Protective	2	2			1			1										100.00%				50.00%			50.00%	
Service	3	3	2	1														100.00%		66.67%	33.33%					l
Para- professionals	21	6	5		1					15	13	2						28.57%	71.43%	85.71%	9.52%	4.76%				
Administrative Support	13	5	3	1	1					8	7	1						38.46%	61.54%	76.92%	15.38%	7.69%				
Skilled Craft																										
Service / Maintenance	3	2	2							1	1							66.67%	33.33%	100.00%						
																	_									
TOTAL	211	93	71	10	11			1	3	118	92	14	9	3			7	44.08%	55.92%	77.25%	11.37%	9.48%	1.42%		0.47%	4.74%
Frand Total E	mployees	:			N	lales:		9	93		F	emales:	1	18				Total Mi	norities:	48						
							44.0	08%				55.9	92%						22.75%							
White:	163	Black/	African A	merican:	2		Hisp	oanic/I	Latino:	2				Asian:	3			Al/AN:			NHOPI:	1			PWD:	
	77.25%				11.3	37%				9.4	8%				1.4	2%						0.47%				4.74

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										V			Trans		ns F	керо	rt									
											l	by EEC	Categ	jory												
Agency:	Illinois	State 7	Гreasu	rer														Re	porting	Period:	FY 202	5				
EEO Category:		OFFIC	IALS /	ADMIN	NISTR/	ATORS	3																			
					110	LES							FEMA	NI EC							DEDCE	NTAGES				
					IVIA	LES							FEIVIA	ALES							PERCE	NIAGES				
Transaction	Grand Total	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	М	F	W	B/AA	H/L	Α	AI AN	NH OPI	PWD
New Hires	5	2	1		1					3	2		1					40.00%	60.00%	60.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%
Promotions	10	6	5		1				1	4	3	1						60.00%	40.00%	80.00%	10.00%	10.00%	0.00%	0.00%	0.00%	10.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	1	1							1	1							50.00%	50.00%	100.00%	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%
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=B	lack or A	African	America	an H/I	L=Hispa	anic o	r Latino	A=A	sian <i>I</i>	N/AN=A	America	n Indian	or Ala	skan N	lative	NHOP	l=Native I	lawaiian	or Other	Pacific Is	lander	PWD=I	People w	rith Disal	bilities

											ŀ	y EEC	Categ	jory												
Agency:	Illinoid	State	Francu	ror														Do.	nortina	Period:	EV 2028	=				
Agency.	IIIIIIOIS	State	Heasu	lei														Re	porting	renou.	F 1 2023	,				
EEO Category:		PROF	ESSIC	NALS																						
					MA	LES							FEMA	ALES							PERCEI	NTAGES				
	Grand							NII I							A.1	NILL								A.1	NII 1	
Transaction	Total	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	М	F	W	B/AA	H/L	Α	AI AN	NH OPI	PWD
New Hires	16	9	5	3		1				7	4	2	1					56.25%	43.75%	56.25%	31.25%	6.25%	6.25%	0.00%	0.00%	0.00%
Promotions	6	4	3		1				1	2	2						1	66.67%	33.33%	83.33%	0.00%	16.67%	0.00%	0.00%	0.00%	33.339
Intra-Agency Transfers	0	0								0								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%
Separations	6	2	1			1				4	2	1		1				33.33%	66.67%	50.00%	16.67%	0.00%	33.33%	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	2	2	1			1				0								100.00%	0.00%	50.00%	0.00%	0.00%	50.00%	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%
Jpward 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 E	2/ΔΔ-P	lack or /	frican	America	n H/I	=Hien	anic or	Latino	Δ-Λε	sian ^	I/ΔNI= Λ	mericar	Indian	or Alas	kan N	ativo	NHOE	Pl=Native	Hawaiian	or Other	Pacific Is	lander	PWD=F	People W	ith Die al	oilities

													Categ	actio												
												,	Julog	, c. y												
Agency:	Illinois	State	Treasu	rer				1				1						Re	porting	Period:	FY 202	5	i	i	1	
EEO Category:		PARA	PROF	ESSIO	NALS																					
					MA	LES							FEM <i>A</i>	ALES							PERCE	NTAGES				
	Grand	_					Al	NH							AI	NH								AI	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	M	F	W	B/AA	H/L	A	AN	OPI	PWD
New Hires	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	5	2	2							3	3							40.00%	60.00%	100.00%	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%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	1	1							1	1							50.00%	50.00%	100.00%	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%
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								0.00%	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 E			Δfrican	Δmeric	an H/	=Hien	anic o	r Latin	Δ=Δ		ΔΙ/ΔΝ=4	\merica	n Indian	or Ala	skan N	lative	NHOE							People w		

										•		orce oy EEC				торо										
												Jy	· Outo	, O. y												
Agency:	Illinois	State ⁻	Treasu	rer														Re	porting	Period:	FY 202	5				
EEO Category:		PROT	ECTIV	E SER	VICE																					
					MAI	LES							FEM	ALES							PERCE	NTAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	Α	AN	OPI	PWE
New Hires	0	0								0								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%	100.00%	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%
Suspensions	0	0								0								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%
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%
			A.f.:			L.,	<u> </u>							•			NUICE									
W=White	B/AA=E	Black or	African	Americ	an H/L	_=Hispa	anic or	Latino	A=A	sian <i>F</i>	AI/AN=A	merica	n Indian	or Alas	kan N	lative	NHOP	PI=Native I	Hawaiian	or Other	Pacific Is	lander	PWD=P	eople wi	ith Disab	ilities

										٧			Trans		ns F	Repo	rt									
											ı	y EEC	Cate	jory												
Agency:	Illinois	State 1	Γreasu	rer														Re	porting	Period:	FY 202	5				
EEO Category:		TECH	NICIAN	NS																						
					MAI	LES							FEM	ALES							PERCE	NTAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	M	F	W	B/AA	H/L	Α	AN	OPI	PWD
New Hires	1	1			1					0								100.00%	0.00%	0.00%	0.00%	100.00%	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%
Intra-Agency Transfers	0	0								0								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%
Separations	0	0								0								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%
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														0.00%		
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%
Reinstatements		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	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reallocations Downward	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
W=White E	B/AA=BI	ack or A	African	America	an H/L	_=Hispa	anic or	Latino	A=As	sian <i>A</i>	N/AN=A	merica	n Indian	or Alas	skan N	lative	NHOP	I=Native I	Hawaiian	or Other	Pacific Is	slander	PWD=I	People w	ith Disal	oilities
DHR-10 (Rev. Feb	2016)																									

										٧	Vorkf	orce ⁻			ns R	Repo	rt									
												by EE	O Cate	gory												
Agency:	Illinois	State ⁻	Гreasu	rer														Re	porting	Period:	FY 202	5				
EEO Category:		ADMI	NISTR/	ATIVE S	SUPPO	ORT																				
					MA	LES							FEMA	ALES							PERCE	NTAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	Α	AN	OPI	PWD
New Hires	7	1	1							6	6							14.29%	85.71%	100.00%	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%
Intra-Agency Transfers	0	0								0								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%
Separations																										
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	4	1	1				<u> </u>			3	3							25.00%	75.00%	100.00%	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								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment		0								0																
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 E	B/AA=BI	lack or /	African	America	an H/	L=Hisp	anic o	r Latin	o A=A	sian A	Al/AN=/	· America	n Indian	or Alas	skan N	lative	NHOF	Pl=Native					PWD=F			
DHR-10 (Rev. Feb	2046)																									

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												,	Julos	, c. y												
Agency:	Illinois	State 7	reasu	rer		1						1						Re	porting	Period:	FY 202	5	1			1
EEO Category:		GRAN	D TOT	AL																						
					MA	LEC							ГГМ	ALES							DEDCE	NTAGES				
					IVIA	LES							FEIVI	ALES							PERCE	NIAGES				
Transaction	Grand Total	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	М	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires		Total	**	DIAA	11/1		7.11	011	1 110	Total	**	BIAA	17/2		7.11	011	1 11	101	Ċ	**	DIAA	11/2		7.11	011	1 ***
	29	13	7	3	2	1				16	12	2	2				-	44.83%	55.17%	65.52%	17.24%	13.79%	3.45%			
Promotions	22	13	11		2				2	9	8	1					1	59.09%	40.91%	86.36%	4.55%	9.09%				13.64%
Intra-Agency Transfers																										
Suspensions																										
Separations	10	4	3			1				6	4	1		1				40.00%	60.00%	70.00%	10.00%		20.00%			
Discharges	4	1	1							3	3							25.00%	75.00%	100.00%						
Lay Off	2	2	1			1												100.00%		50.00%			50.00%			
Demotions																										
Reductions																										
Reinstatements	;																									
Reemployment																										
Upward Reallocations																										
Downward Reallocations																										
W=White	B/AA=E	Black or A	African	Americ	an H/l	L=Hisp	anic o	Latino	A=As	ian A	I/AN=A	mericar	n Indian	or Alas	kan N	ative	NHOP	l=Native F	lawaiian d	or Other	Pacific Is	lander	PWD=P	eople wi	th Disab	ilities

			Availabi	ity Percent Wo	rksheet		100 11 11 15
AGENCY:	Treasurer's Office						Affirmative Action Group:
Category:	Officials/Administrator	S					WOMEN
							Region: 1
							Facility:
			_			_	
		A	B	С	D	E	
	EAGTODO	Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
 Those has 	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.		658,460	276,690	42.02%	60	25.21	2014-2018 (5-year ACS)
	omotable, trainable,						
and transfera	able in the region.	47	22	46.81%	40	18.72	Agency Workforce.
					100	35.15	Availability Percent.
							Affirmative Astissa Course
A OF NO. (T						Affirmative Action Group:
AGENCY:	Treasurer's Office						BLACK or AFRICAN
Category:	Officials/Administrator	S					AMERICAN
							Region: 1
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1 Those has	ving requisite skills in						Equal Employment Opportunity Tabulation
	virig requisite skills iri	050.400	50.005	0.550/	00	F 40	
the region.		658,460	56,285	8.55%	60	5.13	2014-2018 (5-year ACS)
	omotable, trainable,						
and transfera	able in the region.	47	11	23.40%	40	9.36	Agency Workforce.
					100	11.59	Availability Percent.
							Affirmative Action Group:
AGENCY:	Treasurer's Office						HISPANIC or LATINO
	Officials/Administrator	c					Region: 1
^ategor"		3					Facility: 0
Category:							racility:
Category:							
Category:							
Category:							
Category:		A	В	С	D	E	
Category:		A Grand Total	Aff. Action	Percentage	Value	Weighted	
Category:	FACTORS	Grand Total	Aff. Action Group		Value Weight		
Category:	FACTORS		Aff. Action	Percentage	Value	Weighted	Source of Statistics
Category:	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Statistics
Category:	FACTORS	Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor	Source of Statistics
		Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor	
1. Those ha	FACTORS ving requisite skills in	#	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Equal Employment Opportunity Tabulation
1. Those ha		Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor	
1. Those ha	ving requisite skills in	#	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Equal Employment Opportunity Tabulation
1. Those ha he region. 2. Those pro	ving requisite skills in	#	Aff. Action Group # 	Percentage Total % 10.06%	Value Weight % 60	Weighted Factor %	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
the region. 2. Those pro	ving requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Equal Employment Opportunity Tabulation
1. Those ha he region. 2. Those pro	ving requisite skills in	#	Aff. Action Group # 	Percentage Total % 10.06%	Value Weight % 60	Weighted Factor %	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS) Agency Workforce.
Those hat he region. Those pro	ving requisite skills in	#	Aff. Action Group # 	Percentage Total % 10.06%	Value Weight % 60	Weighted Factor %	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
Those hat he region. Those pro	ving requisite skills in	#	Aff. Action Group # 	Percentage Total % 10.06%	Value Weight % 60	Weighted Factor %	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS) Agency Workforce.

			Availabi	lity Percent Wo	orksheet				
								Action Group:	
AGENCY:	Treasurer's Office						ASIAN		
Category:	Officials/Administrator	rs					Region: 1		
							Facility:	0	
		Α	В	С	D	E			
		Grand Total	Aff. Action	Percentage	Value	Weighted			
	FACTORS		Group	Total	Weight	Factor			
		#	#	%	%	%	Source of	Statistics	
1. Those ha	ving requisite skills in							oloyment Opportunity Ta	bulation
the region.		658,460	48,890	7.42%	60	4.45	2014-2018	3 (5-year ACS)	
	omotable, trainable,								
and transfer	able in the region.	47	1	2.13%	40	0.85	Agency W	orkforce.	
					100	4.24	Availability	Percent	
							Δffirmative	Action Group:	
AGENCY:	Treasurer's Office							N INDIAN or	
							ALASKAN		
Category:	Officials/Administrator	rs						NAIIVE	
							Region: 1		
							Facility:	0	
		Α	В	С	D	E			
		Grand Total	Aff. Action	Percentage	Value	Weighted			
	FACTORS		Group	Total	Weight	Factor			
		#	#	%	%	%	Source of	Statistics	
1. Those ha	ving requisite skills in						Equal Emp	oloyment Opportunity Ta	bulation
the region.	9	658,460	784	0.12%	0	0.00		3 (5-year ACS)	
alo logioili		000,.00		0.1270		0.00	20112010	(6)64.7166)	
2 Those nr	omotable, trainable,								
	able in the region.	47	0	0.00%	0	0.00	Agency W	orkforce	
and transier	able in the region.	1	0	0.0070	0	0.00	Agency W	OIRIOICE.	
					0	0.00	Availabilit	Doroont	
					U	0.00	Availability	/ Percent.	
								Action Group:	
AGENCY:	Treasurer's Office							IAWAIIAN or OTHER	
Category:	Officials/Administrator	rs					PACIFIC I	SLANDER	
							Region: 1		
							Facility:	0	
		İ							
		Α	В	С	D	E			
		Grand Total	Aff. Action	Percentage	Value	Weighted			
	FACTORS	Crana Iotal	Group	Total	Weight	Factor			
	1,101010	#	#	%	weight %	%	Source of	Statistics	
		#	#	7/0		70	Source of	วเลแอแ บอ	
4 TL.							F 15	-1	la calla C
	ving requisite skills in	050 100	100	0.0007	_	0.00		oloyment Opportunity Ta	bulation
the region.		658,460	160	0.02%	0	0.00	2014-2018	3 (5-year ACS)	
2 These	omotable, trainable,								
	able in the region.	47	0	0.00%	0	0.00	Agency W	orkforce.	
	J								
					0	0.00	Availability	Percent.	

			Availabi	ity Percent Wo	rksheet		
AGENCY:							Affirmative Action Group:
ategory:	Professionals						WOMEN
							Region: 1
							Facility:
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Clarid Total	Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in	0.40.505		== 000/			Equal Employment Opportunity Tabulation
ne region.		940,565	518,070	55.08%	0	0.00	2014-2018 (5-year ACS)
Those pro	omotable, trainable,						
	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
		-				+	
							Affirmative Action Group:
AGENCY:	0						BLACK or AFRICAN
Category:	Professionals						AMERICAN
							Region: 1
							Facility: 0
		Α	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Clarid Total	Group	Total	Weight	Factor	
	TAGTORE	#	#	%	%	%	Source of Statistics
	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.		940,565	92,115	9.79%	0	0.00	2014-2018 (5-year ACS)
Those pre	omotable, trainable,						
	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
	bic in the region.			0.0070		0.00	rigericy vvolutiones.
					0	0.00	Availability Percent.
							Affirmative Action Group:
AGENCY:	0						HISPANIC or LATINO
Category:	Professionals						Region: 1
							Facility: 0
			_			_	
		A Crand Tatal	B Aff Action	C	D	E Majarhta d	
	FACTORS	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	IACIONO	#	Group #	notai %	vveignt %	%	Source of Statistics
							E 15 1 10 1 1 TILE
	ving requisite skills in						Equal Employment Opportunity Tabulation
l. Those hav	ving requisite skills in	940,565	83,970	8.93%	60	5.36	2014-2018 (5-year ACS)
he region.		940,565	83,970	8.93%	60	5.36	
he region.	pmotable, trainable,						2014-2018 (5-year ACS)
he region.		940,565	83,970	8.93% 66.67%	60	5.36	
he region.	pmotable, trainable,				40	26.67	2014-2018 (5-year ACS) Agency Workforce.
ne region. Those pro	pmotable, trainable,						2014-2018 (5-year ACS)
ne region. Those pro	pmotable, trainable,				40	26.67	2014-2018 (5-year ACS) Agency Workforce.

			Availabi	lity Percent Wo	orksheet		
A OF NOV							Affirmative Action Group:
AGENCY:	0						ASIAN
Category:	Professionals						Region: 1
							Facility: 0
		Α	В	С	D	Е	
		Grand Total			Value		
	FACTORS	Grand Total	Aff. Action	Percentage		Weighted Factor	
	FACTORS	ш	Group	Total	Weight		Course of Statistics
		#	#	%	%	%	Source of Statistics
1 Thank be	vina reguieite ekille in						Faulal Franks meant On part with Tahulation
	aving requisite skills in	040 565	116 205	12.38%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
the region.		940,565	116,395	12.30%	U	0.00	2014-2016 (5-year ACS)
2 Those pr	omotable, trainable,						
	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
and transier	able in the region.	3	U	0.00%	U	0.00	Agency Worklorce.
					0	0.00	Availability Daysant
					U	0.00	Availability Percent.
						-	
							1.6
	_						Affirmative Action Group:
AGENCY:	0						AMERICAN INDIAN or
Category:	Professionals						ALASKAN NATIVE
							Region: 1
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1 Those ha	aving requisite skills in						Equal Employment Opportunity Tabulation
the region.	wing requience entitle in	940,565	923	0.10%	0	0.00	2014-2018 (5-year ACS)
aic region.		340,000	320	0.1070	U	0.00	2014-2010 (0-year 7100)
2 Those or	omotable, trainable,						
	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
and transier	able III tile region.	3	0	0.0070	U	0.00	Agency Workloice.
					0	0.00	Availability Dargent
					U	0.00	Availability Percent.
	+						
							A 55 U A U G
							Affirmative Action Group:
AGENCY:	0						NATIVE HAWAIIAN or OTHER
Category:	Professionals						PACIFIC ISLANDER
							Region: 1
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1. Those ha	aving requisite skills in						Equal Employment Opportunity Tabulation
the region.	J 310110 1/1	940,565	244	0.03%	0	0.00	2014-2018 (5-year ACS)
gioil.		3.5,555		0.0070	Ŭ	5.50	==: . 25 . 5 (5)52. 7 (5)
2 Those or	omotable, trainable,						
∠. ποs∈ μι	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
and transfer	avie III uie regioni.	3	U	0.0070	U	0.00	Agency Workloide.
and transfer							
and transfer					^	0.00	Availability Dargant
and transfer					0	0.00	Availability Percent.

			Δvailahi	lity Percent Wo	rkshoot		
AGENCY:		1	Availabl	my recent WC	,, , , , , , , , , , , , , , , , , , , ,		Affirmative Action Group:
Category:	Technicians						WOMEN
							Region: 1
							Facility:
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.		330,820	145,985	44.13%	0	0.00	2014-2018 (5-year ACS)
	omotable, trainable,			0.000/	_	0.00	A 16
and transfer	able in the region.	2	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	A. a. ilah ilika Danasant
					U	0.00	Availability Percent.
						+	
							Affirmative Action Group:
AGENCY:	0						BLACK or AFRICAN
Category:	Technicians						AMERICAN
Jaiegury.	1 COTH HOIGHS						Region: 1
							Facility: 0
							1 donty.
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Ordina rotal	Group	Total	Weight	Factor	
	17to Forte	#	#	%	%	%	Source of Statistics
1. Those ha	ving requisite skills in						Equal Employment Opportunity Tabulation
the region.	5 1	330,820	47,120	14.24%	0	0.00	2014-2018 (5-year ACS)
<u> </u>		,	,				
2. Those pro	omotable, trainable,						
	able in the region.	2	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
							Affirmative Action Group:
AGENCY:							HISPANIC or LATINO
Category:	Technicians						Region: 1
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in					0.5-	Equal Employment Opportunity Tabulation
the region.		330,820	111,715	33.77%	0	0.00	2014-2018 (5-year ACS)
O TI							
	omotable, trainable,			F0 000'		0.00	A war wall Mark S
and transfer	able in the region.	2	1	50.00%	0	0.00	Agency Workforce.
						0.00	Availability Doroont
					0	0.00	Availability Percent.
HR-5-AAP (Rev.	Feb. 2016)						

			Availabi	lity Percent Wo	orksheet		A
AGENCY:	0						Affirmative Action Group: ASIAN
Category:	Technicians						Region: 1
Calegory.	Technicians						Facility: 0
							i dointy.
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	aving requisite skills in	000 000	00.405	7.070/		0.00	Equal Employment Opportunity Tabulation
the region.		330,820	23,405	7.07%	0	0.00	2014-2018 (5-year ACS)
2 Those pr	omotable, trainable,						
	able in the region.	2	0	0.00%	0	0.00	Agency Workforce.
and transier	able in the region.		- 0	0.0070		0.00	Agency Worklorde.
					0	0.00	Availability Percent.
	_						Affirmative Action Group:
AGENCY:	0						AMERICAN INDIAN or
Category:	Technicians						ALASKAN NATIVE
							Region: 1
							Facility: 0
			_			_	
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	- "	Group	Total	Weight	Factor	0 101 11 11
		#	#	%	%	%	Source of Statistics
1 Those he	aving requisite skills in						Equal Employment Opportunity Tabulation
the region.	aving requisite skills in	330,820	342	0.10%	0	0.00	2014-2018 (5-year ACS)
uie region.		330,020	342	0.1070	- 0	0.00	2014-2010 (3-year ACG)
2 Those pr	omotable, trainable,						
	able in the region.	2	0	0.00%	0	0.00	Agency Workforce.
							, , , , , , , , , , , , , , , , , , ,
					0	0.00	Availability Percent.
							Affirmative Action Group:
AGENCY:	0						NATIVE HAWAIIAN or OTHER
Category:	Technicians						PACIFIC ISLANDER
							Region: 1
							Facility: 0
		Α	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Granu Iotal	Group	Total	Weight	Factor	
	1701010	#	#	%	weight %	%	Source of Statistics
				70	70	70	
1. Those ha	aving requisite skills in						Equal Employment Opportunity Tabulation
the region.	g roquiono omino III	330,820	90	0.03%	0	0.00	2014-2018 (5-year ACS)
		555,020	30	3.3070		3.30	
2. Those pr	omotable, trainable,						
	able in the region.	2	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
DHR-5-AAP (Rev	r. Feb. 2016)						
,							

			Availabi	lity Percent Wo	rksheet		1.5
AGENCY:	Danamataaaiaaala						Affirmative Action Group:
Category:	Paraprofessionals						WOMEN Region: 1
							Facility:
							r donity.
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in	0.000	4.440	00.000/	_	0.00	11.0.5500
the region.		2,336	1,410	60.36%	0	0.00	U. S. EEOC
2 Those pr	omotable, trainable,						
	able in the region.	1	0	0.00%	0	0.00	Agency Workforce.
and danolor	abio in the region.			0.0070		0.00	rigolog Workeroo.
					0	0.00	Availability Percent.
10515							Affirmative Action Group:
AGENCY:	0						BLACK or AFRICAN
Category:	Paraprofessionals						AMERICAN Degicant 1
							Region: 1 Facility: 0
							Facility: 0
		А	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Gianu iotai	Group	Total	Weight	Factor	
	TACTONO	#	#	%	%	%	Source of Statistics
						70	
1. Those ha	ving requisite skills in						
the region.	5 1	2,336	90	3.85%	0	0.00	U. S. EEOC
2. Those pr	omotable, trainable,						
and transfer	able in the region.	1	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
							Affirmative Action Group:
AGENCY:	0						HISPANIC or LATINO
Category:	Paraprofessionals						Region: 1
3-11.							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	iving requisite skills in	0.00=		0.040		4.00	11.0 5500
he region.		2,336	71	3.04%	60	1.82	U. S. EEOC
) TI	amatable to to						
	omotable, trainable,	1	4	100.000/	40	40.00	A ganay Warkforce
and transfer	able in the region.	1	1	100.00%	40	40.00	Agency Workforce.
					100	33.46	Availability Percent.
					100	33.40	Availability Fercerit.

			Ayailahi	lity Percent Wo	orksheet		
			Availabi	inty i crociit vvo	JI KOIICCE		Affirmative Action Group:
AGENCY:	0						ASIAN
Category:	Paraprofessionals						Region: 1
zalegory.	raiapiolessionais						Facility: 0
							racility.
			_			_	
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1 Those he	aving requisite skills in						
	aving requisite skills in	0.000	00	4 440/	_	0.00	U 0 5500
he region.		2,336	33	1.41%	0	0.00	U. S. EEOC
	omotable, trainable,						
and transfer	able in the region.	1	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
					U	0.00	A valiability i Grootit.
							Affirmative A-ti O
	-						Affirmative Action Group:
AGENCY:	0						AMERICAN INDIAN or
Category:	Paraprofessionals						ALASKAN NATIVE
JJ-							Region: 1
							Facility: 0
							i aulity.
			_				
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
	17to rone	#	#	%	%	%	Source of Statistics
		#	#	70	70	70	Source of Statistics
1. Those ha	aving requisite skills in						
the region.		2,336	11	0.47%	0	0.00	U. S. EEOC
J		,					
2 Those pr	omotable, trainable,						
			0	0.000/	0	0.00	A 10/2 defa
and transfer	able in the region.	1	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
			-			-	
							Affirmative Action Group:
7CENC√	0						Affirmative Action Group:
	0 Daraprofessionale						NATIVE HAWAIIAN or OTHER
	0 Paraprofessionals						NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
							NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
							NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
							NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
		A	В	C	D	E	NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
		A Grand Total	B Aff Action	C Percentage	D Value	E Weighted	NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
	Paraprofessionals	A Grand Total	Aff. Action	Percentage	Value	Weighted	NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
		Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	Paraprofessionals		Aff. Action	Percentage	Value	Weighted	NATIVE HAWAIIAN OF OTHER PACIFIC ISLANDER Region: 1
	Paraprofessionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
	Paraprofessionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
Category:	Paraprofessionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
Category:	Paraprofessionals	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics
Category:	Paraprofessionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0
he region.	Paraprofessionals FACTORS aving requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics
Category: 1. Those hather region.	Paraprofessionals FACTORS aving requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics
Category: 1. Those hathe region. 2. Those pr	Paraprofessionals FACTORS aving requisite skills in	#	Aff. Action Group # 	Percentage Total % 0.00%	Value Weight %	Weighted Factor % 0.00	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics U. S. EEOC
Category: 1. Those hathe region. 2. Those pr	Paraprofessionals FACTORS aving requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics
Category: 1. Those hathe region. 2. Those pr	Paraprofessionals FACTORS aving requisite skills in	#	Aff. Action Group # 	Percentage Total % 0.00%	Value Weight % 0	Weighted Factor %	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics U. S. EEOC Agency Workforce.
. Those hathe region.	Paraprofessionals FACTORS aving requisite skills in	#	Aff. Action Group # 	Percentage Total % 0.00%	Value Weight %	Weighted Factor % 0.00	NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 1 Facility: 0 Source of Statistics U. S. EEOC

			Utilization	Analys	is			
Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	WOMEN					Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	35.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	8	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	13	22	0	0	0	0	0	0
Underutilization								

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	BLACK or	AFRICAN AMI	ERICAN			Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	11.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	2	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members								
Already Employed	2	11	0	0	0	0	0	0
Underutilization								

			Utilization	n Analysi	is			
Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	HISPANIC	or LATINO				Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	10.96	25.62	0.00	0.00	33.46	0.00	0.00	0.00
Number Needed for Parity	2	11	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	7	8	0	0	0	1	0	0
Underutilization		3						

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	ASIAN					Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	4.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	1	1	0	0	0	0	0	0
Underutilization								

			Utilization	n Analysi	is			
Agency:	Illinois State Tre							
Affirmative Action Group:	AMERICAN INI	DIAN or ALASK	CAN NATIVE			Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0
Underutilization								

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	NATIVE HAWA	IIAN or OTHER	Region 1					
	Officials/			Protective	Para-	Admin	Skilled	Service/
		Dfi	T					
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	23	45	0	0	1	1	0	0
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0
Underutilization								

			Availability	Percent Work	sheet			
AGENCY:	Treasruer's Office							Action Group:
ategory:	Officials/Administrato	rs					WOMEN	
							Region: 7	
							Facility:	
			_		_	_		
		Α	B	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of S	
	ving requisite skills in							loyment Opportunity Tabulation
he region.		30,405	12,585	41.39%	60	24.83	2014-2018	(5-year ACS)
	omotable, trainable,							
and transfera	able in the region.	103	65	63.11%	40	25.24	Agency Wo	orkforce.
					100	40.06	Availability	Percent.
							Affirmation	Action Group:
AGENCY:	Treasruer's Office							Action Group:
		ro				-	AMERICA	
Category:	Officials/Administrato	is						IN
							Region: 7	
							Facility:	0
					-			
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of S	Statistics
1. Those ha	ving requisite skills in						Equal Emp	loyment Opportunity Tabulation
he region.	0 1	30,405	1,285	4.23%	60	2.54	2014-2018	(5-year ACS)
		,	,					
2 Those pro	omotable, trainable,							
	able in the region.	103	7	6.80%	40	2.72	Agency Wo	orkforce
and danoiore	able in the region.	100	'	0.0070	10	2.72	rigorioy viv	SINIOTOG.
					100	4.20	Availability	Porcont
					100	4.20	Availability	reiceil.
								Action Group:
	Treasruer's Office							or LATINO
AGENCY:		rs					Region: 7	
AGENCY: Category:	Officials/Administrato						Facility:	0
	Officials/Administrato							
	Officials/Administrato							
	Officials/Administrato							
	Officials/Administrato		B	C.	D	F		
	Officials/Administrato	A	B Aff Action	C Percentage	D Value	E Weighted		
			Aff. Action	Percentage	Value	Weighted		
	Officials/Administrato	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of 6	Statistics
		A Grand Total #	Aff. Action	Percentage Total %	Value Weight %	Weighted Factor %	Source of S	Statistics
		A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of S	Statistics
Category:	FACTORS	A Grand Total #	Aff. Action Group	Percentage Total %	Value Weight %	Weighted Factor %		
Category:		A Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Equal Emp	Joyment Opportunity Tabulation
Category:	FACTORS	A Grand Total #	Aff. Action Group	Percentage Total %	Value Weight %	Weighted Factor %	Equal Emp	
Category: 1. Those ha he region.	FACTORS ving requisite skills in	A Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Equal Emp	Joyment Opportunity Tabulation
Category: Those ha he region.	FACTORS ving requisite skills in	A Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor % 0.84	Equal Emp 2014-2018	oloyment Opportunity Tabulation (5-year ACS)
Category: I. Those ha he region.	FACTORS ving requisite skills in	A Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Equal Emp	oloyment Opportunity Tabulation (5-year ACS)
1. Those ha he region.	FACTORS ving requisite skills in	A Grand Total # 30,405	Aff. Action Group # 	Percentage Total % 1.40%	Value Weight %	Weighted Factor % 0.84	Equal Emp 2014-2018	oloyment Opportunity Tabulation (5-year ACS)
. Those ha	FACTORS ving requisite skills in	A Grand Total # 30,405	Aff. Action Group # 	Percentage Total % 1.40%	Value Weight %	Weighted Factor % 0.84	Equal Emp 2014-2018	oloyment Opportunity Tabulation (5-year ACS)
. Those ha	FACTORS ving requisite skills in	A Grand Total # 30,405	Aff. Action Group # 	Percentage Total % 1.40%	Value Weight % 60	Weighted Factor %	Equal Emp 2014-2018 Agency Wo	oloyment Opportunity Tabulation (5-year ACS)
. Those ha	FACTORS ving requisite skills in	A Grand Total # 30,405	Aff. Action Group # 	Percentage Total % 1.40%	Value Weight % 60	Weighted Factor %	Equal Emp 2014-2018 Agency Wo	oloyment Opportunity Tabulation (5-year ACS)
. Those ha	FACTORS ving requisite skills in	A Grand Total # 30,405	Aff. Action Group # 	Percentage Total % 1.40%	Value Weight % 60	Weighted Factor %	Equal Emp 2014-2018 Agency Wo	oloyment Opportunity Tabulation (5-year ACS)

			Availability	Percent Work	sheet			
								Action Group:
AGENCY:	Treasruer's Office						ASIAN	
Category:	Officials/Administrator	S					Region: 7	
							Facility:	0
				0		-		
		A	B	C	D	E		
	EA OTODO	Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor	0 (0
		#	#	%	%	%	Source of	
Th								
	ving requisite skills in	20.405	000	0.000/	0	0.00		ployment Opportunity Tabulation
he region.		30,405	282	0.93%	0	0.00	2014-2016	3 (5-year ACS)
Thoso pr	omotable, trainable,							
	able in the region.	103	0	0.00%	0	0.00	Agency W	orkforco
and hansien	able iii tile region.	103	0	0.0076	U	0.00	Agency W	DIRIOICE.
					0	0.00	Availability	Porcont
					U	0.00	Availability	r ercent.
			+					
			-				Affirmative	Action Group:
AGENCY:	Treasruer's Office							N INDIAN or
		_						
Category:	Officials/Administrator	S					ALASKAN	INATIVE
							Region: 7	
							Facility:	0
						_		
		A	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
 Those ha 	ving requisite skills in							oloyment Opportunity Tabulation
he region.		30,405	45	0.15%	0	0.00	2014-2018	3 (5-year ACS)
2. Those pr	omotable, trainable,							
and transfer	able in the region.	103	0	0.00%	0	0.00	Agency W	orkforce.
					0	0.00	Availability	Percent.
							Affirmative	Action Group:
AGENCY:	Treasruer's Office							AWAIIAN or OTHER
Category:	Officials/Administrator	S						SLANDER
							Region: 7	
							Facility:	0
							. Gonity.	1
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS	Grana rotal	Group	Total	Weight	Factor		
		#	#	10tai %	weight %	%	Source of	Statistics
		#	#	/0	/0	/0		
I Thosa ba	ving requisite skills in						Equal E	oloyment Opportunity Tabulation
	virig requisite skills in	20.405	15	0.050/	^	0.00		
he region.		30,405	15	0.05%	0	0.00	2014-2018	3 (5-year ACS)
. T	omotable, trainable,				_	0.00		<u> </u>
	and the first Maria and address.	103	0	0.00%	0	0.00	Agency W	orktorce.
2. Those pro	able in the region.							
	able in the region.							
	able in the region.				0	0.00	Availability	Percent.

FAC1 1. Those having re the region. 2. Those promotate and transferable in AGENCY: 0 Category: Profe	ble, trainable,	A Grand Total #	B Aff. Action Group # 28,700 23 B Aff. Action Group	C Percentage Total % 60.69% 69.70%	D Value Weight % 60 40 100	E Weighted Factor % 36.41 27.88 51.43	Affirmative Action Group: WOMEN Region: 7 Facility: Source of Statistics
FACT 1. Those having re he region. 2. Those promotal and transferable in FACT AGENCY: 0 Category: Profe FACT 1. Those having re he region.	TORS equisite skills in ble, trainable, the region.	# 47,290 33 A Grand Total	Aff. Action Group # 28,700 23 B Aff. Action	Percentage Total % 60.69% 69.70%	Value Weight % 60 100	Weighted Factor %	WOMEN Region: 7 Facility: Source of Statistics Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
FACT Those having reperence region. Those promotal in transferable in FACT FACT Those having reperence region.	TORS equisite skills in ble, trainable, the region.	# 47,290 33 A Grand Total	Aff. Action Group # 28,700 23 B Aff. Action	Percentage Total % 60.69% 69.70%	Value Weight % 60 100	Weighted Factor %	Region: 7 Facility: Source of Statistics Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
. Those having rene region Those promotability of transferable in transfera	ble, trainable, the region.	# 47,290 33 A Grand Total	Aff. Action Group # 28,700 23 B Aff. Action	Percentage Total % 60.69% 69.70%	Value Weight % 60 100	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
. Those having rene region. . Those promotable in transferable in transferabl	ble, trainable, the region.	# 47,290 33 A Grand Total	Aff. Action Group # 28,700 23 B Aff. Action	Percentage Total % 60.69% 69.70%	Value Weight % 60 100	Weighted Factor %	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
. Those having rene region. . Those promotable in transferable in transferabl	ble, trainable, the region.	# 47,290 33 A Grand Total	Aff. Action Group # 28,700 23 B Aff. Action	Percentage Total % 60.69% 69.70%	Value Weight % 60 100	Weighted Factor %	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
. Those having rene region. . Those promotable in transferable in transferabl	ble, trainable, the region.	#	28,700 23 B Aff. Action	Total % 60.69% 69.70%	Weight % 60 100	Factor %	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
. Those having rene region. . Those promotable in transferable in transferabl	ble, trainable, the region.	47,290 33 A Grand Total	# 28,700 23 B Aff. Action	% 	% 60 40 100	36.41 27.88 51.43	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
AGENCY: 0 Category: Profe Those having rene region.	ble, trainable, the region.	47,290 33 A Grand Total	28,700 23 B Aff. Action	60.69% 69.70%	60 40 100	36.41 27.88 51.43	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
AGENCY: 0 Category: Profe Those having rene region.	ble, trainable, the region.	33 A Grand Total	23 B Aff. Action	69.70%	60 40 100	27.88	Equal Employment Opportunity Tabulatic 2014-2018 (5-year ACS) Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
AGENCY: 0 Category: Profe FACT Those having rehe region.	ble, trainable, the region.	33 A Grand Total	23 B Aff. Action	69.70%	40 100	27.88	Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
AGENCY: 0 Category: Profe FACT I. Those having re he region.	ble, trainable, the region.	33 A Grand Total	23 B Aff. Action	69.70%	40 100	27.88	Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
Category: Profe Those having rene region.	essionals	33 A Grand Total	23 B Aff. Action	69.70%	40 100	27.88	Agency Workforce. Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
GENCY: 0 Category: Profe FACT Those having rene region.	essionals	A Grand Total	B Aff. Action	C	100 D	51.43	Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
GENCY: 0 Category: Profe FAC1 Those having rene region.	essionals	A Grand Total	B Aff. Action	C	100 D	51.43	Availability Percent. Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action		D		Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action		D		Affirmative Action Group: BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region. Those promotab		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region.		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FACT Those having rene region.		Grand Total	Aff. Action				BLACK or AFRICAN AMERICAN Region: 7
FAC1 1. Those having re he region. 2. Those promotab		Grand Total	Aff. Action			_	Region: 7
FAC1 1. Those having re he region. 2. Those promotab	TORS	Grand Total	Aff. Action			_	
. Those having rene region.	TORS	Grand Total	Aff. Action			_	Facility: 0
. Those having rene region.	TORS	Grand Total	Aff. Action			_	
. Those having rene region.	TORS	Grand Total	Aff. Action				
. Those having rene region.	TORS			Percentage		E	
. Those having rene region.	TORS	.,	Group		Value	Weighted	
ne region.				Total	Weight	Factor	
ne region.		#	#	%	%	%	Source of Statistics
ne region.							
ne region.	aguiaita akilla in						Equal Employment Opportunity Tabulation
. Those promotab	equisite skills III	47,290	2,220	4.69%	60	2.82	2014-2018 (5-year ACS)
		47,290	2,220	4.0370	00	2.02	2014-2010 (3-year ACO)
	ble. trainable.						
		33	4	12.12%	40	4.85	Agency Workforce.
	J						, , , , , , , , , , , , , , , , , , ,
					100	6.13	Availability Percent.
						-	Affirmative Action Group:
AGENCY: 0							Affirmative Action Group: HISPANIC or LATINO
	essionals					-	Region: 7
Category: Profe	sooiui iais					-	Facility: 0
							i adility.
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
FACT	TORS	C.G. G TOWN	Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
. Those having re	equisite skills in						Equal Employment Opportunity Tabulation
ne region.		47,290	844	1.78%	60	1.07	2014-2018 (5-year ACS)
. Those promotab	hle trainable						
nd transferable in		33	1	3.03%	40	1.21	Agency Workforce.
					400	1.00	A 71 1 171 D
					100	1.83	Availability Percent.

			Availability	Percent Work	sheet			
			7 to united into				Affirmative	Action Group:
AGENCY:	0						ASIAN	i i
Category:	Professionals						Region: 7	
outogo.j.	1 1010001011010						Facility:	0
							. Gomey.	
		Α	В	С	D	E		
		Grand Total			Value	Weighted		
		Grand Total	Aff. Action	Percentage				
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	
I. Those ha	ving requisite skills in						Equal Emp	loyment Opportunity Tabulation
he region.	0 1	47,290	1,683	3.56%	0	0.00		(5-year ACS)
		,	.,					(, , , , , , , , , , , , , , , , , , ,
Those nr	omotable, trainable,							
		20	0	0.000/	0	0.00	A \ \ \ \ \ \ \ \ \ \ \ \ \ \	
ına transter	able in the region.	33	0	0.00%	0	0.00	Agency W	огктогсе.
								<u> </u>
					0	0.00	Availability	Percent.
						 		
								Action Group:
AGENCY:	0						AMERICA	N INDIAN or
Category:	Professionals						ALASKAN	NATIVE
outogo.j.							Region: 7	
								0
							Facility:	O .
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
	17101010	#	#	%	%	%	Source of	Statistics
		#	#	70	70	70	Source or	Statistics
 Those had 	ving requisite skills in							loyment Opportunity Tabulation
he region.		47,290	39	0.08%	0	0.00	2014-2018	(5-year ACS)
Those pr	omotable, trainable,							
	able in the region.	33	0	0.00%	0	0.00	Agency W	orkforce
iilu iiaiisiei	able III tile region.	33	U	0.0070	U	0.00	Agency W	Jikioice.
								_
					0	0.00	Availability	Percent.
								Action Group:
							NATIVE H	AWAIIAN or OTHER
GENCY:	0						PACIFIC I	SLANDER
							Region: 7	
	0 Professionals							
								0
							Facility:	0
			_					0
		A	В	С	D	E		0
		A Grand Total	B Aff. Action	C Percentage	D Value	E Weighted		0
	Professionals		Aff. Action	Percentage	Value			0
		Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Facility:	
	Professionals		Aff. Action	Percentage	Value	Weighted		
	Professionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Facility:	
Category:	Professionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of	Statistics
	Professionals	Grand Total	Aff. Action Group #	Percentage Total	Value Weight	Weighted Factor	Source of Equal Emp	Statistics loyment Opportunity Tabulation
Category:	Professionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Equal Emp	Statistics
Category:	Professionals	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Equal Emp	Statistics Ployment Opportunity Tabulation
. Those ha	FACTORS wing requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Equal Emp	Statistics loyment Opportunity Tabulation
Category: I. Those hathe region. Z. Those pr	FACTORS aving requisite skills in omotable, trainable,	#	Aff. Action Group # 	Percentage Total % 0.14%	Value Weight % 60	Weighted Factor % 0.08	Source of Equal Emp 2014-2018	Statistics loyment Opportunity Tabulation (5-year ACS)
Category: I. Those hathe region. Z. Those pr	FACTORS wing requisite skills in	Grand Total #	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Source of Equal Emp	Statistics loyment Opportunity Tabulation (5-year ACS)
. Those hance region.	FACTORS aving requisite skills in omotable, trainable,	#	Aff. Action Group # 	Percentage Total % 0.14%	Value Weight % 60	Weighted Factor %	Source of: Equal Emp 2014-2018	Statistics loyment Opportunity Tabulation (5-year ACS) orkforce.
. Those hance region.	FACTORS aving requisite skills in omotable, trainable,	#	Aff. Action Group # 	Percentage Total % 0.14%	Value Weight % 60	Weighted Factor % 0.08	Source of Equal Emp 2014-2018	Statistics loyment Opportunity Tabulation (5-year ACS) orkforce.

			Availability	Percent Work	sheet			
AGENCY:								Action Group:
ategory:	Technicians						WOMEN	
							Region: 7	
							Facility:	
		A	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	
. Those ha	aving requisite skills in							loyment Opportunity Tabulation
he region.		20,260	9,300	45.90%	60	27.54	2014-2018	3 (5-year ACS)
	omotable, trainable,							
and transfer	able in the region.	32	23	71.88%	40	28.75	Agency Wo	orkforce.
					100	45.03	Availability	Percent.
							Δffirmativo	Action Group:
AGENCY:	0							r AFRICAN
	Technicians						AMERICA	
Category:	recrimicians							14
							Region: 7	0
							Facility:	0
			_		_			
		A	B	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
 Those ha 	aving requisite skills in							loyment Opportunity Tabulation
he region.		20,260	1,488	3.08%	60	1.85	Availability	Percent.
2. Those pr	omotable, trainable,							
	able in the region.	32	4	12.50%	40	5.00	Agency Wo	orkforce.
							J ,	
					100	5.48	Availability	Percent
						0.10	, rranasinty	. 5.55.14.
						 	_	
							V tt:	A stiem Crayer
OFNO								Action Group:
AGENCY:	0							or LATINO
Category:	Technicians						Region: 7	
							Facility:	0
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
							Faual Emr	loyment Opportunity Tabulation
Those ha	aving requisite skills in					1.58		
	aving requisite skills in	20.260	525	2 6 4 0 /	60	1.00		
	aving requisite skills in	20,260	535	2.64%	60		2014-2010	3 (5-year ACS)
he region.		20,260	535	2.64%	60		2014-2010	3 (5-year ACS)
he region. 2. Those pr	romotable, trainable,							
he region. 2. Those pr		20,260	535	2.64% 3.13%	40	1.25	Agency Wo	
he region. 2. Those pr	romotable, trainable,				40	1.25	Agency Wo	orkforce.
ne region. 2. Those pr	romotable, trainable,							orkforce.
ne region. 2. Those pr	romotable, trainable,				40	1.25	Agency Wo	orkforce.
ne region.	romotable, trainable,				40	1.25	Agency Wo	orkforce.
ne region.	romotable, trainable,				40	1.25	Agency Wo	orkforce.

			Δvailahility	Percent Work	sheet			
			Availability	I GIOGIIL WOLK	Sileet		Affirmative	Action Group:
AGENCY:	0						ASIAN	
Category:	Technicians						Region: 7	
							Facility:	0
			_			-		
		A Grand Total	B Aff. Action	C Percentage	D Value	E Weighted		
	FACTORS	Grand Total	Group	Total	Weight	Factor		
	FACTORS	#	# #	%	weight %	%	Source of S	Statistics
1. Those ha	ving requisite skills in						Equal Emp	loyment Opportunity Tabulation
the region.	0 1	20,260	199	0.98%	0	0.00		(5-year ACS)
	omotable, trainable,							
and transfer	able in the region.	32	0	0.00%	0	0.00	Agency Wo	orkforce.
					0	0.00	Availability	Percent.
						+	-	
						 	Affirmative	Action Group:
AGENCY:	0							N INDIAN or
Category:	Technicians						ALASKAN	
y - 1 y .							Region: 7	
								0
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of S	Statistics
 Those ha 	ving requisite skills in						Equal Emp	loyment Opportunity Tabulation
the region.		20,260	64	0.32%	0	0.00	Availability	Percent.
	omotable, trainable,							
and transfer	able in the region.	32	0	0.00%	0	0.00	Agency Wo	orkforce.
						0.00		
					0	0.00	Availability	Percent.
		-				-	_	
						-		
							Affirmative	Action Group:
AGENCY:	0							AWAIIAN or OTHER
Category:	Technicians							SLANDER
Jaiogoi y.	1 CONTINUATIO						Region: 7	
						 		0
							i donity.	
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of S	Statistics
	ving requisite skills in						Equal Emp	loyment Opportunity Tabulation
 Those ha 		20,260	0	0.00%	0	0.00		(5-year ACS)
he region.								
he region.	omotable, trainable,							
the region. 2. Those pr	omotable, trainable, able in the region.	32	0	0.00%	0	0.00	Agency Wo	orkforce.
the region. 2. Those pr		32	0	0.00%	0	0.00	Agency Wo	orkforce.
the region. 2. Those pr		32	0	0.00%	0	0.00	Agency Wo	

			A 11 - 1- 1114 .	D 4 \W I -	-14		
ACENOVA			Availability	Percent Work	5neet		Affirmative Action Crave
AGENCY:	D						Affirmative Action Group:
Category:	Paraprofessionals						
							Region: 7
							Facility:
		A	B	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1. Those ha	ving requisite skills in						
the region.	5 1	239	137	57.32%	60	34.39	U. S. EEOC
g				******			
2 Those pr	omotable, trainable,						
	able in the region.	12	8	66.67%	40	26.67	Agency Workforce.
	able in the region.	12		00.07 70		20.01	Agency Worklords.
					100	48.85	Availability Percent.
					100	40.00	Availability Fercerit.
							Affirmative Action Group:
AGENCY:	0						BLACK or AFRICAN
	0 Davanyafaasianala						
Category:	Paraprofessionals						AMERICAN
							Region: 7
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	J. G. G. 10 IOI	Group	Total	Weight	Factor	
	TACTONS	#					Course of Statistics
		#	#	%	%	%	Source of Statistics
 Those ha 	ving requisite skills in						
the region.		239	36	15.06%	60	9.04	U. S. EEOC
2. Those pr	omotable, trainable,						
	able in the region.	12	2	16.67%	40	6.67	Agency Workforce.
	and in the region.		_	. 0.0.70		0.0.	rigeney fromieros:
					100	12.56	Availability Percent.
					100	12.50	Availability Fercerit.
							Affirmative Action Group:
AGENCY:	0						HISPANIC or LATINO
Category:	Paraprofessionals						Region: 7
Jai c yUly.	i araprofessionais					-	
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
						,,,	
(TI '							
	iving requisite skills in				_		
he region.		239	0	0.00%	0	0.00	U. S. EEOC
2. Those pr	omotable, trainable,						
	able in the region.	12	0	0.00%	0	0.00	Agency Workforce.
			,	0.0070		5.50	g.s.ioj . ro.i.a.ios
					0	0.00	Availability Porcent
					U	0.00	Availability Percent.

			Availability	Percent Work	sheet		A	
A OF NOV							Affirmative Action Gr	oup:
AGENCY:	0						ASIAN	
Category:	Paraprofessionals						Region: 7 Facility: 0	
							Facility: 0	
		Α	В	С	D	Е		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS	Grand Total	Group	Total	Weight	Factor		
	TACTORS	#	#	%	weight %	%	Source of Statistics	
			π	70		70		
1 Those ha	aving requisite skills in							
the region.	aving requience entille in	239	0	0.00%	0	0.00	U. S. EEOC	
2. Those pr	romotable, trainable,							
and transfer	able in the region.	12	0	0.00%	0	0.00	Agency Workforce.	
							Janes, Commercial	
					0	0.00	Availability Percent.	
							Affirmative Action Gr	oup:
AGENCY:	0						AMERICAN INDIAN	
Category:	Paraprofessionals						ALASKAN NATIVE	
Category.	1 diaproicosionais						Region: 7	
							Facility: 0	
							i acility.	
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS	Grand Total	Group	Total	Weight	Factor		
	FACTORS	#	#	%	weight %	%	Source of Statistics	
		#	#	70		70	Source of Statistics	
1 Those he	aving requisite skills in							
	aving requisite skills in	239	0	0.00%	0	0.00	U. S. EEOC	
the region.		239	U	0.00%	U	0.00	U. S. EEUC	
2 Those pr	romotable, trainable,							
	able in the region.	12	0	0.00%	0	0.00	Agency Workforce.	
and transier	able III tile region.	12	0	0.0070	U	0.00	Agency Workloice.	
					0	0.00	Availability Percent.	
					0	0.00	Availability Fercerit.	
			-					
			-					
							Affirmative Action Co	orio.
AGENCY:	0						Affirmative Action Gr NATIVE HAWAIIAN	
	0 Daraprofessionale						PACIFIC ISLANDER	
Category:	Paraprofessionals		-					
							Region: 7	
			-				Facility: 0	
						_		
		A	B	C	D	E		
	FACTORS	Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor	0	
		#	#	%	%	%	Source of Statistics	
4 Th .			-					
	aving requisite skills in	000		0.000/	_	0.00	11.0 5500	
the region.		239	0	0.00%	0	0.00	U. S. EEOC	
0 TI								
	romotable, trainable,			0.0	-			
and transfer	able in the region.	12	0	0.00%	0	0.00	Agency Workforce.	
					0	0.00	Availability Percent.	
DHR-5-AAP (Rev	r. Feb. 2016)							

			Δvailahilitv	Percent Work	shoot		
AGENCY:			Availability	reiceili work	Sileet		Affirmative Action Group:
Category:	Administrative Support						WOMEN
outogo.j.	/ tallillouda to ouppoin						Region: 7
							Facility:
							r donity.
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Orana rota.	Group	Total	Weight	Factor	
	17101010	#	#	%	%	%	Source of Statistics
						,,,	
Those ha	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.	virig requisite sixilis irr	55,430	38,150	68.83%	60	41.30	2014-2018 (5-year ACS)
no region.		00,400	00,100	00.0070	00	41.00	2014-2010 (0-year 7100)
Those nro	omotable, trainable,						
	able in the region.	3	1	33.33%	40	13.33	Agency Workforce.
and danolore	abio iii alo rogion.		· ·	00.0070		10.00	Agency Wenderee:
					100	43.70	Availability Percent.
					100	43.70	Availability i ercent.
			 				
							A ## A -4i C
A OF NO. (Affirmative Action Group:
AGENCY:	0						BLACK or AFRICAN
Category:	Administrative Support						AMERICAN
							Region: 7
							Facility: 0
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1. Those ha	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.		55,430	4,060	7.32%	0	0.00	2014-2018 (5-year ACS)
2. Those pro	omotable, trainable,						
	able in the region.	3	0	0.00%	0	0.00	Agency Workforce.
					0	0.00	Availability Percent.
							Affirmative Action Group:
							HISPANIC or LATINO
AGENCY:	0						Region: 7
	O Administrative Support						Facility: 0
							Facility: 0
AGENCY: Category:							Facility: 0
			D		D		Facility: 0
		A	B Aff Action	C	D Value	E Weighted	Facility: 0
	Administrative Support		Aff. Action	Percentage	Value	Weighted	Facility: 0
		A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
	Administrative Support	A	Aff. Action	Percentage	Value	Weighted	Facility: 0 Source of Statistics
	Administrative Support	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	
category:	Administrative Support	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Statistics
Category:	Administrative Support	A Grand Total # 	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation
Category:	Administrative Support	A Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Source of Statistics
Category: I. Those ha	Administrative Support FACTORS ving requisite skills in	A Grand Total # 	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation
Category: Those have region.	Administrative Support FACTORS ving requisite skills in pmotable, trainable,	A Grand Total # 55,430	Aff. Action Group # 	Percentage Total % 1.68%	Value Weight % 0	Weighted Factor % 0.00	Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
Category: Those have region.	Administrative Support FACTORS ving requisite skills in	A Grand Total # 	Aff. Action Group #	Percentage Total % 	Value Weight %	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation
1. Those hathe region.	Administrative Support FACTORS ving requisite skills in pmotable, trainable,	A Grand Total # 55,430	Aff. Action Group # 	Percentage Total % 1.68%	Value Weight % 0	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS) Agency Workforce.
. Those hanne region.	Administrative Support FACTORS ving requisite skills in pmotable, trainable,	A Grand Total # 55,430	Aff. Action Group # 	Percentage Total % 1.68%	Value Weight % 0	Weighted Factor % 0.00	Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
Category: Those have region.	Administrative Support FACTORS ving requisite skills in pmotable, trainable,	A Grand Total # 55,430	Aff. Action Group # 	Percentage Total % 1.68%	Value Weight % 0	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS) Agency Workforce.
. Those hanne region.	Administrative Support FACTORS ving requisite skills in pmotable, trainable,	A Grand Total # 55,430	Aff. Action Group # 	Percentage Total % 1.68%	Value Weight % 0	Weighted Factor %	Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS) Agency Workforce.

the region.										
AGENCY: 0 Category: Administrative Support A B C D E Weighted Group Total Group Total Hamiltonian Affirmative Action Contents of Statistics # # # % Weighted Source of Statistics 1. Those having requisite skills in the region. 55,430 454 0.82% 0 0.000 Agency Workforce. 2. Those promotable, trainable, and transferable in the region. A B C D Weighted Weight Factor Affirmative Action Contents of Statistics 8. Source of Statistics 8. Source of Statistics 8. Affirmative Action Contents of Statistics 9. O 0.00 Agency Workforce. A B C D D E Weighted Weight Factor Administrative Support A B C D D D D D D D D D D D D D D D D D D				Availability	Percent Work	sheet				
A B C D Weighted Weight Factor Faculty: 0 A B C C D Weighted Weight Factor Faculty: 0 FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 3 0 0.00% 0 0.00 Agency Workforce. AGENCY: 0 Category: Administrative Support A B C D Weighted Factor	CENCY								Action Group:	
A B C D Weighted Factor Total Weight Factor S Grand Total Aff. Action Group Total Weight Factor S Grand Total Aff. Action Group Total Weight Factor S Grand Total S Grand			+							
A B C D E Weighted Factor Source of Statistics # # # % % % Source of Statistics 1. Those having requisite skills in the region. 2. Those promotable, trainable, and transferable in the region. AGENCY: Administrative Support A B C D E E Weighted Factor % Source of Statistics 1. Those having requisite skills in the region. 3 0 0.00% 0 0.00 2014-2018 (5-year A 7 0 0.00) Agency Workforce. AGENCY: Category: A B C D E Region: 7 Facility: A B C D D Region: 7 Facility:	alegory.	Autilitiistiative Suppoi							0	
FACTORS								r acility.		
FACTORS										
FACTORS			Α	В	С	D	E			
FACTORS # #										
# # # % % % Source of Statistics 1. Those having requisite skills in the region. 2. Those promotable, trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 4. Affirmative Action Gn AMERICAN INDIAN ALASKAN NATIVE Region: 7 Facility: 0 Administrative Support A B C D Weighted Grand Total Aff. Action FACTORS # # # % % % Source of Statistics # # % % % Source of Statistics 1. Those having requisite skills in the region. 3 0 0.00% 0 0.00 Availability Percent.		FACTORS	Ordina rotal							
1. Those having requisite skills in the region. 55,430 454 0.82% 0 0.00 2014-2018 (6-year A O.82%) 0 0.00 Agency Workforce. AGENCY: 0 Administrative Support A B C D E Administrative Support A B C D E Weighter Factor Facility: FACTORS A B C D Weighter Factor Weight Factor H B C C C D C C C C C C C C C C C C C C C		. ,	#					Source of	Statistics	
### ### ##############################										
the region. 55,430										
the region.	. Those ha	aving requisite skills in						Equal Emp	oloyment Opportunity Tabula	ation
and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Gra AMERICAN INDIAN ALASKAN NATIVE Region: 7 Facility: 0 A B C D E ALASKAN NATIVE Region: 7 Facility: 0 A B C D E Grand Total Affirmative Support ALASKAN NATIVE Region: 7 Facility: 0 FACTORS Group FACTORS # # % % Source of Statistics # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Gra Affirmative Action Gr	ne region.		55,430	454	0.82%	0	0.00	2014-2018	3 (5-year ACS)	
and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Gra AMERICAN INDIAN ALASKAN NATIVE Region: 7 Facility: 0 A B C D E ALASKAN NATIVE Region: 7 Facility: 0 A B C D E Value Weighted FACTORS Group Total Weight Factor Weight Factor # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. AGENCY: 0 Affirmative Action Gra American Indian Adentical Support Affirmative Action Gra American Indian Action Gra Administrative Support Action Gra Administrative Action Gra Administrative Action Gra Administrative Action Gra Affirmative Action Gra Administrative Action Gra American Indian Affirmative Action Gra American Indian Action Gra American Indian Action Gra Administrative Support Administrative Support Action Gra American Indian Action Gra Administrative Action Gra American Indian Affirmative Action Gra Actio										
AGENCY: 0 Administrative Support A B C D E Weighted Factor Source of Statistics FACTORS Group Total Weight # # % % Source of Statistics # # # % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 Agency Workforce. AGENCY: 0 Affirmative Action Group Total Weight Factor Source of Statistics										
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AGENCY: O AGENCY: O Administrative Support A B Grand Total FACTORS Group # # % % % % Source of Statistics 1. Those having requisite skills in he region. 55,430 62 0.11% 0 0.00 Agency Workforce. AGENCY: O Affirmative Action Group Factor Factor Source of Statistics Company Total Factor Source of Statistics Company Total Factor Source of Statistics Company Total Factor F										
AGENCY: 0 Category: Administrative Support A B C D E Weighted Grand Total Group Total Weight Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. AGENCY: 0						0	0.00	Availability	Percent.	
AGENCY: 0 Category: Administrative Support A B C D E Weighted Grand Total Group Total Weight Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. AGENCY: 0										
AGENCY: 0 Category: Administrative Support A B C D E Weighted Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Grand Total Weight Factor 50,430 62 0.11% 0 0.00 Agency Workforce. AGENCY: 0										
AGENCY: 0 Category: Administrative Support A B C D E Region: 7 Facility: 0 Aff. Action Group FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Group Total Weight Factor # # # % % % Source of Statistics							ļ			
AGENCY: 0 Category: Administrative Support A B C D E Weighted Grand Total Group Total Weight Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. AGENCY: 0										
AGENCY: 0 Category: Administrative Support A B C D E Weighted Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Grand Total Weight Factor 50,430 62 0.11% 0 0.00 Agency Workforce. AGENCY: 0										
AGENCY: 0 Category: Administrative Support A B C D E Weighted Factor FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Grand Total Weight Factor 50,430 62 0.11% 0 0.00 Agency Workforce. AGENCY: 0										
Category: Administrative Support A A B C D E Grand Total Aff. Action Percentage Value Weighted FACTORS # # # % % % Source of Statistics 1. Those having requisite skills in he region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. Affirmative Action Grand Total Affirmative	 ::									
A B C D E Grand Total Aff. Action Percentage Value Weighted FACTORS # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0 0.00 Availability Percent. AGENCY: 0										
A B C D E Grand Total Aff. Action Group Total Weight Factor # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0 0.00 Availability Percent. AGENCY: 0	ategory:	Administrative Suppor	t						INATIVE	
A B C D E Value Weighted FACTORS Group Total Weight Factor										
Grand Total Aff. Action Percentage Value Weighted Factor Total Weight Factor Weight Factor Source of Statistics Factor Fa								Facility:	0	
Grand Total Aff. Action Percentage Value Weighted Factor Total Weight Factor Weight Factor Source of Statistics Factor Fa										
FACTORS # # % % % Source of Statistics 1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A conditions) and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Grand G										
# # % % % Source of Statistics			Grand Total							
1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A 2014 trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 2. Those promotable, trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 4. Affirmative Action Grands Agency: 0		FACTORS								
1. Those having requisite skills in the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			#	#	%	%	%	Source of	Statistics	
the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A 2. Those promotable, trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. AGENCY: 0 NATIVE HAWAIIAN										
the region. 55,430 62 0.11% 0 0.00 2014-2018 (5-year A 2. Those promotable, trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. AGENCY: 0 NATIVE HAWAIIAN										
2. Those promotable, trainable, and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Grinance.		aving requisite skills in							loyment Opportunity Tabula	ation
AGENCY: 0 Agency Workforce. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Grand NATIVE HAWAIIAN	ne region.		55,430	62	0.11%	0	0.00	2014-2018	3 (5-year ACS)	
AGENCY: 0 Agency Workforce. 3 0 0.00% 0 0.00 Agency Workforce. 0 0.00 Availability Percent. Affirmative Action Ground Agency:										
Affirmative Action Ground Native Hawaiian										
Affirmative Action Gr AGENCY: 0 NATIVE HAWAIIAN	nd transfer	rable in the region.	3	0	0.00%	0	0.00	Agency W	orkforce.	
Affirmative Action Gr AGENCY: 0 NATIVE HAWAIIAN										
AGENCY: 0 NATIVE HAWAIIAN						0	0.00	Availability	Percent.	
AGENCY: 0 NATIVE HAWAIIAN										
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Catagory: Administrative Support										
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Region: 7									0	
Facility: 0								Facility:	U	
				_			_			
A B C D E										
Grand Total Aff. Action Percentage Value Weighted		FACTORS	Grand Total							
FACTORS Group Total Weight Factor		FACTORS						0	24-4:-4:	
# # % % Source of Statistics								Source of	Statistics	
	.									
1. Those having requisite skills in Equal Employment O		aving requisite skills in	FF 100		0.0=0/		0.00	Equal Emp	oloyment Opportunity Tabula	ation
the region. 55,430 25 0.05% 0 0.00 2014-2018 (5-year A	ne region.		55,430	25	0.05%	0	0.00	2014-2018	(5-year ACS)	
7 There was said to the track of the said to the said t	TI			-	0.000/	_	0.00	A 121		
		rania in the region	. 3		0.00%	. 0	0.00	Agency We	эгктогсе.	
		able III the region.		-				J 7		
		able III the region.	0							
		able III the region.	0							
and transferable in the region. 3 0 0.00% 0 0.00 Agency Workforce.	nd transfer									

			Utilization	n Analysi	is			
Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	WOMEN					Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	40.06	51.43	45.03	0.00	48.85	43.70	0.00	0.00
Number Needed for Parity	15	36	0	0	9	5	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	14	42	0	0	15	8	0	1
Underutilization	1							

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	BLACK or	AFRICAN AM	ERICAN			Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	4.20	6.13	5.48	0.00	12.56	0.00	0.00	0.00
Number Needed for Parity	1	4	0	0	2	0	0	0
Number of Affirmative								
Action Group								
Members								
Already Employed	13	3	0	1	2	2	0	0
Underutilization		1						

			Utilization	n Analysi	is			
Agency:	Illinois State Tre	acurar						
Affirmative Action Group:	HISPANIC					Dogion 7		
Allimative Action Group.	HISPANIC	OI LATINO				Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	1.61	1.83	2.27	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	1	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	2	0	0	1	0	0	0
Underutilization								

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	ASIAN					Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals		Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	1	0	0	0	0	0	0	0
Underutilization								

			Utilization	n Analysi	is			
Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	AMERICAN INI	DIAN or ALASK	AN NATIVE			Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0
Underutilization								

Agency:	Illinois State Tre	asurer						
Affirmative Action Group:	NATIVE HAWA	IIAN or OTHER	PACIFIC ISI	ANDER		Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	38	71	1	3	20	12	0	3
Availability								
Percent	0.00	1.03	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	1	0	0	0	0	0
Underutilization								

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								Und	aeru	ILIIIZ	alio	11 21	umn	iary	by	Keć	jion							
Nan	ne of Age	ncv.	Treacrit	er's Office																Fieral	Year:	2026		
11011	io oi rigo	noy.	Ticasia	Ci 3 Oillo																1 13001	icui.	2020		
Region		Offici	ials and A	Administr	ators				Profess	ionals					Technic	ians				Protectiv	e Servic	e Worke	rs	
	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI
1									3															
2																								
3																								
4																								
5																								
6																								
7	1							1																
8																								
9																								
10																								
Total	1	0	0	0	0	0	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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Region				ofessiona					ninistrativ I	∕e Suppo I						Workers						ntenance I		
	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI
1																								
2																								
3																								
4						1																		
5																								
6																								
7																								
8						1																		
9						1																		
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	U	U	0	U	U	0	U	U	U	U	U	U	0	U	U	U	U	U	U	U	U	0	U	U
Total un	derutilizati	on for Wo	omen:	1			Total und	derutilizati	on for Bla	ck or Afri	can Amer	ican:	1			Total und	lerutilizati	on for His	panic or L	atino:	3			
Total un	derutilizati	on for Asi	ian:	0		Total und	derutilizati	on for Am	erican Ind	dian or Ala	skan Nat	ive:	0			Total unde	erutilization	for Native	Hawaiian d	r Other Pa	cific Island	der:	0	
										21 7 40		-					24.1011							
Note: If	no calcula	tions are	necessar	y in any r	egion whe	ere the ag	ency does	not have	a facility	or becau	se there a	re less th	an ten em	ployees i	n the EE	O categor	y in that re	egion, leav	e that bo	x blank.				
\/\= \/\^	men B/A	ΔΔ = Rlac	k or Δfrio	an Americ	an H/I	= Hienan	ic or Latin	ο Δ=/	\ \eian ∧	 /ΔN = Δm	erican Ind	lian or Ala	ekan Nati	ve NHr	DPI= Natio	ve Hawaii	an or Oth	er Pacific	Islander					
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PROMOTABLE CATEGORIES

Officials/Administrators

Professionals

Para-professional

Administrative Support

Professionals

Technicians

Para-professional

Administrative Support

Technicians

Para-Professional

Administrative Support

Para-Professional

Administrative Support

Administrative Support

Service Maintenance

SECTION THREE

PROGRAM GOALS

The Office of the Illinois State Treasurer has developed and plans to execute action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measureable results.

Action Item

Human Resources, in conjunction with the applicable division, department or other organizational unit, will review staff job descriptions on a regular basis to determine if there are requirements that are discriminatory/discouraging to women and/or racial minorities. Appropriate changes to the job requirements will be made, as applicable.

Assignment of Responsibility

EEO/AA Officer and Human Resources division.

Completion Target Date

Annually.

Monitoring Procedure

Human Resources staff will oversee this process.

Action Item

Human Resources, in conjunction with external vendors (LinkedIn Learning etc.) will provide a variety of workshops and training and the Treasurer's Office will also continue to promote our Continuing Education reimbursement program that offers training and development opportunities for staff to build their knowledge, skills, and abilities for advancement and retention.

Assignment of Responsibility

Deputy Treasurer & Chief of Human Resources.

Completion Target Date

Ongoing.

Monitoring Procedure

Human Resources and Accounting staff supervise these areas.

NUMERICAL GOALS

Action Item

Eliminate the underutilization of one woman in the Officials/Administrators category and one Black or African American in the Professional category in Region 7. And the underutilization of three Hispanic or Latino in the Professionals category in Region 1.

Assignment of Responsibility

Deputy Treasurer, Chief of Human Resources and Human Resources staff

Completion Target Date

Ongoing for Region 1 and 7 underutilizations.

Monitoring Procedure

New recruitment initiatives and resources will be researched and implemented in a good faith effort to increase qualified minority applicants.

SECTION FOUR

EMPLOYMENT DISCRIMINATION COMPLAINT PROCESS

A. Purpose

In accordance with the Policy Statement outlined in Section 1 of this Affirmative Action Plan, this Office affirms its commitment to a policy of Equal Employment Opportunity through the implementation of an EEO Complaint Investigation Procedure to promote the internal resolution of an employee's complaint of alleged discrimination. It is the conviction of the Treasurer's Office that the establishment of this EEO Complaint Investigation Procedure shall informally resolve complaints of alleged discrimination at the lowest organization level, reducing the backlog, delay and expense of a prolonged formal investigation.

To that end, supervisors and managers are responsible for the resolution of valid complaints, documentation of facts, and the presentation of findings and recommendations to resolve the dispute.

The use of this EEO Complaint Investigation Procedure does not preclude the right of an employee to file a charge directly with the State (Illinois Department of Human Rights), the federal government (Equal Employment Opportunity Commission) or any other appropriate government agency. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

B. Procedure

The EEO Discrimination Complaint Form (attached) shall be used to clearly record the date, nature, and other pertinent information of the complaint of alleged discrimination submitted to the EEO/Affirmative Action Officer for investigation.

- 1. Scope and Timeliness
 - Unless of a continuing nature, all complaints must be received by the EEO/Affirmative Action Officer in writing within ten (10) business days of the alleged discrimination. The scope of the investigation shall be restricted to the specific allegations cited in the charge.
- 2. Intake/Screening
 - Immediately upon receipt of the Discrimination Complaint Form, the EEO/Affirmative Action Officer shall review the form to determine the initial timeliness, validity, and thoroughness of the information submitted in the complaint. The EEO/Affirmative Action Officer shall inform the employee in writing of the acceptance of the complaint for investigation within five (5) business days of the receipt of the complaint. The complainant shall be promptly notified if additional information or documentation is required to support the charge.
- 3. Investigation
 - The EEO/Affirmative Action Officer shall initiate a thorough investigation of the allegation(s) of discrimination cited in the complaint. In order to document the merits of the charge, the investigation shall entail the verification of information with the immediate supervisors, staff and witnesses to the alleged discriminatory employment practice. The investigation shall be concluded within twenty (20) business days after acceptance of the complaint.
- 4. Withdrawal of the Complaint
 The complaint or any part of the complaint allegation may be withdrawn by the
 employee during the investigation of the complaint upon receipt by the

EEO/Affirmative Action Officer of a written request for withdrawal by the complainant.

- 5. Adjustment During Investigation
 - If, during the investigation of the complaint, a settlement is reached between the immediate supervisor and the employee, the settlement agreement shall be obtained in writing with the approval of the managers before the complaint shall be considered closed by the EEO/Affirmative Action Officer.
- 6. Dismissal of Complaint
 - At the conclusion of the investigation, if there is a lack of substantial evidence that supports the merits of the complaint, and there is no reasonable cause to believe that discrimination has occurred, the complainant shall be notified of the findings in writing and informed of the right to appeal to an EEO investigative commission.
- 7. Investigation Findings
 If however, at the conclusion of the investigation, there exists reasonable cause to believe that discrimination may have occurred, the EEO/Affirmative Action Officer shall submit written notice to the immediate supervisor and the Chief of Staff with the finding and recommendations to resolve the complaint. Within five (5) business days, conciliation efforts shall be initiated and the EEO/Affirmative Action Officer shall seek an equitable resolution of the complaint.

C. Conciliation Efforts

The EEO/Affirmative Action Officer shall conduct and coordinate conciliation efforts by conferring with the parties in an attempt to secure a settlement. A conciliation conference may be convened, and all parties may attend in person or by representative to propose, discuss and agree to a resolution of the complaint.

If the complaint cannot be satisfactorily resolved at this level within five (5) business days, the EEO/Affirmative Action Officer shall document the efforts made to resolve the complaint and shall provide a written explanation of the reasons why the complaint could not be resolved.

The findings, conciliation efforts and proposed settlement shall be forwarded to the Chief of Staff by the EEO/Affirmative Action Officer for final review, approval or other determination. The Chief of Staff shall make known to the EEO/Affirmative Action Officer the official position of the Office within five (5) business days of the receipt of the EEO/Affirmative Action Officer's written report.

Finally, an employee who files an internal complaint through the EEO/Affirmative Action Officer also has the right to file such a complaint with IDHR, EEOO or any other appropriate government agency simultaneously.



DISCRIMINATION COMPLAINT FORM

To be completed by complainant. Please print or type. If necessary, use additional pages. Return completed form to the appointed EEO Officer pursuant to the EEO Policy. Complatnant's name & job title: Department: Work phone number: Immediate supervisor: Dates discrimination took place: Discrimination based on (check all appropriate boxes): Race Disability _Age Retaltation Sexual Orientation Religion ___ Ancestry Citizenship Status National Origin _____ Military Status Other Unfavorable Military Discharge (Specify:_ The discrimination took place in connection with: ____Compensation Disciplinary Action _ Interview Hiring Selection Transfer Training Opportunity _ Layoff Promotion Downward Allocation (Specify:_ Please describe the alleged discriminatory employment practice or incident: Names and titles of those who committed the allegedly discriminatory action: Title: Name: __Tttle: ___ Please attach any supportive evidence of the discrimination described above. Have you attached such evidence? Yes_____ (If yes, please explain below) No__ Have you notified your supervisor of the above discriminatory action? If so, please provide the date and description of any effort to resolve the complaint. Complainant's signature: Today's date: EEO Officer's signature: Date received:



Complainant's signature:

EEO Officer's signature:

WORKPLACE HARASSMENT COMPLAINT FORM

Return completed form to the appointed EEO Officer pursuant to the EEO Policy. Department: Complainant's name & job title: Work phone number: Immediate supervisor: Date(s) harassment took place: Date harassment was reported: Please describe each of the alleged harassment incidents. Include descriptions of behavior and dates for each incident. Include approximate dates if you do not have a specific recollection: Names and titles of those who committed the alleged harassment: Title: Name: Title: Please provide any supportive evidence, such as written items, emails or saved voice mails, if any. What was your response to the alleged harassment? Have you notified your supervisor of the conduct described above? If so, please provide the date and description of any effort to resolve the complaint.

Today's date:

Date received:

To be completed by complainant. Please print or type. If necessary, use additional pages.



SEXUAL HARASSMENT COMPLAINT FORM

	nint or type. If necessary, use additional page I EEO Officer pursuant to the EEO Policy.
Complainant's name & job title:	Department:
Work phone number:	Immediate supervisor:
Date(s) harassment took place:	
Date harassment was reported:	
Please describe each of the alleged harassing empl of behavior and dates for each incident. Include a recollection:	oyment practices or incidents. Include descriptions pproximate dates if you do not have a specific
Names and titles of those who committed the alk	ged action:
Name:	Title:
Name:	Tide:
Please provide any supportive evidence, such as	written items, emails or saved voice mails, if any.
What was your response to the alleged harassmen	nt?
Have you notified your supervisor of the conduct and description of any effort to resolve the compl	
Complainant's signature:	Today's date:
EEO Officer's signature:	Date received:

ILLINOIS STATE TREASURER'S OFFICE :

WORKPLACE BULLYING COMPLAINT FORM

To be completed by complainant. Please print or type. Return completed form to the Chief Operating Officer pursuant to the Employee Reference Manual.

Complainant's name & job title:	Departments
Work phone number:	Immediate supervisor:
description should include the date of the occurrence	aper, each individual alleged incident of bullying. The ce, types of behavior, listing of evidence, the names of visor, and if the supervisor took any action. Use ection.
Names and titles of those who committed the alleged bull	ying action:
Namet	Fitle:
Namer	Title:
Please attach any supportive evidence such as written iten What was your response to the alleged bullying?	ns, emails or notations of saved voice mails.
Have you notified your supervisor of the conduct description of any effort to resolve the complaint.	described above? If so, please provide the date and
Complainant's signature:	Today's date:
Chief Operating Officer's signature:	Date received:

SECTION FIVE

Lab	or Force	Analysis	for P	eople	with I	Disab	ilities
Agency:	Illinois State	Treasurer's Of	ffice				
Fiscal Year:	2026						
Total Employe	ees:			2	11		
Percent of Pe	ople with						
Disabilities in Force:	Illinois Labo	r		6.6	9%		
Labor Force I	Number:			1	4		
Number of Er		h		1	0		
Disabilities in	Agency:						
Underutilizatio	n or Parity:				4		

NUMERICAL GOALS

Action Item

Eliminate underutilization of one person with disabilities in the Illinois State Treasurer's Office.

Assignment of Responsibility

Deputy Treasurer, Chief of Human Resources and Human Resources staff

Completion Target Date

Ongoing for this underutilization.

Monitoring Procedure

New recruitment initiatives and resources will be researched and implemented in a good faith effort to increase qualified applicants.

REASONABLE ACCOMMODATION POLICY

In compliance with the U.S. Americans with Disabilities Act of 1990, as amended by the ADAAA of 2008, and the Illinois Human Rights Act, it is the Policy of the Office of the Illinois State Treasurer to reasonably accommodate the known physical or mental limitations of otherwise qualified applicants and employees with disabilities. The Office of the Illinois State Treasurer recognizes the right of a qualified applicant or employee with a disability to request accommodations to ensure equal opportunity in the application process; to enable him or her to perform essential functions of a job; and to enable him or her to enjoy equal benefits and privileges of employment.

It is the responsibility of the Office of the Illinois State Treasurer to provide accommodations to qualified applicants and employees with disabilities, when such accommodations do not pose an undue hardship to the operation of the office's business.

The Treasurer's Office's Equal Employment Opportunity Officer and the Americans with Disabilities Act Coordinator can provide further information about the office's policy in this area.

Muhael Frerichs Therus	Treasurer	09.01.2025
Signature	Chief Executive Officer	Date

ACCOMMODATION REQUEST PROCEDURES FOR EMPLOYEES

The following procedures should be followed in processing reasonable accommodation requests from employees. The Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator can provide guidance on the accommodation process.

- 1. The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor and give a copy of the form to the Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator. The employee should retain a copy of this information in his or her files.
- 2. Once received, the supervisor shall review the request form for completeness and, in consultation with the EEO/AA Officer and/or the ADA Coordinator, determine whether medical documentation is needed to either establish the presence of a disability or determine an appropriate accommodation. If documentation is needed, the Treasurer's Office will narrowly tailor its request to the issues of whether the employee has a disability under the law and how he or she can be accommodated. The employee will be asked to complete a medical release form, if the Treasurer's Office has additional questions upon review of the medical documentation. When necessary, the employee will be asked to provide documentation to address these issues.
- 3. Upon receipt of necessary documentation, the supervisor shall make a recommendation, in writing, to the Division Manager within five (5) business days.
- 4. The Division Manager shall review the supervisor's recommendation, make a recommendation, and, within five (5) business days of receipt of the Division Manager's recommendation, forward his/her recommendation along with the original reasonable accommodation request form and all documentation to the agency's EEO/AA Officer and/or the ADA Coordinator.
- 5. The EEO/AA Officer and/or the ADA Coordinator shall convene a meeting of the Reasonable Accommodation Committee (RAC) within ten (10) business days of receipt of the Division Manager's recommendation. The RAC shall review the accommodation request. Once the RAC's review is complete, the RAC's recommendation shall be submitted to the Division Director within five (5) business days of the RAC's review for the Director's approval or denial.
- 6. The Director shall review the RAC's recommendation and shall render a decision of denial or approval within five (5) business days of receipt from the RAC.
- 7. Provided that appropriate documentation has been submitted, the EEO/AA Officer and/or the ADA Coordinator shall inform the employee in writing of the Treasurer's Office's decision to grant or deny the request within thirty (30) business days of receipt of the completed request form and any necessary medical documentation. A copy of the response will also be sent to the employee's supervisor.
- 8. If the Director approves the accommodation request, the Treasurer's Office shall take appropriate action to comply with the accommodation request. Approved accommodation requests shall be implemented as soon as possible. Please note that the Treasurer's Office may offer alternative suggestions, providing an equally effective accommodation to remove the workplace barrier in question.

- 9. Reconsideration: If an employee wishes to ask the Director to reconsider a decision on a reasonable accommodation request, a written request shall be addressed to the Director within ten (10) business days of notification of the decision. The reconsideration request shall include the reasons that a reconsideration is being requested and, if appropriate, alternative suggestions for a reasonable accommodation. After a complete review of the matter, a decision shall be made by the Director and the employee shall be notified. The Director's decision on this recommendation shall constitute the final internal action by the Treasurer's Office on the accommodation request.
- 10. An employee who has been denied accommodation has the right to file a complaint at the State level with the Illinois Department of Human Rights within 300 days of the denial of the request. An employee may also have the right to file a complaint with the EEOC within 300 days, or any other appropriate government agency pursuant to their time frame.
- 11. The EEO/AA Officer and/or the ADA Coordinator shall document any action taken on a reasonable accommodation request where indicated on the request form and shall retain completed accommodation request forms one (1) year following final action in the matter.

ACCOMMODATION REQUEST PROCEDURES FOR APPLICANTS

Qualified applicants and employees with disabilities have the right to request reasonable accommodations under the law. Applicants may request an accommodation to any stage of the application process, including the employment application or interview process. Note that the Department of Central Management Services is responsible for accommodations to its testing procedures.

Procedures for applicants to follow in making an accommodation request are listed below. The EEO/AA Officer and/or the ADA Coordinator can provide additional information about the accommodation process within the Treasurer's Office.

Procedures:

- 1. Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator will complete accommodation request forms for purposes of processing and documenting the request.
- 2. Applicants shall submit accommodation requests to the interviewer. The interviewer should provide a copy of the form to the EEO/AA Officer and/or the ADA Coordinator. In cases where the EEO/AA Officer and/or the ADA Coordinator completes the form for the applicant with a disability, the EEO/AA Officer and/or the ADA Coordinator shall submit completed forms to the interviewer and retain a copy for him or herself.
- 3. A response to the request will be provided to the applicant within five (5) days following receipt of the request by the interviewer.
- 4. If it is within the bounds of the authority of the interviewer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer and/or the ADA Coordinator.
- 5. If another individual within the Treasurer's Office must be consulted in order for the accommodation to be provided, he or she will determine whether the office will grant the request.
- 6. If the Treasurer's Office denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or the ADA Coordinator and/or external complaint with the Illinois Department of Human Rights within 300 days of the denial. An applicant may also have the right to file a complaint with the EEOC within 300 days, or any appropriate government agency pursuant to their time frame.



Reasonable Accommodation Request for Applicants

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustments to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. Completed accommodation request forms should be submitted to Human Resources.

The agency EEO/AA Officer and/or the ADA Coordinator can respond to questions about the accommodation process.

Name	Position Applying For	Telephone No.	Email Address
Functional Limitations:			
	Specify type of accommodation		
Sign language interpreter for the Emp	oloyment Interview:		
Reader Service:			
Accessible Interview Site:			
Modification or reformatting of exam	ilnations:		-
Other:			
Narrative explanation Describe how your functional limitatic Explain how the requested accommod necessary.	-		
Applicant Signature:		Date:	
	Treasurer's C	Office Action	
Human Resources Determination:	Grant	Deny	Date:
Remarks (if denied provide explnation)			
Final Agency Approval Signature:			Date:



Reasonable Accommodation Request for Employees

Pursuant to the requirements of state and federal laws, a qualified individual with a disability or who has medical or common conditions related to pregnancy or childbirth has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to work site, work process or work schedule that would enable a person with a disability or who has medical or common conditions related to pregnancy or childbirth to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. Completed accommodation request forms along with current medical documentation should be submitted to the agency's Equal Employment Opportunity Officer/ADA Coordinator and the original documents should be submitted to the immediate supervisor. The agency EEO Officer/ADA Coordinator can respond to questions about the accommodation process.

Name	Job Title	Division	Telephone No.
Functional Limitations:			
Specify type of accommod	ation needed and provide a detaile	d description of the item	requested (Please be specific)
Purchase or modification of	equipment or devices:		
Job restructuring or task me	odification:		
Provision of reader, sign lan	guage interpreter or personal assist	ant:	
Structural modification to w	ork site or facility:		
Modification of work schedu	ule or leave policy:		
Modification of examination	s, training materials or personal ass	istant:	
Reassignment to vacant po	sition:		
Other:			
sponsored by the employer.	al limitation interferes with performand Explain how the requested accommon te in an employer-sponsored activity.	odation would be used to	enhance job performance or
Employee's Signature			Date
EEO Officer/ADA Coordinator			Date
	Approved:	YES NO	

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PHYSICAL BARRIERS / OFFICE ACCESSIBILITY

In compliance with the U.S. Americans with Disabilities Act of 1990 and the Illinois Human Rights Act, all Treasurer's Office locations are fully accessible.

Locations for the Office of the Illinois State Treasurer:

State Capitol, Room 219 Springfield, Illinois 62706

Marine Bank Building, 1 East Old State Capitol Plaza Springfield, Illinois 62701

555 W. Monroe Street 14th floor Chicago, Illinois 60661

E. J. "Zeke" Giorgi Center 200 S Wyman Street, Suite 307 Rockford, Illinois 61101

Champaign Regional Office Building 2125 S First Street Champaign, Illinois 61820

> Rock Island County Building 1504 3rd Ave - 3rd Floor Rock Island, Illinois 61201

Marion Regional Building 1504 3rd Ave - 3rd Floor Rock Island, Illinois 61201

Granite City Hall- De3sk Space Only 2000 Edison Ave Granite City, Illinois 62040

In the event of an emergency, the Treasurer's Office will provide assistance to all identified employees and visitors with disabilities during evacuation of any of the above locations.

PROCEDURAL BARRIER NARRATIVE

A. Pre-employment Screening

The Office of the Illinois State Treasurer is committed to hiring talented and diverse individuals. Our application process is done online via the Treasurer's website – www.illinoistreasurer.gov. All open positions are posted there, and applicants apply electronically. Applicants needing assistance with the application process and/or those without computer access are encouraged to submit their applications through regular mail.

Please note that while all positions have Requirements/Qualifications listed, most positions also include language that reads "or any equivalent combination of experience and training that provides the required knowledge, skills and abilities." This means that even if an applicant does not possess the required experience or degree, he/she may still be considered if work history demonstrates that he/she otherwise has obtained the knowledge, skills, and abilities required to perform the duties of the position.

Applicants for employment are not asked questions, either on their employment application or during the interview process, about any disabilities. Pre-employment medical examinations specifically for applicants with disabilities are not required for employment with the Treasurer's Office.

B. Employment Criteria and Job Description Review
All employment criteria and job descriptions are fully reviewed before any vacant
positions are posted and applicants are screened.

C. Employment Testing

The Treasurer's Office does not test applicants for employment but will accept the examination process of the Department of Central Management Services (CMS) in determining the qualifications and eligibility of potential applicants. The CMS Testing Unit is designed and trained to accommodate applicants with disabilities.

D. Identification of ADA Coordinator:

Fernando Diaz Deputy Treasurer Office of the Illinois State Treasurer 555 W. Monroe Street - 14th floor Chicago, Illinois 60661 312.814.1451 - phone 866.877.6013 TTY

SECTION SIX

APPLICABLE EEO LAWS

The federal and State EEO laws that affect the Office of the Illinois State Treasurer are identified below. When there is a discrepancy between federal law and State law, federal law supersedes the latter, unless State law is more stringent.

A. FEDERAL LAWS

CIVIL RIGHTS ACT OF 1964, as amended

Title VI prohibits discrimination on grounds of race, color, or national origin in federally assisted programs.

Title VII prohibits discrimination on the grounds of race, color, religion, sex or national origin by employers or unions with 15 or more employees. The designation employer includes the government of the United States, corporations wholly owned by the United States, and State or political subdivisions thereof.

EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972

This is an amendment to the Civil Rights Act of 1964, which adds sex and religion to the Title VII portion and extends EEO to state, local and municipal organizations, all employment agencies (private and public) and to labor organizations. This Act empowers the U. S. Equal Employment Opportunity Commission (EEOC) to bring civil action against any organization that is alleged to be practicing discrimination. The Act also gives the right to an individual to take a complaint directly to a court of law.

PREGNANCY DISCRIMINATION ACT

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

CIVIL RIGHTS ACT OF 1991

The Civil Rights Act of 1991 expands the protections afforded individuals under the Civil Rights Act of 1964. It provides for damages for intentional discrimination and unlawful harassment in the workplace and codifies the concepts of "business necessity" and "job related" as enunciated in various Supreme Court decisions. Additionally, it confirms statutory authority and provides guidelines for disparate impact suits under Title VII of the Civil Rights Act of 1964 and in response to recent Supreme Court decisions, expands the scope of relevant civil rights statutes.

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

This act prohibits arbitrary discrimination against persons 40 years of age or older.

REHABILITATION ACT OF 1973

This act sets the standards for promoting, expanding, and assisting in employment opportunities for people with disabilities in all programs or activities receiving federal financial assistance. Sections 503 and 504 provide for the prohibition of discrimination against qualified

individuals with disabilities. The Office of Federal Contract Compliance Programs (OFCCP), U. S. Department of Labor, enforces section 503. Section 504 is enforced by the agency providing the federal funds in question.

EQUAL PAY ACT OF 1963

This act provides that an employer may not discriminate on the basis of sex by paying employees different wages for doing equal work on jobs requiring equal skill, effort, and responsibility, and which are performed under similar working conditions in the same establishment. The EEOC enforces this Act.

AMERICANS WITH DISABILITIES ACT OF 1990, as amended by the ADAAA of 2008

Congress enacted the Americans with Disabilities Act of 1990 (ADA) to eliminate discrimination against individuals with disabilities in the areas of employment, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting, and access to public service. Title I of the ADA prohibits discrimination in employment against individuals with disabilities and establishes the standards governing an employer's affirmative duty to accommodate an individual with a disability. Title II of the ADA prohibits discrimination against individuals with disabilities by state and local governments. The ADA Amendments Act of 2008 broadens the coverage of "disability" and thereby brings more individuals under the protection of the law. The EEOC issued regulations under this Act.

FAMILY MEDICAL LEAVE ACT of 1993 (FMLA)

This act requires employers to provide up to 12 weeks of unpaid job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours during the year preceding the start of the leave, and are employed at a worksite where the employer employs at least 50 employees within a 75-mile radius. The U. S. Department of Labor's Wage and Hour Division is authorized to investigate and resolve complaints of violations.

Unpaid leave must be granted for any of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

Section 585(a) of the National Defense Authorization Act (NDAA) amended the FMLA to provide eligible employees working for covered employers two important leave rights related to military service:

- Qualifying Reason for Leave. Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation.
- Leave Entitlement. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in

the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the service member. This military caregiver leave is available during "a single 12-month period" during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U. S. Department of Labor, Veterans Employment and Training Service (VETS) investigates and resolves complaints of USERRA violations.

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

B. <u>ILLINOIS STATE LAWS</u>

ILLINOIS HUMAN RIGHTS ACT

This act prohibits discrimination against_any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, pregnancy, sexual orientation, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations.

THE STATE OFFICIALS AND EMPLOYEES ETHICS ACT

The Ethics Act provides protection to employees who: disclose or threaten to disclose to their supervisor or any public body an act or omission that the employee reasonably believes to be a violation of law, rule or regulation by another employee; provide information or testify before any public body conducting an investigation hearing or inquiry into a violation of law, rule, or regulations; or assist or participate in a proceeding to enforce the Ethics Act.

THE ILLINOIS EQUAL PAY ACT OF 2003

The Equal Pay Act prohibits employers with four or more employees from paying unequal wages to men and women performing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender. This law expands the federal Equal Pay Act of 1963 by covering more workers, providing better enforcement mechanisms and improving public awareness.

THE ILLINOIS CIVIL RIGHTS ACT OF 2003

This act prohibits state, county, and local governments in Illinois from discrimination by (1) excluding a person from participation in, denying a person the benefits of, or subjecting a person to discrimination under any program or activity on the grounds of that person's race, color, national origin, or gender; or (2) utilizing criteria or methods of administration that have the effect of subjecting individuals to discrimination because of their race, color, national origin, or gender.

SECTION SEVEN

HIRING MONITOR Name of Agency: Candidate's Name: City / County: Position Number: IDHR Region / (Facility): EEO Job Category: Bid Number: Title of Job to be filled: Date of Hire: 1. Is the EEO category underutilized? No If yes, indicate number for each group: Women: Hispanic or Latino: Black or African American: Asian: American Indian or Alaskan Native: Native Hawaiian or Other Pacific Islander: Disabled: 2. Indicate: Race of person selected: (Charge One) • Sex: (Choose One) ▼ Veteran: Ves Disability: Yes 3. Number of individuals who applied or were on the list of eligible(s) Total by Category # Interviewed # Invited # Selected Women Black or African American Hispanic or Latino Asian American Indian or Alaskan Native Native Hawaiian or Other Pacific Islander Disabled Veterans 4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates? 5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision. Was the position posted? Yes Name and position of person(s) who interviewed candidates. 8. Name and position of person(s) who recommended the selection of the candidate. I have reviewed the eligibility list and: (Choose One) 🔻 with this hire. Remarks on reverse side. EEO/AA Officer I approve of this hire Chief Executive Officer

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

DHR-19 (Rev. July 2015)

PROMOTION MONITOR

Name of Agency: City / County IDHR Region / (Facility)	Candidate's Name: Position Number:
EEO Job Category:	Bid Number:
Title of Job to be filled:	Date of Promotion:
	s, indicate number for each group:
Women: Black or African American:	Hispanic or Latino:
Asian: American Indian or Alaskan Na Native Hawaiian or Other Pacific Islander:	ative: People with Disabilities"
2. Indicate the race and sex of person promoted: (Chapse One)	▼ (Chaose One) ▼
Number of individuals who applied or were on the list	of promotable(s):
Women	rited # Interviewed # Selected
Black or African American Hispanic or Latino Asian	
American Indian or Alaskan Native	
Native Hawaiian or Other Pacific Islander	
People with Disabilities	
Veterans	
4. Did it change the employee's EEO Job Category? No If yes, from what EEO job Category? Thoose One)	▼ ▼
If the category is underutilized and a member of an affirmati promoted give a detailed explanation.	ve action group applied and was not
6. Was the position posted? No ▼	
Name and position of person(s) who interviewed candidates	i.
8. Name and position of person(s) who recommended the sele	ection of the candidate.
I have reviewed the eligibility list and: (Choose Cne) with	this promotion. Remarks on reverse side.
EEO/AA Officer	Date
I approve of this hire	
approve of any fine	
Chief Executive Officer	Date
No appointment will be processed without this form. [DHR Rule	es and Regulations Section 2520.770(h)1
DHR-20 (Rev. Feb. 2016)	

*For EEO Monitoring purposes.



EXIT QUESTIONNAIRE

Instruction: This questionnaire will be provided to employees at the time of their separation from the agency. Please send the completed form in an envelope marked "Confidential" to the Treasurer's Equal Employment Opportunity Officer at 1 E Old State Capitol Plaza, Springfield, IL 62701. The EEO Officer shall maintain confidential file for possible review by the Department of Human Rights.

NAME (REQUIRED)	_
DATE OF EMPLOYMENT SEPARATION DATE	POSITION TITLE
WHO WAS YOUR IMMEDIATE SUPERVISOR?	
REASON FOR LEAVING:	
WOULDYOUWANTTOWORKHEREAGAIN?	YES NO EXPLAIN:
SAME POSITION? YES NO EXPLAIN:	
SAME SUPERVISOR? YES NO EXPLAIN:	

EXPLAIN:	<u> NO</u>
DO YOU HAVE ANY SUGGESTIONS FOR IMPROVING EMPLOYEE MORALE? EXPLAIN:]YES□]
VERE YOU SATISFIED WITH THE PAY YOU RECEIVED FOR THE WORK PERFOR	RMED?
YES NO EXPLAIN:	
DID YOU FEEL YOU WERE PROPERLY TRAINED? TYES NO EXPLAIN:	
DO YOU THINK MANAGEMENT A DEQUATELY UTILIZED YOUR SKILLS? IF NO RECOMMENDATIONS WOULD YOU MAKE FOR IMPROVEMENT?	OT, WHA
DURING YOUR EMPLOYMENT DID YOUR FQUEST ANY ACCOMMODATION FOR DISABILITY? TYPES NO F YES, PLEASE EXPLAIN:	<u>R A</u>

DID YOU PERSONALLY EXPERIENCE ANY DISCRIMINATION WHILE WORKING IN YOUR POSITION? YES NO		
EXPLAIN:		
ARE YOU AWARE OF INSTANCES WHERE OTHER EMPLOYEES		
EXPERIENCED DISCRIMINATION?YES NO EXPLAIN:		
IF YOU HAVE ANSWERED "YES" TO THE LAST TWO Q UESTIONS, HAVE YOU		
DISCUSSED OR GIVEN NOTICE OF THIS DISCRIMINATION TO YOUR SUPERVISOR		
OR EEO OFFIŒER? YES NO EXPLAIN:		
ADDITIONAL COMMENTS.		
ADDITIONAL COMMENTS:		
EMPLOYEE SIGNATURE: DATE:		
PLEASE RETURN THIS COMPLETED DOCUMENT TO:		
EEO OFFICER		

EEO OFFICER
OFFICE OF THE ILLINOIS STATE TREASURER - MICHAEL W. FRERICHS
1 EAST OLD STATE CAPITOL PLAZA
SPRINGFIELD, IL 62701

EEO REVIEW:		
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