775 ILCS 5/2-105

Compliance Report

For Fiscal Year 2027

Kwame Raoul
Attorney General
State of Illinois

OFFICE OF THE ILLINOIS ATTORNEY GENERAL

775 ILCS 5/2-105 COMPLIANCE REPORT, FY 2027

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Section One

Office of the Illinois Attorney General
Kwame Raoul

OFFICE OF THE ATTORNEY GENERAL
STATE OF ILLINOIS

KWAME RAOUL
ATTORNEY GENERAL

EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION PROGRAM CERTIFICATION

AGENCY: Office of the Attorney General

MAIN ADDRESS: 115 South LaSalle Street, Chicago, Illinois 60603

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CHIEF EXECUTIVE OFFICER: Kwame Raoul, Illinois Attorney General

EEO/AA OFFICERS: Hanan Malik and Pamela Blackorby

ADA COORDINATOR: Taylor Gusich

This is to certify that the attached document represents the Equal Employment Opportunity / Compliance Program of this agency.

Chief Executive Officer — Date: 10/1/26

EEO/AA Officer — Date: 10/1/26

POLICY STATEMENT

The Constitutions and laws of the United States and the State of Illinois embody a clear commitment to equal opportunity for all. As the chief legal officer of the state, it is my responsibility to adhere both to the letter and spirit of the law and to use my office to promote and foster equal opportunity.

Consistent with the letter and spirit of our laws, my Office will not tolerate bias, prejudice, or harassment. Moreover, my Office will not engage in discrimination on the basis of race, color, religion, sex, sexual orientation (including gender-related identity), national origin, ancestry, age, marital status, citizenship status, arrest record, mental or physical disability, genetic information, military status, unfavorable discharge from military service, order of protection status, credit history or credit report, pregnancy, childbirth or related medical conditions. The Office will reasonably accommodate pregnant employees as required by the law (PA 98-1050; Illinois Human Rights Act 775 ILCS 5/1et.seq). As part of our work in the Attorney General's Office, we also strive to enforce the civil rights laws in the State of Illinois and to provide the best possible example for other state agencies.

The Office has and continues to develop programs to inform the public of equal employment opportunities, to recruit and encourage job applications from a diverse pool of candidates, and to hire and promote qualified candidates. Additionally, this Office is committed to providing reasonable accommodations to those individuals having disabilities.

Hanan Malik and Pamela Blackorby are the designated EEO/AA Officers for the Office. The implementation and maintenance of equal employment opportunity practices will be the primary responsibility of Christina Huddleston. However, all members of our staff throughout the state are directed to actively assist in the implementation, maintenance, and improvement of programs designed to provide equal employment opportunities. Any employee who believes he or she has been discriminated against is encouraged to file a complaint and is assured that such action will not result in recrimination, retaliation, or other adverse employment consequences.



Kwame Raoul
ATTORNEY GENERAL

AGENCY PROFILE

The Attorney General is the chief legal officer of the State of Illinois, representing all state officials and agencies and enforcing the laws on behalf of the people of Illinois. In this role, the staff of the Attorney General's Office provides legal representation to state employees, officials and agencies in all cases in state and federal trial courts and administrative tribunals. Additionally, as part of this work, the Attorney General's Office represents state agencies, employees and officials in the state and federal courts of appeal. The Office also collects substantial revenues for the state by enforcing relevant tax laws.

The Attorney General's Office takes legal action to protect the people of Illinois by enforcing the environmental, antitrust, civil rights and disability rights laws. The Office also protects the consumers of Illinois by enforcing the consumer protection laws, representing Illinois consumers in public utility matters, and assisting consumers with health insurance-related concerns. Moreover, the Office monitors the activities of Illinois charitable organizations and acts to ensure the proper use of charitable donations to these organizations. Through the Public Access Counselor, the Office works to help members of the public obtain access to government documents and meetings and to assist public bodies in understanding and complying with the Freedom of Information Act and Open Meetings Act.

Through the Criminal Enforcement Division, the Attorney General coordinates crime-fighting activities with state, county and local authorities. In particular, the Attorney General's Office assists state's attorneys in the prosecution of criminals in all regions of the state and operates a statewide grand jury with jurisdiction over multi-county crimes relating to drugs, gangs and guns. The Office also represents the state in criminal appeals. Further, the Office provides assistance to victims of violent crime and works closely with organizations throughout the state that offer needed services to crime victims and their families.

The Office has approximately 1,085 employees with full-service offices in Chicago, Springfield and Carbondale. Satellite offices in Chicago and regional offices in Joliet, Rockford, Rock Island, Ottawa, Quincy, Peoria, Champaign, Urbana, Belleville, Collinsville, Effingham, and Marion provide support for the operations of the main offices and provide critical locations for citizen intake and community outreach services.

The Office of the Attorney General is committed to protecting and advancing the interests of the people of Illinois through leadership, advocacy and legal representation.

IDENTIFICATION OF THE DESIGNATED EEO INDIVIDUALS

The Attorney General has designated Hanan Malik and Pamela Blackorby as the primary EEO/AA Officers for the Office of the Attorney General. Ms. Malik and Ms. Blackorby are responsible to the Attorney General for discharging all EEO functions. Ms. Malik is located at 115 South LaSalle Street, Chicago, Illinois 60603, her e-mail address is hanan.malik@ilag.gov and her phone number is (872) 272-0764. Ms. Blackorby is located at 500 South Second Street, Springfield, Illinois 62701, her email address is pamela.blackorby@ilag.gov and her telephone number is (217) 782-3337. Specific duties of the EEO Officers include, but are not limited to, those delineated in Section 2520.780 of the Department of Human Rights Rules and Regulations. The responsibilities of the EEO Officer are as follows:

1. Advise the Attorney General of the equal employment opportunity programs, procedures, regulations, reports and the compliance program adopted by the Office of the Attorney General.

2. Develop the annual 775 ILCS 5/2-15 Compliance Report and submit the Report within the prescribed time frames.

3. Monitor the implementation of the EEO program and provide reports to the Attorney General, with recommendations for improvements or corrections.

4. Assist in identifying and solving EEO problems.

5. Evaluate recruitment procedures, employment policies, tests and requirements, and report to the Attorney General any such policies, practices and requirements which have an adverse impact on individuals based on race and gender, and people with disabilities.

6. Provide guidance to any applicant or employee who believes they have been discriminated against because of race, color, religion, sex, sexual orientation (including gender related identity), national origin, ancestry, age, marital status, citizenship status, arrest record, mental or physical disability, genetic information, military status, unfavorable discharge from military service, order of protection status, genetic information, credit history or credit report, pregnancy, childbirth or related medical conditions.

7. Provide assistance to management and supervisory personnel in carrying out their responsibilities under this Plan.

8. Review layoffs in the workplace to ensure against unequal impact on a particular racial group or gender, or people with disabilities.

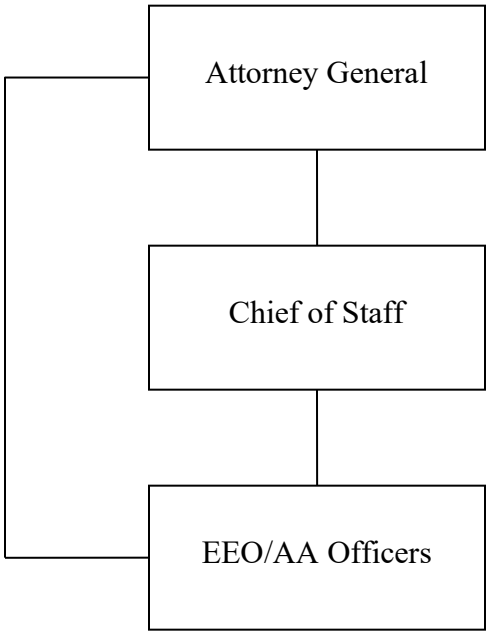
9. Serve as a liaison between the Office of the Attorney General and EEO enforcement authorities. Serve as a liaison between the Office of the Attorney General and civil rights, women's and disability rights organizations, and the community.

10. Maintain files for Discrimination Complaint Reports and dispositions.

11. Maintain a separate and current data form on each employee for any transaction which has an impact on the compliance program.

12. Coordinate the investigation of internal and external complaints of discrimination.

Organizational Chart of the Agency EEO Network



METHODS OF DISSEMINATION OF COMPLIANCE REPORT

Internal Dissemination

The EEO Officers shall distribute a copy of the Attorney General'sCompliance Report to all executive staff, division chiefs in Chicago and Springfield and to all regional office directors. Executive staff, division chiefs, and regional directors are responsible for making a copy of the Report available for review by all employees of the Attorney General's Office.

The Human Resources Bureau shall include copies of the Attorney General's policy statement and the complaint procedures in the orientation packets provided to new employees. Office policies and forms are available on the Agency intranet.

Accommodations shall be made for employees with disabilities who require assistance in obtaining information regarding Equal Employment Opportunity and the Compliance Report.

External Dissemination

The Attorney General's policy statement will be distributed to various colleges, universities, law schools, advisory committees, and any other recruitment sources applicable to the Office. Additionally, the Report will be provided to the Illinois State Library. Further, a policy statement will be distributed as public service announcements to the media, appropriate state agencies and non-profit organizations.

Section Two

PROMOTABLE CATEGORIES

Officials Administrators

Professionals
Technicians
Protective Services
ParaProfessionals

Professionals

Technicians
ParaProfessionals
From Admin Support – Administrative Specialist, Administrative Secretary, Administrative Clerks (see below for breakdown)

ParaProfessionals

Admin Support

Administrative Specialist: 11

Region	Total	Breakdown
Region 1	9	4 H/LF, 3 WF, 2 B/AAF
Region 7	2	2 WF

Administrative Secretary: 30

Region	Total	Breakdown
Region 1	24	4 H/LF, 7 WF, 13 B/AAF
Region 7	5	5 WF
Region 8	1	1WF

Administrative Clerk: 65

Region	Total	Breakdown
Region 1	44	13 B/AAF, 14 H/LF, 5 WF, 8 B/AAM, 2 H/LM, 1 WM, 1AF
Region 6	1	1 WF
Region 7	18	1AF, 4 WM, 10 WF, 3 B/AAF
Region 8	1	1WF
Region 10	1	1 WF

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **1**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	164	79	64	5	5	4	1	0	0	0	1	85	58	12	7	7	1	0	0	0	2	48.17%	51.83%	74.39%	10.37%	7.32%	6.71%	1.22%	0.00%	0.00%	0.00%	1.83%
Professionals	322	139	98	12	17	11	0	1	0	0	6	183	126	25	11	18	1	0	1	1	10	43.17%	56.83%	69.57%	11.49%	8.70%	9.01%	0.31%	0.31%	0.31%	0.31%	4.97%
Technicians	17	15	5	2	1	7	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	88.24%	11.76%	35.29%	17.65%	5.88%	41.18%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	35	30	19	9	1	1	0	0	0	0	0	5	4	1	0	0	0	0	0	0	0	85.71%	14.29%	65.71%	28.57%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	80	22	13	2	4	3	0	0	0	0	2	58	19	20	17	2	0	0	0	0	2	27.50%	72.50%	40.00%	27.50%	26.25%	6.25%	0.00%	0.00%	0.00%	0.00%	5.00%
Administrative Support	125	21	5	12	4	0	0	0	0	0	2	104	25	46	31	2	0	0	0	0	3	16.80%	83.20%	24.00%	46.40%	28.00%	1.60%	0.00%	0.00%	0.00%	0.00%	4.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	743	306	204	42	32	26	1	1	0	0	11	437	233	105	66	29	2	0	1	1	17	41.18%	58.82%	58.82%	19.78%	13.19%	7.40%	0.40%	0.13%	0.13%	0.13%	3.77%

Grand Total Employees for Region 1: Males: 306 41.18% Females: 437 58.82% Total Minorities: 306 40.65% PWD: 28 3.77%

White: 437 58.82% Black or African American: 147 19.78% Hispanic or Latino: 98 13.19% Asian: 55 7.40% MENA: 3 0.40% AI/AN: 1 0.13% NHPI: 1 0.13% MRME: 1 0.13%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **2**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	7	3	3	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	42.86%	57.14%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	4	4	4	0	0	0	0	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%	0.00%	0.00%
Para-professionals	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	1	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Administrative Support	5	0	0	0	0	0	0	0	0	0	0	5	3	1	1	0	0	0	0	0	0	0.00%	100.00%	60.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	18	7	7	0	0	0	0	0	0	0	0	11	9	1	1	0	0	0	0	0	1	38.89%	61.11%	88.89%	5.56%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	5.56%

Grand Total Employees for Region 2:

Males: 7 (38.89%)

Females: 11 (61.11%)

Total Minorities: 2 (11.11%)

PWD: 1 (5.56%)

White: 16 (88.89%)

Black or African American: 1 (5.56%)

Hispanic or Latino: 1 (5.56%)

Asian: 0 (0.00%)

MENA: 0 (0.00%)

AI/AN: 0 (0.00%)

NHPI: 0 (0.00%)

MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **3**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	1	1	1	0	0	0	0	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%	0.00%	0.00%
Professionals	3	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	3	0	0	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	7	3	3	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	42.86%	57.14%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 3: Males: 3 (42.86%) Females: 4 (57.14%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 7 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **4**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	1	1	1	0	0	0	0	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%	0.00%	0.00%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	4	1	1	0	0	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	0	25.00%	75.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 4: Males: 1 (25.00%) Females: 3 (75.00%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 4 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **5**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	4	1	1	0	0	0	0	0	0	0	0	3	2	0	1	0	0	0	0	0	1	25.00%	75.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	3	0	0	0	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	0	0	0.00%	100.00%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	8	1	1	0	0	0	0	0	0	0	0	7	5	1	1	0	0	0	0	0	1	12.50%	87.50%	75.00%	12.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%

Grand Total Employees for Region 5: Males: 1 (12.50%) Females: 7 (87.50%) Total Minorities: 2 (25.00%) PWD: 1 (12.50%)

White: 6 (75.00%) Black or African American: 1 (12.50%) Hispanic or Latino: 1 (12.50%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **6**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	4	1	0	0	1	0	0	0	0	0	0	3	3	0	0	0	0	0	0	0	1	25.00%	75.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Professionals	6	2	2	0	0	0	0	0	0	0	1	4	3	1	0	0	0	0	0	0	1	33.33%	66.67%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	4	1	0	0	1	0	0	0	0	0	1	3	3	0	0	0	0	0	0	0	0	25.00%	75.00%	75.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	14	4	2	0	2	0	0	0	0	0	2	10	9	1	0	0	0	0	0	0	2	28.57%	71.43%	78.57%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%

Grand Total Employees for Region 6:

Males: 4 (28.57%)

Females: 10 (71.43%)

Total Minorities: 3 (21.43%)

PWD: 4 (28.57%)

White: 11 (78.57%)

Black or African American: 1 (7.14%)

Hispanic or Latino: 2 (14.29%)

Asian: 0 (0.00%)

MENA: 0 (0.00%)

AI/AN: 0 (0.00%)

NHPI: 0 (0.00%)

MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **7**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	42	17	16	0	1	0	0	0	0	0	0	25	22	2	1	0	0	0	0	0	3	40.48%	59.52%	90.48%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%
Professionals	59	24	18	3	1	2	0	0	0	0	1	35	33	1	0	1	0	0	0	0	0	40.68%	59.32%	86.44%	6.78%	1.69%	5.08%	0.00%	0.00%	0.00%	0.00%	1.69%
Technicians	9	7	7	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	77.78%	22.22%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	12	12	12	0	0	0	0	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%	0.00%	0.00%
Para-professionals	36	5	4	1	0	0	0	0	0	0	0	31	27	2	2	0	0	0	0	0	1	13.89%	86.11%	86.11%	8.33%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%
Administrative Support	40	5	5	0	0	0	0	0	0	0	0	35	30	4	0	1	0	0	0	0	1	12.50%	87.50%	87.50%	10.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	2.50%
Skilled Craft	5	4	4	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	80.00%	20.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	3	3	3	0	0	0	0	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%	0.00%	0.00%
TOTAL	206	77	69	4	2	2	0	0	0	0	1	129	114	10	3	2	0	0	0	0	5	37.38%	62.62%	88.83%	6.80%	2.43%	1.94%	0.00%	0.00%	0.00%	0.00%	2.91%

Grand Total Employees for Region 7: Males: 77 (37.38%) Females: 129 (62.62%) Total Minorities: 23 (11.17%) PWD: 6 (2.91%)

White: 183 (88.83%) Black or African American: 14 (6.80%) Hispanic or Latino: 5 (2.43%) Asian: 4 (1.94%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **8**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	15	6	6	0	0	0	0	0	0	0	1	9	8	1	0	0	0	0	0	0	0	40.00%	60.00%	93.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
Professionals	20	10	10	0	0	0	0	0	0	0	1	10	9	1	0	0	0	0	0	0	0	50.00%	50.00%	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
Technicians	1	1	1	0	0	0	0	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%	0.00%	0.00%
Protective Service	12	9	8	1	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	0	0	75.00%	25.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	9	1	1	0	0	0	0	0	0	0	0	8	5	3	0	0	0	0	0	0	0	11.11%	88.89%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	59	27	26	1	0	0	0	0	0	0	2	32	26	6	0	0	0	0	0	0	0	45.76%	54.24%	88.14%	11.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.39%

Grand Total Employees for Region 8: Males: 27 (45.76%) Females: 32 (54.24%) Total Minorities: 7 (11.86%) PWD: 2 (3.39%)

White: 52 (88.14%) Black or African American: 7 (11.86%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilites

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **9**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 9: Males: 0 (0.00%) Females: 2 (100.00%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 2 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Region: **10**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	5	3	3	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	60.00%	40.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	8	2	2	0	0	0	0	0	0	0	0	6	5	1	0	0	0	0	0	0	1	25.00%	75.00%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	12.50%
Technicians	3	3	2	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	66.67%	0.00%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
Protective Service	1	1	1	0	0	0	0	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%	0.00%	0.00%
Para-professionals	2	1	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	50.00%	50.00%	50.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	5	0	0	0	0	0	0	0	0	0	0	5	5	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	24	10	8	0	2	0	0	0	0	0	1	14	13	1	0	0	0	0	0	0	1	41.67%	58.33%	87.50%	4.17%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%

Grand Total Employees for Region 10:		Males:	10		Females:	14		Total Minorities:	3		PWD:	2			
			41.67%			58.33%			12.50%			8.33%			
White:	21	Black or African American:	1	Hispanic or Latino:	2	Asian:	0	MENA:	0	AI/AN:	0	NHPI:	0	MRME:	0
	87.50%		4.17%		8.33%		0.00%		0.00%		0.00%		0.00%		0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Summary of Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal Year 2026

Grand Total

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	234	107	90	5	7	4	1	0	0	0	2	127	96	15	8	7	1	0	0	0	6	45.73%	54.27%	79.49%	8.55%	6.41%	4.70%	0.85%	0.00%	0.00%	0.00%	3.42%
Professionals	431	184	137	15	18	13	0	1	0	0	9	247	184	29	12	19	1	0	1	1	13	42.69%	57.31%	74.48%	10.21%	6.96%	7.42%	0.23%	0.23%	0.23%	0.23%	5.10%
Technicians	30	26	15	2	2	7	0	0	0	0	1	4	2	2	0	0	0	0	0	0	0	86.67%	13.33%	56.67%	13.33%	6.67%	23.33%	0.00%	0.00%	0.00%	0.00%	3.33%
Protective Service	64	56	44	10	1	1	0	0	0	0	0	8	6	2	0	0	0	0	0	0	0	87.50%	12.50%	78.13%	18.75%	1.56%	1.56%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	121	28	17	3	5	3	0	0	0	0	2	93	50	22	19	2	0	0	0	0	4	23.14%	76.86%	55.37%	20.66%	19.83%	4.13%	0.00%	0.00%	0.00%	0.00%	4.96%
Administrative Support	197	28	11	12	5	0	0	0	0	0	3	169	79	55	32	3	0	0	0	0	4	14.21%	85.79%	45.69%	34.01%	18.78%	1.52%	0.00%	0.00%	0.00%	0.00%	3.55%
Skilled Craft	5	4	4	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	80.00%	20.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	3	3	3	0	0	0	0	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%	0.00%	0.00%
TOTAL	1,085	436	321	47	38	28	1	1	0	0	17	649	418	125	71	31	2	0	1	1	27	40.18%	59.82%	68.11%	15.85%	10.05%	5.44%	0.28%	0.09%	0.09%	0.09%	4.06%

Grand Total Employees:			Males:	436		Females:	649			Total Minorities:	346			PWD:	44					
				40.18%			59.82%				31.52%				4.06%					
White:	739	Black or African American:	172	Hispanic or Latino:	109	Asian:	59	MENA:	3	AI/AN:	1	NHPI:	1	MRME:	1					
	68.11%		15.85%		10.05%		5.44%		0.28%		0.09%		0.09%		0.09%					

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

EEO Category: OFFICIALS / ADMINISTRATORS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	6	2	2	0	0	0	0	0	0	0	0	4	4	0	0	0	0	0	0	0	0	33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	28	15	13	0	1	1	0	0	0	0	0	13	5	6	1	1	0	0	0	0	0	53.57%	46.43%	64.29%	21.43%	7.14%	7.14%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	21	7	5	1	0	1	0	0	0	0	0	14	10	3	0	1	0	0	0	0	0	33.33%	66.67%	71.43%	19.05%	0.00%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	11	4	4	0	0	0	0	0	0	0	0	7	6	0	1	0	0	0	0	0	0	36.36%	63.64%	90.91%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

EEO Category: PROFESSIONALS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	56	18	13	1	2	1	0	1	0	0	1	38	30	5	0	2	0	0	1	0	0	32.14%	67.86%	76.79%	10.71%	3.57%	5.36%	0.00%	1.79%	1.79%	0.00%	1.79%
Promotions	32	17	11	1	3	2	0	0	0	0	0	15	9	4	1	1	0	0	0	0	0	53.13%	46.88%	62.50%	15.63%	12.50%	9.38%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	9	5	4	0	1	0	0	0	0	0	0	4	3	0	0	1	0	0	0	0	0	55.56%	44.44%	77.78%	0.00%	11.11%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	62	33	29	1	1	2	0	0	0	0	0	29	23	4	1	1	0	0	0	0	0	53.23%	46.77%	83.87%	8.06%	3.23%	4.84%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	2	1	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	33	18	16	0	1	1	0	0	0	0	0	15	13	1	1	0	0	0	0	0	0	54.55%	45.45%	87.88%	3.03%	6.06%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

EEO Category: TECHNICIANS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	3	2	0	0	0	2	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	66.67%	33.33%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	14	14	14	0	0	0	0	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%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General **Reporting Period:** Fiscal year 2026

EEO Category: PROTECTIVE SERVICE

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	3	3	3	0	0	0	0	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%	0.00%	0.00%
Promotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

EEO Category: PARAPROFESSIONALS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	47	24	15	2	3	4	0	0	0	0	0	23	12	4	2	5	0	0	0	0	0	51.06%	48.94%	57.45%	12.77%	10.64%	19.15%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3	2	2	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	29	9	8	0	0	1	0	0	0	0	0	20	9	5	4	2	0	0	0	0	0	31.03%	68.97%	58.62%	17.24%	13.79%	10.34%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1	1	0	0	0	0	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%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

EEO Category: ADMINISTRATIVE SUPPORT

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	13	4	3	0	1	0	0	0	0	0	0	9	4	2	1	2	0	0	0	0	0	30.77%	69.23%	53.85%	15.38%	15.38%	15.38%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	7	1	1	0	0	0	0	0	0	0	0	6	1	4	1	0	0	0	0	0	0	14.29%	85.71%	28.57%	57.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	3	1	1	0	0	0	0	0	0	0	0	2	0	1	1	0	0	0	0	0	0	33.33%	66.67%	33.33%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	6	0	0	0	0	0	0	0	0	0	0	6	2	1	2	1	0	0	0	0	0	0.00%	100.00%	33.33%	16.67%	33.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois Attorney General

Reporting Period: Fiscal year 2026

GRAND TOTAL

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	92	17	0	3	6	7	0	1	0	0	1	75	50	12	3	9	0	0	1	0	0	18.48%	81.52%	54.35%	16.30%	9.78%	17.39%	0.00%	1.09%	1.09%	0.00%	1.09%
Promotions	65	34	26	1	4	3	0	0	0	0	0	31	17	10	2	2	0	0	0	0	0	52.31%	47.69%	66.15%	16.92%	9.23%	7.69%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	13	8	5	1	1	0	1	0	0	0	0	5	4	0	0	1	0	0	0	0	0	61.54%	38.46%	69.23%	7.69%	7.69%	7.69%	7.69%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	120	50	43	2	1	4	0	0	0	0	0	70	43	17	6	4	0	0	0	0	0	41.67%	58.33%	71.67%	15.83%	5.83%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	7	4	3	0	0	1	0	0	0	0	0	3	1	1	1	0	0	0	0	0	0	57.14%	42.86%	57.14%	14.29%	14.29%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	64	36	34	0	1	1	0	0	0	0	0	28	21	2	4	1	0	0	0	0	0	56.25%	43.75%	85.94%	3.13%	7.81%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	276,690	42.02%	40	16.81	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	248	54.63%	60	32.78	Agency Workforce.
				100	39.67	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	56,285	8.55%	40	3.42	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	72	15.86%	60	9.52	Agency Workforce.
				100	10.35	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	66,265	10.06%	40	4.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	51	11.23%	60	6.74	Agency Workforce.
				100	8.61	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **ASIAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	48,890	7.42%	40	2.97	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	42	9.25%	60	5.55	Agency Workforce.
				100	6.82	Availability Percent

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	784	0.12%	40	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	0	0.00%	60	0.00	Agency Workforce.
				100	0.04	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	160	0.02%	100	0.02	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	454	1	0.22%	0	0.00	Agency Workforce.
				100	0.02	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	518,070	55.08%	90	49.57	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	126	72.41%	10	7.24	Agency Workforce.
				100	45.45	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	92,115	9.79%	90	8.81	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	61	35.06%	10	3.51	Agency Workforce.
				100	9.86	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	83,970	8.93%	90	8.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	46	26.44%	10	2.64	Agency Workforce.
				100	8.54	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **ASIAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	116,395	12.38%	90	11.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	13	7.47%	10	0.75	Agency Workforce.
				100	9.51	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	923	0.10%	100	0.10	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	0	0.00%	0	0.00	Agency Workforce.
				100	0.08	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	244	0.03%	100	0.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	174	0	0.00%	0	0.00	Agency Workforce.
				100	0.02	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	145,985	44.13%	100	44.13	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	35.30	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	47,120	14.24%	100	14.24	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	11.39	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	111,715	33.77%	100	33.77	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	27.02	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	23,405	7.07%	100	7.07	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	5.66	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	342	0.10%	100	0.10	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.08	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Technicians

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	90	0.03%	100	0.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.02	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	23,370	24.14%	100	24.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	19.31	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	27,230	28.13%	100	28.13	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	22.50	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	15,045	15.54%	100	15.54	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	12.43	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	1,713	1.77%	100	1.77	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	1.42	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	65	0.07%	100	0.07	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.05	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	96,814	4	0.00%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	1,410	60.36%	65	39.23	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	66	85.71%	35	30.00	Agency Workforce.
				100	55.39	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	90	3.85%	65	2.50	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	36	46.75%	35	16.36	Agency Workforce.
				100	15.09	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	71	3.04%	65	1.98	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	24	31.17%	35	10.91	Agency Workforce.
				100	10.31	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	33	1.41%	65	0.92	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	1	1.30%	35	0.45	Agency Workforce.
				100	1.10	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	11	0.47%	100	0.47	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	0	0.00%	0	0.00	Agency Workforce.
				100	0.38	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	2,336	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	77	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **WOMEN**
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	631,390	61.89%	100	61.89	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	49.51	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	145,780	14.29%	100	14.29	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	11.43	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **HISPANIC or LATINO**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	192,010	18.82%	100	18.82	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	15.06	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	56,040	5.49%	100	5.49	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	4.39	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	815	0.08%	100	0.08	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.06	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	1,020,190	319	0.03%	100	0.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.03	Availability Percent.

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: As of June 30, 2026

Region: **1**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIA	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	164	79	64	5	5	4	1	0	0	0	1	85	58	12	7	7	1	0	0	0	2	48.17%	51.83%	74.39%	10.37%	7.32%	6.71%	1.22%	0.00%	0.00%	0.00%	1.83%
Professionals	322	139	98	12	17	11	0	1	0	0	6	183	126	25	11	18	1	0	1	1	10	43.17%	56.83%	69.57%	11.49%	8.70%	9.01%	0.31%	0.31%	0.31%	0.31%	4.97%
Technicians	17	15	5	2	1	7	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	88.24%	11.76%	35.29%	17.65%	5.88%	41.18%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	35	30	19	9	1	1	0	0	0	0	0	5	4	1	0	0	0	0	0	0	0	85.71%	14.29%	65.71%	28.57%	2.86%	2.86%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	80	22	13	2	4	3	0	0	0	0	2	58	19	20	17	2	0	0	0	0	2	27.50%	72.50%	40.00%	27.50%	26.25%	6.25%	0.00%	0.00%	0.00%	0.00%	5.00%
Administrative Support	125	21	5	12	4	0	0	0	0	0	2	104	25	46	31	2	0	0	0	0	3	16.80%	83.20%	24.00%	46.40%	28.00%	1.60%	0.00%	0.00%	0.00%	0.00%	4.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	743	306	204	42	32	26	1	1	0	0	11	437	233	105	66	29	2	0	1	1	17	41.18%	58.82%	58.82%	19.78%	13.19%	7.40%	0.40%	0.13%	0.13%	0.13%	3.77%

Grand Total Employees for Region 1: Males: 306 (41.18%) Females: 437 (58.82%) Total Minorities: 306 (40.65%) PWD: 28 (3.77%)

White: 437 (58.82%) Black or African American: 147 (19.78%) Hispanic or Latino: 98 (13.19%) Asian: 55 (7.40%) MENA: 3 (0.40%) AI/AN: 1 (0.13%) NHPI: 1 (0.13%) MRME: 1 (0.13%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **WOMEN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	39.67	45.45	35.30	19.31	55.39	49.51	0.00	0.00
Number Needed for Parity	65	146	6	6	44	61	0	0
Number of Affirmative Action Group Members Already Employed	85	183	2	5	58	104	0	0
Underutilization			**4**	**1**				

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	10.35	9.86	11.39	22.50	15.09	11.43	0.00	0.00
Number Needed for Parity	16	31	1	7	12	14	0	0
Number of Affirmative Action Group Members Already Employed	17	37	3	10	22	58	0	0
Underutilization								

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **HISPANIC or LATINO** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	8.61	8.54	27.02	12.43	10.31	15.06	0.00	0.00
Number Needed for Parity	14	27	4	4	8	18	0	0
Number of Affirmative Action Group Members Already Employed	12	28	1	1	21	35	0	0
Underutilization	**2**		**3**	**3**				

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **ASIAN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	6.82	9.51	5.66	1.42	1.10	4.39	0.00	0.00
Number Needed for Parity	11	30	0	0	0	5	0	0
Number of Affirmative Action Group Members Already Employed	11	29	7	1	5	2	0	0
Underutilization		**1**				**3**		

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	0.04	0.08	0.08	0.05	0.38	0.06	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	1	0	0	0	0	0	0

Underutilization

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	164	322	17	35	80	125	0	0
Availability Percent	0.02	0.02	0.02	0.00	0.00	0.03	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	1	0	0	0	0	0	0

Underutilization

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **WOMEN**
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	12,585	41.39%	40	16.56	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	68	58.62%	60	35.17	Agency Workforce.
				100	41.38	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	1,285	4.23%	40	1.69	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	8	6.90%	60	4.14	Agency Workforce.
				100	4.66	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **HISPANIC or LATINO**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	427	1.40%	40	0.56	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	3	2.59%	60	1.55	Agency Workforce.
				100	1.69	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **ASIAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	282	0.93%	40	0.37	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	3	2.59%	60	1.55	Agency Workforce.
				100	1.54	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	45	0.15%	100	0.15	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	0	0.00%	0	0.00	Agency Workforce.
				100	0.12	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	15	0.05%	100	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	116	0	0.00%	0	0.00	Agency Workforce.
				100	0.04	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **WOMEN**
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	28,700	60.69%	90	54.62	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	54	77.14%	10	7.71	Agency Workforce.
				100	49.87	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	2,220	4.69%	90	4.22	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	7	10.00%	10	1.00	Agency Workforce.
				100	4.18	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	844	1.78%	90	1.61	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	2	2.86%	10	0.29	Agency Workforce.
				100	1.51	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **ASIAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	1,683	3.56%	90	3.20	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	1	1.43%	10	0.14	Agency Workforce.
				100	2.68	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	39	0.08%	100	0.08	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	0	0.00%	0	0.00	Agency Workforce.
				100	0.07	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	64	0.14%	100	0.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	70	0	0.00%	0	0.00	Agency Workforce.
				100	0.11	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **WOMEN**
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	1,164	22.05%	100	22.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	17.64	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	322	6.10%	100	6.10	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	4.88	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **HISPANIC or LATINO**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	142	2.69%	100	2.69	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	2.15	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **ASIAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	10	0.19%	100	0.19	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.15	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	10	0.19%	100	0.19	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.15	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	5,278	0	0.00%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **WOMEN**
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	137	57.32%	65	37.26	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	21	84.00%	35	29.40	Agency Workforce.
				100	53.33	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	36	15.06%	65	9.79	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	3	12.00%	35	4.20	Agency Workforce.
				100	11.19	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **ASIAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	1	4.00%	100	4.00	Agency Workforce.
				100	3.20	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Paraprofessionals

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	239	0	0.00%	0	0.00	U. S. EEOC
2. Those promotable, trainable, and transferable in the region.	25	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **WOMEN**
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	38,150	68.83%	100	68.83	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	55.06	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	4,060	7.32%	100	7.32	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	5.86	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **HISPANIC or LATINO**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	933	1.68%	100	1.68	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	1.35	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **ASIAN**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	454	0.82%	100	0.82	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.66	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	62	0.11%	100	0.11	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.09	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Administrative Support

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	55,430	25	0.05%	100	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.04	Availability Percent.

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: As of June 30, 2026

Region: **7**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIA	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	42	17	16	0	1	0	0	0	0	0	0	25	22	2	1	0	0	0	0	0	3	40.48%	59.52%	90.48%	4.76%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	7.14%
Professionals	59	24	18	3	1	2	0	0	0	0	1	35	33	1	0	1	0	0	0	0	0	40.68%	59.32%	86.44%	6.78%	1.69%	5.08%	0.00%	0.00%	0.00%	0.00%	1.69%
Technicians	9	7	7	0	0	0	0	0	0	0	0	2	1	1	0	0	0	0	0	0	0	77.78%	22.22%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	12	12	12	0	0	0	0	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%	0.00%	0.00%
Para-professionals	36	5	4	1	0	0	0	0	0	0	0	31	27	2	2	0	0	0	0	0	1	13.89%	86.11%	86.11%	8.33%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%
Administrative Support	40	5	5	0	0	0	0	0	0	0	0	35	30	4	0	1	0	0	0	0	1	12.50%	87.50%	87.50%	10.00%	0.00%	2.50%	0.00%	0.00%	0.00%	0.00%	2.50%
Skilled Craft	5	4	4	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	80.00%	20.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	3	3	3	0	0	0	0	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%	0.00%	0.00%
TOTAL	206	77	69	4	2	2	0	0	0	0	1	129	114	10	3	2	0	0	0	0	5	37.38%	62.62%	88.83%	6.80%	2.43%	1.94%	0.00%	0.00%	0.00%	0.00%	2.91%

Grand Total Employees for Region 7: Males: 77 (37.38%) Females: 129 (62.62%) Total Minorities: 23 (11.17%) PWD: 6 (2.91%)

White: 183 (88.83%) Black or African American: 14 (6.80%) Hispanic or Latino: 5 (2.43%) Asian: 4 (1.94%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

DHR-9 (Rev. July 2025)

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **WOMEN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	41.38	49.87	0.00	17.64	53.33	55.06	0.00	0.00
Number Needed for Parity	17	29	0	2	19	22	0	0
Number of Affirmative Action Group Members Already Employed	25	35	2	0	31	35	1	0

Underutilization **2**

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	4.66	4.18	0.00	4.88	11.19	5.86	0.00	0.00
Number Needed for Parity	1	2	0	0	4	2	0	0
Number of Affirmative Action Group Members Already Employed	2	4	1	0	3	4	0	0

Underutilization **1**

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **HISPANIC or LATINO** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	1.69	1.51	0.00	2.15	0.00	1.35	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	2	1	0	0	2	0	0	0

Underutilization

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **ASIAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	1.54	2.68	0.00	0.15	3.20	0.66	0.00	0.00
Number Needed for Parity	0	1	0	0	1	0	0	0
Number of Affirmative Action Group Members Already Employed	0	3	0	0	0	1	0	0

Underutilization **1**

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	0.12	0.07	0.00	0.15	0.00	0.09	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: Office of the Illinois Attorney General
Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	42	59	9	12	36	40	5	3
Availability Percent	0.04	0.11	0.00	0.00	0.00	0.04	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 Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	11,200	39.12%	40	15.65	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	15	42.86%	60	25.71	Agency Workforce.
				100	33.09	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	1,695	5.92%	40	2.37	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	3	8.57%	60	5.14	Agency Workforce.
				100	6.01	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	649	2.27%	100	2.27	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	0	0.00%	0	0.00	Agency Workforce.
				100	1.81	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **ASIAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	239	0.83%	100	0.83	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	0	0.00%	0	0.00	Agency Workforce.
				100	0.67	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	18	0.06%	100	0.06	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	0	0.00%	0	0.00	Agency Workforce.
				100	0.05	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Officials/Administrators

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	28,630	0	0.00%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	35	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	27,640	61.61%	90	55.45	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	4	80.00%	10	8.00	Agency Workforce.
				100	50.76	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	3,603	8.03%	100	8.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	0	0.00%	0	0.00	Agency Workforce.
				100	6.43	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	904	2.02%	100	2.02	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	0	0.00%	0	0.00	Agency Workforce.
				100	1.61	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **ASIAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	810	1.81%	100	1.81	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	0	0.00%	0	0.00	Agency Workforce.
				100	1.44	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	24	0.05%	100	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	0	0.00%	0	0.00	Agency Workforce.
				100	0.04	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Professionals

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	44,860	0	0.00%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	5	0	0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **WOMEN**
Region: 8
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	1,039	16.72%	100	16.72	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.			0.00%	0	0.00	Agency Workforce.
				100	13.37	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **BLACK or AFRICAN AMERICAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	779	12.53%	100	12.53	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0		0.00%	0	0.00	Agency Workforce.
				100	10.03	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **HISPANIC or LATINO**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	47	0.76%	100	0.76	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0		0.00%	0	0.00	Agency Workforce.
				100	0.60	Availability Percent.

Availability Percent Worksheet

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **ASIAN**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	85	1.37%	100	1.37	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0		0.00%	0	0.00	Agency Workforce.
				100	1.09	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	25	0.40%	100	0.40	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0		0.00%	0	0.00	Agency Workforce.
				100	0.32	Availability Percent.

AGENCY: Office of the Illinois Attorney General
Category: Protective Service Workers

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 8
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	6,215	0	0.00%	0	0.00	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0		0.00%	0	0.00	Agency Workforce.
				0	0.00	Availability Percent.

Workforce Analysis by Region

Agency: Office of the Illinois Attorney General

Reporting Period: As of June 30, 2026

Region: **8**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIA	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	15	6	6	0	0	0	0	0	0	0	1	9	8	1	0	0	0	0	0	0	0	40.00%	60.00%	93.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
Professionals	20	10	10	0	0	0	0	0	0	0	1	10	9	1	0	0	0	0	0	0	0	50.00%	50.00%	95.00%	5.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5.00%
Technicians	1	1	1	0	0	0	0	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%	0.00%	0.00%
Protective Service	12	9	8	1	0	0	0	0	0	0	0	3	2	1	0	0	0	0	0	0	0	75.00%	25.00%	83.33%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	9	1	1	0	0	0	0	0	0	0	0	8	5	3	0	0	0	0	0	0	0	11.11%	88.89%	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	59	27	26	1	0	0	0	0	0	0	2	32	26	6	0	0	0	0	0	0	0	45.76%	54.24%	88.14%	11.86%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.39%

Grand Total Employees for Region 8: Males: 27 (45.76%) Females: 32 (54.24%) Total Minorities: 7 (11.86%) PWD: 2 (3.39%)

White: 52 (88.14%) Black or African American: 7 (11.86%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilites

Additional Employee Data:

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **WOMEN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	0	0
Availability Percent	33.09	50.76	0.00	13.37	0.00	0.00	0.00	0.00
Number Needed for Parity	4	10	0	1	0	0	0	0
Number of Affirmative Action Group Members Already Employed	9	10	0	3	2	8	0	0

Underutilization

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	0	0
Availability Percent	6.01	6.43	0.00	10.03	0.00	0.00	0.00	0.00
Number Needed for Parity	0	1	0	1	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	1	0	2	0	3	0	0

Underutilization

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **HISPANIC or LATINO** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	0	0
Availability Percent	1.81	1.61	0.00	0.60	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: Office of the Illinois Attorney General
Affirmative Action Group: **ASIAN** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	0	0
Availability Percent	0.67	1.44	0.00	1.09	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

Utilization Analysis

Agency: Office of the Illinois Attorney General
Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	0	0
Availability Percent	0.05	0.04	0.00	0.32	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: Office of the Illinois Attorney General
Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 8

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	15	20	1	12	2	9	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

Underutilization Summary by Region

Name of Agency: Office of the Illinois Attorney General **Fiscal Year:** 2027

Region	Officials and Administrators						Professionals						Technicians						Protective Service Workers					
	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI
1			2							1			4		3				1		3			
2																								
3																								
4																								
5																								
6																								
7																			2					
8																								
9																								
10																								
Total	0	0	2	0	0	0	0	0	0	1	0	0	4	0	3	0	0	0	3	0	3	0	0	0

Region	Paraprofessionals						Administrative Support						Skilled Craft Workers						Service-Maintenance					
	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI
1										3														
2																								
3																								
4																								
5																								
6																								
7		1		1																				
8																								
9																								
10																								
Total	0	1	0	1	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for Women: 7

Total underutilization for Black or African American: 1

Total underutilization for Hispanic or Latino: 8

Total underutilization for Asian: 5

Total underutilization for American Indian or Alaska Native: 0

Total underutilization for Native Hawaiian or Pacific Islander: 0

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than ten employees in the EEO category in that region, leave that box blank.

W= Women B/AA = Black or African American H/L = Hispanic or Latino A = Asian AI/AN = American Indian or Alaska Native NH/PI= Native Hawaiian or Pacific Islander

Section Three

Office of the Illinois Attorney General Kwame Raoul

FY 2027 GOALS

In compliance with 775 ILCS 5/2-105(B), the Office is required to set numerical aspirational goals equal to the underutilization of particular group members. Therefore, incorporating the labor force data identified in Section 2 and Section 5, the Office hereby sets the required aspirational goal to reduce any underutilization of individuals across genders and racial groups, and of individuals with disabilities.

In compliance with 775 ILCS 5/2-105(B), the Office is required to set programmatic goals in conjunction with issues identified as the result of the agency's internal and external workforce analyses. The Office sets a goal to enhance its recruitment and retention of qualified individuals of all races and genders, and of people with disabilities.

To meet its programmatic and aspirational goals, the Office delineates the following objectives, intentions, and action items:

(a) To continue and enhance the Office's Community Outreach Program consisting of actively recruiting qualified minorities and females via university career days, job fairs, visits to Illinois universities and law schools, and public service announcements. Our intention is to generate a pool of qualified applicants to fill vacancies in the Office of the Attorney General.

(b) To expand the Office's Internship Programs to provide opportunities for students to work in the Attorney General's Office in an effort to encourage their future consideration of employment with our office and state government in general.

(c) To provide employees with the opportunity for professional growth by encouraging their participation in the Office's internal education and training programs and employee resource groups.

(d) To continue increasing our outreach to people of all races and genders throughout Illinois.

(e) To enhance the current list of agencies and organizations receiving our job announcements, and to forward a copy of the job announcements to this list of agencies and organizations.

(d) To perform mid-year evaluations of listings and recruitment efforts.

The individuals responsible for carrying out the above action items are staff members in Human Resources, Attorney Recruiting and Diversity, and Government and Community Relations. The Completion target dates are ongoing, and the Director of Human Resources and the EEO Officer will develop procedures for monitoring progress.

Section Four

Office of the Illinois Attorney General Kwame Raoul

EMPLOYMENT DISCRIMINATION COMPLAINT PROCESS

GENERAL POLICY

It is the policy of the Office of the Attorney General to attract and retain highly qualified employees without regard to the applicant's and/or employee's "legally protected category or categories". For purposes of this Policy, the phrase "legally protected categories" includes but is not limited to: race; color; religion; sex; actual or perceived sexual orientation or sexual preference; gender, gender identity or expression; national origin; ancestry; age; marital status, disability; military status; unfavorable discharge from military service; order of protection status; genetic information; credit history or credit report; pregnancy, childbirth or medical conditions related to pregnancy and/or childbirth. The only exception is if required by law and/or in a manner consistent with the Office's comopliance initiatives.

As a public employer, the Office of the Attorney General has a responsibility and desire to comply with the law and to help ensure that every employee has a productive working environment. It is the policy of this office to maintain a workplace that is free from bias, prejudice, and harassment; to increase minority and female representation; and to actively provide a reasonable accommodation to those individuals having a disability and/or a pregnancy related medical condition. This Policy applies to all phases of employment, including but not limited to: recruitment, testing, hiring, upgrading, promotion or demotion, transfer, layoff, termination, rates of pay, benefits, selection for training, and working conditions.

The implementation and maintenance of these policies and procedures will be the primary responsibility of the Office's Equal Employment Opportunity ("EEO") Officer (or designee). However, each and every member of the Office of the Attorney General, particularly all executive, managerial and supervisory staff, is directed to actively assist in the implementation, maintenance, and improvement of this program. Additionally, employees may file a complaint, including a confidential report of sexual harassment, with the Ethics Officer or Office of the Executive Inspector General for the Office of the Attorney General by calling 312-814-4646 or emailing ethics@ilag.gov. The Office encourages any employee who feels discriminated against or harassed to file a complaint pursuant to the procedure set forth below in this Policy.

Equal Employment Opportunity Officer

The EEO Officer is available to provide counseling to any applicant or employee who feels discriminated against or harassed on the basis of any legally protected category. The EEO Officer may be reached at 217-785-3844.

When complaints of discrimination or harassment are made, the EEO Officer will take prompt action to investigate the complaint allegations and remedy the matter if needed and as appropriate. An employee who files an internal complaint of harassment or discrimination through the EEO Officer or the Inspector General may also be able to file the complaint with the Illinois Department of Human Rights, the Equal Employment Opportunity Commission or any other appropriate government agency.

An employee may contact the Illinois Department of Human Rights (IDHR) at 555 W. Monroe Street, 7th Floor, Chicago, Illinois 60661, or 524 South Second Street, Suite 300, Springfield, IL 62701 about filing a formal complaint. The IDHR administers the State of Illinois Sexual Harassment and Discrimination Helpline: 1-877-236-7703 (Monday – Friday 8:30 to 5:00), website: www.illinois.gov/sexualharassment. The IDHR will investigate the complaint, and if it determines that there is sufficient evidence of harassment to proceed further, it will file a complaint with the Illinois Human Rights Commission (HRC), located at the same address on the fifth floor. If the IDHR does not complete its investigation within 365 days, an employee may file a complaint directly with the HRC between the 365th and the 395th day.

The Chicago District Office of the United States Equal Employment Opportunity Commission is located at 230 S Dearborn Street, Suite 1866 Chicago, IL 60604 and may be contacted at 1-800-669-4000.

The EEO Officer (or designee) is also involved in the development and administration of the Office's Compliance Report and advises the Attorney General and the office management of this plan.

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

(a) Policy Statement

The Office of the Attorney General recognizes that a work environment free of harassment, discrimination and/or retaliation is a better and more comfortable working environment for employees. Failure to adhere to this Policy is a serious offense and may result in disciplinary action, if appropriate, or other corrective action including termination for even a first offense if deemed appropriate by the facts involved.

The Office of the Attorney General is committed to the maintenance of a work environment free of harassment and discrimination based on any legally protected category.

All forms of inappropriate or unwelcome conduct or statements, based on a protected category, that could tend to diminish the dignity of any employee in the office are strictly prohibited even if an incident or statement does not rise to the level of unlawful conduct. No person should be required to endure harassment or discrimination by supervisors or co-workers or work in a hostile environment as a condition of employment. This behavior is unacceptable in the workplace and in other work-related settings such as business trips, court appearances and business-related social events. The Office of the Attorney General is also committed to preventing the harassment and discrimination of persons receiving services from and working in collaboration with Office of the Attorney General employees.

Nothing in this Policy is intended to nor shall be construed to create a private right of action against the Office of the Attorney General or any of its employees. Furthermore, nothing herein is intended to affect the right of any person to make a charge of harassment or discrimination at the Illinois Department of Human Rights or the Equal Employment Opportunity Commission or any other state or federal agency with jurisdiction over such claims or to consult a private attorney.

This Policy, including revisions adopted from time to time, will be communicated to all employees and posted on the Office Intranet.

(b) Prohibited Conduct

(1) **Discrimination**. For the purposes of this Policy, discrimination is defined as adverse treatment related to the terms, conditions or privileges of employment based on a legally protected category, rather than on the basis of job related merit and/or other lawful considerations, with respect to the terms, conditions, or privileges of employment.

(2) **Harassment**. For the purposes of this Policy, harassment is defined as any unwelcome verbal or physical conduct based on any protected characteristic when:

A. The behavior substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment; or

B. Submission to or rejection of this behavior is used or threatened to be used either explicitly or implicitly as a factor or condition in decisions affecting hiring, evaluation, promotion, or other aspects of an individual's employment.

Examples of harassing conduct based on protected characteristics include, but are not limited to:

A. Offensive or degrading remarks, verbal abuse, or other hostile behavior such as insulting, teasing, mocking, degrading or ridiculing another person or group;

B. Unwelcome or inappropriate physical contact, comments, questions, advances, jokes, epithets or demands; and

C. Displays or electronic transmission of derogatory, demeaning or hostile material.

(3) **Sexual Harassment**. For the purposes of this Policy, sexual harassment is defined as any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

A. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment;

B. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or

C. Such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile or offensive working environment

Examples of sexual harassing conduct include, but are not limited to:

A. Verbal: Sexually suggestive or offensive remarks or innuendos, insults, rumor or jokes about sex, anatomy or gender-specific traits; subtle or direct propositions or pressure for sexual favors, unwelcome flirting, threats, repeated requests for dates; or statements about other employees, even outside of their presence, of a sexual nature;

B. Non-Verbal: Sexually suggestive or insulting sounds (whistling), leering, obscene gestures, sexually suggestive bodily gestures, "catcalls", "smacking" or "kissing" noises, sexually suggestive or offensive memos or messages;

C. Visual: Sexually suggestive pictures, posters, signs, pin-ups or slogans of a sexual nature; and.

D. Physical: Touching, unwelcome hugging or kissing, pinching, rubbing the body, coerced sexual intercourse, or actual assault.

EQUAL EMPLOYMENT OPPORTUNITY COMPLAINT AND INVESTIGATION PROCEDURE

(a) **Purpose**. In accordance with the statement of Policy outlined above, this Office affirms and restates its commitment to providing a comfortable working environment for all employees at all times. Toward this end, we maintain a policy of equal employment opportunity through the implementation of the EEO Complaint Investigation Procedure. It is the expectation of the Office that the establishment of this procedure shall provide an avenue of redress to resolve discrimination and harassment complaints promptly and appropriately.

This procedure is meant to create guidelines for the mediation, investigation and/or resolution of harassment and discrimination complaints and for the subsequent discipline, as appropriate, of those employees or other individuals found to have engaged in a violation of the Office's Non-Discrimination and Anti-Harassment Policy. Nothing in this Policy is to be construed as to limit or impair the Office of the Attorney General from taking immediate disciplinary action, or other necessary means, in order to remedy circumstances which may be inappropriate or unprofessional and/or which may pose a threat to the health, safety and welfare of its employees.

(b) **Reporting**.

(1) **Employees**. Any employee who feels subjected to harassment or discrimination and/or who has knowledge of harassment or discrimination is encouraged to promptly report such conduct to any supervisor or member of management, the EEO Officer or the Inspector General. The following procedures relate to reports made to the EEO Officer.

A. If a co-worker reports that a fellow employee is being harassed or discriminated against, the employee, after a conversation with either the EEO Officer or the supervisor, may choose not to file a complaint. However, in some cases, further action by the EEO Officer may still be appropriate.

B. In some situations, individuals who are experiencing unwelcome behavior may feel it is appropriate to approach the offending individual and let him or her know that their

conduct is offensive, contrary to the Office's policies and must stop. However, the Office does not require or expect complainants to confront the alleged wrongdoer prior to reporting prohibited conduct.

C. Employees are permitted to submit a confidential report of harassment. When doing so, employees are encouraged to provide as much information as possible about the allegations so that the Office of the Attorney General can effectively investigate and remedy, as appropriate, any Policy violation or violations.

(2) **Supervisors**. Any supervisor who is aware of harassing or discriminatory conduct by another employee, whether or not anyone has complained about such conduct, is required to:

A. Inform the employee who is experiencing harassing or discriminatory conduct of the right to file a complaint utilizing the procedure in this Policy; direct the employee to this Policy;

B. Document the allegation with an email to the EEO Officer or on the Harassment and/or Discrimination Complaint Form provided by Human Resources and located on OAG Intranet; and

C. Promptly submit the form(s) to the EEO Officer and seek guidance as to further actions (e.g., granting appropriate interim relief while the allegations are investigated).

Any supervisor who fails to follow this Policy may be subject to discipline.

(c) **Information and Consultation**. Any employee who feels uncomfortable about the behavior of another employee, but is not sure if harassment or discrimination has occurred, may meet with the EEO Officer for discussion purposes. Employees are encouraged to contact the EEO Officer to discuss any questionable conduct that is causing them to be uncomfortable.

(d) **Confidentiality**. All complaints and investigations shall be handled, to the extent possible, in a manner that will protect the privacy interests of those involved. Confidentiality shall be maintained throughout the investigatory process to the extent practical and appropriate under the circumstances.

(e) **Investigation**. All allegations and complaints of harassment, discrimination or any other Policy violation will be promptly and thoroughly investigated by the EEO Officer or designee.

The investigation process is strictly internal to the OAG. Any employee represented by a union retains his or her right to have union representation during the investigation process.

(1) **Findings**. The EEO Officer shall prepare a written report of his or her findings upon completion of the investigation.

A. If, after an analysis of the merits of the complaint, there is a lack of substantial evidence that harassment, discrimination or any other Policy violation occurred, the complainant shall be notified in writing of the findings and this outcome of the investigation.

B. If, however, at the conclusion of the investigation, there exists reasonable cause to believe that harassment, discrimination or any other Policy violation may have occurred, the EEO Officer shall submit a written notice to the Chief of Staff or designee with the findings and recommendations to address and resolve the complaint.

(2) **Discipline and Sanctions.** When an investigation concludes that a Policy violation has occurred, the Office will take prompt and appropriate remedial action, including disciplinary action. The Office has the right to apply any discipline to deal with Policy violations. Discipline for a Policy violation need not be progressive. Based on the specific facts involved, even a first offense may warrant termination of employment.

(f) **Retaliation**. Retaliation against any person for having made a complaint or reporting a Policy violation, or participating or aiding in an investigation of any Policy violation, is strictly prohibited. Any person who believes that he or she has been subjected to retaliation should bring the retaliatory conduct to the attention of an appropriate supervisor or member of management, the EEO Officer or the Inspector General. Retaliation is a serious violation of this Policy and is subject to appropriate disciplinary or corrective action. Further, under the Illinois Human Rights Act (775 ILCS 5/6), the Illinois Whistleblower Act (740 ILCS 174/5), and the State Employee Ethics Act (5 ILCS 430) it is a crime to retaliate, or to conspire to retaliate, against an employee because the employee has opposed an action that the employee reasonably believes to be unlawful discrimination or harassment or because the employee has participated in an investigation of harassment or discrimination. An employee who knowingly makes a false report of harassment will be subject to discipline.

Office of the Attorney General
Discrimination Complaint Form

Please type or print. Return completed form to: EEO Officer, Office of the Attorney General, Human Resources Bureau, 500 S. Second Street, Springfield, IL 62706.

Complainant:	Job Title:
Division:	Office Phone Number:

Specific Basis of Discrimination:

☐ Age ☐ Color ☐ Disability ☐ National Origin ☐ Race ☐ Religion ☐ Sex

☐ Sexual Orientation ☐ Other: _____

Date of Alleged Discrimination: _____

Specific Area of Discriminatory Practice:

☐ Compensation ☐ Discharge ☐ Interview ☐ Lay Off ☐ Promotion ☐ Selection

☐ Training ☐ Transfer ☐ Other: _____

Name and Title of Person(s) Charged with Discriminatory Practice:

Name: _____ Title _____

Name: _____ Title _____

Specific Way(s) in Which the Above Person(s) is Alleged to Have Discriminated:

Have You Filed a Charge With:

☐ (State) Department of Human Rights? ☐ (Federal) Equal Employment Opportunity Commission?

Complainant's Signature:	Date Filed:
EEO Officer Signature:	Date Received:
Signature of Individual Completing This Form:	Date:

cc: Personnel File

Section Five

Office of the Illinois Attorney General Kwame Raoul

Labor Force Analysis for People with Disabilities

Agency: Office of the Illinois Attorney General

Fiscal Year: 2027

Total Employees:	1,085
Percent of People with Disabilities in Illinois Labor Force:	6.44%
Labor Force Number:	69
Number of Employees with Disabilities in Agency:	44
Underutilization or Parity:	25

DHR 34-AAP (Rev. June 2013)

REASONABLE ACCOMMODATION POLICY

In compliance with the U.S. Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008, and the Illinois Human Rights Act, it is the policy of the OAG to reasonably accommodate the known physical or mental conditions of otherwise qualified applicants and employees with disabilities. The OAG recognizes the right of a qualified applicant or employee with a disability to request a reasonable accommodation to ensure equal opportunity in the application process; to enable him or her to perform essential functions of a job; and/or to enable him or her to enjoy equal benefits and privileges of employment.

It is the responsibility of the OAG to provide a reasonable accommodation to qualified applicants and employees with disabilities, when such reasonable accommodation does not pose an undue hardship to the operation of the agency's business.

The OAG Equal Employment Opportunity Officer and/or the Americans with Disabilities Act Coordinator can provide further information about the agency's policy in this area.



Chief Executive Officer

October 1, 2026

Date

January 2019

PLAN FOR INDIVIDUALS WITH DISABILITIES

The Office of the Illinois Attorney General hereby adopts this Compliance Report to provide equal employment opportunity and equal service access to qualified individuals with disabilities.

For the purpose of this Plan, an individual with a disability has been defined by the Rehabilitation Act of 1973, Section 504, as any individual who 1) has a physical or mental impairment which substantially limits one or more major life activities, 2) has a record of such impairment, or 3) is regarded as having such an impairment, as described in the Americans with Disabilities Act of 1990.

Additionally, a disability, as defined by the Illinois Human Rights Act, means a determinable physical or mental characteristic of a person, the history of such a characteristic, or the perception of such a characteristic by the person complained against, which may result from disease, injury, congenital condition of birth or functional disorder.

The Attorney General's Office will implement the Plan in those areas of the Office's employment policies and procedures relating to recruitment, the application process, physical accessibility, and reasonable accommodation for individuals with disabilities.

The Director of Human Resources serves as the ADA Coordinator for the Attorney General's Office at 500 South Second Street, Springfield, IL 62706 - Phone: (217) 782-3337, or (217) 785-2771 (TTY).

I. Number of Employees with Disabilities

Number of Employees with Disabilities:	44
Total Number of Employees:	1,085
Percentage of Employees with Disabilities:	4%

The following criteria have been established for implementing the Plan in these areas:

II. Recruitment Procedures

a) In any solicitation for job applications, a statement will be included to indicate the OAG's policy of non-discrimination on the basis of disability consistent with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990. All job announcements should be in writing, and should say at the bottom:

"EEO/Compliance Employer. Minorities, women and people with disabilities are encouraged to apply. Reasonable Accommodations Upon Request."

b) In addition to other solicitations for job applications, vacancies will be announced through the development of continuing recruitment relationships with those schools, other educational institutions, and rehabilitation service agencies involved in the education and placement of individuals with disabilities.

All jobs should be announced through the Department of Human Services, Office of Rehabilitation Services and sent to agencies that serve people with disabilities.

c) The EEO/AA Officer will monitor the recruitment efforts described above to ensure that consistent efforts are made to reach applicants with disabilities.

III. Application Process

The process by which applicants are selected, screened, and tested will contain only those standards that are job related, thereby eliminating any criteria that may unfairly discriminate against individuals with disabilities.

a) Employment Criteria

Any selection criterion that screens out applicants with disabilities will not be used by this Office, unless such criteria can be shown to be clearly job related for the vacancy in question. Under the Americans with Disabilities Act, all forms or employment complaints are covered by the Reasonable Accommodations policy of this Office.

Prior to posting and circulation, job vacancies will be reviewed to identify the essential and incidental job duties. If the qualifications needed to perform the essential duties of a particular position are found to screen out applicants with disabilities, the qualifications will either be modified or eliminated, unless such qualifications can be shown to be clearly job related and consistent with safe job performance.

b) Pre-employment Inquiries

Those inquires made prior to employment, whether during an interview or on an application form, will not include reference to the existence, nature, or severity of a disability. All personnel conducting interviews will be advised of those standards for pre-employment inquiries.

c) Testing

Only those tests that accurately predict an applicant's ability to perform the essential functions of a job will be used. Questions measuring non-related abilities and those questions dealing with incidental job functions will be eliminated from the tests administered by this Office if they tend to screen out individuals with disabilities.

All testing criteria that tend to screen out applicants with disabilities will be eliminated, unless such criteria can be shown to be job-related, and alternate testing criteria that do not screen out people with disabilities are not available.

Alternate means of testing will be made available upon request to ensure non-discrimination against individuals with disabilities, particularly those individuals who have disabilities impairing sensory, manual or speaking skills.

IV. Reasonable Accommodations

Standards have been promulgated to ensure reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability, unless such accommodations can be shown to cause undue hardship on the operation of this Office. All personnel conducting interviews and making decisions on promotions will be advised of this policy. Additionally, this policy will be distributed to all employees and is available on the agency Intranet.

The reasonable accommodation policy is attached.

The ADA Coordinator and Director of Human Resources will monitor this Office's implementation of its policy for reasonable accommodations to ensure consistency in the award of accommodations. An applicant or employee's requests for accommodation must be submitted in writing. The Office's refusal to award an accommodation must be supported by data evidencing the undue hardship such accommodation would pose. Examples of accommodations are job restructuring, modified work schedules, or the acquisition or modification of equipment or devices. Readers, interpreters, or other similar accommodations may also be provided.

V. Physical Accessibility for Employment

All locations of the Attorney General's Office must be accessible regardless of whether the Office currently employs a person with a disability at each location. Access to a TTY for people who are deaf, hard of hearing or for those with speech impairments will be vigorously sought. Currently, the Office has a TTY line in Chicago, Springfield and

Carbondale. The Attorney General's Offices in Chicago and in Springfield follow the emergency procedures established by the Department of Central Management Services. Emergency wardens have been instructed on the procedures for assisting personnel with disabilities during an emergency.

VI. Access for Provision of Services

The Attorney General's Office will ensure that all offices are physically accessible to encourage people with disabilities to utilize our services.

All offices, when viewed in their entirety, currently have access to a telecommunications device for the Deaf (TTY).

All offices currently have access to agencies who can provide qualified sign language interpreters. When deaf persons who speak in sign language come in for appointments, the OAG will arrange for an interpreter to be present.

VII. Evacuation Procedures

Emergency Action Plans are in place for all Attorney General facilities. In the event of an evacuation, staging areas are designated at each facility for disabled individuals.

VIII. ADA Grievance Procedure

ADA grievance procedures and forms are available on the Office of the Attorney General Intranet.

EXHIBIT 4B

Office of the Attorney General
ACCOMMODATION REQUEST FORM

Name:	**Title:**
Bureau/Division:	**Phone Number:**

A. Questions to clarify accommodation requested.		
What specific accommodation are you requesting?		
If you are not sure what accommodation is needed, do you have any suggestions about what options we can explore?	Yes ☐	No ☐
If *yes*, please explain.		
Is your accommodation request time sensitive?	Yes ☐	No ☐
If *yes*, please explain.		
B. Questions to document the reason for accommodation request.		
What, if any, job function are you having difficulty performing?		
What, if any, employment benefit are you having difficulty accessing?		
What limitation is interfering with your ability to perform your job or access an employment benefit?		
Have you had any accommodations in the past for this same limitation?	Yes ☐	No ☐
If *yes*, what were they and how effective were they?		
If you are requesting a specific accommodation, how will that accommodation assist you?		
C. Other.		
Please attach any additional information that might be useful in processing your accommodation request.		

Signature _____ Date _____

Return this form to the ADA Coordinator and provide a copy to your immediate supervisor. If you have questions on how to complete this form, please call Human Resources at 217-785-3844.

Section Six

Office of the Illinois Attorney General Kwame Raoul

APPLICABLE EEO 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 Equal Employment Opportunity (EEO) to state, local and municipal organizations, all employment agencies (private and public) and to labor organizations. This Act empowers EEOC to bring civil action against any organization, which 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 the handicapped in all programs or activities receiving Federal financial assistance. Sections

503 and 504 provide for the prohibition of discrimination against qualified handicapped individuals. 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 U. S. Equal Employment Opportunity Commission (EEOC) enforces this Act.

AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED BY THE AMERICANS WITH DISABILITIES AMENDENTS ACT OF 2008

Congress enacted the Americans with Disabilities Act of 1990 ("the 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. EEOC issued regulations under this Act.

FAMILY MEDICAL LEAVE ACT of 1993

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 be 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) is authorized to investigate and resolve 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.

Section Seven

Office of the Illinois Attorney General Kwame Raoul

STATE OF ILLINOIS
OFFICE OF THE ILLINOIS ATTORNEY GENERAL

EXIT INTERVIEW QUESTIONNAIRE

The confidential information required of you goes directly to Senior Management.

NAME:	
TITLE:	
BUREAU:	

Please write or print clearly

What made you decide to leave your job? (Please explain)

How do you evaluate the training you received **<u>on the job</u>** in the Office of the Attorney General: (Please explain)

___Very Good

___ Average

___ Poor

How do you evaluate the opportunities for training (excluding on-the-job-training) you received in the Office?

___Very Good

___ Average

___ Poor

Did your job in the Office challenge you? (If not, please explain)

___ Yes

___ No

What do you think of the amount of work expected of you? (Please explain)

___ Not Enough

___ Average

___ Too Much

Do you think your salary was fair? (Please explain)

___ Yes

___ No

Do you see opportunity for advancement? (Please explain)

___ Yes

___ No

What did you think of your immediate supervisor? (Please explain)

___ Very Good

___ Average

___ Poor

Do you feel you were fairly rated on your Evaluation Performance? (Please explain)

___ Yes
___ No

How was the morale in your area? (How did most people feel about their jobs, their supervisors, the Office?) (Please explain)

___Very Good

___ Average

___ Poor

If you were invited in a work task team, how would you evaluate the experience? (Please explain)

___Very Good

___ Average
___ Poor

Have you ever felt you were discriminated against working with the Office of the Attorney General? (Please explain)

___ Yes

___ No

What is your overall opinion of the Office of the Attorney General?

HIRING MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County _____ Position Number: _____
IDHR Region / (Facility) _____ Bid Number: _____
EEO Job Category: Officials/Administration _____ Requisition Number: _____
Title of Job to be filled: _____ Date of Hire: _____

1. Is the EEO category underutilized? (•) Yes ( ) No If yes, indicate number for each group:

Women: Black or African American: Hispanic or Latino:

Asian: American Indian or Alaska Native:

Native Hawaiian or Pacific Islander: People with Disabilities:

2. List the race / ethnicity and sex of person hired: Did Not Disclose

Sex: Male Veteran: Yes Disability: Yes

3. Number of individuals who applied and were on the list of eligible(s):

Total by Category	# applied	# Invited	# Interviewed	# Selected
Women				
American Indian or Alaska Native				
Asian				
Black or African American				
Hispanic or Latino				
Middle Eastern or North African				
Native Hawaiian or Pacific Islander				
White				
Multi-racial / Multi-ethnic				
People with Disabilities				
Veterans				
Did Not Disclose				

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.

6. Was the position posted? (•) Yes ( ) No Was this a contractual rights hire? ( ) Yes (•) No

7. 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: do not concur with this hire.

EEO/AA Officer Date

If necessary, remarks below:

I approve of this hire:

Chief Executive Officer Date

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

PROMOTION MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County _____ Position Number: _____
IDHR Region / (Facility) _____ Bid Number: _____
EEO Job Category: Officials/Administrators _____ Requisition Number: _____
Title of Job to be filled: _____ Date of Promotion: _____

1. Is the EEO category underutilized? ○ Yes ◉ No If yes, indicate number for each group:

Women: Black or African American: Hispanic or Latino:

Asian: American Indian or Alaska Native:

Native Hawaiian or Pacific Islander:

2. List the race / ethnicity and sex of person promoted: Native Hawaiian or Pacific Islander Did Not Disclose

3. Number of individuals who applied were on the list of promotable(s):

Total by Category	# applied	# Invited	# Interviewed	# Selected
Women				
American Indian or Alaska Native				
Asian				
Black or African American				
Hispanic or Latino				
Middle Eastern or North African				
Native Hawaiian or Pacific Islander				
White				
Multi-racial / Multi-ethnic				
People with Disabilities				
Veterans				
Did Not Disclose				

4. Did it change the employee's EEO Job Category? ○ Yes ◉ No
If yes, from what EEO job Category? None

5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.

6. Was the position posted? ○ Yes ○ No Was this per the contract ? ○ Yes ○ No

7. 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 promotional list and: concur with this promotion.

EEO/AA Officer Date
If necessary, remarks below:

I approve of this hire:

Chief Executive Officer Date

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