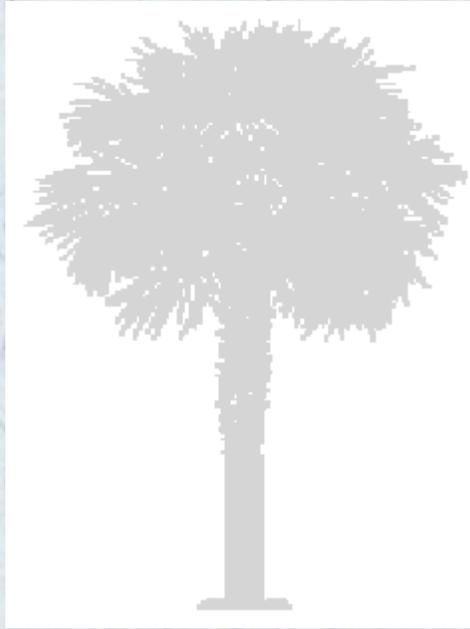
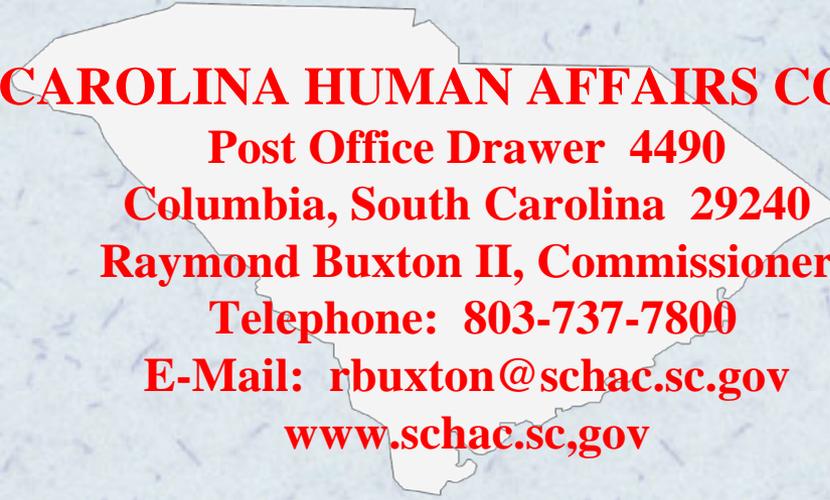


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN
SOUTH CAROLINA STATE GOVERNMENT**



FEBRUARY 2, 2015

**ANNUAL REPORT TO THE GENERAL ASSEMBLY
SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION**



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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Acknowledgements:

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Stephanie T. Price, EEO Consultant and Erin Wilson, Administrative Assistant.

MEMORANDUM

TO: The Honorable Nikki Haley The Honorable Henry McMaster The Honorable Jay Lucas
 Governor of the State of South Carolina Lieutenant Governor of South Carolina Speaker of the House

FROM: Raymond Buxton II
 Raymond Buxton II, Commissioner
 South Carolina Human Affairs Commission

RE: “Status of State Agencies’ Affirmative Action Plans”

DATE: February 2, 2015

In accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended, the Human Affairs Commission “shall submit a report on the status of State Agencies’ Affirmative Action Plans and Programs to the General Assembly by February 1st each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period, a breakdown by race and sex of those hired or promoted from within the agency during the reporting period, and an indication of whether affirmative action goals were achieved.”

The Human Affairs Commission is charged with monitoring State Agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2015 Report to the General Assembly that examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past years the SCHAC has found very little change in the composition of the state’s workforce. (See summary beginning on page 7).

As the largest employer in the state, our government should lead the way in creating a diverse and a just workplace.

The Human Affairs Commission works with state agencies to achieve equal employment opportunity through Affirmative Action Plans and Programs. These plans and programs meet the standards established by the courts and protect the rights of both majority and minority groups. These standards are also used to measure the status of state government’s efforts to become a model employer. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans.

If you have questions about our report or need additional information, please contact me at (803) 737-7825.

Copy: Legislative Printing and Information Technology Resources; Agency Heads

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Commission Members

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2013 through September 30th, 2014 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

Many people perceive affirmative action programs to be synonymous with quotas and preference programs for minorities and women. It is important to understand that in South Carolina State Government, **affirmative action programs are used to eliminate preferences, not to create them.** The plans and programs are used as benchmarks or indicators of how successful agencies are in achieving equal employment opportunity.

What is Affirmative Action?

Affirmative Action is a method, or a management tool, used by employers to achieve equal employment opportunity. Statistical analysis and corrective steps help employers to identify and eliminate any lingering or current effects of prior discriminatory policies, practices or procedures in the workplace. The **goal** is equal employment opportunity; the **method** for achieving this goal is affirmative action.

Affirmative action programs for state/local government have been upheld by the United States Supreme Court under a strict scrutiny analysis. Affirmative action programs are not to be used as quota systems or preference programs. In fact, affirmative action programs should, when implemented correctly, eliminate preferences, not create them.

An Affirmative Action Plan (AAP) sets employment goals for minorities and women whose representation in the workforce is less than would reasonably be expected based on availability estimates of the qualified labor pool. The plan also names the positive (affirmative) steps the employer will take to recruit and employ qualified minorities and women. If followed, the AAP becomes the guide for a program that should result in fair employment for all race/sex groups, including white males.

The goals component of the plan is not designed to be, nor should it be interpreted to be, permitting unlawful preferential treatment or quotas for persons of any race or sex. Rather, the goals are used as benchmarks to measure the effectiveness of affirmative action efforts to eliminate and prevent discrimination.

An AAP approved by SCHAC means only that the plan meets our standards for an acceptable planning document. If the plan is not followed, the state employer has merely met paper compliance obligations under the SC Human Affairs Law but has failed to voluntarily implement an effective program.

The SCHAC mandate is to monitor recruitment, hiring and promotion practices in state agencies, not to tell state agencies whom to hire or promote. SCHAC offers training and technical support to employers on the state law, harassment prevention, and techniques for recruiting, hiring and promoting without discriminating, and other issues.

An AAP and program will not immunize an agency against charges of discrimination. An agency can have the very best written AAP but still be susceptible to charges of discrimination. However, the procedures incorporated in AAPs encourage consistent, non-discriminatory actions that would help prevent discrimination.

Exempt Agencies:

Exemptions can be granted to agencies that employ minorities and women at all levels of their workforces, at a rate that would reasonably be expected based on their availability in the labor force, and that exhibit the principles of equal employment opportunity. Even though SCHAC continues to monitor these agencies, they are not required to submit written AAPs or progress reports when in an exempt status.

There are two benefits for agencies that have become exempt. First, reducing unnecessary paperwork requirements is in keeping with our policy at the Commission. Second, an agency that has no underutilization of minorities or women has no legal basis for instituting affirmative action steps to eliminate the underutilization. Affirmative Action programs are used to eliminate racial/gender imbalances in the workplace, not to maintain a race/gender balance.

Affirmative Action Plan Components

An Affirmative Action Plan (AAP) is a written document outlining the positive steps an agency will take to achieve equal employment opportunity for all race/sex groups in its workforce based on the availability of *qualified* individuals. Each plan approved by the Commission was constructed according to standards contained in The Blueprint, a manual developed by SCHAC to guide agencies in preparing their plans.

The statistical portion of an AAP analyzes employment patterns by race and sex. Any race or ethnic group that exceeds two percent of the population based on census data in South Carolina will have a separate analysis. All other racial/ethnic groups are combined. While white males are not depicted in the Availability, Underutilization, or Goals Met columns they are statistically included.

Each plan approved by SCHAC contains the following information:

- Section A—Policy Statement
- Section B—Responsibilities for Implementation
- Section C—Policy Dissemination
- Section D—Utilization and Availability Analyses
 1. Workforce Analysis
 2. Job Group Analysis
 3. Availability Analysis
 4. Underutilization Analysis
- Section E—Goals
- Section F—Identification of Problem Areas and Corrective Actions
- Section G—Internal Audit and Reporting Systems
- Section H—Affirmative Action Plan Support Documents

Job Group Analysis

The Job Group Analysis combines job titles within an agency that have similar job content, wage rates and upward mobility. This analysis is important because it forms the foundation for the availability analysis, identification of underutilization and establishment of benchmarks. The Job Groups are frequently the same as the EEO Categories.

Availability Analysis

The availability analysis is used to determine the percentage of minorities or women who are *qualified* to perform the various job titles found within each job group. The availability analysis is based on both internal and external employment data. The most important point to remember about this analysis is that it is an estimate of the qualified labor pool, not just the general population or civilian labor force. It serves as a useful benchmark against which the agency workforce can be compared in order to determine underutilization.

Determining Underutilization

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what would reasonably be expected based on a qualified labor pool (adjusted availability), the agency must project a goal (SCHAC has established as a general guideline that underutilization exists when representation in a race/sex group is less than 90 percent of availability estimates).

Goals

Agencies project goals to eliminate underutilization. Goals should not be confused with quotas. They are not rigid and inflexible quotas, but targets that are reasonably attainable through good faith efforts. The goals are temporary and should only be used when problems exist. They create neither a floor nor a ceiling for the hiring of employees.

The goals component of the plan is not designed to be, nor may it lawfully be, interpreted as permitting unlawful preferential treatment or quotas. Rather, the goals are designed as benchmarks to measure the effectiveness of the plans to eliminate and prevent discrimination. These goals are realistically established based on the availability of qualified applicants.

In seeking to achieve goals, an agency is never required to hire unqualified people, or to hire a person of a particular race or sex. The use of goals is consistent with merit selection principles.

Please refer to pages 47-53 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

The agencies listed below have developed affirmative action plans in accordance with Section 1-13-110 of the South Carolina Code of Laws of 1997, as amended. Agencies with asterisks were given exemptions (see next page).

Accident Fund, State
Adjutant General's Office
Agriculture, Department of
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Arts Commission
*Attorney General's Office
Auditor's Office, State
Blind, Commission for the
Budget & Control Board
Central Carolina Technical College
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Disabilities and Special Needs, Department of
Education, Department of
Education Lottery, South Carolina
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board of
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's Office: Executive Policy
Governor's School for Science and Mathematics

Greenville Technical College
Health and Environmental Control
Health and Human Services, Department of
Horry-Georgetown Technical College
*Housing, Finance and Development Authority, South Carolina
Indigent Defense
Insurance, Department of
John de la Howe School
Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Law Enforcement Division, State
Library, State
Lieutenant Governor's Office
Low Country, Technical College of the
Medical University Hospital
Medical University of South Carolina
Mental Health, Department of
Midlands Technical College
Motor Vehicles, Department of
Museum Commission
Natural Resources, Department of
Northeastern Technical College
Office of Regulatory Staff
Orangeburg-Calhoun Technical College
Parks, Recreation and Tourism, Department of
Patriot's Point
Piedmont Technical College
Ports Authority, State
Probation, Pardon and Parole, Department of
Public Safety, Department of
Public Service Commission
Revenue, Department of
Santee Cooper
Secretary of State

Social Services, Department of
South Carolina State University
Spartanburg Community College
Technical and Comprehensive Education, State Board of
Transportation, Department of
Treasurer's Office, South Carolina State
Tri-County Technical College
Trident Technical College

University of South Carolina
Vocational Rehabilitation, Department of
Wil Lou Gray Opportunity School
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

Attorney General's Office
State Housing, Finance and Development Authority

AGENCIES REPORTING IN 2016

Revenue and Fiscal Affairs Office
Executive Budget Office
Retirement Investment Systems
Public Employee Benefits Authority

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment on 85 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC, but should have non-discrimination policies and procedures.

In preparing this report, SCHAC relied primarily on statistics obtained from each agency. The agencies were provided the opportunity to review and correct any information prior to publication.

By necessity, this report aggregates employees into fairly broad EEO categories. These categories are required for federal reports as well as pay bands. Despite this limitation, this analysis of employment data should prove useful. Our hope is to stimulate readers and identify areas where inappropriate obstacles may interfere with the advancement of women and minorities in state government.

All of the information required by state Proviso 117.14 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. SCHAC requires all agencies to send current employment data to us for analysis. The results are included in Section III.

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 85 agencies (including colleges and universities) 76 or 89.4 percent achieved at least a level of 70 percent of their goals with five agencies reaching 100 percent of their goals. In addition over 50.6 percent, or 43 agencies, showed an increase in their goal achievement compared to the previous year.

In the course of the time period covered in this report the total number of state government employees increased to 58,765 an increase of 141 employees, or less than one percent increase. There were fewer new hires within many of the state agencies this year than the previous year.

We have listed what SCHAC refers to as *State Government's Top Ten* list. The Top Ten had the highest goal attainment for this reporting period and includes five agencies that achieved 100 percent of their goals. Unfortunately, all agencies are not making progress and we have also included those agencies that failed to achieve at least 70 percent of their goals. (*See chart for rankings*)

As you read this report and review the charts, you will note the continuing trend that the overall representation of minorities and women within the workforce is increasing. However, the representation of females in general and black males has shown little improvement in the top level job groups.

During this reporting period, there were 58,765 women and men employed by the state government; 43.7 percent were men and 56.3 percent were women. Out of those 58,765, 63.6 percent were White; 32.6 percent were Black or African American, and 3.8 percent reported races/ethnic origins other than White or Black.

Report Highlights

- Last year's report showed that 8 agencies failed to achieve at least 70% of their goals. This year, 9 agencies failed to achieve that benchmark. The nine agencies failing to achieve at least 70 percent of their goals are: South Carolina State University (68.5%), John de la Howe School (67.0%), Patriot's Point (66.7%), Parks, Recreation & Tourism, Dept. of (65.0%), Ports Authority, State (64.2%) Citadel, The (63.3%), Auditor's Office, State (61.1%), Forestry Commission (60.5%), Lander University (57.5%).
- In Higher Education black employees' representation remains the same at 17.5 percent of the workforce among State Colleges and Universities. Males represented 10,447 or 46 percent of total employees, while females represented 12,235 or 54 percent of total employees. Black Females encompassed 11.4 percent of the total workforce whereas White Females encompassed 39.8 percent of the total workforce, a slight decrease from last year.
- State government has twenty three agencies achieving over 90 percent of their goals with five agencies achieving 100 percent of their goals. The five agencies achieving 100 percent of their goals are: Arts Commission, Department of Commerce, Commission on Higher Education, Lieutenant Governor's Office, and Santee Cooper.
- Four new agencies will be reporting to the Human Affairs Commission in 2016.

TABLE I
STATE OF SOUTH CAROLINA
PAY BANDS

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 15,080	\$ 20,959	\$ 26,838
02	\$ 17,656	\$ 25,161	\$ 32,667
03	\$ 21,484	\$ 30,619	\$ 39,754
04	\$ 26,139	\$ 37,250	\$ 48,361
05	\$ 31,805	\$ 45,326	\$ 58,848
06	\$ 38,703	\$ 55,155	\$ 71,608
07	\$ 47,092	\$ 67,108	\$ 87,125
08	\$ 57,299	\$ 81,655	\$106,012
09	\$ 69,717	\$ 99,352	\$128,987
10	\$ 84,828	\$120,884	\$156,941

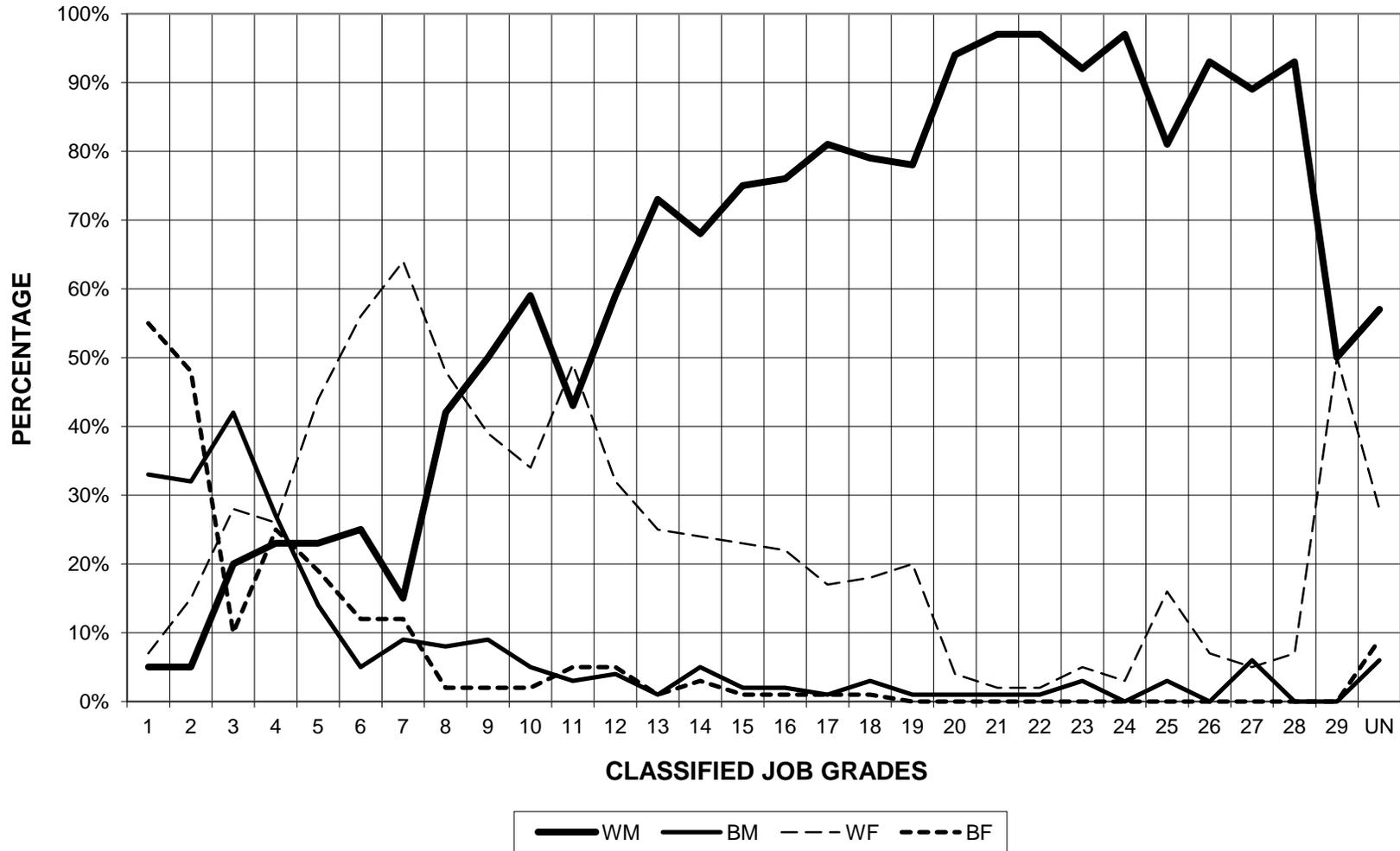
Effective July 1, 2014

Source: South Carolina State Office of Human Resources

LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,
 Provided by the South Carolina Human Affairs Commission



SECTION III

Representation by Race State Government Workforce (Chart A) and Top Three Pay Bands Workforce (Chart B)

Chart A

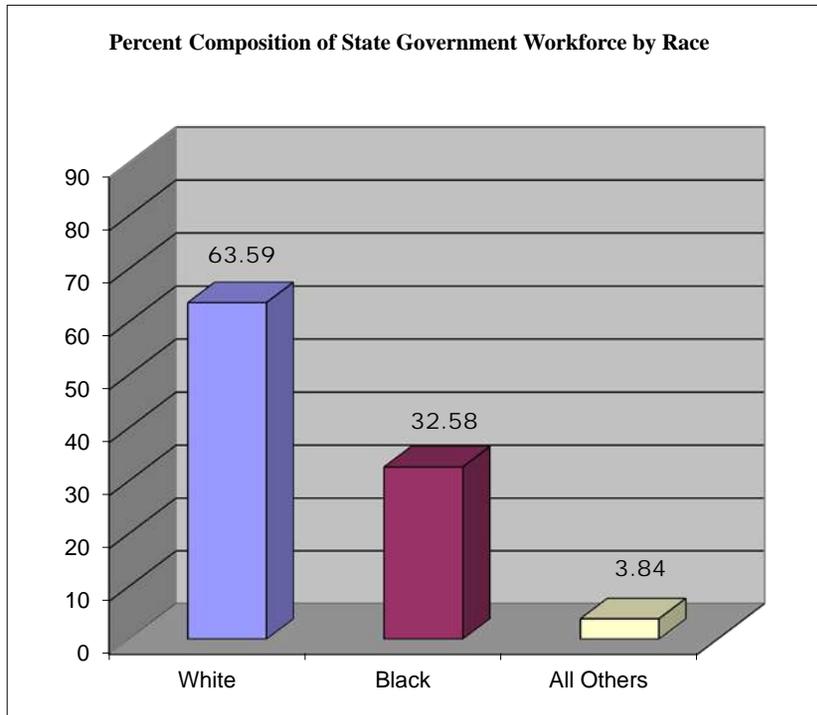
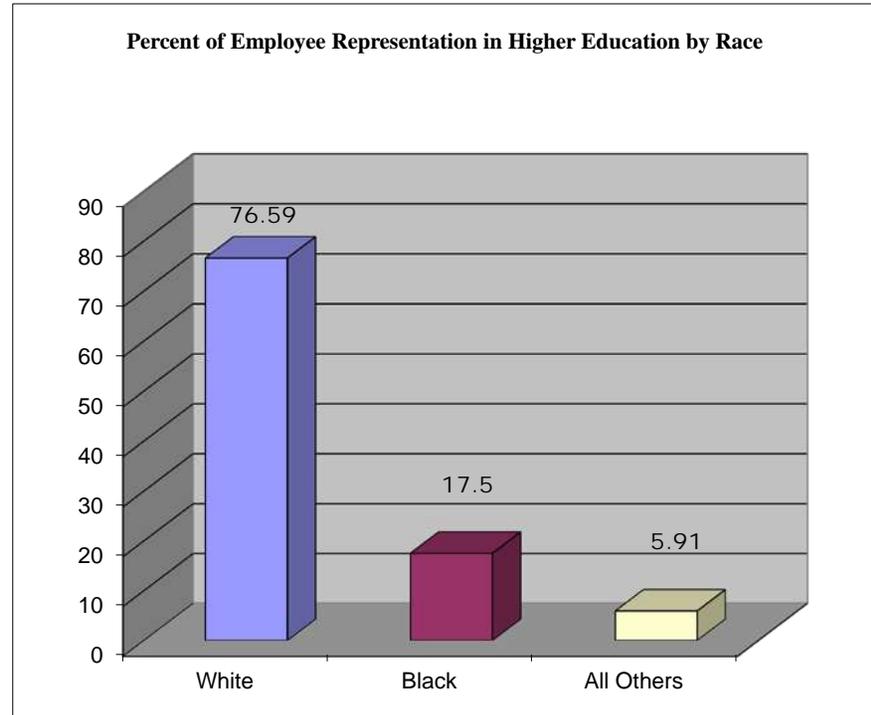


Chart B



Note: Percentages may not add up to exactly 100% due to rounding

**Representation by Gender:
State Government Workforce (Chart A) and
Top Three Pay Bands Workforce (Chart B)**

Chart A

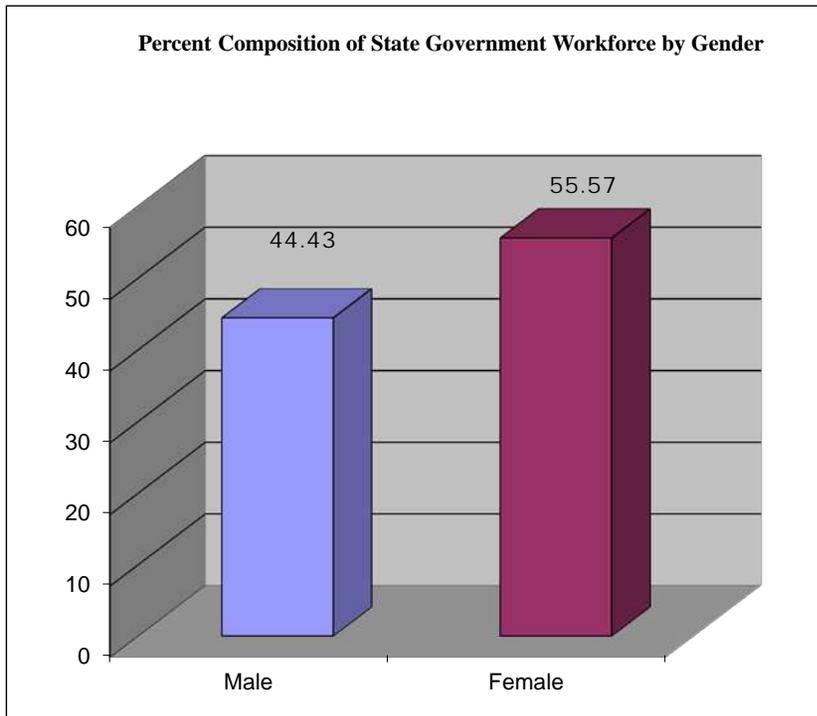
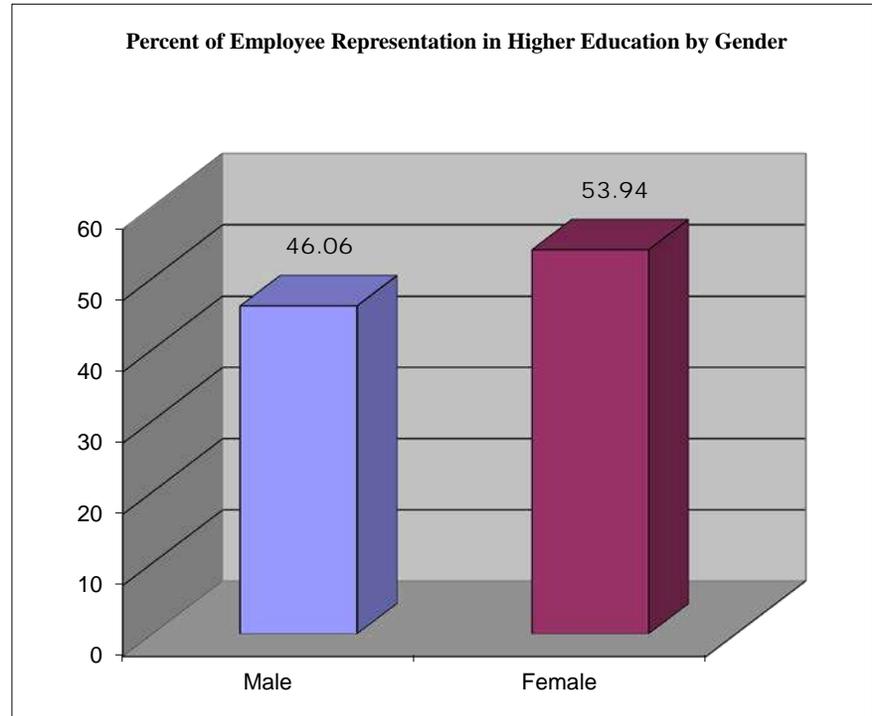


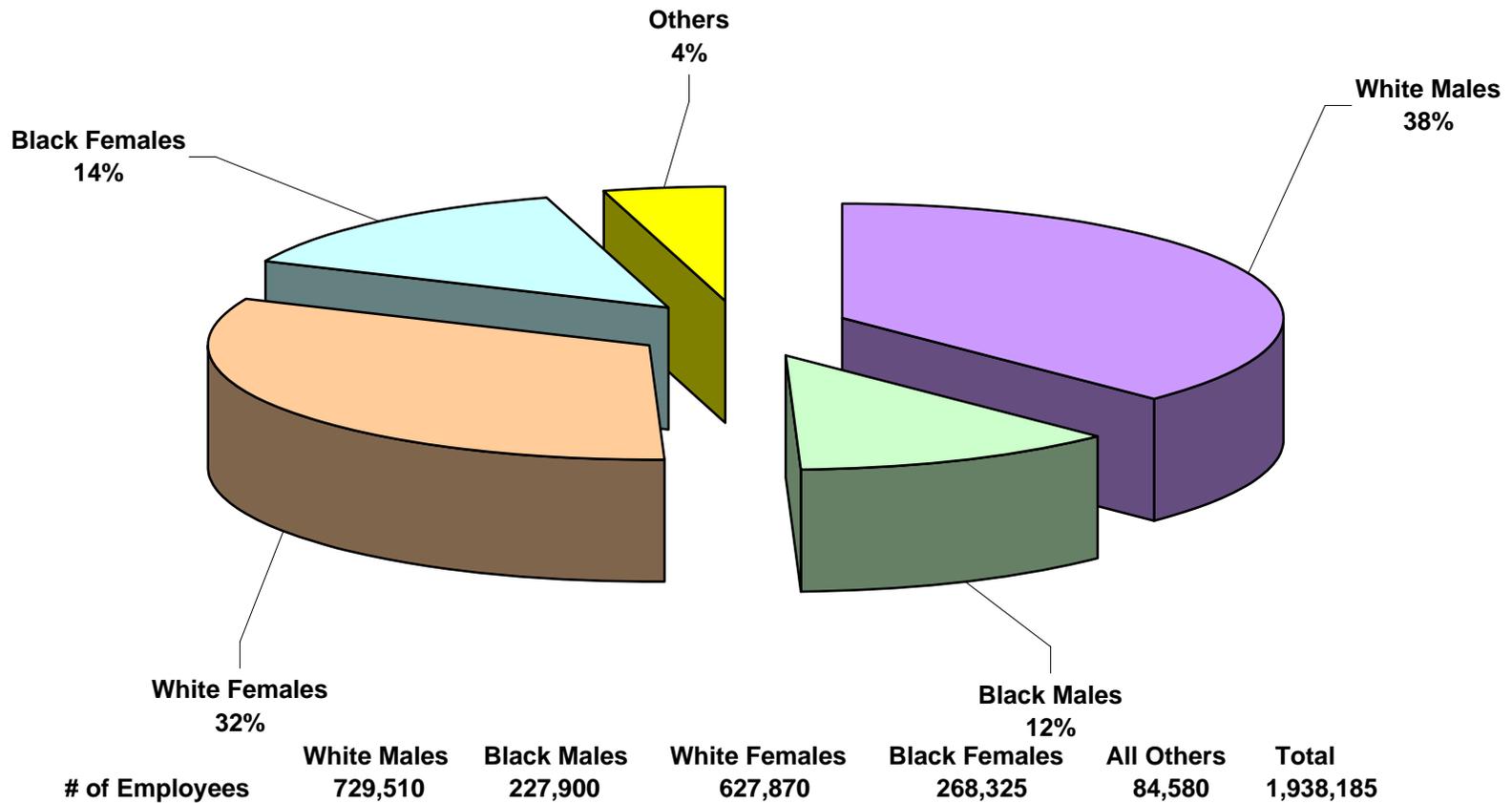
Chart B



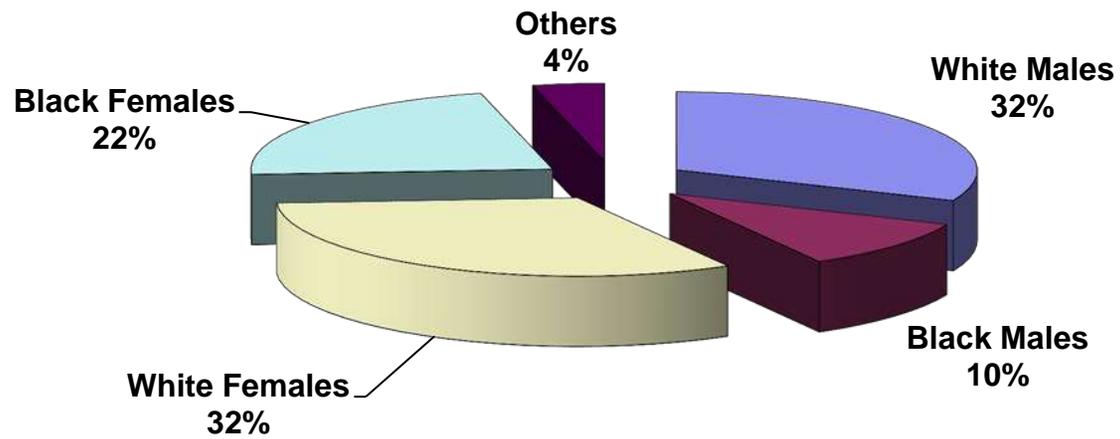
Note: Percentages may not add up to exactly 100% due to rounding

Race/Sex Composition of the Civilian Labor Force (CLF) in South Carolina: 2000 Census

The CLF estimates are used for comparative purposes only and are not necessarily the qualified labor pool.



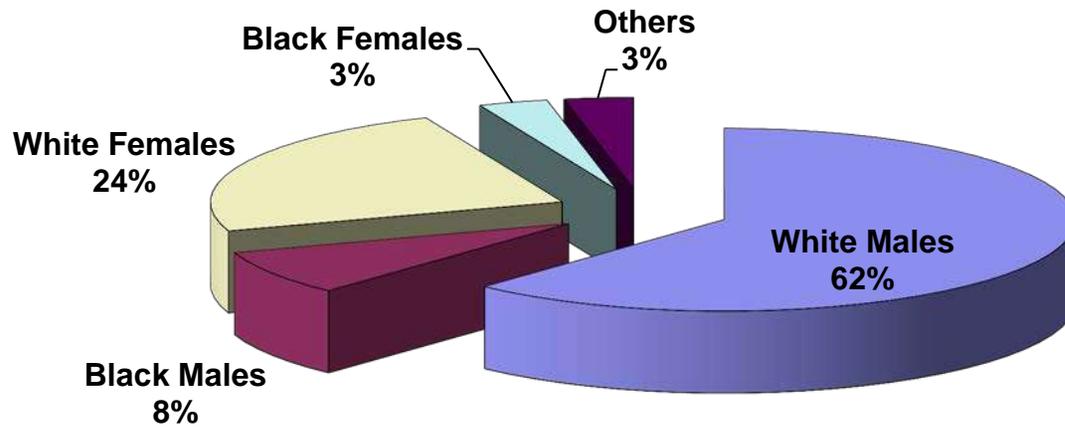
**Composition of State Government Workforce by Race and Sex
September 30, 2014**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	18467	6070	18901	13073	2254	58765
Average Salary	\$57,143	\$42,703	\$48,440	\$38,283	\$55,850	\$48,484

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/14 except in the "Other" category, where 9/30/13 was the latest date available

HEADS OF AGENCIES INCLUDED IN THIS REPORT
September 30, 2014



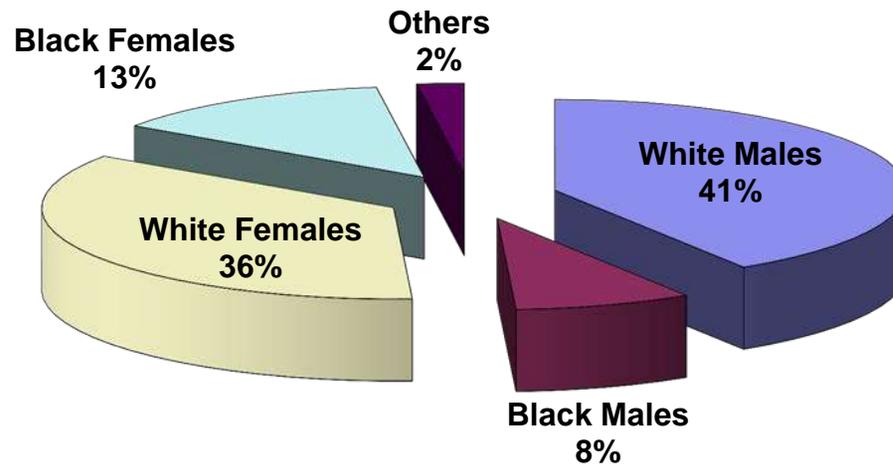
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	39	5	15	2	2	63
Average Salary	\$115,354	\$100,320	\$131,605	\$109,635	\$109,214	\$113,225

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E1: EXECUTIVES
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1638	326	1416	529	87	3996
Average Salary	\$79,634	\$68,037	\$71,690	\$65,431	\$74,048	\$71,768

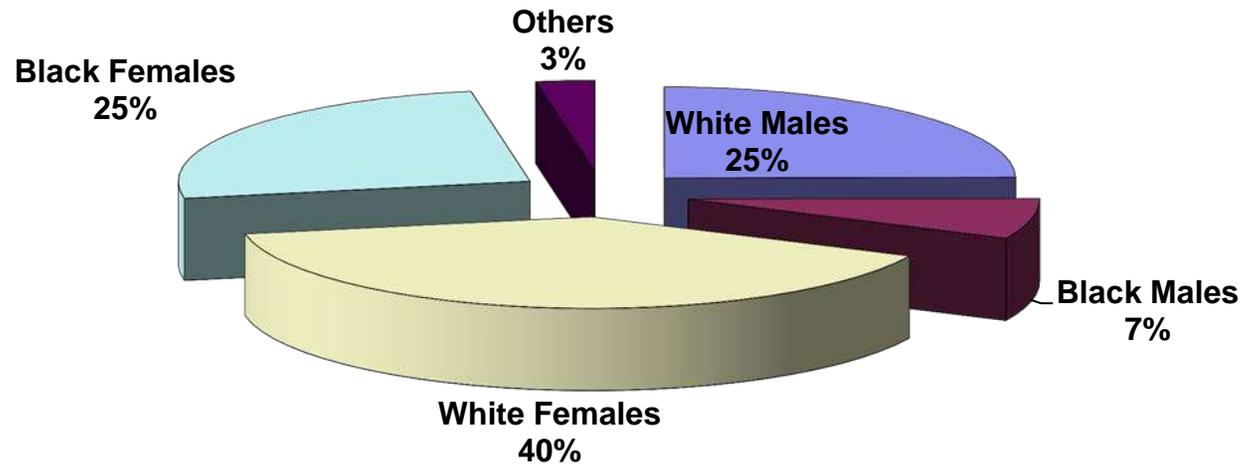
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E2: PROFESSIONALS

September 30, 2014



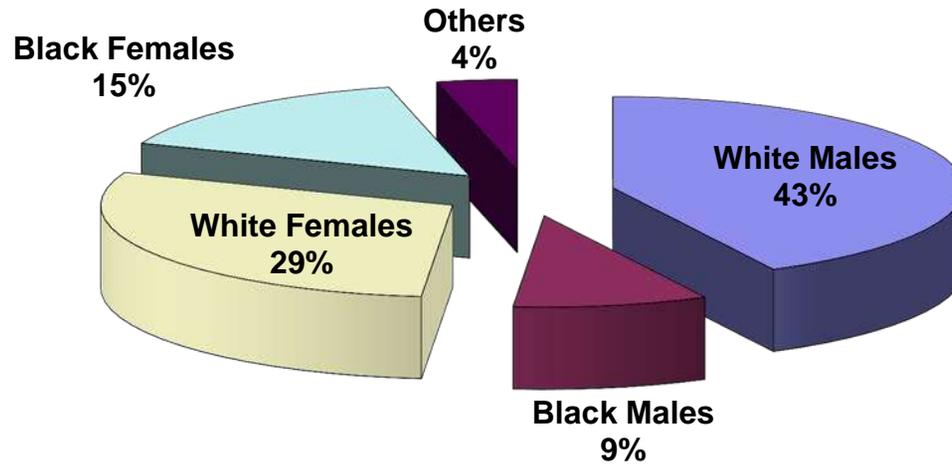
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5210	1505	8364	5303	565	20947
Average Salary	\$54,165	\$45,900	\$47,245	\$41,972	\$51,754	\$48,207

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E3: TECHNICIANS
September 30, 2014



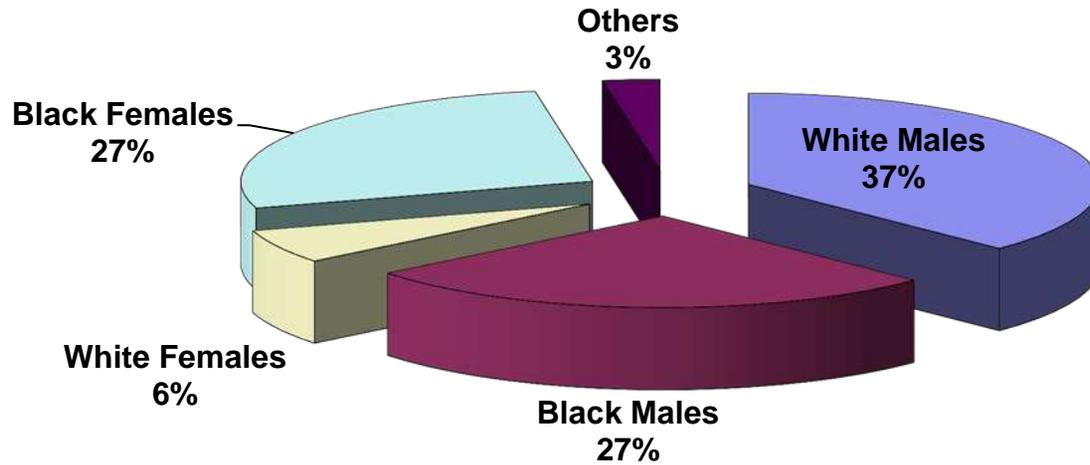
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1382	291	958	503	120	3254
Average Salary	\$43,459	\$40,680	\$41,254	\$36,849	\$43,976	\$41,243

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1992	1433	319	1446	140	5330
Average Salary	\$35,671	\$34,192	\$33,960	\$31,625	\$34,768	\$34,043

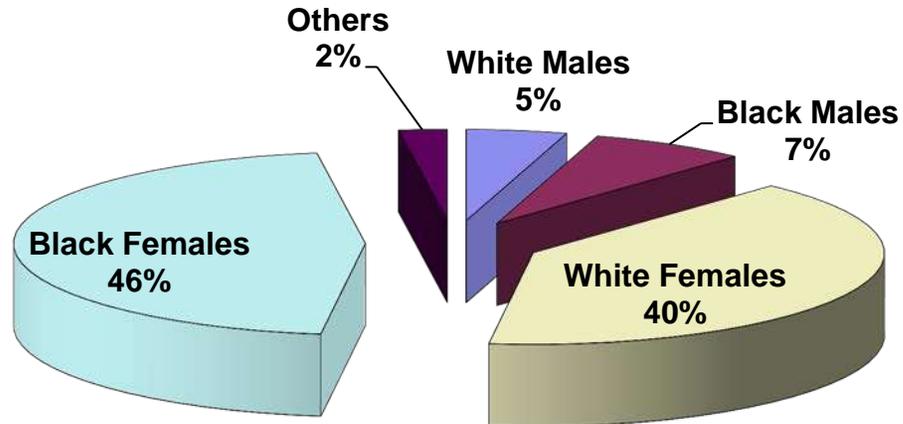
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E5: PARAPROFESSIONALS

September 30, 2014



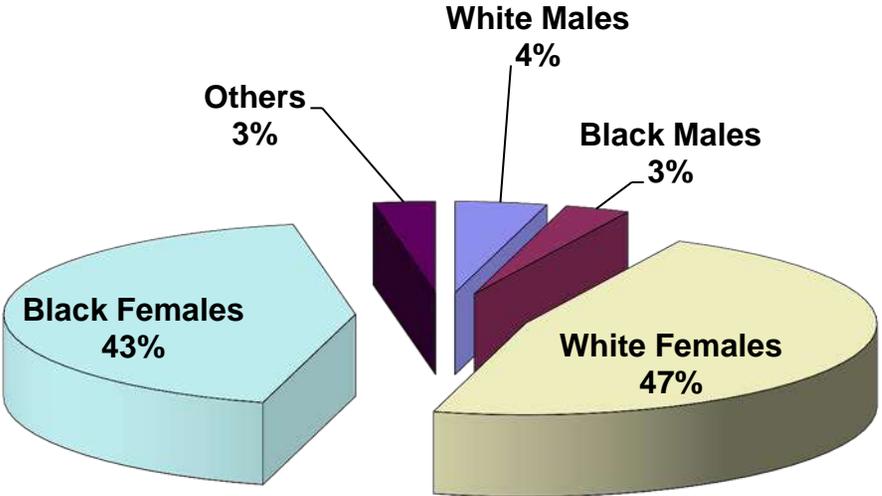
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	257	403	2232	2545	123	5560
Average Salary	\$29,092	\$27,821	\$32,175	\$29,389	\$28,522	\$29,400

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

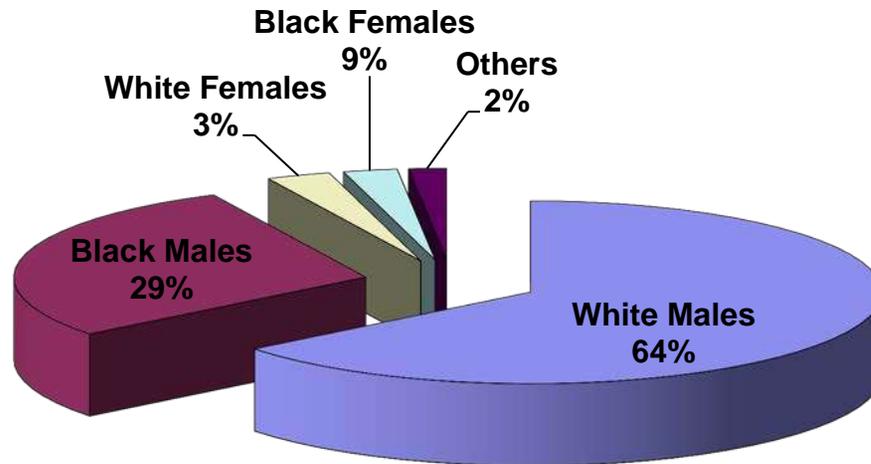
E6: SECRETARIAL/CLERICAL
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	147	104	1637	1495	99	3482
Average Salary	\$26,529	\$26,236	\$27,549	\$27,098	\$26,610	\$26,804

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E7: SKILLED CRAFT
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2650	1176	121	102	71	4120
Average Salary	\$35,327	\$32,990	\$31,767	\$30,031	\$34,196	\$32,862

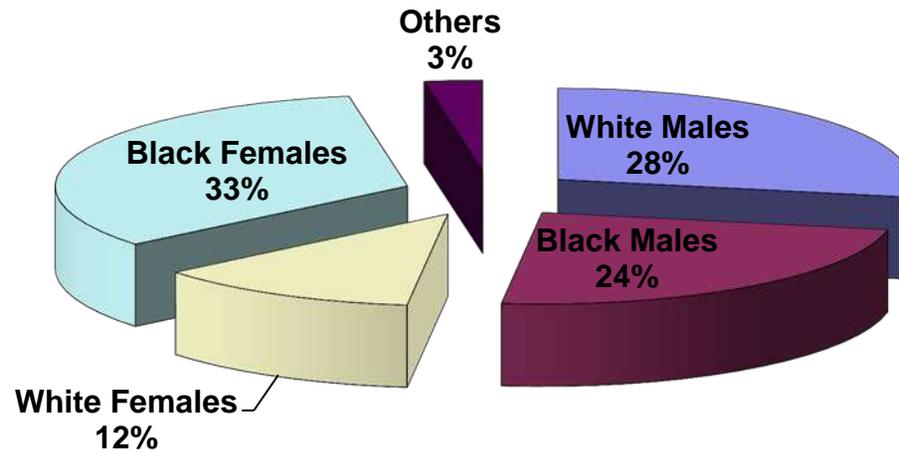
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

E8: SERVICE MAINTENANCE

September 30, 2014



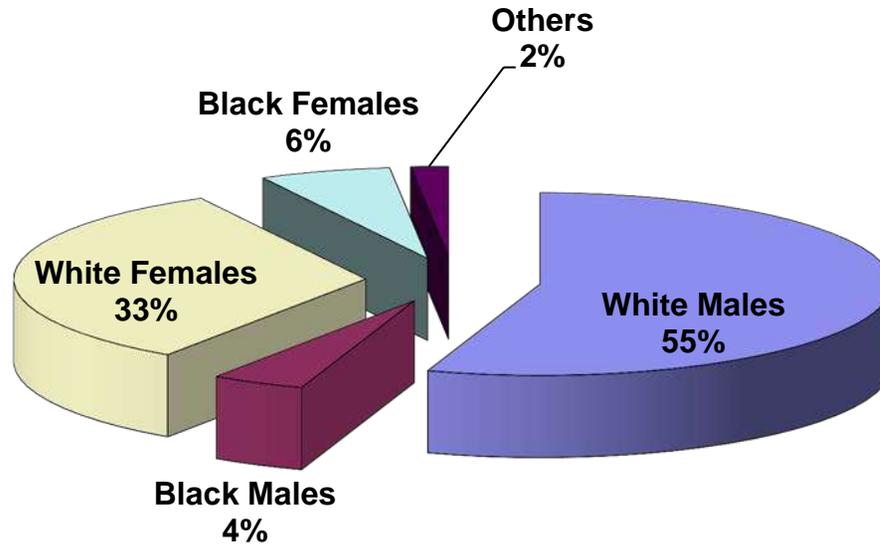
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	525	446	228	624	50	1873
Average Salary	\$29,467	\$24,978	\$26,501	\$22,398	\$24,451	\$25,559

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C1: EXECUTIVE (NON-ACADEMIC)
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	64	5	38	7	2	116
Average Salary	\$170,828	\$158,651	\$153,919	\$107,895	\$202,008	\$158,660

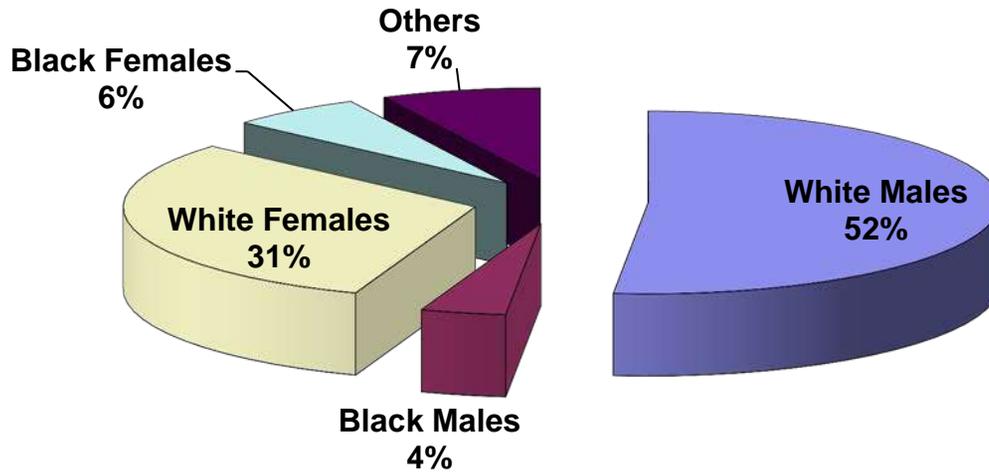
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C2: EXECUTIVE (ACADEMIC)

September 30, 2014



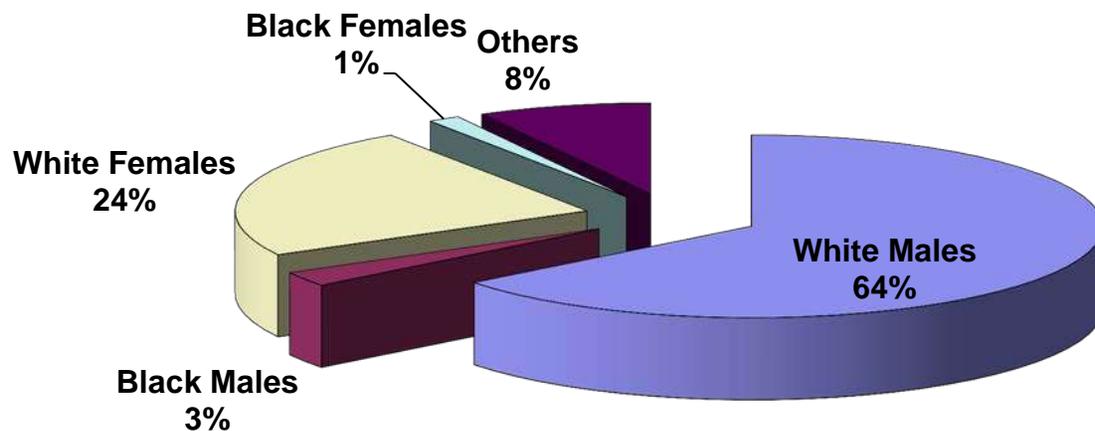
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	211	16	127	25	30	409
Average Salary	\$127,345	\$114,672	\$96,900	\$76,114	\$148,634	\$112,733

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C3: PROFESSORS
 September 30, 2014



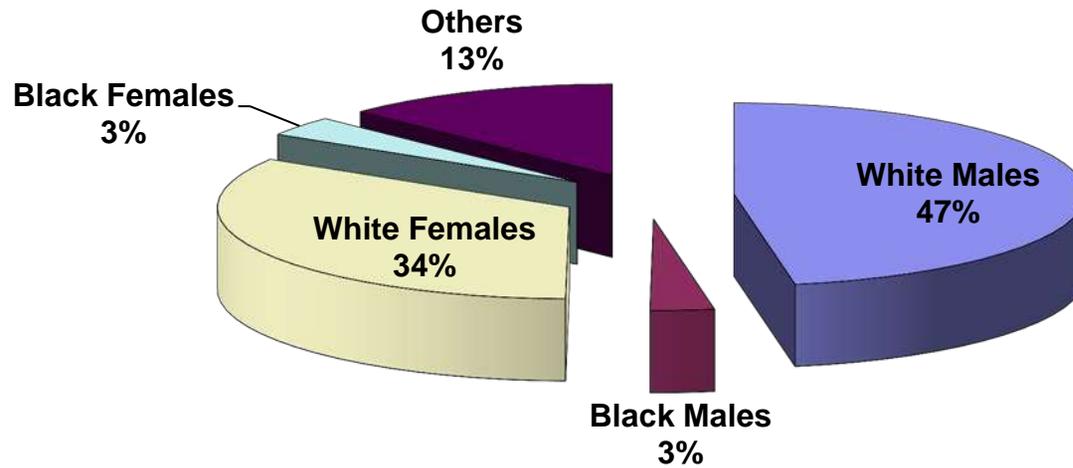
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,010	41	369	23	125	1568
Average Salary	\$116,780	\$92,441	\$104,192	\$113,461	\$108,480	\$107,071

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2014



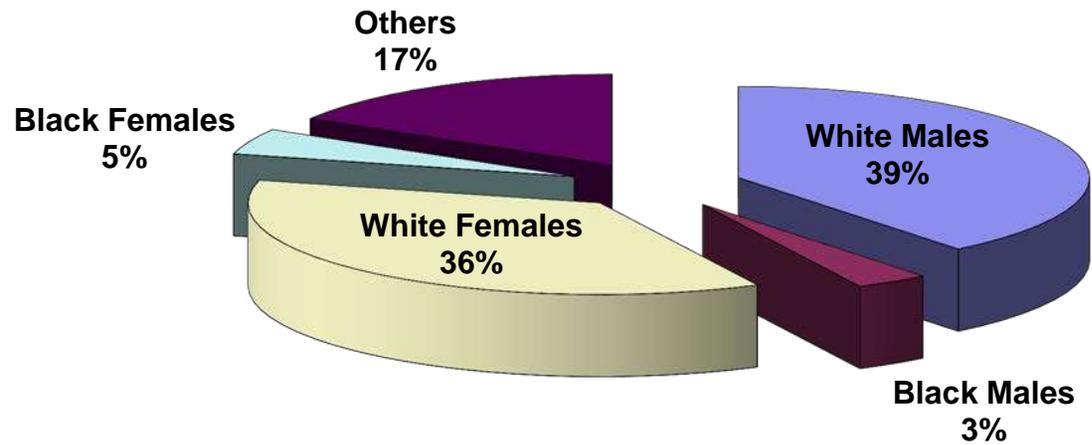
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	854	53	608	63	230	1808
Average Salary	\$80,002	\$85,268	\$74,146	\$72,658	\$79,585	\$78,332

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C5: ASSISTANT PROFESSORS
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	755	65	699	88	316	1923
Average Salary	\$66,816	\$66,122	\$65,273	\$67,196	\$72,779	\$67,637

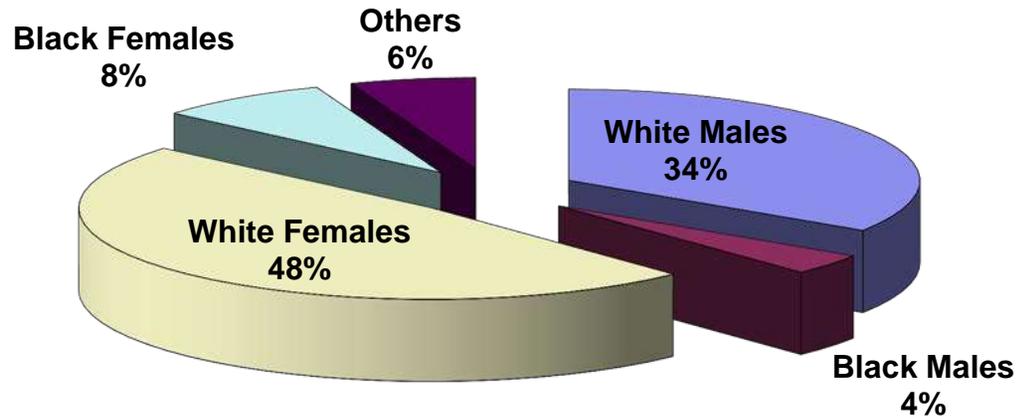
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C6: INSTRUCTORS

September 30, 2014



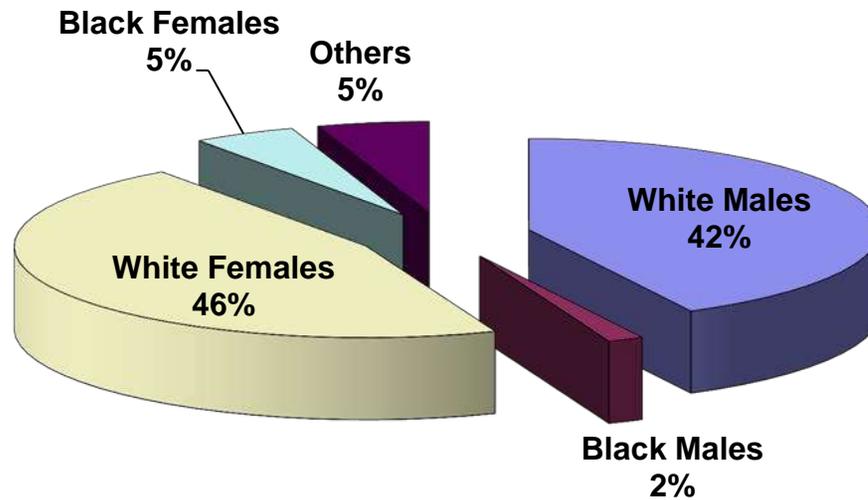
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	434	47	613	101	73	1268
Average Salary	\$51,161	\$49,939	\$51,862	\$49,465	\$47,172	\$49,920

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C7: LECTURERS
September 30, 2014



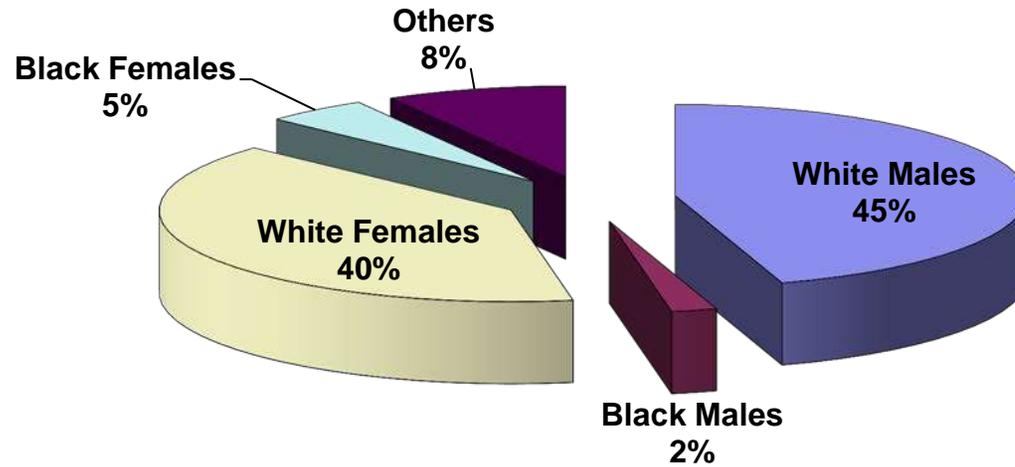
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	206	8	224	23	25	486
Average Salary	\$59,597	\$66,609	\$50,639	\$43,619	\$48,759	\$53,845

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C8: OTHER (ACADEMIC)
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	152	7	134	16	28	337
Average Salary	\$83,537	\$81,683	\$73,650	\$61,793	\$61,266	\$72,386

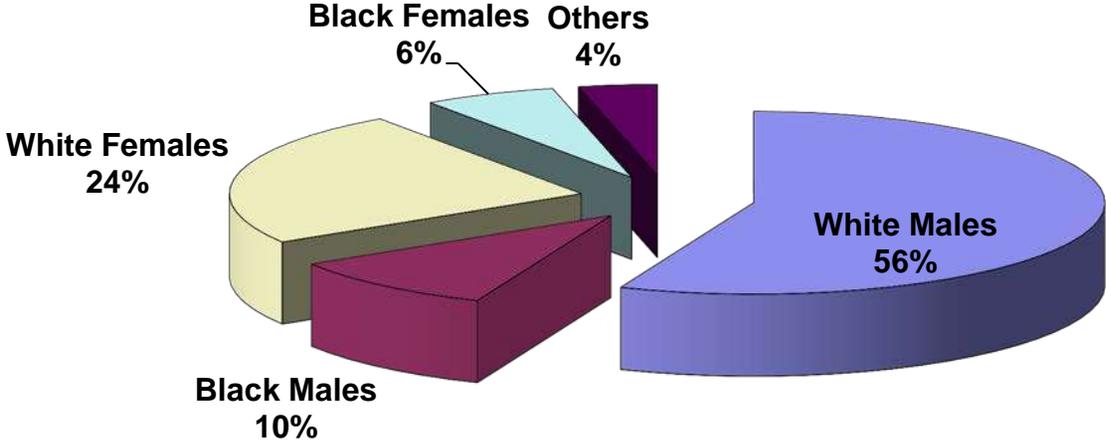
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

C9: OTHER (NON-ACADEMIC)

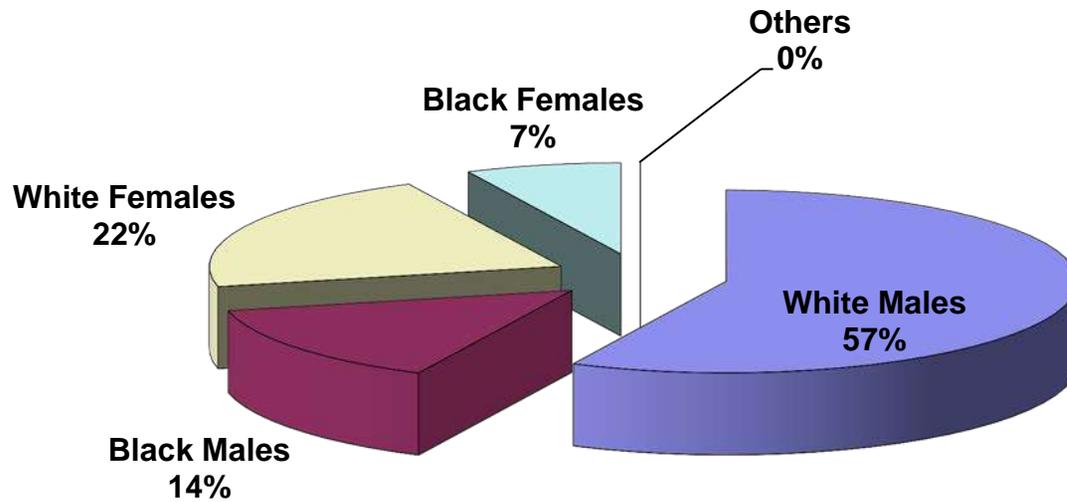
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	451	80	194	49	29	803
Average Salary	\$79,955	\$98,315	\$61,830	\$75,832	\$62,222	\$75,631

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

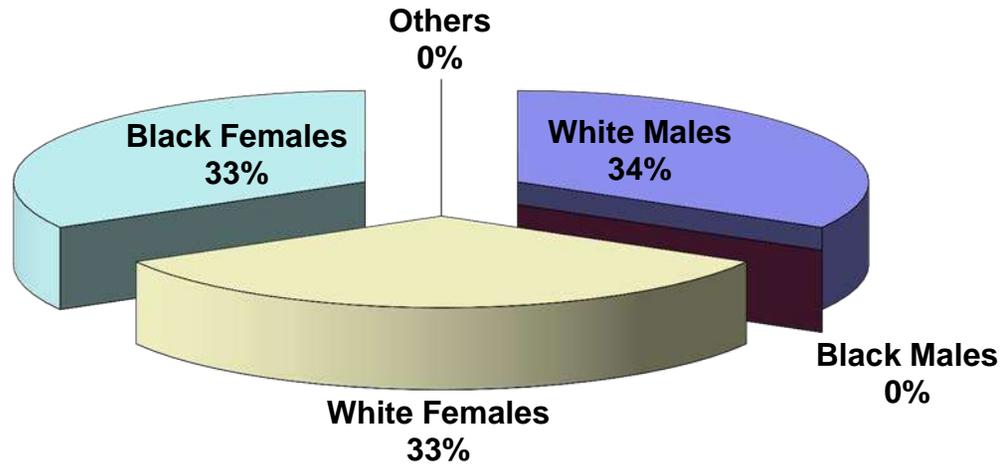
T1: EXECUTIVES (NON ACADEMIC)
September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	16	4	6	2	0	28
Average Salary	\$140,759	\$134,303	\$136,008	\$123,443	\$0	\$106,903

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

T2: EXECUTIVES (ACADEMIC)
September 30, 2014



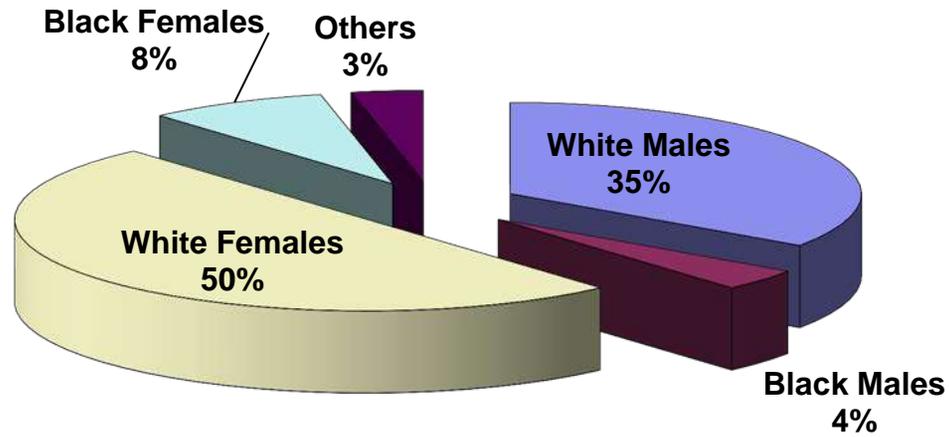
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	4	0	4	4	0	12
Average Salary	\$82,291	\$0	\$100,102	\$100,421	\$0	\$56,563

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2014

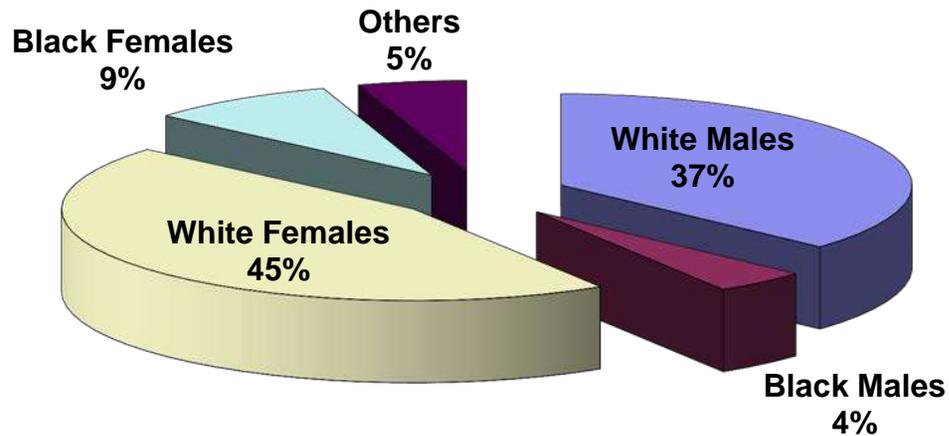


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	63	7	91	15	6	182
Average Salary	\$54,633	\$49,073	\$52,075	\$49,873	\$54,440	\$52,019

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

T4: FACULTY/TEACHING

September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	369	43	453	87	50	1002
Average Salary	\$48,596	\$45,261	\$49,326	\$47,328	\$46,321	\$47,366

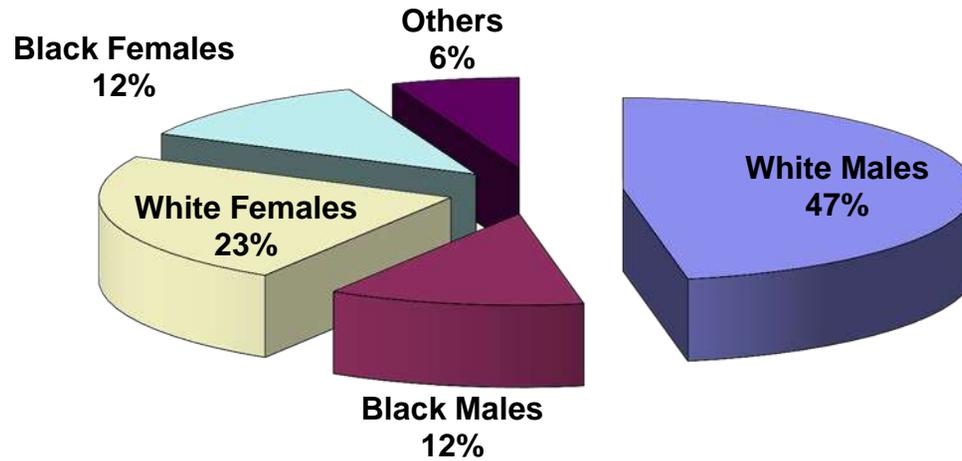
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

T5: FACULTY/NON-TEACHING

September 30, 2014



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	8	2	4	2	1	17
Average Salary	\$84,258	\$63,454	\$75,807	\$41,544	\$93,336	\$71,680

The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System.

Figures are for 09/30/14 except in the "Other" category, where 09/30/13 was the latest date available

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

Chart A: Percentage Level of Goal Attainment State Government's Top & Below 70%

Chart B: Percentage Level of Goal Attainment Ranked from Highest to Lowest

Chart C: Percentage Level of Goal Attainment Ranked by Alphabetical Order

Chart D: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Colleges and Universities

Additionally, the levels of goal attainment have been noted on the bottom of each agency's chart in Section VI.

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

Step 1: Add together all percentages figures in Section 6 of the agency charts. Wherever a 0* appears, it is not included in the calculation and counts neither for against the agency.

Step 2: Count the number of times the word "YES" appears in section 6 and multiply by 100. Add the answer to the total from Step 1

Step 3: Divide the total from Step 2 by the total number of values (percentages and "Yeses") in section 6.

This is the percentage of goals achieved.

STATE GOVERNMENT'S TOP & BELOW 70%

(TOP TEN)

Chart A (Page 1 of 1)

(Achieving less than 70%)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	62	South Carolina State University	68.5
1	Commerce, Department of	100.0	63	John de la Howe School	67.0
1	Higher Education, Commission on	100.0	64	Patriot's Point	66.7
1	Lieutenant Governor's Office	100.0	65	Parks, Recreation & Tourism, Dept. of	65.0
1	Santee Cooper	100.0	66	Ports Authority, State	64.2
2	Library, State	99.3	67	Citadel, The	63.3
3	Trident Technical College	98.5	68	Auditor's Office, State	61.1
4	Educational Television Commission	98.2	69	Forestry Commission	60.5
5	York Technical College	97.8	70	Lander University	57.5
6	Workers' Compensation	95.3			
7	Governor's School for Science & Math	94.5			
7	Revenue, Department of	94.5			
8	Orangeburg-Calhoun Technical College	93.5			
9	Education Lottery, South Carolina	91.7			
9	Spartanburg Community College	91.7			
10	Financial Institutions, SC Board of	91.4			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	23	Labor, Licensing and Regulation, Dept. of	88.8
1	Commerce, Department of	100.0	24	Central Carolina Technical College	88.2
1	Higher Education, Commission on	100.0	24	Treasurer's Office, State	88.2
1	Lieutenant Governor's Office	100.0	25	Greenville Technical College	87.5
1	Santee Cooper	100.0	26	Corrections, Department of	87.2
2	Library, State	99.3	26	Health and Human Services, Dept. of	87.2
3	Trident Technical College	98.5	27	Budget & Control Board	87.1
4	Educational Television Commission	98.2	28	Insurance, Department of	86.5
5	York Technical College	97.8	28	Technical and Comprehensive	86.5
6	Workers' Compensation	95.3	29	Blind, Commission for the	86.1
7	Governor's School for Science & Math	94.5	30	Clemson University	85.8
7	Revenue, Department of	94.5	31	Accident Fund, State	85.7
8	Orangeburg-Calhoun Technical College	93.5	32	Horry-Georgetown Technical College	85.4
9	Education Lottery, South Carolina	91.7	33	Piedmont Technical College	85.3
9	Spartanburg Community College	91.7	34	Williamsburg Technical College	85.0
10	Financial Institutions, SC Board of	91.4	35	Election Commission, State	84.5
11	Aiken Technical College	90.9	36	Medical University Hospital	84.4
11	Archives and History, Department of	90.9	37	Governor's Office Executive Policy	83.9
12	Technical College of the Low Country	90.8	38	Coastal Carolina University	83.8
13	Social Services, Department of	90.7	39	Natural Resources, Department of	83.7
14	Tri-County Technical College	90.4	40	Mental Health, Department of	83.5
15	Education, Department of	90.3	41	Health and Environmental Control	83.2
15	Midlands Technical College	90.3	42	Law Enforcement Division, State	83.1
16	Secretary of State	89.9	43	Criminal Justice Academy	82.8
17	Comptroller General's Office	89.8	44	Winthrop University	82.6
18	Public Service Commission	89.6	45	Transportation, Department of	82.4
19	Deaf and Blind, School of	89.4	46	Juvenile Justice, Department of	82.3
20	Agriculture, Department of	89.3	47	Museum Commission	81.4
21	Employment and Workforce	89.2	47	University of South Carolina	81.4
22	Motor Vehicles, Department of	89.0	48	Northeastern Technical College	81.2
22	Vocational Rehabilitation, Department of	89.0	49	Francis Marion University	80.7

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
49	Probation, Pardon and Parole Dept. of	80.7		*Attorney General's Office	Exempt
50	Adjutant General's Office	79.8		*Housing, Finance and Development	Exempt
51	Regulatory Staff, Office of	79.2			
52	Governor's School for Arts & Humanities	78.5			
53	Florence-Darlington Technical College	77.8			
54	Disabilities & Special Needs, Dept. of	77.6			
54	Medical University of South Carolina	77.6			
55	Public Safety, Department of	77.1			
56	Denmark Technical College	76.9			
57	College of Charleston	75.6			
58	Wil Lou Gray Opportunity School	75.5			
59	Indigent Defense	74.4			
60	Alcohol and Other Drug Abuse Services	74.0			
61	Consumer Affairs, Office of	71.4			
62	South Carolina State University	68.5			
63	John de la Howe School	67.0			
64	Patriot's Point	66.7			
65	Parks, Recreation & Tourism, Dept. of	65.0			
66	Ports Authority, State	64.2			
67	Citadel, The	63.3			
68	Auditor's Office, State	61.1			
69	Forestry Commission	60.5			
70	Lander University	57.5			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Alphabetical Order
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
31	Accident Fund, State	85.7	49	Francis Marion University	80.7
50	Adjutant General's Office	79.8	37	Governor's Office Executive Policy	83.9
20	Agriculture, Department of	89.3	7	Governor's School for Science & Math	94.5
11	Aiken Technical College	90.9	52	Governor's School for Arts & Humanities	78.5
60	Alcohol and Other Drug Abuse Services	74.0	25	Greenville Technical College	87.5
11	Archives and History, Department of	90.9	41	Health and Environmental Control	83.2
1	Arts Commission	100.0	26	Health and Human Services, Department	87.2
68	Auditor's Office, State	61.1	1	Higher Education, Commission on	100.0
29	Blind, Commission for the	86.1	32	Horry-Georgetown Technical College	85.4
27	Budget & Control Board	87.1	59	Indigent Defense	74.4
24	Central Carolina Technical College	88.2	28	Insurance, Department of	86.5
67	Citadel, The	63.3	63	John de la Howe School	67.0
30	Clemson University	85.8	46	Juvenile Justice, Department of	82.3
38	Coastal Carolina University	83.8	23	Labor, Licensing and Regulation, Dept. of	88.8
57	College of Charleston	75.6	70	Lander University	57.5
1	Commerce, Department of	100.0	42	Law Enforcement Division, State	83.1
17	Comptroller General's Office	89.8	2	Library, State	99.3
61	Consumer Affairs, Office of	71.4	1	Lieutenant Governor's Office	100.0
26	Corrections, Department of	87.2	36	Medical University Hospital	84.4
43	Criminal Justice Academy	82.8	54	Medical University of South Carolina	77.6
19	Deaf and Blind, School of	89.4	40	Mental Health, Department of	83.5
56	Denmark Technical College	76.9	15	Midlands Technical College	90.3
54	Disabilities & Special Needs, Dept. of	77.6	22	Motor Vehicles, Department of	89.0
15	Education, Department of	90.3	47	Museum Commission	81.4
9	Education Lottery, South Carolina	91.7	39	Natural Resources, Department of	83.7
4	Educational Television Commission	98.2	48	Northeastern Technical College	81.2
35	Election Commission, State	84.5	8	Orangeburg-Calhoun Technical College	93.5
21	Employment and Workforce	89.2	65	Parks, Recreation & Tourism, Dept. of	65.0
10	Financial Institutions, SC Board of	91.4	64	Patriot's Point	66.7
53	Florence-Darlington Technical College	77.8	33	Piedmont Technical College	85.3
69	Forestry Commission	60.5	66	Ports Authority, State	64.2

PERCENTAGE LEVEL OF GOAL ATTAINMENT

**Alphabetical Order
Chart C (Page 2 of 2)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
49	Probation, Pardon and Parole Dept. of	80.7		*Attorney General's Office	Exempt
55	Public Safety, Department of	77.1		*Housing, Finance and Development	Exempt
18	Public Service Commission	89.6			
51	Regulatory Staff, Office of	79.2			
7	Revenue, Department of	94.5			
1	Santee Cooper	100.0			
16	Secretary of State	89.9			
13	Social Services, Department of	90.7			
62	South Carolina State University	68.5			
9	Spartanburg Community College	91.7			
12	Technical College of the Low Country	90.8			
28	Technical and Comprehensive	86.5			
45	Transportation, Department of	82.4			
24	Treasurer's Office, State	88.2			
14	Tri-County Technical College	90.4			
3	Trident Technical College	98.5			
47	University of South Carolina	81.4			
22	Vocational Rehabilitation, Department of	89.0			
34	Williamsburg Technical College	85.0			
58	Wil Lou Gray Opportunity School	75.5			
44	Winthrop University	82.6			
6	Workers' Compensation	95.3			
5	York Technical College	97.8			

CHART D			CHART D		
Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities			Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges		
RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	CLEMSON UNIVERSITY	85.8	1	TRIDENT TECHNICAL COLLEGE	98.5
2	COASTAL CAROLINA UNIVERSITY	83.8	2	YORK TECHNICAL COLLEGE	97.8
3	WINTHROP UNIVERSITY	82.6	3	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	93.5
4	UNIVERSITY OF SOUTH CAROLINA	81.4	4	SPARTANBURG COMMUNITY COLLEGE	91.7
5	FRANCIS MARION UNIVERSITY	80.7	5	AIKEN TECHNICAL COLLEGE	90.9
6	MEDICAL UNIVERSITY OF SOUTH CAROLINA	76.6	6	LOW COUNTRY, TECHNICAL COLLEGE OF THE	90.8
7	COLLEGE OF CHARLESTON	75.6	7	TRI-COUNTY TECHNICAL COLLEGE	90.4
8	SOUTH CAROLINA STATE UNIVERSITY	68.5	8	MIDLANDS TECHNICAL COLLEGE	90.3
9	CITADEL, THE	63.3	9	CENTRAL CAROLINA TECHNICAL COLLEGE	88.2
10	LANDER UNIVERSITY	57.5	10	GREENVILLE TECHNICAL COLLEGE	87.5
			11	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	86.5
			12	HORRY-GEORGETOWN TECHNICAL COLLEGE	85.4
			13	PIEDMONT TECHNICAL COLLEGE	85.3
			14	WILLIAMSBURG TECHNICAL COLLEGE	85.0
			15	NORTHEASTERN TECHNICAL COLLEGE	81.2
			16	FLORENCE-DARLINGTON TECHNICAL COLLEGE	77.8
			17	DENMARK TECHNICAL COLLEGE	76.9

SECTION V

Explanation of Agency Charts

Pages 54 through 155 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2013 through September 30, 2014). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

Column One: Equal Employment Opportunity (EEO) Category Codes

This section has codes for groups of employees that perform jobs having similar work content, pay rates and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Likewise, when an EEO category is extremely large, it can be subdivided into two or more categories. A general description of the kinds of jobs assigned to each EEO code follows:

E1) Executives:

Includes all employees whose assignments require meeting with the agency head or a designee to set agency policies that affect both internal and external statewide operations. Incumbents are expected to exercise discretion and independent judgment when assessing policy needs and ensuring that policies created are in line with state and federal laws, rules and regulations. Includes all employees whose assignments require the performance of work directly related to management policies and the general business operations of the agency or institution. Employees must perform the above functions and should report directly to the agency director or deputy director. Includes directors, deputy directors, department heads, division directors, regional directors, district directors and unclassified administrative managerial positions.

NOTE: Supervisory personnel of the professional, technical, clerical, skilled craft, and service/maintenance workforce will be reported within the specific categories of the personnel they supervise unless they set broad policies described above.

E2) Professionals:

Includes all employees required to possess specialized and theoretical knowledge that is usually acquired through college training or work experience and other training that provides comparable knowledge. Includes personnel specialists, social workers, doctors, registered nurses, systems analysts, accountants, counselors, teachers, police captains and lieutenants, classified professional non-faculty employees and kindred workers.

E3) Technicians:

Includes employees required to possess a combination of basic scientific or technical knowledge and manual skill that can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes computer programmers and operators, draftspersons, surveyors, licensed practical nurses, photographers, radio operators, technical illustrators, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants and kindred workers.

E4) Protective Services:

Includes employees entrusted with public safety, security and protection of the public from destructive forces. Includes police, patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers and kindred workers.

E5) Paraprofessionals:

Includes employees who perform some of the duties of a professional or technician in a supportive role and who usually require less formal training and/or experience than normally required for professional or technical positions. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Includes library assistants, administrative assistants, research assistants, medical aides, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker's aides, home health aides, and kindred workers.

E6) Secretary/Clerical:

Includes employees responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes bookkeepers, messengers, office machines operators, clerk-typists, stenographers, court transcribers, secretaries, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, and kindred workers.

E7) Skilled Craft:

Includes employees performing jobs that require special manual skill and thorough and comprehensive knowledge of the processes involved in the work, which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machinists, carpenters, compositors and typesetters and kindred workers.

E8) Service/Maintenance:

Includes workers performing duties related to the upkeep and care of buildings, facilities, or grounds. Workers in this group may operate machinery. Includes chauffeurs, laundry and dry cleaning operators, truck drivers, bus drivers and garage laborers, custodial personnel, gardeners and grounds keepers, refuse collectors, construction laborers and kindred workers.

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes employees who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice-President Administration, Vice-President Financial Management, Executive Assistant to the President, Director of Libraries, Director of Development and Alumni, Director of Athletics and kindred workers.

C2) Executives (Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized department or subdivision thereof. Includes employees who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent judgment, and to direct the work of others. Includes officers holding such titles as Vice President/Academic Affairs, Deans, and Executives of academic departments (chairperson, head, or the equivalent) if their principal activity is administration.

C3) Professors:*

C4) Associate Professors:*

C5) Assistant Professors:*

C6) Instructors:*

C7) Lecturers:*

*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors,

instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

Includes all unclassified employees whose specific assignments are temporary in nature and/or who provide specialized professional support to the academic departments. Includes visiting faculty with academic rank, Research Associates, Teaching Associates and kindred workers.

C9) Other (Non-Academic):

Includes all unclassified employees whose specific assignments would require either college graduation or experience of such kind and amount as to provide a comparable background. Persons placed in this category are considered professionals and would otherwise be reported under (E2), except that they are unclassified, under a different pay plan, and work in an institution of higher learning. Includes Directors, Athletic Coaches, Residents, Program Coordinators and kindred workers.

T1) Executives (Unclassified Institutional Officers):

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes employees who work in positions requiring the performance of work directly related to management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary judgment. They also direct the work of high level professions. Includes officers holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

T2) Managerial (Unclassified Level II Education Support Personnel):

Includes unclassified employees whose assignments require very broad management and policy-making responsibility on an institution-wide basis of a customarily recognized and very broad division or larger unit. Includes employees who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high level decision making and highly independent judgment, and to direct the work of mid-upper level administrators. Includes positions holding such titles as Dean of Instruction, Dean of Continuing Education, Dean of Students, Dean of Learning Resources II and Educational Support Manager II.

T3) Faculty/Administrative/Teaching:

Includes all unclassified employees whose assignments require both responsibility for management of a customarily recognized academic division/department and whose other assignments are made for the purpose of providing instruction, conducting research, providing learning resources or performing public service. Includes academic deans, assistant deans, division chairpersons, department heads, librarians, program coordinators, and other faculty positions, if their responsibilities are both administrative and instructional or administrative only.

T4) Faculty/Teaching:

Includes all unclassified employees whose specific assignments customarily are made for the purpose of conducting instruction. Includes instructors and vocational teachers. Does not include student teachers or research assistants.

T5) Professionals (Unclassified Level I Educational Support Personnel):

Includes all unclassified employees whose assignments require the direction and supervision of major related sections/departments. Includes positions titled Educational Support Manager I, Assistant Dean of Students, Assistant Dean of Continuing Education and Dean of Learning Resources I.

Column Two: Workforce Totals

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2014. For purposes of the report, the following race/sex categories are used:

WM	=	White Males	OF	=	Other Minority Females
BM	=	Black Males	T	=	Total
OM	=	Other Minority Males	#	=	Number
WF	=	White Females	%	=	Percentage
BF	=	Black Females	*	=	Underutilization less than one whole person

The information showing in the number (#) blocks of section 2 and 5 was provided by each agency, college or university or technical school and was reviewed for accuracy by agency representatives prior to the writing of this report. The percentage (%) of each race/sex group was computed by dividing the number (#) of each race/sex group by the total number (#) of persons in the EEO category.

Column Three: Adjusted Availability

Column Three displays the percentage of people available in the labor market with the qualifications to perform the duties and responsibilities of the positions assigned to the EEO category. The percentages are taken from each agency's Affirmative Action Plan.

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. The availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. If you add the availability percentages and subtract from 100, you will have the availability for white males and all other racial groups not depicted on this form. Historically, there has not been a pattern of underutilization of white males in employer workforces. No other race or ethnic group was over the 2 percent threshold.

Column Four: Underutilization

These figures are a comparison of the Adjusted Availability (Column Three) percentages, and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage. If there is no underutilization a "No" appears in the block.

In any job group where the percent of underutilization is so small that it would compute to less than one whole person, an asterisk will appear in the appropriate block indicating that no goals are required.

This process is based on statistical fact, not its cause. However, the SCHAC recognizes that the mathematical comparison between availability and the current workforce should not be the sole consideration in determining underutilization. Other reasons can be discussed with SCHAC.

Column Five: New Hires and Promotions 10/01/13 – 09/30/14

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2013 and September 30, 2014. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

The reclassification of an already filled position is not counted in Column Five.

Column Six: Goals Met

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart.

The percentage of goals achieved is calculated by dividing the percent employed (in Column Two) by the percent available (in Column Three).

In race/sex groups where underutilization is less than one whole person, an asterisk will appear in the appropriate blocks.

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			3			8	5.6	26.8	6.2	5.6 *	NO	6.2 *	1			2			3	0.0% *	YES	0.0% *
	% 62.5			37.5			100.0							33.3			66.7			100.0			
E2	# 5			24	6	1	36	4.1	39.7	16.1	4.1	NO	NO	2			4			6	0.0%	YES	YES
	% 13.9			66.7	16.7	2.8	100.0							33.3			66.7			100.0			
E3	# 1	2		1	1		5	10.7	21.1	5.7	NO	1.1 *	NO	1						1	YES	94.8% *	YES
	% 20.0	40.0		20.0	20.0		100.0							100.0						100.0			
E5 and E6	#			6	9	2	17	4.5	46.1	16.2	4.5 *										0.0% *	76.6%	YES
	%			35.3	52.9	11.8	100.0					10.8	NO										
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.9 percent
 Level of Goal Attainment for 2013: 81.8 percent
 Level of Goal Attainment for 2014: 85.7 percent

Adjutant General Office

Agency Director: MG Robert E. Livingston, Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	1		1			11						*	2			1			3			*
	% 81.8	9.1		9.1			100.0	3.8	31.3	5.2	NO	22.2	5.2	66.7			33.3			100.0	YES	29.1%	0.0%
E2	# 30	5		19	2		56						*	3			3			6			*
	% 53.6	8.9		33.9	3.6		100.0	6.5	34.8	11.4	NO	0.9	7.8	50.0			50.0			100.0	YES	97.4%	31.6%
E3	# 6			2			8				*	*	*	2			1			3		*	*
	% 75.0			25.0			100.0	4.0	34.1	16.0	4.0	9.1	16.0	66.7			33.3			100.0	0.0%	73.3%	0.0%
E4	# 1	1					2						*									*	*
	% 50.0	50.0					100.0	16.0	6.2	3.8	NO	6.2	3.8							100.0	YES	0.0%	0.0%
E5 and E6	# 1			5	1		7				*			1			1	1		3		*	
	% 14.3			71.4	14.3		100.0	1.2	61.2	11.9	1.2	NO	NO	33.3			33.3	33.3		100.0	0.0%	YES	YES
E7	# 9	2		5	1		17																
	% 52.9	11.8		29.4	5.9		100.0	17.8	3.8	1.6	6.0	NO	NO								66.3%	YES	YES
E8	# 2			1	1		4				*										*		
	% 50.0			25.0	25.0		100.0	18.1	15.8	23.5	18.1	NO	NO								0.0%	YES	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 70.7 percent
 Level of Goal Attainment for 2013: 79.8 percent
 Level of Goal Attainment for 2014: 79.8 percent

Agriculture, Department Of

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen A. Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			3	1		9							1						1			
	% 55.6			33.3	11.1		100.0	5.5	35.6	7.1	5.5	2.3	NO	100.0						100.0	0.0%	93.5%	YES
E2	# 18	3	1	21	5		48							4			10			14			
	% 37.5	6.3	2.1	43.8	10.4		100.0	7.5	35.7	16.8	1.2	NO	6.4	28.6			71.4			100.0	84.0%	YES	61.9%
E3 and E5	# 25	3		14	6		48							8	1		3		1	13			
	% 52.1	6.3		29.2	12.5		100.0	6.8	32.0	21.3	0.5	2.8	8.8	61.5	7.7		23.1		7.7	100.0	92.6%	91.3%	58.7%
E6	#			3		1	4										3	1		4			
	%			75.0		25.0	100.0	0.8	57.8	17.7	0.8	NO	17.7				75.0	25.0		100.0	0.0%	YES	0.0%
E7 and E8	# 2	3			1		6							4	2					6			
	% 33.3	50.0			16.7		100.0	21.3	10.0	10.1	NO	10.0	NO	66.7	33.3					100.0	YES	0.0%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 85.7 percent
 Level of Goal Attainment for 2013: 88.3 percent
 Level of Goal Attainment for 2014: 89.3 percent

SC Department of Alcohol and Other Drug Abuse Service

Agency Director: Robert C. Toomey

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1	1	6	18.7	22.5	5.5	18.7	NO	NO					1	1	100.0	0.0%	YES	YES
	% 33.3			33.3	16.7	16.7	100.0													100.0			
E2	# 6	1		1	6		14	4.8	39.1	14.5	NO	32.0	NO								YES	18.2%	YES
	% 42.9	7.1		7.1	42.9		100.0																
E3	# 1				1		2	4.4	25.3	0.8	4.4	25.3*	NO								0.0%	0.0%*	YES
	% 50.0				50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.0 percent
 Level of Goal Attainment for 2013: 82.7 percent
 Level of Goal Attainment for 2014: 74.0 percent

Archives and History

Agency Director: William E. Emerson
EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1		5	5.3	34.7	7.4	5.3	NO	NO								0.0%	YES	YES
	% 40.0			40.0	20.0		100.0																
E2	# 12			6	1		19	3.6	39.1	6.4	3.6	7.5	1.1	2			1			3	0.0%	80.8%	82.8%
	% 63.2			31.6	5.3		100.0							66.7			33.3			100.0			
E3	# 2						2	5.7	41.1	12.0	5.7	41.1	12.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.2 percent
Level of Goal Attainment for 2013: 86.0 percent
Level of Goal Attainment for 2014: 90.9 percent

Arts Commission

Agency Director: Ken May

EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1						1	4.1	32.8	6.2	4.1	32.8	6.2								0.0%	0.0%	0.0%
	% 100.0						100.0																
E2	# 1			5	3		9	5.1	40.0	11.8	5.1	NO	NO				1	1		2	0.0%	YES	YES
	% 11.1			55.6	33.3		100.0										50.0	50.0		100.0			
E3 and E5	# 2			1			3	3.8	50.5	8.9	3.8	NO	NO								0.0%	YES	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 100.0 percent
 Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 100.0 percent

Auditor, State

Agency Director: Richard H. Gilbert, Jr., CPA
EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			4		1	13	5.1	36.9	15.8	5.1	6.1	15.8								0.0%	83.5%	0.0%
	% 61.5			30.8		7.7	100.0																
E2	# 14			11	7		32	4.4	41.3	19.8	4.4	6.9	NO	2			5	3		10	0.0%	83.3%	YES
	% 43.8			34.4	21.9		100.0							20.0			50.0	30.0		100.0			
E5 and E6	#			3			3	6.0	67.5	4.5	6.0	NO	4.5								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 69.1 percent
Level of Goal Attainment for 2013: 65.0 percent
Level of Goal Attainment for 2014: 61.1 percent

Blind, Commission for the

Agency Director: James M. Kirby
EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	2	1	2	2		9	5.6	28.1	8.0	NO	5.9	NO				1			1	YES	79.0%	YES
	% 22.2	22.2	11.1	22.2	22.2		100.0										100.0			100.0			
E2	# 4	4	1	18	33		60	8.6	37.2	20.7	1.9	7.2	NO	2			2	5		9	77.9%	80.6%	YES
	% 6.7	6.7	1.7	30.0	55.0		100.0							22.2			22.2	55.6		100.0			
E3 and E5	# 4			6	9		19	2.7	61.2	12.5	2.7	29.6	NO						1	1	0.0%	51.6%	YES
	% 21.1			31.6	47.4		100.0												100.0	100.0			
E7	# 3						3	7.2	16.7	9.0	7.2	16.7	9.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.3 percent
Level of Goal Attainment for 2013: 86.6 percent
Level of Goal Attainment for 2014: 86.1 percent

Budget and Control Board

Agency Director: Marcia S. Adams

EEO Officer: Erin Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	3	3	8			32	7.0	17.4	2.2	NO	NO	2.2 *	8		2	2			12			*
	% 56.3	9.4	9.4	25.0			100.0							66.7		16.7	16.7			100.0	YES	YES	0.0%
E2A	# 52	2	2	24	3		83	4.6	26.9	5.2	2.2	NO	1.6	12		2	3	1		18			
	% 62.7	2.4	2.4	28.9	3.6		100.0							66.7		11.1	16.7	5.6		100.0	52.2%	YES	69.2%
E2B	# 81	11	1	47	11	1	152	4.7	29.3	6.2	NO	NO	NO	10	3	1	7	1		22			
	% 53.3	7.2	0.7	30.9	7.2	0.7	100.0							45.5	13.6	4.5	31.8	4.5		100.0	YES	YES	YES
E2C	# 54	6	1	35	111	3	210	5.3	32.6	8.6	2.4	15.9	NO	13	1		3	6	1	24			
	% 25.7	2.9	0.5	16.7	52.9	1.4	100.0							54.2	4.2		12.5	25.0	4.2	100.0	54.7%	51.2%	YES
E2D	# 22	4	1	42	16		85	4.6	43.2	11.2	NO	NO	NO	5			5	5		15			
	% 25.9	4.7	1.2	49.4	18.8		100.0							33.3			33.3	33.3		100.0	YES	YES	YES
E3	# 49	15	4	16	20	2	106	8.0	23.5	6.9	NO	8.4	NO	7	4		1	6		18			
	% 46.2	14.2	3.8	15.1	18.9	1.9	100.0							38.9	22.2		5.6	33.3		100.0	YES	64.3%	YES
E5	# 2	1		23	8	1	35	1.6	67.5	11.7	NO	1.8	NO				1			1			*
	% 5.7	2.9		65.7	22.9	2.9	100.0										100.0			100.0	YES	97.3%	YES
E6	# 6	9	1	10	9		35	5.1	53.6	12.8	NO	25.0	NO		1					1			
	% 17.1	25.7	2.9	28.6	25.7		100.0								100.0					100.0	YES	53.4%	YES
E7	# 50	17		1	1		69	18.8	2.6	1.7	NO	1.2 *	0.3 *	11	2					13			*
	% 72.5	24.6		1.4	1.4		100.0							84.6	15.4					100.0	YES	53.8%	82.4%
E8	# 16	12		3	11		42	22.0	14.9	11.5	NO	7.8	NO	3	2		1			6			
	% 38.1	28.6		7.1	26.2		100.0							50.0	33.3		16.7			100.0	YES	47.7%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.7 percent
 Level of Goal Attainment for 2013: 86.4 percent
 Level of Goal Attainment for 2014: 87.1 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Major Leah Schonfeld

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1,C2, and E1	#	38	2	2	14	2	1	59						8		1		1		10			
	%	64.4	3.4	3.4	23.7	3.4	1.7	100.0	2.6	45.1	7.2	NO	21.4	3.8	80.0		10.0		10.0		100.0	YES	52.5%
C3	#	35	1	1	10		1	48				*		5			3			8		*	
	%	72.9	2.1	2.1	20.8		2.1	100.0	2.4	43.6	9.1	0.3	22.8	9.1	62.5		37.5			100.0	87.5%	47.7%	0.0%
C4	#	42		4	20	4	2	72						6			8		1	15			
	%	58.3		5.6	27.8	5.6	2.8	100.0	2.6	44.5	9.5	2.6	16.7	3.9	40.0		53.3		6.7	100.0	0.0%	62.5%	58.9%
C5 and C6	#	49	1	6	16	1	7	80						10		2	3			15			
	%	61.3	1.3	7.5	20.0	1.3	8.8	100.0	3.9	43.8	11.0	2.6	23.8	9.7	66.7		13.3	20.0		100.0	33.3%	45.7%	11.8%
C8 and C9	#	47	3		13			63				*		13	3		3			19		*	
	%	74.6	4.8		20.6			100.0	5.5	27.4	2.3	0.7	6.8	2.3	68.4	15.8		15.8		100.0	87.3%	75.2%	0.0%
E2	#	36	2	2	68	14	4	126						9	1	1	9	2	2	24			
	%	28.6	1.6	1.6	54.0	11.1	3.2	100.0	5.9	41.3	13.3	4.3	NO	2.2	37.5	4.2	4.2	37.5	8.3	8.3	100.0	27.1%	YES
E3 and E5	#	22	6	1	24	12		65						6	5		1			12			
	%	33.8	9.2	1.5	36.9	18.5		100.0	3.8	39.3	17.3	NO	2.4	NO	50.0	41.7		8.3		100.0	YES	93.9%	YES
E4	#	10	5		1			16					*	6	5		1			12			*
	%	62.5	31.3		6.3			100.0	12.6	13.5	5.4	NO	7.2	5.4	50.0	41.7		8.3		100.0	YES	46.7%	0.0%
E6	#	2			27	9		38				*					5	1		6		*	
	%	5.3			71.1	23.7		100.0	2.1	63.7	15.6	2.1	NO	NO			83.3	16.7		100.0	0.0%	YES	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 61.5 percent
 Level of Goal Attainment for 2013: 62.9 percent
 Level of Goal Attainment for 2014: 63.3 percent

The Citadel (Page 2 of 2)

President: Lt. General John W. Rosa

EEO Officer: Emma Bennett-Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	# 41	17	4	2	2		66	17.5	8.5	6.8	NO	5.5	3.8	5		1				6	YES	35.3%	44.1%
	% 62.1	25.8	6.1	3.0	3.0		100.0							83.3		16.7				100.0			
E8	# 6	13		1	11		31	15.0	14.6	30.6	NO	11.4	NO	2	1					3	YES	21.9%	YES
	% 19.4	41.9		3.2	35.5		100.0							66.7	33.3					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 61.5 percent
 Level of Goal Attainment for 2013: 62.9 percent
 Level of Goal Attainment for 2014: 63.3 percent

Clemson University (Page 1 of 3)

President: Dr. James P. Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 3			2			5	5.4	24.2	3.8	5.4	NO	3.8								0.0%	YES	0.0%
	% 60.0			40.0			100.0																
C2	# 17	2	2	8	2		31	1.8	15.3	3.9	NO	NO	NO								YES	YES	YES
	% 54.8	6.5	6.5	25.8	6.5		100.0																
C3	# 237	5	36	56	1	5	340	1.9	16.2	1.8	0.4	NO	1.5								78.9%	YES	16.7%
	% 69.7	1.5	10.6	16.5	0.3	1.5	100.0																
C4	# 155	11	29	67	4	14	280	1.9	16.3	1.8	NO	NO	0.4								YES	YES	64.7%
	% 55.4	3.9	10.4	23.9	1.4	5.0	100.0																
C5	# 105	5	34	59	1	19	223	2.5	21.8	2.5	0.3	NO	2.1	1		1			2	41	65.4%	YES	77.8%
	% 47.1	2.2	15.2	26.5	0.4	8.5	100.0							2.4		2.4			4.9	100.0			
C7	# 110	4	6	119	8	9	256	3.3	30.0	4.3	1.7	NO	1.2				3	1		22	45.2%	YES	62.5%
	% 43.0	1.6	2.3	46.5	3.1	3.5	100.0										13.6	4.5		100.0			
C8	# 70	1	9	37	1	2	120	3.3	33.8	4.3	2.5	3.0	3.5				2			9	29.0%	99.4%	18.6%
	% 58.3	0.8	7.5	30.8	0.8	1.7	100.0										22.2			100.0			
C9	# 145	21	2	78	19	6	271	4.9	21.0	5.8	NO	NO	NO		1			1		26	YES	YES	YES
	% 53.5	7.7	0.7	28.8	7.0	2.2	100.0								3.8			3.8		100.0			
E1	# 96	10	2	105	10	4	227	2.9	18.7	4.7	NO	NO	0.3	3		1	6		3	9	YES	YES	83.7%
	% 42.3	4.4	0.9	46.3	4.4	1.8	100.0							33.3		11.1	66.7		33.3	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.9 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent

Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# 94	7	2	313	35	12	463							3			12		1	16			
	% 20.3	1.5	0.4	67.6	7.6	2.6	100.0	1.8	28.3	3.4	0.3	NO	NO	18.8			75.0		6.3	100.0	83.3%	YES	YES
E22	# 26	2	1	53	7	1	90							5			4			9			
	% 28.9	2.2	1.1	58.9	7.8	1.1	100.0	0.8	43.5	2.1	NO	NO	NO	55.6			44.4			100.0	YES	YES	YES
E23	# 39	5	2	106	16	3	171							2	2		6			10			
	% 22.8	2.9	1.2	62.0	9.4	1.8	100.0	3.1	45.1	9.4	0.2	NO	0.0	20.0	20.0		60.0			100.0	59.4%	YES	YES
E24	# 41	1	1	15			58									1	1			2			
	% 70.7	1.7	1.7	25.9			100.0	4.8	36.7	4.3	3.1	10.8	4.3			50.0	50.0			100.0	35.4%	77.6%	0.0%
E25	# 86	2	2	80	7		177							1			7			8			
	% 48.6	1.1	1.1	45.2	4.0		100.0	2.2	29.7	3.9	1.1	NO	NO	12.5			87.5			100.0	50.0%	YES	YES
E31	# 68	9	3	61	8	1	150							1		1				2			
	% 45.3	6.0	2.0	40.7	5.3	0.7	100.0	3.0	21.8	3.9	NO	NO	NO	50.0		50.0				100.0	YES	YES	YES
E32	# 71	5	1	26	3	3	109							6			2			8			
	% 65.1	4.6	0.9	23.9	2.8	2.8	100.0	5.7	27.5	5.3	1.1	3.6	2.5	75.0			25.0			100.0	78.3%	98.8%	53.8%
E4	# 38	3	1	4	1		47								1					1			
	% 80.9	6.4	2.1	8.5	2.1		100.0	5.3	5.0	0.5	NO	NO	NO		100.0					100.0	YES	YES	YES
E51	# 8	1		161	11	1	182							1			6			7			
	% 4.4	0.5		88.5	6.0	0.5	100.0	0.2	63.6	4.5	NO	NO	NO	14.3			85.7			100.0	YES	YES	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.9 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent

Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	# 4	3		20	11	1	39										1			1			
	% 10.3	7.7		51.3	28.2	2.6	100.0	10.0	43.5	5.1	2.3	NO	NO				100.0			100.0	77.0%	YES	YES
E6	# 6	1		41	13	2	63										3	1		4			
	% 9.5	1.6		65.1	20.6	3.2	100.0	0.9	58.3	3.3	NO	NO	NO				75.0	25.0		100.0	YES	YES	YES
E7	# 148	9	1	3			161													9			*
	% 91.9	5.6	0.6	1.9			100.0	5.3	6.3	0.3	NO	4.4	0.3	100.0						100.0	YES	30.2%	0.0%
E8	# 64	20	1	29	44		158													5			
	% 40.5	12.7	0.6	18.4	27.8		100.0	4.4	5.6	0.5	NO	NO	NO	100.0						100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
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If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.9 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 85.8 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sherfessee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	8			3		11							3						2		*	*	*
	%	72.7			27.3		100.0	3.9	33.0	6.4	3.9	5.7	6.4	150.0						100.0	0.0%	82.7%	0.0%	*
C2	#	4			3		7													1		*	*	*
	%	57.1			42.9		100.0	3.9	29.4	7.3	3.9	NO	7.3							100.0	0.0%	YES	0.0%	*
C3	#	54	2	1	22	2	81							9	1		3	1		4		*	*	*
	%	66.7	2.5	1.2	27.2	2.5	100.0	3.0	32.2	4.2	0.5	5.0	1.7	225.0	25.0		75.0	25.0		100.0	83.3%	84.5%	59.5%	*
C4	#	58	2	5	40	1	4	110						10		1	10	1		22				
	%	52.7	1.8	4.5	36.4	0.9	3.6	100.0	3.1	34.4	5.0	1.3	NO	4.1	45.5		4.5	45.5	4.5	100.0	58.1%	YES	18.0%	
C5	#	52	4	8	44	4	3	115						10	1	4	10			24				
	%	45.2	3.5	7.0	38.3	3.5	2.6	100.0	2.4	28.6	2.9	NO	NO	NO	41.7	4.2	16.7	41.7		100.0	YES	YES	YES	
C6	#	4		2	4		1	11													*	*	*	*
	%	36.4		18.2	36.4		9.1	100.0	3.6	31.5	4.8	3.6	NO	4.8							0.0%	YES	0.0%	*
C7 and C8	#	56	1	1	55	3	1	117						14			6	1		36				
	%	47.9	0.9	0.9	47.0	2.6	0.9	100.0	2.9	33.0	4.3	2.0	NO	1.7	38.9			16.7	2.8	100.0	31.0%	YES	60.5%	
C9	#	43	6	1	15	3		68						11	3		4	2		14		*	*	*
	%	63.2	8.8	1.5	22.1	4.4		100.0	9.0	19.6	1.7	0.2	NO	NO	78.6	21.4		28.6	14.3	100.0	97.8%	YES	YES	*
E2	#	85	4		164	14	1	268						8	1		31	1	1	33				
	%	31.7	1.5		61.2	5.2	0.4	100.0	5.2	43.1	7.6	3.7	NO	2.4	24.2	3.0		93.9	3.0	3.0	100.0	28.8%	YES	68.4%

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.6 percent

Level of Goal Attainment for 2013: 83.5 percent

Level of Goal Attainment for 2014: 83.8 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sheressee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 43	4	2	18	3	1	71	3.1	22.8	6.0	NO	NO	1.8	8			6	1		15			
	% 60.6	5.6	2.8	25.4	4.2	1.4	100.0							53.3			40.0	6.7		100.0	YES	YES	70.0%
E4	# 23	2		3	1		29	6.1	8.1	3.2	NO	NO	NO	6			1			7			
	% 79.3	6.9		10.3	3.4		100.0							85.7			14.3			100.0	YES	YES	YES
E5	# 4			34	5	2	45	0.5	78.3	4.2	0.5	*	2.7	2			5	1		8	0.0%	96.6%	YES
	% 8.9			75.6	11.1	4.4	100.0							25.0			62.5	12.5		100.0			
E6	# 2			41	5		48	0.5	79.0	6.7	0.5	*	NO	1			8	1		10	0.0%	YES	YES
	% 4.2			85.4	10.4		100.0							10.0			80.0	10.0		100.0			
E7	# 46	4	2				52	7.7	4.9	1.6	0.0		1.6	8						8	YES	0.0%	0.0%
	% 88.5	7.7	3.8				100.0							100.0						100.0			
E8	# 56	20	1	11	11	2	101	19.9	13.8	6.4	0.1	*		10	3		2			15	99.5%	*	79.0%
	% 55.4	19.8	1.0	10.9	10.9	2.0	100.0							66.7	20.0		13.3			100.0			YES
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.6 percent
 Level of Goal Attainment for 2013: 83.5 percent
 Level of Goal Attainment for 2014: 83.8 percent

College of Charleston (Page 1 of 2)

President: Glenn F. McConnell
EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C7, and E1	#	51	5	1	63	7	5	132						8			5			13			
	%	38.6	3.8	0.8	47.7	5.3	3.8	100.0	5.1	37.4	11.0	1.3	NO	5.7	61.5			38.5		100.0	74.5%	YES	48.2%
C2	#	4	3	1	7			15	6.2	41.2	10.2	NO	NO	10.2	1					1	YES	YES	0.0%
	%	26.7	20.0	6.7	46.7			100.0							100.0					100.0			
C3	#	90	5	6	53	1	1	156	3.4	32.4	2.1	0.2	NO	1.5	5		4			9	94.1%	YES	28.6%
	%	57.7	3.2	3.8	34.0	0.6	0.6	100.0							55.6		44.4			100.0			
C4	#	81	4	17	63	6	8	179	3.9	38.0	3.2	1.7	2.8	NO	7	3	6			16	56.4%	92.6%	YES
	%	45.3	2.2	9.5	35.2	3.4	4.5	100.0							43.8	18.8	37.5			100.0			
C5	#	72	8	8	54	5	9	156	6.0	45.7	12.9	0.9	11.1	9.7	1		1			2	85.0%	75.7%	24.8%
	%	46.2	5.1	5.1	34.6	3.2	5.8	100.0							50.0		50.0			100.0			
C6	#	17		3	27	1	3	51	5.6	46.2	12.3	5.6	NO	10.3			1			1	0.0%	YES	16.3%
	%	33.3		5.9	52.9	2.0	5.9	100.0									100.0			100.0			
C8 and C9	#	72	8	4	54	10	2	150	5.9	35.3	5.9	0.6	NO	NO							89.8%	YES	YES
	%	48.0	5.3	2.7	36.0	6.7	1.3	100.0															
E2	#	86	15	7	215	43	13	379	3.0	41.1	12.2	NO	NO	0.9	2		6	1		9	YES	YES	92.6%
	%	22.7	4.0	1.8	56.7	11.3	3.4	100.0							22.2		66.7	11.1		100.0			
E3	#	34	5	1	25	7		72	5.9	31.8	8.1	NO	NO	NO				2		2	YES	YES	YES
	%	47.2	6.9	1.4	34.7	9.7		100.0										100.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 74.0 percent
Level of Goal Attainment for 2013: 75.1 percent
Level of Goal Attainment for 2014: 75.6 percent

College of Charleston (Page 2 of 2)

President: Glenn F. McConnell
EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 25	15	6	3	10	2	61	18.2	9.0	9.7	NO	4.1	NO								YES	54.4%	YES
	% 41.0	24.6	9.8	4.9	16.4	3.3	100.0																
E5	# 7	1		40	24	4	76	3.8	50.8	18.3	2.5	NO	NO				1	1		2	34.2%	YES	YES
	% 9.2	1.3		52.6	31.6	5.3	100.0										50.0	50.0		100.0			
E6	# 4	4		14	11	4	37	2.9	64.2	13.0	NO	26.4	NO								YES	58.9%	YES
	% 10.8	10.8		37.8	29.7	10.8	100.0																
E7	# 26	46	4		2	1	79	19.1	10.4	10.4	NO	10.4	7.9	3	3					6	YES	0.0%	24.0%
	% 32.9	58.2	5.1		2.5	1.3	100.0							50.0	50.0					100.0			
E8	# 6	14		2	32		54	23.5	13.0	12.8	NO	9.3	NO								YES	28.5%	YES
	% 11.1	25.9		3.7	59.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 74.0 percent
Level of Goal Attainment for 2013: 75.1 percent
Level of Goal Attainment for 2014: 75.6 percent

Department of Commerce

Agency Director: Robert Hitt III
EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			6	2		14	3.1	24.6	3.1	3.1	NO	NO				1			1	0.0%	YES	YES
	% 42.9			42.9	14.3		100.0										100.0			100.0			
E2	# 17	4	1	33	8	1	64	3.7	37.0	6.2	NO	NO	NO	6	2	1	23	4	1	37	YES	YES	YES
	% 26.6	6.3	1.6	51.6	12.5	1.6	100.0							16.2	5.4	2.7	62.2	10.8	2.7	100.0			
E3	# 1	1					2	5.9	24.9	4.6	NO	24.9	4.6								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
E5	# 1						1	5.0	46.0	16.8	NO	46.0	16.8								YES	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 100.0 percent
Level of Goal Attainment for 2013: 100.0 percent
Level of Goal Attainment for 2014: 100.0 percent

Comptroller General

Agency Director: William E. Gunn

EEO Officer: Allison Houpt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5			4	2	1	12	3.1	32.8	6.8	3.1	NO	NO	1			1			2	0.0%	*	YES	YES
	% 41.7			33.3	16.7	8.3	100.0							50.0			50.0			100.0				
E2	# 3	1		2	2	1	9	4.7	35.8	8.9	NO	13.6	NO	2	1		1			4	YES	62.0%	YES	
	% 33.3	11.1		22.2	22.2	11.1	100.0							50.0	25.0		25.0			100.0				
E5	# 1			2	4		7	4.8	43.0	16.2	4.8	*	14.4	NO			1			1	0.0%	*	66.5%	YES
	% 14.3			28.6	57.1		100.0										100.0			100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 94.5 percent
 Level of Goal Attainment for 2013: 96.9 percent
 Level of Goal Attainment for 2014: 89.8 percent

Consumer Affairs

Agency Director: Carolyn Grube Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	2		6	4.0	21.4	3.7	4.0	NO	NO				1			1	0.0%	YES	YES
	% 16.7			50.0	33.3		100.0										100.0			100.0			
E2	# 6			8	10		24	4.9	31.1	6.3	4.9	NO	NO	2					1		0.0%	YES	YES
	% 25.0			33.3	41.7		100.0							66.7					33.3				
E3, E5, and E6	# 2			4			6	2.6	54.9	15.4	2.6	NO	NO								0.0%	0.0%	YES
	% 33.3			66.7			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 92.0 percent
 Level of Goal Attainment for 2013: 75.8 percent
 Level of Goal Attainment for 2014: 71.4 percent

Corrections, Department of (Page 1 of 2)

Agency Director: Bryan P. Stirling
EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 53	22	2	6	15		98							9	5			2		16			
	% 54.1	22.4	2.0	6.1	15.3		100.0	5.2	22.6	5.2	NO	16.5	NO	56.3	31.3			12.5		100.0	YES	27.0%	YES
E1B	# 58	29	1	26	24		138							9	2	1	4	2		18			
	% 42.0	21.0	0.7	18.8	17.4		100.0	4.6	25.7	5.2	NO	6.9	NO	50.0	11.1	5.6	22.2	11.1		100.0	YES	73.2%	YES
E2A	# 56	23	4	45	28	3	159							17	4	3	17	13	2	56			
	% 35.2	14.5	2.5	28.3	17.6	1.9	100.0	6.0	36.8	9.9	NO	8.5	NO	30.4	7.1	5.4	30.4	23.2	3.6	100.0	YES	76.9%	YES
E2B	# 104	71	5	168	206	11	565							17	17	3	31	39	6	113			
	% 18.4	12.6	0.9	29.7	36.5	1.9	100.0	6.6	37.7	16.1	NO	8.0	NO	15.0	15.0	2.7	27.4	34.5	5.3	100.0	YES	78.8%	YES
E2C	# 47	30	3	41	103	1	225							7	7	1	9	16		40			
	% 20.9	13.3	1.3	18.2	45.8	0.4	100.0	4.4	48.1	19.5	NO	29.9	NO	17.5	17.5	2.5	22.5	40.0		100.0	YES	37.8%	YES
E3A	# 15	6	1	18	8	5	53							1			7	3	2	13			
	% 28.3	11.3	1.9	34.0	15.1	9.4	100.0	4.8	35.9	11.1	NO	1.9	NO	7.7			53.8	23.1	15.4	100.0	YES	94.7%	YES
E3B	# 4	4		51	59	3	121										14	11	2	27			
	% 3.3	3.3		42.1	48.8	2.5	100.0	3.6	45.3	27.0	0.3	3.2	NO				51.9	40.7	7.4	100.0	91.7%	92.9%	YES
E4A	# 120	188	7	23	155		493							17	17		4	21		59			
	% 24.3	38.1	1.4	4.7	31.4		100.0	26.4	9.5	20.9	NO	4.8	NO	28.8	28.8		6.8	35.6		100.0	YES	49.5%	YES
E4B	# 246	356	20	70	357	6	1055							59	76	10	12	66		223			
	% 23.3	33.7	1.9	6.6	33.8	0.6	100.0	25.9	9.4	25.9	NO	2.8	NO	26.5	34.1	4.5	5.4	29.6		100.0	YES	70.2%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 88.4 percent
Level of Goal Attainment for 2013: 87.4 percent
Level of Goal Attainment for 2014: 87.2 percent

Corrections, Department of (Page 2 of 2)

Agency Director: Bryan P. Stirling
EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	# 522	536	62	109	672	20	1921	25.9	9.4	25.9	NO	3.7	NO	264	193	30	53	248	8	796			
	% 27.2	27.9	3.2	5.7	35.0	1.0	100.0							33.2	24.2	3.8	6.7	31.2	1.0	100.0	YES	60.6%	YES
E5	# 10	17	1	73	72	2	175	4.2	51.3	16.3	NO	9.6	NO	1	6		9	9	2	27			
	% 5.7	9.7	0.6	41.7	41.1	1.1	100.0							3.7	22.2		33.3	33.3	7.4	100.0	YES	81.3%	YES
E6	# 6	4	1	51	49	2	113	5.1	44.8	20.4	1.6	NO	NO	3	3		27	18	1	52	68.6%	YES	YES
	% 5.3	3.5	0.9	45.1	43.4	1.8	100.0							5.8	5.8		51.9	34.6	1.9	100.0			
E7	# 84	29	2	2	2		119	15.1	4.1	1.8	NO	2.4	0.1	14	12		2	2		30	YES	41.5%	94.4%*
	% 70.6	24.4	1.7	1.7	1.7		100.0							46.7	40.0		6.7	6.7		100.0			
E8A	# 58	10		4	16		88	11.2	26.6	15.3	NO	22.1	NO	7	4			3		14	YES	16.9%	YES
	% 65.9	11.4		4.5	18.2		100.0							50.0	28.6			21.4		100.0			
E8B	# 26	23	9	26	56	6	146	11.5	25.8	32.8	NO	8.0	NO	11	7	3	10	15	4	50			
	% 17.8	15.8	6.2	17.8	38.4	4.1	100.0							22.0	14.0	6.0	20.0	30.0	8.0	100.0	YES	69.0%	YES
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 88.4 percent
Level of Goal Attainment for 2013: 87.4 percent
Level of Goal Attainment for 2014: 87.2 percent

Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		2	1		6	4.3	34.6	5.1	NO	1.3	NO								YES	96.2%	YES
	% 33.3	16.7		33.3	16.7		100.0																
E2	# 6	5		11	2		24	5.6	38.5	11.2	NO	NO	2.9	1	1		3	1		6	YES	YES	74.1%
	% 25.0	20.8		45.8	8.3		100.0							16.7	16.7		50.0	16.7		100.0			
E2A	# 8	2		1			11	4.3	32.6	7.4	NO	23.5	7.4								YES	27.9%	0.0%
	% 72.7	18.2		9.1			100.0																
E2B	# 24	1		7	3	1	36	5.5	28.0	8.9	2.7	8.6	0.6	2						2	50.9%	69.3%	93.3%
	% 66.7	2.8		19.4	8.3	2.8	100.0							100.0						100.0			
E3, E5 and E6	# 2			14	4		20	1.0	68.7	14.2	1.0	NO	NO				2			2	0.0%	YES	YES
	% 10.0			70.0	20.0		100.0										100.0			100.0			
E7	# 13	1		1	4		19	39.6	3.7	11.1	34.3	NO	NO								13.4%	YES	YES
	% 68.4	5.3		5.3	21.1		100.0																
E8	# 2						2	29.0	2.8	41.7	29.0	2.8	41.7		1		1			2	0.0%	0.0%	0.0%
	% 100.0						100.0								50.0		50.0			100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 78.7 percent
 Level of Goal Attainment for 2013: 72.1 percent
 Level of Goal Attainment for 2014: 82.8 percent

Deaf and Blind, School for the

Agency Director: Page McCraw (Interim)

EEO Officer: Monique Callaham

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	2		9	2		18	5.8	33.0	9.6	NO	NO	NO	1	1		2			4			
	% 27.8	11.1		50.0	11.1		100.0							25.0	25.0		50.0			100.0	YES	YES	YES
E2	# 30	5		100	17	1	153	4.6	47.5	11.8	1.3	NO	0.7	1	1		19	2		23			
	% 19.6	3.3		65.4	11.1	0.7	100.0							4.3	4.3		82.6	8.7		100.0	71.7%	YES	94.1%
E3	# 3			1	1		5	5.6	30.6	10.1	5.6	10.6	NO								0.0%	65.4%	YES
	% 60.0			20.0	20.0		100.0																
E5	# 6	6	1	38	44	1	96	7.4	42.4	19.3	1.1	2.8	NO			1	6	5	1	13	85.1%	93.4%	YES
	% 6.3	6.3	1.0	39.6	45.8	1.0	100.0									7.7	46.2	38.5	7.7	100.0			
E6	#			10	3		13	0.4	69.7	10.2	0.4	NO	NO				1	1		2	0.0%	YES	YES
	%			76.9	23.1		100.0										50.0	50.0		100.0			
E7	# 9						9	8.9	5.1	1.4	8.9	5.1	1.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
E8	# 3	1		5	7		16	18.7	35.8	13.0	12.4	4.5	NO	1	1			1		3	33.7%	87.4%	YES
	% 18.8	6.3		31.3	43.8		100.0							33.3	33.3			33.3		100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 84.9 percent
 Level of Goal Attainment for 2013: 92.7 percent
 Level of Goal Attainment for 2014: 89.4 percent

Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 20	3		21	10	1	55						*	3			1	3		7			*
	% 36.4	5.5		38.2	18.2	1.8	100.0	12.0	35.5	19.9	6.5	NO	1.7	42.9			14.3	42.9		100.0	45.8%	YES	91.5%
E2	# 35	36		133	117	5	326							3	5		22	22	1	53			
	% 10.7	11.0		40.8	35.9	1.5	100.0	12.5	30.0	29.8	1.5	NO	NO	5.7	9.4		41.5	41.5	1.9	100.0	88.0%	YES	YES
E3	# 14	3	2	50	36	4	109							1			15	11	1	28			
	% 12.8	2.8	1.8	45.9	33.0	3.7	100.0	21.3	39.1	39.9	18.5	NO	6.9	3.6			53.6	39.3	3.6	100.0	13.1%	YES	82.7%
E4 and E7	# 23	9		2	1		35							2	2			1		5			
	% 65.7	25.7		5.7	2.9		100.0	7.7	2.3	8.1	NO	NO	5.2	40.0	40.0			20.0		100.0	YES	YES	35.8%
E5	# 18	160	2	90	801	9	1080							4	52		63	271	3	393			
	% 1.7	14.8	0.2	8.3	74.2	0.8	100.0	12.4	30.6	56.7	NO	22.3	NO	1.0	13.2		16.0	69.0	0.8	100.0	YES	27.1%	YES
E6	# 1			18	38	1	58											3		3			
	% 1.7			31.0	65.5	1.7	100.0	2.1	55.2	22.1	2.1	24.2	NO					100.0		100.0	0.0%	56.2%	YES
E8	# 18	32		18	87	5	160							2	3		3	8		16			
	% 11.3	20.0		11.3	54.4	3.1	100.0	22.4	9.2	16.6	2.4	NO	NO	12.5	18.8		18.8	50.0		100.0	89.3%	YES	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 78.3 percent
 Level of Goal Attainment for 2013: 79.2 percent
 Level of Goal Attainment for 2014: 77.6 percent

Education, Department of

Agency Director: Dr. Mick Zais

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	1	1	12	5		30	5.1	38.0	11.3	1.8	NO	NO	1		1	3			5	64.7%	YES	YES
	% 36.7	3.3	3.3	40.0	16.7		100.0							20.0		20.0	60.0			100.0			
E2A	# 29	9	1	104	40	6	189	5.8	41.2	14.8	1.0	NO	NO	6	3	1	24	18	2	54	82.8%	YES	YES
	% 15.3	4.8	0.5	55.0	21.2	3.2	100.0							11.1	5.6	1.9	44.4	33.3	3.7	100.0			
E2B	# 11	4	2	17	11		45	4.3	30.3	7.1	NO	NO	NO		1		2	2		5	YES	YES	YES
	% 24.4	8.9	4.4	37.8	24.4		100.0								20.0		40.0	40.0		100.0			
E2C	# 41	8	1	27	23		100	7.5	21.8	5.0	NO	NO	NO	6	3	1	2	2		14	YES	YES	YES
	% 41.0	8.0	1.0	27.0	23.0		100.0							42.9	21.4	7.1	14.3	14.3		100.0			
E3	# 7	2	2	8	3		22	5.6	32.6	7.8	NO	NO	NO	2	1	2	1	2		8	YES	YES	YES
	% 31.8	9.1	9.1	36.4	13.6		100.0							25.0	12.5	25.0	12.5	25.0		100.0			
E5	# 1			17	13		31	7.4	34.4	18.2				1			2	2		5	0.0%	YES	YES
	% 3.2			54.8	41.9		100.0				7.4	NO	NO	20.0			40.0	40.0		100.0			
E6	#			11	9		20	1.4	56.3	26.6	1.4	1.3	NO				1	2		3	0.0%	97.7%	YES
	%			55.0	45.0		100.0										33.3	66.7		100.0			
E7	# 245	89	7	28	3		372	17.2	3.1	2.6	NO	NO	1.8	59	14		7			80	YES	YES	30.8%
	% 65.9	23.9	1.9	7.5	0.8		100.0							73.8	17.5		8.8			100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.5 percent

Level of Goal Attainment for 2013: 90.4 percent

Level of Goal Attainment for 2014: 90.3 percent

South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Claire Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	4		5	1		16	3.1	24.3	3.4	NO	NO	NO		1		1	1		3	YES	YES	YES
	% 37.5	25.0		31.3	6.3		100.0								33.3		33.3	33.3		100.0			
E2	# 18	7	1	26	11	2	65	5.2	32.3	6.7	NO	NO	NO	3			3	1		7	YES	YES	YES
	% 27.7	10.8	1.5	40.0	16.9	3.1	100.0							42.9			42.9	14.3		100.0			
E3	# 5	1		1	3	1	11	5.0	31.5	8.2	NO	22.4	NO								YES	28.9%	YES
	% 45.5	9.1		9.1	27.3	9.1	100.0																
E5	# 2	1		9	6	1	19	6.2	45.7	8.7	0.9	NO	NO				3			3	85.5%	YES	YES
	% 10.5	5.3		47.4	31.6	5.3	100.0										100.0			100.0			
E6	#	1		1			2	1.0	72.2	14.3	NO	22.2	14.3								YES	69.3%	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.4 percent
 Level of Goal Attainment for 2013: 91.7 percent
 Level of Goal Attainment for 2014: 91.7 percent

Educational Television

Agency Director: Linda O'Bryon

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	5.7	16.9	4.1	5.7	NO	4.1				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E2A	# 25	5		10	3		43	5.8	18.7	5.0	NO	NO	NO	3			1			4	YES	YES	YES
	% 58.1	11.6		23.3	7.0		100.0							75.0			25.0			100.0			
E2B	# 6	2		9	2	1	20	4.5	22.4	4.6	NO	NO	NO	2			1	1	1	5	YES	YES	YES
	% 30.0	10.0		45.0	10.0	5.0	100.0							40.0			20.0	20.0	20.0	100.0			
E2C	# 5	1		6	2		14	6.0	21.4	3.0	NO	NO	NO				1			1	YES	YES	YES
	% 35.7	7.1		42.9	14.3		100.0										100.0			100.0			
E3	# 15	3	1	3	2		24	6.4	17.3	7.6	NO	4.8	NO	2						2	YES	72.3%	YES
	% 62.5	12.5	4.2	12.5	8.3		100.0							100.0						100.0			
E5 and E6	# 2			6	2		10	9.9	43.3	17.0	9.9	NO	NO								0.0%	YES	YES
	% 20.0			60.0	20.0		100.0																
E7	# 3						3	33.1	2.7	0.6	33.1	2.7	0.6								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 96.1 percent
 Level of Goal Attainment for 2013: 94.5 percent
 Level of Goal Attainment for 2014: 98.2 percent

Elections Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 2	# 1		# 3			# 6	5.8	21.3	4.8	NO	NO	4.8 *				1			1	YES	YES	0.0% *
	% 33.3	% 16.7		% 50.0			100.0										100.0			100.0			
E3, E5, and E6	# 3	# 3		# 1	# 2	# 1	# 10	5.2	44.1	17.1	NO	34.1	NO	2					1	3	YES	22.7%	YES
	% 30.0	% 30.0		% 10.0	% 20.0	% 10.0	100.0							66.7					33.3	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 97.1 percent
 Level of Goal Attainment for 2013: 97.1 percent
 Level of Goal Attainment for 2014: 84.5 percent

Employment and Workforce, Department of

Agency Director: Cheryl Stanton

EEO Officer: Stephani Hamberg

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			5	2		12	7.4	35.8	16.0	7.4	NO	NO	1						1	0.0%	YES	YES
	% 41.7			41.7	16.7		100.0							100.0						100.0			
E2A	# 41	37	4	87	116	15	300	6.8	40.7	25.9	NO	11.7	NO	5	6	1	10	12	3	37	YES	71.3%	YES
	% 13.7	12.3	1.3	29.0	38.7	5.0	100.0							13.5	16.2	2.7	27.0	32.4	8.1	100.0			
E2B and E4	# 46	18	2	68	57	2	193	9.2	37.6	26.4	NO	2.4	NO	5	3		6	7		21	YES	93.6%	YES
	% 23.8	9.3	1.0	35.2	29.5	1.0	100.0							23.8	14.3		28.6	33.3		100.0			
E2C	# 39	10	2	39	24		114	8.4	36.1	24.0	NO	1.9	2.9	6	3	1	7	5	1	23	YES	94.7%	87.9%
	% 34.2	8.8	1.8	34.2	21.1		100.0							26.1	13.0	4.3	30.4	21.7	4.3	100.0			
E2D	# 24	8	3	12	5	4	56	7.5	35.4	16.7	NO	14.0	7.8	3		1	2		1	7	YES	60.5%	53.3%
	% 42.9	14.3	5.4	21.4	8.9	7.1	100.0							42.9		14.3	28.6		14.3	100.0			
E3 and E5	# 16	9	2	33	26	3	89	10.8	24.0	10.3	0.7	NO	NO		2		4	2		8	93.5%	YES	YES
	% 18.0	10.1	2.2	37.1	29.2	3.4	100.0								25.0		50.0	25.0		100.0			
E6, E7 and E8	# 10	7		7	21	1	46	5.0	52.2	17.0	NO	37.0	NO	3	1			2	1	7	YES	29.1%	YES
	% 21.7	15.2		15.2	45.7	2.2	100.0							42.9	14.3			28.6	14.3	100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.1 percent
 Level of Goal Attainment for 2013: 90.0 percent
 Level of Goal Attainment for 2014: 89.2 percent

Financial Institutions, Board of

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Sara Fortson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2			7				2.4	42.5	5.5								0.0%	67.3%	0.0%
	% 71.4			28.6			100.0				2.4	13.9	5.5										
E2	# 11	4		13	3	1	32	5.6	45.3	8.9	NO	4.7	NO	5			2	1		8	YES	89.6%	YES
	% 34.4	12.5		40.6	9.4	3.1	100.0							62.5			25.0	12.5		100.0			
E5	#			1			1	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.0 percent
 Level of Goal Attainment for 2013: 85.1 percent
 Level of Goal Attainment for 2014: 91.4 percent

Forestry Commission

Agency Director: Henry E. (Gene) Kodama

EEO Officer: Lynn N. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5		1				6				4.5	33.8	1.6	1						1			
	% 83.3		16.7				100.0				4.5	33.8	1.6	100.0						100.0	0.0%	0.0%	0.0%
E2, E2A and E2B	# 81	1	1	20	3		106				2.3	16.7	6.0	13			3	1		17			
	% 76.4	0.9	0.9	18.9	2.8		100.0				1.4	NO	3.2	76.5			17.6	5.9		100.0	39.1%	YES	46.7%
E3	# 7	1		1			9				6.5	3.0	2.3										
	% 77.8	11.1		11.1			100.0				NO	NO	2.3								YES	YES	0.0%
E4	# 135	8		3			146				8.1	1.0	0.9	20	2		2			24			
	% 92.5	5.5		2.1			100.0				2.6	NO	0.9	83.3	8.3		8.3			100.0	67.9%	YES	0.0%
E5	#			4	2		6				3.2	61.2	13.2										
	%			66.7	33.3		100.0				3.2	NO	NO							100.0	0.0%	YES	YES
E6	# 2			29	1		32				5.7	35.3	22.3	1			2			3			
	% 6.3			90.6	3.1		100.0				5.7	NO	19.2	33.3			66.7			100.0	0.0%	YES	13.9%
E7	# 10	3					13				0.1	12.2	0.1										
	% 76.9	23.1					100.0				NO	12.2	0.1								YES	0.0%	0.0%
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 74.0 percent
 Level of Goal Attainment for 2013: 64.2 percent
 Level of Goal Attainment for 2014: 60.5 percent

Francis Marion University

President: Dr. Fred Carter
EEO Officer: Demetra Pearson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	18	1		12	1		32						1						1			
	%	56.3	3.1		37.5	3.1		100.0	3.9	3.7	4.9	0.8	NO	1.8	100.0					100.0	79.5%	YES	63.3%
C2 and C3	#	50	1		15	1		67						1						1			
	%	74.6	1.5		22.4	1.5		100.0	1.6	29.9	2.9	0.1	7.5	1.4	100.0					100.0	93.8%	74.9%	51.7%
C4 and C5	#	48		7	65	4	8	132						8		4	9		1	22			
	%	36.4		5.3	49.2	3.0	6.1	100.0	2.4	46.0	5.0	2.4	NO	2.0	36.4		18.2	40.9		4.5	100.0	0.0%	YES
C6, C7, C8, and C9	#	15	1		20	9	1	46						3	1		3	3		10			
	%	32.6	2.2		43.5	19.6	2.2	100.0	3.3	40.3	6.4	1.1	NO	NO	30.0	10.0		30.0	30.0	100.0	66.7%	YES	YES
E2	#	20	4		31	15		70						6	1		2	1		10			
	%	28.6	5.7		44.3	21.4		100.0	5.7	38.4	16.5	0.0	NO	NO	60.0	10.0		20.0	10.0	100.0	YES	YES	YES
E3	#	8	2	1	3	1		15							1		1			2			
	%	53.3	13.3	6.7	20.0	6.7		100.0	6.5	32.5	9.9	NO	12.5	3.2		50.0		50.0		100.0	YES	61.5%	67.7%
E4 and E7	#	25	4		2			31						5	1					6			
	%	80.6	12.9		6.5			100.0	15.5	4.1	2.5	2.6	NO	2.5	83.3	16.7				100.0	83.2%	YES	0.0%
E5 and E6	#	3	2		25	18		48						1			4	1		6			
	%	6.3	4.2		52.1	37.5		100.0	1.0	70.0	16.1	NO	17.9	NO	16.7			66.7	16.7	100.0	YES	74.4%	YES
E8	#	8	24		1	23		56						1	2					3			
	%	14.3	42.9		1.8	41.1		100.0	28.4	8.0	18.4	NO	6.2	NO	33.3	66.7				100.0	YES	22.5%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 83.3 percent
Level of Goal Attainment for 2013: 80.1 percent
Level of Goal Attainment for 2014: 80.7 percent

Governor's Office

Agency Director: Gary Anderson

EEO Officer: Mary E. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	# 3	2		9	8		22																		
	% 13.6	9.1		40.9	36.4		100.0	5.2	28.9	19.3	NO	NO	NO				12.5		37.5	50.0		100.0	YES	YES	YES
E2	# 16	8		52	57	2	135																		
	% 11.9	5.9		38.5	42.2	1.5	100.0	5.9	33.1	13.4	0.0	NO	NO	12.5	8.3		41.7	29.2	8.3	100.0	YES	YES	YES		
E3	# 1	1					2																		
	% 50.0	50.0					100.0	10.8	24.4	7.7	NO	24.4	7.7								100.0	YES	0.0%	0.0%	
E5	#	2		3	3		8																		
	%	25.0		37.5	37.5		100.0	5.8	41.9	17.9	NO	4.4	NO		1		1	1		3	YES	89.5%	YES		
E6	#	1		2	3	1	7																		
	%	14.3		28.6	42.9	14.3	100.0	5.8	41.9	17.9	NO	13.3	NO	1	50.0		50.0			2	YES	68.3%	YES		
E8	# 6						6																		
	% 100.0						100.0	5.8	41.9	17.9	5.8	41.9	17.9	1						1	0.0%	0.0%	0.0%		
	#																								
	%																								
	#																								
	%																								

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 84.7 percent
 Level of Goal Attainment for 2013: 91.1 percent
 Level of Goal Attainment for 2014: 83.9 percent

Governor's School for Arts and Humanities

Agency Director: Dr. Bruce Halverson

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1			2	8.7	40.6	9.3	8.7	NO	9.3								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
E2	# 20			28	6	1	55	4.2	52.1	6.4	4.2	1.2	NO	4			3	1	1	9	0.0%	97.7%	YES
	% 36.4			50.9	10.9	1.8	100.0							44.4			33.3	11.1	11.1	100.0			
E3,E4,E5,E6,E7,E8	# 7	3		6	3		19	2.8	61.4	6.7	NO	29.8	NO	2						2	YES	51.5%	YES
	% 36.8	15.8		31.6	15.8		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
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	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 83.3 percent
 Level of Goal Attainment for 2013: 78.5 percent
 Level of Goal Attainment for 2014: 78.5 percent

Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, Ph.D

EEO Officer: Ernie L. Boyd, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 11	4		11	5		31	6.7	35.1	14.0	NO	NO	NO	1	2		4			7			
	% 35.5	12.9		35.5	16.1		100.0							14.3	28.6		57.1			100.0	YES	YES	YES
C6	# 20	2	1	10	2	2	37	4.7	34.7	6.9	NO	7.7	1.5	5	1		2			8			*
	% 54.1	5.4	2.7	27.0	5.4	5.4	100.0							62.5	12.5		25.0			100.0	YES	77.8%	78.3%
E3, E5, and E6	# 2			6	2		10	3.3	56.4	13.9	3.3	NO	NO				2	1		3		*	
	% 20.0			60.0	20.0		100.0										66.7	33.3		100.0	0.0%	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 88.3 percent
 Level of Goal Attainment for 2013: 89.1 percent
 Level of Goal Attainment for 2014: 94.5 percent

Health and Environmental Control, Department of

Agency Director: Catherine Templeton

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 105	5	7	95	18	3	233							8			5	1		14			
	% 45.1	2.1	3.0	40.8	7.7	1.3	100.0	2.0	30.1	5.8	NO	NO	NO	57.1			35.7	7.1		100.0	YES	YES	YES
E2A	# 12	2	1	308	96	8	427							8			35	15	7	65			
	% 2.8	0.5	0.2	72.1	22.5	1.9	100.0	1.7	65.4	10.4	1.2	NO	NO	12.3			53.8	23.1	10.8	100.0	29.4%	YES	YES
E2B	# 244	25	5	237	65	6	582							3			1			4			
	% 41.9	4.3	0.9	40.7	11.2	1.0	100.0	5.7	30.8	6.7	1.4	NO	NO	75.0			25.0			100.0	75.4%	YES	YES
E2C	# 217	36	1	393	211	20	878							44	5	3	67	39	9	167			
	% 24.7	4.1	0.1	44.8	24.0	2.3	100.0	8.0	35.1	27.2	3.9	NO	3.2	26.3	3.0	1.8	40.1	23.4	5.4	100.0	51.3%	YES	88.2%
E3	# 33	9	1	43	30	7	123							6	3		4	3	1	17			
	% 26.8	7.3	0.8	35.0	24.4	5.7	100.0	3.9	42.6	13.9	NO	7.6	NO	35.3	17.6		23.5	17.6	5.9	100.0	YES	82.2%	YES
E5	# 5	4		96	77	2	184										15	6		21			
	% 2.7	2.2		52.2	41.8	1.1	100.0	1.3	66.5	15.8	NO	14.3	NO				71.4	28.6		100.0	YES	78.5%	YES
E6	# 5	3		221	175	30	434										36	14	7	57			
	% 1.2	0.7		50.9	40.3	6.9	100.0	1.9	57.6	19.9	1.2	6.7	NO				63.2	24.6	12.3	100.0	36.8%	88.4%	YES
E7 and E8	# 18	12	1	2	1	2	36							1			1			2			
	% 50.0	33.3	2.8	5.6	2.8	5.6	100.0	17.7	12.0	14.2	NO	6.4	11.4	50.0			50.0			100.0	YES	46.7%	19.7%
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.4 percent
 Level of Goal Attainment for 2013: 88.4 percent
 Level of Goal Attainment for 2014: 83.2 percent

Health and Human Services

Agency Director: Anthony Keck

EEO Officer: Eugenia Howard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2012 - 09/30/2013							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 21	9	1	39	22	2	94	7.0	28.9	17.2	NO	NO	NO	4	4		5	1	1	15			
	% 22.3	9.6	1.1	41.5	23.4	2.1	100.0							26.7	26.7		33.3	6.7	6.7	100.0	YES	YES	YES
E2A	# 8	1		54	43	1	107	5.5	38.4	28.8	4.6	NO	NO	2	1		5	2	1	11			
	% 7.5	0.9		50.5	40.2	0.9	100.0							18.2	9.1		45.5	18.2	9.1	100.0	16.4%	YES	YES
E2B	# 27	17	3	234	242	16	539	5.6	38.4	24.1	2.4	NO	NO	4	5	1	54	42	15	121			
	% 5.0	3.2	0.6	43.4	44.9	3.0	100.0							3.3	4.1	0.8	44.6	34.7	12.4	100.0	57.1%	YES	YES
E3	# 15	5	1	1	7	2	31	7.5	22.8	10.4	NO	19.6	NO	5	2	1		2	1	11			
	% 48.4	16.1	3.2	3.2	22.6	6.5	100.0							45.5	18.2	9.1		18.2	9.1	100.0	YES	14.0%	YES
E5	# 2	2	1	16	17	2	40	4.9	45.4	14.5	NO	5.4	NO		1		1			2			
	% 5.0	5.0	2.5	40.0	42.5	5.0	100.0								50.0		50.0			100.0	YES	88.1%	YES
E6	#	3		34	35		72	4.4	48.1	20.9	0.2*	0.9*	NO		1		5	6		12			
	%	4.2		47.2	48.6		100.0								8.3		41.7	50.0		100.0	95.5%*	98.1%*	YES
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.8 percent
 Level of Goal Attainment for 2013: 89.7 percent
 Level of Goal Attainment for 2014: 87.2 percent

Commission on Higher Education

Agency Director: Dr. Richard Sutton

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1		5	5.4	39.0	13.0	5.4 *	NO	NO				1			1	0.0% *	YES	YES
	% 40.0			40.0	20.0		100.0										100.0			100.0			
E2	# 1	3		13	8		25	6.6	33.2	10.8	NO	NO	NO	1	1		1			3	YES	YES	YES
	% 4.0	12.0		52.0	32.0		100.0							33.3	33.3		33.3			100.0			
E3 and E5	#		1		1		2	6.0	47.7	17.0	6.0 *	47.7 *	NO								0.0% *	0.0% *	YES
	%		50.0		50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 85.7 percent
 Level of Goal Attainment for 2013: 83.8 percent
 Level of Goal Attainment for 2014: 100.0 percent

Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1			4	2.9	30.8	4.2	2.9	5.8	4.2								0.0%	81.2%	0.0%
	% 75.0			25.0			100.0																
E2	# 20	1		6	3		30	4.9	27.6	6.8	1.6	7.6	NO	1				1		2	67.3%	72.5%	YES
	% 66.7	3.3		20.0	10.0		100.0							50.0				50.0		100.0			
E5 and E6	# 6			19	8		33	6.0	47.7	17.0	6.0	NO	NO	1				2		3	0.0%	YES	YES
	% 18.2			57.6	24.2		100.0							33.3				66.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 74.4 percent
 Level of Goal Attainment for 2013: 81.5 percent
 Level of Goal Attainment for 2014: 74.4 percent

Insurance, Department of

Agency Director: Raymond G. Farmer

EEO Officer: Patricia Butler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	1		4	3		22	2.4	30.1	5.1	NO	11.9	NO	5						5	YES	60.5%	YES
	% 63.6	4.5		18.2	13.6		100.0							100.0						100.0			
E2	# 16	9		11	15	2	53	2.3	31.0	8.0	NO	10.2	NO	6	2			3	2	13	YES	67.1%	YES
	% 30.2	17.0		20.8	28.3	3.8	100.0							46.2	15.4			23.1	15.4	100.0			
E3, E5, and E6	# 2		1	4	6	1	14	2.1	44.5	21.5	2.1	15.9	NO	1					1	2	0.0%*	64.3%	YES
	% 14.3		7.1	28.6	42.9	7.1	100.0							50.0					50.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 92.5 percent
 Level of Goal Attainment for 2013: 91.7 percent
 Level of Goal Attainment for 2014: 86.5 percent

John de la Howe

Agency Director: Dr. Danny Webb

EEO Officer: Debbie Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	3			1		5	5.9	24.3	22.0	NO	24.3	2.0		3					3	YES	0.0%	90.9%
	% 20.0	60.0			20.0		100.0								100.0					100.0			
E2 and E3	# 13	10	1	12	22		58	2.0	56.2	21.0	NO	35.5	NO	8	3		3	12		26	YES	36.8%	YES
	% 22.4	17.2	1.7	20.7	37.9		100.0							30.8	11.5		11.5	46.2		100.0			
E5 and E6	#			1	5		6	0.8	66.2	17.1	0.8	49.5	NO					2		2	0.0%	25.2%	YES
	%			16.7	83.3		100.0											100.0		100.0			
E7 and E8	# 5			1	3		9	22.5	13.2	20.7	22.5	2.1	NO	1				2		3	0.0%	84.1%	YES
	% 55.6			11.1	33.3		100.0							33.3				66.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 88.5 percent
 Level of Goal Attainment for 2013: 78.2 percent
 Level of Goal Attainment for 2014: 67.0 percent

Juvenile Justice, Department of

Agency Director: Margaret H. Barber

EEO Officer: Justin Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	10		13	23	1	66							4	1		2	2		9			
	% 28.8	15.2		19.7	34.8	1.5	100.0	2.5	17.3	1.8	NO	NO	NO	44.4	11.1		22.2	22.2		100.0	YES	YES	YES
E2	# 76	118	2	149	220	5	570							14	28		33	55		130			
	% 13.3	20.7	0.4	26.1	38.6	0.9	100.0	6.4	43.0	18.5	NO	16.9	NO	10.8	21.5		25.4	42.3		100.0	YES	60.7%	YES
E3	# 8	3		3	4	1	19							2			1	3	1	7			
	% 42.1	15.8		15.8	21.1	5.3	100.0	4.6	35.8	14.3	NO	20.0	NO	28.6			14.3	42.9	14.3	100.0	YES	44.1%	YES
E4	# 15	191	1	13	245		465							11	62	1	11	58		143			
	% 3.2	41.1	0.2	2.8	52.7		100.0	22.0	15.2	26.2	NO	12.4	NO	7.7	43.4	0.7	7.7	40.6		100.0	YES	18.4%	YES
E5	# 2	1		15	17		35							1				4		5			
	% 5.7	2.9		42.9	48.6		100.0	5.0	48.4	17.1	2.1	5.5	NO	20.0				80.0		100.0	58.0%*	88.6%	YES
E6	# 1	4		29	32	1	67							1			1	7		9			
	% 1.5	6.0		43.3	47.8	1.5	100.0	4.6	47.2	20.1	NO	3.9	NO	11.1			11.1	77.8		100.0	YES	91.7%	YES
E7	# 17	4					21							2			3			5			
	% 81.0	19.0					100.0	62.6	1.0	1.0	43.6	1.0	1.0	40.0			60.0			100.0	30.4%	0.0%*	0.0%*
E8	# 5	7	1	1	20	3	37							1				2		3			
	% 13.5	18.9	2.7	2.7	54.1	8.1	100.0	19.7	12.5	24.6	0.8	9.8	NO	33.3				66.7		100.0	95.9%*	21.6%	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 85.5 percent
 Level of Goal Attainment for 2013: 83.9 percent
 Level of Goal Attainment for 2014: 82.3 percent

Labor, Licensing and Regulation

Agency Director: Holly G. Pisarik

EEO Officer: Richele K. Taylor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		8	1		15						*	1			1			2			*
	% 33.3	6.7		53.3	6.7		100.0	6.0	24.0	12.0	NO	NO	5.3	50.0			50.0			100.0	YES	YES	55.8%
E2A	# 34	7		21	10		72							5	1		3	3		12			
	% 47.2	9.7		29.2	13.9		100.0	7.3	24.2	12.0	NO	NO	NO	41.7	8.3		25.0	25.0		100.0	YES	YES	YES
E2B	# 58	12	6	43	24		143				*			12	1	2	11	7		33	*		*
	% 40.6	8.4	4.2	30.1	16.8		100.0	8.5	29.5	12.1	0.1	NO	NO	36.4	3.0	6.1	33.3	21.2		100.0	98.8%	YES	YES
E3	# 14	2	1	3	2	1	23				*			1						1	*		*
	% 60.9	8.7	4.3	13.0	8.7	4.3	100.0	11.1	21.6	16.9	2.4	8.6	8.2	100.0						100.0	78.4%	60.2%	51.5%
E5	# 2	3		36	33	4	78					*		1			4	5	2	12		*	*
	% 2.6	3.8		46.2	42.3	5.1	100.0	5.4	47.0	23.2	1.6	0.8	NO	8.3			33.3	41.7	16.7	100.0	70.4%	98.3%	YES
E6	# 1			6	3		10				*			1						1	*		*
	% 10.0			60.0	30.0		100.0	5.5	50.4	18.5	5.5	NO	NO	100.0						100.0	0.0%	YES	YES
E7 and E8	# 3	1					4				*	*	*	1						1	*	*	*
	% 75.0	25.0					100.0	29.3	6.1	22.5	4.3	6.1	22.5	100.0						100.0	85.3%	0.0%	0.0%
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 79.6 percent
 Level of Goal Attainment for 2013: 81.0 percent
 Level of Goal Attainment for 2014: 88.8 percent

Law Enforcement Division, State

Agency Director: Mark Keel
EEO Officer: Laura G. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	1			11	19.6	9.3	3.0	10.5	0.2	3.0								46.4%	97.8%	0.0%
	% 72.7	9.1	9.1	9.1			100.0																
E2A	# 40	8	1	73	18	4	144	16.3	15.6	4.2	10.7	NO	NO	13	2		10	3	1	29	34.4%	YES	YES
	% 27.8	5.6	0.7	50.7	12.5	2.8	100.0							44.8	6.9		34.5	10.3	3.4	100.0			
E2B	# 104	18	3	18	3		146	4.9	32.9	6.5	NO	20.6	4.4	17		1	4	1		23	YES	37.4%	32.3%
	% 71.2	12.3	2.1	12.3	2.1		100.0							73.9		4.3	17.4	4.3		100.0			
E3	# 11	5		22	14	4	56	7.0	35.1	13.0	NO	NO	NO	5	2		4	3	1	15	YES	YES	YES
	% 19.6	8.9		39.3	25.0	7.1	100.0							33.3	13.3		26.7	20.0	6.7	100.0			
E4	# 85	15	3	35	6		144	14.5	8.6	2.1	4.1	NO	NO	18	4	2	11	4		39	71.7%	YES	YES
	% 59.0	10.4	2.1	24.3	4.2		100.0							46.2	10.3	5.1	28.2	10.3		100.0			
E5	# 1	1		18	6		26	3.2	51.7	27.2	NO	NO	4.1				2	1		3	YES	YES	84.9%
	% 3.8	3.8		69.2	23.1		100.0										66.7	33.3		100.0			
E6	# 5	3		15	10	1	34	7.0	37.2	30.0	NO	NO	0.6	5	3		10	8		26	YES	YES	98.0%
	% 14.7	8.8		44.1	29.4	2.9	100.0							19.2	11.5		38.5	30.8		100.0			
E7 and E8	# 5	1	1		2		9	42.3	5.3	11.3	31.2	5.3	NO			1				1	26.2%	0.0%	YES
	% 55.6	11.1	11.1		22.2		100.0									100.0				100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 79.8 percent
Level of Goal Attainment for 2013: 80.2 percent
Level of Goal Attainment for 2014: 83.1 percent

State Library

Agency Director: Leesa Benggio

EEO Officer: Jessica E. Cornish

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 7	2		14	2		25	2.7	54.2	8.4	NO	NO	0.4 *	2	1		7	1		11	YES	YES	95.2% *
	% 28.0	8.0		56.0	8.0		100.0							18.2	9.1		63.6	9.1		100.0			
E3 and E5	# 1	1		3	1		6	5.4	49.6	13.6	NO	NO	NO	1						1	YES	YES	YES
	% 16.7	16.7		50.0	16.7		100.0							100.0									
E6	# 2			1			3	16.7	30.4	25.4	16.7 *	30.4 *	NO								0.0% *	0.0% *	YES
	% 66.7			33.3			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 97.7 percent
 Level of Goal Attainment for 2013: 95.9 percent
 Level of Goal Attainment for 2014: 99.3 percent

Lieutenant Governor's Office

Agency Director: John McGill

EEO Officer: Boyd Shealy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			7	3		14	2.6	8.5	5.1	2.6	NO	NO	2	1		2	1		6	0.0%	YES	YES
	% 28.6			50.0	21.4		100.0							33.3	16.7		33.3	16.7		100.0			
E2A, C, and D	# 9	2		12	9		32	4.8	11.7	5.6	NO	NO	NO	1			7	3		11			
	% 28.1	6.3		37.5	28.1		100.0							9.1			63.6	27.3		100.0	YES	YES	YES
E6	#			1			1	19.7	31.0	11.3	19.7	31.0	NO				1			1	0.0%	0.0%	YES
	%			100.0			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 100.0 percent
 Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 100.0 percent

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	# 10			6			16	2.6	26.7	0.5	2.6	NO	0.5	2			3			5	0.0%	YES	0.0%
	% 62.5			37.5			100.0							40.0			60.0			100.0			
E102	# 11	1		24	1		37	1.9	23.0	2.1	NO	NO	NO			1	4		1	6	YES	YES	YES
	% 29.7	2.7		64.9	2.7		100.0									16.7	66.7		16.7	100.0			
E204	# 34	2	2	35	6		79	3.0	33.0	5.6	0.5	NO	NO	8		1	7			16	83.3%	YES	YES
	% 43.0	2.5	2.5	44.3	7.6		100.0							50.0		6.3	43.8			100.0			
E206	# 135	9	11	201	53	14	423	4.3	30.9	7.5	2.2	NO	NO	31	5	1	48	9	3	97	48.8%	YES	YES
	% 31.9	2.1	2.6	47.5	12.5	3.3	100.0							32.0	5.2	1.0	49.5	9.3	3.1	100.0			
E208	# 11	1		79	7	2	100	0.5	69.3	8.4	NO	NO	1.4	1			13	2	1	17	YES	YES	83.3%
	% 11.0	1.0		79.0	7.0	2.0	100.0							5.9			76.5	11.8	5.9	100.0			
E209	# 9	1		16			26	2.8	50.2	7.7	NO	NO	7.7				5			5	YES	YES	0.0%
	% 34.6	3.8		61.5			100.0										100.0			100.0			
E215	# 7	2		38	8	2	57	5.6	42.1	20.0	2.1	NO	6.0	1			10	2		13	62.5%	YES	70.0%
	% 12.3	3.5		66.7	14.0	3.5	100.0							7.7			76.9	15.4		100.0			
E224	# 24	1	4	78	23	7	137	2.9	51.8	10.0	2.2	NO	NO	2			10			12	24.1%	YES	YES
	% 17.5	0.7	2.9	56.9	16.8	5.1	100.0							16.7			83.3			100.0			
E225	# 112	4	5	254	14	12	401	2.4	47.6	6.0	1.4	NO	2.5	10			41	4	3	58	41.7%	YES	58.3%
	% 27.9	1.0	1.2	63.3	3.5	3.0	100.0							17.2			70.7	6.9	5.2	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.0 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 84.4 percent

Medical University Hospital Authority (Page 2 of 3)

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E227	# 160	4	22	1753	151	129	2219							65	8	11	596	65	35	780			
	% 7.2	0.2	1.0	79.0	6.8	5.8	100.0	0.1	69.2	9.0	NO	NO	2.2	8.3	1.0	1.4	76.4	8.3	4.5	100.0	YES	YES	75.6%
E330	# 40	8	2	18	6	5	79							11	2		3	4	1	21			
	% 50.6	10.1	2.5	22.8	7.6	6.3	100.0	5.7	24.3	4.1	NO	1.5	NO	52.4	9.5		14.3	19.0	4.8	100.0	YES	93.8%	YES
E331	# 8			29	15	6	58										8	2	2	12			
	% 13.8			50.0	25.9	10.3	100.0	3.0	57.6	13.1	3.0	7.6	NO				66.7	16.7	16.7	100.0	0.0%	86.8%	YES
E333	# 102	51	16	270	383	33	855							71	19	9	180	117	17	413			
	% 11.9	6.0	1.9	31.6	44.8	3.9	100.0	3.8	30.8	46.9	NO	NO	2.1	17.2	4.6	2.2	43.6	28.3	4.1	100.0	YES	YES	95.5%
E334	# 56	11	8	103	20	7	205							5		1	26	5	4	41			
	% 27.3	5.4	3.9	50.2	9.8	3.4	100.0	1.4	59.9	9.7	NO	9.7	NO	12.2		2.4	63.4	12.2	9.8	100.0	YES	83.8%	YES
E447	# 21	29	2	2	8	1	63							5	2	1				8			
	% 33.3	46.0	3.2	3.2	12.7	1.6	100.0	15.1	8.8	3.2	NO	5.6	NO	62.5	25.0	12.5				100.0	YES	36.4%	YES
E550	# 7			31	28	4	70							4			5	8		17			
	% 10.0			44.3	40.0	5.7	100.0	5.3	24.9	37.7	5.3	NO	NO	23.5			29.4	47.1		100.0	0.0%	YES	YES
E551	# 40	11	3	84	36	4	178							12	4	1	53	11	3	84			
	% 22.5	6.2	1.7	47.2	20.2	2.2	100.0	2.6	48.6	22.6	NO	1.4	2.4	14.3	4.8	1.2	63.1	13.1	3.6	100.0	YES	97.1%	89.4%
E552	# 14	12	1	25	36	1	89							4	5		7	6	3	25			
	% 15.7	13.5	1.1	28.1	40.4	1.1	100.0	7.8	42.8	15.8	NO	14.7	NO	16.0	20.0		28.0	24.0	12.0	100.0	YES	65.7%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.0 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 84.4 percent

Medical University Hospital Authority (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E660	# 45	25	6	246	433	32	787	2.7	37.2	33.7	NO	5.9	NO	9	12	2	91	139	11	264	YES	84.1%	YES	
	% 5.7	3.2	0.8	31.3	55.0	4.1	100.0							3.4	4.5	0.8	34.5	52.7	4.2	100.0				
E772	# 65	31	5	2	3		106	15.4	5.9	0.1	NO	4.0	NO	10	1		2	1	1	15	YES	32.2%	YES	
	% 61.3	29.2	4.7	1.9	2.8		100.0							66.7	6.7		13.3	6.7	6.7	100.0				
E880	# 19	28	6	10	52	5	120	7.9	24.8	40.4	NO	16.5	NO	7	15		3	13		38	YES	33.5%	YES	
	% 15.8	23.3	5.0	8.3	43.3	4.2	100.0							18.4	39.5		7.9	34.2		100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.0 percent
 Level of Goal Attainment for 2013: 86.9 percent
 Level of Goal Attainment for 2014: 84.4 percent

Medical University of South Carolina (Page 1 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 1			3			4				2.6	17.8	1.9								0.0%	YES	0.0%
	% 25.0			75.0			100.0	2.6	17.8	1.9	2.6	NO	1.9								0.0%	YES	0.0%
C2	# 22		3	4			29				2.4	28.9	3.2							2			
	% 75.9		10.3	13.8			100.0	2.4	28.9	3.2	2.4	15.1	3.2	100.0						100.0	0.0%	47.8%	0.0%
C3	# 214	4	22	71	3	4	318				0.1	27.3	2.4							20		10	15
	% 67.3	1.3	6.9	22.3	0.9	1.3	100.0	0.1	27.3	2.4	NO	5.0	1.5	40.0		20.0	30.0		10.0	100.0	YES	81.7%	37.5%
C4	# 140	3	27	109	4	20	303				2.1	28.2	2.4							3			9
	% 46.2	1.0	8.9	36.0	1.3	6.6	100.0	2.1	28.2	2.4	1.1	NO	1.1	13.0			39.1	39.1	8.7	100.0	47.6%	YES	54.2%
C5	# 253	15	65	236	13	51	633				2.1	29.8	2.6							111		27	192
	% 40.0	2.4	10.3	37.3	2.1	8.1	100.0	2.1	29.8	2.6	NO	NO	0.5	30.3		7.4	52.5	0.8	9.0	100.0	YES	YES	80.8%
C6	# 60	1	14	133	7	14	229				2.3	41.0	4.3							84		15	117
	% 26.2	0.4	6.1	58.1	3.1	6.1	100.0	2.3	41.0	4.3	1.9	NO	1.2	35.9		6.4	50.0	1.3	6.4	100.0	17.4%	YES	72.1%
C8	# 8	1	4	9	1		23				2.2	35.9	3.7							15		5	25
	% 34.8	4.3	17.4	39.1	4.3		100.0	2.2	35.9	3.7	NO	NO	NO	30.0		10.0	50.0	10.0		100.0	YES	YES	YES
E1A	# 17			20	1		38				3.4	38.4	4.3							1		1	
	% 44.7			52.6	2.6		100.0	3.4	38.4	4.3	3.4	NO	1.7	50.0		50.0				100.0	0.0%	YES	60.5%
E1B	# 29	2	1	80	12	2	126				3.4	38.4	4.3							3			10
	% 23.0	1.6	0.8	63.5	9.5	1.6	100.0	3.4	38.4	4.3	1.8	NO	NO	20.0			66.7		13.3	100.0	47.1%	YES	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 80.8 percent
 Level of Goal Attainment for 2013: 79.9 percent
 Level of Goal Attainment for 2014: 77.6 percent

Medical University of South Carolina (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	# 67	12	8	287	48	17	439	2.9	49.8	9.2	0.2	NO	NO	16	1	5	83	17	8	130	93.1%	YES	YES
	% 15.3	2.7	1.8	65.4	10.9	3.9	100.0							12.3	0.8	3.8	63.8	13.1	6.2	100.0			
E2B	#			8			8	0.9	69.2	8.7	0.9	NO	8.7				2			2	0.0%	YES	0.0%
	%			100.0			100.0										100.0						
E2C	# 14	5	1	87	29	9	145	4.6	36.5	18.1	1.2	NO	NO	4	2	2	50	12	8	78	73.9%	YES	YES
	% 9.7	3.4	0.7	60.0	20.0	6.2	100.0							5.1	2.6	2.6	64.1	15.4	10.3	100.0			
E2D	# 27	5	2	13	5		52	8.6	34.1	1.4	NO	9.1	NO	3		1	10	1	2	17	YES	73.3%	YES
	% 51.9	9.6	3.8	25.0	9.6		100.0							17.6		5.9	58.8	5.9	11.8	100.0			
E2F	# 4	1		3			8	6.1	10.9	0.3	NO	NO									YES	YES	
	% 50.0	12.5		37.5			100.0																
E2G	# 4	1	1	58	6	2	72	4.6	67.3	7.9	3.2	NO	NO	1		1	1		6	9	30.4%	YES	YES
	% 5.6	1.4	1.4	80.6	8.3	2.8	100.0							11.1		11.1	11.1		66.7	100.0			
E3A	# 17	3		10	5	5	40	4.6	36.2	11.0	NO	11.2	NO	3	2	1	1		2	9	YES	69.1%	YES
	% 42.5	7.5		25.0	12.5	12.5	100.0							33.3	22.2	11.1	11.1		22.2	100.0			
E3B	# 5	3		4			12	8.3	36.2	11.0	NO	2.9	11.0				1			1	YES	92.0%	0.0%
	% 41.7	25.0		33.3			100.0										100.0						
E3C	# 5	9	3	13	3		33	4.9	65.1	7.3	NO	25.7	NO	2	3	1	4	1		11	YES	60.5%	YES
	% 15.2	27.3	9.1	39.4	9.1		100.0							18.2	27.3	9.1	36.4	9.1		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 80.8 percent
 Level of Goal Attainment for 2013: 79.9 percent
 Level of Goal Attainment for 2014: 77.6 percent

Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2014							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# 1			11	4	1	17																
	% 5.9			64.7	23.5	5.9	100.0	1.4	81.0	11.8	1.4	16.3	NO				77.8		22.2	100.0	0.0%	79.9%	YES
E3E	# 7	2	1	27	3	3	43																
	% 16.3	4.7	2.3	62.8	7.0	7.0	100.0	4.9	53.4	20.9	0.2	NO	13.9			13.3	66.7		20.0	100.0	95.9%	YES	33.5%
E3F	# 11	1	3	21	1	3	40																
	% 27.5	2.5	7.5	52.5	2.5	7.5	100.0	2.8	41.2	5.4	0.3	NO	2.9	16	2	9	43	2	15	87	89.3%	YES	46.3%
E4A	# 41	10	3	7	2		63																
	% 65.1	15.9	4.8	11.1	3.2		100.0	17.3	10.6	5.4	1.4	NO	2.2	7		2	3	2		14	91.9%	YES	59.3%
E5A	#	1		20	8	1	30																
	%	3.3		66.7	26.7	3.3	100.0	1.8	74.3	12.2	NO	7.6	NO				3	1	1	5	YES	89.8%	YES
E6A	# 17	8	2	150	78	2	257																
	% 6.6	3.1	0.8	58.4	30.4	0.8	100.0	1.7	77.8	15.9	NO	19.4	NO	3	3		36	8	8	58	YES	75.1%	YES
E6B	# 1	4			8	2	15																
	% 6.7	26.7			53.3	13.3	100.0	9.6	45.0	27.6	NO	45.0	NO								YES	0.0%	YES
E7A	# 62	35	4		3		104																
	% 59.6	33.7	3.8		2.9		100.0	29.1	3.1	4.5	NO	3.1	1.6	6	3	2	1			12	YES	0.0%	64.4%
E8A	# 6	10			24	1	41																
	% 14.6	24.4			58.5	2.4	100.0	28.7	12.2	17.2	4.3	12.2	NO	1					2	3	85.0%	0.0%	YES
E8B	# 5	8	2		16		31.0																
	% 16.1	25.8	6.5		51.6		100.0	56.2	13.7	13.9	30.4	13.7	NO		3	1		1		5	45.9%	0.0%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 80.8 percent
 Level of Goal Attainment for 2013: 79.9 percent
 Level of Goal Attainment for 2014: 77.6 percent

Mental Health, Department of Statewide (Page 1 of 2)

Agency Director: John H. Magill
EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 4				3		7	7.9	32.0	12.3	7.9	32.0	NO								0.0%	0.0%	YES
	% 57.1				42.9		100.0																
E1B	# 46	10		65	31	5	157	9.0	34.6	10.4	2.6	NO	NO	12	3		8	10	3	36	71.1%	YES	YES
	% 29.3	6.4		41.4	19.7	3.2	100.0							33.3	8.3		22.2	27.8	8.3	100.0			
E2A	# 56	14	8	149	91	17	335	1.8	52.1	9.9	NO	7.6	NO	12	2		23	13	3	53	YES	85.4%	YES
	% 16.7	4.2	2.4	44.5	27.2	5.1	100.0							22.6	3.8		43.4	24.5	5.7	100.0			
E2B	# 141	136	5	476	505	24	1287	10.9	38.2	25.1	0.3	1.2	NO	26	29	3	160	136	7	361	97.2%	96.9%	YES
	% 11.0	10.6	0.4	37.0	39.2	1.9	100.0							7.2	8.0	0.8	44.3	37.7	1.9	100.0			
E2C	# 62	26	4	208	119	4	423	6.8	36.7	13.0	0.7	NO	NO	12	8		40	36		96	89.7%	YES	YES
	% 14.7	6.1	0.9	49.2	28.1	0.9	100.0							12.5	8.3		41.7	37.5		100.0			
E3A	# 2	1	1	22	26	2	54	5.4	44.1	36.3	3.5	3.4	NO				7	7		14	35.2%	92.3%	YES
	% 3.7	1.9	1.9	40.7	48.1	3.7	100.0										50.0	50.0		100.0			
E3B	# 26	4		31	21	1	83	7.5	27.0	9.8	2.7	NO	NO	10	2		4	5		21	64.0%	YES	YES
	% 31.3	4.8		37.3	25.3	1.2	100.0							47.6	9.5		19.0	23.8		100.0			
E4A	# 22	57	2	3	17	1	102	29.6	8.4	9.6	NO	5.5	NO	11	11			5		27	YES	34.5%	YES
	% 21.6	55.9	2.0	2.9	16.7	1.0	100.0							40.7	40.7			18.5		100.0			
E5A	# 26	80	6	24	279	5	420	8.9	20.3	56.2	NO	14.6	NO	11	27	3	10	104	5	160	YES	28.1%	YES
	% 6.2	19.0	1.4	5.7	66.4	1.2	100.0							6.9	16.9	1.9	6.3	65.0	3.1	100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 84.3 percent
Level of Goal Attainment for 2013: 83.3 percent
Level of Goal Attainment for 2014: 83.5 percent

Mental Health, Department of Statewide (Page 2 of 2)

Agency Director: John H. Magill

EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	# 18	59	2	119	217	7	422	7.5	50.4	21.1	NO	22.2	NO	7	18	1	23	48	2	99	YES	56.0%	YES
	% 4.3	14.0	0.5	28.2	51.4	1.7	100.0							7.1	18.2	1.0	23.2	48.5	2.0	100.0			
E6A	# 1	7	1	118	149	3	279	0.3	72.3	14.2	NO	30.0	NO		1	1	24	28	1	55	YES	58.5%	YES
	% 0.4	2.5	0.4	42.3	53.4	1.1	100.0							1.8	1.8	43.6	50.9	1.8	100.0				
E6B	# 1	1		27	43		72	1.1	60.2	15.4	NO	22.7	NO				3	6		9	YES	62.3%	YES
	% 1.4	1.4		37.5	59.7		100.0										33.3	66.7		100.0			
E7A and E7B	# 62	27	2	2			93	19.2	3.2	1.7	NO	1.0	1.7	5	5					10	YES	68.8%	0.0%
	% 66.7	29.0	2.2	2.2			100.0							50.0	50.0					100.0			
E8A, B, and C	# 26	84	2	23	107	2	244	24.3	11.2	18.4	NO	1.8	NO	8	24		7	19	1	59	YES	83.9%	YES
	% 10.7	34.4	0.8	9.4	43.9	0.8	100.0							13.6	40.7		11.9	32.2	1.7	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 84.3 percent
 Level of Goal Attainment for 2013: 83.3 percent
 Level of Goal Attainment for 2014: 83.5 percent

Motor Vehicles, Department of

Agency Director: Kevin A. Shwedo

EEO Officer: Sherry M. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	1		6	3	1	28							4				1	1	6			
	% 60.7	3.6		21.4	10.7	3.6	100.0	4.5	26.1	4.9	0.9	4.7	NO	66.7				16.7	16.7	100.0	80.0%	82.0%	YES
E2	# 51	16		98	60	3	228							5	4		21	5	1	36			
	% 22.4	7.0		43.0	26.3	1.3	100.0	3.7	41.5	38.6	NO	NO	12.3	13.9	11.1		58.3	13.9	2.8	100.0	YES	YES	68.1%
E3	# 10	3		5	4		22							2	1			2		5			
	% 45.5	13.6		22.7	18.2		100.0	5.5	33.8	10.9	NO	11.1	NO	40.0	20.0			40.0		100.0	YES	67.2%	YES
E5	# 10	5		74	63	5	157							3	2		42	30	3	80			
	% 6.4	3.2		47.1	40.1	3.2	100.0	2.2	49.9	39.9	NO	2.8	NO	3.8	2.5		52.5	37.5	3.8	100.0	YES	94.4%	YES
E6	# 45	22	3	291	362	14	737							10	7	1	67	74	2	161			
	% 6.1	3.0	0.4	39.5	49.1	1.9	100.0	5.9	41.9	22.1	2.9	2.4	NO	6.2	4.3	0.6	41.6	46.0	1.2	100.0	50.8%	94.3%	YES
E7	# 6	1					7							1						1			
	% 85.7	14.3					100.0	18.8	2.6	1.7	4.5	2.6	1.7	100.0						100.0	76.1%	0.0%	0.0%
E8	# 1	3					4																
	% 25.0	75.0					100.0	27.0	12.5	0.3	NO	12.5	0.3								YES	0.0%	0.0%
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 91.1 percent
 Level of Goal Attainment for 2013: 92.9 percent
 Level of Goal Attainment for 2014: 89.0 percent

Museum Commission

Agency Director: William P. Calloway

EEO Officer: Bonnibel Moffat

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	3.3	24.8	5.0	3.3	NO	5.0	1						1	0.0%	YES	0.0%
	% 66.7			33.3			100.0							100.0						100.0			
E2 and E3	# 7			8			15	5.5	27.4	5.7	5.5	NO	5.7				2			2	0.0%	YES	0.0%
	% 46.7			53.3			100.0										100.0			100.0			
E4, E5, E6, and E7	# 3	1		4	1		9	16.5	12.1	28.0	5.4	NO	16.9	1			1			2	67.3%	YES	39.6%
	% 33.3	11.1		44.4	11.1		100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 100.0 percent
 Level of Goal Attainment for 2013: 91.1 percent
 Level of Goal Attainment for 2014: 81.4 percent

Department of Natural Resources

Agency Director: Alvin A. Taylor

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 23	1		8	3		35	4.7	26.4	6.3	1.8	3.5	NO	1						1	61.7%	*	YES
	% 65.7	2.9		22.9	8.6		100.0							100.0						100.0			
E2A	# 19	3		48	13		83	3.8	38.3	11.4	0.2	NO	NO	2			4	2		8	94.7%	*	YES
	% 22.9	3.6		57.8	15.7		100.0							25.0			50.0	25.0		100.0			
E2B	# 90	6		24	1		121	3.7	21.9	1.7	NO	2.1	0.9	11	1		6			18	YES		47.1%
	% 74.4	5.0		19.8	0.8		100.0							61.1	5.6		33.3			100.0			
E3	# 91	5	2	13	4	1	116	3.1	15.8	1.2	NO	4.6	NO	23			1			24	YES		YES
	% 78.4	4.3	1.7	11.2	3.4	0.9	100.0							95.8			4.2			100.0			
E4A	# 155	11		10			176	2.1	6.1	7.4	NO	0.4	7.4	15	1		1			17	YES	*	0.0%
	% 88.1	6.3		5.7			100.0							88.2	5.9		5.9			100.0			
E4B	# 50	4		5	2		61	9.2	5.6	1.0	2.6	NO	NO	15			2	1		18	71.7%		YES
	% 82.0	6.6		8.2	3.3		100.0							83.3			11.1	5.6		100.0			
E6	# 5			20	13	1	39	5.2	47.3	17.0	5.2	NO	NO	2			4	1		7	0.0%		YES
	% 12.8			51.3	33.3	2.6	100.0							28.6			57.1	14.3		100.0			
E7	# 10	5		1	2		18	16.8	6.1	3.4	NO	0.5	NO	1						1	YES	*	YES
	% 55.6	27.8		5.6	11.1		100.0							100.0						100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.3 percent
 Level of Goal Attainment for 2013: 86.3 percent
 Level of Goal Attainment for 2014: 83.7 percent

South Carolina of Parks, Recreation, & Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary T. Ludlam

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2	1		8							1						1			
	% 62.5			25.0	12.5		100.0	4.0	30.7	7.9	4.0	5.7	NO	100.0						100.0	0.0%	81.4%	YES
E2	# 25			26	4	1	56							1			5	1		7			
	% 44.6			46.4	7.1	1.8	100.0	4.4	36.8	11.1	4.4	NO	4.0	14.3			71.4	14.3		100.0	0.0%	YES	64.0%
E2A, B, C, and D	# 103	6		15	1		125							25		1	5			31			
	% 82.4	4.8		12.0	0.8		100.0	62.0	13.2	21.4	57.2	1.2	20.6	80.6		3.2	16.1			100.0	7.7%	90.9%	3.7%
E3 and E4	#	1	1	1			3								1					1			
	%	33.3	33.3	33.3			100.0	2.6	33.6	3.1	NO	0.3	3.1		100.0					100.0	YES	99.1%	0.0%
E5 and E5A	# 11	4	1	40	17		73								1		6	1		8			
	% 15.1	5.5	1.4	54.8	23.3		100.0	9.6	39.6	14.6	4.1	NO	NO	12.5			75.0	12.5		100.0	57.3%	YES	YES
E6	# 3			6	2		11																
	% 27.3			54.5	18.2		100.0	1.3	45.5	26.6	1.3	NO	8.4							100.0	0.0%	YES	68.4%
E7	# 37	4	1	2	1		45							5	2					7			
	% 82.2	8.9	2.2	4.4	2.2		100.0	16.7	11.0	8.3	7.8	6.6	6.1	71.4	28.6					100.0	53.3%	40.0%	26.5%
E8	# 22	12		2	2		38							7	1					8			
	% 57.9	31.6		5.3	5.3		100.0	33.9	13.7	12.8	2.3	8.4	7.5	87.5	12.5					100.0	93.2%	38.7%	41.4%
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 65.3 percent
 Level of Goal Attainment for 2013: 63.9 percent
 Level of Goal Attainment for 2014: 65.0 percent

Patriot's Point

Agency Director: Robert Burdette
EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 13	1		8			22							2			1			3			
	% 59.1	4.5		36.4			100.0	3.7	43.3	10.1	NO	6.9	10.1	66.7			33.3			100.0	YES	84.1%	0.0%
E3, E5, and E6	# 2		1	8		1	12				*					1	1			2	*		
	% 16.7		8.3	66.7		8.3	100.0	1.5	55.0	19.1	1.5	NO	19.1			50.0	50.0			100.0	0.0%	YES	0.0%
E4	# 3	2		2	3		10							3	1		1	1		6			
	% 30.0	20.0		20.0	30.0		100.0	3.4	39.5	4.2	NO	19.5	NO	50.0	16.7		16.7	16.7		100.0	YES	50.6%	YES
E7	# 21	8					29							3	1					4			
	% 72.4	27.6					100.0	15.0	6.8	4.0	NO	6.8	4.0	75.0	25.0					100.0	YES	0.0%	0.0%
E8	#	4		1	3		8					*										*	
	%	50.0		12.5	37.5		100.0	23.4	12.6	17.8	NO	0.1	NO								YES	99.2%	YES
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 68.1 percent
Level of Goal Attainment for 2013: 65.6 percent
Level of Goal Attainment for 2014: 66.7 percent

Ports Authority, South Carolina State

Agency Director: James Newsome

EEO Officer: Stephen Connor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 15			2			17																	
	% 88.2			11.8			100.0	3.3	21.2	3.6	3.3	9.4	3.6								0.0%	55.7%	0.0%	
E2	# 37	4	2	14	2	2	61	5.2	29.0	6.2	NO	6.0	2.9				1			1	YES	79.3%	53.2%	
	% 60.7	6.6	3.3	23.0	3.3	3.3	100.0										100.0			100.0				
E3	# 16	3	1	10		1	31	10.0	24.0	13.2	0.3	NO	13.2								97.0%	YES	0.0%	
	% 51.6	9.7	3.2	32.3		3.2	100.0																	
E4	# 22	15		5	8		50	22.3	16.8	17.3	NO	6.8	1.3	2				1		3	YES	59.5%	92.5%	
	% 44.0	30.0		10.0	16.0		100.0							66.7				33.3		100.0				
E5	# 8	1		28	9		46	18.5	9.2	7.9	16.3	NO	NO				4			4	11.9%	YES	YES	
	% 17.4	2.2		60.9	19.6		100.0										100.0			100.0				
E7A	# 15	3		3			21	20.9	0.5	2.1	6.6	NO	2.1	1						1	68.4%	YES	0.0%	
	% 71.4	14.3		14.3			100.0							100.0						100.0				
E7B	# 104	68	1	3		1	177	51.1	2.2	4.9	12.7	0.5	4.9	13	6		1			20	75.1%	77.3%	0.0%	
	% 58.8	38.4	0.6	1.7		0.6	100.0							65.0	30.0		5.0			100.0				
E7C	# 58	14	2				74	24.3	6.5	7.1	5.4	6.5	7.1	4	1					5	77.8%	0.0%	0.0%	
	% 78.4	18.9	2.7				100.0							80.0	20.0					100.0				

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 68.1 percent
 Level of Goal Attainment for 2013: 61.1 percent
 Level of Goal Attainment for 2014: 64.2 percent

Probation, Parole, and Pardon Services, Department of

Agency Director: Kela E. Thomas

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 4	3	1	3	7	1	19												1	1				
	% 21.1	15.8	5.3	15.8	36.8	5.3	100.0	8.4	23.7	28.6	NO	7.9	NO						100.0	100.0	YES	66.7%	YES	
E2	# 167	75	11	142	116	12	523												6	121				
	% 31.9	14.3	2.1	27.2	22.2	2.3	100.0	20.1	20.7	19.8	5.8	NO	NO	36.4	9.1	5.8	21.5	22.3	5.0	100.0	71.1%	YES	YES	
E3	# 2	4		5		1	12													3				
	% 16.7	33.3		41.7		8.3	100.0	7.4	30.9	14.4	NO	NO	14.4							100.0	YES	YES	0.0%	
E5	# 2	1		44	30	2	79												4	2				
	% 2.5	1.3		55.7	38.0	2.5	100.0	10.9	38.9	24.2	9.6	NO	NO	12.5	12.5		50.0	25.0		8	100.0	11.9%	YES	YES
E6 and E8	# 2				1		3																	
	% 66.7				33.3		100.0	22.7	21.1	14.7	22.7	21.1	NO								0.0%*	0.0%*	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 80.2 percent
 Level of Goal Attainment for 2013: 78.4 percent
 Level of Goal Attainment for 2014: 80.7 percent

South Carolina Department of Public Safety

Agency Director: Leroy Smith

EEO Officer: Valerie Watts

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2014							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							% OF Goals Met Based on Adjusted Availability							
																								WM	BM	OM	WF	BF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
E1	#	7	4		1	1		13	3.8	29.5	2.7	NO	21.8	NO														
	%	53.8	30.8		7.7	7.7		100.0																	YES	26.1%	YES	
E2A	#	19	9		24	9	1	62	4.2	38.7	9.2	NO	NO	NO	4			4	2			10			YES	YES	YES	
	%	30.6	14.5		38.7	14.5	1.6	100.0							40.0			40.0	20.0			100.0			YES	YES	YES	
E2B	#	234	38	8	4	6		290	20.6	8.5	3.0				33	10		2				45			63.6%	16.5%	70.0%	
	%	80.7	13.1	2.8	1.4	2.1		100.0				7.5	7.1	0.9	73.3	22.2		4.4				100.0			63.6%	16.5%	70.0%	
E2C	#	9	3		28	13	1	54	5.9	41.4	12.6	0.3	NO	NO				4	3			7			94.9%	*	YES	YES
	%	16.7	5.6		51.9	24.1	1.9	100.0										57.1	42.9			100.0			94.9%	*	YES	YES
E3	#	27	10		48	32	1	118	9.0	32.1	8.9	0.5	NO	NO	11	3		14	12			40			94.4%	*	YES	YES
	%	22.9	8.5		40.7	27.1	0.8	100.0							27.5	7.5		35.0	30.0			100.0			94.4%	*	YES	YES
E4	#	552	60	18	29	10		669	15.1	8.9	3.2	6.1	4.6	1.7	83	13	4	7	5			112			59.6%	48.3%	46.9%	
	%	82.5	9.0	2.7	4.3	1.5		100.0							74.1	11.6	3.6	6.3	4.5			100.0			59.6%	48.3%	46.9%	
E5	#	1			17	9		27	0.7	71.8	10.8	0.7	8.8	NO	1			2				3			0.0%	*	87.7%	YES
	%	3.7			63.0	33.3		100.0							33.3			66.7				100.0			0.0%	*	87.7%	YES
E6	#	3			9	8		20	6.7	36.6	33.0	6.7	NO	NO	1				1			2			0.0%	YES	YES	
	%	15.0			45.0	40.0		100.0							50.0				50.0			100.0			0.0%	YES	YES	
E7	#	10	5	1				16	33.8	7.5	2.5	2.5	7.5	2.5											92.6%	*	0.0%	0.0%
	%	62.5	31.3	6.3				100.0																	92.6%	*	0.0%	0.0%
E8	#	3	4		1	3		11	24.1	15.8	14.4	NO	6.7	NO		1						1			YES	57.6%	*	YES
	%	27.3	36.4		9.1	27.3		100.0								100.0						100.0			YES	57.6%	*	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 79.1 percent
 Level of Goal Attainment for 2013: 74.0 percent
 Level of Goal Attainment for 2014: 77.1 percent

Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Gwen Conyers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1	2		6	4.2	26.3	6.5	4.2	9.6	NO								0.0%	63.5%	YES
	% 50.0			16.7	33.3		100.0																
E2	# 5			11	3		19	2.7	35.4	8.8	2.7	NO	NO								0.0%	YES	YES
	% 26.3			57.9	15.8		100.0																
E3 and E5	# 1	1		2	1		5	7.5	52.5	22.8	NO	12.5	2.8								YES	76.2%	87.7%
	% 20.0	20.0		40.0	20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 75.3 percent
 Level of Goal Attainment for 2013: 89.6 percent
 Level of Goal Attainment for 2014: 89.6 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		6	1		10	6.1	21.7	6.4	NO	NO	NO				100.0			100.0	YES	YES	YES
	% 20.0	10.0		60.0	10.0		100.0										100.0			100.0			
E2	# 17	2	2	16	2		39	5.7	34.6	11.8	0.6	NO	6.7	5			2	2		9	89.5%	YES	43.2%
	% 43.6	5.1	5.1	41.0	5.1		100.0							55.6			22.2	22.2		100.0			
E3	# 7	1		1			9	3.3	28.6	16.3	NO	17.5	16.3								YES	38.8%	0.0%
	% 77.8	11.1		11.1			100.0																
E5	#			3		1	4	0.2	61.0	20.8	0.2	NO	20.8				1			1	0.0%	YES	0.0%
	%			75.0		25.0	100.0										100.0			100.0			
E6	#			1			1	1.3	61.0	20.8	1.3	NO	20.8								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 76.3 percent
 Level of Goal Attainment for 2013: 78.1 percent
 Level of Goal Attainment for 2014: 79.2 percent

SC Department of Revenue

Agency Director: Rick Reams III (Interim)

EEO Officer: Angela Stroud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	2	1	13	2		36	5.7	35.5	9.4	0.1	NO	3.8	3		1	2			6	98.2%	YES	59.6%
	% 50.0	5.6	2.8	36.1	5.6		100.0							50.0		16.7	33.3			100.0			
E2	# 126	25	6	154	82	5	398	5.2	38.2	15.6	NO	NO	NO	26	6	2	27	15		76	YES	YES	YES
	% 31.7	6.3	1.5	38.7	20.6	1.3	100.0							34.2	7.9	2.6	35.5	19.7		100.0			
E3	# 16	3	2	12	9	2	44	7.5	34.3	12.8	0.7	7.0	NO	4			1	1	2	8	90.7%	79.6%	YES
	% 36.4	6.8	4.5	27.3	20.5	4.5	100.0							50.0			12.5	12.5	25.0	100.0			
E5	# 12	5		41	22	3	83	2.6	44.8	26.4	NO	NO	NO	4	3		16	4	1	28	YES	YES	YES
	% 14.5	6.0		49.4	26.5	3.6	100.0							14.3	10.7		57.1	14.3	3.6	100.0			
E6	# 9	9		34	47	1	100	4.8	37.8	28.4	NO	3.8	NO		4		8	17		29	YES	89.9%	YES
	% 9.0	9.0		34.0	47.0	1.0	100.0								13.8		27.6	58.6		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 92.9 percent
 Level of Goal Attainment for 2013: 95.0 percent
 Level of Goal Attainment for 2014: 94.5 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: Laura G. Varn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 18	1		6			25	3.5	16.2	3.6	NO	NO	3.6	1						1				*
	% 72.0	4.0		24.0			100.0							100.0						100.0	YES	YES	0.0%	*
E2	# 303	35	7	148	30	4	527	6.3	12.9	2.9	NO	NO	NO	21	3	1	8	1		34				
	% 57.5	6.6	1.3	28.1	5.7	0.8	100.0							61.8	8.8	2.9	23.5	2.9		100.0	YES	YES	YES	
E3	# 87	12		25	11	1	136	8.0	16.0	5.0	NO	NO	NO	1	1		5	1		8				
	% 64.0	8.8		18.4	8.1	0.7	100.0							12.5	12.5		62.5	12.5		100.0	YES	YES	YES	
E6	# 29	16	1	104	22	1	173	6.6	51.8	9.9	NO	NO	NO	1	1		10	2		14				
	% 16.8	9.2	0.6	60.1	12.7	0.6	100.0							7.1	7.1		71.4	14.3		100.0	YES	YES	YES	
E7	# 638	152	6	27	25	2	850	13.1	2.9	2.6	NO	NO	NO	59	11	1	6	3		80				
	% 75.1	17.9	0.7	3.2	2.9	0.2	100.0							73.8	13.8	1.3	7.5	3.8		100.0	YES	YES	YES	
E8	# 4	14		10	5		33	20.5	13.3	12.3	NO	NO	NO	3	2		3			8				
	% 12.1	42.4		30.3	15.2		100.0							37.5	25.0		37.5			100.0	YES	YES	YES	
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 99.2 percent
 Level of Goal Attainment for 2013: 99.4 percent
 Level of Goal Attainment for 2014: 100.0 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	1		5	3.4	29.6	4.5	3.4	NO	NO		1					1	0.0%	YES	YES
	% 20.0			60.0	20.0		100.0							100.0						100.0			
E2	# 1			7	1		9	7.3	32.3	12.4	7.3	NO	1.3				2	1		3	0.0%	YES	89.5%
	% 11.1			77.8	11.1		100.0							66.7	33.3		100.0			100.0			
E5 and E6	# 3			4	7	1	15	3.8	53.6	16.8	3.8	26.9	NO	1			2	2	1	6	0.0%	49.8%	YES
	% 20.0			26.7	46.7	6.7	100.0							16.7			33.3	33.3	16.7	100.0			
	#																						
	%																						
	#																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 96.6 percent
 Level of Goal Attainment for 2013: 94.9 percent
 Level of Goal Attainment for 2014: 89.9 percent

Social Services, Department of (Page 1 of 2)

Interim Director: Amber E. Gillum

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 12	5		25	22		64	4.1	33.2	8.2	NO	NO	NO	1	1		13	4		19			
	% 18.8	7.8		39.1	34.4		100.0							5.3	5.3		68.4	21.1		100.0	YES	YES	YES
E1B	# 17	6		20	15		58	6.7	43.5	17.7	NO	9.0	NO	2	1		3	3		9			
	% 29.3	10.3		34.5	25.9		100.0							22.2	11.1		33.3	33.3		100.0	YES	79.3%	YES
E2 and E2A	# 65	30	6	146	184	2	433	4.3	4.5	14.4	NO	NO	NO	3			18	7		28			
	% 15.0	6.9	1.4	33.7	42.5	0.5	100.0							10.7			64.3	25.0		100.0	YES	YES	YES
E2B	# 38	29	3	163	230	4	467	5.1	37.2	29.4	NO	2.3	NO	1	4	3	18	26		52			
	% 8.1	6.2	0.6	34.9	49.3	0.9	100.0							1.9	7.7	5.8	34.6	50.0		100.0	YES	93.8%	YES
E2C	# 74	72		339	651	11	1147	5.1	40.2	33.2	NO	10.6	NO	15	21	2	134	173	6	351			
	% 6.5	6.3		29.6	56.8	1.0	100.0							4.3	6.0	0.6	38.2	49.3	1.7	100.0	YES	73.6%	YES
E3	# 12	3	3	13	19	1	51	5.0	28.1	0.3	NO			2	3	1	1	1		8			
	% 23.5	5.9	5.9	25.5	37.3	2.0	100.0							25.0	37.5	12.5	12.5	12.5		100.0	YES	90.7%	YES
E5	# 11	14	5	140	265		435	5.0	56.9	20.6				2	2	2	10	21		37			
	% 2.5	3.2	1.1	32.2	60.9		100.0				1.8	24.7	NO	5.4	5.4	5.4	27.0	56.8		100.0	64.0%	56.6%	YES
E5B	# 4	2		96	57	1	160	4.4	32.4	43.7				4	4		19	30		57			
	% 2.5	1.3		60.0	35.6	0.6	100.0				3.1	NO	8.1	7.0	7.0		33.3	52.6		100.0	29.5%	YES	81.5%
E6A	# 4	3		108	92	2	209	1.0	69.0	15.7	NO						3	9		12			
	% 1.9	1.4		51.7	44.0	1.0	100.0										25.0	75.0		100.0	YES	74.9%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage

WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 91.6 percent

Level of Goal Attainment for 2013: 86.2 percent

Level of Goal Attainment for 2014: 90.7 percent

Social Services, Department of (Page 2 of 2)

Interim Director: Amber E. Gillum

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6B	# 6	5		25	31	1	68	5.6	47.6	28.5	NO	10.8	NO	1	1		9	4		15	YES	77.3%	YES
	% 8.8	7.4		36.8	45.6	1.5	100.0							6.7	6.7		60.0	26.7		100.0			
	#																						
	%																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 91.6 percent
 Level of Goal Attainment for 2013: 86.2 percent
 Level of Goal Attainment for 2014: 90.7 percent

South Carolina State University (Page 1 of 2)

President: Thomas J. Elzey
EEO Officer: Doris Gathers-Dantzler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	2	11		1	13	1	28						1	2		1	4	1	9			
	%	7.1	39.3		3.6	46.4	3.6	100.0	5.9	37.6	11.6	NO	34.0	NO	11.1	22.2		11.1	44.4	11.1	100.0	YES	9.6%
C2	#		3	1		9		13	13.6	29.1	16.0	NO	29.1	NO		2			1	3			
	%		23.1	7.7		69.2		100.0							66.7				33.3		100.0	YES	0.0%
C3	#	15	14	7	6	5	1	48	14.5	29.0	14.5	NO	16.5	4.1									
	%	31.3	29.2	14.6	12.5	10.4	2.1	100.0														YES	43.1%
C4	#	8	14	4	6	20	6	58	10.8	33.4	15.8	NO	23.1	NO			1			1			
	%	13.8	24.1	6.9	10.3	34.5	10.3	100.0									100.0			100.0	YES	30.8%	YES
C5	#	5	21	4	8	22	2	62	8.3	37.0	16.3	NO	24.1	NO	1		1	2	1	5			
	%	8.1	33.9	6.5	12.9	35.5	3.2	100.0							20.0		20.0	40.0	20.0	100.0	YES	34.9%	YES
C6	#	6	8	1	3	11		29	6.5	38.2	12.3	NO	27.9	NO				1	1	2			
	%	20.7	27.6	3.4	10.3	37.9		100.0										50.0	50.0	100.0	YES	27.0%	YES
C7	#		2			10		12	6.1	57.1	16.2	NO	57.1	NO				1		1			
	%		16.7			83.3		100.0										100.0		100.0	YES	0.0%	YES
C8	#		2			1		3	8.2	38.9	12.1	NO	38.9	NO									
	%		66.7			33.3		100.0													YES	0.0%	YES
C9	#	8	19		1	5		33	8.3	22.3	7.0	NO	19.3	NO	2	1				3			
	%	24.2	57.6		3.0	15.2		100.0							66.7	33.3				100.0	YES	13.5%	YES

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 70.2 percent
Level of Goal Attainment for 2013: 68.3 percent
Level of Goal Attainment for 2014: 68.5 percent

South Carolina State University (Page 2 of 2)

President: Thomas J. Elzey
EEO Officer: Doris Gathers-Dantzler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	21	1	2	73	3	100								4			8		12			
	%	21.0	1.0	2.0	73.0	3.0	100.0	8.9	35.4	18.1	NO	33.4	NO		33.3			66.7		100.0	YES	5.6%	YES
E3	#	3	10		20		33							1					1				
	%	9.1	30.3		60.6		100.0	9.5	30.0	14.2	NO	30.0	NO		100.0					100.0	YES	0.0%	YES
E4	#	14		2			16							2					2				
	%	87.5		12.5			100.0	14.2	16.0	5.9	NO	16.0	NO		100.0					100.0	YES	0.0%	YES
E5	#			1	22		23																
	%			4.3	95.7		100.0	7.2	44.0	19.9	7.2	39.7	NO							100.0	0.0%	9.8%	YES
E6	#	2		1	30		33											1		1			
	%	6.1		3.0	90.9		100.0	4.8	47.4	20.9	NO	44.4	NO					100.0		100.0	YES	6.3%	YES
E7	#	1					1																
	%	100.0					100.0	12.1	13.8	8.3	NO	13.8	8.3								YES	0.0%	0.0%
E8	#	4			3		7							3				1		4			
	%	57.1			42.9		100.0	18.3	20.3	19.7	NO	20.3	NO		75.0			25.0		100.0	YES	0.0%	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 70.2 percent
Level of Goal Attainment for 2013: 68.3 percent
Level of Goal Attainment for 2014: 68.5 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. James C. Williamson

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#		1	3	2		6	4.2	42.0	20.9	4.2	NO	NO								0.0%	YES	YES	
	%		16.7	50.0	33.3		100.0																	
E2	#	13	3	1	24	10	2	53	6.2	33.6	8.9	0.5	NO	NO	1	2		4	2	1	10	91.9%	YES	YES
	%	24.5	5.7	1.9	45.3	18.9	3.8	100.0						10.0	20.0		40.0	20.0	10.0	100.0				
E3, E5, and E6	#	5	1		9			15	2.7	51.9	13.2	NO	NO	13.2	2			1			3			
	%	33.3	6.7		60.0			100.0						66.7				33.3		100.0	YES	YES	0.0%	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.2 percent
 Level of Goal Attainment for 2013: 89.4 percent
 Level of Goal Attainment for 2014: 86.5 percent

Aiken Technical College

Agency Director: Dr. Susan A. Winsor

EEO Officer: Sylvia Byrd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2012 - 09/30/2013							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	# 2			2			4				3.7	47.8	15.2								0.0%	YES	0.0%
	% 50.0			50.0			100.0				3.7	NO	15.2										
T2,T3,T4 and T5	# 25	2	1	20	13	1	62				3.5	37.0	12.3				2	3		6	91.4%	87.3%	YES
	% 40.3	3.2	1.6	32.3	21.0	1.6	100.0				0.3	4.7	NO				16.7			33.3	50.0		100.0
E2 and E3	# 15	1		22	7		45				8.0	34.8	13.2				2	1		5	27.5%	YES	YES
	% 33.3	2.2		48.9	15.6		100.0				5.8	NO	NO				40.0	20.0		40.0			100.0
E5 and E6	#	1		10	8		19				1.1	56.1	20.6							2	YES	93.8%	YES
	%	5.3		52.6	42.1		100.0				NO	3.5	NO							50.0	50.0		100.0
E7 and E8	# 2	2					4				22.0	7.8	7.0				1			1	YES	0.0%	0.0%
	% 50.0	50.0					100.0				NO	7.8	7.0				100.0			100.0			100.0
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.7 percent
 Level of Goal Attainment for 2013: 88.1 percent
 Level of Goal Attainment for 2014: 90.9 percent

Central Carolina Technical College

President: Dr. Tim Hardee
EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			4			5	4.7	41.4	11.3	4.7	NO	11.3								0.0%	YES	0.0%
	% 20.0			80.0			100.0																
T3 and T4	# 40	3	1	50	8	1	103	3.0	33.9	4.4	0.1	NO	NO	5	1	1	4			11	96.7%	YES	YES
	% 38.8	2.9	1.0	48.5	7.8	1.0	100.0							45.5	9.1	9.1	36.4			100.0			
T5 and E2	# 6	2	1	16	15	2	42	6.8	32.9	18.5	2.0	NO	NO		1		2	2	1	6	70.6%	YES	YES
	% 14.3	4.8	2.4	38.1	35.7	4.8	100.0								16.7		33.3	33.3	16.7	100.0			
E3, E4, and E5	# 6			8	5	2	21	6.0	45.7	9.2	6.0	7.6	NO	1					1	2	0.0%	83.4%	YES
	% 28.6			38.1	23.8	9.5	100.0							50.0					50.0	100.0			
E6	#			12	6	1	19	3.8	54.5	26.1	3.8	NO	NO				1	1	2	0.0%	YES	YES	
	%			63.2	31.6	5.3	100.0										50.0	50.0	100.0				
E7 and E8	# 8	2		1	2		13	21.5	0.8	2.7	6.1	NO	NO								71.6%	YES	YES
	% 61.5	15.4		7.7	15.4		100.0																
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.5 percent
Level of Goal Attainment for 2013: 83.7 percent
Level of Goal Attainment for 2014: 88.2 percent

Denmark Technical College

President: Dr. Leonard A. McIntyre

EEO Officer: Alfredia Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1 and T2	#	2	2		2		6	21.0	15.1	26.7	NO	15.1	NO			1		2		3	YES	0.0%	YES
	%	33.3	33.3		33.3		100.0									33.3		66.7		100.0			
T3 and T4	#	4	7	5	4	14	3	37	21.6	14.3	19.2	2.7	3.5	NO		1	1	3		5	87.5%	75.5%	YES
	%	10.8	18.9	13.5	10.8	37.8	8.1	100.0								20.0	20.0	60.0		100.0			
E2 and T5	#	9			18		27	17.1	18.2	37.2	NO	18.2	NO		2			1		3	YES	0.0%	YES
	%	33.3			66.7		100.0								66.7			33.3		100.0			
E3, E5, and E6	#	2			4	18	24	4.8	45.0	34.1	4.8	28.3	NO					2		2	0.0%	37.1%	YES
	%	8.3			16.7	75.0	100.0											100.0		100.0			
E4, E7, and E8	#	5			3		8	29.2	4.4	14.5	NO	4.4	NO		2					2	YES	0.0%	YES
	%	62.5			37.5		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.4 percent
 Level of Goal Attainment for 2013: 84.4 percent
 Level of Goal Attainment for 2014: 76.9 percent

Florence Darlington Technical College

President: Dr. Ben Dillard
EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4	2	1	2	1		10	8.5	34.7	16.3	NO	14.7	6.3	1		1				2	YES	57.6%	61.3%
	% 40.0	20.0	10.0	20.0	10.0		100.0							50.0		50.0				100.0			
T3, T4, and T5	# 38	4	4	38	14	3	101	7.8	30.1	11.0	3.8	NO	NO	3			6	2	1	12	51.3%	YES	YES
	% 37.6	4.0	4.0	37.6	13.9	3.0	100.0							25.0			50.0	16.7	8.3	100.0			
E2	# 15	4		32	21		72	8.7	36.6	20.8	3.1	NO	NO	4	1		7	7		19	64.4%	YES	YES
	% 20.8	5.6		44.4	29.2		100.0							21.1	5.3		36.8	36.8		100.0			
E5 and E6	# 3	1		17	12	1	34	5.2	58.5	26.6	2.3	8.5	NO	2			3	3		8	55.8%	85.5%	YES
	% 8.8	2.9		50.0	35.3	2.9	100.0							25.0			37.5	37.5		100.0			
E3, E7, and E8	# 21	7		4	1		33	23.1	14.7	17.6	1.9	2.6	14.6	3	2			1		6	91.8%	82.3%	17.0%
	% 63.6	21.2		12.1	3.0		100.0							50.0	33.3			16.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.3 percent
Level of Goal Attainment for 2013: 81.5 percent
Level of Goal Attainment for 2014: 77.8 percent

Horry-Georgetown Technical College

President: H. Neyle Wilson
EEO Officer: Jacquelyne Barrett

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3	1		2			6	10.9	42.3	14.3	NO	9.0	14.3				1			1	YES	78.7%	0.0%
	% 50.0	16.7		33.3			100.0										100.0			100.0			
T3 and T4	# 70	4	2	79	7	3	165	1.6	36.7	2.2	NO	NO	NO	10			15	1		26	YES	YES	YES
	% 42.4	2.4	1.2	47.9	4.2	1.8	100.0							38.5			57.7	3.8		100.0			
T5 and E2	# 10	1		35	16		62	6.7	42.0	11.1	5.1	NO	NO	1			4			5	23.9%	YES	YES
	% 16.1	1.6		56.5	25.8		100.0							20.0			80.0			100.0			
E3 and E5	# 9	3		15	4	1	32	1.1	46.7	6.4	NO	NO	NO	2			1			3	YES	YES	YES
	% 28.1	9.4		46.9	12.5	3.1	100.0							66.7			33.3			100.0			
E6	#	1		21	5	1	28	1.0	65.0	6.2	NO	NO	NO				3			3	YES	YES	YES
	%	3.6		75.0	17.9	3.6	100.0										100.0			100.0			
E7 and E8	# 14	3	1	13			31	19.7	11.6	8.3	10.0	NO	8.3	2		1	1			4	49.2%	YES	0.0%
	% 45.2	9.7	3.2	41.9			100.0							50.0		25.0	25.0			100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 84.0 percent
Level of Goal Attainment for 2013: 80.4 percent
Level of Goal Attainment for 2014: 85.4 percent

Technical College of the Lowcountry

President: Dr. Richard J. Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3			6	1		10	3.6	30.2	11.2	3.6	NO	1.2					1		1	0.0%	YES	89.3%
	% 30.0			60.0	10.0		100.0											100.0		100.0			
T3 and T4	# 15	4	1	26	3	2	51	6.0	39.8	1.6	NO	NO	NO	4			3	1		8			
	% 29.4	7.8	2.0	51.0	5.9	3.9	100.0							50.0			37.5	12.5		100.0	YES	YES	YES
T5 and E2	# 2	2	1	15	7	1	28	8.7	38.7	16.3	1.6	NO	NO	1	1		2		1	5	81.6%	YES	YES
	% 7.1	7.1	3.6	53.6	25.0	3.6	100.0							20.0	20.0		40.0		20.0	100.0			
E3 and E5	# 3			10	4	2	19	5.1	43.9	20.4	5.1	NO	NO	1			2	1	1	5	0.0%	YES	YES
	% 15.8			52.6	21.1	10.5	100.0							20.0			40.0	20.0	20.0	100.0			
E6	# 1			5	6		12	1.0	50.7	31.3	NO	9.0	NO				2			2	YES	82.2%	YES
	% 8.3			41.7	50.0		100.0										100.0			100.0			
E4, E7, and E8	# 6	3		2		1	12	17.6	12.0	9.7	NO	NO	9.7	2						2	YES	YES	0.0%
	% 50.0	25.0		16.7		8.3	100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.8 percent
 Level of Goal Attainment for 2013: 83.6 percent
 Level of Goal Attainment for 2014: 90.8 percent

Midland's Technical College

Agency Director: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, E1, and T2	# 7	2		7	6		22	6.9	39.7	20.4	NO	7.9	NO								YES	80.1%	YES
	% 31.8	9.1		31.8	27.3		100.0																
T3 and T4	# 86	8	2	107	23	9	235	3.8	36.4	7.8	0.4	NO	NO	8	5		5	3	1	22	89.5%	YES	YES
	% 36.6	3.4	0.9	45.5	9.8	3.8	100.0							36.4	22.7		22.7	13.6	4.5	100.0			
T5 and E2	# 33	15	1	56	53	4	162	6.5	39.7	19.9	NO	5.1	NO	5	4		14	10	1	34	YES	87.2%	YES
	% 20.4	9.3	0.6	34.6	32.7	2.5	100.0							14.7	11.8		41.2	29.4	2.9	100.0			
E3	# 25	7		20	8		60	9.9	31.5	12.0	NO	NO	NO	2	1	1	2	2		8	YES	YES	YES
	% 41.7	11.7		33.3	13.3		100.0							25.0	12.5	12.5	25.0	25.0		100.0			
E4 and E5	# 1	3	1	22	15	2	44	5.2	50.3	17.9	NO	0.3	NO				3	1	1	5	YES	99.4%	YES
	% 2.3	6.8	2.3	50.0	34.1	4.5	100.0										60.0	20.0	20.0	100.0			
E6	# 1	2		21	18	1	43	1.4	70.8	15.7	NO		NO				2	3		5	YES	68.9%	YES
	% 2.3	4.7		48.8	41.9	2.3	100.0										40.0	60.0		100.0			
E7	# 14					1	15	13.7	4.2	4.2	13.7	4.2	4.2	2				1		3	0.0%	0.0%	0.0%
	% 93.3					6.7	100.0							66.7				33.3		100.0			
E8	# 7	4		5	1		17	23.7	14.2	9.5	0.2	NO	3.6		1		2			3	99.2%	YES	62.1%
	% 41.2	23.5		29.4	5.9		100.0								33.3		66.7			100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 89.9 percent
 Level of Goal Attainment for 2013: 90.8 percent
 Level of Goal Attainment for 2014: 90.3 percent

Northeastern Technical College

President: Dr. Ron Bartley

EEO Officer: Donna Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3	1		3	1		8	7.0	33.7	5.6	NO	NO	NO				1			1	YES	YES	YES
	% 37.5	12.5		37.5	12.5		100.0										100.0			100.0			
T3 and T4	# 13		3	12	4		32	3.0	44.1	28.8	3.0*			2			2	2		6	0.0%*	85.0%	43.4%
	% 40.6		9.4	37.5	12.5		100.0							33.3			33.3	33.3		100.0			
T5, E2, E3, and E5	# 7	1		12	8		28	6.2	41.7	41.3	2.6*	NO	12.7				1			1	58.1%*	YES	69.2%
	% 25.0	3.6		42.9	28.6		100.0										100.0			100.0			
E6	#	1		6	1		8	0.5	74.4	12.2	NO	NO	NO		1					1	YES	YES	YES
	%	12.5		75.0	12.5		100.0							100.0						100.0			
E7 and E8	# 5			3			8	40.0	3.7	11.8	40.0	3.7*	NO								0.0%	0.0%*	YES
	% 62.5			37.5			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.0 percent
 Level of Goal Attainment for 2013: 80.4 percent
 Level of Goal Attainment for 2014: 81.2 percent

Orangeburg-Calhoun Technical College

President: Dr. Walt A. Tobin
EEO Officer: Marie S. Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 1			2	1		4	6.7	39.8	21.6	6.7	NO	NO								0.0%	YES	YES
	% 25.0			50.0	25.0		100.0																
T3 and T4	# 23	4		40	15	1	83	8.8	28.3	9.8	4.0	NO	NO	2	1		3			6	54.5%	YES	YES
	% 27.7	4.8		48.2	18.1	1.2	100.0							33.3	16.7		50.0			100.0			
T5 and E2	# 5	3		17	6		31	12.8	30.1	20.4	3.1	NO	1.0	1				1		2	75.8%	YES	95.1%
	% 16.1	9.7		54.8	19.4		100.0							50.0				50.0		100.0			
E3, E4, and E5	# 2	4		9	6		21	10.8	32.9	15.2	NO	NO	NO								YES	YES	YES
	% 9.5	19.0		42.9	28.6		100.0																
E6	#			11	6		17	2.0	57.6	27.4	2.0	NO	NO							100.0	0.0%	YES	YES
	%			64.7	35.3		100.0																
E7 and E8	# 8	8		1	2		19	38.4	2.0	15.0	NO	NO	4.5	1						1	YES	YES	70.0%
	% 42.1	42.1		5.3	10.5		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 88.2 percent
Level of Goal Attainment for 2013: 94.2 percent
Level of Goal Attainment for 2014: 93.5 percent

Piedmont Technical College

President: Dr. Ray L. Brooks
EEO Officer: Alesia L. Brown

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability				
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
T1 and T2	4			2			6	3.2	36.9	7.4	3.2	3.6	7.4	1						1	0.0%	90.2%	0.0%		
T3 and T4	49	6	4	58	10		127	1.9	28.2	6.1	NO	NO	NO	5	1		4	1	11	YES	YES	YES			
T5 and E2	16	3		43	17		79	4.0	36.8	15.0	0.2	NO	NO	5			3	4	12	95.0%	YES	YES			
E3, E4, and E5	9	1		13	3		26	2.8	51.0	6.3	NO	1.0	NO	3			5		8	YES	98.0%	YES			
E6	1	1		17	10		29	2.1	71.9	10.2	NO	13.3	NO			3	2		5	YES	81.5%	YES			
E7	9						9	30.8	2.3	0.8	30.8	2.3	0.8	3					3	0.0%	0.0%	0.0%			
E8	4			1			5	22.5	15.4	10.0	22.5	15.4	NO	1					1	0.0%	0.0%	YES			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.5 percent
Level of Goal Attainment for 2013: 87.3 percent
Level of Goal Attainment for 2014: 85.3 percent

Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 10	1		5	1		17	5.3	42.3	4.1	NO	12.9	NO	2				1		3			
	% 58.8	5.9		29.4	5.9		100.0							66.7				33.3		100.0	YES	69.5%	YES
T3 and T4	# 35	2	2	63	7	4	113	3.7	42.5	4.6	1.9	NO	NO	3			4	2		9	48.6%	YES	YES
	% 31.0	1.8	1.8	55.8	6.2	3.5	100.0							33.3			44.4	22.2		100.0			
T5 and E2	# 17	4		28	11	2	62	3.2	42.3	15.7	NO	NO	NO	1	1		7	2	2	13			
	% 27.4	6.5		45.2	17.7	3.2	100.0							7.7	7.7		53.8	15.4	15.4	100.0	YES	YES	YES
E3, E5, and E6	# 7	3	1	41	18		70	3.6	56.0	19.0	NO	NO	NO		1		5	2		8			
	% 10.0	4.3	1.4	58.6	25.7		100.0								12.5		62.5	25.0		100.0	YES	YES	YES
E4, E7, and E8	# 17	3	1	1	1		23	10.7	6.5	4.7	NO	2.2	0.4	3	1					4			
	% 73.9	13.0	4.3	4.3	4.3		100.0							75.0	25.0					100.0	YES	66.2%	91.5%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.4 percent
 Level of Goal Attainment for 2013: 89.9 percent
 Level of Goal Attainment for 2014: 91.7 percent

Tri-County Technical College

President: Dr. Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3						3	3.8	42.5	3.1	3.8	42.5	3.1	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
T3	# 13		4	27	3		47	1.1	32.7	2.4	1.1	NO	NO	3			3			6	0.0%	YES	YES
	% 27.7		8.5	57.4	6.4		100.0							50.0			50.0			100.0		YES	YES
T4	# 39	2	2	49	3	3	98	1.1	31.0	2.4	NO	NO	NO	7			8			15	YES	YES	YES
	% 39.8	2.0	2.0	50.0	3.1	3.1	100.0							46.7			53.3			100.0	YES	YES	YES
T5 and E2	# 22	2	1	48	17	1	91	3.1	44.4	11.9	0.9	NO	NO	8			5	3	1	17	71.0%	YES	YES
	% 24.2	2.2	1.1	52.7	18.7	1.1	100.0							47.1			29.4	17.6	5.9	100.0		YES	YES
E3 and E5	# 12	1		18	3	3	37	2.1	47.7	6.0	NO	NO	NO	3			2	3	1	9	YES	YES	YES
	% 32.4	2.7		48.6	8.1	8.1	100.0							33.3			22.2	33.3	11.1	100.0		YES	YES
E6	# 1			33	7	3	44	0.5	79.3	7.3	0.5	4.3	NO				6	1		7	0.0%	94.6%	YES
	% 2.3			75.0	15.9	6.8	100.0										85.7	14.3		100.0			YES
E4, E7, and E8	# 6	1		4	2		13	10.8	18.4	4.4	3.1	NO	NO	1						1	71.3%	YES	YES
	% 46.2	7.7		30.8	15.4		100.0							100.0						100.0		YES	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 90.1 percent
 Level of Goal Attainment for 2013: 95.7 percent
 Level of Goal Attainment for 2014: 90.4 percent

Trident Technical College

President: Dr. Mary Thornley
EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4	2		7	5		18	6.7	38.0	11.6	NO	NO	NO								YES	YES	YES
	% 22.2	11.1		38.9	27.8		100.0																
T3 and T4	# 129	17	10	155	24	8	343	2.8	37.4	4.8	NO	NO	NO	12	1	1	11	4	1	30	YES	YES	YES
	% 37.6	5.0	2.9	45.2	7.0	2.3	100.0							40.0	3.3	3.3	36.7	13.3	3.3	100.0			
T5 and E2	# 40	17	5	78	45	5	190	6.7	38.0	11.6	NO	NO	NO	5	3	2	15	5	1	31	YES	YES	YES
	% 21.1	8.9	2.6	41.1	23.7	2.6	100.0							16.1	9.7	6.5	48.4	16.1	3.2	100.0			
E3 and E5	# 17	6	3	47	26	7	106	2.9	40.0	11.8	NO	NO	NO	4			5	2	1	12	YES	YES	YES
	% 16.0	5.7	2.8	44.3	24.5	6.6	100.0							33.3			41.7	16.7	8.3	100.0			
E6	# 2	1		16	13	4	36	2.5	47.2	23.4	NO	2.8	NO	3			5	4	3	15	YES	94.1%	YES
	% 5.6	2.8		44.4	36.1	11.1	100.0							20.0			33.3	26.7	20.0	100.0			
E7 and E8	# 14	11	2	6	1	1	35	24.8	7.9	2.7	NO	NO	NO								YES	YES	YES
	% 40.0	31.4	5.7	17.1	2.9	2.9	100.0																
E4	# 9	11		2	3		25	11.7	10.9	3.5	NO	2.9	NO	1	2		1		1	5	YES	73.4%	YES
	% 36.0	44.0		8.0	12.0									20.0	40.0		20.0		20.0	100.0			
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 99.9 percent
Level of Goal Attainment for 2013: 99.8 percent
Level of Goal Attainment for 2014: 98.5 percent

Williamsburg Technical College

President: Dr. Patricia Lee
EEO Officer: Jennifer C. Strong

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and T1	# 3			2	1		6	16.3	20.6	25.9	16.3	NO	9.2								0.0%	YES	64.5%
	% 50.0			33.3	16.7		100.0																
T3 and T4	# 5	2		8	5		20	26.3	25.1	18.9	16.3	NO	NO	2			1	2		5	38.0%	YES	YES
	% 25.0	10.0		40.0	25.0		100.0							40.0			20.0	40.0		100.0			
E2	# 1	3		3	3		10	15.1	25.4	29.0	NO	NO	NO	1	1			1		3	YES	YES	YES
	% 10.0	30.0		30.0	30.0		100.0							33.3	33.3			33.3		100.0			
E3 and E5	# 1	3		4	6		14	8.5	39.3	26.3	NO	10.7	NO		1					1	YES	72.8%	YES
	% 7.1	21.4		28.6	42.9		100.0							100.0						100.0			
E6	#			6	2		8	2.1	58.3	19.2	2.1	NO	NO							100.0	0.0%	YES	YES
	%			75.0	25.0		100.0													100.0			
E7 and E8	# 1	5					6	51.6	4.2	17.3	NO	4.2	17.3	1	2					3	YES	0.0%	0.0%
	% 16.7	83.3					100.0							33.3	66.7					100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.9 percent
Level of Goal Attainment for 2013: 87.3 percent
Level of Goal Attainment for 2014: 85.0 percent

York County Technical College

President: Dr. Greg Rutherford

EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4			3	3		10	5.3	39.5	12.5	5.3	9.5	NO								0.0%	75.9%	YES
	% 40.0			30.0	30.0		100.0																
T3 and T4	# 50	7	4	48	14	1	124	4.1	31.9	6.1	NO	NO	NO	9	1		12	7		29	YES	YES	YES
	% 40.3	5.6	3.2	38.7	11.3	0.8	100.0							31.0	3.4		41.4	24.1		100.0			
T5 and E2	# 9	2		28	21		60	3.2	45.9	11.5	NO	NO	NO	2	1		7	6		16	YES	YES	YES
	% 15.0	3.3		46.7	35.0		100.0							12.5	6.3		43.8	37.5		100.0			
E3 and E5	# 3	2	2	14	7	1	29	3.2	45.9	11.5	NO	NO	NO	1		1	2	3		7	YES	YES	YES
	% 10.3	6.9	6.9	48.3	24.1	3.4	100.0							14.3		14.3	28.6	42.9		100.0			
E6	#			11	5	1	17	0.8	73.0	13.0	0.8	8.3	NO								0.0%	88.6%	YES
	%			64.7	29.4	5.9	100.0																
E4, E7, and E8	# 14	6		3	6		29	19.9	9.9	11.4	NO	NO	NO	3	1			1		5	YES	YES	YES
	% 48.3	20.7		10.3	20.7		100.0							60.0	20.0			20.0		100.0			
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 92.8 percent
 Level of Goal Attainment for 2013: 97.8 percent
 Level of Goal Attainment for 2014: 97.8 percent

Greenville Technical College

President: Dr. Keith Miller
EEO Officer: Susan M. Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 17	1		18	8		44	4.4	40.2	6.3	2.1	NO	NO	6						6	52.3%	YES	YES
	% 38.6	2.3		40.9	18.2		100.0							100.0						100.0			
T3 and T4	# 129	9	5	176	26	9	354	1.8	35.2	4.0	NO	NO	NO	7			15	2	1	25			
	% 36.4	2.5	1.4	49.7	7.3	2.5	100.0							28.0			60.0	8.0	4.0	100.0	YES	YES	YES
T5 and E2	# 30	10	2	85	33	1	161	3.8	40.9	7.8	NO	NO	NO	4	2	1	17	6		30			
	% 18.6	6.2	1.2	52.8	20.5	0.6	100.0							13.3	6.7	3.3	56.7	20.0		100.0	YES	YES	YES
E3, E4, and E5	# 32	1	2	38	24	1	98	4.3	51.0	6.4	3.3	12.2	NO	8	1		6	6		21	23.3%	76.1%	YES
	% 32.7	1.0	2.0	38.8	24.5	1.0	100.0							38.1	4.8		28.6	28.6		100.0			
E6	#			17	10	2	29	0.5	78.9	6.6	0.5	20.3	NO				3	2	2	7	0.0%	74.3%	YES
	%			58.6	34.5	6.9	100.0										42.9	28.6	28.6	100.0			
E7 and E8	# 32	7	1	5	14		59	10.5	13.8	5.2	NO	5.3	NO	6	6		1	10		23			
	% 54.2	11.9	1.7	8.5	23.7		100.0							26.1	26.1		4.3	43.5		100.0	YES	61.6%	YES
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 95.7 percent
Level of Goal Attainment for 2013: 93.3 percent
Level of Goal Attainment for 2014: 87.5 percent

Transportation, Department of

Agency Director: Janet P. Oakley

EEO Officer: Darlene M. Rikard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19		1	5			25	7.6	15.2	4.3	7.6	NO	4.3	5			1			6			
	% 76.0		4.0	20.0			100.0							83.3			16.7			100.0	0.0%	YES	0.0%
E2 Non-Engineer	# 159	29	4	138	92	5	427	7.1	20.9	5.8	0.3	NO	NO	18	3	2	26	15		64	95.8%	YES	YES
	% 37.2	6.8	0.9	32.3	21.5	1.2	100.0							28.1	4.7	3.1	40.6	23.4		100.0			
E2 Engineers	# 505	70	22	78	18	10	703	7.4	5.5	0.6	NO	NO	NO	75	7	3	14	1	1	101			
	% 71.8	10.0	3.1	11.1	2.6	1.4	100.0							74.3	6.9	3.0	13.9	1.0	1.0	100.0	YES	YES	YES
E3, E4, E5 Non-Engineers	# 63	11	6	96	40	4	220	8.7	23.0	5.9	3.7	NO	NO	7	1	1	14	4		27	57.5%	YES	YES
	% 28.6	5.0	2.7	43.6	18.2	1.8	100.0							25.9	3.7	3.7	51.9	14.8		100.0			
E3 and E5 Engineers	# 317	58	12	60	15	1	463	6.5	26.0	4.3	NO	13.0	1.1	50	12	1	6	3	1	73	YES	50.0%	74.4%
	% 68.5	12.5	2.6	13.0	3.2	0.2	100.0							68.5	16.4	1.4	8.2	4.1	1.4	100.0			
E6	#	1		61	31	3	96	1.2	65.3	19.2	0.2	*	1.8				7	1	1	9	83.3%	*	97.2%
	%	1.0		63.5	32.3	3.1	100.0										77.8	11.1	11.1	100.0			
E7	# 1332	776	39	56	85	1	2289	30.8	3.0	2.0	NO	0.6	NO	343	178	10	6	6	1	544			
	% 58.2	33.9	1.7	2.4	3.7		100.0							63.1	32.7	1.8	1.1	1.1	0.2	100.0	YES	80.0%	YES
E8	# 15	6	1	39	20	1	82	18.7	22.4	10.5	11.4	NO	NO	6	3		6	1		16			
	% 18.3	7.3	1.2	47.6	24.4	1.2	100.0							37.5	18.8		37.5	6.3		100.0	39.0%	YES	YES
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 87.5 percent
 Level of Goal Attainment for 2013: 83.9 percent
 Level of Goal Attainment for 2014: 82.4 percent

State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Sarar Fortson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 6			5	1	2	14							1			3		1	5		*		
	% 42.9			35.7	7.1	14.3	100.0	3.2	31.2	6.8	3.2	NO	NO	20.0			60.0		20.0	100.0	0.0%	YES	YES	
E2	# 8	3		10	8		29							4	1		1	2		8	YES	84.6%	YES	
	% 27.6	10.3		34.5	27.6		100.0	4.7	40.8	12.5	NO	6.3	NO	50.0	12.5		12.5	25.0		100.0				
E3	# 2	1		1			4														YES	0.0%	YES	
	% 50.0	25.0		25.0			100.0	5.4	26.5	15.8	NO	26.5	NO											
E5	# 2			2	2		6				*	*									*	*		
	% 33.3			33.3	33.3		100.0	4.9	41.4	15.9	4.9	8.1	NO								0.0%	80.4%	YES	
E6	# 1			1			2					*	*								YES	93.3%	0.0%	
	% 50.0			50.0			100.0	2.9	53.6	23.3	NO	3.6	23.3											
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 83.6 percent
 Level of Goal Attainment for 2013: 84.2 percent
 Level of Goal Attainment for 2014: 88.2 percent

University of South Carolina - Total System (Page 1 of 4)

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2014							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 13	2	1	9			25	3.4	41.7	7.4	NO	5.7	7.4	2						2			
	% 52.0	8.0	4.0	36.0			100.0							100.0						100.0	YES	86.3%	0.0%
C2	# 113	4	8	41	5	7	178	3.4	71.7	7.4	1.2	48.7	4.6	4			1			5			
	% 63.5	2.2	4.5	23.0	2.8	3.9	100.0							80.0			20.0			100.0	64.7%	32.1%	37.8%
C3	# 254	5	43	92	8	9	411	2.3	33.2	2.9	1.1	10.8	1.0	12	2	5	12	2	3	36			
	% 61.8	1.2	10.5	22.4	1.9	2.2	100.0							33.3	5.6	13.9	33.3	5.6	8.3	100.0	52.2%	67.5%	65.5%
C4	# 250	15	57	202	17	29	570	2.3	33.2	2.9	NO	NO	NO	20	3	10	31	2	1	67			
	% 43.9	2.6	10.0	35.4	3.0	5.1	100.0							29.9	4.5	14.9	46.3	3.0	1.5	100.0	YES	YES	YES
C5	# 164	10	58	163	19	47	461	2.3	33.2	2.9	0.1	NO	NO	36	1	14	36	4	5	96			
	% 35.6	2.2	12.6	35.4	4.1	10.2	100.0							37.5	1.0	14.6	37.5	4.2	5.2	100.0	95.7%	YES	YES
C6	# 108	3	16	155	15	21	318	2.3	33.2	2.9	1.4	NO	NO	22	3	4	26	3	2	60			
	% 34.0	0.9	5.0	48.7	4.7	6.6	100.0							36.7	5.0	6.7	43.3	5.0	3.3	100.0	39.1%	YES	YES
C7	# 24	1	1	12			38	2.3	33.2	2.9	NO	1.6	2.9	3			1			4			
	% 63.2	2.6	2.6	31.6			100.0							75.0			25.0			100.0	YES	95.2%	0.0%
C825	# 1			1		1	3	2.3	33.2	2.9	2.3	NO	2.9										
	% 33.3			33.3		33.3	100.0														0.0%	YES	0.0%
C826	# 24	2		58		5	89	1.0	64.4	2.9	NO	NO	2.9				7		1	8			
	% 27.0	2.2		65.2		5.6	100.0										87.5		12.5	100.0	YES	YES	0.0%

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.1 percent
 Level of Goal Attainment for 2013: 82.8 percent
 Level of Goal Attainment for 2014: 81.4 percent

University of South Carolina - Total System (Page 2 of 4)

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C927	#	152	10	21	119	15	22	339						29	1	6	25	4	8	73			
	%	44.8	2.9	6.2	35.1	4.4	6.5	100.0	2.3	33.4	2.9	NO	NO	NO	39.7	1.4	8.2	34.2	5.5	11.0	100.0	YES	YES
C927	#	119	24	3	30	9	2	187						13	4		4	1		22			
	%	63.6	12.8	1.6	16.0	4.8	1.1	100.0	5.6	25.2	1.3	NO	9.2	NO	59.1	18.2		18.2	4.5		100.0	YES	63.5%
C930	#	72	3	5	60	13	7	160						9	1	2	48	4	2	66			
	%	45.0	1.9	3.1	37.5	8.1	4.4	100.0	27.0	27.2	2.9	25.1	NO	NO	13.6	1.5	3.0	72.7	6.1	3.0	100.0	7.0%	YES
E22	#	135	15	6	130	24	6	316						18	1	1	15	5		40			
	%	42.7	4.7	1.9	41.1	7.6	1.9	100.0	6.7	35.0	8.1	2.0	NO	0.5	45.0	2.5	2.5	37.5	12.5		100.0	70.1%	YES
E23	#	212	28	20	293	75	16	644						28	5	3	48	9	1	94			
	%	32.9	4.3	3.1	45.5	11.6	2.5	100.0	10.6	28.7	10.6	6.3	NO	NO	29.8	5.3	3.2	51.1	9.6	1.1	100.0	40.6%	YES
E24	#	26	3	1	28	5		63						5	1		7			13			
	%	41.3	4.8	1.6	44.4	7.9		100.0	5.4	35.3	10.5	0.6	NO	2.6	38.5	7.7		53.8			100.0	88.9%	YES
E25	#	40	8	3	179	59	9	298						8			25	12		45			
	%	13.4	2.7	1.0	60.1	19.8	3.0	100.0	7.3	42.7	14.5	4.6	NO	NO	17.8			55.6	26.7		100.0	37.0%	YES
E26	#	105	26	8	287	105	17	548						16	6	2	54	17	6	101			
	%	19.2	4.7	1.5	52.4	19.2	3.1	100.0	12.1	32.0	21.0	7.4	NO	1.8	15.8	5.9	2.0	53.5	16.8	5.9	100.0	38.8%	YES
E37	#	72	16	11	19	4	2	124						8	4	2	3	2		19			
	%	58.1	12.9	8.9	15.3	3.2	1.6	100.0	5.9	26.9	0.7	NO	11.6	NO	42.1	21.1	10.5	15.8	10.5		100.0	YES	56.9%

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.1 percent
 Level of Goal Attainment for 2013: 82.8 percent
 Level of Goal Attainment for 2014: 81.4 percent

University of South Carolina -Total System (Page 3 of 4)

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 47	12	1	57	24	2	143	9.0	28.3	19.1	0.6	NO	2.3	6	3		7	5		21	93.3%	YES	88.0%
	% 32.9	8.4	0.7	39.9	16.8	1.4	100.0							28.6	14.3		33.3	23.8		100.0			
E39	# 4			5	3	2	14	7.9	25.2	33.6	7.9	NO	12.2						1	1	0.0%	YES	63.7%
	% 28.6			35.7	21.4	14.3	100.0												100.0	100.0			
E410	# 45	17	7	9	5		83	24.8	7.9	4.3	4.3	NO	NO	7	1		1	1		10	82.7%	YES	YES
	% 54.2	20.5	8.4	10.8	6.0		100.0							70.0	10.0		10.0	10.0		100.0			
E511	# 28	7	2	239	106	17	399	1.5	64.3	18.0	NO	4.4	NO	5	1	2	39	12	3	62	YES	93.2%	YES
	% 7.0	1.8	0.5	59.9	26.6	4.3	100.0							8.1	1.6	3.2	62.9	19.4	4.8	100.0			
E512	# 12	4	1	36	6	4	63	4.4	50.3	16.6	NO	NO	7.1	3			2	10	1	16	YES	YES	57.2%
	% 19.0	6.3	1.6	57.1	9.5	6.3	100.0							18.8			12.5	62.5	6.3	100.0			
E613	# 6	2		1	4	1	14	31.4	7.2	11.5	17.1	0.1	NO						1	1	45.5%	98.6%	YES
	% 42.9	14.3		7.1	28.6	7.1	100.0												100.0	100.0			
E614	#	2		1			3	5.2	32.3	23.6	NO	NO	23.6								YES	YES	0.0%
	%	66.7		33.3			100.0													100.0			
E615	# 6	7		58	37	6	114	2.6	52.3	23.8	NO	1.4	NO	2			6	7	1	16	YES	97.3%	YES
	% 5.3	6.1		50.9	32.5	5.3	100.0							12.5			37.5	43.8	6.3	100.0			
E616	#			2	4		6	2.7	51.6	24.7	2.7	18.3	NO				3	1		4	0.0%	64.5%	YES
	%			33.3	66.7		100.0										75.0	25.0		100.0			

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.1 percent
 Level of Goal Attainment for 2013: 82.8 percent
 Level of Goal Attainment for 2014: 81.4 percent

University of South Carolina -Total System (Page 4 of 4)

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E717	# 44	8		3			55	11.3	3.9	1.8	NO	NO	1.8 *	4	1					5			*
	% 80.0	14.5		5.5			100.0							80.0	20.0					100.0	YES	YES	0.0%
E718	# 128	46	7	6			187	11.5	3.2	1.2	NO	0.0	1.2	23	6	1	2			32			
	% 68.4	24.6	3.7	3.2			100.0							71.9	18.8	3.1	6.3			100.0	YES	YES	0.0%
E819	# 36	20	1	2	15		74	11.7	3.9	0.6	NO	1.2 *	NO	4	7			1		12		*	
	% 48.6	27.0	1.4	2.7	20.3		100.0							33.3	58.3			8.3		100.0	YES	69.2%	YES
E820	# 39	39	4	8	46	5	141	25.4	5.4	3.4	NO	NO	NO	4	6		5			15			
	% 27.7	27.7	2.8	5.7	32.6	3.5	100.0							26.7	40.0		33.3			100.0	YES	YES	YES
E821	#	2		1	8		11	27.0	13.4	18.8	8.8 *	4.3 *	NO							100.0	67.4% *	67.9% *	YES
	%	18.2		9.1	72.7		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 82.1 percent
 Level of Goal Attainment for 2013: 82.8 percent
 Level of Goal Attainment for 2014: 81.4 percent

Vocational Rehabilitation, Department of

Agency Director: Barbara G. Hollis

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 8			7	2		17																	
	% 47.1			41.2	11.8		100.0	6.4	41.6	11.8	6.4	0.4	NO							100.0	0.0%	99.0%	YES	
E2	# 180	68	4	297	242	13	804																	
	% 22.4	8.5	0.5	36.9	30.1	1.6	100.0	9.5	34.6	18.8	1.0	NO	NO	11	11	2	29	28	3	84	89.5%	YES	YES	
E3	# 20	3		15	6	1	45																	
	% 44.4	6.7		33.3	13.3	2.2	100.0	6.7	31.6	15.4	NO	NO	2.1	1	2		4			7	YES	YES	86.4%	
E5	# 17	13		91	29	2	152																	
	% 11.2	8.6		59.9	19.1	1.3	100.0	6.7	61.3	10.9	NO	1.4	NO	2	1		4	2		9	YES	97.7%	YES	
E6	# 4	5		54	33	3	99																	
	% 4.0	5.1		54.5	33.3	3.0	100.0	3.1	61.8	10.9	NO	7.3	NO	1	1		13	6	1	22	YES	88.2%	YES	
E8	# 21	6		4	7	1	39																	
	% 53.8	15.4		10.3	17.9	2.6	100.0	21.6	14.8	14.4	6.2	4.5	NO	5	1					6	71.3%	69.6%	YES	
	#																							
	%																							
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.6 percent
 Level of Goal Attainment for 2013: 85.5 percent
 Level of Goal Attainment for 2014: 89.0 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith
EEO Officer: Melissa R. Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	3.4	31.5	38.3	3.4	NO	38.3								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
E2	# 22	23	1	6	11		63	7.9	42.1	17.7	NO	32.6	0.2	3	4			4		11	YES	22.6%	98.9%
	% 34.9	36.5	1.6	9.5	17.5		100.0							27.3	36.4			36.4		100.0			
E3 and E5	# 3			1			4	13.2	28.0	22.4	13.2	28.0	NO								0.0%	0.0%	YES
	% 75.0			25.0			100.0																
E6	#			3	1		4	0.2	69.7	17.6	0.2	NO	NO								0.0%	YES	YES
	%			75.0	25.0		100.0																
E8	# 3	2		2	4		11	21.4	12.2	21.9	3.2	NO	NO		1			3		4	85.0%	YES	YES
	% 27.3	18.2		18.2	36.4		100.0								25.0			75.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 71.5 percent
Level of Goal Attainment for 2013: 75.0 percent
Level of Goal Attainment for 2014: 75.5 percent

Winthrop University (Page 1 of 2)

President: Dr. Debra Boyd

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2	#	29		3	22	1		55						3		2	3			8				
	%	52.7		5.5	40.0	1.8		100.0	1.9	42.6	5.3	1.9	2.6	3.5	37.5		25.0	37.5		100.0	0.0%	93.9%	34.0%	
C3	#	40	2	4	27	1	1	75	4.1	25.0	1.0	1.4	NO	NO	4	1		5	1		11			
	%	53.3	2.7	5.3	36.0	1.3	1.3	100.0							36.4	9.1		45.5	9.1		100.0	65.9%	YES	YES
C4	#	39	1	2	48	5	3	98	1.8	39.0	3.2	0.8	NO	NO	2	1		7		10				
	%	39.8	1.0	2.0	49.0	5.1	3.1	100.0							20.0	10.0		70.0		100.0	55.6%	YES	YES	
C5	#	25	2		37	8	5	77	2.6	47.8	4.7	0.0	NO	NO	4	1		10	1	1	17			
	%	32.5	2.6		48.1	10.4	6.5	100.0							23.5	5.9		58.8	5.9	5.9	100.0	YES	YES	YES
C6 and C7	#	6	1	2	25	1	1	36	2.5	48.6	6.9	NO	NO	4.1	1	1		1		3				
	%	16.7	2.8	5.6	69.4	2.8	2.8	100.0							33.3	33.3		33.3		100.0	YES	YES	40.6%	
C8 and C9	#	28	4	4	23	2	4	65	4.5	33.6	3.1	NO	NO	0.0	3	1	1	2	1	1	9			
	%	43.1	6.2	6.2	35.4	3.1	6.2	100.0							33.3	11.1	11.1	22.2	11.1	11.1	100.0	YES	YES	YES
E1	#	2			5			7	2.7	43.8	13.7	2.7	NO	13.7										
	%	28.6			71.4			100.0													0.0%	YES	0.0%	
E2	#	31	1	2	83	22	2	141	4.0	43.9	12.1	3.3	NO	NO	2			11	3		16			
	%	22.0	0.7	1.4	58.9	15.6	1.4	100.0							12.5			68.8	18.8		100.0	17.5%	YES	YES
E3	#	22	3		13	3		41	5.2	26.3	10.6	NO	NO	3.3	2	1		1		4				
	%	53.7	7.3		31.7	7.3		100.0							50.0	25.0		25.0		100.0	YES	YES	68.9%	

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.3 percent
 Level of Goal Attainment for 2013: 86.2 percent
 Level of Goal Attainment for 2014: 82.6 percent

Winthrop University (Page 2 of 2)

President: Dr. Debra Boyd

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 8	2	1	3	1		15	15.4	1.1	4.3	2.1	NO	NO	1	2		2			5	86.4%	YES	YES
	% 53.3	13.3	6.7	20.0	6.7		100.0							20.0	40.0		40.0			100.0			
E5	# 2			25	5	3	35	1.9	56.5	14.3	1.9	NO	0.0				2			2	0.0%	YES	YES
	% 5.7			71.4	14.3	8.6	100.0										100.0			100.0			
E6	# 1			48	14	1	64	5.8	59.6	12.0	5.8	NO	NO				1	1		2	0.0%	YES	YES
	% 1.6			75.0	21.9	1.6	100.0										50.0	50.0		100.0			
E7	# 29	4	1	3			37	26.7	3.7	0.8	15.9	NO	0.8	2						2	40.4%	YES	0.0%
	% 78.4	10.8	2.7	8.1			100.0							100.0						100.0			
E8	# 24	10	1	9	42	4	90	19.4	12.6	17.6	8.3	2.6	NO	4	2		3	7	2	18	57.2%	79.4%	YES
	% 26.7	11.1	1.1	10.0	46.7	4.4	100.0							22.2	11.1		16.7	38.9	11.1	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 86.3 percent
 Level of Goal Attainment for 2013: 86.2 percent
 Level of Goal Attainment for 2014: 82.6 percent

Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Alicia Osbourne

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2014							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2013 - 09/30/2014							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			4	1		6	3.6	26.4	4.3	3.6 *	NO	NO				2	1		3	0.0% *	YES	YES
	% 16.7			66.7	16.7		100.0										66.7	33.3		100.0			
E2 and E3	# 7	2		18	8		35	4.4	42.6	12.8	NO	NO	NO				4	1		5	YES	YES	YES
	% 20.0	5.7		51.4	22.9		100.0										80.0	20.0		100.0			
E5	# 3			1			4	1.4	68.1	13.3	1.4 *	NO	NO								0.0% *	YES	YES
	% 75.0			25.0			100.0																
E6	# 2			3	1		6	6.7	46.5	29.1	6.7 *	NO	12.4 *				1			1	0.0% *	YES	57.4% *
	% 33.3			50.0	16.7		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2012: 100.0 percent
 Level of Goal Attainment for 2013: 100.0 percent
 Level of Goal Attainment for 2014: 95.3 percent

SECTION VII

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