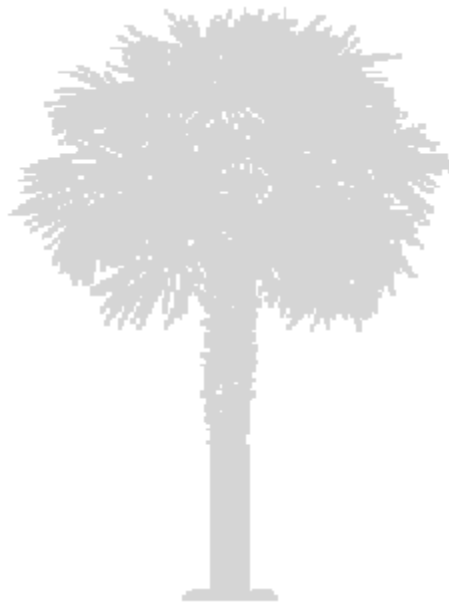


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN  
SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 4, 2014**

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



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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**South Carolina Human Affairs Board of Commissioners**

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**Susan Davis Bowers**

**Wade Arnette**

**Cheryl Ludlam**

**Joe F. Fragale**

**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 Glenn McConnell                           The Honorable Bobby Harrell  
                  Governor of the State of South Carolina           Lieutenant Governor of South Carolina           Speaker of the House

FROM:        \_\_\_\_\_

                  Raymond Buxton, II, Commissioner

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

DATE:        February 4, 2014

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 1<sup>st</sup> 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 2014 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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. I have also asked Daniel Koon, Director of Technical Services and Training Programs, to assist with any questions you may have if I am not available.

Copy: Legislative Printing and Information Technology Resources  
      Agency Heads

# SECTION I

## INTRODUCTION

This report covers the period of October 1<sup>st</sup>, 2012 through September 30<sup>th</sup>, 2013 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, 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 33-39 for more detailed explanations of the guidelines used for this report.

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  
Criminal Justice, Academy  
Deaf and Blind, School for the  
Denmark Technical College  
Disabilities and Special Needs, Department of  
Education, Department of  
Education, South Carolina Lottery  
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  
Governor's School for Arts and Humanities

Greenville Technical College  
Health and Environmental Control  
Health and Human Services, Department of  
Higher Education, Commission on  
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  
Lander University  
Law Enforcement Division, State  
Library, State  
Lieutenant Governor's Office  
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  
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  
Regulatory Staff, Office of  
Revenue, Department of  
Santee Cooper  
Secretary of State  
Social Services, Department of

South Carolina State University  
Spartanburg Community College  
Technical College of the Low Country  
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  
Williamsburg Technical College  
Wil Lou Gray Opportunity School  
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

# 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.

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 and pay bands. Despite this limitation, this analysis of employment data can 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.

In terms of race and gender 96.3 percent of the state government's workforce was comprised of either white or black employees. Slightly less than four percent of the state's workforce identified belonging to other racial/ethnic groups. Overall, white employees comprised of 63.7 percent of the state government workforce and black employees accounted for 32.6 percent; females comprised 56 percent and males 44 percent.

During the time period covered in this report the total number of state government employees increased to 58,624 an increase of 347 employees, or a less than one percent increase. There were fewer new hires and promotions within many of the state agencies this year than the previous year. You can review the hiring and promotion activity on each agency's chart in Section # V of this report.

As you read this report and review the charts and tables in this section, you will note the continuing trend that the representation of minorities and women in the total workforce, and within the lower salary bands, closely reflects the relative availability for these groups. But as the salary band rise above the mid-point the representation of blacks and females declines.

The charts in Section# III display the average salary by race/gender within the various employment job groups. For the past several years we have examined the differences in the average salaries for executive level employees. The average salary for black executives was significantly less than the average salary of their white counterparts. The same salary gap was true when comparing female executives with male executives. In fact the salary gap was actually widening rather than closing. This year for the first time we did see the salary gaps narrow.

## Highlights

- Last year's report showed that 7 agencies failed to achieve at least 70% of their goals. This year, 8 agencies failed to achieve that benchmark. The eight agencies falling below 70 percent this year are The Citadel, the Forestry Commission, Lander University, Patriots Point Development Authority, South Carolina State University, Ports Authority, and The State Auditor's Office. The Citadel, while still in the bottom tier, did show a slight increase in goal attainment. Lander University remained the same while the other agencies falling below 70 percent actually showed a decrease in goal attainment.
- Eighty-five state agencies have "approved" affirmative action plans.
- In Higher Education black employees represented only 17.5 percent of the workforce among State Colleges and Universities. Males represented 10,353 or 45.9 percent of total employees, while Females represented 12,194 or 54.1 percent of total employees. Black Females comprised of 11.4 percent whereas White Females comprised of 40.2 percent of the total workforce.
- In 2013 there was a slight increase for those races/ethnic origins other than white or black in the total state workforce from 3.6 percent to 3.7 percent.
- State Government has twenty seven agencies achieving over 90 percent of their goals with four agencies achieving 100 percent of their goals. This is an increase from last year's report with only twenty six agencies achieving above 90 percent of their goals.

It appears that the state is making progress: women and minorities have increased their representation in government jobs. But the "glass ceiling" (*a term generally used to refer to instances where women and minorities have entered the system but, despite their qualifications and ambitions, have not been able to move into key higher-salaried positions*) is still evident in the charts and tables in this report. Even though black employees represent 32.6 percent of the state government workforce, they continue to represent a small percentage of the jobs in the highest three pay bands.

**TABLE I**  
**STATE OF SOUTH CAROLINA**  
**PAY BANDS**

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 15,080	\$ 20,696	\$ 26,312
02	\$ 17,310	\$ 24,668	\$ 32,027
03	\$ 21,063	\$ 30,019	\$ 38,975
04	\$ 25,627	\$ 36,520	\$ 47,413
05	\$ 31,182	\$ 44,438	\$ 57,695
06	\$ 37,945	\$ 54,074	\$ 70,204
07	\$ 46,169	\$ 65,793	\$ 85,417
08	\$ 56,176	\$ 80,055	\$103,934
09	\$ 68,350	\$ 97,404	\$126,458
10	\$ 83,165	\$118,514	\$153,864

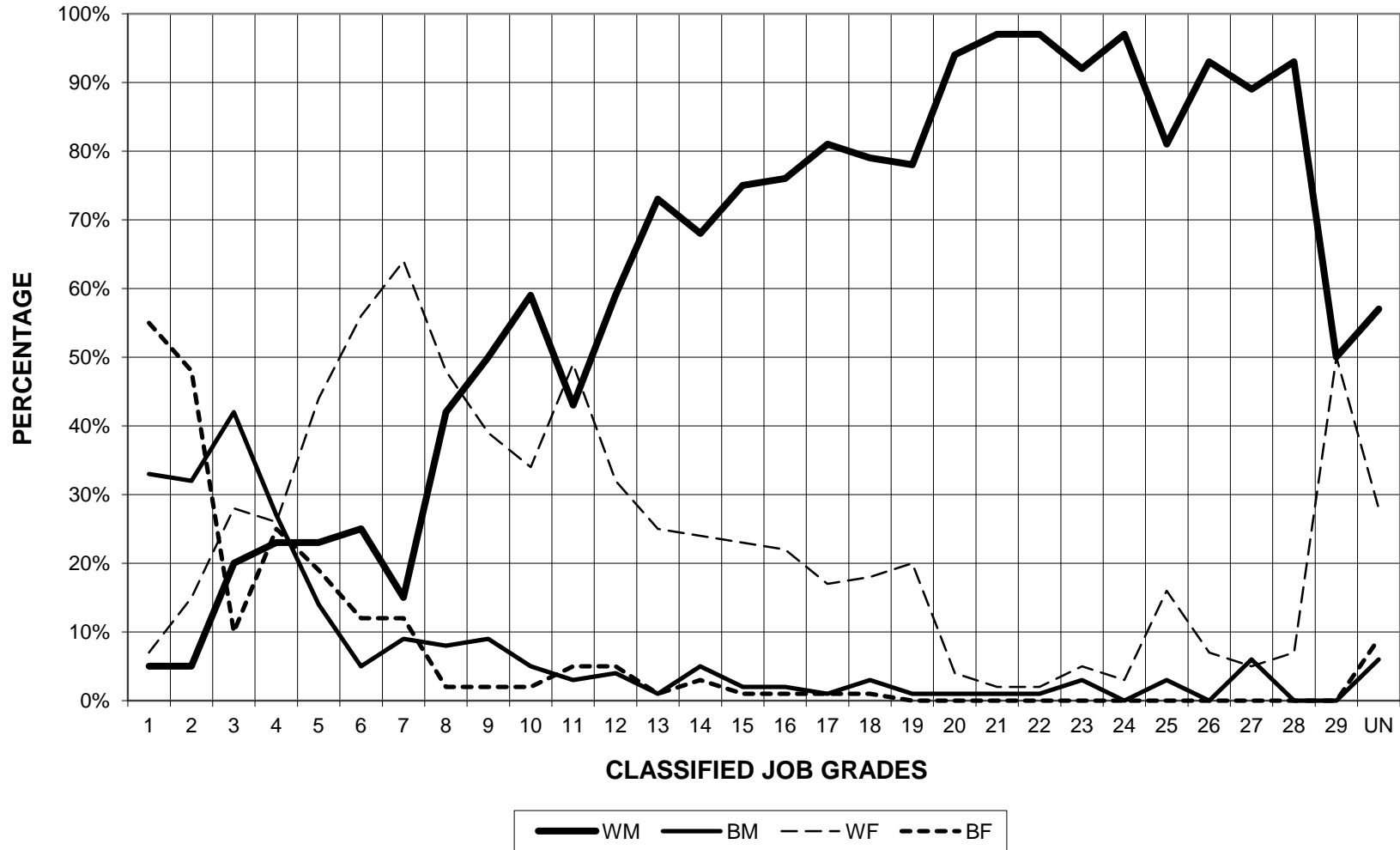
Effective July 1, 2012

**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

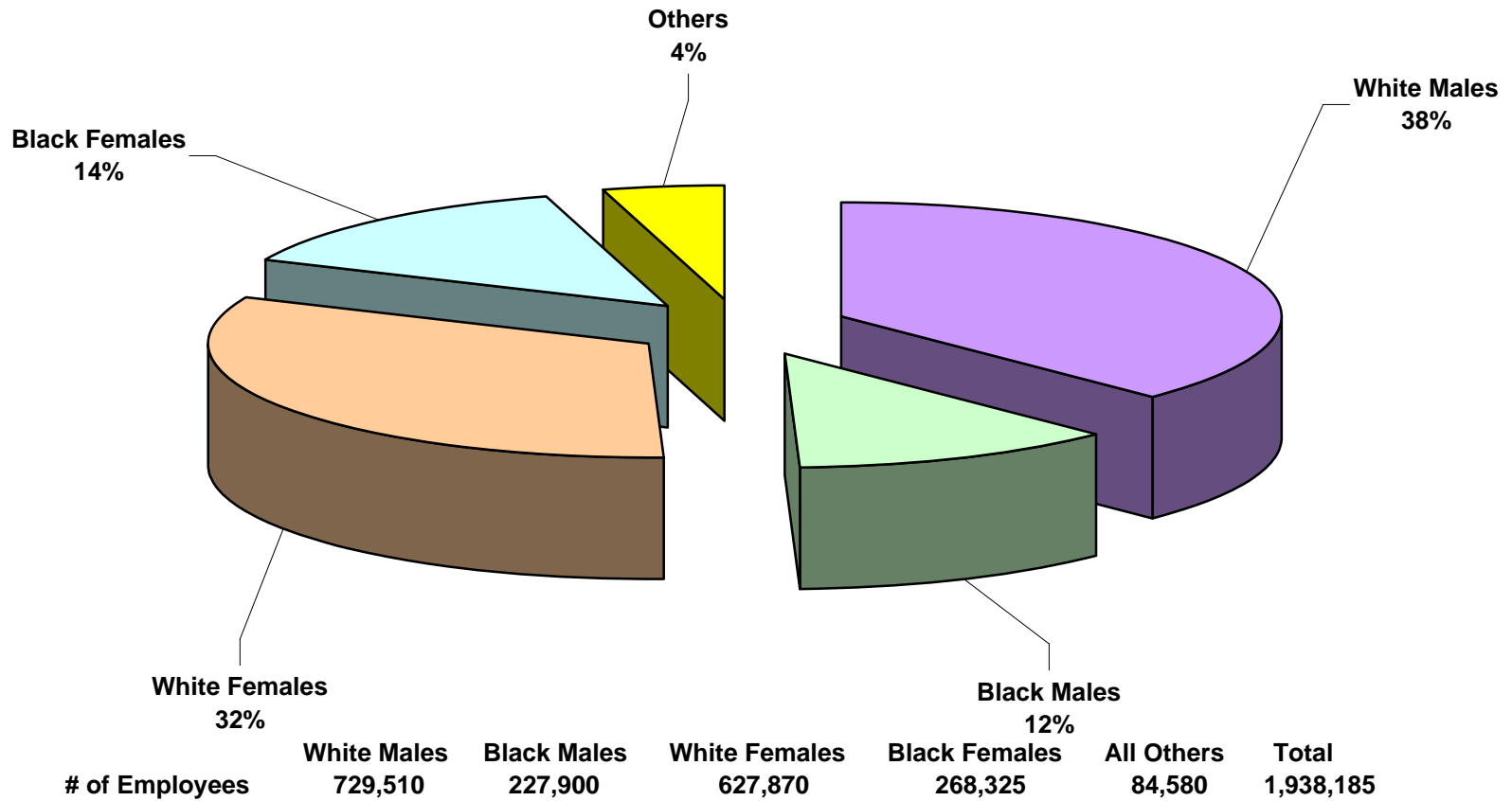




# SECTION III

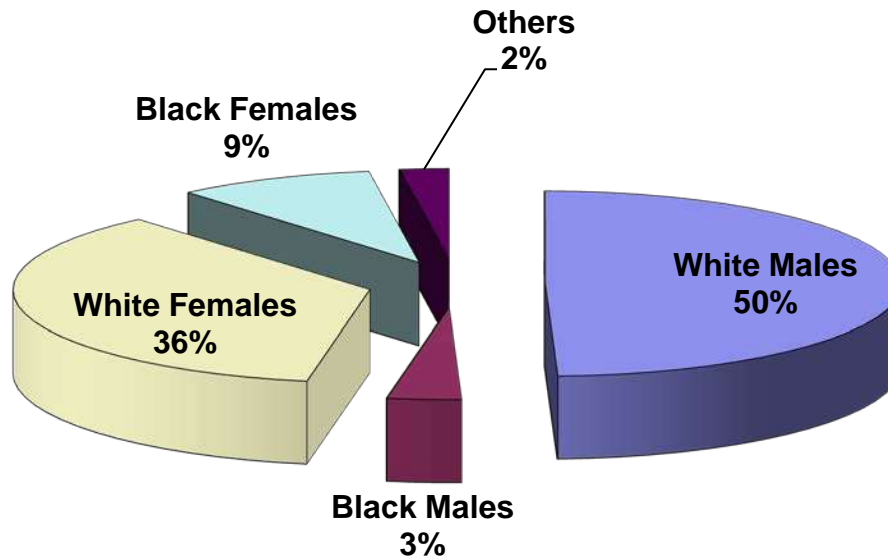
### Race/Sex Composition of the Civilian Labor Force (CLF) in South Carolina: 2000 Census

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



### C1: EXECUTIVE (NON-ACADEMIC)

September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	44	3	32	8	2	89
Average Salary	\$165,212	\$152,135	\$142,501	\$109,392	\$202,008	\$154,250

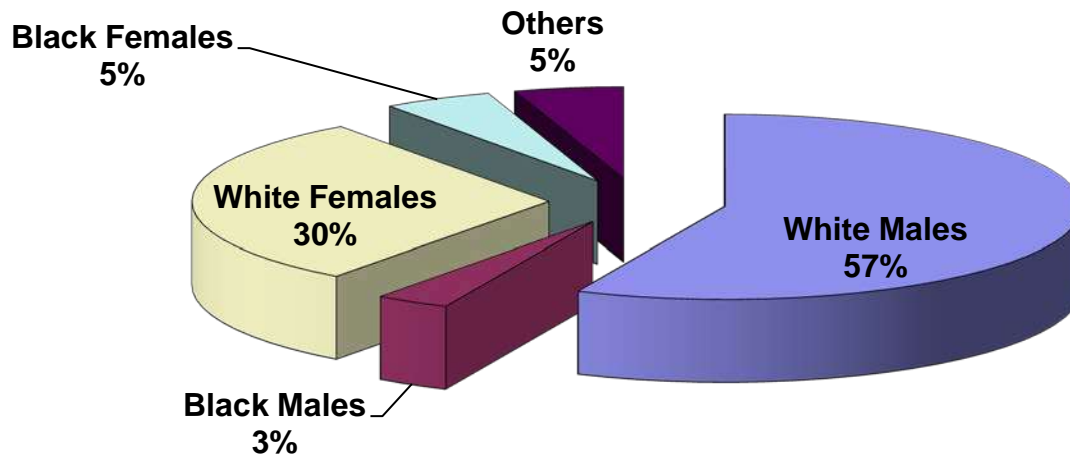
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

## C2: EXECUTIVE (ACADEMIC)

September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	286	17	151	25	25	504
Average Salary	\$122,564	\$108,747	\$94,193	\$74,020	\$152,398	\$110,384

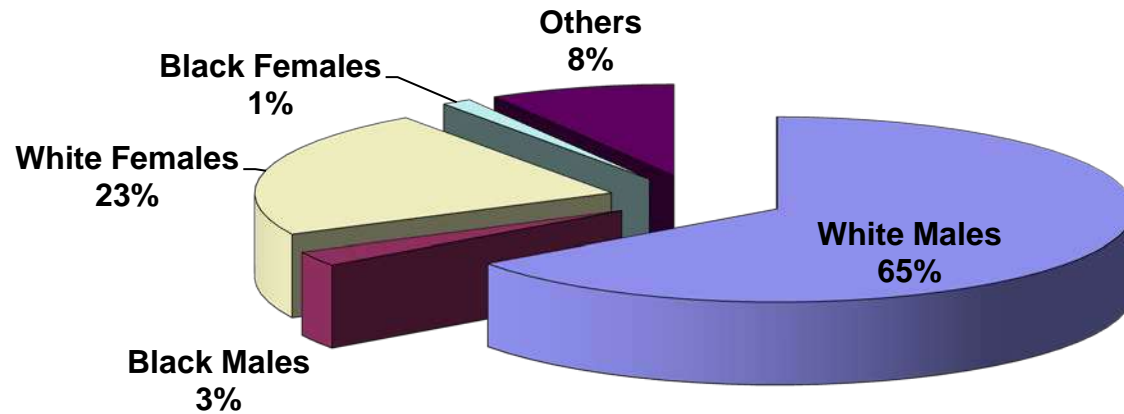
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

### C3: PROFESSORS

September 30, 2013



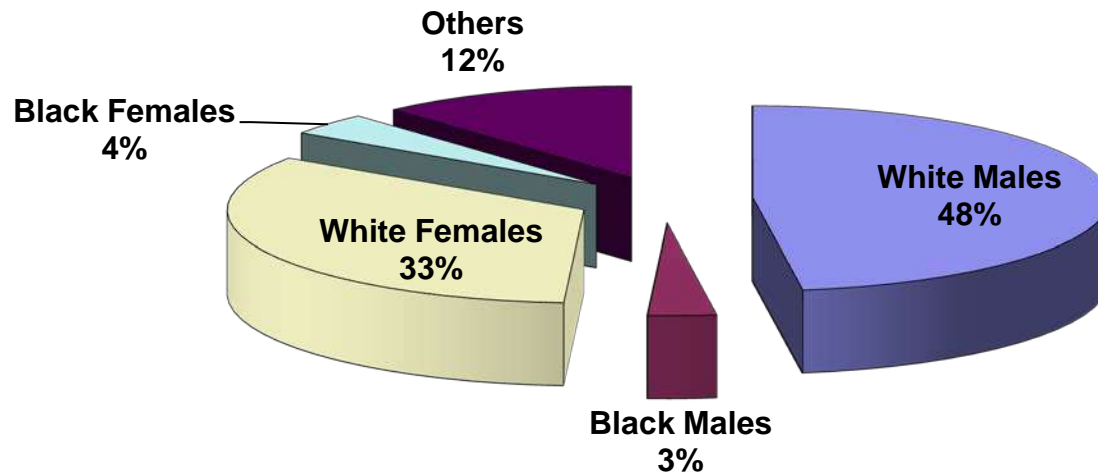
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	956	38	332	20	124	1470
Average Salary	\$112,633	\$93,158	\$101,586	\$124,612	\$106,670	\$107,732

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**C4: ASSOCIATE PROFESSORS**  
September 30, 2013



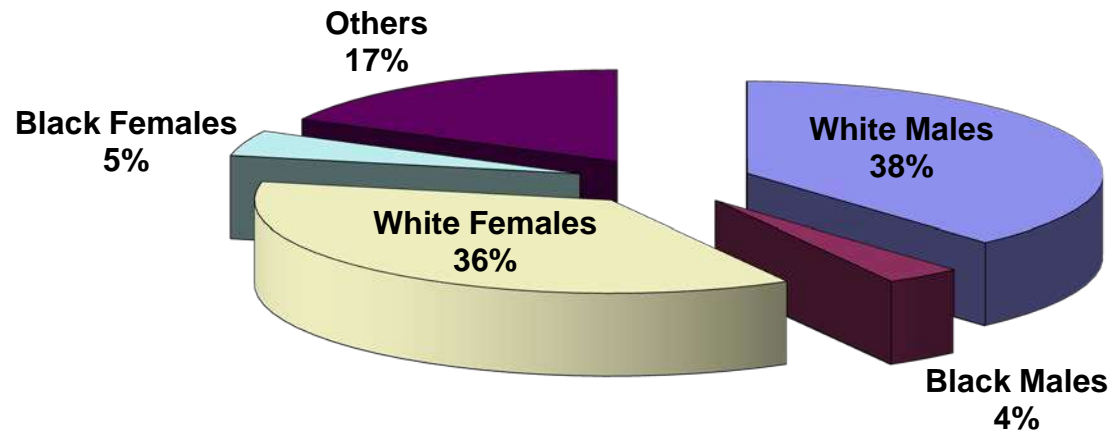
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	827	54	581	67	202	1731
Average Salary	\$78,418	\$81,533	\$73,579	\$72,165	\$76,786	\$76,496

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**C5: ASSISTANT PROFESSORS**  
September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	738	66	699	86	333	1922
Average Salary	\$64,013	\$63,542	\$63,450	\$67,180	\$69,997	\$65,636

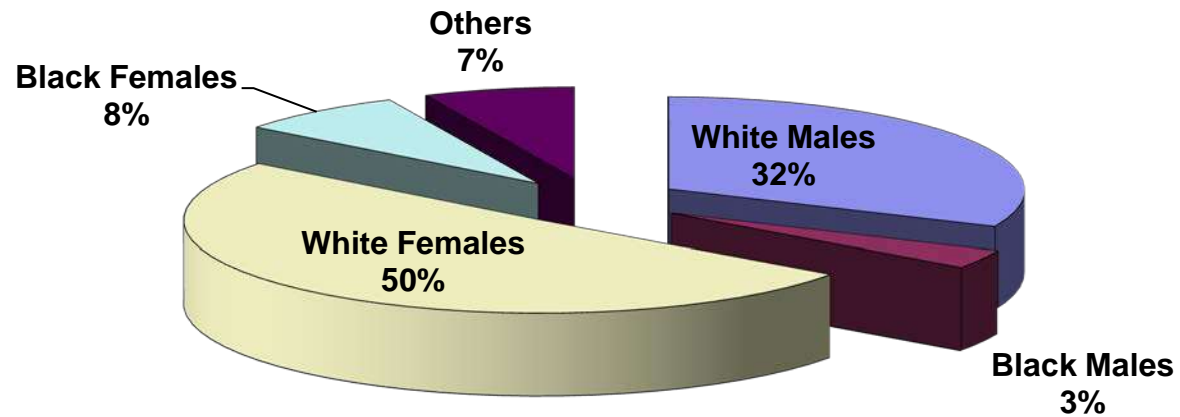
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

## C6: INSTRUCTORS

September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	392	41	626	95	85	1239
Average Salary	\$50,887	\$45,725	\$50,655	\$49,585	\$48,558	\$49,082

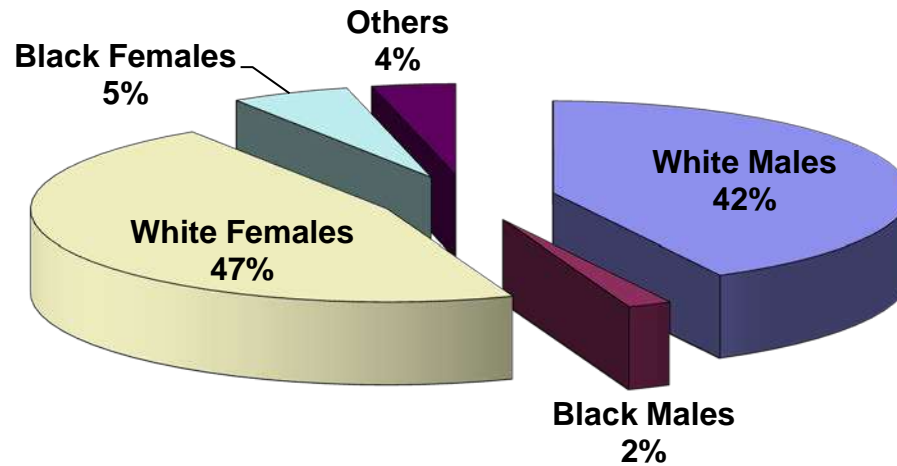
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available



**C7: LECTURERS**  
**September 30, 2013**



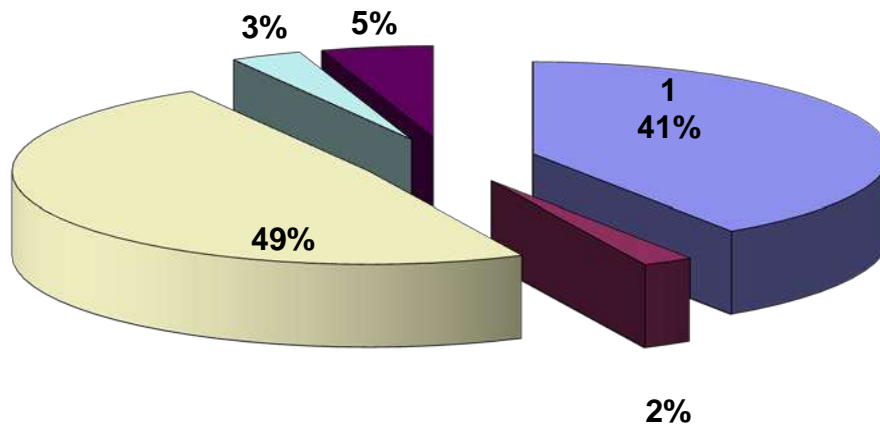
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	211	10	232	27	19	499
Average Salary	\$60,164	\$65,630	\$49,066	\$42,876	\$46,815	\$52,910

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**C8: OTHER (ACADEMIC)**  
**September 30, 2013**

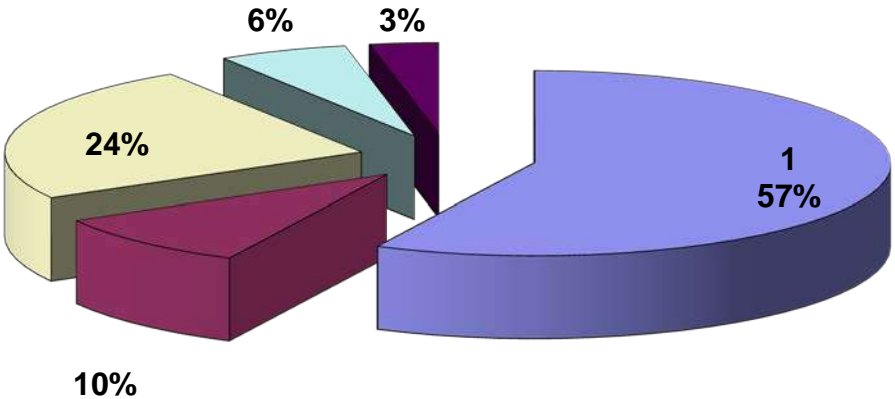


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	176	10	211	14	22	433
Average Salary	\$75,834	\$80,278	\$65,296	\$60,853	\$61,260	\$68,704

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**C9: OTHER (NON-ACADEMIC)**

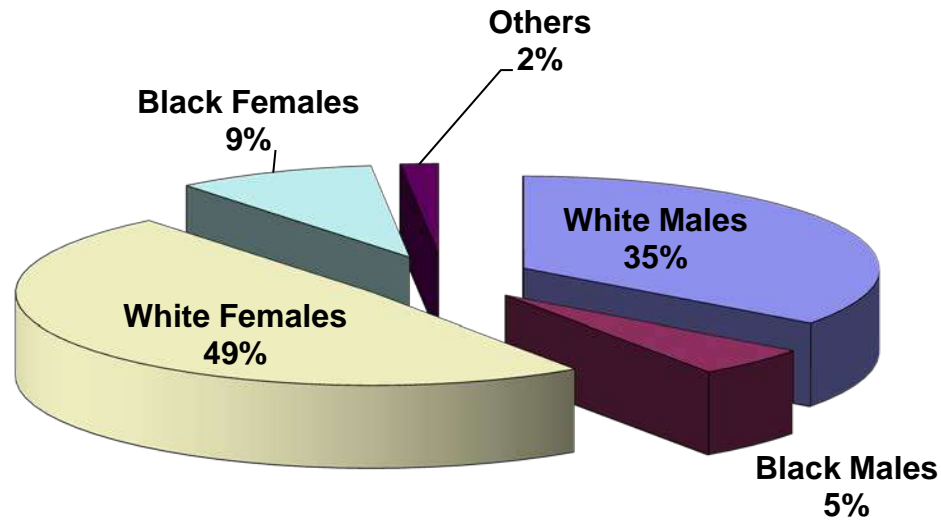
September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	458	76	194	47	25	800
Average Salary	\$77,213	\$90,748	\$61,286	\$73,569	\$68,093	\$74,182

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**T1: EXECUTIVES (NON ACADEMIC)**  
**September 30, 2013**



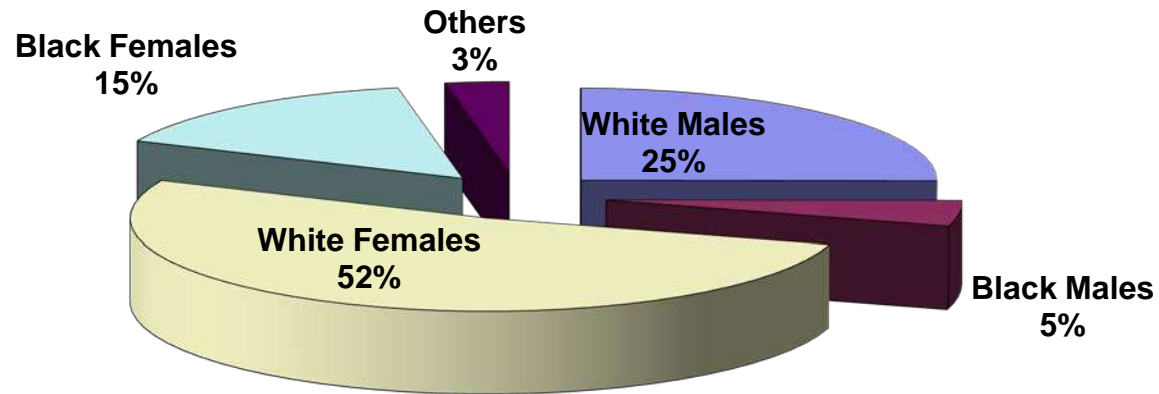
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	427	64	593	110	21	1215
Average Salary	\$76,697	\$72,387	\$67,820	\$66,106	\$69,904	\$70,583

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

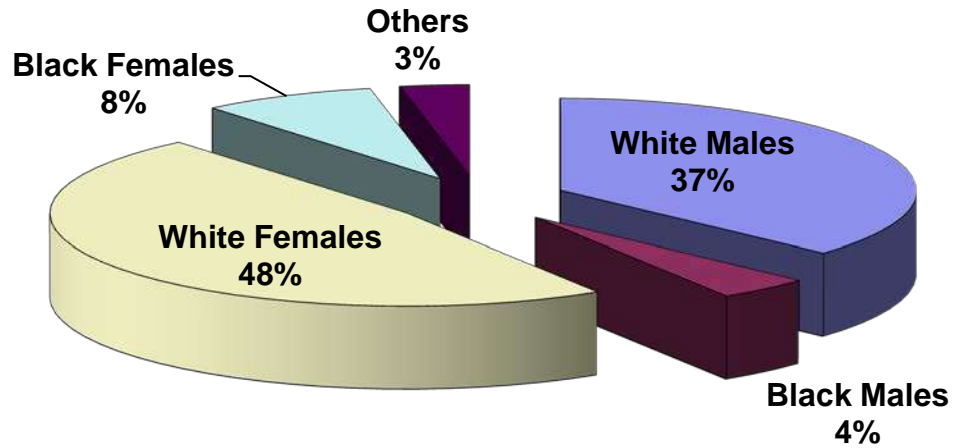
**T2: EXECUTIVES (ACADEMIC)**  
September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1311	234	2722	805	152	5224
Average Salary	\$55,248	\$47,814	\$47,988	\$43,879	\$51,976	\$49,381

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**T3: FACULTY/ADMINISTRATIVE**  
September 30, 2013



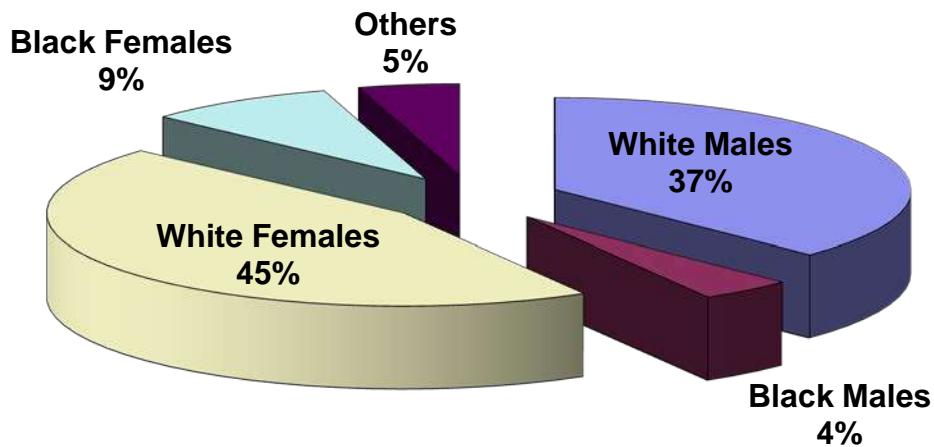
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	70	8	91	15	6	190
Average Salary	\$53,763	\$45,771	\$52,056	\$48,030	\$53,596	\$50,643

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 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

**T4: FACULTY/TEACHING**  
**September 30, 2013**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	391	44	473	90	48	1046
Average Salary	\$47,638	\$44,830	\$48,439	\$46,704	\$46,342	\$46,791

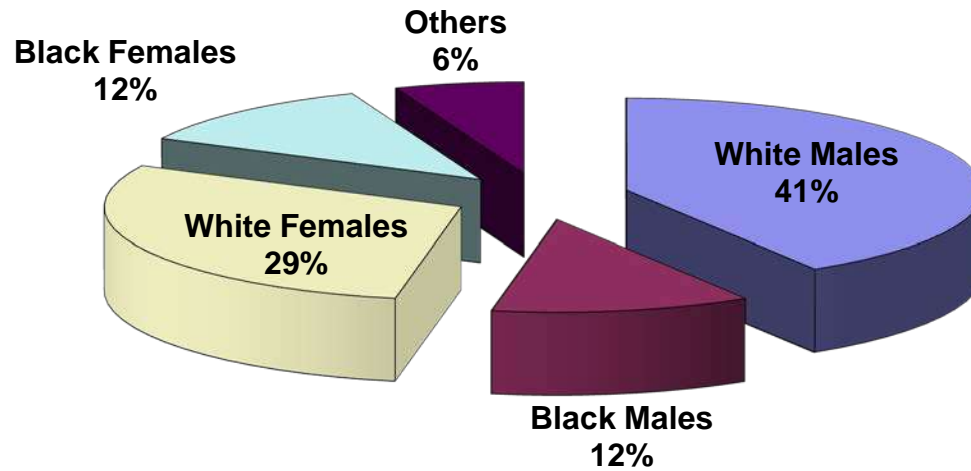
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/13 except in the "Other" category, where 10/30/12 was the latest date available

## T5: FACULTY/NON-TEACHING

September 30, 2013



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	7	2	5	2	1	17
Average Salary	\$80,627	\$62,211	\$75,893	\$39,545	\$93,336	\$70,322

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 09/30/13 except in the "Other" category, where 10/30/12 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	68	South Carolina State University	68.3
1	Commerce, Department of	100.0	69	Lander University	65.8
1	Lieutenant Governor's Office	100.0	70	Patriot's Point	65.6
1	Workers' Compensation	100.0	71	Auditor's Office, State	65.0
2	Trident Technical College	99.8	72	Forestry Commission	64.2
3	Educational Television Commission	99.6	73	Parks, Recreation & Tourism, Dept. of	63.9
4	Santee Cooper	99.4	74	Citadel, The	62.9
5	York Technical College	97.8	75	Ports Authority, State	61.1
6	Election Commission, State	97.1			
7	Comptroller General's Office	96.9			
8	Library, State	95.9			
9	Tri-County Technical College	95.7			
10	Revenue, Department of	95.0			

**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	27	Health and Environmental Control	88.4
1	Commerce, Department of	100.0	28	Agriculture, Department of	88.3
1	Lieutenant Governor's Office	100.0	29	Aiken Technical College	88.1
1	Workers' Compensation	100.0	30	Corrections, Department of	87.4
2	Trident Technical College	99.8	31	Williamsburg Technical College	87.3
3	Educational Television Commission	99.6	32	Clemson University	86.9
4	Santee Cooper	99.4	32	Medical University Hospital	86.9
5	York Technical College	97.8	33	Blind, Commission for the	86.6
6	Election Commission, State	97.1	34	Budget & Control Board	86.4
7	Comptroller General's Office	96.9	35	Natural Resources, Department of	86.3
8	Library, State	95.9	36	Social Services, Department of	86.2
9	Tri-County Technical College	95.7	37	Archives and History, Department of	86.0
10	Revenue, Department of	95.0	38	Vocational Rehabilitation, Department of	85.5
11	Secretary of State	94.9	39	Financial Institutions, SC Board of	85.1
12	Orangeburg-Calhoun Technical College	94.2	40	Denmark Technical College	84.4
13	Greenville Technical College	93.3	41	Treasurer's Office, State	84.2
14	Motor Vehicles, Department of	92.9	42	Juvenile Justice, Department of	83.9
15	Deaf and Blind, School of	92.7	42	Transportation, Department of	83.9
16	Educational Lottery, South Carolina	91.7	43	Higher Education, Commission on	83.8
16	Insurance, Department of	91.7	44	Central Carolina Technical College	83.7
17	Health and Human Services, Department	91.2	44	Winthrop University	83.7
18	Governor's Office Executive Policy	91.1	45	Technical College of the Low Country	83.6
18	Museum Commission	91.1	46	Coastal Carolina University	83.5
19	Midlands Technical College	90.8	46	Francis Marion University	83.5
20	Education, Department of	90.4	47	Mental Health, Department of	83.3
21	Piedmont Technical College	90.3	48	University of South Carolina	82.8
22	Employment and Workforce	90.0	49	Alcohol and other Drug Abuse Services	82.7
23	Spartanburg Community College	89.9	50	Accident Fund, State	81.8
24	Public Service Commission	89.6	51	Florence-Darlington Technical College	81.5
25	Technical and Comprehensive	89.4	52	Labor, Licensing and Regulation, Dept	81.0
26	Governor's School for Science & Math	89.1	53	Horry-Georgetown Technical College	80.4

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Highest to Lowest

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
53	Northeastern Technical College	80.4		*Attorney General's Office	Exempt
54	Law Enforcement Division, State	80.2		*Housing, Finance and Development	Exempt
55	Medical University of South Carolina	79.9			
56	Adjutant General's Office	79.8			
57	Disabilities & Special Needs, Dept. of	79.2			
58	Governor's School for Arts & Humanities	78.5			
59	Probation, Pardon and Parole Department	78.4			
60	John de la Howe School	78.2			
61	Office of Regulatory Staff	78.1			
62	Consumer Affairs, Office of	75.8			
63	College of Charleston	75.1			
64	Wil Lou Gray Opportunity School	75.0			
65	Public Safety, Department of	74.0			
66	Criminal Justice, Academy	72.1			
67	Indigent Defense	70.1			
68	South Carolina State University	68.3			
69	Lander University	65.8			
70	Patriot's Point	65.6			
71	Auditor's Office, State	65.0			
72	Forestry Commission	64.2			
73	Parks, Recreation & Tourism, Dept. of	63.9			
74	Citadel, The	62.9			
75	Ports Authority, State	61.1			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
50	Accident Fund, State	81.8	46	Francis Marion University	83.5
56	Adjutant General's Office	79.8	18	Governor's Office Executive Policy	91.1
28	Agriculture, Department of	88.3	26	Governor's School for Science & Math	89.1
29	Aiken Technical College	88.1	58	Governor's School for Arts & Humanities	78.5
49	Alcohol and other Drug Abuse Services	82.7	13	Greenville Technical College	93.3
37	Archives and History, Department of	86.0	27	Health and Environmental Control	88.4
1	Arts Commission	100.0	17	Health and Human Services, Department	91.2
71	Auditor's Office, State	65.0	43	Higher Education, Commission on	83.8
33	Blind, Commission for the	86.6	53	Horry-Georgetown Technical College	80.4
34	Budget & Control Board	86.4	67	Indigent Defense	70.1
44	Central Carolina Technical College	83.7	16	Insurance, Department of	91.7
74	Citadel, The	62.9	60	John de la Howe School	78.2
32	Clemson University	86.9	42	Juvenile Justice, Department of	83.9
46	Coastal Carolina University	83.5	52	Labor, Licensing and Regulation, Dept	81.0
63	College of Charleston	75.1	69	Lander University	65.8
1	Commerce, Department of	100.0	54	Law Enforcement Division, State	80.2
7	Comptroller General's Office	96.9	8	Library, State	95.9
62	Consumer Affairs, Office of	75.8	1	Lieutenant Governor's Office	100.0
30	Corrections, Department of	87.4	32	Medical University Hospital	86.9
66	Criminal Justice, Academy	72.1	55	Medical University of South Carolina	79.9
15	Deaf and Blind, School of	92.7	47	Mental Health, Department of	83.3
40	Denmark Technical College	84.4	19	Midlands Technical College	90.8
57	Disabilities & Special Needs, Dept. of	79.2	14	Motor Vehicles, Department of	92.9
20	Education, Department of	90.4	18	Museum Commission	91.1
16	Education Lottery, South Carolina	91.7	35	Natural Resources, Department of	86.3
3	Educational Television Commission	99.6	53	Northeastern Technical College	80.4
6	Election Commission, State	97.1	12	Orangeburg-Calhoun Technical College	94.2
22	Employment and Workforce	90.0	73	Parks, Recreation & Tourism, Dept. of	63.9
39	Financial Institutions, SC Board of	85.1	70	Patriot's Point	65.6
51	Florence-Darlington Technical College	81.5	21	Piedmont Technical College	90.3
72	Forestry Commission	64.2	75	Ports Authority, State	61.1

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
59	Probation, Pardon and Parole Department	78.4		*Attorney General's Office	Exempt
65	Public Safety, Department of	74.0		*Housing, Finance and Development	Exempt
24	Public Service Commission	89.6			
61	Regulatory Staff, Office of	78.1			
10	Revenue, Department of	95.0			
4	Santee Cooper	99.4			
11	Secretary of State	94.9			
36	Social Services, Department of	86.2			
68	South Carolina State University	68.3			
23	Spartanburg Community College	89.9			
45	Technical College of the Low Country	83.6			
25	Technical and Comprehensive	89.4			
42	Transportation, Department of	83.9			
41	Treasurer's Office, State	84.2			
9	Tri-County Technical College	95.7			
2	Trident Technical College	99.8			
48	University of South Carolina	82.8			
38	Vocational Rehabilitation, Department of	85.5			
31	Williamsburg Technical College	87.3			
64	Wil Lou Gray Opportunity School	75.0			
44	Winthrop University	83.7			
1	Workers' Compensation	100.0			
5	York Technical College	97.8			

<b>CHART D</b>			<b>CHART D</b>		
<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities</b>			<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges</b>		
<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>	<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>
1	CLEMSON UNIVERSITY	86.9	1	TRIDENT TECHNICAL COLLEGE	99.8
2	WINTHROP UNIVERSITY	86.2	2	YORK TECHNICAL COLLEGE	97.8
3	COASTAL CAROLINA UNIVERSITY	83.5	3	TRI-COUNTY TECHNICAL COLLEGE	95.7
3	FRANCIS MARION UNIVERSITY	83.5	4	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	94.2
4	UNIVERSITY OF SOUTH CAROLINA	82.8	5	GREENVILLE TECHNICAL COLLEGE	93.3
5	MEDICAL UNIVERSITY OF SOUTH CAROLINA	79.9	6	MIDLANDS TECHNICAL COLLEGE	90.8
6	COLLEGE OF CHARLESTON	75.1	7	PIEDMONT TECHNICAL COLLEGE	90.3
7	SOUTH CAROLINA STATE UNIVERSITY	68.3	8	SPARTANBURG COMMUNITY COLLEGE	89.9
8	LANDER UNIVERSITY	65.8	9	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	89.4
9	CITADEL, THE	62.9	10	AIKEN TECHNICAL COLLEGE	88.1
			11	WILLIAMSBURG TECHNICAL COLLEGE	87.3
			12	DENMARK TECHNICAL COLLEGE	84.4
			13	CENTRAL CAROLINA TECHNICAL COLLEGE	83.7
			14	LOW COUNTRY, TECHNICAL COLLEGE OF THE	83.6
			15	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.5
			16	HORRY-GEORGETOWN TECHNICAL COLLEGE	80.4
			16	NORTHEASTERN TECHNICAL COLLEGE	80.4



# SECTION V

## Explanation of Agency Charts

Pages 40 through 141 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2012 through September 30, 2013). 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, 2013. 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 10/01/12 – 09/30/13**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2012 and September 30, 2013. 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. (*See Page 34 to determine how to calculate.*)

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 Murphy

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	# 6			1	1		8				5.6	26.8	6.2								0.0%*	46.6%	YES
	% 75.0			12.5	12.5		100.0																
E2	# 5			24	9	1	39				4.1	39.7	16.1	1			9	1		11	0.0%	YES	YES
	% 12.8			61.5	23.1	2.6	100.0							9.1			81.8	9.1		100.0			
E3	# 1	2		1	1		5				10.7	21.1	5.7		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				1			1	0.0%*	76.6%	YES
	%			35.3	52.9	11.8	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 2011:    92.4 percent  
 Level of Goal Attainment for 2012:    82.9 percent  
 Level of Goal Attainment for 2013:    81.8 percent

## Adjutant General Office

Agency Director: MG Robert E. Livingston, Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 9	1					10	3.8	31.3	5.3	NO	31.3	5.3	2						2	YES	0.0%	0.0%
	% 90.0	10.0					100.0							100.0						100.0			
E2	# 31	6		20	3		60	6.5	34.8	11.4	NO	1.5	6.4	4	1		3	1		9	YES	95.7%	43.9%
	% 51.7	10.0		33.3	5.0		100.0							44.4	11.1		33.3	11.1		100.0			
E3	# 4			2			6	4.0	34.1	16.0	4.0	0.8	16.0								0.0%	97.7%	0.0%
	% 66.7			33.3			100.0																
E4	# 3	1					4	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	0.0%
	% 75.0	25.0					100.0																
E5 and E6	# 1	1		8			10	1.2	61.2	11.9	NO	NO	11.9								YES	YES	0.0%
	% 10.0	10.0		80.0			100.0																
E7	# 9	2					11	17.8	3.8	1.6	NO	3.8	1.6								YES	0.0%	0.0%
	% 81.8	18.2					100.0																
E8	# 1			1	1		3	18.1	15.8	23.5	18.1	NO	NO								0.0%	YES	YES
	% 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 2011:    73.3 percent  
 Level of Goal Attainment for 2012:    70.7 percent  
 Level of Goal Attainment for 2013:    79.8 percent

## Agriculture, Department Of

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

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	# 5			2	1		8	5.5	35.6	7.1	5.5	10.6	NO	1						1	0.0%	70.2%	YES
	% 62.5			25.0	12.5		100.0							100.0						100.0			
E2	# 14	3	1	16	5		39	7.5	35.7	16.8	NO	NO	4.0	2			6	1		9	YES	YES	76.2%
	% 35.9	7.7	2.6	41.0	12.8		100.0							22.2			66.7	11.1		100.0			
E3 and E5	# 29	3		20	6		58	6.8	32.0	21.3	1.6	NO	11.0	7	4	1	6	3		21	76.5%	YES	48.4%
	% 50.0	5.2		34.5	10.3		100.0							33.3	19.0	4.8	28.6	14.3		100.0			
E6	#			3		1	4	0.8	57.8	17.7	0.8	NO	17.7								0.0%	YES	0.0%
	%			75.0		25.0	100.0																
E7 and E8	# 2	3			1		6	21.3	10.0	10.1	NO	10.0	NO								YES	0.0%	YES
	% 33.3	50.0			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 2011:    89.5 percent  
 Level of Goal Attainment for 2012:    85.7 percent  
 Level of Goal Attainment for 2013:    88.3 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 09/30/2013							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	# 3	1		3	1	1	9	18.7	22.5	5.6	7.6	NO	NO								59.4%	YES	YES
	% 33.3	11.1		33.3	11.1	11.1	100.0																
E2	# 6	1		1	5		13	4.8	39.1	14.5	NO	31.4	NO								YES	19.7%	YES
	% 46.2	7.7		7.7	38.5		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 2011:    99.2 percent  
 Level of Goal Attainment for 2012:    82.0 percent  
 Level of Goal Attainment for 2013:    82.7 percent

## Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

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	#	1		2	1		4				NO	NO	NO				1			1	YES	YES	YES
	%	25.0		50.0	25.0		100.0	5.3	34.7	7.4							100.0			100.0			
E2	#	14		3	1		18				*		*								*		*
	%	77.8		16.7	5.6		100.0	3.6	39.1	6.4	3.6	22.4	0.8								0.0%	42.7%	87.5%
E3	#	2					2				*	*	*								*	*	*
	%	100.0					100.0	5.7	41.1	12.0	5.7	41.1	12.0								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 2011:    73.2 percent  
 Level of Goal Attainment for 2012:    90.2 percent  
 Level of Goal Attainment for 2013:    86.0 percent

## Arts Commission

Agency Director: Ken May

EEO Officer: Joy Young

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	# 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			6	2		9	5.1	40.0	11.8	5.1	NO	NO								0.0%	YES	YES
	% 11.1			66.7	22.2		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 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent  
 Level of Goal Attainment for 2013:    100.0 percent

## Auditor, State

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 7		1	3		1	12	5.1	36.9	15.8	5.1 *	11.9	15.8								0.0% *	67.8%	0.0%
	% 58.3		8.3	25.0		8.3	100.0																
E2	# 15	1		9	4		29	4.4	41.3	19.8	1.0 *	10.3	6.0	6	1		2	2		11	77.3% *	75.1%	69.7%
	% 51.7	3.4		31.0	13.8		100.0							54.5	9.1		18.2	18.2		100.0			
E5 and E6	#			3			3	6.0	67.5	4.5	6.0 *	NO	4.5 *				1			1	0.0% *	YES	0.0% *
	%			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 2011:    71.5 percent  
Level of Goal Attainment for 2012:    69.1 percent  
Level of Goal Attainment for 2013:    65.0 percent



## Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

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	# 3	2	1	1	2		9	5.6	28.1	8.0	NO	17.0	NO								YES	39.5%	YES	
	% 33.3	22.2	11.1	11.1	22.2		100.0																	
E2	# 4	7	1	21	25		58	8.6	37.2	20.7	NO	1.0	NO		1		7	2		10			*	
	% 6.9	12.1	1.7	36.2	43.1		100.0								10.0		70.0	20.0		100.0	YES	97.3%	YES	
E3 and E5	# 4	2		7	13	1	27	2.7	61.2	12.5	NO	35.3	NO						1	1				
	% 14.8	7.4		25.9	48.1	3.7	100.0												100.0	100.0	YES	42.3%	YES	
E7	# 3						3	7.2	16.7	9.0	*	*	*								*	*	*	
	% 100.0						100.0				7.2	16.7	9.0								0.0%	0.0%	0.0%	
	#																							
	%																							
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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 2011:    86.5 percent  
 Level of Goal Attainment for 2012:    86.3 percent  
 Level of Goal Attainment for 2013:    86.6 percent

## Budget and Control Board

Agency Director: Marcia S. Adams

EEO Officer: Cora Campbell

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	# 9	3		4	1		17							1						1			
	% 52.9	17.6		23.5	5.9		100.0	7.0	17.4	2.2	NO	NO	NO	100.0						100.0	YES	YES	YES
E2A	# 50	2		29	2		83							5			6			8			
	% 60.2	2.4		34.9	2.4		100.0	4.6	26.9	5.2	2.2	NO	2.8	62.5			75.0			100.0	52.2%	YES	46.2%
E2B	# 72	8	1	49	11	1	142							12	1		3	1	1	31			
	% 50.7	5.6	0.7	34.5	7.7	0.7	100.0	4.7	29.3	6.2	NO	NO	NO	38.7	3.2		9.7	3.2	3.2	100.0	YES	YES	YES
E2C	# 53	11	2	33	8	3	110							5	1	3	6	2	1	14			
	% 48.2	10.0	1.8	30.0	7.3	2.7	100.0	5.3	32.6	8.6	NO	2.6	1.3	35.7	7.1	21.4	42.9	14.3	7.1	100.0	YES	92.0%	84.9%
E2D	# 16	4	1	48	15		84							2			7	4	1	28			
	% 19.0	4.8	1.2	57.1	17.9		100.0	4.6	43.2	11.2	NO	NO	NO	7.1			25.0	14.3	3.6	100.0	YES	YES	YES
E3	# 50	12	5	17	17	3	104							4	1	1	1	3		8			
	% 48.1	11.5	4.8	16.3	16.3	2.9	100.0	8.0	23.5	6.9	NO	7.2	NO	50.0	12.5	12.5	12.5	37.5		100.0	YES	69.4%	YES
E5	# 2	1		22	10	1	36							1									
	% 5.6	2.8		61.1	27.8	2.8	100.0	1.6	67.5	11.7	NO	6.4	NO								YES	90.5%	YES
E6	# 4	8	1	11	9		33										2			4			
	% 12.1	24.2	3.0	33.3	27.3		100.0	5.1	53.6	12.8	NO	20.3	NO				50.0		25.0	100.0	YES	62.1%	YES
E7	# 46	17		1			64							2	1					4			
	% 71.9	26.6		1.6			100.0	18.8	2.6	1.7	NO	1.0	1.7	50.0	25.0					100.0	YES	61.5%	0.0%
E8	# 16	10		2	11		39							2	3					5			
	% 41.0	25.6		5.1	28.2		100.0	22.0	14.9	11.5	NO	9.8	NO	40.0	60.0					100.0	YES	34.2%	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 2011:    94.9 percent  
 Level of Goal Attainment for 2012:    87.7 percent  
 Level of Goal Attainment for 2013:    86.4 percent

## The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Emma Bennett-Williams

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	
C1,C2, and E1	#	32	4	2	12	2	1	53						8			2		1	11				
	%	60.4	7.5	3.8	22.6	3.8	1.9	100.0	2.6	45.1	7.2	NO	22.5	3.4	72.7			18.2		9.1	100.0	YES	50.1%	52.8%
C3	#	33		1	7			41				*		1	1		1		1	4		*		
	%	80.5		2.4	17.1			100.0	2.4	43.6	9.1	2.4	26.5	9.1	25.0	25.0		25.0		25.0	100.0	0.0%	39.2%	0.0%
C4	#	36		4	15	5	2	62				*		2			1			3		*		
	%	58.1		6.5	24.2	8.1	3.2	100.0	2.6	44.5	9.5	2.6	20.3	1.4	66.7			33.3		100.0	0.0%	54.4%	85.3%	
C5 and C6	#	34		1	11		2	48						8		1	4		3	16				
	%	70.8		2.1	22.9		4.2	100.0	3.9	43.8	11.0	3.9	20.9	11.0	50.0		6.3	25.0		18.8	100.0	0.0%	52.3%	0.0%
C8 and C9	#	46	2	1	11		1	61						3		2	2		1	8				
	%	75.4	3.3	1.6	18.0		1.6	100.0	5.5	27.4	2.3	2.2	9.4	2.3	37.5		25.0	25.0		12.5	100.0	60.0%	65.7%	0.0%
E2	#	41	2	2	60	13	3	121						4	1	1	5			11				
	%	33.9	1.7	1.7	49.6	10.7	2.5	100.0	5.9	41.3	13.3	4.2	NO	2.6	36.4	9.1	9.1	45.5		100.0	28.8%	YES	80.5%	
E3 and E5	#	19	5	1	21	13		59						4	1		4	1		10				
	%	32.2	8.5	1.7	35.6	22.0		100.0	3.8	39.3	17.3	NO	3.7	NO	40.0	10.0		40.0	10.0	100.0	YES	90.6%	YES	
E4	#	10	4		1			15				*					1	1	1	3		*		
	%	66.7	26.7		6.7			100.0	12.6	13.5	5.4	NO	6.8	5.4		33.3		33.3	33.3	100.0	YES	49.6%	0.0%	
E6	#	4			31	9		44				*					1	1		2		*		
	%	9.1			70.5	20.5		100.0	2.1	63.7	15.6	2.1	NO	NO			50.0	50.0		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 2011:    66.6 percent  
 Level of Goal Attainment for 2012:    61.5 percent  
 Level of Goal Attainment for 2013:    62.9 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 09/30/2013							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
E7	# 43	16	4				63	17.5	8.5	6.8	NO	8.5	6.8	5		1				6	YES	0.0%	0.0%
	% 68.3	25.4	6.3				100.0							83.3		16.7				100.0			
E8	# 6	14	2	3	14		39	15.0	14.6	30.6	NO	6.9	NO		3	1		2		6	YES	52.7%	YES
	% 15.4	35.9	5.1	7.7	35.9		100.0								50.0	16.7		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 2011:    66.6 percent  
 Level of Goal Attainment for 2012:    61.5 percent  
 Level of Goal Attainment for 2013:    62.9 percent

## Clemson University (Page 1 of 3)

President: Dr. James P. Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	
C1	#			2			2																	
	%			100.0			100.0	5.4	24.2	3.8	5.4	NO	3.8								0.0%	YES	0.0%	
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	#	249	6	36	68	1	6	366	1.9	16.2	1.8	0.3	NO	1.5	5					5	84.2%	YES	16.7%	
	%	68.0	1.6	9.8	18.6	0.3	1.6	100.0							100.0					100.0				
C4	#	153	12	26	68	3	15	277	1.9	16.3	1.8	NO	NO	0.7	2			3		5	YES	YES	64.7%	
	%	55.2	4.3	9.4	24.5	1.1	5.4	100.0							40.0			60.0		100.0				
C5	#	103	4	33	79	5	17	241	2.5	21.8	2.5	0.8	NO	0.4	20	2	6	6	1	6	41	65.4%	YES	77.8%
	%	42.7	1.7	13.7	32.8	2.1	7.1	100.0							48.8	4.9	14.6	14.6	2.4	14.6	100.0			
C7	#	120	4	7	132	7	15	285	3.3	30.0	4.3	1.9	NO	1.8	7		2	10	2	1	22			
	%	42.1	1.4	2.5	46.3	2.5	5.3	100.0							31.8		9.1	45.5	9.1	4.5	100.0	45.2%	YES	62.5%
C8	#	70	1	6	38	1	1	117	3.3	33.8	4.3	2.4	1.3	3.4	4		3	1		1	9			
	%	59.8	0.9	5.1	32.5	0.9	0.9	100.0							44.4		33.3	11.1		11.1	100.0	29.0%	99.4%	20.9%
C9	#	143	19	3	76	18	4	263	4.9	21.0	5.8	NO	NO	NO	11	3	1	7	1	3	26			
	%	54.4	7.2	1.1	28.9	6.8	1.5	100.0							42.3	11.5	3.8	26.9	3.8	11.5	100.0	YES	YES	YES
E1	#	90	12	1	104	9	3	219	2.9	18.7	4.7	NO	NO	0.6	7			1		1	9			
	%	41.1	5.5	0.5	47.5	4.1	1.4	100.0							77.8			11.1		11.1	100.0	YES	YES	83.7%

**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 2011:    90.9 percent  
 Level of Goal Attainment for 2012:    87.9 percent  
 Level of Goal Attainment for 2013:    86.9 percent

## Clemson University (Page 2 of 3)

President: Dr. James P. Clements

EEO Officer: Jerry Knighton

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
E21	# 90	9	2	307	35	12	455							10			36	2	1	49			
	% 19.8	2.0	0.4	67.5	7.7	2.6	100.0	1.8	28.3	3.4	NO	NO	NO	20.4			73.5	4.1	2.0	100.0	YES	YES	YES
E22	# 19	1	1	50	6	1	78							3		1	11	2		17			
	% 24.4	1.3	1.3	64.1	7.7	1.3	100.0	0.8	43.5	2.1	NO	NO	NO	17.6		5.9	64.7	11.8		100.0	YES	YES	YES
E23	# 34	3	2	101	19	3	162							3		2	18	4	1	28			
	% 21.0	1.9	1.2	62.3	11.7	1.9	100.0	3.1	45.1	9.4	1.2	NO	NO	10.7		7.1	64.3	14.3	3.6	100.0	59.4%	YES	YES
E24	# 35		1	14			50							3		1				4			
	% 70.0		2.0	28.0			100.0	4.8	36.7	4.3	4.8	8.7	4.3	75.0		25.0				100.0	0.0%	77.6%	0.0%
E25	# 90	4	1	72	8		175							13	1		14			28			
	% 51.4	2.3	0.6	41.1	4.6		100.0	2.2	29.7	3.9	NO	NO	NO	46.4	3.6		50.0			100.0	YES	YES	YES
E31	# 70	8	3	63	10	1	155							5			2		1	8			
	% 45.2	5.2	1.9	40.6	6.5	0.6	100.0	3.0	21.8	3.9	NO	NO	NO	62.5			25.0		12.5	100.0	YES	YES	YES
E32	# 68	5	1	27	3	2	106							7			2		1	10			
	% 64.2	4.7	0.9	25.5	2.8	1.9	100.0	5.7	27.5	5.3	1.0	2.0	2.5	70.0			20.0		10.0	100.0	78.3%	98.8%	53.8%
E4	# 44	3	1	4	1		53							9	1		1	1		12			
	% 83.0	5.7	1.9	7.5	1.9		100.0	5.3	5.0	0.5	NO	NO	NO	75.0	8.3		8.3	8.3		100.0	YES	YES	YES
E51	# 9	1		175	17	1	203							3			22	1		26			
	% 4.4	0.5		86.2	8.4	0.5	100.0	0.2	63.6	4.5	NO	NO	NO	11.5			84.6	3.8		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 2011:    90.0 percent  
 Level of Goal Attainment for 2012:    87.9 percent  
 Level of Goal Attainment for 2013:    86.9 percent

## Clemson University (Page 3 of 3)

President: Dr. James P. Clements

EEO Officer: Jerry Knighton

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
E52	# 6	3		26	12	1	48										3			3			
	% 12.5	6.3		54.2	25.0	2.1	100.0	10.0	43.5	5.1	3.7	NO	NO				100.0			100.0	63.0%	YES	YES
E6	# 5	1		46	12	2	66										6			8			
	% 7.6	1.5		69.7	18.2	3.0	100.0	0.9	58.3	3.3	NO	NO	NO	25.0			75.0			100.0	YES	YES	YES
E7	# 152	7	2	3			164										1			21			*
	% 92.7	4.3	1.2	1.8			100.0	5.3	6.3	0.3	1.0	4.5	0.3	95.2			4.8			100.0	81.1%	28.6%	0.0%
E8	# 66	23		28	44		161										1	2		12			
	% 41.0	14.3		17.4	27.3		100.0	4.4	5.6	0.5	NO	NO	NO	75.0			8.3	16.7		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 2011:    90.8 percent  
 Level of Goal Attainment for 2012:    87.9 percent  
 Level of Goal Attainment for 2013:    86.9 percent

## Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

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
C1 and E1	#	6			3		9							2						2			
	%	66.7			33.3		100.0	3.9	33.0	6.4	3.9	NO	6.4	100.0						100.0	0.0%	YES	0.0%
C2	#	5			2		7							1						1			
	%	71.4			28.6		100.0	3.9	29.4	7.3	3.9	0.8	7.3	100.0						100.0	0.0%	97.3%	0.0%
C3	#	49	1	1	19	1	71							2			2			4			
	%	69.0	1.4	1.4	26.8	1.4	100.0	3.0	32.2	4.2	1.6	5.4	2.8	50.0			50.0			100.0	46.7%	83.2%	33.3%
C4	#	60	3	4	38	1	110							13		1	7		1	22			
	%	54.5	2.7	3.6	34.5	0.9	100.0	3.1	34.4	5.0	0.4	NO	4.1	59.1		4.5	31.8		4.5	100.0	87.1%	YES	18.0%
C5	#	51	3	6	49	5	117							15	1	2	6			24			
	%	43.6	2.6	5.1	41.9	4.3	100.0	2.4	28.6	2.9	NO	NO	NO	62.5	4.2	8.3	25.0			100.0	YES	YES	YES
C6	#	4		2	4		11																
	%	36.4		18.2	36.4		100.0	3.6	31.5	4.8	3.6	NO	4.8								0.0%	YES	0.0%
C7 and C8	#	56	2	3	60	4	127							17		1	16	2		36			
	%	44.1	1.6	2.4	47.2	3.1	100.0	2.9	33.0	4.3	1.3	NO	1.2	47.2		2.8	44.4	5.6		100.0	55.2%	YES	72.1%
C9	#	43	6	1	15	3	68							7	2		3	2		14			
	%	63.2	8.8	1.5	22.1	4.4	100.0	9.0	19.6	1.7	0.2	NO	NO	50.0	14.3		21.4	14.3		100.0	97.8%	YES	YES
E2	#	80	5		145	14	245							6			25	2		33			
	%	32.7	2.0		59.2	5.7	100.0	5.2	43.1	7.6	3.2	NO	1.9	18.2			75.8	6.1		100.0	38.5%	YES	75.0%

**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 2011:    82.5 percent  
 Level of Goal Attainment for 2012:    82.6 percent  
 Level of Goal Attainment for 2013:    83.5 percent



## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

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
E3	# 38	5	3	15	2	1	64	3.1	22.8	6.0	NO	NO	2.9	3	1		4			8			
	% 59.4	7.8	4.7	23.4	3.1	1.6	100.0							37.5	12.5		50.0			100.0	YES	YES	51.7%
E4	# 21	3		2	1		27	6.1	8.1	3.2	NO	0.7	NO	5			1			6			*
	% 77.8	11.1		7.4	3.7		100.0							83.3			16.7			100.0	YES	91.4%	YES
E5	# 3			38	4	2	47	0.5	78.3	4.2	0.5	NO	NO				5		1	6		*	
	% 6.4			80.9	8.5	4.3	100.0										83.3		16.7	100.0	0.0%	YES	YES
E6	# 1			46	6		53	0.5	79.0	6.7	0.5	NO	NO				7	1		8		*	
	% 1.9			86.8	11.3		100.0										87.5	12.5		100.0	0.0%	YES	YES
E7	# 39	4	2				45	7.7	4.9	1.6	NO	4.9	1.6	7	1					8			*
	% 86.7	8.9	4.4				100.0							87.5	12.5					100.0	YES	0.0%	0.0%
E8	# 54	18	1	8	11	2	94	19.9	13.8	6.4	0.8	5.3	NO	11	2		2	1	16		*		
	% 57.4	19.1	1.1	8.5	11.7	2.1	100.0							68.8	12.5		12.5	6.3	100.0	96.0%	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 2011:    82.5 percent  
 Level of Goal Attainment for 2012:    82.6 percent  
 Level of Goal Attainment for 2013:    83.5 percent

## College of Charleston (Page 1 of 2)

Agency Director: P. George Benson

EEO Officer: Kimberly A. Gertner

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	
C1, C7, and E1	#	47	5	1	53	7	5	118						6			12	1	2	21				
	%	39.8	4.2	0.8	44.9	5.9	4.2	100.0	5.1	37.4	11.0	0.9	NO	5.1	28.6			57.1	4.8	9.5	100.0	82.4%	YES	53.6%
C2	#	3	2	1	8			14						1			1			2				
	%	21.4	14.3	7.1	57.1			100.0	6.2	41.2	10.2	NO	NO	10.2	50.0			50.0			100.0	YES	YES	0.0%
C3	#	84	4	7	48	1	1	145						4			9			13				
	%	57.9	2.8	4.8	33.1	0.7	0.7	100.0	3.4	32.4	2.1	0.6	NO	1.4	30.8			69.2			100.0	82.4%	YES	33.3%
C4	#	79	3	14	59	6	8	169						10	1	2	7			1	21			
	%	46.7	1.8	8.3	34.9	3.6	4.7	100.0	3.9	38.0	3.2	2.1	3.1	NO	47.6	4.8	9.5	33.3		4.8	100.0	46.2%	91.8%	YES
C5	#	60	4	11	44	2	6	127						10	1	3	7	1	2	24				
	%	47.2	3.1	8.7	34.6	1.6	4.7	100.0	6.0	45.7	12.9	2.9	11.1	11.3	41.7	4.2	12.5	29.2	4.2	8.3	100.0	51.7%	75.7%	12.4%
C6	#	17		2	25	1	2	47						6			2			8				
	%	36.2		4.3	53.2	2.1	4.3	100.0	5.6	46.2	12.3	5.6	NO	10.2	75.0			25.0			100.0	0.0%	YES	17.1%
C8 and C9	#	61	6	5	58	7	3	140						17	2	3	21	2		45				
	%	43.6	4.3	3.6	41.4	5.0	2.1	100.0	5.9	35.3	5.9	1.6	NO	0.9	37.8	4.4	6.7	46.7	4.4		100.0	72.9%	YES	84.7%
E2	#	75	11	6	190	34	13	329						17	1	1	53	9	3	84				
	%	22.8	3.3	1.8	57.8	10.3	4.0	100.0	3.0	41.1	12.2	NO	NO	1.9	20.2	1.2	1.2	63.1	10.7	3.6	100.0	YES	YES	84.4%
E3	#	31	5	1	24	7	1	69						5	1		6	1		13				
	%	44.9	7.2	1.4	34.8	10.1	1.4	100.0	5.9	31.8	8.1	NO	NO	NO	38.5	7.7		46.2	7.7		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 2011:    75.0 percent  
 Level of Goal Attainment for 2012:    74.0 percent  
 Level of Goal Attainment for 2013:    75.1 percent

## College of Charleston (Page 2 of 2)

Agency Director: P. George Benson

EEO Officer: Kimberly A. Gertner

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
E4	# 22	13	5	2	7	2	51	18.2	9.0	9.7	NO	5.1	NO	5	1	1	2			9			
	% 43.1	25.5	9.8	3.9	13.7	3.9	100.0							55.6	11.1	11.1	22.2			100.0	YES	43.3%	YES
E5	# 5	1		38	21	5	70	3.8	50.8	18.3	2.4	NO	NO				6	3	1	10			
	% 7.1	1.4		54.3	30.0	7.1	100.0										60.0	30.0	10.0	100.0	36.8%	YES	YES
E6	# 4	3		12	12	3	34	2.9	64.2	13.0	NO	28.9	NO	1			4	1	2	8			
	% 11.8	8.8		35.3	35.3	8.8	100.0							12.5			50.0	12.5	25.0	100.0	YES	55.0%	YES
E7	# 22	45	4		2	1	74	19.1	10.4	10.4	NO	10.4	7.7	5	3	1				9			
	% 29.7	60.8	5.4		2.7	1.4	100.0							55.6	33.3	11.1				100.0	YES	0.0%	26.0%
E8	# 7	13		2	32		54	23.5	13.0	12.8	NO	9.3	NO	4			1			5			
	% 13.0	24.1		3.7	59.3		100.0							80.0			20.0			100.0	YES	28.5%	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 2011:    75.0 percent  
 Level of Goal Attainment for 2012:    74.0 percent  
 Level of Goal Attainment for 2013:    75.1 percent

## Department of Commerce

Agency Director: Robert Hitt III  
EEO Officer: Cheryl Washington

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	# 6			5	2		13	3.1	24.6	3.1	3.1	NO	NO	1			3	1		5	0.0%	*	YES	YES
	% 46.2			38.5	15.4		100.0							20.0			60.0	20.0		100.0				
E2	# 16	3		27	5	1	52	3.7	37.0	6.2	NO	NO	NO	2			8	1	1	12	YES	YES	YES	
	% 30.8	5.8		51.9	9.6	1.9	100.0							16.7			66.7	8.3	8.3	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 2011:    96.5 percent  
Level of Goal Attainment for 2012:    100.0 percent  
Level of Goal Attainment for 2013:    100.0 percent

## Comptroller General

Agency Director: William "Eddie" Gunn

EEO Officer: James Holly

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	# 4			3	2	1	10							2				1		3		*	*	
	% 40.0			30.0	20.0	10.0	100.0	3.1	32.8	6.8	3.1	2.8	NO	66.7				33.3		100.0	0.0%	91.5%	YES	
E2	# 3	1		3	2	1	10					*		2	1		3		6		*	*		
	% 30.0	10.0		30.0	20.0	10.0	100.0	4.7	35.8	8.9	NO	5.8	NO	33.3	16.7		50.0		100.0	YES	83.8%	YES		
E3	#				1		1				*	*									*	*		
	%				100.0		100.0	7.9	23.6	6.4	7.9	23.6	NO								0.0%	0.0%	YES	
E5	# 1			3	3		7				*	*						2	2		*	*		
	% 14.3			42.9	42.9		100.0	4.8	43.0	16.2	4.8	0.1	NO					100.0	100.0	0.0%	99.8%	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 2011:    90.5 percent  
 Level of Goal Attainment for 2012:    94.5 percent  
 Level of Goal Attainment for 2013:    96.9 percent

## Consumer Affairs

Agency Director: Carolyn Lybarker

EEO Officer: Sharon Jones

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	# 2			2	2		6	4.0	21.4	3.7	4.0	NO	NO				1	1		2	0.0%	YES	YES
	% 33.3			33.3	33.3		100.0										50.0	50.0		100.0			
E2	# 6			10	10		26	4.9	31.1	6.3	4.9	NO	NO	2			1	3		6	0.0%	YES	YES
	% 23.1			38.5	38.5		100.0							33.3			16.7	50.0		100.0			
E3, E5, and E6	# 2			1	3		6	2.6	54.9	15.4	2.6	38.2	NO								0.0%	30.4%	YES
	% 33.3			16.7	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 2011:    91.5 percent  
 Level of Goal Attainment for 2012:    92.0 percent  
 Level of Goal Attainment for 2013:    75.8 percent

## Corrections, Department of (Page 1 of 2)

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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
E1A	# 52	20	3	8	18		101	5.2	22.6	5.2	NO	14.7	NO	7	6	1	4	5		23	YES	35.0%	YES
	% 51.5	19.8	3.0	7.9	17.8		100.0							30.4	26.1	4.3	17.4	21.7		100.0			
E1B	# 59	29	1	25	22		136	4.6	25.7	5.2	NO	7.3	NO	7	8		1	6		22	YES	71.6%	YES
	% 43.4	21.3	0.7	18.4	16.2		100.0							31.8	36.4		4.5	27.3		100.0			
E2A	# 52	20	2	44	26	4	148	6.0	36.8	9.9	NO	7.1	NO	12	3		10	11	1	37	YES	80.7%	YES
	% 35.1	13.5	1.4	29.7	17.6	2.7	100.0							32.4	8.1		27.0	29.7	2.7	100.0			
E2B	# 126	71	3	167	193	8	568	6.6	37.7	16.1	NO	8.3	NO	23	16	1	47	40	5	132	YES	78.0%	YES
	% 22.2	12.5	0.5	29.4	34.0	1.4	100.0							17.4	12.1	0.8	35.6	30.3	3.8	100.0			
E2C	# 50	32	2	43	112	1	240	4.4	48.1	19.5	NO	30.2	NO	7	8		8	35		58	YES	37.2%	YES
	% 20.8	13.3	0.8	17.9	46.7	0.4	100.0							12.1	13.8		13.8	60.3		100.0			
E3A	# 14	6	2	17	7	4	50	4.8	35.9	11.1	NO	1.9	NO	1	2		4		3	10	YES	94.7%	YES
	% 28.0	12.0	4.0	34.0	14.0	8.0	100.0							10.0	20.0		40.0		30.0	100.0			
E3B	# 4	5		49	58	2	118	3.6	45.3	27.0	NO	3.8	NO	1	2		9	11		23	YES	91.6%	YES
	% 3.4	4.2		41.5	49.2	1.7	100.0							4.3	8.7		39.1	47.8		100.0			
E4A	# 116	192	8	21	160		497	26.4	9.5	20.9	NO	5.3	NO	27	30	1	4	30		92	YES	44.2%	YES
	% 23.3	38.6	1.6	4.2	32.2		100.0							29.3	32.6	1.1	4.3	32.6		100.0			
E4B	# 263	357	14	74	351	5	1064	25.9	9.4	25.9	NO	2.4	NO	75	55	3	14	53	1	201	YES	74.5%	YES
	% 24.7	33.6	1.3	7.0	33.0	0.5	100.0							37.3	27.4	1.5	7.0	26.4	0.5	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 2011:    89.3 percent  
Level of Goal Attainment for 2012:    88.4 percent  
Level of Goal Attainment for 2013:    87.4 percent

## Corrections, Department of (Page 2 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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
E4C	# 554	618	67	117	654	21	2031							289	270	35	63	232	9	898			
	% 27.3	30.4	3.3	5.8	32.2	1.0	100.0	25.9	9.4	25.9	NO	3.6	NO	32.2	30.1	3.9	7.0	25.8	1.0	100.0	YES	61.7%	YES
E5	# 11	17	1	80	68	1	178							4	5		14	12		35			
	% 6.2	9.6	0.6	44.9	38.2	0.6	100.0	4.2	51.3	16.3	NO	6.4	NO	11.4	14.3		40.0	34.3		100.0	YES	87.5%	YES
E6	# 5	5	1	45	50	5	111								3		18	23	2	46			
	% 4.5	4.5	0.9	40.5	45.0	4.5	100.0	5.1	44.8	20.4	0.6	4.3	NO		6.5		39.1	50.0	4.3	100.0	88.2%	90.4%	YES
E7	# 69	25	3	1	2		100							13	5	2	1	2		23			
	% 69.0	25.0	3.0	1.0	2.0		100.0	15.1	4.1	1.8	NO	3.1	NO	56.5	21.7	8.7	4.3	8.7		100.0	YES	24.4%	YES
E8A	# 56	9	2	4	14		85							13	3			3		19			
	% 65.9	10.6	2.4	4.7	16.5		100.0	11.2	26.6	15.3	0.6	21.9	NO	68.4	15.8			15.8		100.0	94.6%	17.7%	YES
E8B	# 32	26	8	24	57	8	155							13	12	6	16	27	2	76			
	% 20.6	16.8	5.2	15.5	36.8	5.2	100.0	11.5	25.8	32.8	NO	10.3	NO	17.1	15.8	7.9	21.1	35.5	2.6	100.0	YES	60.1%	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 2011:    89.3 percent  
 Level of Goal Attainment for 2012:    88.4 percent  
 Level of Goal Attainment for 2013:    87.4 percent



## Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

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	# 3	1		2	1		7	4.3	34.6	5.1	NO	6.0	NO								YES	82.7%	YES	
	% 42.9	14.3		28.6	14.3		100.0																	
E2	# 8	6		13	1		28	5.6	38.5	11.2	NO	NO	7.6				2	1		3	YES	YES	32.1%	
	% 28.6	21.4		46.4	3.6		100.0										66.7	33.3		100.0				
E2A	# 6	1			1		8	4.3	32.6	7.4	NO	32.6	NO	1						1	YES	0.0%	YES	
	% 75.0	12.5			12.5		100.0							100.0						100.0				
E2B	# 26	1		8	2	1	38	5.5	28.0	8.9	2.9	6.9	3.6	3	1		1	2		7	47.3%	75.4%	59.6%	
	% 68.4	2.6		21.1	5.3	2.6	100.0							42.9	14.3		14.3	28.6		100.0				
E3 and E5	# 13				4		17	1.0	68.7	14.2	1.0	68.7	NO				1	1		2	0.0%	0.0%	YES	
	% 76.5				23.5		100.0										50.0	50.0		100.0				
E7	# 15			1	3		19	39.6	3.7	11.1	39.6	NO	NO	3				3		6	0.0%	YES	YES	
	% 78.9			5.3	15.8		100.0							50.0				50.0		100.0				
E8	#	1					1	29.0	2.8	41.7	NO	2.8	41.7		1					1	YES	0.0%	0.0%	
	%	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 2011:    82.5 percent  
 Level of Goal Attainment for 2012:    78.7 percent  
 Level of Goal Attainment for 2013:    72.1 percent

## Deaf and Blind, School for the

Agency Director: Maggie Park

EEO Officer: Monique Callaham

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	# 5	3	1	5	2		16	5.8	33.0	9.6	NO	1.7	NO				2	1		3	YES	94.8%	YES
	% 31.3	18.8	6.3	31.3	12.5		100.0										66.7	33.3		100.0			
E2	# 31	4		98	16	1	150	4.6	47.5	11.8	1.9	NO	1.1	2	2		13	2		19	58.7%	YES	90.7%
	% 20.7	2.7		65.3	10.7	0.7	100.0							10.5	10.5		68.4	10.5		100.0			
E3	# 3			2	1		6	5.6	30.6	10.1	5.6	NO	NO								0.0%	YES	YES
	% 50.0			33.3	16.7		100.0																
E5	# 6	6		36	40	3	91	7.4	42.4	19.3	0.8	2.8	NO	2	1	1	4	2	1	11	89.2%	93.4%	YES
	% 6.6	6.6		39.6	44.0	3.3	100.0							18.2	9.1	9.1	36.4	18.2	9.1	100.0			
E6	#			10	2		12	0.4	69.7	10.2	0.4	NO	NO				1			1	0.0%	YES	YES
	%			83.3	16.7		100.0										100.0			100.0			
E7	# 9						9	8.9	5.1	1.4	8.9	5.1	1.4	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E8	# 2	3		3	7		15	18.7	35.8	13.0	NO	15.8	NO		1			1		2	YES	55.9%	YES
	% 13.3	20.0		20.0	46.7		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 2011:    91.3 percent  
 Level of Goal Attainment for 2012:    84.9 percent  
 Level of Goal Attainment for 2013:    92.7 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirfre Blake-Sayers

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	# 19	3		19	8	1	50							2			4	2	1	9			
	% 38.0	6.0		38.0	16.0	2.0	100.0	12.0	35.5	19.9	6.0	NO	3.9	22.2			44.4	22.2	11.1	100.0	50.0%	YES	80.4%
E2	# 37	35	2	122	111	4	311							1	2	1	26	16	2	48			
	% 11.9	11.3	0.6	39.2	35.7	1.3	100.0	12.5	30.0	29.8	1.2	NO	NO	2.1	4.2	2.1	54.2	33.3	4.2	100.0	90.4%	YES	YES
E3	# 16	3	2	47	35	5	108							3	1		10	15	2	31			
	% 14.8	2.8	1.9	43.5	32.4	4.6	100.0	21.3	39.1	39.9	18.5	NO	7.5	9.7	3.2		32.3	48.4	6.5	100.0	13.1%	YES	81.2%
E4 and E7	# 23	8		2			33							2	1					3			
	% 69.7	24.2		6.1			100.0	7.7	2.3	8.1	NO	NO	8.1	66.7	33.3					100.0	YES	YES	0.0%
E5	# 22	165	5	88	832	14	1126							8	38	2	37	205	8	298			
	% 2.0	14.7	0.4	7.8	73.9	1.2	100.0	12.4	30.6	56.7	NO	22.8	NO	2.7	12.8	0.7	12.4	68.8	2.7	100.0	YES	25.5%	YES
E6	# 1	1		23	43	1	69										3	9		12			
	% 1.4	1.4		33.3	62.3	1.4	100.0	2.1	55.2	22.1	0.7*	21.9	NO				25.0	75.0		100.0	66.7%*	60.3%	YES
E8	# 18	36		19	93	4	170							4	6		3	11	1	25			
	% 10.6	21.2		11.2	54.7	2.4	100.0	22.4	9.2	16.6	1.2	NO	NO	16.0	24.0		12.0	44.0	4.0	100.0	94.6%	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 2011:    78.9 percent  
 Level of Goal Attainment for 2012:    78.3 percent  
 Level of Goal Attainment for 2013:    79.2 percent

## Education, Department of

Agency Director: Dr. Mick Zais

EEO Officer: Lisa K. McCloud

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	# 10	1		10	7		28	5.1	38.0	11.3	1.5	2.3	NO				3	2		6	70.6%	93.9%	YES
	% 35.7	3.6		35.7	25.0		100.0								16.7		50.0	33.3		100.0			
E2A	# 38	10		87	29	5	169	5.8	41.2	14.8	NO	NO	NO	7	2		20	1	1	31	YES	YES	YES
	% 22.5	5.9		51.5	17.2	3.0	100.0							22.6	6.5		64.5	3.2	3.2	100.0			
E2B	# 12	3	2	20	10		47	4.3	30.3	7.1	NO	NO	NO	5	1	1	6	3		16	YES	YES	YES
	% 25.5	6.4	4.3	42.6	21.3		100.0							31.3	6.3	6.3	37.5	18.8		100.0			
E2C	# 34	7		33	19		93	7.5	21.8	5.0	0.0	NO	NO		1		1			2	YES	YES	YES
	% 36.6	7.5		35.5	20.4		100.0								50.0		50.0			100.0			
E3	# 10	1		4	2		17	5.6	32.6	7.8	NO	9.1	NO	4			2			6	YES	72.1%	YES
	% 58.8	5.9		23.5	11.8		100.0							66.7			33.3			100.0			
E5	#			17	14		31	7.4	34.4	18.2	7.4	NO	NO				2	3		5	0.0%	YES	YES
	%			54.8	45.2		100.0										40.0	60.0		100.0			
E6	#			15	10	1	26	1.4	56.3	26.6	1.4	NO	NO				3	1	1	5	0.0%	YES	YES
	%			57.7	38.5	3.8	100.0										60.0	20.0	20.0	100.0			
E7	# 247	91	7	25	4		374	17.2	3.1	2.6	NO	NO	1.5	57	10		5			72	YES	YES	42.3%
	% 66.0	24.3	1.9	6.7	1.1		100.0							79.2	13.9		6.9			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 2011:    91.7 percent  
 Level of Goal Attainment for 2012:    82.5 percent  
 Level of Goal Attainment for 2013:    90.4 percent

## South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Mary Margaret Hopkins/Claire Jones

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	# 6	3		5			14	3.1	24.3	3.4	NO	NO	3.4 *	3			2			5	YES	YES	0.0% *
	% 42.9	21.4		35.7			100.0							60.0			40.0			100.0			
E2	# 16	11	1	26	10	3	67	5.2	32.3	6.7	NO	NO	NO	1			4			5	YES	YES	YES
	% 23.9	16.4	1.5	38.8	14.9	4.5	100.0							20.0			80.0			100.0			
E3	# 5	1		1	4		11	5.0	31.5	8.2	NO	22.4	NO								YES	28.9%	YES
	% 45.5	9.1		9.1	36.4		100.0																
E5	# 3	3		10	6		22	6.2	45.7	8.7	NO	0.2	NO								YES	99.6% *	YES
	% 13.6	13.6		45.5	27.3		100.0																
E6	# 1	1		2	1		5	1.0	72.2	14.3	NO	32.2	NO								YES	55.4%	YES
	% 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 2011:    89.9 percent  
 Level of Goal Attainment for 2012:    90.4 percent  
 Level of Goal Attainment for 2013:    91.7 percent

## Educational Television

Agency Director: Linda O'Bryon

EEO Officer: Mark Whittington

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	# 4			2			6	5.7	16.9	4.1	5.7 *	NO	4.1 *								0.0% *	YES	0.0% *
	% 66.7			33.3			100.0																
E2A	# 26	5		8	2		41	5.8	18.7	5.0	NO	NO	0.1 *	1			1			2			
	% 63.4	12.2		19.5	4.9		100.0							50.0			50.0			100.0	YES	YES	98.0% *
E2B	# 4	2		8	3		17	4.5	22.4	4.6	NO	NO	NO				2	1		3			
	% 23.5	11.8		47.1	17.6		100.0										66.7	33.3		100.0	YES	YES	YES
E2C	# 7	1		7	2		17	6.0	21.4	3.0	0.1 *	NO	NO				1			1			
	% 41.2	5.9		41.2	11.8		100.0										100.0			100.0	98.3% *	YES	YES
E3	# 16	3	1	5	2		27	6.4	17.3	7.6	NO	NO	0.2 *	1			1			2			
	% 59.3	11.1	3.7	18.5	7.4		100.0							50.0			50.0			100.0	YES	YES	97.4% *
E5 and E6	# 2			5	2		9	9.9	43.3	17.0	9.9 *	NO	NO								0.0% *	YES	YES
	% 22.2			55.6	22.2		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 2011:    98.8 percent  
 Level of Goal Attainment for 2012:    98.9 percent  
 Level of Goal Attainment for 2013:    99.6 percent

## Elections Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

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 and E2	# 2	1		2	1		6	5.8	21.3	4.8	NO	NO	NO								YES	YES	YES
	% 33.3	16.7		33.3	16.7		100.0																
E3, E5, and E6	# 2	3		4	2		11	5.2	44.1	17.1	NO	7.7	NO								YES	82.5%	YES
	% 18.2	27.3		36.4	18.2		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 2011:    75.1 percent  
 Level of Goal Attainment for 2012:    97.1 percent  
 Level of Goal Attainment for 2013:    97.1 percent

## Employment and Workforce, Department of

Agency Director: Cheryl Stanton

EEO Officer: Stephani Hamberg

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	# 4	1		6	1		12	7.4	35.8	16.0	NO	NO	7.7 *	2			2			4			*
	% 33.3	8.3		50.0	8.3		100.0							50.0			50.0			100.0	YES	YES	51.9%
E2A	# 39	27	3	80	96	12	257	6.8	40.7	25.9	NO	9.6	NO	6	3		5	5	1	20			
	% 15.2	10.5	1.2	31.1	37.4	4.7	100.0							30.0	15.0		25.0	25.0	5.0	100.0	YES	76.4%	YES
E2B and E4	# 43	19	3	72	55	2	194	9.2	37.6	26.4	NO	0.5 *	NO	12	7	2	17	22	1	61			*
	% 22.2	9.8	1.5	37.1	28.4	1.0	100.0							19.7	11.5	3.3	27.9	36.1	1.6	100.0	YES	98.7%	YES
E2C	# 36	8	1	31	18	2	96	8.4	36.1	24.0	0.1 *	3.8	5.2	3	2	1	7	8	2	23		*	
	% 37.5	8.3	1.0	32.3	18.8	2.1	100.0							13.0	8.7	4.3	30.4	34.8	8.7	100.0	98.8%	89.5%	78.3%
E2D	# 12	6	2	11	6	3	40	7.5	35.4	16.7	NO	7.9	1.7 *	3	1		1	1		6			*
	% 30.0	15.0	5.0	27.5	15.0	7.5	100.0							50.0	16.7		16.7	16.7		100.0	YES	77.7%	89.8%
E3	# 13	10	1	4	7		35	10.8	24.0	10.3	NO	12.6	NO	1	1		1			3			
	% 37.1	28.6	2.9	11.4	20.0		100.0							33.3	33.3		33.3			100.0	YES	47.5%	YES
E6 and E7	# 4	5		29	29	1	68	5.0	52.2	17.0	NO	9.6	NO				1			1			
	% 5.9	7.4		42.6	42.6	1.5	100.0										100.0			100.0	YES	81.6%	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 2011:    90.4 percent  
 Level of Goal Attainment for 2012:    89.1 percent  
 Level of Goal Attainment for 2013:    90.0 percent



## Financial Institutions, Board of

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Sara Fortson

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	# 6			2			8	2.4	42.5	5.5	2.4 *	17.5	5.5 *	1						1	0.0% *	58.8%	0.0% *
	% 75.0			25.0			100.0							100.0						100.0			
E2	# 10	4		11	2	1	28	5.6	45.3	8.9	NO	6.0	1.8 *	3	1		4	1		9	YES	86.8%	79.8% *
	% 35.7	14.3		39.3	7.1	3.6	100.0							33.3	11.1		44.4	11.1		100.0			
E5	#			1			1	0.2	69.7	17.6	0.2 *	NO	17.6 *				1			1	0.0% *	YES	0.0% *
	%			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 2011:    92.9 percent  
 Level of Goal Attainment for 2012:    90.0 percent  
 Level of Goal Attainment for 2013:    85.1 percent

## Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lynn N. Rivers

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	# 8			3			11	4.5	33.8	1.6	4.5	6.5	1.6	2						2	0.0%	80.8%	0.0%
	% 72.7			27.3			100.0							100.0						100.0			
E2, E2A and EB	# 60	1	1	7	2		71	2.3	16.7	6.0	0.9	6.8	3.2	9			2	1		12	60.9%	59.3%	46.7%
	% 84.5	1.4	1.4	9.9	2.8		100.0							75.0			16.7	8.3		100.0			
E3	# 20	1		1			22	6.5	3.0	2.3	2.0	NO	2.3								69.2%	YES	0.0%
	% 90.9	4.5		4.5			100.0																
E4	# 125	11		2			138	8.1	1.0	0.9	0.1	NO	0.9	14						14	98.8%	YES	0.0%
	% 90.6	8.0		1.4			100.0							100.0						100.0			
E5	#			3	2		5	3.2	61.2	13.2	3.2	1.2	NO						1	1	0.0%	98.0%	YES
	%			60.0	40.0		100.0												100.0	100.0			
E6	# 3			29	1		33	5.7	35.3	22.3	5.7	NO	19.3	1			5			6	0.0%	YES	13.5%
	% 9.1			87.9	3.0		100.0							16.7			83.3			100.0			
E7	# 11	3					14	0.1	12.2	0.1	NO	12.2	0.1	4						4	YES	0.0%	0.0%
	% 78.6	21.4					100.0							100.0						100.0			
E8	# 2						2	38.9	13.8	12.1	38.9	13.8	12.1								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 2011:    71.2 percent  
 Level of Goal Attainment for 2012:    74.0 percent  
 Level of Goal Attainment for 2013:    64.2 percent

## Francis Marion University

President: Dr. Fred Carter  
EEO Officer: Demetra Pearson

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
C1 and E1	#	17	1		14	1	33							1			2			3			
	%	51.5	3.0		42.4	3.0	100.0	3.9	3.7	4.9	0.9	NO	1.9	33.3			66.7			100.0	76.9%	YES	61.2%
C2 and C3	#	52	1		16	1	70							3			5			8			
	%	74.3	1.4		22.9	1.4	100.0	1.6	29.9	2.9	0.2	7.0	1.5	37.5			62.5			100.0	87.5%	76.6%	48.3%
C4 and C5	#	48		4	57	5	11	125						9			10		2	21			
	%	38.4		3.2	45.6	4.0	8.8	100.0	2.4	46.0	5.0	2.4	0.4	1.0	42.9		47.6		9.5	100.0	0.0%	99.1%	80.0%
C6, C7, C8, and C9	#	14	1		23	6	1	45						1			1	3		5			
	%	31.1	2.2		51.1	13.3	2.2	100.0	3.3	40.3	6.4	1.1	NO	NO	20.0		20.0	60.0		100.0	66.7%	YES	YES
E2	#	16	6		33	14	1	70						4	1	1	6	2		14			
	%	22.9	8.6		47.1	20.0	1.4	100.0	5.7	38.4	16.5	NO	NO	NO	28.6	7.1	7.1	42.9	14.3		100.0	YES	YES
E3	#	9	1	1	2	1		14						1	1	1				3			
	%	64.3	7.1	7.1	14.3	7.1		100.0	6.5	32.5	9.9	NO	18.2	2.8	33.3	33.3	33.3			100.0	YES	44.0%	71.7%
E4 and E7	#	25	4		2			31						3			1			4			
	%	80.6	12.9		6.5			100.0	15.5	4.1	2.5	2.6	NO	2.5	75.0		25.0			100.0	83.2%	YES	0.0%
E5 and E6	#	2	2		23	20		47							1		8			9			
	%	4.3	4.3		48.9	42.6		100.0	1.0	70.0	16.1	NO	21.1	NO		11.1	88.9			100.0	YES	69.9%	YES
E8	#	8	26		1	23		58							3					3			
	%	13.8	44.8		1.7	39.7		100.0	28.4	8.0	18.4	NO	6.3	NO	100.0					100.0	YES	21.3%	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 2011:    83.3 percent  
Level of Goal Attainment for 2012:    80.1 percent  
Level of Goal Attainment for 2013:    83.5 percent

## Governor's Office

Agency Director: Gary Anderson

EEO Officer: Mary E. Smith

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	# 4	3		8	5		20	5.2	28.9	19.3	NO	NO	NO	1			1			2			
	% 20.0	15.0		40.0	25.0		100.0							50.0			50.0			100.0	YES	YES	YES
E2	# 17	7		48	61	3	136	5.9	33.1	13.4	0.8	NO	NO	4	1		6	10		21	86.4%	YES	YES
	% 12.5	5.1		35.3	44.9	2.2	100.0							19.0	4.8		28.6	47.6		100.0			
E3	# 2	1					3	10.8	24.4	7.7	NO	24.4 *	7.7 *		1					1	YES	0.0%	0.0% *
	% 66.7	33.3					100.0								100.0					100.0			
E5	#	2		8	3		13	5.8	41.9	17.9	NO	NO	NO		1					1	YES	YES	YES
	%	15.4		61.5	23.1		100.0								100.0					100.0			
E6	#	1		3	3	1	8	5.8	41.9	17.9	NO	4.4 *	NO				1	1		2	YES	89.5% *	YES
	%	12.5		37.5	37.5	12.5	100.0										50.0	50.0		100.0			
E8	# 5						5	5.8	41.9	17.9	5.8 *										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 2011:    98.0 percent  
 Level of Goal Attainment for 2012:    84.7 percent  
 Level of Goal Attainment for 2013:    91.1 percent

## Governor's School for Arts and Humanities

Agency Director: Dr. Bruce Halverson

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 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	# 21			25	6		52	4.2	52.1	6.4	4.2	4.0	NO	1			3			4	0.0%	92.3%	YES
	% 40.4			48.1	11.5		100.0							25.0			75.0			100.0			
E3,E4,E5,E6,E7,E8	# 6	3		7	3	1	20	2.8	61.4	6.7	NO	26.4	NO	1			2		2	5	YES	57.0%	YES
	% 30.0	15.0		35.0	15.0	5.0	100.0							20.0			40.0		40.0	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 2011:    80.5 percent  
 Level of Goal Attainment for 2012:    83.3 percent  
 Level of Goal Attainment for 2013:    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 09/30/2013							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 and E2	# 9	3		6	7		25	6.7	35.1	14.0	NO	11.1	NO	1	2		1	2		6	YES	68.4%	YES
	% 36.0	12.0		24.0	28.0		100.0							16.7	33.3		16.7	33.3		100.0			
C6	# 15	1	2	10	2	1	31	4.7	34.7	6.9	1.5*	2.4*	0.4*	5			3	1		9	68.1%*	93.1%*	94.2%*
	% 48.4	3.2	6.5	32.3	6.5	3.2	100.0							55.6			33.3	11.1		100.0			
E3,E5, and E6	# 2			3	1		6	3.3	56.4	13.9	3.3*	6.4*	NO	1						1	0.0%*	88.7%*	YES
	% 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 2011:    83.9 percent  
 Level of Goal Attainment for 2012:    88.3 percent  
 Level of Goal Attainment for 2013:    89.1 percent

## Health and Environmental Control, Department of

Agency Director: Catherine Templeton

EEO Officer: Quentin Chavis

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	# 111	6	7	97	21	3	245							19		1	17	4	4	45			
	% 45.3	2.4	2.9	39.6	8.6	1.2	100.0	2.0	30.1	5.8	NO	NO	NO	42.2		2.2	37.8	8.9	8.9	100.0	YES	YES	YES
E2A	# 13	4	1	327	75	6	426							1			29	3	1	34			
	% 3.1	0.9	0.2	76.8	17.6	1.4	100.0	1.7	65.4	10.4	0.8	NO	NO	2.9			85.3	8.8	2.9	100.0	52.9%	YES	YES
E2B	# 320	30	4	231	143	11	739										2	3	4	9			
	% 43.3	4.1	0.5	31.3	19.4	1.5	100.0	5.7	30.8	6.7	1.6	NO	NO				22.2	33.3	44.4	100.0	71.9%	YES	YES
E2C	# 249	55	4	422	365	6	1101							19	23	24	203	19	9	297			
	% 22.6	5.0	0.4	38.3	33.2	0.5	100.0	8.0	35.1	27.2	3.0	NO	NO	6.4	7.7	8.1	68.4	6.4	3.0	100.0	62.5%	YES	YES
E3	# 34	10	3	51	33	6	137							1			9		1	11			
	% 24.8	7.3	2.2	37.2	24.1	4.4	100.0	3.9	42.6	13.9	NO	5.4	NO	9.1			81.8		9.1	100.0	YES	87.3%	YES
E5	# 6	4		121	82	3	216							2			4			6			
	% 2.8	1.9		56.0	38.0	1.4	100.0	1.3	66.5	15.8	NO	10.5	NO	33.3			66.7			100.0	YES	84.2%	YES
E6	# 5	5		283	217	29	539							1	1		13	18	3	36			
	% 0.9	0.9		52.5	40.3	5.4	100.0	1.9	57.6	19.9	1.0	5.1	NO	2.8	2.8		36.1	50.0	8.3	100.0	47.4%	91.1%	YES
E7 and E8	# 18	13	1	4	2		38													1			
	% 47.4	34.2	2.6	10.5	5.3		100.0	17.7	12.0	14.2	NO	1.5 *	8.9		100.0					100.0	YES	87.5%	37.3%
	#																						
	%																						

**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 2011:    88.1 percent  
 Level of Goal Attainment for 2012:    86.4 percent  
 Level of Goal Attainment for 2013:    88.4 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	# 19	7		34	16	1	77	7.0	28.9	17.2	NO	NO	NO	5	2		11	4	1	23			
	% 24.7	9.1		44.2	20.8	1.3	100.0							21.7	8.7		47.8	17.4	4.3	100.0	YES	YES	YES
E2A	# 6	5		61	46	1	119	5.5	38.4	28.8	1.3	NO	NO	3	1		7	3		14	76.4%	YES	YES
	% 5.0	4.2		51.3	38.7	0.8	100.0							21.4	7.1		50.0	21.4		100.0			
E2B	# 33	17	1	257	237	14	559	5.6	38.4	24.1	2.6	NO	NO	8	2	1	39	39	2	91	53.6%	YES	YES
	% 5.9	3.0	0.2	46.0	42.4	2.5	100.0							8.8	2.2	1.1	42.9	42.9	2.2	100.0			
E3	# 16	3	1	3	8	2	33	7.5	22.8	10.4	NO	13.7	NO	3	1	1	4	4		13	YES	39.9%	YES
	% 48.5	9.1	3.0	9.1	24.2	6.1	100.0							23.1	7.7	7.7	30.8	30.8		100.0			
E5	# 2	2	1	16	22	1	44	4.9	45.4	14.5	0.4	9.0	NO	1	1	1	2	2		7	91.8%*	80.2%	YES
	% 4.5	4.5	2.3	36.4	50.0	2.3	100.0							14.3	14.3	14.3	28.6	28.6		100.0			
E6	#	6		41	36		83	4.4	48.1	20.9	NO	NO	NO		2		2	2		6			
	%	7.2		49.4	43.4		100.0								33.3		33.3	33.3		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 2011:    89.8 percent  
 Level of Goal Attainment for 2012:    89.7 percent  
 Level of Goal Attainment for 2013:    91.2 percent



## Commission on Higher Education

Agency Director: Dr. Richard Sutton

EEO Officer: Marian Jones

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	#	2	1		2	1		6						1						1			
	%	33.3	16.7		33.3	16.7		100.0	5.4	39.0	13.0	NO	5.7	100.0						100.0	YES	85.4%	YES
E2	#		1		12	5		18												1			
	%		5.6		66.7	27.8		100.0	6.6	33.2	10.8	1.0	NO							100.0	84.8%	YES	YES
E3 and E5	#	1		1		3		5						1						1			
	%	20.0		20.0		60.0		100.0	6.0	47.7	17.0	6.0	47.7	100.0						100.0	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 2011:    86.5 percent  
 Level of Goal Attainment for 2012:    85.7 percent  
 Level of Goal Attainment for 2013:    83.8 percent

## Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

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	# 2						2	2.9	30.8	4.2	2.9	30.8	4.2	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E4	# 26	2		24	8	2	62	6.0	47.7	17.0	2.8	9.0	4.1	3	2		3	2	1	11	53.3%	81.1%	75.9%
	% 41.9	3.2		38.7	12.9	3.2	100.0							27.3	18.2		27.3	18.2	9.1	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 2011:    45.7 percent  
 Level of Goal Attainment for 2012:    63.1 percent  
 Level of Goal Attainment for 2013:    70.1 percent

## Insurance, Department of

Agency Director: Raymond G. Farmer  
EEO Officer: Patricia Butler

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	# 12	1		5	3		21	2.4	30.1	5.1	NO	6.3	NO								YES	79.1%	YES
	% 57.1	4.8		23.8	14.3		100.0																
E2	# 19	8		15	14	1	57	2.3	31.0	8.0	NO	4.7	NO	2			3	2		7	YES	84.8%	YES
	% 33.3	14.0		26.3	24.6	1.8	100.0							28.6			42.9	28.6		100.0			
E3, E5, and E6	# 1	5	1	6	9		22	2.1	44.5	21.5	NO	17.2	NO		1		1	3		5	YES	61.3%	YES
	% 4.5	22.7	4.5	27.3	40.9		100.0								20.0		20.0	60.0		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 2011:    93.3 percent  
Level of Goal Attainment for 2012:    92.5 percent  
Level of Goal Attainment for 2013:    91.7 percent

## John de la Howe

Agency Director: Thomas W. Mayer

EEO Officer: Faye Gowans

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	# 2	# 1			# 3		# 6	5.9	24.3	22.0	NO	24.3	NO	# 2	# 1			# 1	# 1	# 5	YES	0.0%	YES
	% 33.3	% 16.7			% 50.0		% 100.0							% 40.0	% 20.0			% 20.0	% 20.0	% 100.0			
E2 and E3	# 11	# 11	# 2	# 16	# 26		# 66	2.0	56.2	21.0	NO	32.0	NO	# 13	# 8	# 1	# 13	# 12		# 47	YES	43.1%	YES
	% 16.7	% 16.7	% 3.0	% 24.2	% 39.4		% 100.0							% 27.7	% 17.0	% 2.1	% 27.7	% 25.5		% 100.0			
E5 and E6				# 3	# 3		# 6	0.8	66.2	17.1	0.8	16.2	NO					# 2		# 2	0.0%	75.5%	YES
				% 50.0	% 50.0		% 100.0											% 100.0		% 100.0			
E7 and E8	# 5	# 1		# 2	# 2		# 10	22.5	13.2	20.7	12.5	NO	0.7	# 1			# 2			# 3	44.4%	YES	96.6%
	% 50.0	% 10.0		% 20.0	% 20.0		% 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 2011:    80.9 percent  
 Level of Goal Attainment for 2012:    88.5 percent  
 Level of Goal Attainment for 2013:    78.2 percent

## Juvenile Justice, Department Of

Agency Director: Margaret H. Barber

EEO Officer: Justin Williams

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	# 19	11		13	25	1	69							1				2		3			
	% 27.5	15.9		18.8	36.2	1.4	100.0	2.5	17.3	1.8	NO	NO	NO	33.3				66.7		100.0	YES	YES	YES
E2	# 76	107	2	153	205	5	548							19	29	1	28	59	4	140			
	% 13.9	19.5	0.4	27.9	37.4	0.9	100.0	6.4	43.0	18.5	NO	15.1	NO	13.6	20.7	0.7	20.0	42.1	2.9	100.0	YES	64.9%	YES
E3	# 7	3		3	4	1	18							3			1	2		6			
	% 38.9	16.7		16.7	22.2	5.6	100.0	4.6	35.8	14.3	NO	19.1	NO	50.0			16.7	33.3		100.0	YES	46.6%	YES
E4	# 14	213	3	10	231		471							10	87	4	3	56	3	163			
	% 3.0	45.2	0.6	2.1	49.0		100.0	22.0	15.2	26.2	NO	13.1	NO	6.1	53.4	2.5	1.8	34.4	1.8	100.0	YES	13.8%	YES
E5	# 2	4	2	20	17		45								1			3	1	5			
	% 4.4	8.9	4.4	44.4	37.8		100.0	5.0	48.4	17.1	NO	4.0	NO		20.0			60.0	20.0	100.0	YES	91.7%	YES
E6	# 1	3		32	31	1	68											5	5	10			
	% 1.5	4.4		47.1	45.6	1.5	100.0	4.6	47.2	20.1	0.2	0.1	NO					50.0	50.0	100.0	95.7%	99.8%	YES
E7	# 18	3					21							3	1					4			
	% 85.7	14.3					100.0	62.6	1.0	1.0	48.3	1.0	1.0	75.0	25.0					100.0	22.8%	0.0%	0.0%
E8	# 2	4		2	22	3	33											6		6			
	% 6.1	12.1		6.1	66.7	9.1	100.0	19.7	12.5	24.6	7.6	6.4	NO							100.0	61.4%	48.8%	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 2011:    87.1 percent  
 Level of Goal Attainment for 2012:    85.5 percent  
 Level of Goal Attainment for 2013:    83.9 percent

## Labor, Licensing and Regulation

Agency Director: Holly G. Pisarik

EEO Officer: Karen H. Roberts

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	# 5	1		5	1		12						*	1	1					2			*
	% 41.7	8.3		41.7	8.3		100.0	6.0	24.0	12.0	NO	NO	3.7	50.0	50.0					100.0	YES	YES	69.2%
E2A	# 33	7		21	7		68							3						3			
	% 48.5	10.3		30.9	10.3		100.0	7.3	24.2	12.0	NO	NO	1.7	100.0						100.0	YES	YES	85.8%
E2B	# 67	14	5	52	25		163							8	3	4	14	6		35			
	% 41.1	8.6	3.1	31.9	15.3		100.0	8.5	29.5	12.1	NO	NO	NO	22.9	8.6	11.4	40.0	17.1		100.0	YES	YES	YES
E3	# 5		1		1	1	8				*		*	1						1	*		*
	% 62.5		12.5		12.5	12.5	100.0	11.1	21.6	16.9	11.1	21.6	4.4	100.0						100.0	0.0%	0.0%	74.0%
E5	# 2	3		41	37	4	87								1		5	3	2	11			
	% 2.3	3.4		47.1	42.5	4.6	100.0	5.4	47.0	23.2	2.0	NO	NO		9.1		45.5	27.3	18.2	100.0	63.0%	YES	YES
E6	#	2		1			3					*	*									*	*
	%	66.7		33.3			100.0	5.5	50.4	18.5	NO	17.1	18.5								YES	66.1%	0.0%
E7 and E8	# 3	2					5					*	*									*	*
	% 60.0	40.0					100.0	29.3	6.1	22.5	NO	6.1	22.5								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 2011:    76.5 percent  
 Level of Goal Attainment for 2012:    79.6 percent  
 Level of Goal Attainment for 2013:    81.0 percent

## Lander University

President: Dr. Daniel Ball

EEO Officer: Jeannie McCallum

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2013							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2012 - 09/30/2013							% 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	#	14			13			27	5.9	36.7	9.3	5.9	NO	9.3	3			1			4			
	%	51.9			48.1			100.0							75.0			25.0			100.0	0.0%	YES	0.0%
C2 and C3	#	15		2	13		2	32	2.4	35.2	6.6	2.4	NO	6.6	1		1			2				
	%	46.9		6.3	40.6		6.3	100.0							50.0		50.0			100.0	0.0%	YES	0.0%	
C4 and C8	#	17		2	14	1		34	5.7	43.4	8.2	5.7	2.2	5.3	1		2			3				
	%	50.0		5.9	41.2	2.9		100.0							33.3		66.7			100.0	0.0%	94.9%	35.4%	
C5	#	23			15	1	3	42	5.6	51.6	11.0	5.6	15.9	8.6	1		2	1	1	5				
	%	54.8			35.7	2.4	7.1	100.0							20.0		40.0	20.0	20.0	100.0	0.0%	69.2%	21.8%	
C6, C7 and C9	#	18	2	1	31	4		56	6.5	45.2	14.2	2.9	NO	7.1	1		1		1	3				
	%	32.1	3.6	1.8	55.4	7.1		100.0							33.3		33.3		33.3	100.0	55.4%	YES	26.1%	
E2	#	17	2		36	2	1	58	5.1	47.7	12.3	1.7	NO	8.9	2	1		3		6				
	%	29.3	3.4		62.1	3.4	1.7	100.0							33.3	16.7		50.0		100.0	66.7%	YES	27.6%	
E3 and E4	#	14			7			21	12.0	23.2	7.1	8.2	0.1	7.1	2			1		3				
	%	66.7			33.3			100.0							66.7			33.3		100.0	31.7%	99.6%	0.0%	
E5 and E6	#	4	3		40	4		51	2.3	51.2	22.7	NO	NO	14.9	2	1		6	3	12				
	%	7.8	5.9		78.4	7.8		100.0							16.7	8.3		50.0	25.0	100.0	YES	YES	34.4%	
E7	#	30	1		1			32	12.6	1.9	1.4	9.5	NO	1.4	2			1		3				
	%	93.8	3.1		3.1			100.0							66.7			33.3		100.0	24.6%	YES	0.0%	
E8	#	10	8		4	7	1	30	25.7	10.6	9.9	NO	NO	NO	2					2				
	%	33.3	26.7		13.3	23.3	3.3	100.0							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  
 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 2011:    66.4 percent  
 Level of Goal Attainment for 2012:    63.8 percent  
 Level of Goal Attainment for 2013:    65.8 percent

## Law Enforcement Division, State

Agency Director: Mark Keel

EEO Officer: Laura G. Wilson

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	# 9	1	1	1			12							1						1			
	% 75.0	8.3	8.3	8.3			100.0	19.6	9.3	3.0	11.3	1.0	3.0	100.0						100.0	42.3%	89.2%	0.0%
E2A	# 36	6	1	68	19	4	134							6			14	3	1	24			
	% 26.9	4.5	0.7	50.7	14.2	3.0	100.0	16.3	15.6	4.2	11.8	NO	NO	25.0			58.3	12.5	4.2	100.0	27.6%	YES	YES
E2B	# 105	16	2	21	5		149							19		1				20			
	% 70.5	10.7	1.3	14.1	3.4		100.0	4.9	32.9	6.5	NO	18.8	3.1	95.0		5.0				100.0	YES	42.9%	52.3%
E3	# 8	6		22	15	3	54							4	2		4	4	1	15			
	% 14.8	11.1		40.7	27.8	5.6	100.0	7.0	35.1	13.0	NO	NO	NO	26.7	13.3		26.7	26.7	6.7	100.0	YES	YES	YES
E4	# 83	17	3	30	3		136							29	4		13			46			
	% 61.0	12.5	2.2	22.1	2.2		100.0	14.5	8.6	2.1	2.0	NO	NO	63.0	8.7		28.3			100.0	86.2%	YES	YES
E5	# 3	1		25	6		35							1			7	2		10			
	% 8.6	2.9		71.4	17.1		100.0	3.2	51.7	27.2	0.3	NO	10.1	10.0			70.0	20.0		100.0	90.6%	YES	62.9%
E6	# 3	2	1	22	8	1	37							4	3		17	6	1	31			
	% 8.1	5.4	2.7	59.5	21.6	2.7	100.0	7.0	37.2	30.0	1.6	NO	8.4	12.9	9.7		54.8	19.4	3.2	100.0	77.1%	YES	72.0%
E7 and E8	# 7	1			3		11							3	1			1		5			
	% 63.6	9.1			27.3		100.0	42.3	5.3	11.3	33.2	5.3	NO	60.0	20.0			20.0		100.0	21.5%	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 2011:    84.1 percent  
 Level of Goal Attainment for 2012:    79.8 percent  
 Level of Goal Attainment for 2013:    80.2 percent



## South Carolina State Library

Interim Director: Leesa Benggio

EEO Officer: Leesa Benggio

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 and E2	# 5	1		14	3		23	2.7	54.2	8.4	NO	NO	NO	2	1		1			4	YES	YES	YES
	% 21.7	4.3		60.9	13.0		100.0							50.0	25.0		25.0			100.0			
E3 and E5	# 3			3	2		8	5.4	49.6	13.6		*	*								0.0%	75.6%	YES
	% 37.5			37.5	25.0		100.0				5.4	12.1	NO										
E6	#	2					2	16.7	30.4	25.4	NO	30.4	25.4	1						1	YES	0.0%	0.0%
	%	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 2011:    95.9 percent  
 Level of Goal Attainment for 2012:    97.7 percent  
 Level of Goal Attainment for 2013:    95.9 percent

## Lieutenant Governor's Office

Agency Director: Glenn F. McConnell

EEO Officer: Trina Poole

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	# 4			7	3		14	2.6	8.5	5.1	2.6	NO	NO				1			1	0.0%*	YES	YES
	% 28.6			50.0	21.4		100.0										100.0			100.0			
E2	# 3	1		7	9		20	4.8	11.7	5.6	NO	NO	NO	1	1	1	4	2		9	YES	YES	YES
	% 15.0	5.0		35.0	45.0		100.0							11.1	11.1	11.1	44.4	22.2		100.0			
E5	# 1						1	19.7	31.0	11.3	19.7	31.0*	11.3*	1						1	0.0%*	0.0%*	0.0%*
	% 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 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent  
 Level of Goal Attainment for 2013:    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 09/30/2013							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
E101	# 9			5			14	2.6	26.7	0.5	2.6	NO	0.5	2						2	0.0%	YES	0.0%
	% 64.3			35.7			100.0							100.0						100.0			
E102	# 12	1		23	1		37	1.9	23.0	2.1	NO	NO	NO	2			3			5	YES	YES	YES
	% 32.4	2.7		62.2	2.7		100.0							40.0			60.0			100.0			
E204	# 28	2	2	38	6		76	3.0	33.0	5.6	0.4	NO	NO	23	2	1	30	10	5	71	86.7%	YES	YES
	% 36.8	2.6	2.6	50.0	7.9		100.0							32.4	2.8	1.4	42.3	14.1	7.0	100.0			
E206	# 119	8	10	170	47	13	367	4.3	30.9	7.5	2.1	NO	NO	23	2	2	37	9	6	79	51.2%	YES	YES
	% 32.4	2.2	2.7	46.3	12.8	3.5	100.0							29.1	2.5	2.5	46.8	11.4	7.6	100.0			
E208	# 11	1	1	85	8	1	107	0.5	69.3	8.4	NO	NO	0.9	1			14	1		16	YES	YES	89.3%
	% 10.3	0.9	0.9	79.4	7.5	0.9	100.0							6.3			87.5	6.3		100.0			
E209	# 9	1		14			24	2.8	50.2	7.7	NO	NO	7.7								YES	YES	0.0%
	% 37.5	4.2		58.3			100.0													100.0			
E215	# 9	2		38	10	3	62	5.6	42.1	20.0	2.4	NO	3.9	1			4	1	2	8	57.1%	YES	80.5%
	% 14.5	3.2		61.3	16.1	4.8	100.0							12.5			50.0	12.5	25.0	100.0			
E224	# 24	1	4	79	25	7	140	2.9	51.8	10.0	2.2	NO	NO				7	2		9	24.1%	YES	YES
	% 17.1	0.7	2.9	56.4	17.9	5.0	100.0										77.8	22.2		100.0			
E225	# 113	4	5	247	15	11	395	2.4	47.6	6.0	1.4	NO	2.2	8		1	25			34	41.7%	YES	63.3%
	% 28.6	1.0	1.3	62.5	3.8	2.8	100.0							23.5		2.9	73.5			100.0			

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

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 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 2011:    90.5 percent  
 Level of Goal Attainment for 2012:    89.0 percent  
 Level of Goal Attainment for 2013:    86.9 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 09/30/2013							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
E227	# 164	2	19	1703	142	115	2145							39	1	3	397	28	33	501			
	% 7.6	0.1	0.9	79.4	6.6	5.4	100.0	0.1	69.2	9.0	0.0	NO	2.4	7.8	0.2	0.6	79.2	5.6	6.6	100.0	YES	YES	73.3%
E330	# 46	9	2	26	6	5	94							18	3	1	8		1	31			
	% 48.9	9.6	2.1	27.7	6.4	5.3	100.0	5.7	24.3	4.1	NO	NO	NO	58.1	9.7	3.2	25.8		3.2	100.0	YES	YES	YES
E331	# 7	1		28	17	4	57							1			3		1	5			
	% 12.3	1.8		49.1	29.8	7.0	100.0	3.0	57.6	13.1	1.2	8.5	NO	20.0			60.0		20.0	100.0	60.0%	85.2%	YES
E333	# 100	57	16	256	358	33	820							32	21	2	79	76	7	217			
	% 12.2	7.0	2.0	31.2	43.7	4.0	100.0	3.8	30.8	46.9	NO	NO	3.2	14.7	9.7	0.9	36.4	35.0	3.2	100.0	YES	YES	93.2%
E334	# 58	9	8	100	17	8	200							11			14	5	1	31			
	% 29.0	4.5	4.0	50.0	8.5	4.0	100.0	1.4	59.9	9.7	NO	9.9	1.2	35.5			45.2	16.1	3.2	100.0	YES	83.5%	87.6%
E447	# 22	28	2	2	10	1	65							1				2		3			
	% 33.8	43.1	3.1	3.1	15.4	1.5	100.0	15.1	8.8	3.2	NO	5.7	NO	33.3				66.7		100.0	YES	35.2%	YES
E550	# 4			42	27	5	78										7	11		18			
	% 5.1			53.8	34.6	6.4	100.0	5.3	24.9	37.7	5.3	NO	3.1				38.9	61.1		100.0	0.0%	YES	91.8%
E551	# 36	13	3	65	33	2	152							11	3	2	29	11	2	58			
	% 23.7	8.6	2.0	42.8	21.7	1.3	100.0	2.6	48.6	22.6	NO	5.8	0.9	19.0	5.2	3.4	50.0	19.0	3.4	100.0	YES	88.1%	96.0%
E552	# 10	14	1	26	35	1	87							3	3		9	9	2	26			
	% 11.5	16.1	1.1	29.9	40.2	1.1	100.0	7.8	42.8	15.8	NO	12.9	NO	11.5	11.5		34.6	34.6	7.7	100.0	YES	69.9%	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 2011:    90.5 percent  
 Level of Goal Attainment for 2012:    89.0 percent  
 Level of Goal Attainment for 2013:    86.9 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 09/30/2013							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
E660	# 44	30	5	269	427	32	807	2.7	37.2	33.7	NO	3.9	NO	17	9	2	67	79	14	188	YES	89.5%	YES
	% 5.5	3.7	0.6	33.3	52.9	4.0	100.0							9.0	4.8	1.1	35.6	42.0	7.4	100.0			
E772	# 66	32	7	2	2		109	15.4	5.9	0.1	NO	4.1	NO	11	1		1	1		14	YES	30.5%	YES
	% 60.6	29.4	6.4	1.8	1.8		100.0							78.6	7.1		7.1	7.1		100.0			
E880	# 19	27	7	11	61	3	128	7.9	24.8	40.4	NO	16.2	NO	6	3	2	4	7	1	23	YES	34.7%	YES
	% 14.8	21.1	5.5	8.6	47.7	2.3	100.0							26.1	13.0	8.7	17.4	30.4	4.3	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 2011:    90.5 percent  
 Level of Goal Attainment for 2012:    89.0 percent  
 Level of Goal Attainment for 2013:    86.9 percent

## Medical University of South Carolina

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

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
C1	# 2			3			5	2.6	17.8	1.9	2.6	NO	1.9								0.0%	YES	0.0%
	% 40.0			60.0			100.0																
C2	# 21		3	4			28	2.4	28.9	3.2	2.4		3.2	2	1					3	0.0%		
	% 75.0		10.7	14.3			100.0							66.7	33.3					100.0	0.0%	49.5%	0.0%
C3	# 217	4	23	62	4	5	315	0.1	27.3	2.4	NO	7.6	1.1	5		2	3	1		11	YES	72.2%	54.2%
	% 68.9	1.3	7.3	19.7	1.3	1.6	100.0							45.5		18.2	27.3	9.1		100.0			
C4	# 134	4	23	110	4	18	293	2.1	28.2	2.4	0.7	NO	1.0	21		2	1	1		25	66.7%	YES	58.3%
	% 45.7	1.4	7.8	37.5	1.4	6.1	100.0							84.0		8.0	4.0	4.0		100.0			
C5	# 246	17	66	238	11	46	624	2.1	29.8	2.6	NO	NO	0.8	38		8	24		2	72	YES	YES	69.2%
	% 39.4	2.7	10.6	38.1	1.8	7.4	100.0							52.8		11.1	33.3		2.8	100.0			
C6	# 53	1	17	140	9	8	228	2.3	41.0	4.3	1.9	NO	0.4	17	1	5	43	1	4	71	17.4%	YES	
	% 23.2	0.4	7.5	61.4	3.9	3.5	100.0							23.9	1.4	7.0	60.6	1.4	5.6	100.0			90.7%
C8	# 4	1	5	13		2	25	2.2	35.9	3.7	NO	NO	3.7	3		1	2			6	YES	YES	0.0%
	% 16.0	4.0	20.0	52.0		8.0	100.0							50.0		16.7	33.3			100.0			
E1A	# 17			22	1	1	41	3.4	38.4	4.3	3.4	NO	1.9	2			1			3	0.0%	YES	55.8%
	% 41.5			53.7	2.4	2.4	100.0							66.7			33.3			100.0			
E1B	# 26	2	3	66	10	3	110	3.4	38.4	4.3	1.6	NO	NO	2			7		1	10	52.9%	YES	YES
	% 23.6	1.8	2.7	60.0	9.1	2.7	100.0							20.0			70.0		10.0	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 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.8 percent  
 Level of Goal Attainment for 2013:    79.9 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 09/30/2013							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
E2A	# 64	11	5	271	43	12	406	2.9	49.8	9.2	0.2	NO	NO	12	1		41	5	2	61	93.1%	YES	YES
	% 15.8	2.7	1.2	66.7	10.6	3.0	100.0							19.7	1.6		67.2	8.2	3.3	100.0			
E2B	#			6			6	0.9	69.2	8.7	0.9	NO	8.7								0.0%	YES	0.0%
	%			100.0			100.0																
E2C	# 18	4	1	90	33	8	154	4.6	36.5	18.1	2.0	NO	NO	7		1	35	4	3	50	56.5%	YES	YES
	% 11.7	2.6	0.6	58.4	21.4	5.2	100.0							14.0		2.0	70.0	8.0	6.0	100.0			
E2D	# 28	5	3	18	5		59	8.6	34.1	1.4	0.1	3.6	NO	4	1	2	1			8	98.8%	89.4%	YES
	% 47.5	8.5	5.1	30.5	8.5		100.0							50.0	12.5	25.0	12.5			100.0			
E2F	# 3	1		3			7	6.1	10.9	0.3	NO	NO	0.3								YES	YES	0.0%
	% 42.9	14.3		42.9			100.0																
E2G	# 7	2	1	44	6	2	62	4.6	67.3	7.9	1.4	NO	NO	1			6	2	1	10	69.6%	YES	YES
	% 11.3	3.2	1.6	71.0	9.7	3.2	100.0							10.0			60.0	20.0	10.0	100.0			
E3A	# 21	1		10	4	3	39	4.6	36.2	11.0	2.0	10.6	0.7	3						4	56.5%	70.7%	93.6%
	% 53.8	2.6		25.6	10.3	7.7	100.0							75.0						25.0	100.0		
E3B	# 8	3		3			14	8.3	36.2	11.0	NO	14.8	11.0								YES	59.1%	0.0%
	% 57.1	21.4		21.4			100.0																
E3C	# 4	8	3	15	3		33	4.9	65.1	7.3	NO	19.6	NO			1	2			3	YES	69.9%	YES
	% 12.1	24.2	9.1	45.5	9.1		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 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.8 percent  
 Level of Goal Attainment for 2013:    79.9 percent

## Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

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	
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								0.0%	79.9%	YES	
E3E	# 6	2	1	24	3	3	39	4.9	53.4	20.9	NO	NO	13.2				5			5	YES	YES	36.8%	
	% 15.4	5.1	2.6	61.5	7.7	7.7	100.0										100.0			100.0				
E3F	# 8	1	5	22	1	3	40	2.8	41.2	5.4	0.3	NO	2.9	3		1	2		1	7	89.3%	YES	46.3%	
	% 20.0	2.5	12.5	55.0	2.5	7.5	100.0							42.9		14.3	28.6		14.3	100.0				
E4A	# 40	12	3	9	1		65	17.3	10.6	5.4	NO	NO	3.9	17	1	1	1			20				
	% 61.5	18.5	4.6	13.8	1.5		100.0							85.0	5.0	5.0	5.0			100.0	YES	YES	27.8%	
E5A	# 2	1	22	9			34	1.8	74.3	12.2	NO	9.6	NO				3			3	YES	87.1%	YES	
	% 5.9	2.9	64.7	26.5			100.0										100.0			100.0				
E6A	# 17	6	1	152	78	5	259	1.7	77.8	15.9	NO		NO	4			25	5		34				
	% 6.6	2.3	0.4	58.7	30.1	1.9	100.0							11.8			73.5	14.7		100.0	YES	75.4%	YES	
E6B	# 1	4		1	8	2	16	9.6	45.0	27.6	NO		NO								YES	14.0%	YES	
	% 6.3	25.0		6.3	50.0	12.5	100.0																	
E7A	# 66	36	5		3		110	29.1	3.1	4.5	NO		1.8	3	2					5	YES	0.0%	60.0%	
	% 60.0	32.7	4.5		2.7		100.0							60.0	40.0					100.0				
E8A	# 6	12		1	27		46	28.7	12.2	17.2			NO	1	1		1			3	90.9%	18.0%	YES	
	% 13.0	26.1		2.2	58.7		100.0				2.6	10.0		33.3	33.3		33.3			100.0				
E8B	# 7	7	1		15		35.0	56.2	13.7	13.9			NO	1	1					2	35.6%	0.0%	YES	
	% 20.0	20.0	2.9		42.9		100.0				36.2	13.7		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 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.8 percent  
 Level of Goal Attainment for 2013:    79.9 percent



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

Agency Director: John H. Magill  
EEO Officer: Joan Boyle

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
E1A	# 4				2		6	7.9	32.0	12.3	7.9	32.0	NO								0.0%	0.0%	YES
	% 66.7				33.3		100.0																
E1B	# 49	9		63	27	2	150	9.0	34.6	10.4	3.0	NO	NO	5			11	3		19	66.7%	YES	YES
	% 32.7	6.0		42.0	18.0	1.3	100.0							26.3			57.9	15.8		100.0			
E2A	# 50	14	10	146	99	14	333	1.8	52.1	9.9	NO	8.3	NO	6	1	1	30	21	3	62	YES	84.1%	YES
	% 15.0	4.2	3.0	43.8	29.7	4.2	100.0							9.7	1.6	1.6	48.4	33.9	4.8	100.0			
E2B	# 134	132	5	446	459	23	1199	10.9	38.2	25.1	NO	1.0	NO	31	17	1	121	101	7	278	YES	97.4%	YES
	% 11.2	11.0	0.4	37.2	38.3	1.9	100.0							11.2	6.1	0.4	43.5	36.3	2.5	100.0			
E2C	# 61	21	4	209	97	6	398	6.8	36.7	13.0	1.5	NO	NO	6	6		38	12	1	63	77.9%	YES	YES
	% 15.3	5.3	1.0	52.5	24.4	1.5	100.0							9.5	9.5		60.3	19.0	1.6	100.0			
E3A	# 2	1	1	23	26	2	55	5.4	44.1	36.3	3.6	2.3	NO	1			3	8		12	33.3%	94.8%	YES
	% 3.6	1.8	1.8	41.8	47.3	3.6	100.0							8.3			25.0	66.7		100.0			
E3B	# 30	3		31	23	1	88	7.5	27.0	9.8	4.1	NO	NO	7	1		4	2		14	45.3%	YES	YES
	% 34.1	3.4		35.2	26.1	1.1	100.0							50.0	7.1		28.6	14.3		100.0			
E4A	# 21	62	3	4	18	1	109	29.6	8.4	9.6	NO	4.7	NO	13	20		2	9		44	YES	44.0%	YES
	% 19.3	56.9	2.8	3.7	16.5	0.9	100.0							29.5	45.5		4.5	20.5		100.0			
E5A	# 27	92	5	34	286	2	446	8.9	20.3	56.2	NO	12.7	NO	16	28		6	100		150	YES	37.4%	YES
	% 6.1	20.6	1.1	7.6	64.1	0.4	100.0							10.7	18.7		4.0	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 2011:    86.4 percent  
Level of Goal Attainment for 2012:    84.3 percent  
Level of Goal Attainment for 2013:    83.3 percent

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

Agency Director: John H. Magill  
EEO Officer: Joan Boyle

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
E5B	# 14	49	1	111	196	7	378	7.5	50.4	21.1	NO	21.0	NO	1	14		19	30		64	YES	58.3%	YES
	% 3.7	13.0	0.3	29.4	51.9	1.9	100.0							1.6	21.9		29.7	46.9		100.0			
E6A	# 2	7		112	145	4	270	0.3	72.3	14.2	NO	30.8	NO	1	2		16	24	4	47	YES	57.4%	YES
	% 0.7	2.6		41.5	53.7	1.5	100.0							2.1	4.3		34.0	51.1	8.5	100.0			
E6B	# 1	1		29	43		74	1.1	60.2	15.4	NO	21.0	NO		1		2	8		11	YES	65.1%	YES
	% 1.4	1.4		39.2	58.1		100.0								9.1		18.2	72.7		100.0			
E7A and E7B	# 63	24	2	2			91	19.2	3.2	1.7	NO	1.0	1.7	10	1	1				12	YES	68.8%	0.0%
	% 69.2	26.4	2.2	2.2			100.0							83.3	8.3	8.3				100.0			
E8A, B, and C	# 23	83	2	22	104	2	236	24.3	11.2	18.4	NO	1.9	NO	6	21		7	20		54	YES	83.0%	YES
	% 9.7	35.2	0.8	9.3	44.1	0.8	100.0							11.1	38.9		13.0	37.0		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 2011:    86.4 percent  
Level of Goal Attainment for 2012:    84.3 percent  
Level of Goal Attainment for 2013:    83.3 percent

## Motor Vehicles, Department of

Agency Director: Kevin A. Shwedo

EEO Officer: Sherry M. Wilson

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	# 3	1		2	1		7	4.5	26.1	4.9	NO	NO	NO								YES	YES	YES
	% 42.9	14.3		28.6	14.3		100.0																
E2	# 62	15		96	68	3	244	3.7	41.5	38.6	NO	2.2	10.7	17	8		18	24	1	68	YES	94.7%	72.3%
	% 25.4	6.1		39.3	27.9	1.2	100.0							25.0	11.8		26.5	35.3	1.5	100.0			
E3	# 9	2		5	3		19	5.5	33.8	10.9	NO	7.5	NO	3						3	YES	77.8%	YES
	% 47.4	10.5		26.3	15.8		100.0							100.0						100.0			
E5	# 6	4		40	37	1	88	2.2	49.9	39.9	NO	4.4	NO	2	2		13	6		23	YES	91.2%	YES
	% 6.8	4.5		45.5	42.0	1.1	100.0							8.7	8.7		56.5	26.1		100.0			
E6	# 48	23	2	342	382	16	813	5.9	41.9	27.1	3.1	NO	NO	19	7		41	36	3	106	47.5%	YES	YES
	% 5.9	2.8	0.2	42.1	47.0	2.0	100.0							17.9	6.6		38.7	34.0	2.8	100.0			
E7	# 5	1					6	18.8	2.6	1.7	2.1*	2.6*	1.7*	1						1	88.8%*	0.0%*	0.0%*
	% 83.3	16.7					100.0							100.0						100.0			
E8	# 1	3			1		5	27.0	12.5	0.3	NO	12.5	NO		1			1		2	YES	0.0%*	YES
	% 20.0	60.0			20.0		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 2011:    91.7 percent  
 Level of Goal Attainment for 2012:    91.1 percent  
 Level of Goal Attainment for 2013:    92.9 percent

## Museum Commission

Agency Director: William P. Calloway

EEO Officer: Bonnibel Moffat

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	# 3			2	1		6	3.3	24.8	5.0	3.3	NO	NO				1			1	0.0%	YES	YES
	% 50.0			33.3	16.7		100.0										100.0			100.0			
E2 and E3	# 7			6			13	5.5	27.4	5.7	5.5	NO	5.7	1			1			2	0.0%	YES	0.0%
	% 53.8			46.2			100.0							50.0			50.0			100.0			
E4, E5, E6, and E7	# 2	1		4	2		9	16.5	12.1	28.0	5.4	NO	5.8	1						1	67.3%	YES	79.3%
	% 22.2	11.1		44.4	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 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent  
 Level of Goal Attainment for 2013:    91.1 percent

## Department of Natural Resources

Agency Director: Alvin A.Taylor

EEO Officer: Terri McGee

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	# 25	1		8	3		37							1			2			3			
	% 67.6	2.7		21.6	8.1		100.0	4.7	26.4	6.3	2.0	4.8	NO	33.3			66.7			100.0	57.4%	81.8%	YES
E2A	# 21	3		46	13		83							1			5	2		8			
	% 25.3	3.6		55.4	15.7		100.0	3.8	38.3	11.4	0.2	NO	NO	12.5			62.5	25.0		100.0	94.7%	YES	YES
E2B	# 87	6		24	1		118							13	1		6			20			
	% 73.7	5.1		20.3	0.8		100.0	3.7	21.9	1.7	NO	1.6	0.9	65.0	5.0		30.0			100.0	YES	92.7%	47.1%
E3	# 83	5	2	11	4	1	106							17	1	1	4	3	1	27			
	% 78.3	4.7	1.9	10.4	3.8	0.9	100.0	3.1	15.8	1.2	NO	5.4	NO	63.0	3.7	3.7	14.8	11.1	3.7	100.0	YES	65.8%	YES
E4A	# 154	11		10	1		176							48	2		4			54			
	% 87.5	6.3		5.7	0.6		100.0	2.1	6.1	7.4	NO	0.4	6.8	88.9	3.7		7.4			100.0	YES	93.4%	8.1%
E4B	# 38	4		4	1		47							9	2		3			14			
	% 80.9	8.5		8.5	2.1		100.0	9.2	5.6	1.0	0.7	NO	NO	64.3	14.3		21.4			100.0	92.4%	YES	YES
E6	# 4	1		19	13	1	38							1			2	1		4			
	% 10.5	2.6		50.0	34.2	2.6	100.0	5.2	47.3	17.0	2.6	NO	NO	25.0			50.0	25.0		100.0	50.0%	YES	YES
E7	# 9	6	1	1	2		19							1	1			1		3			
	% 47.4	31.6	5.3	5.3	10.5		100.0	16.8	6.1	3.4	NO	0.8	NO	33.3	33.3			33.3		100.0	YES	86.9%	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 2011:    87.5 percent  
 Level of Goal Attainment for 2012:    86.3 percent  
 Level of Goal Attainment for 2013:    86.3 percent

## South Carolina Department of Parks, Recreation & Tourism

Agency Director: Duane Parrish

EEO Officer: George Ropp

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	# 4			3	1		8				4.0	30.7	7.9								4.0	NO	NO								0.0%	YES	YES	
E2	# 26			22	5		53				4.4	36.8	11.1				3	1		5											0.0%	YES	84.7%	
E2A, B,C, and D	# 97	6		17	1		121				62.0	13.2	21.4				2	3		17											8.1%	YES	3.7%	
	% 80.2	5.0		14.0	0.8		100.0							70.6		11.8	17.6			100.0														
E3 and E4	#		1	1			2				2.6	33.6	3.1																		0.0%	YES	0.0%	
	%		50.0	50.0			100.0																											
E5 and E5A	# 13	3	1	42	16	1	76				9.6	39.6	14.6				5	1		8											40.6%	YES	YES	
	% 17.1	3.9	1.3	55.3	21.1	1.3	100.0							25.0			62.5	12.5		100.0														
E6	# 3			6	2		11				1.3	45.5	26.6				1			1											0.0%	YES	68.4%	
	% 27.3			54.5	18.2		100.0										100.0			100.0														
E7	# 36	2	1	2	1		42				16.7	11.0	8.3							8														
	% 85.7	4.8	2.4	4.8	2.4		100.0							100.0						100.0											28.7%	43.6%	28.9%	
E8	# 25	14		2	2		43				23.9	13.7	12.8				1			10														
	% 58.1	32.6		4.7	4.7		100.0							70.0	10.0		10.0			100.0											YES	34.3%	36.7%	
	#																																	
	%																																	

**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 2011:    62.4 percent  
 Level of Goal Attainment for 2012:    65.3 percent  
 Level of Goal Attainment for 2013:    63.9 percent

## Patriot's Point

Agency Director: Robert Burdette  
EEO Officer: Sylvia Wasden

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 and E2	# 12	1		8			21										3			3			
	% 57.1	4.8		38.1			100.0	3.7	43.3	10.1	NO	5.2	10.1				100.0			100.0	YES	88.0%	0.0%
E3, E5, and E6	# 2			8		1	11				*						1			1		*	
	% 18.2			72.7		9.1	100.0	1.5	55.0	19.1	1.5	NO	19.1				100.0			100.0	0.0%	YES	0.0%
E4	# 1	3		1	3		8								2					2			
	% 12.5	37.5		12.5	37.5		100.0	3.4	39.5	4.2	NO	27.0	NO		100.0					100.0	YES	31.6%	YES
E7	# 22	9					31							6	1					7			
	% 71.0	29.0					100.0	15.0	6.8	4.0	NO	6.8	4.0	85.7	14.3					100.0	YES	0.0%	0.0%
E8	#	4		1	3		8					*			2					2		*	
	%	50.0		12.5	37.5		100.0	23.4	12.6	17.8	NO	0.1	NO		100.0					100.0	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 2011:    62.2 percent  
Level of Goal Attainment for 2012:    68.1 percent  
Level of Goal Attainment for 2013:    65.6 percent

## Ports Authority, South Carolina State

Agency Director: James I. Newsome

EEO Officer: Stephen Connor

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	# 33	4		6			43	3.3	21.2	3.6	NO	7.2	3.6	4						4	YES	66.0%	0.0%
	% 76.7	9.3		14.0			100.0							100.0						100.0			
E2	# 15			9	1	1	26	5.2	29.0	6.2	5.2	NO	2.4	4			3		1	8	0.0%	YES	61.3%
	% 57.7			34.6	3.8	3.8	100.0							50.0			37.5		12.5	100.0			
E3	# 16	3	1	9		1	30	10.0	24.0	13.2	0.0	NO	13.2	3	1	1	1		1	7	YES	YES	0.0%
	% 53.3	10.0	3.3	30.0		3.3	100.0							42.9	14.3	14.3	14.3		14.3	100.0			
E4	# 24	19	1	6	15		65	22.3	16.8	17.3	NO	7.6	NO		1					1	YES	54.8%	YES
	% 36.9	29.2	1.5	9.2	23.1		100.0							100.0						100.0			
E5	#							18.5	9.2	7.9													
E6	# 25	4		30	4	1	64	11.2	30.3	20.8	4.9	NO	14.5	5	1		6	1	1	14	56.3%	YES	30.3%
	% 39.1	6.3		46.9	6.3	1.6	100.0							35.7	7.1		42.9	7.1	7.1	100.0			
E7A and E7B	# 163	83	3	4		1	254	36.0	2.2	3.5	3.3	0.6	3.5	47	18	1	1			67	90.8%	72.7%	0.0%
	% 64.2	32.7	1.2	1.6		0.4	100.0							70.1	26.9	1.5	1.5			100.0			
E7C	# 12	1	1				14	24.3	6.5	7.1	17.2	6.5	7.1								29.2%	0.0%	0.0%
	% 85.7	7.1	7.1				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 2011:    65.1 percent  
 Level of Goal Attainment for 2012:    68.1 percent  
 Level of Goal Attainment for 2013:    61.1 percent



## Probation, Parole, and Pardon Services, Department of

Agency Director: Kela E. Thomas

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 4	3	1	2	8		18	8.4	23.7	28.6	NO	12.6	NO	1						1	YES	46.8%	YES
	% 22.2	16.7	5.6	11.1	44.4		100.0							100.0						100.0			
E2	# 156	72	6	136	116	8	494	20.1	20.7	19.8	5.5	NO	NO	37	13		33	24	3	110	72.6%	YES	YES
	% 31.6	14.6	1.2	27.5	23.5	1.6	100.0							33.6	11.8		30.0	21.8	2.7	100.0			
E3	# 3	4		5		2	14	7.4	30.9	14.4	NO	NO	14.4				1			1	YES	YES	0.0%
	% 21.4	28.6		35.7		14.3	100.0										100.0			100.0			
E5	# 1			43	28	3	75	10.9	38.9	24.2	10.9	NO	NO		1		6	6	1	14	0.0%	YES	YES
	% 1.3			57.3	37.3	4.0	100.0								7.1		42.9	42.9	7.1	100.0			
E6 and E8	# 2			1			3	22.7	21.1	14.7	22.7 *	21.1 *	NO	1				1		2	0.0% *	0.0% *	YES
	% 66.7			33.3			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 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.2 percent  
 Level of Goal Attainment for 2013:    78.4 percent



## Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Gwen Conyers

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	# 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 2011:    89.0 percent  
 Level of Goal Attainment for 2012:    75.3 percent  
 Level of Goal Attainment for 2013:    89.6 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 3	1		6	1		11	6.1	21.7	6.4	NO	NO	NO								YES	YES	YES
	% 27.3	9.1		54.5	9.1		100.0																
E2	# 19	3	2	16	1		41	5.7	34.6	11.8	NO	NO	9.4	4			1			5	YES	YES	20.3%
	% 46.3	7.3	4.9	39.0	2.4		100.0							80.0			20.0			100.0			
E3	# 7	1		1			9	3.3	28.6	16.3	NO	17.5	16.3		1					1	YES	38.8%	0.0%
	% 77.8	11.1		11.1			100.0								100.0					100.0			
E5	#			3		1	4	0.2	61.0	20.8	0.2	NO	20.8								0.0%	YES	0.0%
	%			75.0		25.0	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 2011:    74.7 percent  
 Level of Goal Attainment for 2012:    76.3 percent  
 Level of Goal Attainment for 2013:    78.1 percent

## SC Department of Revenue

Agency Director: William Blume

EEO Officer: Angela Stroud

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	# 15	2	1	12	2		32	5.7	35.5	9.4	NO	NO	3.1 *	2	1					3			*
	% 46.9	6.3	3.1	37.5	6.3		100.0							66.7	33.3					100.0	YES	YES	67.0%
E2	# 131	22	5	161	81	5	405	5.2	38.2	15.6	NO	NO	NO	10	4		13	10		37			
	% 32.3	5.4	1.2	39.8	20.0	1.2	100.0							27.0	10.8		35.1	27.0		100.0	YES	YES	YES
E3	# 20	9	5	12	9	1	56	7.5	34.3	12.8	NO	12.9	NO	1		1		1		3			
	% 35.7	16.1	8.9	21.4	16.1	1.8	100.0							33.3		33.3		33.3		100.0	YES	62.4%	YES
E5	# 13	3		36	29	3	84	2.6	44.8	26.4	NO	1.9	NO	4			4	3	2	13			
	% 15.5	3.6		42.9	34.5	3.6	100.0							30.8			30.8	23.1	15.4	100.0	YES	95.8%	YES
E6	# 11	7		39	35	1	93	4.8	37.8	28.4	NO	NO	NO	1	1		2	2		6			
	% 11.8	7.5		41.9	37.6	1.1	100.0							16.7	16.7		33.3	33.3		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 2011:    91.3 percent  
 Level of Goal Attainment for 2012:    92.9 percent  
 Level of Goal Attainment for 2013:    95.0 percent

## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: Laura G. Varn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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	# 19	1		6			26	3.5	16.2	3.6	NO	NO	3.6 *								YES	YES	0.0% *
	% 73.1	3.8		23.1			100.0																
E2	# 302	33	7	144	29	4	519	6.3	12.9	2.9	NO	NO	NO	26	3		11	2		42	YES	YES	YES
	% 58.2	6.4	1.3	27.7	5.6	0.8	100.0							61.9	7.1		26.2	4.8		100.0			
E3	# 94	14		28	11	1	148	8.0	16.0	5.0	NO	NO	NO	3	1		3	1		8	YES	YES	YES
	% 63.5	9.5		18.9	7.4	0.7	100.0							37.5	12.5		37.5	12.5		100.0			
E6	# 31	15	1	103	23	1	174	6.6	51.8	9.9	NO	NO	NO	2	1		11			14	YES	YES	YES
	% 17.8	8.6	0.6	59.2	13.2	0.6	100.0							14.3	7.1		78.6			100.0			
E7	# 639	166	5	22	22	2	856	13.1	2.9	2.6	NO	0.3	0.0	29	6			1		36	YES	89.7%	YES
	% 74.6	19.4	0.6	2.6	2.6	0.2	100.0							80.6	16.7			2.8		100.0			
E8	# 5	14		10	5		34	20.5	13.3	12.3	NO	NO	NO		2		1	1		4	YES	YES	YES
	% 14.7	41.2		29.4	14.7		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 2011:    99.4 percent  
 Level of Goal Attainment for 2012:    99.2 percent  
 Level of Goal Attainment for 2013:    99.4 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

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	# 1			3			4				3.4	29.6	4.5								0.0%*	YES	0.0%*
	% 25.0			75.0			100.0				3.4	NO	4.5										
E2	# 1			6	1		8				7.3	32.3	12.4								0.0%*	YES	YES
	% 12.5			75.0	12.5		100.0				7.3	NO	NO										
E5 and E6	# 2			6	7		15				3.8	53.6	16.8				2	4		6	0.0%*	74.6%*	YES
	% 13.3			40.0	46.7		100.0				3.8	13.6	NO				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 2011:    97.9 percent  
 Level of Goal Attainment for 2012:    96.6 percent  
 Level of Goal Attainment for 2013:    94.9 percent

## Social Services, Department of (Page 1 of 2)

Agency Director: Lillian B. Koller

EEO Officer: Annette G. Lance

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
E1A	# 18	2		33	17		70							1			7	6	1	15			
	% 25.7	2.9		47.1	24.3		100.0	4.1	33.2	8.2	1.2	NO	NO	6.7			46.7	40.0	6.7	100.0	70.7%	YES	YES
E1B	# 7	3		26	15		51							1			2	2		5			
	% 13.7	5.9		51.0	29.4		100.0	6.7	43.5	17.7	0.8	NO	NO	20.0			40.0	40.0		100.0	88.1%	YES	YES
E2 and E2A	# 62	43	1	73	263		442							30	12	3	40	20	9	114			
	% 14.0	9.7	0.2	16.5	59.5		100.0	4.3	4.5	14.4	NO	NO	NO	26.3	10.5	2.6	35.1	17.5	7.9	100.0	YES	YES	YES
E2B	# 31	12	1	65	190	2	301										5	1		6			
	% 10.3	4.0	0.3	21.6	63.1	0.7	100.0	5.1	37.2	29.4	1.1	15.6	NO				83.3	16.7		100.0	78.4%	58.1%	YES
E2C	# 89	83		321	750	8	1251							20	28	2	91	118	12	271			
	% 7.1	6.6		25.7	60.0	0.6	100.0	5.1	40.2	33.2	NO	14.5	NO	7.4	10.3	0.7	33.6	43.5	4.4	100.0	YES	63.9%	YES
E3	# 20	1	6	8	12	3	50							3	2	1	5	1		12			
	% 40.0	2.0	12.0	16.0	24.0	6.0	100.0	5.0	28.1	0.3	3.0	12.1	NO	25.0	16.7	8.3	41.7	8.3		100.0	40.0%	56.9%	YES
E5A	# 9	14		148	258	5	434							4	4		15	30		53			
	% 2.1	3.2		34.1	59.4	1.2	100.0	5.0	56.9	20.6	1.8	22.8	NO	7.5	7.5		28.3	56.6		100.0	64.0%	59.9%	YES
E5B	# 8			55	82		145										2	5		9			
	% 5.5			37.9	56.6		100.0	4.4	32.4	43.7	4.4	NO	NO		22.2		22.2	55.6		100.0	0.0%	YES	YES
E6A	# 10	3		72	130	2	217							1			6	5	1	13			
	% 4.6	1.4		33.2	59.9	0.9	100.0	1.0	69.0	15.7	NO	35.8	NO	7.7			46.2	38.5	7.7	100.0	YES	48.1%	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 2011:    88.7 percent  
 Level of Goal Attainment for 2012:    91.6 percent  
 Level of Goal Attainment for 2013:    86.2 percent



## Social Services, Department Of (Page 2 of 2)

Agency Director: Lillian B. Koller

EEO Officer: Annette G. Lancce

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
E6B	# 5	# 7		# 29	# 45		# 86	5.6	47.6	28.5	NO	13.9	NO		1		1			2	YES	70.8%	YES
	% 5.8	% 8.1		% 33.7	% 52.3		% 100.0								% 50.0		% 50.0			% 100.0			
E8	# 1						# 1	49.1	0.0	0.0	49.1	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 2011:    88.7 percent  
 Level of Goal Attainment for 2012:    91.6 percent  
 Level of Goal Attainment for 2013:    86.2 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 09/30/2013							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
C1 and E1	#	8			9		17																
	%	47.1			52.9		100.0	5.9	37.6	11.6	NO	37.6	NO		33.3			66.7		100.0	YES	0.0%	YES
C2	#	5	2		8		15	13.6	29.1	16.0	NO	29.1	NO							100.0	YES	0.0%	YES
	%	33.3	13.3		53.3		100.0																
C3	#	14	12	7	4	4	42	14.5	29.0	14.5	NO	19.5	5.0							100.0	YES	32.8%	65.5%
	%	33.3	28.6	16.7	9.5	9.5	2.4	100.0															
C4	#	9	17	3	6	22	5	62	10.8	33.4	15.8	NO	23.7	NO	1			2		3	YES	29.0%	YES
	%	14.5	27.4	4.8	9.7	35.5	8.1	100.0							33.3			66.7		100.0			
C5	#	5	25	6	9	28	2	75	8.3	37.0	16.3	NO	25.0	NO	1		1	3		5	YES	32.4%	YES
	%	6.7	33.3	8.0	12.0	37.3	2.7	100.0							20.0		60.0		100.0				
C6	#	6	9	1	2	12		30	6.5	38.2	12.3	NO	31.5	NO	1					1	YES	17.5%	YES
	%	20.0	30.0	3.3	6.7	40.0		100.0							100.0					100.0			
C7	#		3			12		15	6.1	57.1	16.2	NO	57.1	NO				1		1	YES	0.0%	YES
	%		20.0			80.0		100.0										100.0		100.0			
C8	#		2					2	8.2	38.9	12.1	NO	38.9	12.1							YES	0.0%	0.0%
	%		100.0					100.0													100.0		
C9	#	8	22	1	1	8		40	8.3	22.3	7.0	NO	19.8	NO	2	4		1	1	8	YES	11.2%	YES
	%	20.0	55.0	2.5	2.5	20.0		100.0						25.0	50.0		12.5	12.5		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 2011:    71.2 percent  
Level of Goal Attainment for 2012:    70.2 percent  
Level of Goal Attainment for 2013:    68.3 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 09/30/2013							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	
E2	#	2	22	2	2	72	4	104																
	%	1.9	21.2	1.9	1.9	69.2	3.8	100.0	8.9	35.4	18.1	NO	33.5	NO										
															2			5		7				
															28.6			71.4		100.0	YES	5.4%	YES	
E3	#	2	10			17		29	9.5	30.0	14.2	NO	30.0	NO						2				
	%	6.9	34.5			58.6		100.0							100.0					100.0	YES	0.0%	YES	
E4	#	1	18		4			23	14.2	16.0	5.9	NO	16.0	NO				1		3				
	%	4.3	78.3		17.4			100.0							66.7			33.3		100.0	YES	0.0%	YES	
E5	#			1	26			27	7.2	44.0	19.9							2		2				
	%			3.7	96.3			100.0				7.2	40.3	NO				100.0		100.0	0.0%	8.4%	YES	
E6	#	2		1	40			43	4.8	47.4	20.9	0.1	45.1	NO				2		2				
	%	4.7		2.3	93.0			100.0										100.0		100.0	97.9%	4.9%	YES	
E7	#	1						1	12.1	13.8	8.3	NO	13.8	8.3										
	%	100.0						100.0													YES	0.0%	0.0%	
E8	#	3			2			5	18.3	20.3	19.7	NO	20.3	NO				1		1				
	%	60.0			40.0			100.0										100.0		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 2011:    71.2 percent  
Level of Goal Attainment for 2012:    70.2 percent  
Level of Goal Attainment for 2013:    68.3 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Dr. Darrel W. Staat

EEO Officer: Kandy N. Peacock

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	#		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	#	12	2	1	24	7	2	48	6.2	33.6	8.9	2.0	NO	NO	7			2	4	1	14	67.7%	YES	YES
	%	25.0	4.2	2.1	50.0	14.6	4.2	100.0							50.0			14.3	28.6	7.1	100.0			
E3,E5, and E6	#	5	1		9	1		16	2.7	51.9	13.2	NO	NO	6.9	2	1					3	YES	YES	47.7%
	%	31.3	6.3		56.3	6.3		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 2011:    91.5 percent  
 Level of Goal Attainment for 2012:    90.2 percent  
 Level of Goal Attainment for 2013:    89.4 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	# 1			2			3																	
	% 33.3			66.7			100.0	3.7	47.8	15.2	3.7	NO	15.2								0.0%	YES	0.0%	
T2,T3,T4, and T5	# 34	2	1	18	13	3	71	3.5	37.0	12.3	0.7	11.6	NO	4			2	3		9	80.0%	68.6%	YES	
	% 47.9	2.8	1.4	25.4	18.3	4.2	100.0							44.4			22.2	33.3		100.0				
E2 and E3	# 16	1		26	9		52	8.0	34.8	13.2	6.1	NO	NO	5			3	2		10	23.8%	YES	YES	
	% 30.8	1.9		50.0	17.3		100.0							50.0			30.0	20.0		100.0				
E5 and E6	#	1		13	10		24	1.1	56.1	20.6	NO	1.9	NO				5	1		6	YES	96.6%	YES	
	%	4.2		54.2	41.7		100.0										83.3	16.7		100.0				
E7 and E8	# 1	2					3	22.0	7.8	7.0	NO	7.8	7.0		1					1	YES	0.0%	0.0%	
	% 33.3	66.7					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 2011:    91.6 percent  
 Level of Goal Attainment for 2012:    90.7 percent  
 Level of Goal Attainment for 2013:    88.1 percent

## Central Carolina Technical College

President: Dr. Tim Hardee  
EEO Officer: Ronald Stover

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 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	2		51	11	2	106	3.0	33.9	4.4	1.1	NO	NO								63.3%	YES	YES
	% 37.7	1.9		48.1	10.4	1.9	100.0																
T5 and E2	# 8	1	1	19	15	1	45	6.8	32.9	18.5	4.6	NO	NO								32.4%	YES	YES
	% 17.8	2.2	2.2	42.2	33.3	2.2	100.0																
E3,E4, and E5	# 6			9	5	1	21	6.0	45.7	9.2	6.0	2.8	NO								0.0%	93.9%	YES
	% 28.6			42.9	23.8	4.8	100.0																
E6	#			13	6	1	20	3.8	54.5	26.1	3.8	NO	NO				3			3	0.0%	YES	YES
	%			65.0	30.0	5.0	100.0										100.0			100.0			
E7 and E8	# 9	2		1	2		14	21.5	0.8	2.7	7.2	NO	NO	1						1	66.5%	YES	YES
	% 64.3	14.3		7.1	14.3		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 2011:    89.0 percent  
Level of Goal Attainment for 2012:    86.5 percent  
Level of Goal Attainment for 2013:    83.7 percent

## Denmark Technical College

President: Dr. Joann Boyd-Scotland

EEO Officer: Tonya T. Otts

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 and T2	#	2	1		1		4	21.0	15.1	26.7	NO	15.1	1.7								YES	0.0%	93.6%
	%	50.0	25.0		25.0		100.0																
T3 and T4	#	4	9	4	4	13	2	36	21.6	14.3	19.2	NO	3.2	NO	1	1	1	2	1	6	YES	77.6%	YES
	%	11.1	25.0	11.1	11.1	36.1	5.6	100.0							16.7	16.7	16.7	33.3	16.7	100.0			
E2 and T5	#	12			18		30	17.1	18.2	37.2	NO	18.2	NO		3			7		10	YES	0.0%	YES
	%	40.0			60.0		100.0								30.0			70.0		100.0			
E3, E5, and E6	#	1	1		6	19	27	4.8	45.0	34.1	1.1	22.8	NO					3		3	77.1%	49.3%	YES
	%	3.7	3.7		22.2	70.4	100.0											100.0		100.0			
E4, E7, and E8	#	7			3		10	29.2	4.4	14.5	NO	4.4	NO								YES	0.0%	YES
	%	70.0			30.0		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 2011:    80.3 percent  
 Level of Goal Attainment for 2012:    82.4 percent  
 Level of Goal Attainment for 2013:    84.4 percent

## Florence Darlington Technical College

Agency Director: Dr. Ben Dillard

EEO Officer: Terry Dingle

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, T2, and E1	# 7	1		3	1		12	8.5	34.7	16.3	0.2	9.7	8.0								97.6%	72.0%	50.9%
	% 58.3	8.3		25.0	8.3		100.0																
T3, T4, and T5	# 43	4	3	38	16	2	106	7.8	30.1	11.0	4.0	NO	NO	9	1		7	2	1	20	48.7%	YES	YES
	% 40.6	3.8	2.8	35.8	15.1	1.9	100.0							45.0	5.0		35.0	10.0	5.0	100.0			
E2	# 13	5		25	21		64	8.7	36.6	20.8	0.9	NO	NO	4	1		4	5		14	89.7%	YES	YES
	% 20.3	7.8		39.1	32.8		100.0							28.6	7.1		28.6	35.7		100.0			
E5 and E6	# 1	2		19	9	1	32	5.2	58.5	26.6	NO	NO	NO				1			1	YES	YES	YES
	% 3.1	6.3		59.4	28.1	3.1	100.0										100.0			100.0			
E3, E7, and E8	# 21	5		4			30	23.1	14.7	17.6	6.4	1.4	17.6	5						5	72.3%	90.5%	0.0%
	% 70.0	16.7		13.3			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 2011:    82.3 percent  
 Level of Goal Attainment for 2012:    87.3 percent  
 Level of Goal Attainment for 2013:    81.5 percent



## Greenville Technical College

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

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, T2, and E1	# 13	3		20	9		45	4.4	40.2	6.3	NO	NO	NO	1	1		2	3		7		YES	YES	YES
	% 28.9	6.7		44.4	20.0		100.0							14.3	14.3		28.6	42.9		100.0				
T3 and T4	# 126	10	5	183	24	8	356	1.8	35.2	4.0	NO	NO	NO	15	2	1	14	2		34		YES	YES	YES
	% 35.4	2.8	1.4	51.4	6.7	2.2	100.0							44.1	5.9	2.9	41.2	5.9		100.0				
T5 and E2	# 33	9	1	80	32	4	159	3.8	40.9	7.8	NO	NO	NO	9	4		12	11	1	37		YES	YES	YES
	% 20.8	5.7	0.6	50.3	20.1	2.5	100.0							24.3	10.8		32.4	29.7	2.7	100.0				
E3,E4, and E5	# 27	3	3	39	19	1	92	4.3	51.0	6.4	1.0	8.6	NO	9		1	4	2		16		76.7%*	83.1%	YES
	% 29.3	3.3	3.3	42.4	20.7	1.1	100.0							56.3		6.3	25.0	12.5		100.0				
E6	#			15	8		23	0.5	78.9	6.6	0.5	13.7	NO				2			2		0.0%*	82.6%	YES
	%			65.2	34.8		100.0										100.0			100.0				
E7 and E8	# 30	3	2	5	5		45	10.5	13.8	5.2	3.8	2.7	NO	5	2		1			8		63.8%	80.4%	YES
	% 66.7	6.7	4.4	11.1	11.1		100.0							62.5	25.0		12.5			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 2011:    96.3 percent  
Level of Goal Attainment for 2012:    95.7 percent  
Level of Goal Attainment for 2013:    93.3 percent

## Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Judy Wooten

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 and T2	# 5	1		6			12	10.9	42.3	14.3	2.6	NO	14.3				1			1	76.1%	YES	0.0%
	% 41.7	8.3		50.0			100.0										100.0			100.0			
T3 and T4	# 65	4	2	73	6	3	153	1.6	36.7	2.2	NO	NO	NO	13			12			25	YES	YES	YES
	% 42.5	2.6	1.3	47.7	3.9	2.0	100.0							52.0			48.0			100.0			
T5 and E2	# 10	1		28	17		56	6.7	42.0	11.1	4.9	NO	NO	2			9	3		14	26.9%	YES	YES
	% 17.9	1.8		50.0	30.4		100.0							14.3			64.3	21.4		100.0			
E3 and E5	# 9	3		18	6	1	37	1.1	46.7	6.4	NO	NO	NO	2	1		2	1	1	7	YES	YES	YES
	% 24.3	8.1		48.6	16.2	2.7	100.0							28.6	14.3		28.6	14.3	14.3	100.0			
E6	# 1	1		23	5	1	31	1.0	65.0	6.2	NO	NO	NO				2			2	YES	YES	YES
	% 3.2	3.2		74.2	16.1	3.2	100.0										100.0			100.0			
E7 and E8	# 15	3		16			34	19.7	11.6	8.3	10.9	NO	8.3	1			2			3	44.7%	YES	0.0%
	% 44.1	8.8		47.1			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 2011:    84.1 percent  
 Level of Goal Attainment for 2012:    84.0 percent  
 Level of Goal Attainment for 2013:    80.4 percent

## Technical College of the Lowcountry

President: Dr. Richard J. Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2013							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 and E1	# 2	1		6			9	3.6	30.2	11.2	NO	NO	11.2								YES	YES	0.0%
	% 22.2	11.1		66.7			100.0																
T3 and T4	# 13	5	1	25	2	3	49	6.0	39.8	1.6	NO	NO	NO	2			2			4	YES	YES	YES
	% 26.5	10.2	2.0	51.0	4.1	6.1	100.0							50.0			50.0			100.0			
T5 and E2	# 2	1	1	16	10	1	31	8.7	38.7	16.3	5.5	NO	NO				2	1		3	36.8%	YES	YES
	% 6.5	3.2	3.2	51.6	32.3	3.2	100.0										66.7	33.3		100.0			
E3 and E5	# 3			9	4	1	17	5.1	43.9	20.4	5.1	NO	NO	1			1	1		3	0.0%	YES	YES
	% 17.6			52.9	23.5	5.9	100.0							33.3			33.3	33.3		100.0			
E6	# 1			6	7		14	1.0	50.7	31.3	NO	7.8	NO				2			2	YES	84.6%	YES
	% 7.1			42.9	50.0		100.0										100.0			100.0			
E4, E7, and E8	# 6	4		2		1	13	17.6	12.0	9.7	NO	NO	9.7								YES	YES	0.0%
	% 46.2	30.8		15.4		7.7	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 2011:    94.7 percent  
 Level of Goal Attainment for 2012:    86.8 percent  
 Level of Goal Attainment for 2013:    83.6 percent

## Midland's Technical College

President: Marshall White Jr.  
EEO Officer: Ronald L. Rhames

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 and T2	# 6	2		7	6		21	6.9	39.7	20.4	NO	6.4	NO								YES	83.9%	YES
	% 28.6	9.5		33.3	28.6		100.0																
T3 and T4	# 85	5	2	104	21	7	224	3.8	36.4	7.8	1.6	NO	NO	5	1		14	4	1	25	57.9%	YES	YES
	% 37.9	2.2	0.9	46.4	9.4	3.1	100.0							20.0	4.0		56.0	16.0	4.0	100.0			
T5 and E2	# 34	13	1	55	48	4	155	6.5	39.7	19.9	NO	4.2	NO	8	2		10	8	1	29	YES	89.4%	YES
	% 21.9	8.4	0.6	35.5	31.0	2.6	100.0							27.6	6.9		34.5	27.6	3.4	100.0			
E3	# 23	8		18	7		56	9.9	31.5	12.0	NO	NO	NO	5	1		5	3		14	YES	YES	YES
	% 41.1	14.3		32.1	12.5		100.0							35.7	7.1		35.7	21.4		100.0			
E4 and E5	# 2	3	1	25	15	1	47	5.2	50.3	17.9	NO	NO	NO				5	4		9	YES	YES	YES
	% 4.3	6.4	2.1	53.2	31.9	2.1	100.0										55.6	44.4		100.0			
E6	# 1	2		20	18	1	42	1.4	70.8	15.7	NO	23.2	NO				2	2	1	5	YES	67.2%	YES
	% 2.4	4.8		47.6	42.9	2.4	100.0										40.0	40.0	20.0	100.0			
E7	# 14						14	13.7	4.2	4.2	13.7	4.2	4.2	2				1		3	0.0%	0.0%	0.0%
	% 100.0						100.0							66.7				33.3		100.0			
E8	# 8	4		3	2		17	23.7	14.2	9.5	0.2	NO	NO	1	1			1		3	99.2%	YES	YES
	% 47.1	23.5		17.6	11.8		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 2011:    90.9 percent  
Level of Goal Attainment for 2012:    89.9 percent  
Level of Goal Attainment for 2013:    90.8 percent

## Northeastern Technical College

President: Dr. Ron Bartley  
EEO Officer: Donna Chavis

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, T2, and E1	# 2			2			4	7.0	33.7	5.6	7.0	NO	5.6								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
T3 and T4	# 11		3	11	3	1	29	3.0	44.1	28.8	3.0	6.2	18.5	1		1	2	1		5	0.0%	85.9%	35.8%
	% 37.9		10.3	37.9	10.3	3.4	100.0							20.0		20.0	40.0	20.0		100.0			
T5, E2, E3, and E5	# 8	2		13	8		31	6.2	41.7	41.3	NO	NO	15.5	2			4			6	YES	YES	62.5%
	% 25.8	6.5		41.9	25.8		100.0							33.3			66.7			100.0			
E6	#	1		6	1		8	0.5	74.4	12.2	NO	NO	NO				2			2	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 2011:    80.7 percent  
Level of Goal Attainment for 2012:    82.0 percent  
Level of Goal Attainment for 2013:    80.4 percent

## Orangeburg-Calhoun Technical College

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

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, T2, and E1	# 1			2	1		4	6.7	39.8	21.6	6.7	NO	NO	1				1		2	0.0%*	YES	YES
	% 25.0			50.0	25.0		100.0							50.0				50.0		100.0			
T3 and T4	# 23	3		40	16	2	84	8.8	28.3	9.8	5.2	NO	NO	2			7	2	11	40.9%	YES	YES	
	% 27.4	3.6		47.6	19.0	2.4	100.0							18.2			63.6	18.2	100.0				
T5 and E2	# 3	5		14	8		30	12.8	30.1	20.4	NO	NO	NO				2	3	5	YES	YES	YES	
	% 10.0	16.7		46.7	26.7		100.0										40.0	60.0	100.0				
E3, E4, and E5	# 3	4		9	6		22	10.8	32.9	15.2	NO	NO	NO	1	1			1	3	YES	YES	YES	
	% 13.6	18.2		40.9	27.3		100.0							33.3	33.3			33.3	100.0				
E6	#			11	6		17	2.0	57.6	27.4	2.0	NO	NO				2	1	3	0.0%*	YES	YES	
	%			64.7	35.3		100.0										66.7	33.3	100.0				
E7 and E8	# 9	8		1	2		20	38.4	2.0	15.0	NO	NO	5.0	2	1		1		4	YES	YES	66.7%	
	% 45.0	40.0		5.0	10.0		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 2011:    84.1 percent  
Level of Goal Attainment for 2012:    88.2 percent  
Level of Goal Attainment for 2013:    94.2 percent

# Piedmont Technical College

President: Dr. Ray L. Brooks

EEO Officer: Alesia L. Brown

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 and T2	# 3			4			7				3.2	36.9	7.4	1						1	0.0%	YES	0.0%
	% 42.9			57.1			100.0				3.2	NO	7.4	100.0						100.0			
T3 and T4	# 45	5	5	58	9		122	1.9	28.2	6.1	NO	NO	NO	3	1	1	5	1		11	YES	YES	YES
	% 36.9	4.1	4.1	47.5	7.4		100.0				NO	NO	NO	27.3	9.1	9.1	45.5	9.1		100.0			
T5 and E2	# 15	3		40	13		71	4.0	36.8	15.0	NO	NO	NO	1			2	2		5	YES	YES	YES
	% 21.1	4.2		56.3	18.3		100.0				NO	NO	NO	20.0			40.0	40.0		100.0			
E3,E4, and E5	# 8	2		8	2		20	2.8	51.0	6.3	NO	11.0	NO	1	1		2			4	YES	78.4%	YES
	% 40.0	10.0		40.0	10.0		100.0				NO	11.0	NO	25.0	25.0		50.0			100.0			
E6	# 1	1		15	10		27	2.1	71.9	10.2	NO	16.3	NO				2	1		3	YES	77.3%	YES
	% 3.7	3.7		55.6	37.0		100.0				NO	16.3	NO				66.7	33.3		100.0			
E7	# 8						8	30.8	2.3	0.8	30.8	2.3	0.8								0.0%	0.0%	0.0%
	% 100.0						100.0				30.8	2.3	0.8								0.0%	0.0%	0.0%
E8	# 3	1			1		5	22.5	15.4	10.0	2.5	15.4	NO	2						2	88.9%	0.0%	YES
	% 60.0	20.0			20.0		100.0				2.5	15.4	NO	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 2011:    87.5 percent  
 Level of Goal Attainment for 2012:    87.3 percent  
 Level of Goal Attainment for 2013:    90.3 percent

## Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

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, T2, and E1	# 7	1		5			13	5.3	42.3	4.1	NO	3.8	4.1								YES	91.0%	0.0%
T3 and T4	# 43	2	2	66	7	4	124	3.7	42.5	4.6	2.1	NO	NO	2			2	2		6	43.2%	YES	YES
T5 and E2	# 16	5		29	10		60	3.2	42.3	15.7	NO	NO	NO	3	1		7	2		13	YES	YES	YES
E3,E5, and E6	# 8	2	1	41	18	1	71	3.6	56.0	19.0	0.8	NO	NO	5	1		9	2		17	77.8%	YES	YES
E4,E7, and E8	# 18	4	1	1	1		25	10.7	6.5	4.7	NO	2.5	0.7	3						3	YES	61.5%	85.1%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**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 2011:    91.8 percent  
 Level of Goal Attainment for 2012:    90.4 percent  
 Level of Goal Attainment for 2013:    89.9 percent



## Tri-County Technical College

President: Dr. Ronnie L. Booth  
EEO Officer: Sharon Colcolough

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 and E1	# 3			2			5	3.8	42.5	3.1	3.8	2.5	3.1				1			1	0.0%	94.1%	0.0%
	% 60.0			40.0			100.0										100.0			100.0			
T3	# 13		4	25	2		44	1.1	32.7	2.4	1.1	NO	NO	1						1	0.0%	YES	YES
	% 29.5		9.1	56.8	4.5		100.0							100.0						100.0			
T4	# 33	2	2	46	5	3	91	1.1	31.0	2.4	NO	NO	NO	4		1	6		1	12			
	% 36.3	2.2	2.2	50.5	5.5	3.3	100.0							33.3		8.3	50.0		8.3	100.0	YES	YES	YES
T5 and E2	# 17	2	1	47	14		81	3.1	44.4	11.9	0.6	NO	NO	3			13	4		20	80.6%	YES	YES
	% 21.0	2.5	1.2	58.0	17.3		100.0							15.0			65.0	20.0		100.0			
E3 and E5	# 13	1		21	3	1	39	2.1	47.7	6.0	NO	NO	NO	2			1			3			
	% 33.3	2.6		53.8	7.7	2.6	100.0							66.7			33.3			100.0	YES	YES	YES
E6	# 1			33	7	3	44	0.5	79.3	7.3	0.5	4.3	NO				2			2	0.0%	94.6%	YES
	% 2.3			75.0	15.9	6.8	100.0										100.0			100.0			
E4, E7, and E8	# 8	1		5	2		16	10.8	18.4	4.4	4.5	NO	NO	1			1	1		3	58.3%	YES	YES
	% 50.0	6.3		31.3	12.5		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 2011:    86.3 percent  
Level of Goal Attainment for 2012:    90.1 percent  
Level of Goal Attainment for 2013:    95.7 percent

## Trident Technical College

President: Dr. Mary Thornley

EEO Officer: DeVetta Williams Hughes

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, T2, and E1	# 3	2		7	3		15	6.7	38.0	11.6	NO	NO	NO	4	1	1	12	2		20	YES	YES	YES
	% 20.0	13.3		46.7	20.0		100.0							20.0	5.0	5.0	60.0	10.0		100.0			
T3 and T4	# 129	15	12	154	22	9	341	2.8	37.4	4.8	NO	NO	NO	12	1	2	17	3		35	YES	YES	YES
	% 37.8	4.4	3.5	45.2	6.5	2.6	100.0							34.3	2.9	5.7	48.6	8.6		100.0			
T5 and E2	# 40	16	3	70	42	4	175	6.7	38.0	11.6	NO	NO	NO	4	1	1	12	2		20	YES	YES	YES
	% 22.9	9.1	1.7	40.0	24.0	2.3	100.0							20.0	5.0	5.0	60.0	10.0		100.0			
E3 and E5	# 20	6	3	53	29	5	116	2.9	40.0	11.8	NO	NO	NO	4	1		8	6		19	YES	YES	YES
	% 17.2	5.2	2.6	45.7	25.0	4.3	100.0							21.1	5.3		42.1	31.6		100.0			
E6	#	1		11	10	2	24	2.5	47.2	23.4	NO	1.4 *	NO				2	2	1	5	YES	97.0% *	YES
	%	4.2		45.8	41.7	8.3	100.0										40.0	40.0	20.0	100.0			
E7 and E8	# 14	12	2	7	1	1	37	24.8	7.9	2.7	NO	NO	0.0	1	1		1			3	YES	YES	YES
	% 37.8	32.4	5.4	18.9	2.7	2.7	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 2011:    99.8 percent  
 Level of Goal Attainment for 2012:    99.9 percent  
 Level of Goal Attainment for 2013:    99.8 percent

## Williamsburg Technical College

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

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 and T1	# 3	1		2	1		7	16.3	20.6	25.9	2.0	NO	11.6	1						1	87.7%	YES	55.2%
	% 42.9	14.3		28.6	14.3		100.0							100.0						100.0			
T3 and T4	# 1	2		3	2		8	26.3	25.1	18.9	1.3	NO	NO	1			4	1		6	95.1%	YES	YES
	% 12.5	25.0		37.5	25.0		100.0							16.7			66.7	16.7		100.0			
E2	# 1	2		3	2		8	15.1	25.4	29.0	NO	NO	4.0		1		1	1		3	YES	YES	86.2%
	% 12.5	25.0		37.5	25.0		100.0							33.3			33.3	33.3		100.0			
E3 and E5	# 1	2		4	7		14	8.5	39.3	26.3	NO	10.7	NO				1	1		2	YES	72.8%	YES
	% 7.1	14.3		28.6	50.0		100.0										50.0	50.0		100.0			
E6	#			6	2		8	2.1	58.3	19.2	2.1	NO	NO								0.0%	YES	YES
	%			75.0	25.0		100.0																
E7 and E8	# 2	4					6	51.6	4.2	17.3	NO	4.2	17.3		1					1	YES	0.0%	0.0%
	% 33.3	66.7					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 2011:    85.3 percent  
Level of Goal Attainment for 2012:    86.9 percent  
Level of Goal Attainment for 2013:    87.3 percent

## York County Technical College

President: Dr. Greg Rutherford

EEO Officer: Edwina Roseboro-Barnes

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,T2, and E1	# 4			4	4		12	5.3	39.5	12.5	5.3	6.2	NO					1		1	0.0%	84.3%	YES
	% 33.3			33.3	33.3		100.0											100.0		100.0			
T3 and T4	# 46	7	5	42	13	1	114	4.1	31.9	6.1	NO	NO	NO	6		2	3	1		12			
	% 40.4	6.1	4.4	36.8	11.4	0.9	100.0							50.0		16.7	25.0	8.3		100.0	YES	YES	YES
T5 and E2	# 7	2		32	15	1	57	3.2	45.9	11.5	NO	NO	NO	4	2		5	3	1	15			
	% 12.3	3.5		56.1	26.3	1.8	100.0							26.7	13.3		33.3	20.0	6.7	100.0	YES	YES	YES
E3 and E5	# 5	2	1	11	6	1	26	3.2	45.9	11.5	NO	3.6	NO		2		1	1		4			
	% 19.2	7.7	3.8	42.3	23.1	3.8	100.0							50.0		25.0	25.0			100.0	YES	92.2%	YES
E6	#			11	5	1	17	0.8	73.0	13.0	0.8	8.3	NO				1			1	0.0%	88.6%	YES
	%			64.7	29.4	5.9	100.0										100.0			100.0			
E4, E7, and E8	# 15	6		4	5		30	19.9	9.9	11.4	NO	NO	NO		1					1			
	% 50.0	20.0		13.3	16.7		100.0							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  
 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 2011:    91.2 percent  
 Level of Goal Attainment for 2012:    92.8 percent  
 Level of Goal Attainment for 2013:    97.8 percent

## Transportation, Department of

Agency Director: Robert J. St. Onge, Jr.

EEO Officer: Darlene M. Rikard

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	# 19		1	6			26	7.6	15.2	4.3	7.6	NO	4.3	1						1			
	% 73.1		3.8	23.1			100.0							100.0						100.0	0.0%	YES	0.0%
E2 Non-Engineers	# 152	26	4	119	90	5	396	7.1	20.9	5.8	0.5	NO	NO	17	3	1	14	11	2	48	93.0%	YES	YES
	% 38.4	6.6	1.0	30.1	22.7	1.3	100.0							35.4	6.3	2.1	29.2	22.9	4.2	100.0			
E2 Engineers	# 516	72	24	79	18	10	719	7.4	5.5	0.6	NO	NO	NO	59	5	2	4	2	3	75	YES	YES	YES
	% 71.8	10.0	3.3	11.0	2.5	1.4	100.0							78.7	6.7	2.7	5.3	2.7	4.0	100.0			
E3, E4, E5 Non-Engineer	# 66	14	5	101	48	4	238	8.7	23.0	5.9	2.8	NO	NO	11		1	6	3	1	22	67.8%	YES	YES
	% 27.7	5.9	2.1	42.4	20.2	1.7	100.0							50.0		4.5	27.3	13.6	4.5	100.0			
E3 and E5 Engineers	# 341	63	14	71	17		506	6.5	26.0	4.3	NO	12.0	0.9	72	10	4	12	2	1	101	YES	53.8%	79.1%
	% 67.4	12.5	2.8	14.0	3.4		100.0							71.3	9.9	4.0	11.9	2.0	1.0	100.0			
E6	#	1		69	35	2	107	1.2	65.3	19.2	0.3	*	*				4	2		6	75.0%	*	*
	%	0.9		64.5	32.7	1.9	100.0										66.7	33.3		100.0			
E7	# 1303	818	33	64	91	3	2312	30.8	3.0	2.0	NO	0.2	NO	264	143	7	9	2	2	427	YES	93.3%	YES
	% 56.4	35.4	1.4	2.8	3.9	0.1	100.0							61.8	33.5	1.6	2.1	0.5	0.5	100.0			
E8	# 30	10	2	39	21	1	103	18.7	22.4	10.5	9.0	NO	NO	3		2	2	2		9	51.9%	YES	YES
	% 29.1	9.7	1.9	37.9	20.4	1.0	100.0							33.3		22.2	22.2	22.2		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 2011:    88.3 percent  
 Level of Goal Attainment for 2012:    87.5 percent  
 Level of Goal Attainment for 2013:    83.9 percent

## State Treasurer's Office

Agency Director: Curtis M. Loftis

EEO Officer: Sara Fortson

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	# 8			4	1	1	14	3.2	31.2	6.8	3.2	2.6	NO	2						2	0.0%	91.7%	YES
	% 57.1			28.6	7.1	7.1	100.0							100.0						100.0			
E2	# 9	2		14	6		31	4.7	40.8	12.5	NO	NO	NO	4			2	1		7	YES	YES	YES
	% 29.0	6.5		45.2	19.4		100.0							57.1			28.6	14.3		100.0			
E3	# 2	1		1			4	5.4	26.5	15.8	NO	26.5	NO								YES	0.0%	YES
	% 50.0	25.0		25.0			100.0																
E5	# 2			1	3		6	4.9	41.4	15.9	4.9	24.7	NO								0.0%	40.3%	YES
	% 33.3			16.7	50.0		100.0																
E6	# 1			1	1		3	2.9	53.6	23.3	NO	20.3	NO								YES	62.1%	YES
	% 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 2011:    89.4 percent  
 Level of Goal Attainment for 2012:    83.6 percent  
 Level of Goal Attainment for 2013:    84.2 percent

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

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

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	
C1	# 12	1	1	8		1	23																	
	% 52.2	4.3	4.3	34.8		4.3	100.0	3.4	41.7	7.4	NO	6.9	7.4							100.0	100.0	YES	83.5%	0.0%
C2	# 111	3	10	41	7	8	180																	
	% 61.7	1.7	5.6	22.8	3.9	4.4	100.0	3.4	71.7	7.4	1.7	48.9	3.5	61.5			23.1	7.7	7.7	100.0	50.0%	31.8%	52.7%	
C3	# 250	4	46	85	5	8	398																	
	% 62.8	1.0	11.6	21.4	1.3	2.0	100.0	2.3	33.2	2.9	1.3	11.8	1.6	11		9	23.1	9	1	1	31	43.5%	64.5%	44.8%
C4	# 240	15	69	183	18	36	561																	
	% 42.8	2.7	12.3	32.6	3.2	6.4	100.0	2.3	33.2	2.9	NO	0.6	NO	20	1	13	28	3	15	80	YES	98.2%	YES	
C5	# 147	11	65	164	18	47	452																	
	% 32.5	2.4	14.4	36.3	4.0	10.4	100.0	2.3	33.2	2.9	NO	NO	NO	34	1	12	34	2	17	100	YES	YES	YES	
C6	# 108	9	10	156	17	29	329																	
	% 32.8	2.7	3.0	47.4	5.2	8.8	100.0	2.3	33.2	2.9	NO	NO	NO	23		5	39	6	12	85	YES	YES	YES	
C7	# 24	1	1	14			40																	
	% 60.0	2.5	2.5	35.0			100.0	2.3	33.2	2.9	NO	NO	2.9	4		1	2		1	8	YES	YES	0.0%	
C825	# 3			1		1	5																	
	% 60.0			20.0		20.0	100.0	2.3	33.2	2.9	2.3	13.2	2.9								0.0%	60.2%	0.0%	
C826	# 22	2	2	54	1	4	85																	
	% 25.9	2.4	2.4	63.5	1.2	4.7	100.0	1.0	64.4	2.9	NO	0.9	1.7	1			4	1		6	YES	98.6%	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 2011:    84.6 percent  
 Level of Goal Attainment for 2012:    82.1 percent  
 Level of Goal Attainment for 2013:    82.8 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 09/30/2013							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
C927	# 110	19	7	28	9	4	177							15	2	3	6	2	3	31			
	% 62.1	10.7	4.0	15.8	5.1	2.3	100.0	5.6	25.2	1.3	NO	9.4	NO	48.4	6.5	9.7	19.4	6.5	9.7	100.0	YES	62.7%	YES
C930	# 65	3	12	61	9	9	159	27.0	27.2	2.9	25.1	NO	NO	6		3	4	2	5	20			
	% 40.9	1.9	7.5	38.4	5.7	5.7	100.0							30.0		15.0	20.0	10.0	25.0	100.0	7.0%	YES	YES
E22	# 135	15	8	130	25	5	318	6.7	35.0	8.1	2.0	NO	0.2	23	3	2	8	2	1	39			*
	% 42.5	4.7	2.5	40.9	7.9	1.6	100.0							59.0	7.7	5.1	20.5	5.1	2.6	100.0	70.1%	YES	97.5%
E23	# 198	26	24	266	69	19	602	10.6	28.7	10.6	6.3	NO	NO	34	2	5	41	6	3	91			
	% 32.9	4.3	4.0	44.2	11.5	3.2	100.0							37.4	2.2	5.5	45.1	6.6	3.3	100.0	40.6%	YES	YES
E24	# 28	3	1	31	6		69	5.4	35.3	10.5	1.1	NO	1.8	2			3	2		7		*	
	% 40.6	4.3	1.4	44.9	8.7		100.0							28.6			42.9	28.6		100.0	79.6%	YES	82.9%
E25	# 39	10	7	181	57	12	306	7.3	42.7	14.5	4.0	NO	NO	5	2	1	24	8	5	45			
	% 12.7	3.3	2.3	59.2	18.6	3.9	100.0							11.1	4.4	2.2	53.3	17.8	11.1	100.0	45.2%	YES	YES
E26	# 105	25	10	278	95	22	535	12.1	32.0	21.0	7.4	NO	3.2	25	8	6	54	21	11	125			
	% 19.6	4.7	1.9	52.0	17.8	4.1	100.0							20.0	6.4	4.8	43.2	16.8	8.8	100.0	38.8%	YES	84.8%
E37	# 75	13	10	18	4	3	123	5.9	26.9	0.7	NO	12.3	NO	9	4	3	1	1		18			
	% 61.0	10.6	8.1	14.6	3.3	2.4	100.0							50.0	22.2	16.7	5.6	5.6		100.0	YES	54.3%	YES
E38	# 45	10	5	58	23	6	147	9.0	28.3	19.1	2.2	NO	3.5	7	2	1	2	2	3	17			
	% 30.6	6.8	3.4	39.5	15.6	4.1	100.0							41.2	11.8	5.9	11.8	11.8	17.6	100.0	75.6%	YES	81.7%

**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  
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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 2011:    84.6 percent  
 Level of Goal Attainment for 2012:    82.1 percent  
 Level of Goal Attainment for 2013:    82.8 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 09/30/2013							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
E39	# 6			5	4	2	17							2						2			
	% 35.3			29.4	23.5	11.8	100.0	7.9	25.2	33.6	7.9	NO	10.1	100.0						100.0	0.0%	YES	69.9%
E410	# 44	16	10	11	6		87	24.8	7.9	4.3	6.4	NO	NO	10	3	4	3	1	1	22	74.2%	YES	YES
	% 50.6	18.4	11.5	12.6	6.9		100.0							45.5	13.6	18.2	13.6	4.5	4.5	100.0			
E511	# 25	7	4	235	102	20	393	1.5	64.3	18.0	NO	4.5	NO	3	1	3	25	11	3	46	YES	93.0%	YES
	% 6.4	1.8	1.0	59.8	26.0	5.1	100.0							6.5	2.2	6.5	54.3	23.9	6.5	100.0			
E512	# 11	4	1	46	8	5	75	4.4	50.3	16.6	NO	NO	5.9	1	1	1	8			11	YES	YES	64.5%
	% 14.7	5.3	1.3	61.3	10.7	6.7	100.0							9.1	9.1	9.1	72.7			100.0			
E613	# 8	2		1	4	1	16	31.4	7.2	11.5	18.9	0.9	NO	1	2				1	4	39.8%	87.5%*	YES
	% 50.0	12.5		6.3	25.0	6.3	100.0							25.0	50.0				25.0	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																
E615	# 4	7	4	78	37	6	136	2.6	52.3	23.8	NO	NO	NO	2	2	2	12	2	1	21	YES	YES	YES
	% 2.9	5.1	2.9	57.4	27.2	4.4	100.0							9.5	9.5	9.5	57.1	9.5	4.8	100.0			
E616	#			2	2		4	2.7	51.6	24.7	2.7*	1.6*	NO					1		1	0.0%*	96.9%*	YES
	%			50.0	50.0		100.0											100.0		100.0			
E717	# 39	7	3	3			52	11.3	3.9	1.8	NO	NO	1.8*	7						7	YES	YES	0.0%*
	% 75.0	13.5	5.8	5.8			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 2011:    84.6 percent  
 Level of Goal Attainment for 2012:    82.1 percent  
 Level of Goal Attainment for 2013:    82.8 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 09/30/2013							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
E718	# 116	43	21	5		1	186	11.5	3.2	1.2	NO	0.5	1.2	11	3	4			1	19			
	% 62.4	23.1	11.3	2.7		0.5	100.0							57.9	15.8	21.1			5.3	100.0	YES	84.4%	0.0%
E819	# 33	15	5	2	15		70	11.7	3.9	0.6	NO	1.0	NO	3	2	2	1			8			
	% 47.1	21.4	7.1	2.9	21.4		100.0							37.5	25.0	25.0	12.5			100.0	YES	74.4%	YES
E820	# 38	35	13	8	51	5	150	25.4	5.4	3.4	2.1	0.1	NO	6	1	2		4	1	14			
	% 25.3	23.3	8.7	5.3	34.0	3.3	100.0							42.9	7.1	14.3		28.6	7.1	100.0	91.7%	98.1%	YES
E821	# 1	2		1	10	1	15	27.0	13.4	18.8	13.7	6.7	NO				1	1		2			
	% 6.7	13.3		6.7	66.7	6.7	100.0										50.0	50.0		100.0	49.3%	50.0%	YES
C829	# 135	10	30	108	15	21	319	2.3	33.4	2.9	NO	NO	NO	21	3	11	17	4	6	62			
	% 42.3	3.1	9.4	33.9	4.7	6.6	100.0							33.9	4.8	17.7	27.4	6.5	9.7	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 2011:    84.6 percent  
 Level of Goal Attainment for 2012:    82.1 percent  
 Level of Goal Attainment for 2013:    82.8 percent

## Vocational Rehabilitation, Department of

Agency Director: Barbara G. Hollis

EEO Officer: Eric S. Moore

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	# 10			8	2		20	6.4	41.6	11.8	6.4	1.6	1.8	1						1			
	% 50.0			40.0	10.0		100.0							100.0						100.0	0.0%	96.2%	84.7%
E2	# 165	55	1	294	213	12	740	9.5	34.6	18.8	2.1	NO	NO	25	12	1	33	38	5	114			
	% 22.3	7.4	0.1	39.7	28.8	1.6	100.0							21.9	10.5	0.9	28.9	33.3	4.4	100.0	77.9%	YES	YES
E3	# 22	3		14	5	1	45	6.7	31.6	15.4	0.0	0.5	4.3	1				3		4			
	% 48.9	6.7		31.1	11.1	2.2	100.0							25.0				75.0		100.0	YES	98.4%	72.1%
E5	# 16	13	1	85	26	1	142	6.7	61.3	10.9	NO	1.4	NO	1	1		7	2		11			
	% 11.3	9.2	0.7	59.9	18.3	0.7	100.0							9.1	9.1		63.6	18.2		100.0	YES	97.7%	YES
E6	# 1	2		51	32	2	88	3.1	61.8	10.9	0.8	3.8	NO			1	2	6		9			
	% 1.1	2.3		58.0	36.4	2.3	100.0									11.1	22.2	66.7		100.0	74.2%	93.9%	YES
E8	# 20	6	1	4	7		38	21.6	14.8	14.4	5.8	4.3	NO	1						1			
	% 52.6	15.8	2.6	10.5	18.4		100.0							100.0						100.0	73.1%	70.9%	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 2011:    85.7 percent  
 Level of Goal Attainment for 2012:    86.6 percent  
 Level of Goal Attainment for 2013:    85.5 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa Thurstin

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	# 3			3			6				3.4	31.5	38.3											
	% 50.0			50.0			100.0	3.4	31.5	38.3	3.4	NO	38.3								0.0%	YES	0.0%	
E2	# 22	20	1	7	9		59																	
	% 37.3	33.9	1.7	11.9	15.3		100.0	7.9	42.1	17.7	NO	30.2	2.4	6	4		2	3		15	YES	28.3%	86.4%	
E3 and E5	# 3				2		5																	
	% 60.0				40.0		100.0	13.2	28.0	22.4	13.2	28.0	NO								0.0%	0.0%	YES	
E6	#			3	1		4																	
	%			75.0	25.0		100.0	0.2	69.7	17.6	0.2	NO	NO				1			1	0.0%	YES	YES	
E8	# 3	2		3	2		10																	
	% 30.0	20.0		30.0	20.0		100.0	21.4	12.2	21.9	1.4	NO	1.9				2	1		3	93.5%	YES	91.3%	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**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 2011:    69.4 percent  
 Level of Goal Attainment for 2012:    71.5 percent  
 Level of Goal Attainment for 2013:    75.0 percent

## Winthrop University (Page 1 of 2)

President: Dr. Jayne Comstock

EEO Officer: Lisa Cowart

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
C1 and C2	#	29		1	26	1	57							5		1	2			8			
	%	50.9		1.8	45.6	1.8	100.0	1.9	42.6	5.3	1.9	NO	3.5	62.5		12.5	25.0			100.0	0.0%	YES	34.0%
C3	#	37	3	4	22		2	68	4.1	25.0	1.0	NO	NO	3			3			6	YES	YES	0.0%
	%	54.4	4.4	5.9	32.4		2.9	100.0						50.0			50.0			100.0			
C4	#	43	1	2	50	6	3	105	1.8	39.0	3.2	0.8	NO	5			5	2		12	55.6%	YES	YES
	%	41.0	1.0	1.9	47.6	5.7	2.9	100.0						41.7			41.7	16.7		100.0			
C5	#	24	2		33	6	5	70	2.6	47.8	4.7	NO	0.7	13			4	2	2	21	YES	98.5%	YES
	%	34.3	2.9		47.1	8.6	7.1	100.0						61.9			19.0	9.5	9.5	100.0			
C6 and C7	#	5		2	31	1	1	40	2.5	48.6	6.9	2.5	NO				5			5	0.0%	YES	36.2%
	%	12.5		5.0	77.5	2.5	2.5	100.0									100.0			100.0			
C8 and C9	#	28	4	5	21	1	3	62	4.5	33.6	3.1	NO	NO	6		2	3			11	YES	YES	51.6%
	%	45.2	6.5	8.1	33.9	1.6	4.8	100.0						54.5		18.2	27.3			100.0			
E1	#	4			6			10	2.7	43.8	13.7	2.7	NO				1			1	0.0%	YES	0.0%
	%	40.0			60.0			100.0									100.0			100.0			
E2	#	30	2	2	79	21	3	137	4.0	43.9	12.1	2.5	NO	5		1	14	6		26	37.5%	YES	YES
	%	21.9	1.5	1.5	57.7	15.3	2.2	100.0						19.2		3.8	53.8	23.1		100.0			
E3	#	23	3		13	5		44	5.2	26.3	10.6	NO	NO	5				1		6	YES	YES	YES
	%	52.3	6.8		29.5	11.4		100.0						83.3				16.7		100.0			

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 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 2011:    86.3 percent  
 Level of Goal Attainment for 2012:    86.2 percent  
 Level of Goal Attainment for 2013:    83.7 percent

## Winthrop University (Page 2 of 2)

President: Dr. Jayne Comstock  
EEO Officer: Lisa Cowart

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
E4	# 9	1	1	1	1		13	15.4	1.1	4.3	7.7	NO	NO					2		2	50.0%	YES	YES
	% 69.2	7.7	7.7	7.7	7.7		100.0											100.0		100.0			
E5	# 2			24	6	2	34	1.9	56.5	14.3	1.9	NO	NO	2						2	0.0%	YES	YES
	% 5.9			70.6	17.6	5.9	100.0							100.0						100.0			
E6	# 1			54	14	2	71	5.8	59.6	12.0	5.8	NO	NO				4	4	8		0.0%	YES	YES
	% 1.4			76.1	19.7	2.8	100.0										50.0	50.0	100.0				
E7	# 28	4	1	5			38	26.7	3.7	0.8	16.2	NO	0.8	2		1			3		39.3%	YES	0.0%
	% 73.7	10.5	2.6	13.2			100.0							66.7		33.3			100.0				
E8	# 25	11	1	7	41	3	88	19.4	12.6	17.6	6.9	4.6	NO			1	1	2	4		64.4%	63.5%	YES
	% 28.4	12.5	1.1	8.0	46.6	3.4	100.0									25.0	25.0	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 2011:    86.3 percent  
Level of Goal Attainment for 2012:    86.2 percent  
Level of Goal Attainment for 2013:    83.7 percent

## Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Cathy Floyd

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	# 1			3			4	3.6	26.4	4.3	3.6	NO	4.3								0.0%	YES	0.0%
	% 25.0			75.0			100.0																
E2 and E3	# 5	2		18	9		34	4.4	42.6	12.8	NO	NO	NO	2						2	YES	YES	YES
	% 14.7	5.9		52.9	26.5		100.0							100.0						100.0			
E5	#			3			3	1.4	68.1	13.3	1.4	NO	13.3								0.0%	YES	0.0%
	%			100.0			100.0																
E6	#			2	2		4	6.7	46.5	29.1	6.7	NO	NO								0.0%	YES	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 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent  
 Level of Goal Attainment for 2013:    100.0 percent

# SECTION VII



## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Accident Fund, State	40	Comptroller General, Office of	59
Adjutant General's Office	41	Consumer Affairs, Department of	60
Agriculture, Department of	42	Corrections, Department of	61-62
Aiken Technical College	115	Criminal Justice Academy	63
Alcohol & Other Drug Abuse Services, Department of	43	Deaf and Blind, School for the	64
Archives and History, Department of	44	Denmark Technical College	117
Arts Commission	45	Disabilities & Special Needs (Statewide)	65
Auditor, Office of the State	46	Education, Department of	66
Blind, South Carolina Commission for the	47	Education Lottery	67
Budget and Control Board	48	Educational Television (ETV)	68
Central Carolina Technical College	116	Election Commission, State	69
Citadel, The	49-50	Employment Security Commission	70
Clemson University	51-53	Financial Institutions, Board Of	71
Coastal Carolina University	54-55	Florence-Darlington Technical College	118
College of Charleston	56-57	Forestry Commission	72
Commerce, Department of	58	Francis Marion University	73

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Governor's Office	74	Lieutenant Governor's Office	88
Governor's School for the Arts & Humanities	75	Low Country, Technical College of the	121
Governor's School for Science & Mathematics	76	Medical University Hospital Authority	89-91
Greenville Technical College	119	Medical University of South Carolina	92-94
Health & Environmental Control, Department of	77	Mental Health, Department of	95-96
Health and Human Services, Department of	78	Midlands Technical College	122
Higher Education, Commission on	79	Motor Vehicles, Department of	97
Horry-Georgetown Technical College	120	Museum, State	98
Indigent Defense	80	Natural Resources, Department of	99
Insurance, Department of	81	Northeastern Technical College	123
John de la Howe School	82	Orangeburg-Calhoun Technical College	124
Juvenile Justice, Department of	83	Parks, Recreation and Tourism	100
Labor, Licensing and Regulation, Department of	84	Patriot's Point	101
Lander University	85	Piedmont Technical College	125
Law Enforcement Division, State (SLED)	86	Ports Authority, State	102
Library, State	87	Probation, Parole & Pardon Services, Department of	103

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Public Safety, Department of	104	University of South Carolina (Total System)	133-136
Public Service Commission	105	Vocational Rehabilitation, Department of	137
Regulatory Staff, Office of	106	Williamsburg Technical College	129
Revenue, Department of	107	Wil Lou Gray Opportunity School	138
Santee Cooper, (Public Service Authority)	108	Winthrop University	139-140
Secretary of State	109	Worker's Compensation Commission	141
Social Services, Department of	110-111	York Technical College	130
South Carolina State University	112-113		
Spartanburg Community College	126		
Technical & Comprehensive Education, State Board for	114		
Transportation, Department of	131		
Treasurer's Office, State	132		
Tri-County Technical College	127		
Trident Technical College	128		