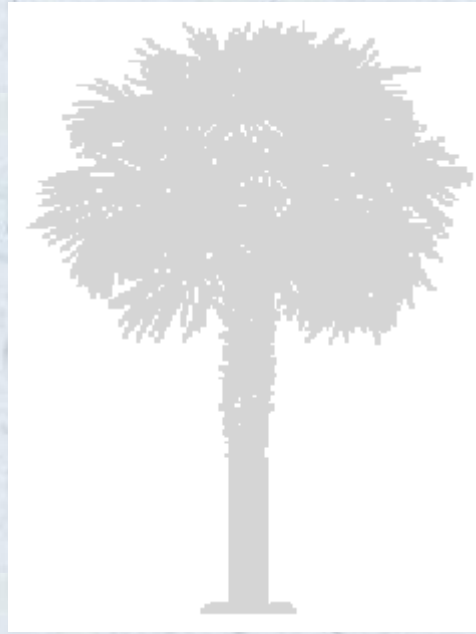


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN
SOUTH CAROLINA STATE GOVERNMENT**



FEBRUARY 1, 2018

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



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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Acknowledgement:

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, Senior EEO Consultant and Erin E. Wilson, EEO Consultant.

MEMORANDUM

TO: The Honorable Henry McMaster The Honorable Kevin Bryant The Honorable Jay Lucas
 Governor of South Carolina Lieutenant Governor of South Carolina Speaker of the House

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

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

DATE: February 1, 2018

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

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

In keeping with these requirements, it is my pleasure to present to you the 2018 Report to the General Assembly that examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

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

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

Copy: Legislative Printing and Information Technology Resources; Agency Heads

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SECTION I

INTRODUCTION

This report covers the period of October 1, 2016 through September 30, 2017, and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) 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 merely has met paper compliance obligations under the SC Human Affairs Law but has failed to voluntarily implement an effective program.

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

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

Job Group Analysis

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

Availability Analysis

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

Determining Underutilization

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what reasonably would 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 44-50 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

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

Accident Fund, State
Adjutant General's Office
Administration, Department of
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
Central Carolina Technical College
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Disabilities and Special Needs, Department of
Education, Department of
Education Lottery, South Carolina
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board of
Fiscal Accountability Authority, State
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's School for Science and Mathematics

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

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

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

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

- Housing Finance and Development Authority, South Carolina

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment for 90 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC, but should have non-discrimination policies and procedures in place.

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

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

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

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 90 agencies (including colleges and universities) 88 or 97.8 percent achieved at least a level of 70 percent of their goals which includes three agencies reaching 100 percent. In addition over 55.6 percent, or 50 agencies, showed an increase in their goal achievement compared to the previous year. Of those 50 agencies that showed an increase in their overall goal achievement, 18 agencies increased their achievement by 5 percent or more. The South Carolina Housing, Finance and Development Authority is exempt from reporting this year.

In the course of the time period covered in this report, the total number of state government employees was 68,171. This number includes colleges and universities.

We have listed what SCHAC refers to as *State Government's Top Ten* list. The Top Ten had the highest goal attainment for this reporting period and includes three agencies; the Arts Commission, Consumer Affairs and Secretary of State which achieved 100 percent of their goals. Unfortunately, all agencies are not making progress and we have also included those agencies that failed to achieve at least 70 percent of their goals. (*See chart for rankings pg. 39*)

In last year's report we noted a continuing trend of the overall increased representation of minorities and women within the workforce. In this year's report we noticed that the representation of women was 58.0 percent, which was an increase from 56.8 percent last year. However, data indicated representation of black males has shown little improvement in the top level job groups.

During this reporting period, there were 68,171 women and men employed by the state government; 42.0 percent were men and 58.0 percent were women. There was an increase in the overall representation of women and a slight decrease in the overall representation of men. 30.4 percent were White Males; 33.7 percent were White Females; 9.6 percent were Black or African American Males; 22.1 percent were Black or African American Females; and 4.2 percent reported races/ethnic origins other than White or Black.

Report Highlights

- During the last reporting period of October 2015 to September 2016, there were approximately 63,607 men and women employed by state government. During the current reporting period, there are approximately 68,171 men and women employed by state government. There was a 4,564 difference, or approximately a 7.2 percent increase, in total workforce.
- The Composition of State Government's workforce increased across the board. Each race and sex category experienced an increase in workforce. This increase in workforce resulted in a slight increase in salary.
- In 2000, The Teacher and Employee Retention Incentive Program (TERI) was created. This program was designed to entice experienced S.C teachers to stay in the classroom beyond their typical retirement age and later expanded to other state workers will end June 30, 2018. The end of the (TERI) program could potentially produce approximately 1,800 vacancies at state agencies.
- This year only two agencies failed to achieve that benchmark. The two agencies failing to achieve at least 70 percent of their goals are: The Citadel (66.2%) and South Carolina State University (69.1%)
- In Higher Education black employees' representation slightly decreased from the previous year at 17.8 percent to 17.7 percent of the workforce among State Colleges and Universities. Males represented 45.4 percent of total employees, while females represented 54.6 percent of total employees. Black females encompassed 11.7 percent of the total workforce, whereas white females encompassed 39.8 percent of the total workforce, decreasing slightly from last year's report.
- State government has thirty-one agencies achieving over 90 percent of their goals with three agencies achieving 100 percent of their goals. This is a decrease from the four agencies that achieved 100 percent of their goals last year.
- The State of South Carolina ranks 40th amongst paying states for public employees. The monthly average salary for all South Carolina state and local employees is about \$3,917. Those employees that work in Higher Education are among the highest paid, bringing home on average \$7,233 monthly. However, those employees that work in Elementary and Secondary education are among the lowest paid with an average monthly salary of \$2,524.

TABLE I
STATE OF SOUTH CAROLINA
PAY BANDS

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 15,080	\$ 21,395	\$ 27,710
02	\$ 18,229	\$ 25,978	\$ 33,728
03	\$ 22,182	\$ 31,614	\$ 41,046
04	\$ 26,988	\$ 38,460	\$ 49,932
05	\$ 32,838	\$ 46,799	\$ 60,760
06	\$ 39,960	\$ 56,947	\$ 73,935
07	\$ 48,622	\$ 69,289	\$ 89,956
08	\$ 59,161	\$ 84,309	\$109,457
09	\$ 71,982	\$102,580	\$133,179
10	\$ 87,584	\$124,812	\$162,041

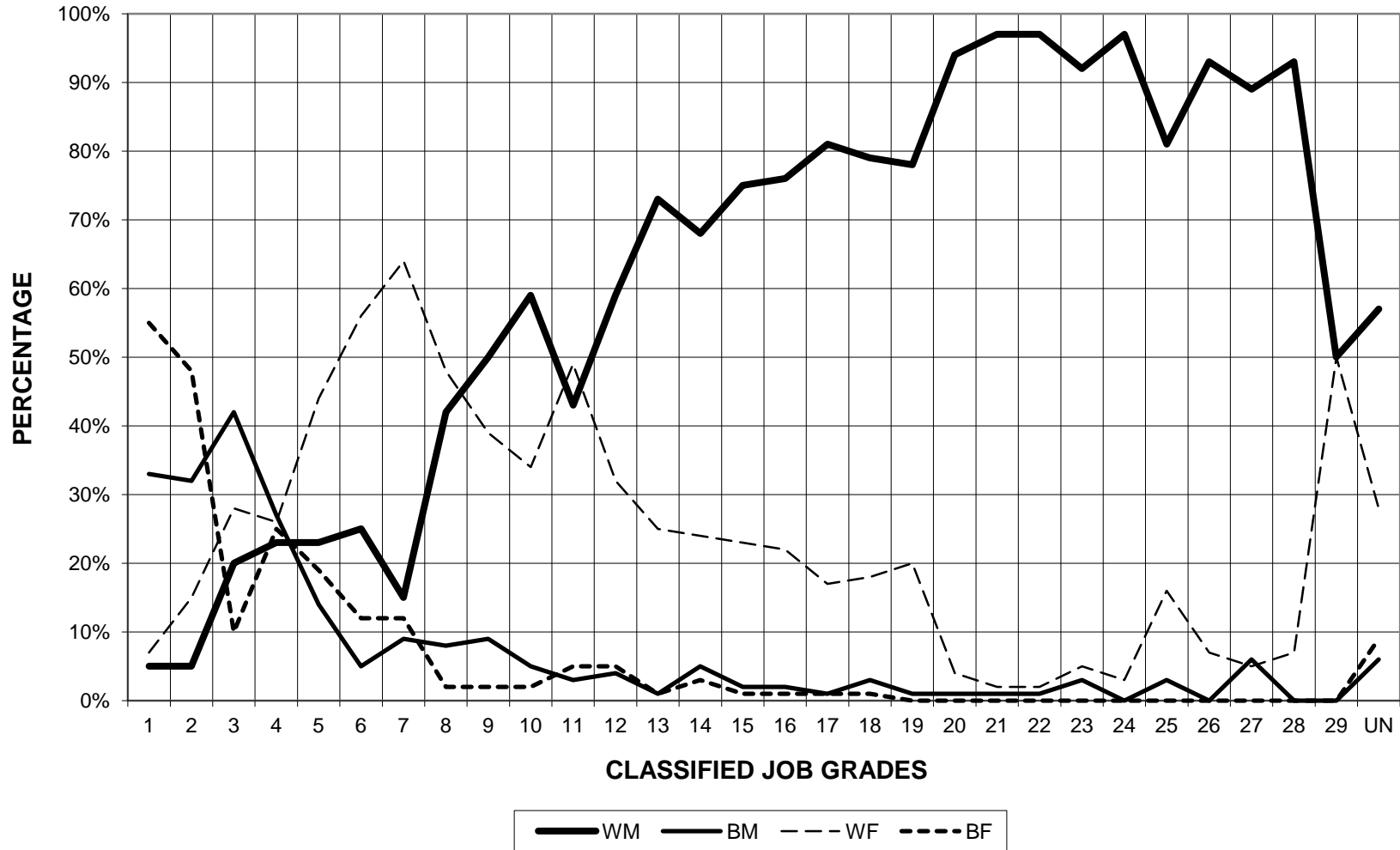
Effective July 1, 2016

Source: South Carolina State Office of Human Resources

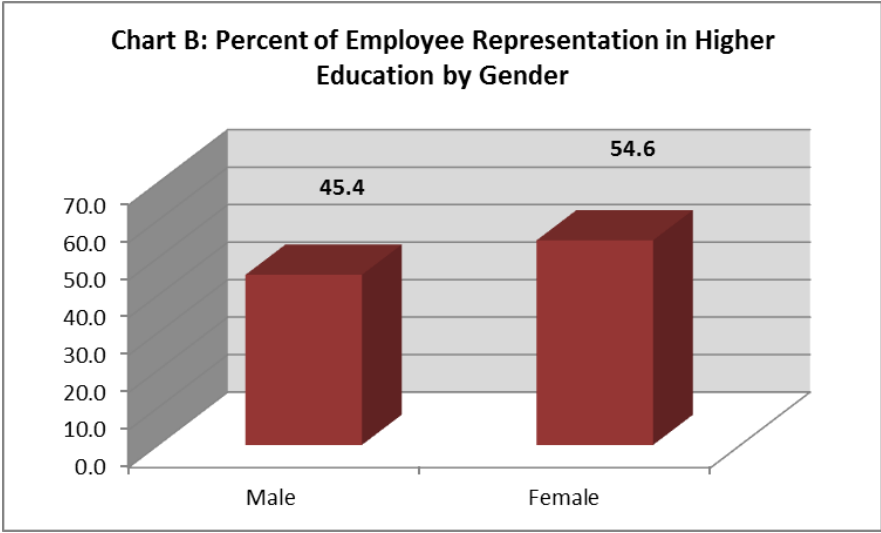
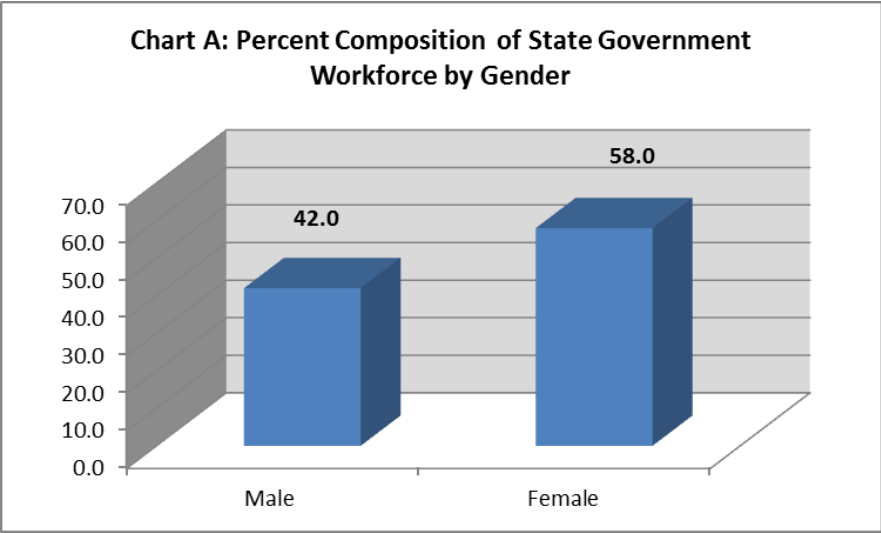
LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

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

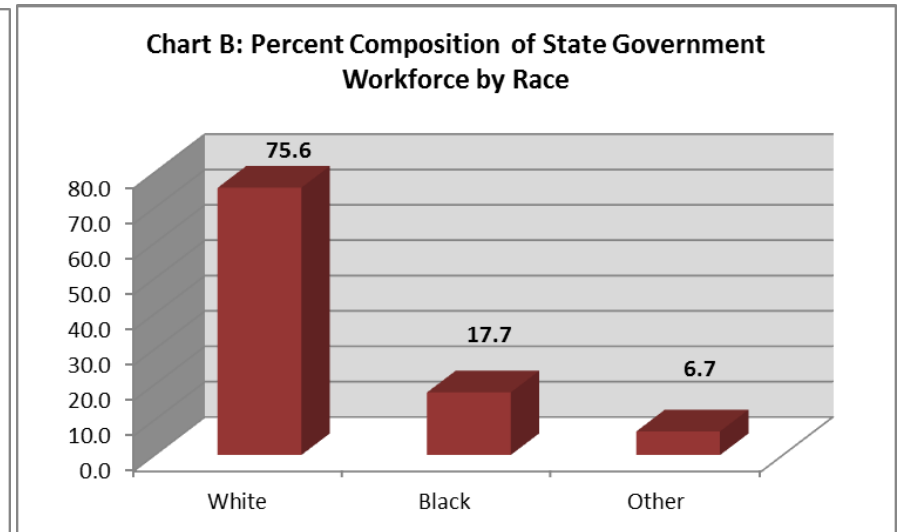
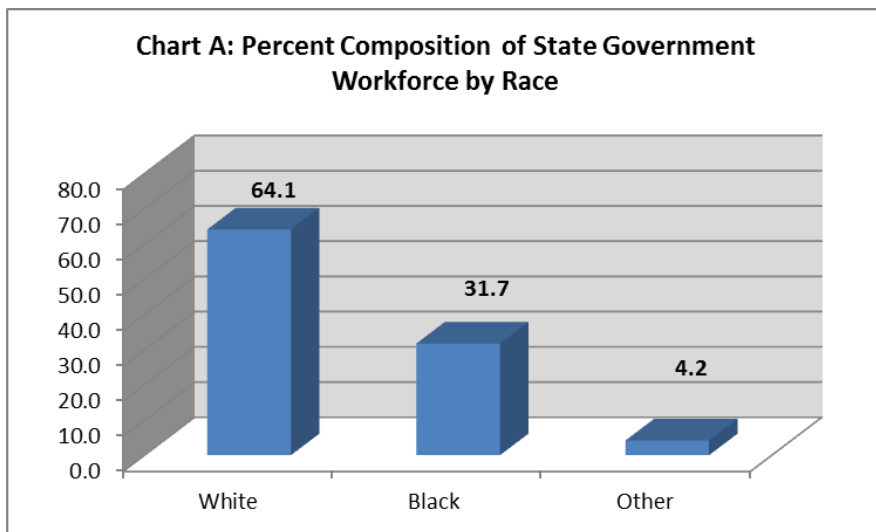


Representation by Gender: State Government Workforce (Chart A) and Higher Education (Chart B)



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

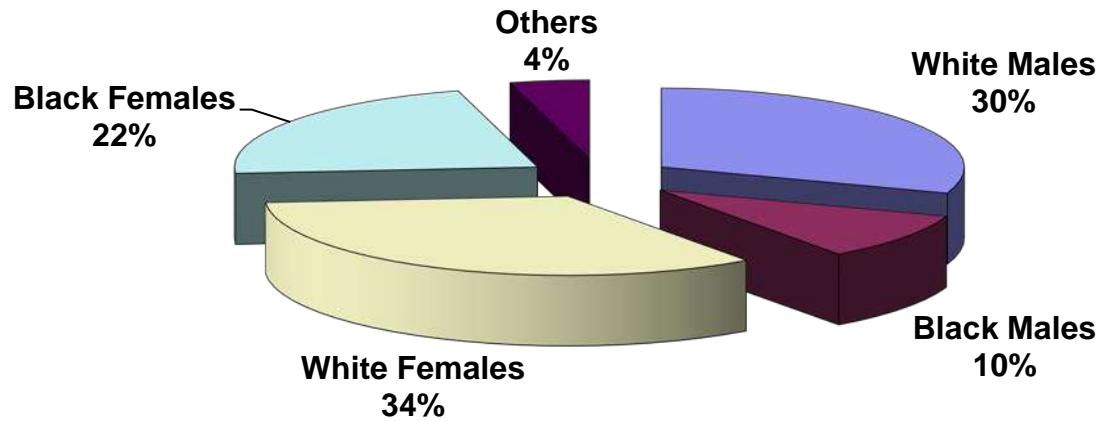
Representation by Race : State Government Workforce (Chart A) and Higher Education (Chart B)



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

SECTION III

**Composition of State Government Workforce by Race and Sex
September 30, 2017**



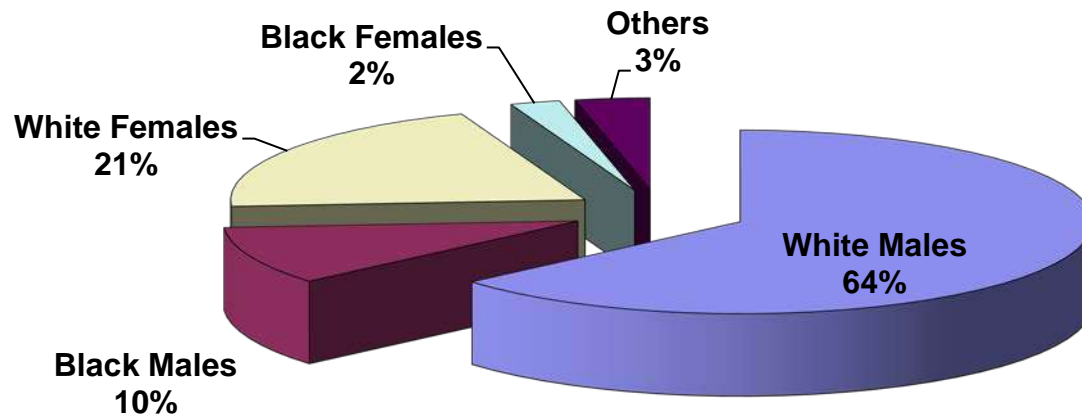
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	20714	6557	22979	15040	2881	68171
Average Salary	\$73,321	\$68,549	\$65,609	\$59,671	\$71,026	\$67,635

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

HEADS OF AGENCIES INCLUDED IN THIS REPORT
September 30, 2017



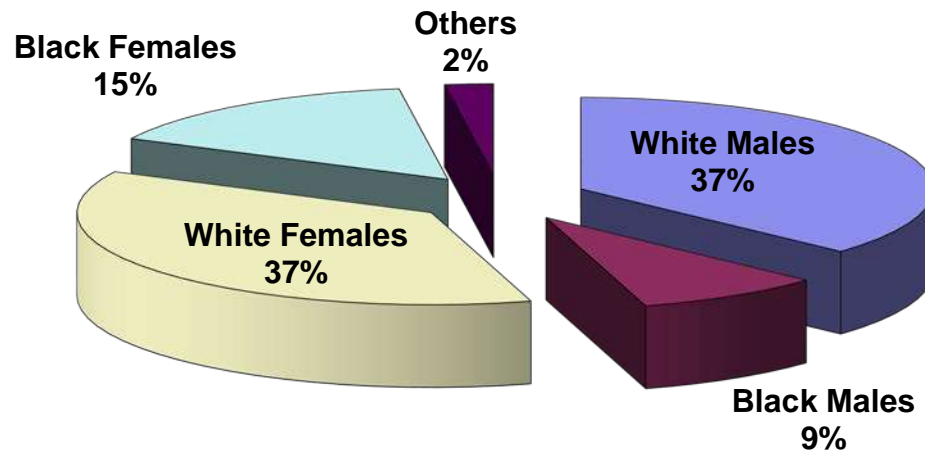
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	56	9	18	2	3	88
Average Salary	\$161,186	\$155,421	\$144,562	\$133,183	\$240,433	\$166,957

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E1: EXECUTIVES
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1671	387	1670	697	100	4525
Average Salary	\$78,933	\$73,176	\$72,607	\$66,945	\$72,389	\$72,810

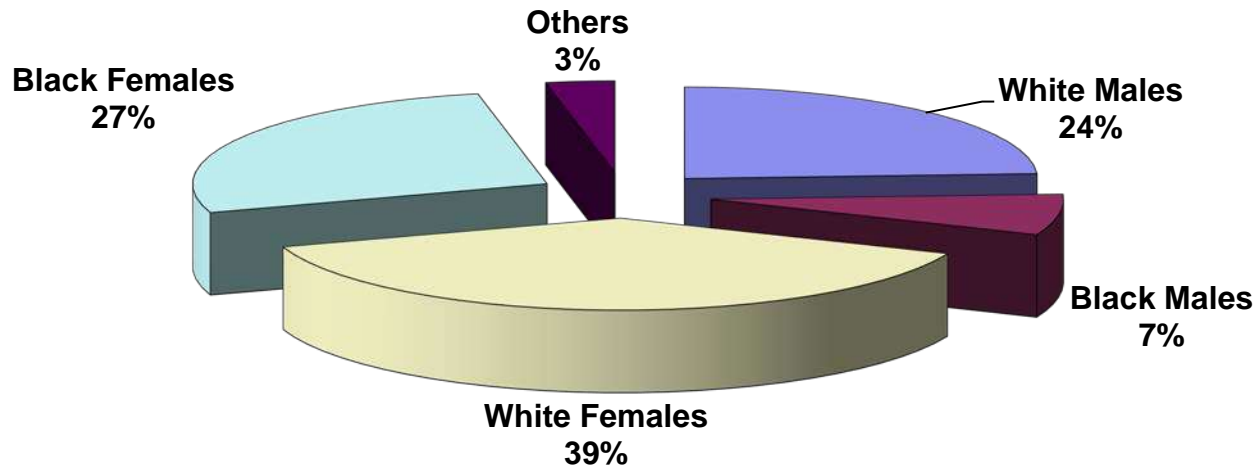
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E2: PROFESSIONALS

September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5420	1615	8662	6053	704	22454
Average Salary	\$58,211	\$48,480	\$50,370	\$44,356	\$51,623	\$50,608

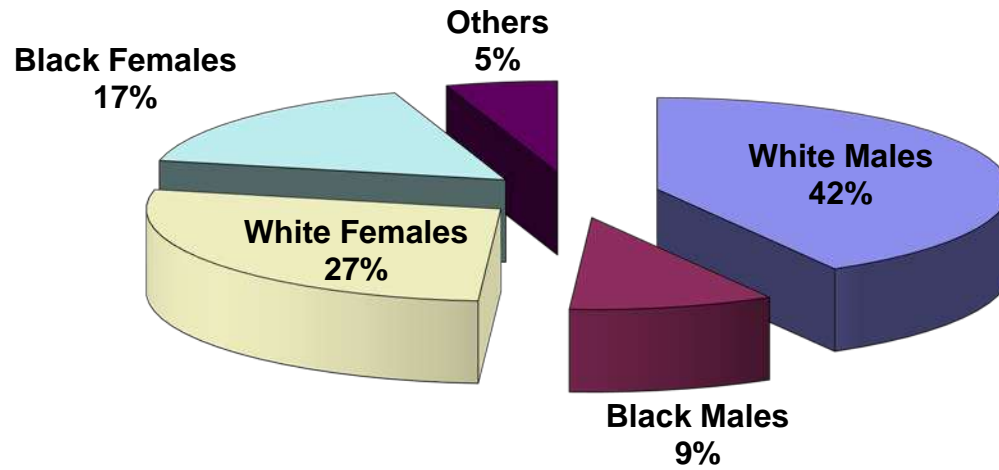
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E3: TECHNICIANS

September 30, 2017



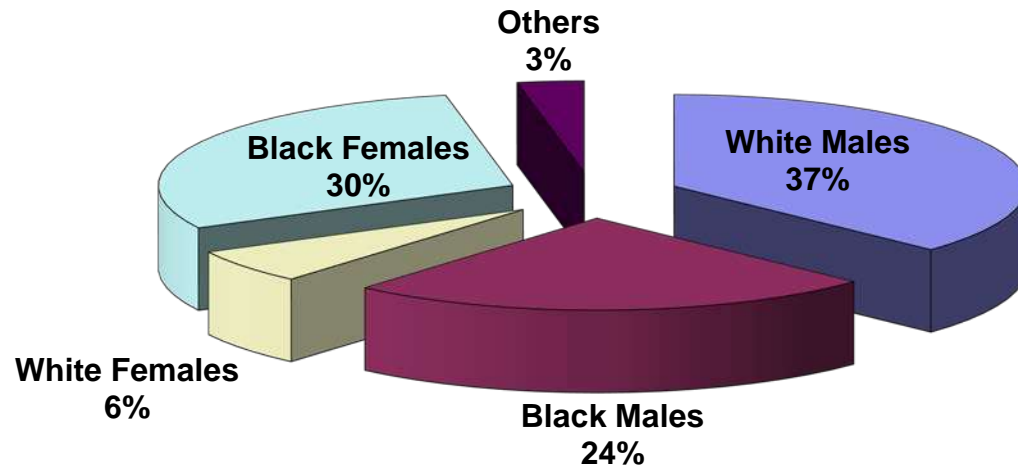
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1213	272	797	481	148	2911
Average Salary	\$44,194	\$41,294	\$42,011	\$38,885	\$44,127	\$42,102

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2017



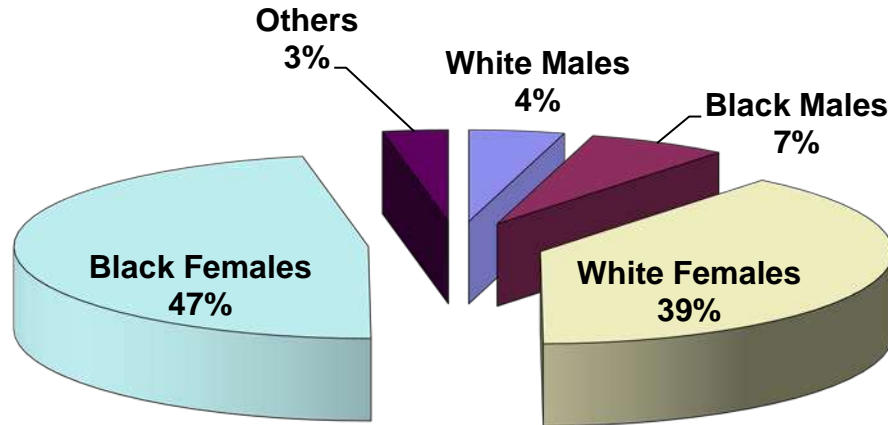
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1785	1163	288	1425	146	4807
Average Salary	\$39,071	\$36,550	\$37,140	\$32,795	\$37,663	\$36,644

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E5: PARAPROFESSIONALS
September 30, 2017



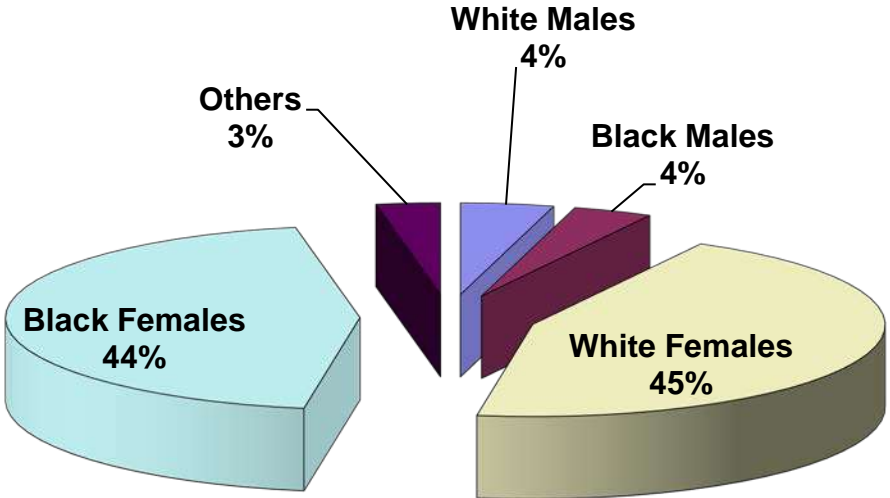
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	225	331	2018	2433	154	5161
Average Salary	\$30,468	\$28,957	\$33,592	\$30,930	\$30,888	\$30,967

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

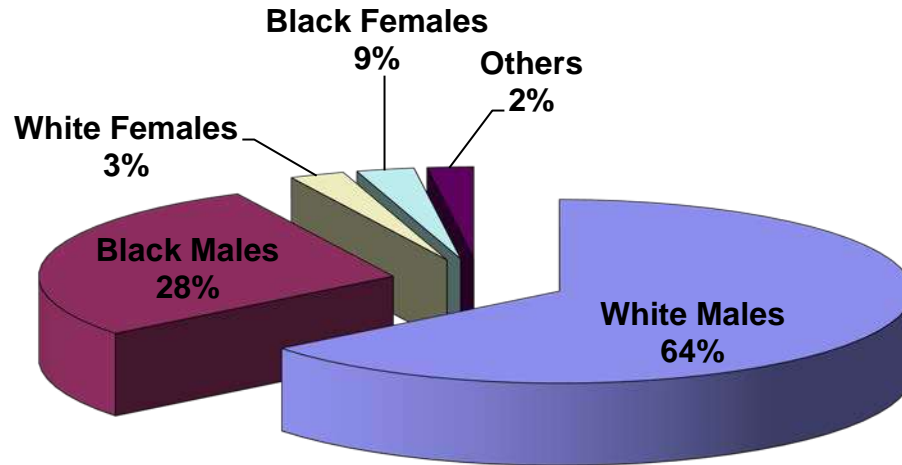
E6: SECRETARIAL/CLERICAL
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	131	112	1375	1373	90	3081
Average Salary	\$27,618	\$27,503	\$28,685	\$28,188	\$27,776	\$27,954

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E7: SKILLED CRAFT
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2714	1201	106	111	89	4221
Average Salary	\$38,013	\$35,159	\$34,731	\$31,796	\$36,762	\$35,292

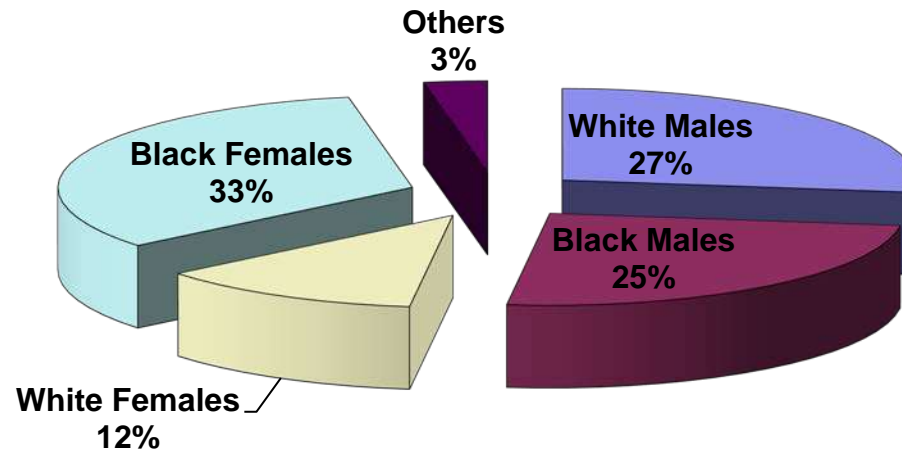
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

E8: SERVICE MAINTENANCE

September 30, 2017



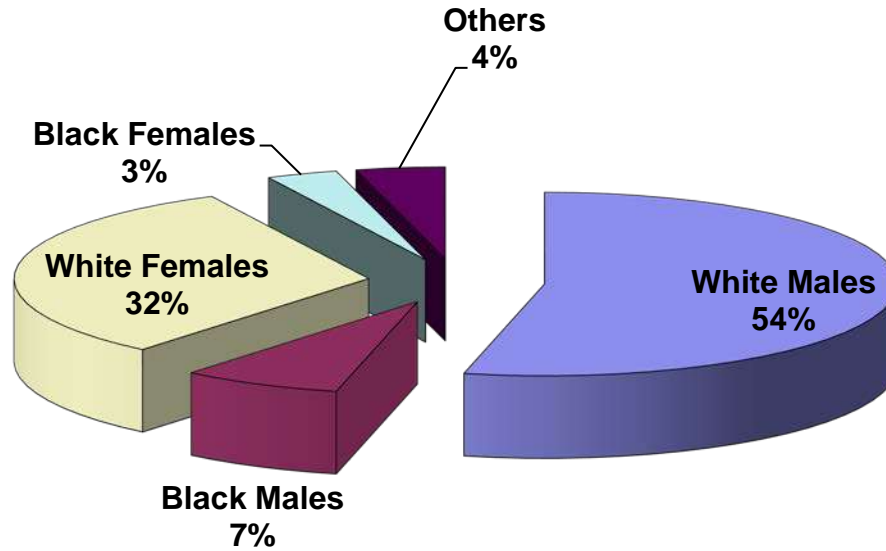
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	496	454	222	604	53	1829
Average Salary	\$30,977	\$26,028	\$29,274	\$24,120	\$24,866	\$27,053

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C1: EXECUTIVE (NON-ACADEMIC)
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	66	9	39	4	5	123
Average Salary	\$183,758	\$133,650	\$168,697	\$118,756	\$192,416	\$159,455

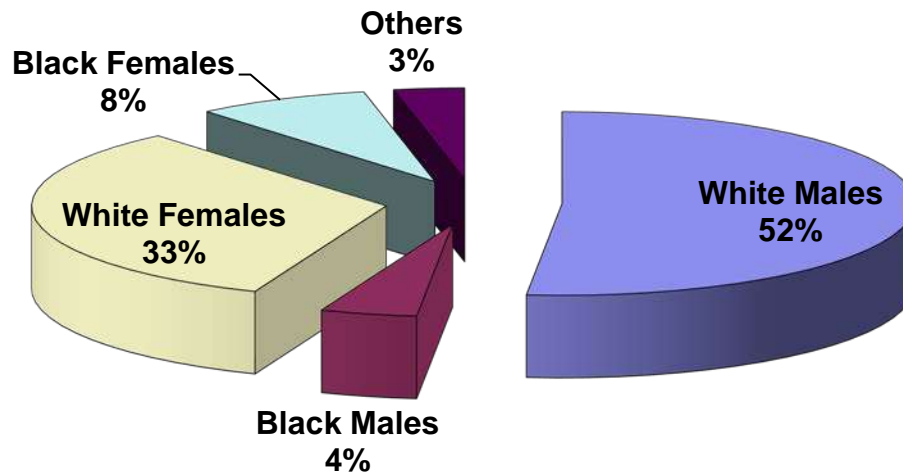
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C2: EXECUTIVE (ACADEMIC)

September 30, 2017



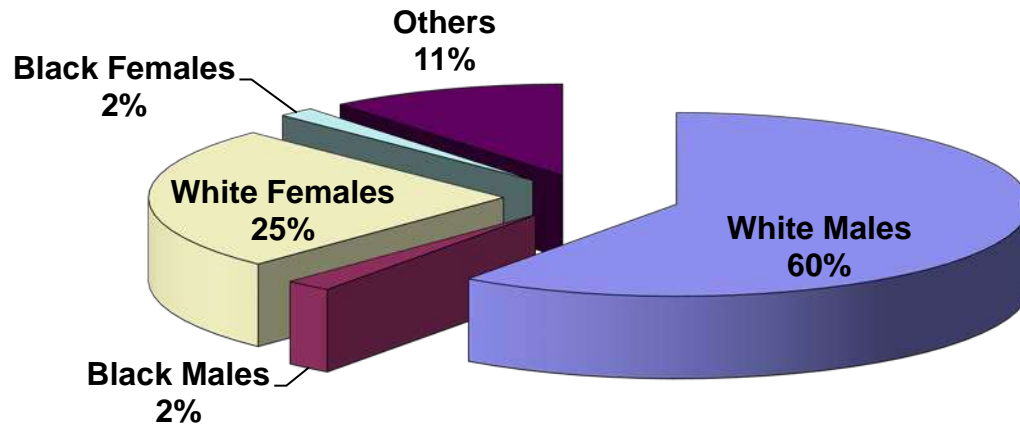
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	176	15	112	27	11	341
Average Salary	\$135,133	\$141,824	\$120,780	\$89,758	\$199,527	\$137,404

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C3: PROFESSORS
September 30, 2017



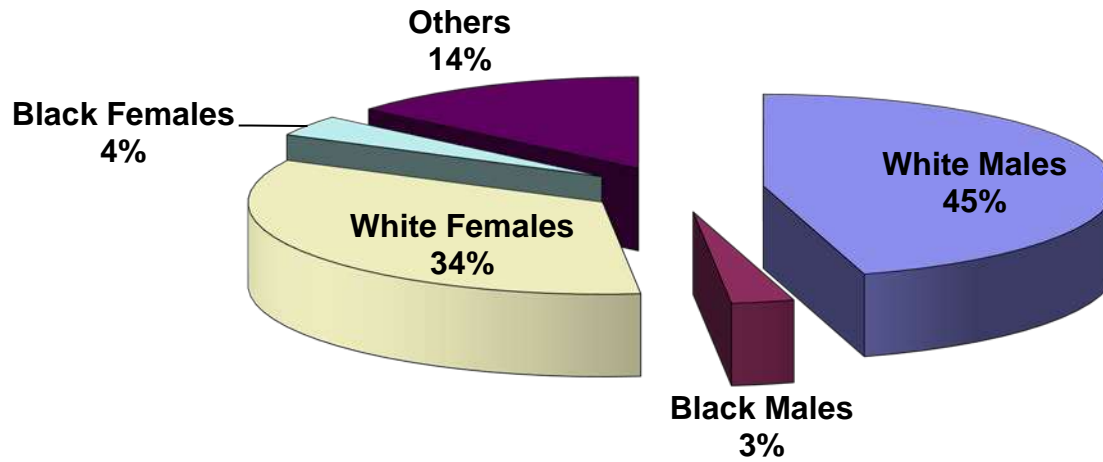
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,027	37	435	29	185	1713
Average Salary	\$123,155	\$103,591	\$108,155	\$101,930	\$118,810	\$111,128

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2017



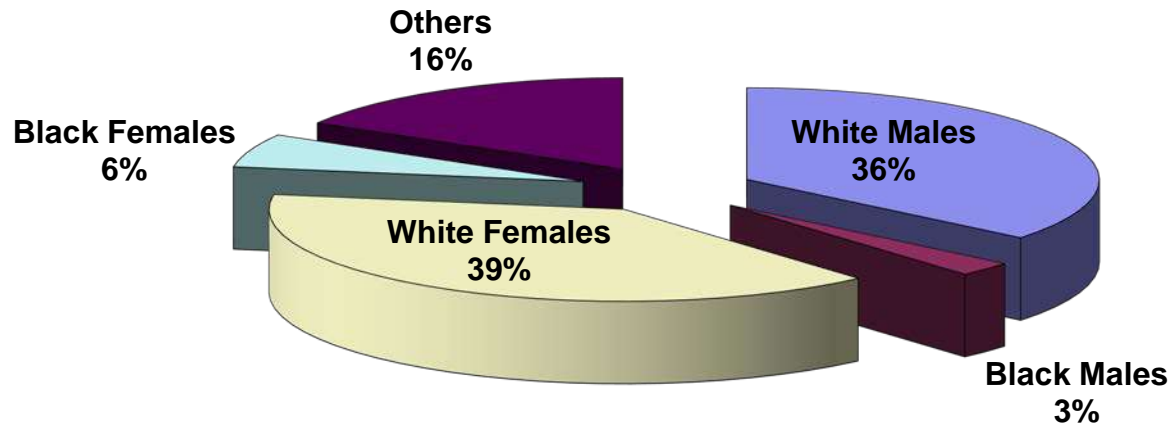
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	843	53	636	68	256	1856
Average Salary	\$84,085	\$89,178	\$80,446	\$74,485	\$89,349	\$83,509

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C5: ASSISTANT PROFESSORS
September 30, 2017



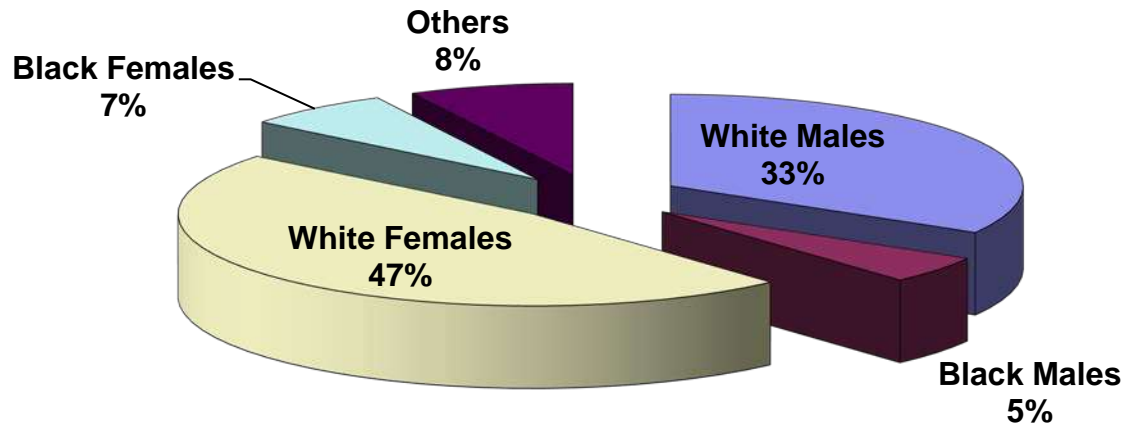
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	713	51	774	117	328	1983
Average Salary	\$78,357	\$77,760	\$73,063	\$73,014	\$79,704	\$76,380

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

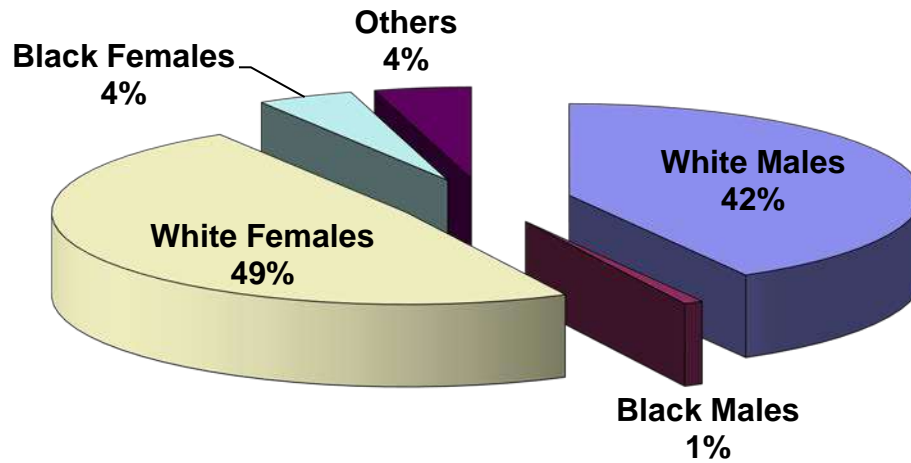
C6: INSTRUCTORS
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	429	62	608	86	96	1281
Average Salary	\$55,190	\$48,343	\$45,825	\$49,019	\$51,571	\$49,990

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C7: LECTURERS
September 30, 2017



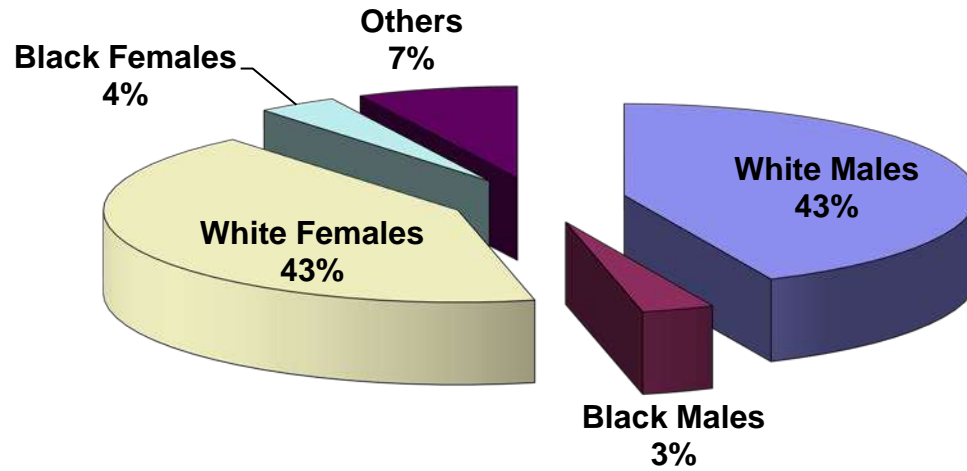
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	189	4	220	20	20	453
Average Salary	\$61,864	\$57,562	\$52,137	\$49,445	\$54,280	\$55,058

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C8: OTHER (ACADEMIC)
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	118	9	116	10	20	273
Average Salary	\$89,491	\$85,121	\$75,456	\$82,196	\$74,657	\$81,384

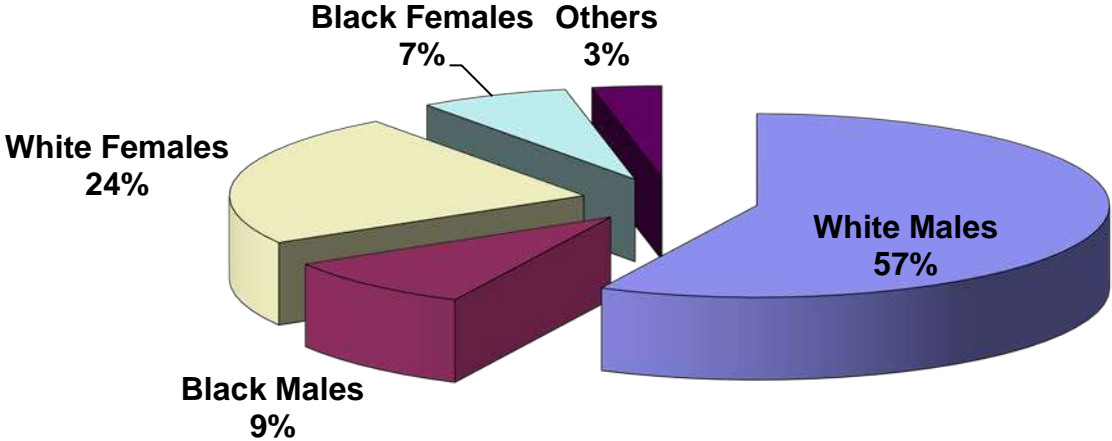
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

C9: OTHER (NON-ACADEMIC)

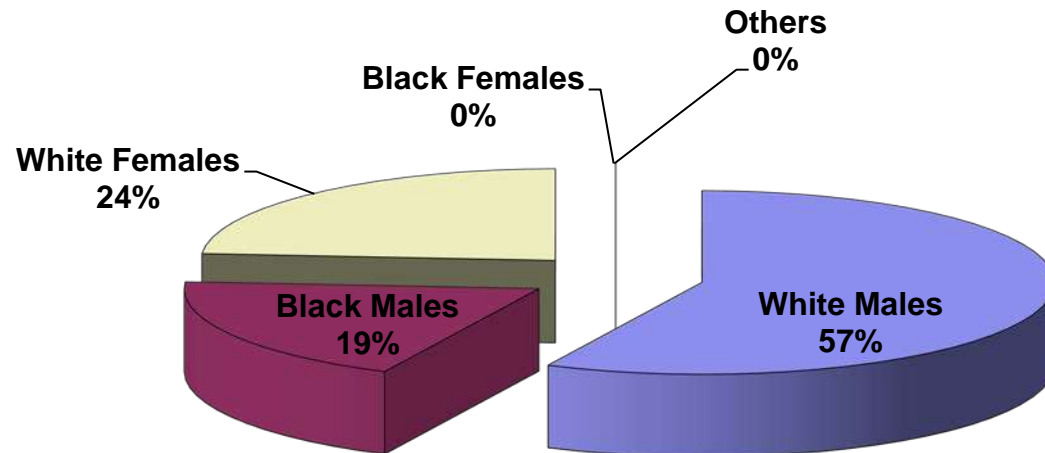
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	452	73	186	54	25	790
Average Salary	\$87,937	\$111,163	\$62,381	\$77,797	\$88,461	\$85,548

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

T1: EXECUTIVES (NON ACADEMIC)
September 30, 2017



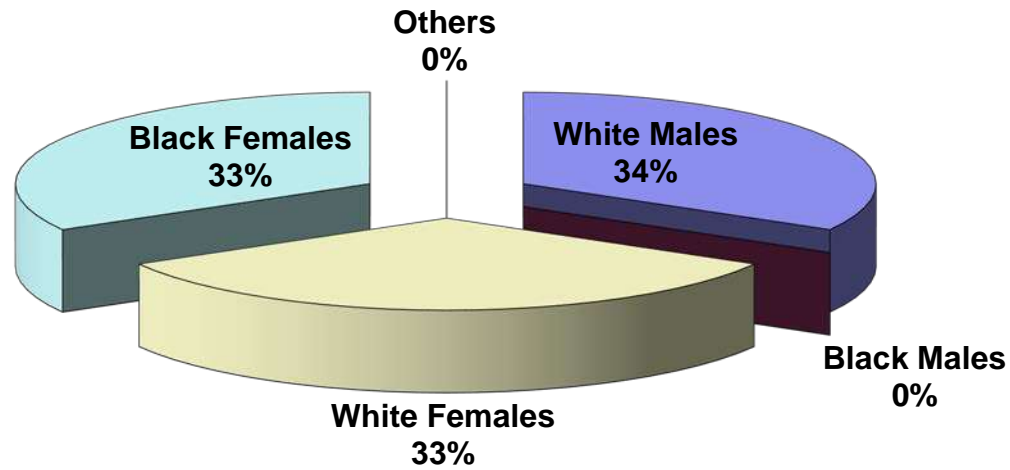
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	12	4	5	0	0	21
Average Salary	\$154,729	\$156,511	\$151,005	\$0	\$0	\$154,082

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

T2: EXECUTIVES (ACADEMIC)
September 30, 2017



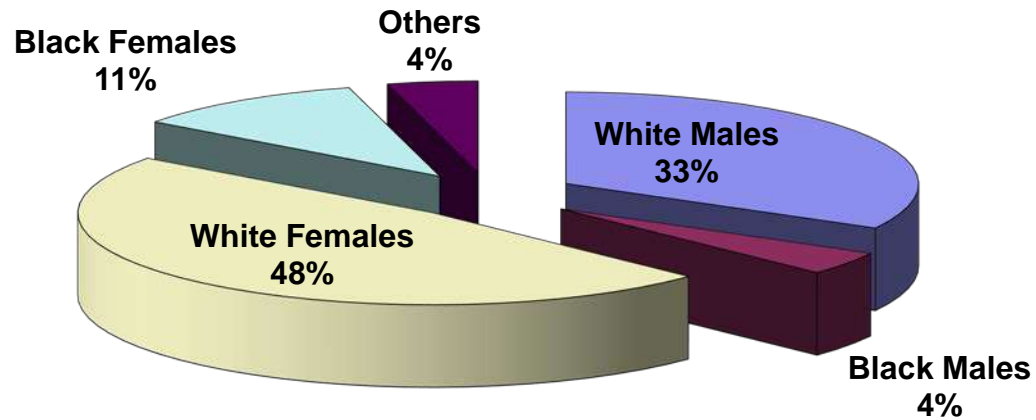
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	3	0	3	3	0	9
Average Salary	\$90,908	\$0	\$79,653	\$105,238	\$0	\$91,933

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2017



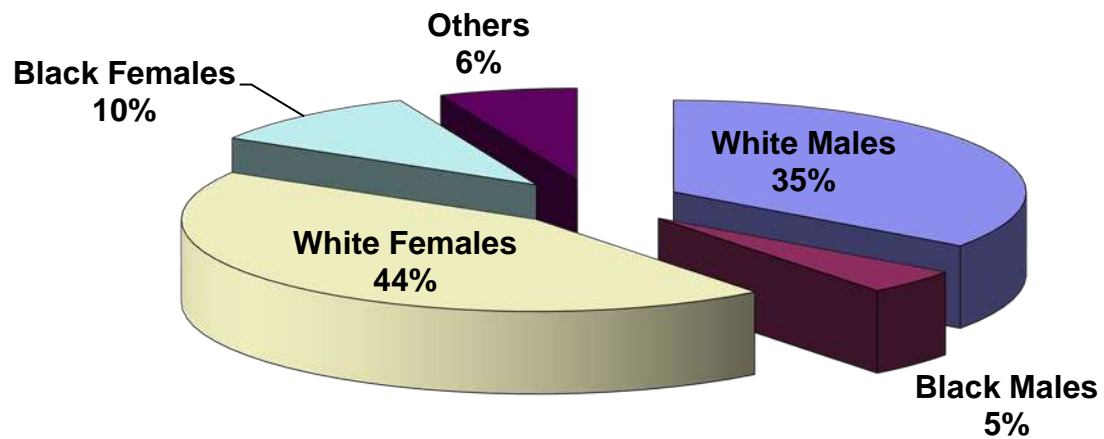
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	40	5	58	13	5	121
Average Salary	\$58,740	\$56,922	\$54,565	\$50,703	\$52,574	\$54,701

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

T4: FACULTY/TEACHING
September 30, 2017



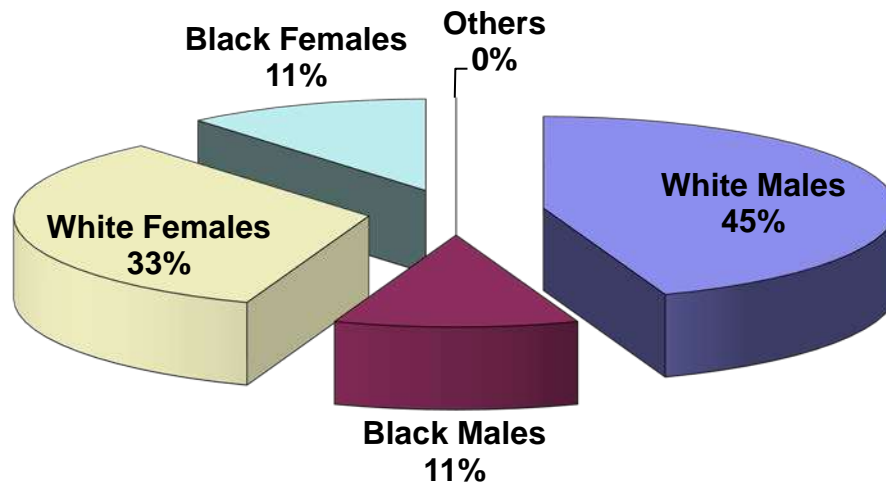
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	300	38	378	87	54	857
Average Salary	\$50,039	\$48,687	\$49,798	\$49,034	\$47,958	\$49,103

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 09/30/17 except in the "Other" category, where 06/30/17 was the latest date available

T5: FACULTY/NON-TEACHING
September 30, 2017



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	4	1	3	1	0	9
Average Salary	\$76,324	\$76,098	\$72,251	\$47,609	\$0	\$68,071

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/17 except in the "Other" category, where 06/30/17 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	72	South Carolina State University	69.1
1	Consumer Affairs, Office of	100.0	73	Citadel, The	66.2
1	Secretary of State	100.0			
2	Trident Technical College	99.2			
3	Motor Vehicles, Department of	98.3			
4	Museum Commission	97.9			
5	Workers' Compensation	97.8			
6	Labor, Licensing and Regulation, Dept.	97.2			
7	Vocational Rehabilitation, Department of	96.9			
8	Santee Cooper	96.6			
9	Education Lottery, South Carolina	96.4			
10	Orangeburg-Calhoun Technical College	96.0			

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	24	Election Commission, State	91.0
1	Consumer Affairs, Office of	100.0	25	Governor's School for Arts & Humanities	90.7
1	Secretary of State	100.0	26	Education, Department of	90.6
2	Trident Technical College	99.2	27	Comptroller General's Office	89.7
3	Motor Vehicles, Department of	98.3	27	Health and Human Services, Department	89.7
4	Museum Commission	97.9	27	Horry-Georgetown Technical College	89.7
5	Workers' Compensation	97.8	28	Alcohol and other Drug Abuse Services	89.6
6	Labor, Licensing and Regulation, Dept.	97.2	29	Administration, Department of	89.5
7	Vocational Rehabilitation, Department of	96.9	30	Midlands Technical College	89.2
8	Santee Cooper	96.6	30	Williamsburg Technical College	89.2
9	Education Lottery, South Carolina	96.4	31	Aiken Technical College	89.1
10	Orangeburg-Calhoun Technical College	96.0	31	Retirement Systems	89.1
11	Technical College of the Low Country	95.8	32	Deaf and Blind, School of	88.9
11	Technical and Comprehensive	95.8	33	Social Services, Department of	88.7
12	Archives and History, Department of	95.7	34	Public Safety, Department of	87.9
12	Attorney General's Office	95.7	35	Law Enforcement Division, State	87.8
13	Educational Television Commission	95.6	35	Library, State	87.8
13	Employment and Workforce	95.6	36	Insurance, Department of	87.6
14	Revenue, Department of	95.3	36	Probation, Pardon and Parole Department	87.6
15	Higher Education, Commission on	94.2	37	Criminal Justice, Academy	87.1
15	Regulatory Staff, Office of	94.2	38	Blind, Commission for the	86.8
16	Piedmont Technical College	94.0	39	Mental Health, Department of	86.4
17	Central Carolina Technical College	93.9	40	Corrections, Department of	86.0
17	Disabilities & Special Needs, Dept. of	93.9	41	Indigent Defense	85.6
18	York Technical College	93.8	42	Florence-Darlington Technical College	84.7
19	Fiscal Accountability Authority, State	93.2	43	Transportation, Department of	84.5
19	Spartanburg Community College	93.2	44	University of South Carolina	84.4
20	Public Service Commission	93.1	45	Winthrop University	84.3
21	Health and Environmental Control	92.4	46	College of Charleston	84.0
22	Financial Institutions, SC Board of	92.2	47	Governor's School for Science & Math	83.8
23	Greenville Technical College	91.1	47	Medical University of South Carolina	83.8

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest
Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
48	Coastal Carolina University	83.3		*Housing, Finance and Development	<i>Exempt</i>
49	Commerce, Department of	83.0			
49	Medical University Hospital	83.0			
50	Auditor's Office, State	82.6			
51	Treasurer's Office, State	82.4			
52	Accident Fund, State	82.3			
53	Public Employee Benefit Authority	81.9			
54	Juvenile Justice, Department of	81.5			
55	Wil Lou Gray Opportunity School	80.9			
56	Tri-County Technical College	80.8			
57	Francis Marion University	80.5			
58	Northeastern Technical College	80.4			
59	Parks, Recreation & Tourism, Dept. of	79.6			
60	Lander University	79.1			
61	John de la Howe School	78.8			
62	Clemson University	78.1			
63	Denmark Technical College	77.3			
64	Forestry Commission	77.1			
65	Agriculture, Department of	76.7			
66	Patriot's Point	76.2			
67	Ports Authority, State	76.0			
68	Lieutenant Governor's Office	75.3			
69	Adjutant General's Office	74.1			
70	Revenue and Fiscal Affairs	73.7			
71	Natural Resources, Department of	71.6			
72	South Carolina State University	69.1			
73	Citadel, The	66.2			

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Alphabetical Order
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
52	Accident Fund, State	82.3	42	Florence-Darlington Technical College	84.7
69	Adjutant General's Office	74.1	64	Forestry Commission	77.1
29	Administration, Department of	89.5	57	Francis Marion University	80.5
65	Agriculture, Department of	76.7	25	Governor's School for Arts & Humanities	90.7
31	Aiken Technical College	89.1	47	Governor's School for Science & Math	83.8
28	Alcohol and other Drug Abuse Services	89.6	23	Greenville Technical College	91.1
12	Archives and History, Department of	95.7	21	Health and Environmental Control	92.4
1	Arts Commission	100.0	27	Health and Human Services, Department	89.7
12	Attorney General's Office	95.7	15	Higher Education, Commission on	94.2
50	Auditor's Office, State	82.6	27	Horry-Georgetown Technical College	89.7
38	Blind, Commission for the	86.8	41	Indigent Defense	85.6
17	Central Carolina Technical College	93.9	36	Insurance, Department of	87.6
73	Citadel, The	66.2	61	John de la Howe School	78.8
62	Clemson University	78.1	54	Juvenile Justice, Department of	81.5
48	Coastal Carolina University	83.3	6	Labor, Licensing and Regulation, Dept.	97.2
46	College of Charleston	84.0	60	Lander University	79.1
49	Commerce, Department of	83.0	35	Law Enforcement Division, State	87.8
27	Comptroller General's Office	89.7	35	Library, State	87.8
1	Consumer Affairs, Office of	100.0	68	Lieutenant Governor's Office	75.3
40	Corrections, Department of	86.0	49	Medical University Hospital	83.0
37	Criminal Justice, Academy	87.1	47	Medical University of South Carolina	83.8
32	Deaf and Blind, School of	88.9	39	Mental Health, Department of	86.4
63	Denmark Technical College	77.3	30	Midlands Technical College	89.2
17	Disabilities & Special Needs, Dept. of	93.9	3	Motor Vehicles, Department of	98.3
26	Education, Department of	90.6	4	Museum Commission	97.9
9	Education Lottery, South Carolina	96.4	71	Natural Resources, Department of	71.6
13	Educational Television Commission	95.6	58	Northeastern Technical College	80.4
24	Election Commission, State	91.0	10	Orangeburg-Calhoun Technical College	96.0
13	Employment and Workforce	95.6	59	Parks, Recreation & Tourism, Dept. of	79.6
22	Financial Institutions, SC Board of	92.2	66	Patriot's Point	76.2
19	Fiscal Accountability Authority, State	93.2	16	Piedmont Technical College	94.0

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Alphabetical Order
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
67	Ports Authority, State	76.0		*Housing, Finance and Development	<i>Exempt</i>
36	Probation, Pardon and Parole Department	87.6			
53	Public Employee Benefit Authority	81.9			
34	Public Safety, Department of	87.9			
20	Public Service Commission	93.1			
15	Regulatory Staff, Office of	94.2			
31	Retirement Systems	89.1			
14	Revenue, Department of	95.3			
70	Revenue and Fiscal Affairs	73.7			
8	Santee Cooper	96.6			
1	Secretary of State	100.0			
33	Social Services, Department of	88.7			
72	South Carolina State University	69.1			
19	Spartanburg Community College	93.2			
11	Technical College of the Low Country	95.8			
11	Technical and Comprehensive	95.8			
43	Transportation, Department of	84.5			
51	Treasurer's Office, State	82.4			
56	Tri-County Technical College	80.8			
2	Trident Technical College	99.2			
44	University of South Carolina	84.4			
7	Vocational Rehabilitation, Department of	96.9			
30	Williamsburg Technical College	89.2			
55	Wil Lou Gray Opportunity School	80.9			
45	Winthrop University	84.3			
5	Workers' Compensation	97.8			
18	York Technical College	93.8			

CHART D

**Percentage Level of Goal Attainment
Ranked from Highest to Lowest
Among Four-Year Colleges and Universities**

CHART D

**Percentage Level of Goal Attainment
Ranked from Highest to Lowest
Among Technical Colleges**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	UNIVERSITY OF SOUTH CAROLINA	84.4	1	TRIDENT TECHNICAL COLLEGE	99.2
2	WINTHROP UNIVERSITY	84.3	2	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	96.0
3	COLLEGE OF CHARLESTON	84.0	3	LOW COUNTRY, TECHNICAL COLLEGE OF THE	95.8
4	MEDICAL UNIVERSITY OF SOUTH CAROLINA	83.8	3	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	95.8
5	COASTAL CAROLINA UNIVERSITY	83.3	4	PIEDMONT TECHNICAL COLLEGE	94.0
6	FRANCIS MARION UNIVERSITY	80.5	5	CENTRAL CAROLINA TECHNICAL COLLEGE	93.9
7	LANDER UNIVERSITY	79.1	6	YORK TECHNICAL COLLEGE	93.8
8	CLEMSON UNIVERSITY	78.1	7	SPARTANBURG COMMUNITY COLLEGE	93.2
9	SOUTH CAROLINA STATE UNIVERSITY	69.1	8	GREENVILLE TECHNICAL COLLEGE	91.1
10	CITADEL, THE	66.2	9	HORRY-GEORGETOWN TECHNICAL COLLEGE	89.7
			10	MIDLANDS TECHNICAL COLLEGE	89.2
			10	WILLIAMSBURG TECHNICAL COLLEGE	89.2
			11	AIKEN TECHNICAL COLLEGE	89.1
			12	FLORENCE-DARLINGTON TECHNICAL COLLEGE	84.7
			13	TRI-COUNTY TECHNICAL COLLEGE	80.8
			14	NORTHEASTERN TECHNICAL COLLEGE	80.4
			15	DENMARK TECHNICAL COLLEGE	77.3

SECTION V

Explanation of Agency Charts

Pages 52 through 157 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2016 through September 30, 2017). 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, 2017. 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 Sections 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 allows 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.

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, 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 10/01/16 – 09/30/17

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2016 and September 30, 2017. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

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

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

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

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory Jr.
EEO Officer: David R. Andrews

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2			7	5.8	23.0	5.3	5.8	NO	5.3								0.0%	YES	0.0%
	% 71.4			28.6			100.0																
E2	# 6			27	5	2	40	2.5	38.9	17.5	2.5	NO	5.0				5			5	0.0%	YES	71.4%
	% 15.0			67.5	12.5	5.0	100.0										100.0			100.0			
E3	# 2	1		1			4	7.4	18.7	6.1	NO	NO	6.1								YES	YES	0.0%
	% 50.0	25.0		25.0			100.0																
E5 and E6	#			7	8	1	16	4.0	50.3	24.5	4.0	6.5	NO				3	1		4	0.0%	87.1%	YES
	%			43.8	50.0	6.3	100.0										75.0	25.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 80.1 percent
Level of Goal Attainment for 2016: 82.4 percent
Level of Goal Attainment for 2017: 82.3 percent

Adjutant General's Office

Agency Director: MG Robert E. Livingston Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		2			15	4.9	25.8	5.8	NO	12.5	5.8								YES	51.6%	0.0%
	% 80.0	6.7		13.3			100.0																
E2	# 34	4		23	5		66	4.5	37.5	12.2	NO	2.7	4.6	9	2		5	2		18	YES	92.8%	62.3%
	% 51.5	6.1		34.8	7.6		100.0							50.0	11.1		27.8	11.1		100.0			
E3	# 5			1			6	5.7	24.9	19.4	5.7*	8.2*	19.4								0.0%*	67.1%*	0.0%*
	% 83.3			16.7			100.0																
E5 and E6	# 1			4	1		6	2.0	59.0	17.4	2.0*	NO	0.7*						1	1	0.0%*	YES	96.0%*
	% 16.7			66.7	16.7		100.0												100.0	100.0			
E7	# 9	2					11	15.5	5.2	2.9	NO	5.2*	2.9*								YES	0.0%*	0.0%*
	% 81.8	18.2					100.0																
E8	# 3			1	1		5	5.3	33.9	32.9	5.3*	13.9*	12.9*	1						1	0.0%*	59.0%*	60.8%*
	% 60.0			20.0	20.0		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 2015: 68.5 percent
 Level of Goal Attainment for 2016: 83.1 percent
 Level of Goal Attainment for 2017: 74.1 percent

Department of Administration

Agency Director: Marcia S. Adams

EEO Officer: Devon Mosesel

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 46	7	2	27	14	2	98	6.2	23.6	6.3	NO	NO	NO	4	3	1	6	3		17			
	% 46.9	7.1	2.0	27.6	14.3	2.0	100.0							23.5	17.6	5.9	35.3	17.6		100.0	YES	YES	YES
E2A	# 27	5	2	24	12	2	72	6.2	29.6	10.6	NO	NO	NO	1	2	1	1	5		10			
	% 37.5	6.9	2.8	33.3	16.7	2.8	100.0							10.0	20.0	10.0	10.0	50.0		100.0	YES	YES	YES
E2B	# 35	11	2	35	28	2	113	6.7	30.1	13.1	NO	NO	NO	6	3	1	9	4	2	25			
	% 31.0	9.7	1.8	31.0	24.8	1.8	100.0							24.0	12.0	4.0	36.0	16.0	8.0	100.0	YES	YES	YES
E2C	# 32	5	2	28	8	2	77	8.6	25.4	14.8	2.1	NO	4.4		1	1	5	3	1	11			
	% 41.6	6.5	2.6	36.4	10.4	2.6	100.0								9.1	9.1	45.5	27.3	9.1	100.0	75.6%	YES	70.3%
E2D	# 15	11		51	44	3	124	9.3	35.3	23.0	0.4	NO	NO	4	4		18	9		35			
	% 12.1	8.9		41.1	35.5	2.4	100.0							11.4	11.4		51.4	25.7		100.0	95.7%*	YES	YES
E3	# 21	15	2	9	10		57	10.0	19.9	8.2	NO	4.1	NO	3	3	2	2	1		11			
	% 36.8	26.3	3.5	15.8	17.5		100.0							27.3	27.3	18.2	18.2	9.1		100.0	YES	79.4%	YES
E5 and E6	# 3	4	1	21	17	4	50	5.7	51.2	15.8	NO	9.2	NO	3	5		6	7	2	23			
	% 6.0	8.0	2.0	42.0	34.0	8.0	100.0							13.0	21.7		26.1	30.4	8.7	100.0	YES	82.0%	YES
E7	# 43	17		2			62	16.2	5.6	3.1	NO	2.4	3.1	8						8			
	% 69.4	27.4		3.2			100.0							100.0						100.0	YES	57.1%	0.0%
E8	# 22	9		3	6		40	23.3	12.5	10.5	0.8	NO	5.0	3	2			1		6			
	% 55.0	22.5		7.5	15.0		100.0							50.0	33.3			16.7		100.0	96.6%*	60.0%	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 2015: 68.5 percent
 Level of Goal Attainment for 2016: 83.1 percent
 Level of Goal Attainment for 2017: 89.5 percent

Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen A. Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			3			10							1			1			2			
	% 70.0			30.0			100.0	4.0	25.6	4.5	4.0	NO	4.5	50.0			50.0			100.0	0.0%	YES	0.0%
E2	# 21	1		24	6	1	53							4			3	1	2	10			
	% 39.6	1.9		45.3	11.3	1.9	100.0	6.3	35.0	11.9	4.4	NO	0.6	40.0			30.0	10.0	20.0	100.0	30.2%	YES	95.0%
E3 and E5	# 19	6	1	12	3		41							3	2		7			12			
	% 46.3	14.6	2.4	29.3	7.3		100.0	7.1	20.3	17.4	NO	NO	10.1	25.0	16.7		58.3			100.0	YES	YES	42.0%
E6	#			4			4							1			1			2			
	%			100.0			100.0	0.6	64.2	20.3	0.6	NO	20.3	50.0			50.0			100.0	0.0%	YES	0.0%
E7 and E8	# 7	2					9																
	% 77.8	22.2					100.0	18.2	13.1	3.7	NO	13.1	3.7								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 2015: 77.5 percent
 Level of Goal Attainment for 2016: 75.4 percent
 Level of Goal Attainment for 2017: 76.7 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Sara Goldsby (interim)

EEO Officer: Angela Outing

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	6.0	24.0	6.5	6.0	NO	NO								0.0%	YES	YES
	% 33.3			33.3	33.3		100.0																
E2	# 6	3		4	7		20	5.0	41.7	13.1	NO	21.7	NO		1		1			2	YES	48.0%	YES
	% 30.0	15.0		20.0	35.0		100.0							50.0		50.0				100.0			
E3	# 1						1	5.1	24.7	5.4	5.1	24.7	5.4								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 2015: 87.0 percent
 Level of Goal Attainment for 2016: 88.4 percent
 Level of Goal Attainment for 2017: 89.6 percent

Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		4	4.1	33.8	11.4	4.1*	8.8*	NO								0.0%*	74.0%*	YES
	% 50.0			25.0	25.0		100.0																
E2	# 12	2		9	2		25	2.6	33.6	4.7	NO	NO	NO		2		2	1	1	6	YES	YES	YES
	% 48.0	8.0		36.0	8.0		100.0							33.3			33.3	16.7	16.7	100.0			
E3 and E5	# 1			1			2	25.2	28.3	23.1	25.2*	28.3*	NO								0.0%*	0.0%*	YES
	% 50.0			50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2015: 97.1 percent
 Level of Goal Attainment for 2016: 92.8 percent
 Level of Goal Attainment for 2017: 95.7 percent

Arts Commission

Agency Director: Ken May

EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	4.4	33.0	8.1	4.4	NO	NO				1			1	0.0%	*	YES	YES
	%			50.0	50.0		100.0										100.0			100.0				
E2	#	1		6	2		9	4.3	40.2	15.5	NO	NO	NO								YES	YES	YES	
	%	11.1		66.7	22.2		100.0																	
E3 and E5	#				1		1	0.5	65.3	20.4	0.5	65.3	NO								0.0%	*	0.0%	YES
	%				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 2015: 100.0 percent
 Level of Goal Attainment for 2016: 100.0 percent
 Level of Goal Attainment for 2017: 100.0 percent

Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			2	1		11	3.6	25.3	6.0	3.6	7.1	NO	2						2	0.0%	71.9%	YES
	% 72.7			18.2	9.1		100.0							100.0						100.0			
E2	# 65	9	3	60	21	3	161	5.4	26.1	5.1	NO	NO	NO	7	4	1	11	1	1	25	YES	YES	YES
	% 40.4	5.6	1.9	37.3	13.0	1.9	100.0							28.0	16.0	4.0	44.0	4.0	4.0	100.0			
E3 and E5	# 3	4		32	22	1	62	4.1	55.2	16.8	NO	3.6	NO				7	7		14	YES	93.5%	YES
	% 4.8	6.5		51.6	35.5	1.6	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 2015: 90.4 percent
 Level of Goal Attainment for 2016: 88.5 percent
 Level of Goal Attainment for 2017: 95.7 percent

Auditor, State

Agency Director: George L. Kennedy, III

EEO Officer: Norma J. Dawkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			6		1	17	2.6	42.2	7.2	2.6	6.9	7.2	2			2			4	0.0%	83.6%	0.0%
	% 58.8			35.3		5.9	100.0							50.0			50.0			100.0			
E2	# 10	3		14	8		35	2.5	42.3	7.2	NO	2.3	NO	4	2		5			11	YES	94.6%	YES
	% 28.6	8.6		40.0	22.9		100.0							36.4	18.2		45.5			100.0			
E5	#			2	1		3	0.5	65.1	20.7	0.5	NO	NO					1		1	0.0%	YES	YES
	%			66.7	33.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2015: 77.0 percent
 Level of Goal Attainment for 2016: 76.8 percent
 Level of Goal Attainment for 2017: 82.6 percent

Commission for the Blind

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	2		8	4.3	26.7	5.2	NO	1.7	NO								YES	93.6%	YES
	% 37.5	12.5		25.0	25.0		100.0																
E2	# 4	5	1	12	38	1	61	8.9	36.9	20.5	0.7	17.2	NO		1	1	3	7	2	14	92.1%	53.4%	YES
	% 6.6	8.2	1.6	19.7	62.3	1.6	100.0								7.1	7.1	21.4	50.0	14.3	100.0			
E3, E5, and E6	# 2			4	9	3	18	3.0	52.4	14.0	3.0	30.2	NO	1						1	0.0%	42.4%	YES
	% 11.1			22.2	50.0	16.7	100.0							100.0						100.0			
E7 and E8	# 3	1					4	12.0	3.4	1.1	NO	3.4	1.1								YES	0.0%	0.0%
	% 75.0	25.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 85.6 percent
 Level of Goal Attainment for 2016: 86.8 percent
 Level of Goal Attainment for 2017: 86.8 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	2		17	2	1	54						2			4	1		7				
	%	59.3	3.7		31.5	3.7	1.9	100.0	3.6	35.2	9.6	NO	3.7	5.9	28.6			57.1	14.3		100.0	YES	89.5%	38.5%
C3	#	43		2	9	1	2	57	0.2	30.5	3.8	0.2	14.7	4		1	1			6		*		
	%	75.4		3.5	15.8	1.8	3.5	100.0	0.2	30.5	3.8	0.2	14.7	66.7		16.7	16.7			100.0	0.0%	51.8%	47.4%	
C4	#	33		5	20	3	5	66	4.5	32.9	2.6	4.5	2.6	2					1	3				
	%	50.0		7.6	30.3	4.5	7.6	100.0	4.5	32.9	2.6	4.5	2.6	66.7					33.3	100.0	0.0%	92.1%	YES	
C5 and C6	#	53	3	5	28		5	94	3.2	34.7	8.6	0.0	4.9	12	1	2	7		2	24				
	%	56.4	3.2	5.3	29.8		5.3	100.0	3.2	34.7	8.6	0.0	4.9	50.0	4.2	8.3	29.2		8.3	100.0	YES	85.9%	0.0%	
C8 and C9	#	40	4	1	13			58	5.1	34.1	4.7	NO	11.7	9			5			14				
	%	69.0	6.9	1.7	22.4			100.0	5.1	34.1	4.7	NO	11.7	64.3			35.7			100.0	YES	65.7%	0.0%	
E2	#	36	2	4	68	20	4	134	5.4	40.7	15.1	3.9	NO	13		3	24	3	3	46				*
	%	26.9	1.5	3.0	50.7	14.9	3.0	100.0	5.4	40.7	15.1	3.9	NO	28.3		6.5	52.2	6.5	6.5	100.0	27.8%	YES	98.7%	*
E3 and E5	#	22	6		21	10		59	6.2	41.1	16.1	NO	5.5	2			4	4		10				
	%	37.3	10.2		35.6	16.9		100.0	6.2	41.1	16.1	NO	5.5	20.0			40.0	40.0		100.0	YES	86.6%	YES	
E4	#	10	4			2		16	10.7	12.5	6.3	NO	12.5				4	2		6				
	%	62.5	25.0			12.5		100.0	10.7	12.5	6.3	NO	12.5				66.7	33.3		100.0	YES	0.0%	YES	
E6	#	1			25	11		37	3.9	60.1	17.8	3.9	NO				4	2		6				
	%	2.7			67.6	29.7		100.0	3.9	60.1	17.8	3.9	NO				66.7	33.3		100.0	0.0%	YES	YES	

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

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

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

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

Level of Goal Attainment for 2015: 67.1 percent
 Level of Goal Attainment for 2016: 67.5 percent
 Level of Goal Attainment for 2017: 66.2 percent

The Citadel (Page 2 of 2)

President: Lt. General John W. Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 38	14	6				58	16.2	7.6	6.3	NO	7.6	6.3	7	2	1	1			11			
	% 65.5	24.1	10.3				100.0							63.6	18.2	9.1	9.1			100.0	YES	0.0%	0.0%
E8	# 6	12		2	13	2	35	12.8	16.0	15.6	NO	10.3	NO	1	2			1		4			
	% 17.1	34.3		5.7	37.1	5.7	100.0							25.0	50.0			25.0		100.0	YES	35.6%	YES
	#																						
	%																						
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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 2015: 67.1 percent
 Level of Goal Attainment for 2016: 67.5 percent
 Level of Goal Attainment for 2017: 66.2 percent

Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 8	1		1			10	3.5	30.4	3.7	NO	20.4	3.7	1						1	YES	32.9%	0.0%
	% 80.0	10.0		10.0			100.0							100.0						100.0			
C2	# 8		1	3			12	3.1	29.4	4.2	3.1	4.4	4.2	1			1			2	0.0%	85.0%	0.0%
	% 66.7		8.3	25.0			100.0							50.0			50.0			100.0			
C3	# 219	8	39	69	3	7	345	1.7	28.3	1.6	NO	8.3	0.7	15		4	11		1	31	YES	70.7%	56.3%
	% 63.5	2.3	11.3	20.0	0.9	2.0	100.0							48.4		12.9	35.5		3.2	100.0			
C4	# 148	7	27	81	3	14	280	2.0	25.4	1.8	NO	NO	0.7	12		4	9		2	27	YES	YES	61.1%
	% 52.9	2.5	9.6	28.9	1.1	5.0	100.0							44.4		14.8	33.3		7.4	100.0			
C5	# 107	7	50	84	9	27	284	1.8	34.1	2.9	NO	4.5	NO	21	4	8	18	3	4	58	YES	86.8%	YES
	% 37.7	2.5	17.6	29.6	3.2	9.5	100.0							36.2	6.9	13.8	31.0	5.2	6.9	100.0			
C7	# 101	2	4	120	11	11	249	2.7	29.4	2.9	1.9	NO	NO	10		1	18	2	3	34	29.6%	YES	YES
	% 40.6	0.8	1.6	48.2	4.4	4.4	100.0							29.4		2.9	52.9	5.9	8.8	100.0			
C8	# 48	1	8	31	1	7	96	2.9	34.4	4.4	1.9	2.1	3.4	3		1	5		1	10	34.5%	93.9%	22.7%
	% 50.0	1.0	8.3	32.3	1.0	7.3	100.0							30.0		10.0	50.0		10.0	100.0			
C9	# 145	21	4	75	14	4	263	2.8	35.1	8.5	NO	6.6	3.2	12	4		7	1		24	YES	81.2%	62.4%
	% 55.1	8.0	1.5	28.5	5.3	1.5	100.0							50.0	16.7		29.2	4.2		100.0			
E1	# 135	18	7	169	22	3	354	3.6	37.4	6.6	NO	NO	0.4	17	1	3	27	1		49	YES	YES	93.9%
	% 38.1	5.1	2.0	47.7	6.2	0.8	100.0							34.7	2.0	6.1	55.1	2.0		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 2015: 72.3 percent
 Level of Goal Attainment for 2016: 71.0 percent
 Level of Goal Attainment for 2017: 78.1 percent

Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 105	10	3	395	55	16	584							26		2	61	7	5	101			
	% 18.0	1.7	0.5	67.6	9.4	2.7	100.0	2.7	52.7	9.5	1.0	NO	0.1	25.7		2.0	60.4	6.9	5.0	100.0	63.0%	YES	98.9%
E22	# 83	10	2	43	5	4	147							11	1	1	3			16			
	% 56.5	6.8	1.4	29.3	3.4	2.7	100.0	3.2	29.2	4.9	NO	NO	1.5	68.8	6.3	6.3	18.8			100.0	YES	YES	69.4%
E23	# 34	11	2	107	18	5	177							5	6		24	5	3	43			
	% 19.2	6.2	1.1	60.5	10.2	2.8	100.0	3.3	50.9	9.3	NO	NO	NO	11.6	14.0		55.8	11.6	7.0	100.0	YES	YES	YES
E24	# 45	1		21			67							6			3			9			
	% 67.2	1.5		31.3			100.0	2.2	57.1	12.7	0.7	25.8	12.7	66.7			33.3			100.0	68.2%	54.8%	0.0%
E25	# 72	2	6	72	10	2	164							10		3	5	2	1	21			
	% 43.9	1.2	3.7	43.9	6.1	1.2	100.0	3.4	35.9	5.4	2.2	NO	NO	47.6		14.3	23.8	9.5	4.8	100.0	35.3%	YES	YES
E31	# 6	1	1	13	1	1	23							2		1	1			4			
	% 26.1	4.3	4.3	56.5	4.3	4.3	100.0	5.0	49.0	12.0	0.7	NO	7.7	50.0		25.0	25.0			100.0	86.0%	YES	35.8%
E32	# 81	4	3	38	4	2	132							6		1	6		2	15			
	% 61.4	3.0	2.3	28.8	3.0	1.5	100.0	4.8	23.7	6.9	1.8	NO	3.9	40.0		6.7	40.0		13.3	100.0	62.5%	YES	43.5%
E4	# 62	4	2	9	1		78							13			2			15			
	% 79.5	5.1	2.6	11.5	1.3		100.0	6.8	13.3	5.7	1.7	1.8	4.4	86.7			13.3			100.0	75.0%	86.5%	22.8%
E51	# 2	2	1	116	13	4	138									1	19	1	1	22			
	% 1.4	1.4	0.7	84.1	9.4	2.9	100.0	1.3	66.8	11.5	NO	NO	2.1			4.5	86.4	4.5	4.5	100.0	YES	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
 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 2015: 72.3 percent
 Level of Goal Attainment for 2016: 71.0 percent
 Level of Goal Attainment for 2017: 78.1 percent

Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 3	2		18	5	1	29	1.9	56.9	11.7	NO	NO	NO	1			2		1	4			
	% 10.3	6.9		62.1	17.2	3.4	100.0							25.0			50.0		25.0	100.0	YES	YES	YES
E6	# 3	1		21	8	1	34	3.4	64.8	10.0	0.5	3.0	NO	1						1			
	% 8.8	2.9		61.8	23.5	2.9	100.0							100.0						100.0	85.3%	95.4%	YES
E7	# 155	8	3	2			168	9.0	12.3	9.7	4.2	11.1	9.7	27	1					28			
	% 92.3	4.8	1.8	1.2			100.0							96.4	3.6					100.0	53.3%	9.8%	0.0%
E8	# 48	15	3	28	39	2	135	11.7	24.0	12.8	0.6	3.3	NO	6	1	2	5	3		17			
	% 35.6	11.1	2.2	20.7	28.9	1.5	100.0							35.3	5.9	11.8	29.4	17.6		100.0	94.9%	86.3%	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 2015: 72.3 percent
 Level of Goal Attainment for 2016: 71.0 percent
 Level of Goal Attainment for 2017: 78.1 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sherefesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		5		14							1	1		2			4			
	%	57.1	7.1		35.7		100.0	3.2	36.5	6.2	NO	0.8	6.2	25.0	25.0		50.0			100.0	YES	97.8%	0.0%
C2	#	3			3		6										1			1			
	%	50.0			50.0		100.0	3.7	41.9	8.5	3.7	NO	8.5				100.0			100.0	0.0%	YES	0.0%
C3	#	65	2	4	28	2	1	102						6		2	5			13			
	%	63.7	2.0	3.9	27.5	2.0	1.0	100.0	2.5	32.6	3.2	0.5	5.1	1.2	46.2		15.4	38.5		100.0	80.0%	84.4%	62.5%
C4	#	61	2	3	44	3	3	116						8			3			11			
	%	52.6	1.7	2.6	37.9	2.6	2.6	100.0	2.5	32.4	3.1	0.8	NO	0.5	72.7			27.3		100.0	68.0%	YES	83.9%
C5	#	52	4	11	47	7	1	122						16	1	2	9	2		30			
	%	42.6	3.3	9.0	38.5	5.7	0.8	100.0	2.5	32.6	3.2	NO	NO	NO	53.3	3.3	6.7	30.0	6.7	100.0	YES	YES	YES
C6	#	4		2	3		1	10															
	%	40.0		20.0	30.0		10.0	100.0	3.0	32.3	4.6	3.0	2.3	4.6							0.0%	92.9%	0.0%
C7 and C8	#	58		1	57	4	1	121						5			7			12			
	%	47.9		0.8	47.1	3.3	0.8	100.0	3.1	34.7	5.0	3.1	NO	1.7	41.7			58.3		100.0	0.0%	YES	66.0%
C9	#	45	4		15	6		70						8	2		4	3		17			
	%	64.3	5.7		21.4	8.6		100.0	6.0	27.1	2.4	0.3	5.7	NO	47.1	11.8		23.5	17.6	100.0	95.0%	79.0%	YES
E2	#	109	6	2	183	18	1	319						16	1		33	3	1	54			
	%	34.2	1.9	0.6	57.4	5.6	0.3	100.0	4.5	39.3	11.0	2.6	NO	5.4	29.6	1.9		61.1	5.6	1.9	100.0	42.2%	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 2015: 81.7 percent
 Level of Goal Attainment for 2016: 81.0 percent
 Level of Goal Attainment for 2017: 83.3 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo
EEO Officer: Kimberly Sherfesse

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 37	3	3	25	3	2	73	3.4	33.9	10.3	NO	NO	6.2	7			3	1	1	12			
	% 50.7	4.1	4.1	34.2	4.1	2.7	100.0							58.3			25.0	8.3	8.3	100.0	YES	YES	39.8%
E4	# 25	3		2	1		31	6.1	9.4	1.6	NO	2.9	NO	2						2			
	% 80.6	9.7		6.5	3.2		100.0							100.0						100.0	YES	69.1%	YES
E5	# 3			30	4	2	39	1.0	69.2	10.4	1.0	NO	0.1	2			8		1	11			
	% 7.7			76.9	10.3	5.1	100.0							18.2			72.7		9.1	100.0	0.0%	YES	99.0%
E6	# 1			36	4		41	1.7	72.5	8.8	1.7	NO	NO				13	1		14			
	% 2.4			87.8	9.8		100.0										92.9	7.1		100.0	0.0%	YES	YES
E7	# 48	4	2				54	10.2	3.2	0.2	2.8	3.2	0.2	6						6			
	% 88.9	7.4	3.7				100.0							100.0						100.0	72.5%	0.0%	0.0%
E8	# 49	17	1	11	15	3	96	14.7	11.6	7.3	NO	NO	NO	5				1		6			
	% 51.0	17.7	1.0	11.5	15.6	3.1	100.0							83.3				16.7		100.0	YES	99.1%	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 2015: 81.7 percent
Level of Goal Attainment for 2016: 81.0 percent
Level of Goal Attainment for 2017: 83.3 percent

College of Charleston (Page 1 of 2)

President: Glenn F. McConnell

EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	29	5		60	7	5	106						5	1		7	1		14			
	%	27.4	4.7		56.6	6.6	4.7	100.0	4.1	33.8	8.9	NO	NO	2.3	35.7	7.1		50.0	7.1		100.0	YES	YES
C2	#	4	2	1	6			13	2.5	26.6	1.4	NO	NO	1.4									
	%	30.8	15.4	7.7	46.2			100.0														YES	YES
C3	#	84	3	10	53	2	4	156	2.1	30.6	2.2	0.2	NO	0.9	4		1	4	1	1	11		
	%	53.8	1.9	6.4	34.0	1.3	2.6	100.0							36.4		9.1	36.4	9.1	9.1	100.0	90.5%	YES
C4	#	85	4	14	62	5	7	177	4.4	36.9	3.3	2.1	1.9	0.5	6	2		6		1	15		
	%	48.0	2.3	7.9	35.0	2.8	4.0	100.0							40.0	13.3		40.0		6.7	100.0	52.3%	94.9%
C5	#	52	4	12	50	3	7	128	2.4	33.5	3.0	NO	NO	0.7	7	1	3	9			20		
	%	40.6	3.1	9.4	39.1	2.3	5.5	100.0							35.0	5.0	15.0	45.0			100.0	YES	YES
C6	#	16		3	25	1	2	47	2.8	32.3	4.0	2.8	NO	1.9	2		1	2			5		
	%	34.0		6.4	53.2	2.1	4.3	100.0							40.0		20.0	40.0			100.0	0.0%	YES
C7	#	4			3	2	2	11	2.3	35.3	3.2	2.3	8.0	NO				1	1	1	3		
	%	36.4			27.3	18.2	18.2	100.0										33.3	33.3	33.3	100.0	0.0%	77.3%
C8 and C9	#	40	8	2	31	6	6	93	4.2	30.0	2.6	NO	NO	NO	10	2		6	1	5	24		
	%	43.0	8.6	2.2	33.3	6.5	6.5	100.0							41.7	8.3		25.0	4.2	20.8	100.0	YES	YES
E2	#	107	15	7	171	48	14	362	4.4	39.4	10.1	NO	NO	NO	22	4	1	37	10	4	78		
	%	29.6	4.1	1.9	47.2	13.3	3.9	100.0							28.2	5.1	1.3	47.4	12.8	5.1	100.0	93.2%	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 2015: 80.5 percent
 Level of Goal Attainment for 2016: 85.4 percent
 Level of Goal Attainment for 2017: 84.0 percent

College of Charleston (Page 2 of 2)

President: Glenn F. McConnell

EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 31	3	2	11	5	1	53	6.8	29.1	8.7	1.1	8.3	NO	5	1		3	1		10	83.8%	71.5%	YES
	% 58.5	5.7	3.8	20.8	9.4	1.9	100.0							50.0	10.0		30.0	10.0		100.0			
E4	# 17	6	3	1	6	2	35	13.6	5.8	5.6	NO	2.9	NO	8	2	1	1			12	YES	50.0%	YES
	% 48.6	17.1	8.6	2.9	17.1	5.7	100.0							66.7	16.7	8.3	8.3			100.0			
E5	# 6	2		33	22	5	68	1.7	60.3	18.4	NO	11.8	NO		1		4	3	2	10	YES	80.4%	YES
	% 8.8	2.9		48.5	32.4	7.4	100.0								10.0		40.0	30.0	20.0	100.0			
E6	# 1	5		10	5	2	23	6.4	43.9	14.4	NO	0.4	NO		2		2			4	YES	99.1%	YES
	% 4.3	21.7		43.5	21.7	8.7	100.0								50.0		50.0			100.0			
E7	# 18	38	4		3		63	17.9	5.8	8.9	NO	5.8	4.1	4	4					8	YES	0.0%	53.9%
	% 28.6	60.3	6.3		4.8		100.0							50.0	50.0					100.0			
E8	# 6	15		1	30		52	14.9	11.0	3.2	NO	9.1	NO		1			5		6	YES	17.3%	YES
	% 11.5	28.8		1.9	57.7		100.0								16.7			83.3		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 2015: 80.5 percent
 Level of Goal Attainment for 2016: 85.4 percent
 Level of Goal Attainment for 2017: 84.0 percent

Commerce, Department of

Agency Director: Robert Hitt

EEO Officer: Lori Adler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		15	4		30	3.9	34.8	8.8	0.6	NO	NO	2			3			5	84.6%	YES	YES
	% 33.3	3.3		50.0	13.3		100.0							40.0			60.0			100.0			
E2	# 16	1	1	32	12	1	63	3.5	33.3	6.3	1.9	NO	NO	3			6	5		14	45.7%	YES	YES
	% 25.4	1.6	1.6	50.8	19.0	1.6	100.0							21.4			42.9	35.7		100.0			
E3	# 2	1					3	5.4	11.0	4.4	NO	11.0	4.4								YES	0.0%	0.0%
	% 66.7	33.3					100.0																
E5 and E6	# 1			4			5	3.0	53.7	23.0	NO	NO	23.0				3			3	YES	YES	0.0%
	% 20.0			80.0			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 2015: 95.6 percent
 Level of Goal Attainment for 2016: 93.6 percent
 Level of Goal Attainment for 2017: 83.0 percent

Comptroller General

Agency Director: William E. Gunn

EEO Officer: Allison W. Houpt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			5	1		13	4.2	34.4	11.5	4.2	NO	3.8	# 1			3			4	0.0%	YES	67.0%
	% 53.8			38.5	7.7		100.0							% 25.0			75.0			100.0			
E2	# 1	1		4	1		7	2.5	48.4	11.7	NO	NO	NO								YES	YES	YES
	% 14.3	14.3		57.1	14.3		100.0																
E5	# 2			2	3		7	2.7	47.0	11.3	2.7	18.4	NO								0.0%	60.9%	YES
	% 28.6			28.6	42.9		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 2015: 86.1 percent
 Level of Goal Attainment for 2016: 92.2 percent
 Level of Goal Attainment for 2017: 89.7 percent

Consumer Affairs

Agency Director: Carolyn Grube Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#			5	1		6				4.1	29.6	7.3				1			1		*		
	%			83.3	16.7		100.0	4.1	29.6	7.3	4.1	NO	NO				100.0			100.0	0.0%	YES	YES	
E2	#	5	2	9	10	1	27	3.7	32.2	7.4	NO	NO	NO	3			2		1	6	YES	YES	YES	
	%	18.5	7.4	33.3	37.0	3.7	100.0	3.7	32.2	7.4	NO	NO	NO	50.0			33.3		16.7	100.0	YES	YES	YES	
E3, E5 and E6	#				3		3	5.9	30.3	14.8	5.9	*	*					1		1	0.0%	*	*	
	%				100.0		100.0	5.9	30.3	14.8	5.9	30.3	NO					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 2015: 85.2 percent
 Level of Goal Attainment for 2016: 85.7 percent
 Level of Goal Attainment for 2017: 100.0 percent

Department of Corrections (Page 1 of 2)

Agency Director: Bryan P. Stirling

EEO Officer: Jessica Lovelace

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 42	24	1	3	19	1	90	3.9	27.1	7.9	NO	23.8	NO	8	9		4	4		25			
	% 46.7	26.7	1.1	3.3	21.1	1.1	100.0							32.0	36.0		16.0	16.0		100.0	YES	12.2%	YES
E1B	# 65	27	1	23	29	1	146	6.5	28.7	8.4	NO	12.9	NO	17	4		4	7		32	YES	55.1%	YES
	% 44.5	18.5	0.7	15.8	19.9	0.7	100.0							53.1	12.5		12.5	21.9		100.0			
E2A	# 60	16	3	40	35	2	156	11.0	24.8	20.2	0.7	NO	NO	26	10	1	16	29		82	93.6%	YES	YES
	% 38.5	10.3	1.9	25.6	22.4	1.3	100.0							31.7	12.2	1.2	19.5	35.4		100.0			
E2B	# 103	86	4	166	201	13	573	9.2	34.9	18.3	NO	5.9	NO	30	20	2	43	55	5	155	YES	83.1%	YES
	% 18.0	15.0	0.7	29.0	35.1	2.3	100.0							19.4	12.9	1.3	27.7	35.5	3.2	100.0			
E2C	# 34	30	4	37	121	2	228	11.5	30.9	27.6	NO	14.7	NO	11	11		19	39	1	81	YES	52.4%	YES
	% 14.9	13.2	1.8	16.2	53.1	0.9	100.0							13.6	13.6		23.5	48.1	1.2	100.0			
E3A	# 15	5	1	37	38	3	99	7.5	35.0	26.3	2.4	NO	NO	10	2		9	8	1	30	68.0%	YES	YES
	% 15.2	5.1	1.0	37.4	38.4	3.0	100.0							33.3	6.7		30.0	26.7	3.3	100.0			
E3B	# 1	2		19	31	2	55	3.5	32.9	36.6	NO	NO	NO				4	5		9	YES	YES	YES
	% 1.8	3.6		34.5	56.4	3.6	100.0										44.4	55.6		100.0			
E4A	# 119	176	8	30	169	4	506	16.3	14.9	17.4	NO	9.0	NO	47	45	3	4	31	1	131	YES	39.6%	YES
	% 23.5	34.8	1.6	5.9	33.4	0.8	100.0							35.9	34.4	2.3	3.1	23.7	0.8	100.0			
E4B	# 210	273	18	67	336	5	909	27.7	3.1	40.5	NO	NO	3.5	75	73	2	13	88	5	256	YES	YES	91.4%
	% 23.1	30.0	2.0	7.4	37.0	0.6	100.0							29.3	28.5	0.8	5.1	34.4	2.0	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 2015: 87.2 percent
 Level of Goal Attainment for 2016: 85.7 percent
 Level of Goal Attainment for 2017: 86.0 percent

Department of Corrections (Page 2 of 2)

Agency Director: Bryan P. Stirling
EEO Officer: Jessica Lovelace

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 333	373	44	104	677	22	1553	27.7	3.1	40.5	3.7	NO	NO	204	263	28	74	457	19	1045	86.6%	YES	YES	
	% 21.4	24.0	2.8	6.7	43.6	1.4	100.0							19.5	25.2	2.7	7.1	43.7	1.8	100.0				
E5A	# 13	16	1	70	62	6	168	6.8	39.7	22.5	NO	NO	NO	7	5	1	16	13	3	45	YES	YES	YES	
	% 7.7	9.5	0.6	41.7	36.9	3.6	100.0							15.6	11.1	2.2	35.6	28.9	6.7	100.0				
E6A	# 7	2	1	46	53	3	112	27.2	5.2	38.4	25.4	NO	NO	4	4	1	24	28	2	63	6.6%	YES	YES	
	% 6.3	1.8	0.9	41.1	47.3	2.7	100.0							6.3	6.3	1.6	38.1	44.4	3.2	100.0				
E7A	# 81	29	4		5		119	25.8	4.6	1.9	1.4	4.6	NO	23	6	2	1	4		36	94.6%	0.0%	YES	
	% 68.1	24.4	3.4		4.2		100.0							63.9	16.7	5.6	2.8	11.1		100.0				
E8A	# 72	14	4	12	29	1	132	15.2	16.3	22.0	4.6	7.2	0.0	24	4	3	7	14	1	53	69.7%	55.8%	YES	
	% 54.5	10.6	3.0	9.1	22.0	0.8	100.0							45.3	7.5	5.7	13.2	26.4	1.9	100.0				
E8B	# 27	22	4	27	60	3	143	25.4	18.1	28.8	10.0	NO	NO	15	10		16	32	1	74	60.6%	YES	YES	
	% 18.9	15.4	2.8	18.9	42.0	2.1	100.0							20.3	13.5		21.6	43.2	1.4	100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2015: 87.2 percent
Level of Goal Attainment for 2016: 85.7 percent
Level of Goal Attainment for 2017: 86.0 percent

Criminal Justice Academy

Agency Director: Lewis J. Swindler Jr.

EEO Officer: Florence McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	2		7	3.9	29.2	7.5	3.9	0.6	NO								0.0%	97.9%	YES
	% 42.9			28.6	28.6		100.0																
E2	# 6	5		13	2		26	5.5	36.1	10.8	NO	NO	3.1	3	1		1			5	YES	YES	71.3%
	% 23.1	19.2		50.0	7.7		100.0							60.0	20.0		20.0			100.0			
E2A	# 6	1		1	1		9	4.2	31.9	8.4	NO	20.8	NO	1			1			2	YES	34.8%	YES
	% 66.7	11.1		11.1	11.1		100.0							50.0			50.0			100.0			
E2B	# 27	1		7	2		37	3.8	32.0	6.7	1.1	13.1	1.3	6			2			8	71.1%	59.1%	80.6%
	% 73.0	2.7		18.9	5.4		100.0							75.0			25.0			100.0			
E3	# 1			1			2	7.6	13.8	7.5	7.6	13.8	NO								0.0%	0.0%	YES
	% 50.0			50.0			100.0																
E5	#	1		11	3	1	16	3.5	56.7	16.4	NO	NO	NO				1	1	2		YES	YES	YES
	%	6.3		68.8	18.8	6.3	100.0										50.0	50.0	100.0				
E7 and E8	# 14	3		2	1		20	13.8	6.8	9.4	NO	NO	4.4		1					1	YES	YES	53.2%
	% 70.0	15.0		10.0	5.0		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 2015: 74.6 percent
 Level of Goal Attainment for 2016: 83.3 percent
 Level of Goal Attainment for 2017: 87.1 percent

Deaf and Blind, School for the

Agency Director: Dr. Page McCraw

EEO Officer: Monique Callaham

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		12	3		23							2						2			
	% 30.4	4.3		52.2	13.0		100.0	4.9	36.2	8.3	0.6	NO	NO	100.0						100.0	87.8%	YES	YES
E2	# 30	8		87	23	1	149							3	1	1	13	2	3	23			
	% 20.1	5.4		58.4	15.4	0.7	100.0	4.0	46.5	14.2	NO	NO	NO	13.0	4.3	4.3	56.5	8.7	13.0	100.0	YES	YES	YES
E3	# 2			1	1		4																
	% 50.0			25.0	25.0		100.0	7.7	28.4	5.1	7.7	3.4	NO								0.0%	88.0%	YES
E5	# 5	3		38	36	2	84							2	1		6		1	10			
	% 6.0	3.6		45.2	42.9	2.4	100.0	4.2	49.2	19.9	0.6	4.0	NO	20.0	10.0		60.0		10.0	100.0	85.7%	91.9%	YES
E6	#	1	1	8	4		14										1	1		2			
	%	7.1	7.1	57.1	28.6		100.0	0.2	73.6	13.0	NO	16.5	NO				50.0	50.0		100.0	YES	77.6%	YES
E7	# 8			1			9																
	% 88.9			11.1			100.0	11.6	10.1	0.2	11.6	NO	0.2								0.0%	YES	0.0%
E8	# 3	1		3	5		12										2			2			
	% 25.0	8.3		25.0	41.7		100.0	14.4	12.3	29.9	6.1	NO	NO				100.0			100.0	57.6%	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 2015: 91.9 percent
 Level of Goal Attainment for 2016: 89.3 percent
 Level of Goal Attainment for 2017: 88.9 percent

Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	3		26	9		56	5.3	35.3	12.8	NO	NO	NO	1			2	1		4			
	% 32.1	5.4		46.4	16.1		100.0							25.0			50.0	25.0		100.0	YES	YES	YES
E2	# 39	32		135	127	7	340	7.0	38.4	23.7	NO	NO	NO	6	3		28	30	7	74			
	% 11.5	9.4		39.7	37.4	2.1	100.0							8.1	4.1		37.8	40.5	9.5	100.0	YES	YES	YES
E3	# 5	6	2	48	37	3	101	3.6	45.9	26.9	NO	NO	NO		2		10	9	1	22			
	% 5.0	5.9	2.0	47.5	36.6	3.0	100.0							9.1			45.5	40.9	4.5	100.0	YES	YES	YES
E4 and E7	# 25	6	1		1		33	3.0	0.7	0.2	NO	0.7	NO	1	1	1				7			*
	% 75.8	18.2	3.0		3.0		100.0							14.3	14.3	14.3				100.0	YES	0.0%	YES
E5	# 14	116	4	97	732	10	973	4.9	24.2	53.4	NO	14.2	NO	9	43	1	78	335	11	477			
	% 1.4	11.9	0.4	10.0	75.2	1.0	100.0							1.9	9.0	0.2	16.4	70.2	2.3	100.0	YES	41.3%	YES
E6	# 1	1		20	30	1	53	1.3	58.7	23.6	NO		NO		1		7	4		12			
	% 1.9	1.9		37.7	56.6	1.9	100.0								8.3		58.3	33.3		100.0	YES	64.2%	YES
E8	# 22	27		16	82	3	150	19.9	13.1	12.1			NO	5	8		7	28	1	49			
	% 14.7	18.0		10.7	54.7	2.0	100.0				1.9	2.4		10.2	16.3		14.3	57.1	2.0	100.0	90.5%	81.7%	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 92.2 percent
 Level of Goal Attainment for 2016: 92.0 percent
 Level of Goal Attainment for 2017: 93.9 percent

Department of Education

Agency Director: Molly Spearman

EEO Officer: Will Lindsay

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	2	1	15	8		38	6.2	28.5	14.0	0.9	NO	NO	2	1		3	3		9	85.5%	YES	YES
	% 31.6	5.3	2.6	39.5	21.1		100.0							22.2	11.1		33.3	33.3		100.0			
E2A	# 40	8	1	92	50	7	198	6.1	37.8	18.3	2.1	NO	NO	8	4		15	15	1	43	65.6%	YES	YES
	% 20.2	4.0	0.5	46.5	25.3	3.5	100.0							18.6	9.3		34.9	34.9	2.3	100.0			
E2B	# 32	3	1	17	18	2	73	7.9	34.0	15.6	3.8	10.7	NO	5	1		2	4	1	13	51.9%	68.5%	YES
	% 43.8	4.1	1.4	23.3	24.7	2.7	100.0							38.5	7.7		15.4	30.8	7.7	100.0			
E2C	# 13	9	1	45	32	3	103	7.3	31.9	16.5	NO	NO	NO	4	3	1	6	5		19	YES	YES	YES
	% 12.6	8.7	1.0	43.7	31.1	2.9	100.0							21.1	15.8	5.3	31.6	26.3		100.0			
E3	# 20	4	4	6	6		40	10.8	18.0	13.5	0.8	3.0	NO			1		1		2	92.6%	83.3%	YES
	% 50.0	10.0	10.0	15.0	15.0		100.0									50.0		50.0		100.0			
E5	#			18	9	1	28	0.8	59.3	24.7	0.8	NO	NO				2	1		3	0.0%	YES	YES
	%			64.3	32.1	3.6	100.0										66.7	33.3		100.0			
E6	#			14	13		27	3.3	54.7	22.7	3.3	2.8	NO				2	1		3	0.0%	94.9%	YES
	%			51.9	48.1		100.0										66.7	33.3		100.0			
E7 and E8	# 248	81	9	27	3		368	20.7	3.4	1.6	NO	NO	0.8	47	13	3	4			67	YES	YES	50.0%
	% 67.4	22.0	2.4	7.3	0.8		100.0							70.1	19.4	4.5	6.0			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 2015: 92.8 percent
 Level of Goal Attainment for 2016: 93.2 percent
 Level of Goal Attainment for 2017: 90.6 percent

South Carolina Education Lottery

Agency Director: William Hogan Brown (Interim)

EEO Officer: Claire Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	4.3	31.3	6.5	NO	0.0	NO	1						1			
	% 31.3	18.8	6.3	31.3	12.5		100.0							100.0						100.0	YES	YES	YES
E2	# 20	8	1	25	10	2	66	4.8	36.0	7.1	NO	NO	NO			1	1			2			
	% 30.3	12.1	1.5	37.9	15.2	3.0	100.0									50.0	50.0			100.0	YES	YES	YES
E3	# 3	2		1	2		8	13.4	19.7	5.3	NO	7.2	NO		1					1			*
	% 37.5	25.0		12.5	25.0		100.0							100.0						100.0	YES	63.5%	YES
E5	#	1		10	7		18	5.3	38.6	15.5	NO	NO	NO		1		1	1		3			
	%	5.6		55.6	38.9		100.0							33.3			33.3	33.3		100.0	YES	YES	YES
E6	# 1			2	1		4	3.5	56.8	25.4	3.5	6.8	0.4		1			2		3		*	*
	% 25.0			50.0	25.0		100.0							33.3				66.7		100.0	0.0%	88.0%	98.4%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2015: 92.8 percent
 Level of Goal Attainment for 2016: 94.4 percent
 Level of Goal Attainment for 2017: 96.4 percent

Educational Television

Agency Director: Anthony Padgett

EEO Officer: Jennifer Lakin Green

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1		5	5.6	30.3	9.0	5.6	NO	NO	1						1	0.0%	YES	YES
	% 40.0			40.0	20.0		100.0							100.0						100.0			
E2A	# 32	5		10	3		50	9.9	17.5	3.9	NO	NO	NO	3			1			4		YES	YES
	% 64.0	10.0		20.0	6.0		100.0							75.0			25.0			100.0		YES	YES
E2B	# 6	3		12	4		25	6.5	27.3	7.3	NO	NO	NO	2			2	1		5		YES	YES
	% 24.0	12.0		48.0	16.0		100.0							40.0			40.0	20.0		100.0		YES	YES
E2C	# 6	1	1	3	4		15	7.6	27.0	7.4	0.9	7.0	NO	1		1		1		3	88.2%	74.1%	YES
	% 40.0	6.7	6.7	20.0	26.7		100.0							33.3		33.3		33.3		100.0			
E3	# 14	4	1	2	3		24	13.3	11.8	3.2	NO	3.5	NO	1	1					2		YES	70.3%
	% 58.3	16.7	4.2	8.3	12.5		100.0							50.0	50.0					100.0			YES
E5 and E6	# 2			6	2		10	8.0	41.4	20.7	8.0	NO	0.7								0.0%	YES	96.6%
	% 20.0			60.0	20.0		100.0																YES
E7	# 5						5	13.1	1.5	7.0	13.1	1.5	7.0	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 2015: 97.0 percent
 Level of Goal Attainment for 2016: 96.9 percent
 Level of Goal Attainment for 2017: 95.6 percent

Elections Commission, State

Agency Director: Marci Andino

EEO Officer: Daylin Siber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 4	2		5	1		12	6.8	32.0	11.1	NO	NO	2.8	* 1						1			*
	% 33.3	16.7		41.7	8.3		100.0							100.0						100.0	YES	YES	74.8%
E3, E5 and E6	# 4	2		4	1		11	8.6	24.2	12.8	NO	NO	3.7	* 2						2			*
	% 36.4	18.2		36.4	9.1		100.0							100.0						100.0	YES	YES	71.1%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2015: 91.8 percent
 Level of Goal Attainment for 2016: 92.2 percent
 Level of Goal Attainment for 2017: 91.0 percent

Employment and Workforce, Department of

Agency Director: Cheryl M. Stanton

EEO Officer: Adrienne Sorenson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		6	2		15	3.0	26.1	2.6	NO	NO	NO			1				1	YES	YES	YES
	% 33.3	13.3		40.0	13.3		100.0									100.0				100.0			
E2A	# 16	13	2	58	64	14	167	2.9	43.1	9.5	NO	8.4	NO	1	6		16	13	11	47	YES	80.5%	YES
	% 9.6	7.8	1.2	34.7	38.3	8.4	100.0							2.1	12.8		34.0	27.7	23.4	100.0			
E2B and E4	# 40	31	2	60	81	7	221	3.6	43.3	8.2	NO	16.2	NO	8	9		19	25	3	64	YES	62.6%	YES
	% 18.1	14.0	0.9	27.1	36.7	3.2	100.0							12.5	14.1		29.7	39.1	4.7	100.0			
E2C	# 29	10	1	37	28	4	109	2.9	34.6	6.0	NO	0.7	NO	6	2		7	9	3	27	YES	98.0%	YES
	% 26.6	9.2	0.9	33.9	25.7	3.7	100.0							22.2	7.4		25.9	33.3	11.1	100.0			
E2D	# 16	6	1	12	7	4	46	3.1	26.2	3.5	NO	0.1	NO	3	1	2	2	2	2	12	YES	99.6%	YES
	% 34.8	13.0	2.2	26.1	15.2	8.7	100.0							25.0	8.3	16.7	16.7	16.7	16.7	100.0			
E3 and E5	# 14	9	2	5	10	1	41	5.5	18.1	3.5	NO	5.9	NO	3	2	2	1			8	YES	67.4%	YES
	% 34.1	22.0	4.9	12.2	24.4	2.4	100.0							37.5	25.0	25.0	12.5			100.0			
E6, E7 and E8	# 4	3		8	5	1	21	4.0	37.7	8.2	NO	NO	NO	2	2					4	YES	YES	YES
	% 19.0	14.3		38.1	23.8	4.8	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 2015: 89.9 percent
 Level of Goal Attainment for 2016: 92.6 percent
 Level of Goal Attainment for 2017: 95.6 percent

Financial Institutions, Board of

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Lisa O'sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			3	1		9	7.2	42.0	3.8	7.2	8.7	NO				1			1	0.0%	79.3%	YES
	% 55.6			33.3	11.1		100.0										100.0			100.0			
E2	# 10	4		10	4	1	29	3.1	42.3	10.0	NO	7.8	NO	3	1		3	3		10	YES	81.6%	YES
	% 34.5	13.8		34.5	13.8	3.4	100.0							30.0	10.0		30.0	30.0		100.0			
	#																						
	%																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2015: 85.8 percent
 Level of Goal Attainment for 2016: 83.0 percent
 Level of Goal Attainment for 2017: 92.2 percent

Fiscal Accountability Authority, State

Agency Director: Stephen Gillespie

EEO Officer: Marick Walters

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		4			9	4.9	28.2	6.0	NO	NO	6.0								YES	YES	0.0%
	% 33.3	22.2		44.4			100.0																
E2A	# 14	1		2			17	4.1	19.9	4.0	NO	8.1	4.0	3			1			4	YES	59.3%	0.0%
	% 82.4	5.9		11.8			100.0							75.0			25.0			100.0			
E2B	# 17	2		16	5	1	41	4.2	29.8	7.0	NO	NO	NO	5	1		2			8	YES	YES	YES
	% 41.5	4.9		39.0	12.2	2.4	100.0							62.5	12.5		25.0			100.0			
E2C	# 6			11	4		21	3.8	34.8	17.1	3.8	NO	NO	1			2			3	0.0%	YES	YES
	% 28.6			52.4	19.0		100.0							33.3			66.7			100.0			
E2D	# 2		1	3	11	2	19	5.0	35.4	21.8	5.0	19.6	NO					1	1	2	0.0%	44.6%	YES
	% 10.5		5.3	15.8	57.9	10.5	100.0											50.0	50.0	100.0			
E3	#		1	1			2	31.2	6.2	8.5	31.2	NO	8.5								0.0%	YES	0.0%
	%		50.0	50.0			100.0																
E5	#			6	3		9	1.3	61.5	19.4	1.3	NO	NO								0.0%	YES	YES
	%			66.7	33.3		100.0																
E6	#			2	2		4	1.7	56.9	21.5	1.7	6.9	NO								0.0%	87.9%	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 2015: **First Year of Reporting**
 Level of Goal Attainment for 2016: 82.2 percent
 Level of Goal Attainment for 2017: 93.2 percent

Forestry Commission

Agency Director: Henry G. Kodama

EEO Officer: Lynn Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			5				*	*	*									*	*	*
	% 80.0			20.0			100.0	3.9	20.7	3.2	3.9	0.7	3.2								0.0%	96.6%	0.0%	
E2, E2A and E2B	# 80	2	1	17	3	1	104										5			14				
	% 76.9	1.9	1.0	16.3	2.9	1.0	100.0	4.4	13.4	1.6	2.5	NO	NO	64.3			35.7			100.0	43.2%	YES	YES	
E3	# 6	1		1			8						*							1		*	*	
	% 75.0	12.5		12.5			100.0	2.9	4.8	1.5	NO	NO	1.5	100.0						100.0	YES	YES	0.0%	
E4	# 150	9		3			162						*				1			18		*	*	
	% 92.6	5.6		1.9			100.0	14.3	4.2	0.3	8.7	2.3	0.3	94.4			5.6			100.0	39.2%	45.2%	0.0%	
E5	#			5	1	1	7				*	*	*				1			2	*	*	*	
	%			71.4	14.3	14.3	100.0	0.5	69.1	16.1	0.5	NO	1.8				50.0		50.0	100.0	0.0%	YES	88.8%	
E6	# 2			28	2		32				*						3	1		4	*			
	% 6.3			87.5	6.3		100.0	1.6	36.0	29.0	1.6	NO	22.7				75.0	25.0		100.0	0.0%	YES	21.7%	
E7	# 13	3					16					*	*							4		*	*	
	% 81.3	18.8					100.0	27.9	1.1	0.5	9.1	1.1	0.5	100.0						100.0	67.4%	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 2015: 74.0 percent
 Level of Goal Attainment for 2016: 80.2 percent
 Level of Goal Attainment for 2017: 77.1 percent

Francis Marion University

President: Dr. Fred Carter
EEO Officer: Demetra Pearson

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2017							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							% 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	# 21	2		14	3		40	4.1	28.7	6.7	NO	NO	NO	2						2	YES	YES	YES
	% 52.5	5.0		35.0	7.5		100.0							100.0						100.0			
C2 and C3	# 41	1	1	20		1	64	2.6	33.3	3.6	1.0	2.0	3.6								61.5%	94.0%	0.0%
	% 64.1	1.6	1.6	31.3		1.6	100.0																
C4 and C5	# 47	1	8	69	4	6	135	2.5	32.8	3.2	1.8	NO	0.2	8			10	1	1	20	28.0%	YES	93.8%
	% 34.8	0.7	5.9	51.1	3.0	4.4	100.0							40.0			50.0	5.0	5.0	100.0			
C6, C7, C8 and C9	# 14			19	5		38	4.1	31.9	4.1	4.1	NO	NO	3			2		1	6	0.0%	YES	YES
	% 36.8			50.0	13.2		100.0							50.0			33.3		16.7	100.0			
E2	# 23	6		34	20		83	8.1	36.9	14.9	0.9	NO	NO	3	1		5	3		12	88.9%	YES	YES
	% 27.7	7.2		41.0	24.1		100.0							25.0	8.3		41.7	25.0		100.0			
E3	# 6	2	2	3	1		14	6.9	24.7	23.9	NO	3.3	16.8					2		2	YES	86.6%	29.7%
	% 42.9	14.3	14.3	21.4	7.1		100.0											100.0		100.0			
E4 and E7	# 5	1		2			8	14.9	5.0	2.7	2.4	NO	2.7								83.9%	YES	0.0%
	% 62.5	12.5		25.0			100.0																
E5 and E6	# 4	2		28	18		52	1.1	63.9	23.2	NO	10.1	NO	2	4		14			20	YES	84.2%	YES
	% 7.7	3.8		53.8	34.6		100.0							10.0	20.0		70.0			100.0			
E8	# 8	26		2	21		57	37.8	8.4	10.9	NO	4.9	NO		1			1		2	YES	41.7%	YES
	% 14.0	45.6		3.5	36.8		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 2015: 77.8 percent
Level of Goal Attainment for 2016: 73.6 percent
Level of Goal Attainment for 2017: 80.5 percent

Governor's School for Arts and Humanities

President: Cedric Adderley
EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		1			3	2.9	32.2	6.0	NO	NO	6.0								YES	YES	0.0%
	% 33.3	33.3		33.3			100.0																
E2	# 20	2		29	5	2	58	5.7	41.1	13.1	2.3	NO	4.5				4		1	5	59.6%	YES	65.6%
	% 34.5	3.4		50.0	8.6	3.4	100.0										80.0		20.0	100.0			
E3, E4, E5, E6, E7 & E8	# 10	2	1	6	3		22	8.8	22.3	10.6	NO	NO	NO	2		1	1	1		5	YES	YES	YES
	% 45.5	9.1	4.5	27.3	13.6		100.0							40.0		20.0	20.0	20.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2015: 87.8 percent
Level of Goal Attainment for 2016: 81.0 percent
Level of Goal Attainment for 2017: 90.7 percent

Governor's School of Mathematics and Science

President: Dr. Hector Flores

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	2	9	6	1	31	5.4	37.0	11.3	2.2	8.0	NO	2			3	2		7	59.3%	78.4%	YES
	% 38.7	3.2	6.5	29.0	19.4	3.2	100.0							28.6			42.9	28.6		100.0			
C6	# 21	1	3	12	2	2	41	3.5	41.9	5.2	1.1	12.6	0.3	2		1	3			6	68.6%	69.9%	94.2%
	% 51.2	2.4	7.3	29.3	4.9	4.9	100.0							33.3		16.7	50.0			100.0			
E3, E4, E5 and E6	# 2			7	2	1	12	6.5	34.3	12.8	6.5	NO	NO								0.0%	YES	YES
	% 16.7			58.3	16.7	8.3	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 2015: 87.8 percent
 Level of Goal Attainment for 2016: 81.0 percent
 Level of Goal Attainment for 2017: 83.8 percent

Health and Environmental Control, Department of

Agency Director: David Wilson

EEO Officer: Arlene Posey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 163	13	5	143	74	13	411							11	2	1	11	2	1	28			
	% 39.7	3.2	1.2	34.8	18.0	3.2	100.0	3.2	31.3	4.7	0.0	NO	NO	39.3	7.1	3.6	39.3	7.1	3.6	100.0	YES	YES	YES
E2A	# 28	4		102	106	5	245										12		1	13			
	% 11.4	1.6		41.6	43.3	2.0	100.0	1.3	61.8	13.6	NO	20.2	NO				92.3		7.7	100.0	YES	67.3%	YES
E2B	# 404	38	14	645	102	13	1216							52	1	3	88	49	3	196			
	% 33.2	3.1	1.2	53.0	8.4	1.1	100.0	2.4	23.1	1.9	NO	NO	NO	26.5	0.5	1.5	44.9	25.0	1.5	100.0	YES	YES	YES
E2C	# 55	39	8	213	172	20	507							7	4		25	21	5	62			
	% 10.8	7.7	1.6	42.0	33.9	3.9	100.0	3.2	40.5	15.7	NO	NO	NO	11.3	6.5		40.3	33.9	8.1	100.0	YES	YES	YES
E3	# 35	4	3	34	19	7	102							4			5			9			
	% 34.3	3.9	2.9	33.3	18.6	6.9	100.0	3.0	32.8	13.9	NO	NO	NO	44.4			55.6			100.0	YES	YES	YES
E5	# 5	7		51	70	4	137							2			1	2		5			
	% 3.6	5.1		37.2	51.1	2.9	100.0	2.4	58.8	19.7	NO	21.6	NO	40.0			20.0	40.0		100.0	YES	63.3%	YES
E6	# 11	21	2	307	306	26	673							4	4		35	36	5	84			
	% 1.6	3.1	0.3	45.6	45.5	3.9	100.0	4.3	56.2	16.3	1.2	10.6	NO	4.8	4.8		41.7	42.9	6.0	100.0	72.1%	81.1%	YES
E7 and E8	# 19	13	2	2	7	2	45							1		1				2			
	% 42.2	28.9	4.4	4.4	15.6	4.4	100.0	19.5	12.9	14.3	NO	8.5	NO	50.0		50.0				100.0	YES	34.1%	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 2015: 89.0 percent
 Level of Goal Attainment for 2016: 88.0 percent
 Level of Goal Attainment for 2017: 92.4 percent

Health and Human Services, Department of

Agency Director: Deirdra Singleton

EEO Officer: Joyce Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 20	10		31	28		89	5.6	26.5	6.5	NO	NO	NO	2			2	1		5			
	% 22.5	11.2		34.8	31.5		100.0							40.0			40.0	20.0		100.0	YES	YES	YES
E2A	# 9	3	1	50	54	3	120	5.4	35.4	19.9	2.9	NO	NO	1	1		4	21	4	31	46.3%	YES	YES
	% 7.5	2.5	0.8	41.7	45.0	2.5	100.0							3.2	3.2		12.9	67.7	12.9	100.0			
E2B	# 24	21	1	229	259	10	544	4.9	41.3	21.1	1.0	NO	NO	8	11	2	37	63	2	123	79.6%	YES	YES
	% 4.4	3.9	0.2	42.1	47.6	1.8	100.0							6.5	8.9	1.6	30.1	51.2	1.6	100.0			
E3	# 13	4	1	4	14	4	40	7.8	25.2	8.8	NO	15.2	NO	2	1	1		2	1	7			
	% 32.5	10.0	2.5	10.0	35.0	10.0	100.0							28.6	14.3	14.3		28.6	14.3	100.0	YES	39.7%	YES
E5	# 2	2		13	15	2	34	2.7	58.4	14.9	NO	20.2	NO	1	1			3		5			
	% 5.9	5.9		38.2	44.1	5.9	100.0							20.0	20.0			60.0		100.0	YES	65.4%	YES
E6	#	3		26	30		59	5.9	45.6	20.9	0.8 *	1.5 *	NO				2	9		11	86.4% *	96.7% *	YES
	%	5.1		44.1	50.8		100.0										18.2	81.8		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 87.2 percent
 Level of Goal Attainment for 2016: 91.5 percent
 Level of Goal Attainment for 2017: 89.7 percent

Higher Education, Commission on the

Agency Director: Jeff Schilz
EEO Officer: Devon Mosesel

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	5	1	8	6		25	5.1	21.4	5.1	NO	NO	NO			2	5	3		10			
	% 20.0	20.0	4.0	32.0	24.0		100.0									20.0	50.0	30.0		100.0	YES	YES	YES
E2	# 3	1		7	11		22	6.9	30.8	15.1	2.4	NO	NO					2		2	65.2%	YES	YES
	% 13.6	4.5		31.8	50.0		100.0											100.0		100.0			
E3 and E5	# 1		1				2	7.0	14.6	6.9	7.0	14.6	6.9				3	1	1	5	0.0%	0.0%	0.0%
	% 50.0		50.0				100.0									60.0	20.0	20.0	100.0				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 94.3 percent
Level of Goal Attainment for 2016: 100.0 percent
Level of Goal Attainment for 2017: 94.2 percent

Commission on Indigent Defense

Agency Director: Hugh Ryan

EEO Officer: Lawrence Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	7.9	21.7	5.4	7.9	NO	5.4								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
E2	# 22	1		7	4		34	4.0	31.0	5.5	1.1	10.4	NO	1	1		1	1		4	72.5%	66.5%	YES
	% 64.7	2.9		20.6	11.8		100.0							25.0	25.0		25.0	25.0		100.0			
E3, E5 and E6	# 7		1	17	5	2	32	1.7	71.0	9.6	1.7	17.9	NO	2		1	6	2	2	13	0.0%	74.8%	YES
	% 21.9		3.1	53.1	15.6	6.3	100.0							15.4		7.7	46.2	15.4	15.4	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 88.3 percent
 Level of Goal Attainment for 2016: 84.4 percent
 Level of Goal Attainment for 2017: 85.6 percent

Department of Insurance

Agency Director: Raymond G. Farmer

EEO Officer: Patricia Butler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 16	2		3	3		24	2.6	25.0	6.8	NO	12.5	NO	2						2	YES	50.0%	YES
	% 66.7	8.3		12.5	12.5		100.0							100.0						100.0			
E2	# 13	7		16	15	1	52	4.5	33.5	10.5	NO	2.7	NO	3	1		8			12	YES	91.9%	YES
	% 25.0	13.5		30.8	28.8	1.9	100.0							25.0	8.3		66.7			100.0			
E3, E5 and E6	# 1		1	3	5		10	2.2	51.3	17.9	2.2	21.3	NO					1		1	0.0%	58.5%	YES
	% 10.0		10.0	30.0	50.0		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 2015: 84.9 percent
 Level of Goal Attainment for 2016: 84.5 percent
 Level of Goal Attainment for 2017: 87.6 percent

John de la Howe School

Agency Director: Dr. James Franklin

EEO Officer: Deborah H. Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	3			1		5	8.1	26.3	3.9	NO	26.3	NO		1					1	YES	0.0%	YES
	% 20.0	60.0			20.0		100.0								100.0					100.0			
E2 and E3	# 3	4	1	5	17		30	2.7	47.2	28.1	NO	30.5	NO	9.1		2	2	6		11	YES	35.4%	YES
	% 10.0	13.3	3.3	16.7	56.7		100.0								18.2	18.2	54.5		100.0				
E5 and E6	# 1			1	6		8	2.1	49.1	31.2	NO	36.6	NO		1			4		5	YES	25.5%	YES
	% 12.5			12.5	75.0		100.0								20.0			80.0		100.0			
E7 and E8	# 6	3		1	2		12	23.5	8.8	18.5	NO	0.5	1.8	2				1		3	YES	94.3%	90.3%
	% 50.0	25.0		8.3	16.7		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 2015: 85.7 percent
 Level of Goal Attainment for 2016: 82.5 percent
 Level of Goal Attainment for 2017: 78.8 percent

Juvenile Justice, Department of

Agency Director: Sylvia Murray

EEO Officer: Michelle Gettys

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	6		6	13	1	31	9.5	23.9	11.7	NO	4.5	NO	1			4	3	1	9			
	% 16.1	19.4		19.4	41.9	3.2	100.0							11.1			44.4	33.3	11.1	100.0	YES	81.2%	YES
E2	# 61	99		129	227	6	522	8.3	37.4	20.3	NO	12.7	NO	2	5	1	9	11	1	29			
	% 11.7	19.0		24.7	43.5	1.1	100.0							6.9	17.2	3.4	31.0	37.9	3.4	100.0	YES	66.0%	YES
E3	# 11	4	2	3	9	4	33	10.0	24.3	13.5	NO	15.2	NO	2						2			
	% 33.3	12.1	6.1	9.1	27.3	12.1	100.0							100.0						100.0	YES	37.4%	YES
E4	# 27	203	10	18	261	3	522	18.9	9.3	23.6	NO	5.9	NO	14	68	4	14	62	4	166			
	% 5.2	38.9	1.9	3.4	50.0	0.6	100.0							8.4	41.0	2.4	8.4	37.3	2.4	100.0	YES	36.6%	YES
E5	#	2		16	20		38	3.2	56.0	14.5	NO	13.9	NO		2					2			
	%	5.3		42.1	52.6		100.0								100.0					100.0	YES	75.2%	YES
E6	# 2	3	1	25	3		34	1.9	65.8	14.1	NO	NO	5.3				3	8		11			
	% 5.9	8.8	2.9	73.5	8.8		100.0										27.3	72.7		100.0	YES	YES	62.4%
E7	# 12	5	3				20	10.5	12.8	3.9	NO	12.8	3.9										
	% 60.0	25.0	15.0				100.0														YES	0.0%	0.0%
E8	# 7	6	1	1	19		34	16.8	17.4	18.6	NO	14.5	NO	2		2	2	7		13			
	% 20.6	17.6	2.9	2.9	55.9		100.0							15.4		15.4	15.4	53.8		100.0	YES	16.7%	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 83.4 percent
 Level of Goal Attainment for 2016: 83.0 percent
 Level of Goal Attainment for 2017: 81.5 percent

Labor, Licensing and Regulations, Department of

Agency Director: Emily Farr

EEO Officer: Kathryn Britt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5	1		8	1		15	4.7	24.8	4.9	NO	NO	NO	1				1		2		YES	YES	YES
	% 33.3	6.7		53.3	6.7		100.0							50.0				50.0		100.0				
E2A	# 36	9		29	13		87	5.3	27.8	7.8	NO	NO	NO	8	1		5	1		15	YES	YES	YES	
	% 41.4	10.3		33.3	14.9		100.0							53.3	6.7		33.3	6.7		100.0				
E2B	# 67	16	6	60	29	3	181	4.2	33.5	10.5	NO	0.4	NO	12	4		12	7		35	YES	98.8%	YES	
	% 37.0	8.8	3.3	33.1	16.0	1.7	100.0							34.3	11.4		34.3	20.0		100.0				
E3	# 8	1	1	2	5	1	18	5.5	12.6	4.4	NO	1.5	NO	4			2	3	1	10	YES	88.1%	YES	
	% 44.4	5.6	5.6	11.1	27.8	5.6	100.0							40.0			20.0	30.0	10.0	100.0				
E5	# 1	5		37	31	3	77	7.3	38.7	25.4	0.8	NO	NO	1	2		4	2	1	10	89.0%	YES	YES	
	% 1.3	6.5		48.1	40.3	3.9	100.0							10.0	20.0		40.0	20.0	10.0	100.0				
E6	# 1			1			2	10.6	48.3	16.8	10.6	48.3	NO								0.0%	0.0%	YES	
	% 50.0			50.0			100.0																	
E7 and E8	# 4	1					5	26.1	3.3	0.5	6.1	3.3	0.5								76.6%	0.0%	0.0%	
	% 80.0	20.0					100.0																	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2015: 97.4 percent
 Level of Goal Attainment for 2016: 96.4 percent
 Level of Goal Attainment for 2017: 97.2 percent

Lander University

President: Dr. Richard E. Cosentino

EEO Officer: Jeannie McCallum

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2017							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
C1 and E1	#	19			13	2		34	3.5	42.7	7.6			*	5			6	1		12				*
	%	55.9			38.2	5.9		100.0				3.5	4.5	1.7	41.7			50.0	8.3		100.0	0.0%	89.5%	77.6%	*
C2 and C3	#	21		3	15	1	1	41	1.1	34.4	4.6	1.1	NO	2.2	3		1	2	1	7				*	
	%	51.2		7.3	36.6	2.4	2.4	100.0				1.1	NO	2.2	42.9		14.3	28.6	14.3	100.0	0.0%	YES	52.2%	*	
C4 and C8	#	19		1	14	1		35	0.5	42.5	1.4	0.5	2.5	NO	5			3		8				*	
	%	54.3		2.9	40.0	2.9		100.0				0.5	2.5	NO	62.5			37.5		100.0	0.0%	94.1%	YES	*	
C5	#	13			19	1	4	37	0.9	54.7	1.1	0.9	3.3	NO	6			4	1	1	12				*
	%	35.1			51.4	2.7	10.8	100.0				0.9	3.3	NO	50.0			33.3	8.3	8.3	100.0	0.0%	94.0%	YES	*
C6, C7 and C9	#	18		1	31	3		53	4.1	29.5	5.0	4.1	NO	NO	4		1	6		11					
	%	34.0		1.9	58.5	5.7		100.0				4.1	NO	NO	36.4		9.1	54.5		100.0	0.0%	YES	YES		
E2	#	18	4		41	6		69	5.8	39.6	11.6	0.0	NO	2.9	2	1		7	1	11					
	%	26.1	5.8		59.4	8.7		100.0				0.0	NO	2.9	18.2	9.1		63.6	9.1	100.0	YES	YES	75.0%		
E3 and E4	#	18	2		5	1		26	6.9	13.3	9.7				3					3					
	%	69.2	7.7		19.2	3.8		100.0				3.1	NO	5.9	100.0					100.0	68.4%	YES	39.2%		
E5 and E6	#	11	2		39	5		57	6.7	53.5	17.6	3.2	NO	8.8	2			12	2	16					
	%	19.3	3.5		68.4	8.8		100.0				3.2	NO	8.8	12.5			75.0	12.5	100.0	52.2%	YES	50.0%		
E7	#	27	1		1			29	7.0	4.1	0.1		*	*	3	1				4				*	
	%	93.1	3.4		3.4			100.0				3.6	0.7	0.1	75.0	25.0				100.0	48.6%	82.9%	0.0%	*	
E8	#	11	11		4	8		34	23.8	7.7	16.5	NO	NO	NO	4	2		1		7					
	%	32.4	32.4		11.8	23.5		100.0				NO	NO	NO	57.1	28.6		14.3		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 2015: 71.1 percent
Level of Goal Attainment for 2016: 69.8 percent
Level of Goal Attainment for 2017: 79.1 percent

Law Enforcement Division, State

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	2			12	12.2	13.6	3.7	3.9	NO	3.7								68.0%	YES	0.0%
	% 66.7	8.3	8.3	16.7			100.0																
E2A	# 48	8	1	85	20	7	169	10.3	31.0	8.8	5.6	NO	NO	4			7	3	1	15	45.6%	YES	YES
	% 28.4	4.7	0.6	50.3	11.8	4.1	100.0							26.7			46.7	20.0	6.7	100.0			
E2B	# 83	17	2	15	4		121	14.8	8.9	5.7	0.8	NO	2.4	8	4		1			13	94.6%	YES	57.9%
	% 68.6	14.0	1.7	12.4	3.3		100.0							61.5	30.8		7.7			100.0			
E3	# 10	2		22	8	4	46	9.1	14.7	12.9	4.8	NO	NO	2	3		5	2		12	47.3%	YES	YES
	% 21.7	4.3		47.8	17.4	8.7	100.0							16.7	25.0		41.7	16.7		100.0			
E4	# 113	18	4	45	8	2	190	10.3	10.5	5.3	0.8	NO	1.1	15	3		8			26	92.2%	YES	79.2%
	% 59.5	9.5	2.1	23.7	4.2	1.1	100.0							57.7	11.5		30.8			100.0			
E5	# 3	1		21	9		34	2.2	60.7	20.5	NO	NO	NO	1			5	1		7	YES	YES	YES
	% 8.8	2.9		61.8	26.5		100.0							14.3			71.4	14.3		100.0			
E6	# 6			20	7		33	0.9	56.3	23.3	0.9	NO	2.1	1			10	2		13	0.0%	YES	91.0%
	% 18.2			60.6	21.2		100.0							7.7			76.9	15.4		100.0			
E7 and E8	# 5	1	1		2		9	16.4	1.4	0.5	5.3	1.4	NO	2		1		1		4	67.7%	0.0%	YES
	% 55.6	11.1	11.1		22.2		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 2015: 83.0 percent
Level of Goal Attainment for 2016: 86.3 percent
Level of Goal Attainment for 2017: 87.8 percent

South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Deborah Pack

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 6			24	4		34	2.3	52.0	11.1	2.3	NO	NO	1			8	1		10	0.0%	YES	YES
	% 17.6			70.6	11.8		100.0							10.0			80.0	10.0		100.0			
E3, E5 and E6	# 3	1		1	2		7	11.0	36.6	17.0	NO	22.3	NO								YES	39.1%	YES
	% 42.9	14.3		14.3	28.6		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 70.7 percent
 Level of Goal Attainment for 2016: 86.4 percent
 Level of Goal Attainment for 2017: 87.8 percent

Lieutenant Governor's Office

Agency Director: Darryl Broome

EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			5	6		19	5.6	34.3	12.7	5.6	8.0	NO				2	1		3	0.0%	76.7%	YES
	% 42.1			26.3	31.6		100.0										66.7	33.3		100.0			
E2	# 2			12	9		23	3.4	42.8	17.7	3.4	NO	NO	1			4	2		7	0.0%	YES	YES
	% 8.7			52.2	39.1		100.0							14.3			57.1	28.6		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 97.6 percent
 Level of Goal Attainment for 2016: 80.0 percent
 Level of Goal Attainment for 2017: 75.3 percent

Medical University Hospital Authority (Page 1 of 3)

President: Dr. David J. Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 11	2		12			25	3.0	34.9	2.6	NO	NO	2.6	1	1		1			3				*
	% 44.0	8.0		48.0			100.0							33.3	33.3		33.3			100.0	YES	YES		0.0%
E102	# 14	1		29	3	1	48	2.5	37.4	2.6	0.4	NO	NO	3			3	1		7	84.0%	YES	YES	
	% 29.2	2.1		60.4	6.3	2.1	100.0							42.9			42.9	14.3		100.0				
E204	# 29	3	1	43	4	1	81	2.7	41.3	6.9	NO	NO	2.0	1			1			2				
	% 35.8	3.7	1.2	53.1	4.9	1.2	100.0							50.0			50.0			100.0	YES	YES		71.0%
E206	# 52	6	3	76	15	6	158	4.9	36.2	9.6	1.1	NO	0.1	9	1	1	3		1	15	77.6%	YES		99.0%
	% 32.9	3.8	1.9	48.1	9.5	3.8	100.0							60.0	6.7	6.7	20.0		6.7	100.0				
E208	# 13	1		76	10	3	103	0.6	66.4	7.3	NO	NO	NO				2	1		3	YES	YES	YES	
	% 12.6	1.0		73.8	9.7	2.9	100.0										66.7	33.3		100.0				
E209	# 7	1		13	1		22	1.8	52.6	6.1	NO	NO	1.6				1			1	YES	YES		73.8%
	% 31.8	4.5		59.1	4.5		100.0										100.0			100.0				
E215	# 8	3		47	14	2	74	7.5	36.2	28.2	3.4	NO	9.3				2	1	1	4	54.7%	YES		67.0%
	% 10.8	4.1		63.5	18.9	2.7	100.0										50.0	25.0	25.0	100.0				
E223	# 54	1	2	87	3	11	158	0.9	44.4	4.5	0.3	NO	2.6				3		1	4	66.7%	YES		42.2%
	% 34.2	0.6	1.3	55.1	1.9	7.0	100.0										75.0		25.0	100.0				
E224	# 30	1	3	91	35	9	169	1.9	48.8	23.2	1.3	NO	2.5	3		1	6	7	3	20	31.6%	YES		89.2%
	% 17.8	0.6	1.8	53.8	20.7	5.3	100.0							15.0		5.0	30.0	35.0	15.0	100.0				

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Level of Goal Attainment for 2015: 82.1 percent
Level of Goal Attainment for 2016: 83.2 percent
Level of Goal Attainment for 2017: 83.0 percent

Medical University Hospital Authority (Page 2 of 3)

President: Dr. David J. Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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
E225	# 15	3	3	44	4	2	71	4.5	50.1	5.7	0.3	NO	0.1	1			4		2	7	93.3%	YES	98.2%
	% 21.1	4.2	4.2	62.0	5.6	2.8	100.0							14.3			57.1		28.6	100.0			
E226	# 46	2	2	165	7	3	225	3.1	51.4	15.3	2.2	NO	12.2	2	1	1	7			11	29.0%	YES	20.3%
	% 20.4	0.9	0.9	73.3	3.1	1.3	100.0							18.2	9.1	9.1	63.6			100.0			
E227	# 234	8	24	2018	198	129	2611	0.9	68.2	13.1	0.6	NO	5.5	42		6	305	23	31	407	33.3%	YES	58.0%
	% 9.0	0.3	0.9	77.3	7.6	4.9	100.0							10.3		1.5	74.9	5.7	7.6	100.0			
E228	# 20			107	2	2	131	0.9	55.3	2.9	0.9	NO	1.4	1			2		1	4	0.0%	YES	51.7%
	% 15.3			81.7	1.5	1.5	100.0							25.0			50.0		25.0	100.0			
E330	# 59	13	5	103	13	5	198	9.0	18.3	6.4	2.4	NO	NO	6		1	3		1	11	73.3%	YES	YES
	% 29.8	6.6	2.5	52.0	6.6	2.5	100.0							54.5		9.1	27.3		9.1	100.0			
E333	# 93	63	14	269	415	39	893	3.6	29.5	10.3	NO	NO	NO	34	11	5	88	86	18	242	YES	YES	YES
	% 10.4	7.1	1.6	30.1	46.5	4.4	100.0							14.0	4.5	2.1	36.4	35.5	7.4	100.0			
E334	# 32	8	2	39	10	4	95	5.2	46.0	8.9	NO	4.9	NO	5			6			11	YES	89.3%	YES
	% 33.7	8.4	2.1	41.1	10.5	4.2	100.0							45.5			54.5			100.0			
E447	# 11	25	2	3	8		49	20.1	12.6	18.9	NO	6.5	2.6	1		1		3		5	YES	48.4%	86.2%
	% 22.4	51.0	4.1	6.1	16.3		100.0							20.0		20.0		60.0		100.0			
E550	# 11	1		44	31	2	89	1.3	46.1	31.7	0.2	NO	NO		1		2	2	1	6	84.6%	YES	YES
	% 12.4	1.1		49.4	34.8	2.2	100.0								16.7		33.3	33.3	16.7	100.0			

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Level of Goal Attainment for 2015: 82.1 percent
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Level of Goal Attainment for 2017: 83.0 percent

Medical University Hospital Authority (Page 3 of 3)

President: Dr. David J. Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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
E551	# 98	19	11	257	105	19	509	5.4	42.6	20.1	1.7	NO	NO	14	2	6	52	23	4	101	68.5%	YES	YES
	% 19.3	3.7	2.2	50.5	20.6	3.7	100.0							13.9	2.0	5.9	51.5	22.8	4.0	100.0			
E552	# 20	17	2	32	47	7	125	1.3	43.9	38.0	NO	18.3	0.4	4	3	1	11	8	1	28	YES	58.3%	98.9%*
	% 16.0	13.6	1.6	25.6	37.6	5.6	100.0							14.3	10.7	3.6	39.3	28.6	3.6	100.0			
E660	# 50	5	34	278	470	32	869	4.5	43.6	24.9	3.9	11.6	NO	5	5		38	47	9	104	13.3%	73.4%	YES
	% 5.8	0.6	3.9	32.0	54.1	3.7	100.0							4.8	4.8		36.5	45.2	8.7	100.0			
E772	# 58	27	8	2	4		99	12.4	2.5	0.7	NO	0.5	NO	2	2	1		1		6	YES	80.0%	YES*
	% 58.6	27.3	8.1	2.0	4.0		100.0							33.3	33.3	16.7		16.7		100.0			
E880	# 18	37	4	6	52	2	119	18.8	18.1	18.7	NO	13.1	NO	3	11		1	6	1	22	YES	27.6%	YES
	% 15.1	31.1	3.4	5.0	43.7	1.7	100.0							13.6	50.0		4.5	27.3	4.5	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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Level of Goal Attainment for 2015: 82.1 percent
Level of Goal Attainment for 2016: 83.2 percent
Level of Goal Attainment for 2017: 83.0 percent

Medical University of South Carolina (Page 1 of 3)

President: Dr. David Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#			3			3				*		*							1	*		*	
	%			100.0			100.0	2.7	38.1	5.3	2.7	NO	5.3				100.0			100.0	0.0%	YES	0.0%	
C2	#	22		4	4	1	1	32	2.2	25.5	3.0	2.2	13.0	NO						2	*			
	%	68.8		12.5	12.5	3.1	3.1	100.0						100.0						100.0	0.0%	49.0%	YES	
C3	#	200	4	30	86	4	13	337	1.9	26.8	2.6	0.7	1.3	1.4			1	1	3	30				
	%	59.3	1.2	8.9	25.5	1.2	3.9	100.0						46.7		3.3	36.7	3.3	10.0	100.0	63.2%	95.1%	46.2%	
C4	#	156	3	36	130	5	37	367	2.0	25.2	2.4	1.2	NO	1.0			4	16	1	5	37			
	%	42.5	0.8	9.8	35.4	1.4	10.1	100.0						29.7		10.8	43.2	2.7	13.5	100.0	40.0%	YES	58.3%	
C5	#	239	13	66	241	18	48	625	2.0	26.0	2.6	NO	NO	NO			9	43	7	8	103			
	%	38.2	2.1	10.6	38.6	2.9	7.7	100.0						33.0	1.9	8.7	41.7	6.8	7.8	100.0	YES	YES	YES	
C6	#	39		10	111	9	13	182	2.1	33.5	3.8	2.1	NO	NO			1	28	5	2	50			
	%	21.4		5.5	61.0	4.9	7.1	100.0						28.0		2.0	56.0	10.0	4.0	100.0	0.0%	YES	YES	
C8	#	7	1	3	14	2	3	30	2.9	27.5	2.8	NO	NO	NO			1	1		1	3			
	%	23.3	3.3	10.0	46.7	6.7	10.0	100.0								33.3	33.3			33.3	100.0	YES	YES	YES
E1A	#	15		1	24	4	1	45	3.8	34.1	5.0	3.8	NO	NO			4			6				
	%	33.3		2.2	53.3	8.9	2.2	100.0						33.3			66.7			100.0	0.0%	YES	YES	
E1B	#	31	4		92	12	3	142	2.6	46.6	2.6	NO	NO	NO			10			15				
	%	21.8	2.8		64.8	8.5	2.1	100.0						26.7	6.7		66.7			100.0	YES	YES	YES	

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Level of Goal Attainment for 2015: 82.7 percent
Level of Goal Attainment for 2016: 83.0 percent
Level of Goal Attainment for 2017: 83.8 percent

Medical University of South Carolina (Page 2 of 3)

President: Dr. David J. Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	# 67	13	9	315	55	23	482	3.4	54.5	8.3	0.7	NO	NO	10	3		56	6	6	81	79.4%	YES	YES
	% 13.9	2.7	1.9	65.4	11.4	4.8	100.0							12.3	3.7		69.1	7.4	7.4	100.0			
E2B	# 4			61	2	2	69	1.4	70.9	11.2	1.4	NO	8.3	1			3			4	0.0%	YES	25.9%
	% 5.8			88.4	2.9	2.9	100.0							25.0			75.0			100.0			
E2C	# 7	6		86	32	12	143	3.0	39.0	23.4	NO	NO	1.0	2	2		32	8	3	47	YES	YES	95.7%
	% 4.9	4.2		60.1	22.4	8.4	100.0							4.3	4.3		68.1	17.0	6.4	100.0			
E2D	# 31	3	2	16	3	4	59	5.2	24.6	8.8	0.1	NO	3.7	2	1		1			4	98.1%	YES	58.0%
	% 52.5	5.1	3.4	27.1	5.1	6.8	100.0							50.0	25.0		25.0			100.0			
E2E and E2F	# 1		1				2	3.2	10.2	1.1	3.2	10.2	1.1								0.0%	0.0%	0.0%
	% 50.0		50.0				100.0																
E2G	# 2	1		22	3		28	1.6	57.1	8.0	NO	NO	NO				1		1	2	YES	YES	YES
	% 7.1	3.6		78.6	10.7		100.0										50.0		50.0	100.0			
E3A	# 5	3	1	6	4	2	21	2.2	26.6	2.7	NO	NO	NO		1	1				2	YES	YES	YES
	% 23.8	14.3	4.8	28.6	19.0	9.5	100.0								50.0	50.0				100.0			
E3B	# 4	3		3	1		11	5.1	24.8	3.3	NO	NO	NO	1						1	YES	YES	YES
	% 36.4	27.3		27.3	9.1		100.0							100.0						100.0			
E3C	# 5	9	4	12	3	4	37	0.8	47.9	13.5	NO	15.5	5.4	4	3		7			14	YES	67.6%	60.0%
	% 13.5	24.3	10.8	32.4	8.1	10.8	100.0							28.6	21.4		50.0			100.0			

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Medical University of South Carolina (Page 3 of 3)

President: Dr. David Cole
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#			12	4	1	17	0.5	73.2	2.8	0.5	2.6	NO				2	1		3		*	*	
	%			70.6	23.5	5.9	100.0										66.7	33.3		100.0	0.0%	96.4%	YES	
E3E	#	29	7	7	33	8	9	93	1.9	24.9	1.0	NO	NO	NO	4	1		7		4	16	YES	YES	YES
	%	31.2	7.5	7.5	35.5	8.6	9.7	100.0						25.0	6.3		43.8		25.0	100.0				
E3F	#	7		1	9	1	2	20	3.6	27.1	2.5	3.6	NO	NO						1	1	*		
	%	35.0		5.0	45.0	5.0	10.0	100.0										100.0	100.0		0.0%	YES	YES	
E4A	#	46	13	2	4	6	2	73	11.6	10.8	4.9	NO	5.3	NO	7	4		1	2	14	YES	50.9%	YES	
	%	63.0	17.8	2.7	5.5	8.2	2.7	100.0						50.0	28.6		7.1	14.3		100.0				
E5A	#	1	1		15	15	2	34	0.0	68.0	12.3	NO	23.9	NO	1			5	1	7	YES	64.9%	YES	
	%	2.9	2.9		44.1	44.1	5.9	100.0						14.3				71.4	14.3	100.0				
E6A	#	15	4	1	127	74	9	230	8.0	46.8	21.1	6.3	NO	NO	2		1	32	11	2	48	21.3%	YES	YES
	%	6.5	1.7	0.4	55.2	32.2	3.9	100.0						4.2		2.1	66.7	22.9	4.2	100.0				
E6B	#	1	3			7	1	12	17.6	23.8	27.0	NO	23.8	NO		1			2	3	YES	0.0%	YES	
	%	8.3	25.0			58.3	8.3	100.0							33.3			66.7		100.0				
E7A	#	62	31	7		2		102	21.2	4.8	0.0	NO	4.8	NO	8	2				10	YES	0.0%	YES	
	%	60.8	30.4	6.9		2.0		100.0						80.0	20.0					100.0				
E8A	#	3	8	2	2	18		33	31.0	16.1	17.0	6.8	10.0	NO	1	2				3	78.1%	37.9%	YES	
	%	9.1	24.2	6.1	6.1	54.5		100.0						33.3	66.7					100.0				
E8B	#	7	8	3		11		29	14.6	15.2	39.5	NO	15.2	1.6						1	1	YES	0.0%	95.9%
	%	24.1	27.6	10.3		37.9		100.0												100.0	100.0			

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

Agency Director: John H. Magill
EEO Officer: Zina Hampton, MSM, MBA

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	# 4				3		7	3.3	23.4	4.2	3.3	23.4	NO	2						2	0.0%	*	0.0%	YES
	% 57.1				42.9		100.0							100.0						100.0				
E1B	# 42	12	1	72	30	4	161	5.6	35.3	14.8	NO	NO	NO	5	3		13	10	1	32	YES	YES	YES	
	% 26.1	7.5	0.6	44.7	18.6	2.5	100.0							15.6	9.4		40.6	31.3	3.1	100.0				
E2A	# 53	13	8	167	104	10	355	3.4	48.5	16.5	NO	1.5	NO	6	3	1	31	27	1	69	YES	96.9%	YES	
	% 14.9	3.7	2.3	47.0	29.3	2.8	100.0							8.7	4.3	1.4	44.9	39.1	1.4	100.0				
E2B	# 123	130	4	495	574	30	1356	16.1	26.4	33.5	6.5	NO	NO	17	27		107	121	8	280	59.6%	YES	YES	
	% 9.1	9.6	0.3	36.5	42.3	2.2	100.0							6.1	9.6		38.2	43.2	2.9	100.0				
E2C	# 75	53	4	205	163	9	509	7.5	37.9	19.0	NO	NO	NO	9	14		36	33	5	97	YES	YES	YES	
	% 14.7	10.4	0.8	40.3	32.0	1.8	100.0							9.3	14.4		37.1	34.0	5.2	100.0				
E3A	# 2	1		15	28	2	48	4.7	47.1	34.9	2.6	15.8	NO		1		9	15	1	26	44.7%	66.5%	YES	
	% 4.2	2.1		31.3	58.3	4.2	100.0								3.8		34.6	57.7	3.8	100.0				
E3B and E3C	# 15	6		13	18	2	54	10.9	18.0	21.5	NO	NO	NO	3	1		2	6	1	13	YES	YES	YES	
	% 27.8	11.1		24.1	33.3	3.7	100.0							23.1	7.7		15.4	46.2	7.7	100.0				
E4A	# 17	46	2	1	18	1	85	16.7	8.7	7.8	NO	7.5	NO	3	12		1	5		21	YES	13.8%	YES	
	% 20.0	54.1	2.4	1.2	21.2	1.2	100.0							14.3	57.1		4.8	23.8		100.0				
E5A	# 13	48	4	36	195	5	301	29.8	11.9	40.1	13.9	NO	NO	10	15	1	30	97	1	154	53.4%	YES	YES	
	% 4.3	15.9	1.3	12.0	64.8	1.7	100.0							6.5	9.7	0.6	19.5	63.0	0.6	100.0				

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

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

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

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

Level of Goal Attainment for 2015: 85.6 percent
Level of Goal Attainment for 2016: 83.9 percent
Level of Goal Attainment for 2017: 86.4 percent

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

Agency Director: John H. Magill
EEO Officer: Zina Hampton MSM, MBA

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 17	45	2	115	237	12	428	11.0	39.8	32.7	0.5	12.9	NO	3	13	1	26	53	6	102	95.5%	67.6%	YES
	% 4.0	10.5	0.5	26.9	55.4	2.8	100.0							2.9	12.7	1.0	25.5	52.0	5.9	100.0			
E6A	# 2	6		107	129	5	249	0.4	58.1	27.8	NO	15.1	NO	1	1		32	23		57	YES	74.0%	YES
	% 0.8	2.4		43.0	51.8	2.0	100.0							1.8	1.8		56.1	40.4		100.0			
E6B	# 1	1		23	38	1	64	0.4	58.8	25.1	NO	22.9	NO				2	9	1	12	YES	61.1%	YES
	% 1.6	1.6		35.9	59.4	1.6	100.0										16.7	75.0	8.3	100.0			
E7A and E7B	# 53	28	4	2	1		88	19.4	2.3	2.2	NO	0.0	1.1	10	5		1	1		17	YES	YES	50.0%
	% 60.2	31.8	4.5	2.3	1.1		100.0							58.8	29.4		5.9	5.9		100.0			
E8A, B and C	# 27	85	2	15	79	2	210	28.3	12.2	17.7	NO	5.1	NO	7	14		6	23		50	YES	58.2%	YES
	% 12.9	40.5	1.0	7.1	37.6	1.0	100.0							14.0	28.0		12.0	46.0		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 2015: 85.6 percent
Level of Goal Attainment for 2016: 83.9 percent
Level of Goal Attainment for 2017: 86.4 percent

Department of Motor Vehicles

Agency Director: Kevin A. Shwedo

EEO Officer: Heather Martin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	16	3		10	7		36						2			3	1		6				
	%	44.4	8.3		27.8	19.4		100.0	5.0	24.2	5.3	NO	NO	NO	33.3			50.0	16.7		100.0	YES	YES	YES
E2	#	47	16		90	66	4	223	4.8	41.2	28.8	NO	0.8	NO	6	2		13	6	2	29	YES	98.1%	YES
	%	21.1	7.2		40.4	29.6	1.8	100.0							20.7	6.9		44.8	20.7	6.9	100.0			
E3	#	7	3		3	3		16	8.5	25.1	9.6	NO	6.3	NO		2			1	3	YES	74.9%	YES	
	%	43.8	18.8		18.8	18.8		100.0								66.7			33.3		100.0			
E5	#	9	10		65	71	4	159	5.0	35.1	40.4	NO	NO	NO	1	3		9	20	1	34	YES	YES	YES
	%	5.7	6.3		40.9	44.7	2.5	100.0							2.9	8.8		26.5	58.8	2.9	100.0			
E6	#	42	36	2	286	373	18	757	4.7	38.4	20.5	NO	0.6	NO	10	6		31	41	1	89	YES	98.4%	YES
	%	5.5	4.8	0.3	37.8	49.3	2.4	100.0							11.2	6.7		34.8	46.1	1.1	100.0			
E7	#	6	1					7	10.4	3.3	1.0	NO	3.3	1.0	1	1				2	YES	0.0%	0.0%	
	%	85.7	14.3					100.0							50.0	50.0					100.0			
E8	#	1	3					4	25.8	13.9	14.8	NO	13.9	14.8							YES	0.0%	0.0%	
	%	25.0	75.0					100.0																
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2015: 94.7 percent
 Level of Goal Attainment for 2016: 94.4 percent
 Level of Goal Attainment for 2017: 98.3 percent

Museum Commission

Agency Director: William Calloway

EEO Officer: Essence Fayall

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2			7	3.1	31.3	8.8	3.1	2.7	8.8								0.0%	91.4%	0.0%
	% 71.4			28.6			100.0																
E2 and E3	# 5	4		14	6		29	4.1	31.9	8.3	NO	NO	NO		3		5	3		11	YES	YES	YES
	% 17.2	13.8		48.3	20.7		100.0								27.3		45.5	27.3		100.0			
E5 and E7	# 3						3	19.0	3.0	2.8	19.0	3.0	2.8	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
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	%																						

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

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

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

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

Level of Goal Attainment for 2015: 95.0 percent
 Level of Goal Attainment for 2016: 100.0 percent
 Level of Goal Attainment for 2017: 97.9 percent

Department of Natural Resources

Agency Director: Alvin Taylor

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 24			13	3		40	5.1	25.4	5.9	5.1	NO	NO				2	1		3			
	% 60.0			32.5	7.5		100.0										66.7	33.3		100.0	0.0%	YES	YES
E2A	# 19	2		43	15	1	80	5.1	39.7	14.1	2.6	NO	NO	2			3	2		7	49.0%	YES	YES
	% 23.8	2.5		53.8	18.8	1.3	100.0							28.6			42.9	28.6		100.0			
E2B	# 97	6		34	2		139	4.3	31.4	2.3	0.0	6.9	0.9	9			3			12	YES	78.0%	60.9%
	% 69.8	4.3		24.5	1.4		100.0							75.0			25.0			100.0			
E3	# 95	5	4	15	3	1	123	19.3	11.3	3.0	15.2	NO	0.6	17	1	1	3			22	21.2%	YES	80.0%
	% 77.2	4.1	3.3	12.2	2.4	0.8	100.0							77.3	4.5	4.5	13.6			100.0			
E4A	# 153	11		4			168	10.2	0.8	4.3	3.7	NO	4.3	13	3		1			17	63.7%	YES	0.0%
	% 91.1	6.5		2.4			100.0							76.5	17.6		5.9			100.0			
E4B	# 60	4		7	2		73	6.0	2.7	0.0	0.5	NO	NO	14	1		2			17	91.7%	YES	YES
	% 82.2	5.5		9.6	2.7		100.0							82.4	5.9		11.8			100.0			
E6	# 4			19	16	1	40	6.9	43.7	20.9	6.9	NO	NO	2			7	4		13	0.0%	YES	YES
	% 10.0			47.5	40.0	2.5	100.0							15.4			53.8	30.8		100.0			
E7	# 11	4	1		2		18	12.3	10.0	14.9	NO	10.0	3.8	3	1	1				5	YES	0.0%	74.5%
	% 61.1	22.2	5.6		11.1		100.0							60.0	20.0	20.0				100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 78.2 percent
 Level of Goal Attainment for 2016: 79.2 percent
 Level of Goal Attainment for 2017: 71.6 percent

SC Department Parks, Recreation and Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		7	4.2	30.8	8.8	4.2	2.2	NO								0.0%	92.9%	YES
	% 57.1			28.6	14.3		100.0																
E2	# 25			25	4	1	55	3.5	36.1	6.8	3.5	NO	NO	2			2			4	0.0%	YES	YES
	% 45.5			45.5	7.3	1.8	100.0							50.0			50.0			100.0			
E2A, B,C,and D	# 101	6		17	1		125	7.5	17.5	4.7	2.7	3.9	3.9	11			5			16	64.0%	77.7%	17.0%
	% 80.8	4.8		13.6	0.8		100.0							68.8			31.3			100.0			
E3 and E4	#		1	1			2	7.6	17.8	6.9	7.6	NO	6.9								0.0%	YES	0.0%
	%		50.0	50.0			100.0																
E5 and E5A	# 17	5		45	16		83	4.3	46.9	8.5	NO	NO	NO	2			10	3		15	YES	YES	YES
	% 20.5	6.0		54.2	19.3		100.0							13.3			66.7	20.0		100.0			
E6	# 2			6	1		9	6.1	44.8	21.4	6.1	NO	10.3				1			1	0.0%	YES	51.9%
	% 22.2			66.7	11.1		100.0										100.0			100.0			
E7	# 38	2	1	1	2		44	15.6	3.8	2.2	11.1	1.5	NO	11	1			1		13	28.8%	60.5%	YES
	% 86.4	4.5	2.3	2.3	4.5		100.0							84.6	7.7			7.7		100.0			
E8	# 34	10		5	1		50	19.5	3.0	1.9	NO	NO	NO	12	5	1	5		1	24	YES	YES	YES
	% 68.0	20.0		10.0	2.0		100.0							50.0	20.8	4.2	20.8		4.2	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 2015: 81.4 percent
 Level of Goal Attainment for 2016: 77.4 percent
 Level of Goal Attainment for 2017: 79.6 percent

Patriot's Point Authority

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 13	1		9			23	3.3	33.9	6.6	NO	NO	6.6								YES	YES	0.0%
	% 56.5	4.3		39.1			100.0																
E3, E5 and E6	# 2			6		1	9	7.4	34.1	12.0	7.4	NO	12.0	1						1	0.0%	YES	0.0%
	% 22.2			66.7		11.1	100.0							100.0						100.0			
E4	# 4	2		3	2		11	18.9	9.3	19.4	0.7	NO	1.2	1	1					2	96.3%	YES	93.8%
	% 36.4	18.2		27.3	18.2		100.0							50.0	50.0					100.0			
E7	# 17	10	1				28	18.0	6.3	2.9	NO	6.3	2.9	4	3					7	YES	0.0%	0.0%
	% 60.7	35.7	3.6				100.0							57.1	42.9					100.0			
E8	#	4		1	3		8	19.5	2.2	1.3	NO	NO	NO								YES	YES	YES
	%	50.0		12.5	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 2015: 76.9 percent
 Level of Goal Attainment for 2016: 73.4 percent
 Level of Goal Attainment for 2017: 76.2 percent

South Carolina State Ports Authority

Agency Director: James Newsome
EEO Officer: Robert Mozdean

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2017							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							% 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
E1	#	15			3			18	5.3	20.2	3.3		*				2			7		*	*
	%	83.3			11.1			100.0				5.3	3.5	3.3	71.4			28.6		100.0	0.0%	82.7%	0.0%
E2A	#	34	6	2	11	1	1	55	4.7	27.9	5.5	NO		7.9	3.7					10	YES	71.7%	32.7%
	%	61.8	10.9	3.6	20.0	1.8	1.8	100.0						80.0	20.0					100.0			
E2B	#	8	1		6	1		16	8.2	32.1	5.6	1.9	NO	NO			4	1		22	76.8%	YES	YES
	%	50.0	6.3		37.5	6.3		100.0				1.9	NO	NO	71.4	14.3		18.2	4.5	100.0	76.8%	YES	YES
E3 and E4	#	12	1	1	6		1	21	7.8	17.1	6.4	3.0	NO		6.4					1	61.5%	YES	0.0%
	%	57.1	4.8	4.8	28.6		4.8	100.0				3.0	NO		6.4					100.0	61.5%	YES	0.0%
E4A	#	20	3	1	2	3	1	30	13.4	8.4	3.6	3.4	1.7	NO			2	2		8	74.6%	79.8%	YES
	%	66.7	10.0	3.3	6.7	10.0	3.3	100.0				3.4	1.7	NO	60.0		12.5	25.0	25.0	100.0	74.6%	79.8%	YES
E4B	#	1	1	4	2			8	17.4	9.0	11.0	4.9	NO	NO			1	2		5	71.8%	YES	YES
	%		12.5	12.5	50.0	25.0		100.0				4.9	NO	NO			20.0	40.0	40.0	100.0	71.8%	YES	YES
E5/E6	#	13	3		24	10	1	51	2.9	54.4	15.1	NO		7.3	NO		3	2		8	YES	86.6%	YES
	%	25.5	5.9		47.1	19.6	2.0	100.0				NO		7.3	NO	25.0	12.5	37.5	25.0	100.0	YES	86.6%	YES
E7A	#	16	9		1			26	23.9	4.6	2.1	NO	0.8	2.1	*		8	4		12	YES	82.6%	0.0%
	%	61.5	34.6		3.8			100.0				NO	0.8	2.1	*	66.7	33.3			100.0	YES	82.6%	0.0%
E7B	#	88	9	4				101	25.6	0.7	2.0	16.7	0.7	2.0	*		50	7	2	59	34.8%	0.0%	0.0%
	%	87.1	8.9	4.0				100.0				16.7	0.7	2.0	*	84.7	11.9	3.4		100.0	34.8%	0.0%	0.0%
E7C	#	140	74	12	2	3		231	27.9	2.3	1.6	NO	1.4	0.3	*		44	21	6	73	YES	39.1%	81.3%
	%	60.6	32.0	5.2	0.9	1.3		100.0				NO	1.4	0.3	*	60.3	28.8	8.2		100.0	YES	39.1%	81.3%

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 2015: 80.4 percent
Level of Goal Attainment for 2016: 77.8 percent
Level of Goal Attainment for 2017: 76.0 percent

Probation, Parole & Pardon Services, Department of

Agency Director: Jerry B. Adger
EEO Officer: Paul Angus

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	3		4	8	3	25	8.6	24.0	9.7	NO	8.0	NO	3	2			3	1	9	YES	66.7%	YES
	% 28.0	12.0		16.0	32.0	12.0	100.0							33.3	22.2			33.3	11.1	100.0			
E2 and E2A	# 153	80	7	161	145	9	555	20.4	14.8	22.2	6.0	NO	NO	39	16	2	46	48	3	154	70.6%	YES	YES
	% 27.6	14.4	1.3	29.0	26.1	1.6	100.0							25.3	10.4	1.3	29.9	31.2	1.9	100.0			
E3	# 1	3		2			6	14.5	17.0	12.8	NO	NO	12.8 *								YES	YES	0.0% *
	% 16.7	50.0		33.3			100.0																
E5	# 2	1		36	29	2	70	10.1	31.7	31.6	8.7	NO	NO	1	1		12	13	1	28	13.9%	YES	YES
	% 2.9	1.4		51.4	41.4	2.9	100.0							3.6	3.6		42.9	46.4	3.6	100.0			
E6 and E8	# 2				1		3	25.7	22.1	16.1	25.7 *	22.1 *	NO								0.0% *	0.0% *	YES
	% 66.7				33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 80.0 percent
Level of Goal Attainment for 2016: 82.3 percent
Level of Goal Attainment for 2017: 87.6 percent

SC Public Employee Benefit Authority

Agency Director: Peggy G. Boykin, CPA

EEO Officer: Kim Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			9	3		20	5.3	28.3	8.5	5.3	NO	NO								0.0%	YES	YES
	% 40.0			45.0	15.0		100.0																
E2	# 43	17	1	65	68	5	199	7.6	39.6	21.0	NO	6.9	NO	7	6		17	14		44	YES	82.6%	YES
	% 21.6	8.5	0.5	32.7	34.2	2.5	100.0							15.9	13.6		38.6	31.8		100.0			
E3	# 18	3	1		2	2	26	5.7	14.0	6.7	NO	14.0	NO	4		1				5	YES	0.0%	YES
	% 69.2	11.5	3.8		7.7	7.7	100.0							80.0		20.0				100.0			
E5	# 1			1	2		4	7.6	39.2	23.9	7.6	*	*								0.0%	*	YES
	% 25.0			25.0	50.0		100.0																
E6	#	1		4	5		10	7.2	38.3	23.3	NO	NO	NO								YES	YES	YES
	%	10.0		40.0	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 2015: 79.2 percent
 Level of Goal Attainment for 2016: 87.6 percent
 Level of Goal Attainment for 2017: 81.9 percent

South Carolina Department of Public Safety

Agency Director: Leroy Smith
EEO Officer: Tynisha Melvin-Lewis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	5		3			12	5.1	27.0	5.4	NO	2.0	5.4	1			2			3	YES	92.6%	0.0%
	% 33.3	41.7		25.0			100.0							33.3			66.7			100.0		*	*
E2A	# 15	7		27	8		57	4.8	34.9	10.2	NO	NO	NO	7	3		9	7		26	YES	YES	YES
	% 26.3	12.3		47.4	14.0		100.0							26.9	11.5		34.6	26.9		100.0			
E2B	# 223	42	8	4	5		282	12.0	8.4	3.2	NO	7.0	1.4	43	9	2		2		56	YES	16.7%	56.3%
	% 79.1	14.9	2.8	1.4	1.8		100.0							76.8	16.1	3.6		3.6		100.0			
E2C	# 9	2		27	15	1	54	3.8	40.5	11.6	0.1	NO	NO	3	1		11	5	1	21	97.4%	YES	YES
	% 16.7	3.7		50.0	27.8	1.9	100.0							14.3	4.8		52.4	23.8	4.8	100.0			
E3	# 23	9		38	38	3	111	2.3	28.5	11.5	NO	NO	NO	5	2		10	9	4	30	YES	YES	YES
	% 20.7	8.1		34.2	34.2	2.7	100.0							16.7	6.7		33.3	30.0	13.3	100.0			
E4	# 546	58	17	35	10	1	667	9.8	8.9	3.8	1.1	3.7	2.3	94	9	8	6	2	2	121	88.8%	58.4%	39.5%
	% 81.9	8.7	2.5	5.2	1.5	0.1	100.0							77.7	7.4	6.6	5.0	1.7	1.7	100.0			
E5	# 1			14	9		24	0.5	69.2	15.7	0.5	10.9	NO				5		1	6	0.0%	84.2%	YES
	% 4.2			58.3	37.5		100.0										83.3		16.7	100.0			
E6	# 3	1		10	4		18	4.0	53.5	13.0	NO	NO	NO		1		3			4	YES	YES	YES
	% 16.7	5.6		55.6	22.2		100.0								25.0		75.0			100.0			
E7	# 6	5	1		1		13	16.3	3.9	1.1	NO	3.9	NO	2				1		3	YES	0.0%	YES
	% 46.2	38.5	7.7		7.7		100.0							66.7				33.3		100.0		*	*
E8	# 5	4		1	1		11	16.0	20.3	9.6	NO	11.2	0.5	1	1					2	YES	44.8%	94.8%
	% 45.5	36.4		9.1	9.1		100.0							50.0	50.0					100.0			*

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

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

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

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

Level of Goal Attainment for 2015: 83.7 percent
Level of Goal Attainment for 2016: 85.8 percent
Level of Goal Attainment for 2017: 87.9 percent

Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Gwen Richardson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		7	2.7	27.6	5.2	2.7 *	13.3 *	NO	1						1	0.0% *	51.8% *	YES
	% 71.4			14.3	14.3		100.0							100.0						100.0			
E2	# 3		1	10	2		16	3.6	49.2	9.0	3.6 *	NO	NO								0.0% *	YES	YES
	% 18.8		6.3	62.5	12.5		100.0																
E3 and E5	#	1		1	1		3	11.1	23.2	20.5	NO	NO	NO								YES	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 2015: 94.5 percent
 Level of Goal Attainment for 2016: 90.9 percent
 Level of Goal Attainment for 2017: 93.1 percent

Regulatory Staff, Office of

Agency Director: Dukes Scott

EEO Officer: Joye Lang

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		4			10	3.9	24.1	7.0	NO	NO	7.0	1						1	YES	YES	0.0%
	% 50.0	10.0		40.0			100.0							100.0						100.0			
E2	# 18	2	1	18	5		44	4.8	30.4	11.5	0.3	NO	0.1								93.8%	YES	99.1%
	% 40.9	4.5	2.3	40.9	11.4		100.0																
E3, E5 and E6	# 6	1	1	9	2		19	7.8	37.2	11.3	2.5	NO	0.8				3	1		4	67.9%	YES	92.9%
	% 31.6	5.3	5.3	47.4	10.5		100.0										75.0	25.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 74.7 percent
 Level of Goal Attainment for 2016: 86.5 percent
 Level of Goal Attainment for 2017: 94.2 percent

Retirement Investment System

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		7	2.6	32.8	3.8	2.6	4.2	NO	1			1	1		3		*	*	*
	% 57.1			28.6	14.3		100.0							33.3			33.3	33.3		100.0	0.0%	87.2%	YES	
E2	# 24	1		5	2	1	33	2.8	26.4	6.3	NO	11.2	0.2	13			4	2		19	YES	57.6%	96.8%	
	% 72.7	3.0		15.2	6.1	3.0	100.0							68.4			21.1	10.5		100.0				
E5 and E6	# 1			2	1		4	0.9	57.5	26.2	0.9	7.5	1.2	1						1	0.0%	87.0%	95.4%	
	% 25.0			50.0	25.0		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 2015: 64.3 percent
 Level of Goal Attainment for 2016: 85.8 percent
 Level of Goal Attainment for 2017: 89.1 percent

South Carolina Department of Revenue

Agency Director: Hartley Powell

EEO Officer: Angela Stroud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	1	2	15	5		41	6.4	26.7	7.4	4.0	NO	NO	3	1	2	3	2		9	37.5%	YES	YES
	% 43.9	2.4	4.9	36.6	12.2		100.0							33.3	11.1		33.3	22.2		100.0			
E2	# 130	27	3	158	99	13	430	3.8	35.7	12.1	NO	NO	NO	40	10		47	38	3	138	YES	YES	YES
	% 30.2	6.3	0.7	36.7	23.0	3.0	100.0							29.0	7.2		34.1	27.5	2.2	100.0			
E3	# 16	4	1	10	9	2	42	8.3	18.3	18.0	NO	NO	NO	2			1	1	1	5	YES	YES	YES
	% 38.1	9.5	2.4	23.8	21.4	4.8	100.0							40.0			20.0	20.0	20.0	100.0			
E4	# 4	2		1	1		8	2.0	0.1	9.8	NO	NO	NO	3						3	YES	YES	YES
	% 50.0	25.0		12.5	12.5		100.0							100.0						100.0			
E5	# 10	10	1	27	23		71	3.9	40.3	15.7	NO	2.3	NO	7	2	2	13	17		41	YES	94.3%	YES
	% 14.1	14.1	1.4	38.0	32.4		100.0							17.1	4.9	4.9	31.7	41.5		100.0			
E6	# 10	7		30	40	1	88	6.7	40.6	22.5	NO	6.5	NO	3	4		10	16		33	YES	84.0%	YES
	% 11.4	8.0		34.1	45.5	1.1	100.0							9.1	12.1		30.3	48.5		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 2015: 93.9 percent
 Level of Goal Attainment for 2016: 95.4 percent
 Level of Goal Attainment for 2017: 95.3 percent

Revenue and Fiscal Affairs

Agency Director: Frank Rainwater

EEO Officer: Deborah Glenn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	3.6	31.0	4.0	3.6	3.7	4.0				1			1	0.0%	88.1%	0.0%
	% 72.7			27.3			100.0										100.0			100.0			
E2	# 15		2	16	1		34	7.2	34.5	9.5	7.2	NO	6.6	5			3			8	0.0%	YES	30.5%
	% 44.1		5.9	47.1	2.9		100.0							62.5			37.5			100.0			
E3	# 11	1		1			13	7.5	10.9	3.1	NO	3.2	3.1	2						2	YES	70.6%	0.0%
	% 84.6	7.7		7.7			100.0							100.0						100.0			
E5 and E6	#			3	3		6	2.8	47.0	14.7	2.8	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 2015: First Year of Reporting
 Level of Goal Attainment for 2016: 82.4 percent
 Level of Goal Attainment for 2017: 73.7 percent

Santee Cooper (Public Service Authority)

Agency Director: James Brogdon

EEO Officer: Ritchie Monteith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 16	1	1	5	1		24	3.3	22.7	0.9	NO	1.9	NO				100.0			1	YES	91.6%	YES
	% 66.7	4.2	4.2	20.8	4.2		100.0													100.0			
E2	# 348	41	9	155	29	4	586	6.3	23.5	4.8	NO	NO	NO	113	10	9	41	8		181	YES	YES	YES
	% 59.4	7.0	1.5	26.5	4.9	0.7	100.0							62.4	5.5	5.0	22.7	4.4		100.0			
E3	# 84	12	4	23	12	1	136	9.8	9.8	2.7	1.0	NO	NO	17	1	1	1	1		21	89.8%	YES	YES
	% 61.8	8.8	2.9	16.9	8.8	0.7	100.0							81.0	4.8	4.8	4.8	4.8		100.0			
E6	# 29	17	2	93	19	1	161	7.8	48.8	11.7	NO	NO	NO	3	5		15	3		26			
	% 18.0	10.6	1.2	57.8	11.8	0.6	100.0							11.5	19.2		57.7	11.5		100.0	YES	YES	YES
E7	# 627	151	9	22	25	1	835	16.2	2.7	2.6	NO	0.1	NO	146	16	3	3	3		171			*
	% 75.1	18.1	1.1	2.6	3.0	0.1	100.0							85.4	9.4	1.8	1.8	1.8		100.0	YES	96.3%	YES
E8	# 12	4		10	6		32	20.7	11.8	14.6	8.2	NO	NO	5			1			6			
	% 37.5	12.5		31.3	18.8		100.0							83.3			16.7			100.0	60.4%	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 2015: 100.0 percent
 Level of Goal Attainment for 2016: 98.5 percent
 Level of Goal Attainment for 2017: 96.6 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1		3	1		5	6.4	25.6	11.6	6.4	NO	NO								0.0%	YES	YES
	%	20.0		60.0	20.0		100.0																
E2	#	1		5	3		9	6.1	34.5	8.2	6.1	NO	NO								0.0%	YES	YES
	%	11.1		55.6	33.3		100.0																
E3, E5, and E6	#			8	8	1	17	4.4	43.7	24.9	4.4	NO	NO				3	2		5	0.0%	YES	YES
	%			47.1	47.1	5.9	100.0										60.0	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 2015: 93.4 percent
 Level of Goal Attainment for 2016: 100.0 percent
 Level of Goal Attainment for 2017: 100.0 percent

Social Services, Department of (Page 1 of 2)

Agency Director: V. Susan Alford

EEO Officer: Valencia Gadson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	15	1	56	48		145	4.8	39.0	12.6	NO	0.4	NO	4	3		6	3		16	YES	99.0%	YES
	% 17.2	10.3	0.7	38.6	33.1		100.0							25.0	18.8		37.5	18.8		100.0			
E2B	# 3	2		4	5		14	4.4	43.6	13.1	NO	15.0	NO							100.0	YES	65.6%	YES
	% 21.4	14.3		28.6	35.7		100.0																
E2 and E2A	# 74	40	3	235	337	10	699	5.8	40.2	25.2	0.1	6.6	NO	7	2		41	51	3	104	98.3%	83.6%	YES
	% 10.6	5.7	0.4	33.6	48.2	1.4	100.0							6.7	1.9		39.4	49.0	2.9	100.0			
E2B	# 14	19	1	59	149	5	247	6.1	39.9	25.4	NO	16.0	NO				8	3	4	15	YES	59.9%	YES
	% 5.7	7.7	0.4	23.9	60.3	2.0	100.0										53.3	20.0	26.7	100.0			
E2C	# 72	70	1	358	688	40	1229	6.8	39.1	32.0	1.1	10.0	NO	12			75	127	7	221	83.8%	74.4%	YES
	% 5.9	5.7	0.1	29.1	56.0	3.3	100.0							5.4			33.9	57.5	3.2	100.0			
E3	# 4	2	3	7	10		26	7.5	24.0	13.1	NO	NO	NO					1		1	YES	YES	YES
	% 15.4	7.7	11.5	26.9	38.5		100.0											100.0		100.0			
E5	# 4	10		108	170	13	305	5.8	44.7	29.8				1	20		88	171	4	284	YES	79.2%	YES
	% 1.3	3.3		35.4	55.7	4.3	100.0				2.5	9.3	NO	0.4	7.0		31.0	60.2	1.4	100.0			
E5B	# 4	17	1	97	185	2	306	5.0	48.9	27.1	NO	17.2	NO	20	1	3	48	21	11	104	YES	64.8%	YES
	% 1.3	5.6	0.3	31.7	60.5	0.7	100.0							19.2	1.0	2.9	46.2	20.2	10.6	100.0			
E6A	# 17	24	2	161	270	16	490	2.3	60.9	20.2	NO	28.0	NO				4	11		15	YES	54.0%	YES
	% 3.5	4.9	0.4	32.9	55.1	3.3	100.0										26.7	73.3		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 2015: 90.4 percent
 Level of Goal Attainment for 2016: 94.2 percent
 Level of Goal Attainment for 2017: 88.7 percent

Social Services, Department of (Page 2 of 2)

Agency Director: V. Susan Alford

EEO Officer: Valencia Gadson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	1	3		18	26	1	49																			
	%	2.0	6.1		36.7	53.1	2.0	100.0	9.5	47.6	20.3	3.4	10.9	NO					3	2	5	60.0	40.0	100.0	64.2%	77.1%	YES
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										
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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 2015: 90.4 percent
 Level of Goal Attainment for 2016: 94.2 percent
 Level of Goal Attainment for 2017: 88.7 percent

South Carolina State University (Page 1 of 2)

President: James Clark
EEO Officer: Ronald York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			6		14								4			5		9			
	%	57.1			42.9		100.0	4.6	30.7	7.7	NO	30.7	NO		44.4			55.6		100.0	YES	0.0%	YES
C2	#	4	1		7		12																
	%	33.3	8.3		58.3		100.0	4.6	34.8	12.0	NO	34.8	NO								YES	0.0%	YES
C3	#	10	14	7	4	2	41																
	%	24.4	34.1	17.1	9.8	4.9	100.0	4.2	31.7	6.8	NO	21.9	NO								YES	30.9%	YES
C4	#	6	14	3	2	19	47								2			1	1	4			
	%	12.8	29.8	6.4	4.3	40.4	100.0	4.4	32.0	6.9	NO	27.7	NO		50.0			25.0	25.0	100.0	YES	13.4%	YES
C5	#	3	10	2	2	24	41							1	3	2		2		8			
	%	7.3	24.4	4.9	4.9	58.5	100.0	4.2	31.8	6.6	NO	26.9	NO	12.5	37.5	25.0		25.0		100.0	YES	15.4%	YES
C6	#	2	8		12		22								1		1	1		3			
	%	9.1	36.4		54.5		100.0	3.7	34.4	7.0	NO	34.4	NO		33.3		33.3	33.3		100.0	YES	0.0%	YES
C8	#	4			1	1	6																
	%	66.7			16.7	16.7	100.0	8.1	30.8	13.4	NO	30.8	NO								YES	0.0%	YES
C9	#	7	9		2	6	25							2	2		1	1		6			
	%	28.0	36.0		8.0	24.0	100.0	6.7	26.7	6.2	NO	18.7	NO	33.3	33.3		16.7	16.7		100.0	YES	30.0%	YES
E2	#	20	1	2	89		112								4			3		7			
	%	17.9	0.9	1.8	79.5		100.0	6.5	38.2	15.7	NO	36.4	NO		57.1			42.9		100.0	YES	4.7%	YES

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

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

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

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

Level of Goal Attainment for 2015: 70.6 percent
Level of Goal Attainment for 2016: 71.3 percent
Level of Goal Attainment for 2017: 69.1 percent

South Carolina State University (Page 2 of 2)

President: James Clark
EEO Officer: Ronald S. York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 1	10	1		14		26	8.4	25.1	13.2	NO	25.1	NO		2					2			
	% 3.8	38.5	3.8		53.8		100.0								100.0					100.0	YES	0.0%	YES
E4	# 1	10					11	20.3	7.2	11.3	NO	7.2	11.3		3			1		4			*
	% 9.1	90.9					100.0								75.0			25.0		100.0	YES	0.0%	0.0%
E5	# 1				20		21	1.1	58.0	24.4	NO	58.0	NO					5		5			
	% 4.8				95.2		100.0											100.0		100.0	YES	0.0%	YES
E6	# 4				33		37	1.0	57.0	25.2	NO	57.0	NO		3			2		5			
	% 10.8				89.2		100.0								60.0			40.0		100.0	YES	0.0%	YES
E7 and E8	# 4						4	29.5	4.0	17.9	NO	4.0	17.9									*	*
	% 100.0						100.0														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 2015: 70.6 percent
Level of Goal Attainment for 2016: 71.3 percent
Level of Goal Attainment for 2017: 69.1 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1	4	2		9	4.0	34.6	9.0	NO	NO	NO	1						1			
	% 11.1	11.1	11.1	44.4	22.2		100.0							100.0						100.0	YES	YES	YES
E2	# 11	4	1	24	10	3	53	4.2	39.4	9.3	NO	NO	NO	1	1		5	1	1	9			
	% 20.8	7.5	1.9	45.3	18.9	5.7	100.0							11.1	11.1		55.6	11.1	11.1	100.0	YES	YES	YES
E3, E5 and E6	# 6	1		6	9		22	3.2	44.0	10.4	NO	16.7	NO				1	1		2			
	% 27.3	4.5		27.3	40.9		100.0										50.0	50.0		100.0	YES	62.0%	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 2015: 83.3 percent
 Level of Goal Attainment for 2016: 84.8 percent
 Level of Goal Attainment for 2017: 95.8 percent

Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia Bryd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			1			4	4.4	37.0	15.8	4.4	12.0	15.8								0.0%	67.6%	0.0%
	% 75.0			25.0			100.0																
T3, T4 and T5	# 17	5	2	15	15		54	2.3	31.8	12.6	NO	4.0	NO	2		1	2	3		8	YES	87.4%	YES
	% 31.5	9.3	3.7	27.8	27.8		100.0							25.0		12.5	25.0	37.5		100.0			
E2 and E3	# 10	1		21	11		43	6.9	31.6	8.6	4.6	NO	NO	1			1	2		4	33.3%	YES	YES
	% 23.3	2.3		48.8	25.6		100.0							25.0			25.0	50.0		100.0			
E5 and E6	#	1		9	7		17	2.7	57.9	14.1	NO	5.0	NO				3			3			
	%	5.9		52.9	41.2		100.0										100.0			100.0	YES	91.4%	YES
E7 and E8	# 2	2					4	6.1	2.4	0.0	NO	2.4	0.0								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 92.8 percent
 Level of Goal Attainment for 2016: 91.8 percent
 Level of Goal Attainment for 2017: 89.1 percent

Central Carolina Technical College

President: G. Michael Mikota

EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			4			6	4.2	37.2	13.8	4.2	NO	13.8	1						1	0.0%	YES	0.0%
	% 33.3			66.7			100.0							100.0						100.0			
T3 and T4	# 36	6	1	45	9	4	101	4.7	32.7	6.1	NO	NO	NO	3	1		3		1	8	YES	YES	YES
	% 35.6	5.9	1.0	44.6	8.9	4.0	100.0							37.5	12.5		37.5		12.5	100.0			
T5 and E2	# 10	2		16	19	2	49	9.6	31.8	19.1	5.5	NO	NO	1			4	4	1	10	42.7%	YES	YES
	% 20.4	4.1		32.7	38.8	4.1	100.0							10.0			40.0	40.0	10.0	100.0			
E3, E4 and E5	# 5	4	1	6	3	2	21	18.0	27.4	15.5	NO	NO	1.2	1	2			1	1	5	YES	YES	92.3%
	% 23.8	19.0	4.8	28.6	14.3	9.5	100.0							20.0	40.0			20.0	20.0	100.0			
E6	#			13	7	3	23	0.3	65.1	16.3	0.3	8.6	NO				2	1	1	4	0.0%	86.8%	YES
	%			56.5	30.4	13.0	100.0										50.0	25.0	25.0	100.0			
E7 and E8	# 8	9		2	8		27	32.1	8.6	8.7	NO	1.2	NO	1			1	1		3	YES	86.0%	YES
	% 29.6	33.3		7.4	29.6		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 2015: 86.8 percent
 Level of Goal Attainment for 2016: 87.9 percent
 Level of Goal Attainment for 2017: 93.9 percent

Denmark Technical College

President: Dr. Christopher J. Hall (Interim)

EEO Officer: Mary Oakman-Long

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1, T1 and T2	#	1					1	6.0	30.5	11.3	NO	30.5	11.3								YES	0.0%	0.0%	
	%	100.0					100.0																	
T3 and T4	#	2	5	3	3	11	2	26	4.7	31.9	18.2	NO	20.4	NO		1		4		5	YES	36.1%	YES	
	%	7.7	19.2	11.5	11.5	42.3	7.7	100.0								20.0		80.0		100.0				
E2 and T5	#	1	11			16		28	8.6	32.9	25.2	NO	32.9	NO							YES	0.0%	YES	
	%	3.6	39.3			57.1		100.0																
E3, E5 and E6	#	1			3	12		16	4.0	50.6	20.8	4.0	31.8	NO	1			2		3	0.0%	37.2%	YES	
	%	6.3			18.8	75.0		100.0							33.3			66.7		100.0				
E4, E7 and E8	#	1				2		3	31.5	9.2	17.6	31.5	9.2	NO							0.0%	0.0%	YES	
	%	33.3				66.7		100.0																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2015: 65.3 percent
 Level of Goal Attainment for 2016: 75.2 percent
 Level of Goal Attainment for 2017: 77.3 percent

Florence-Darlington Technical College

President: Ben Dillard
EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 5	3	1	3			12	7.5	40.1	13.6	NO	15.1	13.6								YES	62.3%	0.0%	
	% 41.7	25.0	8.3	25.0			100.0																	
T3, T4 and T5	# 35	7	3	39	14	2	100	3.7	33.4	5.5	NO	NO	NO	1	1	1	8	3		14	YES	YES	YES	
	% 35.0	7.0	3.0	39.0	14.0	2.0	100.0							7.1	7.1	7.1	57.1	21.4		100.0				
E2	# 14	5	1	31	24	2	77	6.7	32.6	14.0	0.2*	NO	NO	2	3	1	6	5		17	97.0%*	YES	YES	
	% 18.2	6.5	1.3	40.3	31.2	2.6	100.0							11.8	17.6	5.9	35.3	29.4		100.0				
E5 and E6	# 2	1		15	16	1	35	1.3	62.1	19.1	NO	19.2	NO				2	4		6	YES	69.1%	YES	
	% 5.7	2.9		42.9	45.7	2.9	100.0										33.3	66.7		100.0				
E3, E7 and E8	# 19	12		5	1		37	14.0	12.5	6.4	NO	NO	3.7	3			1			4	YES	YES	42.2%	
	% 51.4	32.4		13.5	2.7		100.0							75.0			25.0			100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2015: 84.8 percent
Level of Goal Attainment for 2016: 83.4 percent
Level of Goal Attainment for 2017: 84.7 percent

Greenville Technical College

President: Keith Miller
EEO Officer: Susan Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 9	2		8	7		26	4.7	34.9	8.7	NO	4.1	NO	2	1		2	1		6	YES	88.3%	YES	
	% 34.6	7.7		30.8	26.9		100.0							33.3	16.7		33.3	16.7		100.0				
T3 and T4	# 119	12	4	168	23	10	336	2.8	33.4	4.1	NO	NO	NO	17	3		25	2	1	48	YES	YES	YES	
	% 35.4	3.6	1.2	50.0	6.8	3.0	100.0							35.4	6.3		52.1	4.2	2.1	100.0				
T5 and E2	# 44	7	2	80	36	1	170	5.3	35.6	12.8	1.2	NO	NO	8	1	2	15	6	1	33	77.4%	YES	YES	
	% 25.9	4.1	1.2	47.1	21.2	0.6	100.0							24.2	3.0	6.1	45.5	18.2	3.0	100.0				
E3, E4 and E5	# 23	3	2	43	27	5	103	4.8	40.8	7.9	1.9	NO	NO	2		1	9	6	2	20	60.4%	YES	YES	
	% 22.3	2.9	1.9	41.7	26.2	4.9	100.0							10.0		5.0	45.0	30.0	10.0	100.0				
E6	#			9	9	1	19	0.1	75.0	10.6	0.1	*	27.6	1				1		2	0.0%	*	63.2%	YES
	%			47.4	47.4	5.3	100.0							50.0				50.0		100.0				
E7 and E8	# 28	9	1	4	9	1	52	9.5	12.9	5.2	NO	5.2	NO	3	2					5	YES	59.7%	YES	
	% 53.8	17.3	1.9	7.7	17.3	1.9	100.0							60.0	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 2015: 91.4 percent
Level of Goal Attainment for 2016: 89.7 percent
Level of Goal Attainment for 2017: 91.1 percent

Horry-Georgetown Technical College

President: Dr. Marilyn Fore
EEO Officer: Jacquelyn Snyder

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		4			7	3.1	43.0	9.3	NO	NO	9.3				1			1	YES	YES	0.0%
	% 28.6	14.3		57.1			100.0										100.0			100.0			
T3 and T4	# 69	5		79	5	4	162	3.2	33.3	4.1	0.1	NO	1.0	7			12		1	20	96.9%	YES	75.6%
	% 42.6	3.1		48.8	3.1	2.5	100.0							35.0			60.0		5.0	100.0			
T5 and E2	# 17	3		44	17		81	1.4	37.8	9.1	NO	NO	NO	3	1	1	14			19			
	% 21.0	3.7		54.3	21.0		100.0							15.8	5.3	5.3	73.7			100.0	YES	YES	YES
E3 and E5	# 8	1	1	13	5	1	29	1.0	30.9	10.0	NO	NO	NO	2			4			6			
	% 27.6	3.4	3.4	44.8	17.2	3.4	100.0							33.3			66.7			100.0	YES	YES	YES
E6	# 1			17	5	1	24	0.4	72.4	2.2	0.4	1.6	NO				2	1		3	0.0%	97.8%	YES
	% 4.2			70.8	20.8	4.2	100.0										66.7	33.3		100.0			
E7 and E8	# 20	3	1	10		3	37	12.5	11.8	5.1	4.4	NO	5.1	2	1		2	3		8			
	% 54.1	8.1	2.7	27.0		8.1	100.0							25.0	12.5		25.0	37.5		100.0	64.8%	YES	0.0%
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 89.1 percent
Level of Goal Attainment for 2016: 91.9 percent
Level of Goal Attainment for 2017: 89.7 percent

Technical College of the Lowcountry

President: Dr. Richard J. Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		6			11	3.0	35.6	7.8	NO	NO	7.8	2			1			3	YES	YES	0.0%
	% 36.4	9.1		54.5			100.0							66.7			33.3			100.0			
T3 and T4	# 13	5	1	33	2		54	1.6	31.2	5.0	NO	NO	1.3	2	1		7			10	YES	YES	74.0%
	% 24.1	9.3	1.9	61.1	3.7		100.0							20.0	10.0		70.0			100.0			
T5 and E2	# 10	4	1	15	11	1	42	9.7	31.8	21.5	0.2	NO	NO	4	3		4	5		16	97.9%	YES	YES
	% 23.8	9.5	2.4	35.7	26.2	2.4	100.0							25.0	18.8		25.0	31.3		100.0			
E3, E5 and E6	# 1		1	9	7	2	20	2.9	59.9	8.8	2.9	14.9	NO				1		1	2	0.0%	75.1%	YES
	% 5.0		5.0	45.0	35.0	10.0	100.0										50.0		50.0	100.0			
E4, E7 and E8	# 6	2		1	1	1	11	12.2	4.1	9.3	NO	NO	0.2	1						1	YES	YES	97.8%
	% 54.5	18.2		9.1	9.1	9.1	100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 91.3 percent
 Level of Goal Attainment for 2016: 85.5 percent
 Level of Goal Attainment for 2017: 95.8 percent

Midlands Technical College

President: Dr. Ronald L. Rhames

EEO Officer: Nicole Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 5	3		8	7		23	4.4	38.8	12.4	NO	4.0	NO								YES	89.7%	YES	
	% 21.7	13.0		34.8	30.4		100.0																	
T3 and T4	# 90	10	4	101	33	9	247	4.1	31.5	7.7	0.1	NO	NO	8		1	8	5	1	23	97.6%	YES	YES	
	% 36.4	4.0	1.6	40.9	13.4	3.6	100.0							34.8		4.3	34.8	21.7	4.3	100.0				
T5 and E2	# 36	19		60	46	5	166	7.4	32.6	16.0	NO	NO	NO	4	5		10	3	2	24	YES	YES	YES	
	% 21.7	11.4		36.1	27.7	3.0	100.0							16.7	20.8		41.7	12.5	8.3	100.0				
E3	# 23	4	1	17	8		53	12.4	21.6	14.4	4.9	NO	NO			1				1	60.5%	YES	YES	
	% 43.4	7.5	1.9	32.1	15.1		100.0									100.0				100.0				
E4 and E5	# 2	3	1	17	13	2	38	3.9	51.6	16.7	NO	6.9	NO				2	1		3	YES	86.6%	YES	
	% 5.3	7.9	2.6	44.7	34.2	5.3	100.0										66.7	33.3		100.0				
E6	# 2	1		21	18	2	44	1.8	60.3	18.0	NO		NO				3	1	1	5	YES	79.1%	YES	
	% 4.5	2.3		47.7	40.9	4.5	100.0										60.0	20.0	20.0	100.0				
E7	# 14				1		15	1.9	8.3	0.5	1.9	8.3	NO	1						1	0.0%	0.0%	YES	
	% 93.3				6.7		100.0							100.0						100.0				
E8	# 8	4		5	1		18	21.6	14.7	14.3	NO	NO	8.7								YES	YES	39.2%	
	% 44.4	22.2		27.8	5.6		100.0																	

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

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

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

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

Level of Goal Attainment for 2015: 90.9 percent
 Level of Goal Attainment for 2016: 95.8 percent
 Level of Goal Attainment for 2017: 89.2 percent

Northeastern Technical College

President: Dr. Kyle Wagner
EEO Officer: Donna Charvis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	1		5			9	5.4	31.1	5.7	NO	NO	5.7 *	2			1			3	YES	YES	0.0% *
	% 33.3	11.1		55.6			100.0							66.7			33.3			100.0			
T3 and T4	# 9		2	9	3		23	1.5	44.2	30.1	1.5 *	5.1	17.1	1			3			4	0.0% *	88.5%	43.2%
	% 39.1		8.7	39.1	13.0		100.0							25.0			75.0			100.0			
T5, E2, E3 and E5	# 7	1		9	12		29	6.2	27.4	22.3	2.8 *	NO	NO		1		1	1		3	54.8% *	YES	YES
	% 24.1	3.4		31.0	41.4		100.0							33.3			33.3	33.3		100.0			
E6	#			5	1	1	7	0.1	73.3	13.3	0.1 *	1.9 *	NO	1			1	1		3	0.0% *	97.4% *	YES
	%			71.4	14.3	14.3	100.0							33.3			33.3	33.3		100.0			
E7 and E8	# 5				3		8	27.1	5.0	4.4	27.1	5.0	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 2015: 71.0 percent
Level of Goal Attainment for 2016: 75.2 percent
Level of Goal Attainment for 2017: 80.4 percent

Orangeburg-Calhoun Technical College

President: Dr. Walt A. Tobin

EEO Officer: Marie S. Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			2	1		4	4.1	35.2	18.5	4.1	NO	NO								0.0%	YES	YES
	% 25.0			50.0	25.0		100.0																
T3 and T4	# 20	6		39	12	1	78	4.1	28.4	15.9	NO	NO	0.5	2	1		6			9	YES	YES	96.9%
	% 25.6	7.7		50.0	15.4	1.3	100.0							22.2	11.1		66.7			100.0			
T5 and E2	# 6	2		18	10		36	10.7	25.3	31.2	5.1	NO	3.4	3			2	3	1	9	52.3%	YES	89.1%
	% 16.7	5.6		50.0	27.8		100.0							33.3			22.2	33.3	11.1	100.0			
E3, E4 and E5	# 2	4		8	7		21	5.9	26.6	24.0	NO	NO	NO								YES	YES	YES
	% 9.5	19.0		38.1	33.3		100.0																
E6	#			9	6		15	1.4	54.1	26.7	1.4	NO	NO								0.0%	YES	YES
	%			60.0	40.0		100.0																
E7 and E8	# 7	7		2	2		18	39.9	5.0	10.4	1.0	NO	NO								97.5%	YES	YES
	% 38.9	38.9		11.1	11.1		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 97.0 percent
 Level of Goal Attainment for 2016: 96.7 percent
 Level of Goal Attainment for 2017: 96.0 percent

Piedmont Technical College

President: Dr. Ray L. Brooks

EEO Officer: Alesia L Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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			2	1		8	3.2	45.5	10.6	3.2	20.5	NO				1	1		2	0.0%	54.9%	YES
	% 62.5			25.0	12.5		100.0										50.0	50.0		100.0			
T3 and T4	# 41	8	3	53	9	1	115	3.2	34.5	5.4	NO	NO	NO	8	1		7	2	2	20	YES	YES	YES
	% 35.7	7.0	2.6	46.1	7.8	0.9	100.0							40.0	5.0		35.0	10.0	10.0	100.0			
T5 and E2	# 17	4		41	14		76	8.6	32.8	16.2	3.3	NO	NO	2			7	5		14	61.6%	YES	YES
	% 22.4	5.3		53.9	18.4		100.0							14.3			50.0	35.7		100.0			
E3, E4 and E5	# 8	1		10	3		22	3.4	25.8	6.0	NO	NO	NO	1			2	1		4	YES	YES	YES
	% 36.4	4.5		45.5	13.6		100.0							25.0			50.0	25.0		100.0			
E6	# 1	1		17	12		31	1.5	62.6	19.5	NO	7.8	NO				1	2		3	YES	87.5%	YES
	% 3.2	3.2		54.8	38.7		100.0										33.3	66.7		100.0			
E7	# 7	1					8	6.8	1.2	0.1	NO	1.2	0.1	2	1					3	YES	0.0%	0.0%
	% 87.5	12.5					100.0							66.7	33.3					100.0			
E8	# 2				1		3	19.6	6.2	7.3	19.6	6.2	NO	1						1	0.0%	0.0%	YES
	% 66.7				33.3		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 2015: 87.4 percent
 Level of Goal Attainment for 2016: 94.2 percent
 Level of Goal Attainment for 2017: 94.0 percent

Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 9	2		9	1		21	5.3	41.0	8.7	NO	NO	3.9		1		1			2	YES	YES	55.2%
	% 42.9	9.5		42.9	4.8		100.0								50.0		50.0			100.0			
T3 and T4	# 49	4	2	59	8	4	126	2.5	35.7	5.1	NO	NO	NO	5			4	2		11	YES	YES	YES
	% 38.9	3.2	1.6	46.8	6.3	3.2	100.0							45.5			36.4	18.2		100.0			
T5 and E2	# 16	5		33	12	1	67	6.1	40.6	11.3	NO	NO	NO	5	1		9	1		16	YES	YES	YES
	% 23.9	7.5		49.3	17.9	1.5	100.0							31.3	6.3		56.3	6.3		100.0			
E3, E5 and E6	# 12	1	1	34	19		67	1.5	58.1	10.4	0.0	7.4	NO	4	1		1	1	1	8	YES	87.3%	YES
	% 17.9	1.5	1.5	50.7	28.4		100.0							50.0	12.5		12.5	12.5	12.5	100.0			
E4, E7 and E8	# 21	2	1	4	1		29	9.5	10.7	4.1	2.6	NO	0.7	2	1		3			6	72.6%	YES	82.9%
	% 72.4	6.9	3.4	13.8	3.4		100.0							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 2015: 90.8 percent
 Level of Goal Attainment for 2016: 91.5 percent
 Level of Goal Attainment for 2017: 93.2 percent

Tri-County Technical College

President: Dr. Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4			3			7	3.1	36.6	6.9	3.1	NO	6.9								0.0%	YES	0.0%
	% 57.1			42.9			100.0																
T3	# 12	1	1	32	3	1	50	3.0	35.5	3.0	1.0	NO	NO	1						1	66.7%	YES	YES
	% 24.0	2.0	2.0	64.0	6.0	2.0	100.0							100.0						100.0			
T4	# 38	1	4	47	4	3	97	2.9	36.5	3.0	1.9	NO	NO	6			5			11	34.5%	YES	YES
	% 39.2	1.0	4.1	48.5	4.1	3.1	100.0							54.5			45.5			100.0			
T5 and E2	# 31	5	1	60	10	1	108	6.4	34.7	11.4	1.8	NO	2.1	3	1		12	3		19	71.9%	YES	81.6%
	% 28.7	4.6	0.9	55.6	9.3	0.9	100.0							15.8	5.3		63.2	15.8		100.0			
E3 and E5	# 9			21	5	2	37	4.5	41.3	2.4	4.5	NO	NO	1			3	1		5	0.0%	YES	YES
	% 24.3			56.8	13.5	5.4	100.0							20.0			60.0	20.0		100.0			
E6	#			25	9		34	0.1	74.3	9.5	0.1	*	0.8				6	2		8	0.0%	*	YES
	%			73.5	26.5		100.0										75.0	25.0		100.0			
E4, E7 and E8	# 9		1	5	4		19	10.9	13.6	0.6	10.9	NO	NO	5						5	0.0%	YES	YES
	% 47.4		5.3	26.3	21.1		100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2015: 82.3 percent
 Level of Goal Attainment for 2016: 84.7 percent
 Level of Goal Attainment for 2017: 80.8 percent

Trident Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		6	4		15	4.1	39.1	14.1	NO	NO	NO	2			1			3	YES	YES	YES
	% 26.7	6.7		40.0	26.7		100.0							66.7			33.3			100.0			
T3 and T4	# 110	16	5	133	21	18	303	3.5	33.8	4.6	NO	NO	NO	5		1	12	3	1	22	YES	YES	YES
	% 36.3	5.3	1.7	43.9	6.9	5.9	100.0							22.7		4.5	54.5	13.6	4.5	100.0			
T5 and E2	# 40	18	7	72	47	8	192	6.7	32.9	17.0	NO	NO	NO	3	2	18	4	1		28	YES	YES	YES
	% 20.8	9.4	3.6	37.5	24.5	4.2	100.0							10.7	7.1	64.3	14.3	3.6		100.0			
E3 and E5	# 22	8	1	46	21	3	101	5.6	44.2	10.8	NO	NO	NO	8	1		9		3	21	YES	YES	YES
	% 21.8	7.9	1.0	45.5	20.8	3.0	100.0							38.1	4.8		42.9		14.3	100.0			
E4	# 9	8		3	2	1	23	13.7	8.5	4.4	NO	NO	NO	3	1			1		5	YES	YES	YES
	% 39.1	34.8		13.0	8.7	4.3	100.0							60.0	20.0			20.0		100.0			
E6	# 2	3		14	10	1	30	5.4	55.8	19.0	NO	9.1	NO			1	2	1		4	YES	83.7%	YES
	% 6.7	10.0		46.7	33.3	3.3	100.0									25.0	50.0	25.0		100.0			
E7 and E8	# 14	13	1	4	7	2	41	14.0	9.6	10.4	NO	NO	NO	2	2	1	1	4		10	YES	YES	YES
	% 34.1	31.7	2.4	9.8	17.1	4.9	100.0							20.0	20.0	10.0	10.0	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 2015: 93.3 percent
Level of Goal Attainment for 2016: 99.0 percent
Level of Goal Attainment for 2017: 99.2 percent

Williamsburg Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		3	2		10	6.0	34.8	12.3	NO	4.8	NO		1		1			2	YES	86.2%	YES
	% 30.0	20.0		30.0	20.0		100.0								50.0		50.0			100.0			
T3 and T4	# 7	3		9	3		22	3.1	30.4	3.2	NO	NO	NO	2	2		4	1		9	YES	YES	YES
	% 31.8	13.6		40.9	13.6		100.0							22.2	22.2		44.4	11.1		100.0			
E2	#			5	3		8	15.8	16.6	22.0	15.8	NO	NO				1	1		2	0.0%	YES	YES
	%			62.5	37.5		100.0										50.0	50.0		100.0			
E3, E5, and E6	# 1	1		9	6		17	5.0	16.2	48.1	NO	NO	12.8	1			1	2		4	YES	YES	73.4%
	% 5.9	5.9		52.9	35.3		100.0							25.0			25.0	50.0		100.0			
E7 and E8	# 1	5					6	59.6	3.0	3.3	NO	3.0	3.3								YES	0.0%	0.0%
	% 16.7	83.3					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 2015: 93.6 percent
Level of Goal Attainment for 2016: 97.2 percent
Level of Goal Attainment for 2017: 89.2 percent

York Technical College

President: Dr. Gregory Rutherford
EEO Officer: Edwina Roseoboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 5		1	3	4		13	3.8	31.1	5.9	3.8	8.0	NO								0.0%	74.3%	YES
	% 38.5		7.7	23.1	30.8		100.0																
T3 and T4	# 41	9	5	47	18	3	123	2.9	32.4	4.1	NO	NO	NO	6			9	8	1	24	YES	YES	YES
	% 33.3	7.3	4.1	38.2	14.6	2.4	100.0							25.0			37.5	33.3	4.2	100.0			
T5 and E2	# 7	3	1	30	22	2	65	5.1	37.9	12.0	0.5	NO	NO	1	1		3	6	1	12	90.2%	YES	YES
	% 10.8	4.6	1.5	46.2	33.8	3.1	100.0							8.3	8.3		25.0	50.0	8.3	100.0			
E3 and E5	# 5	1		13	11	1	31	3.6	43.8	13.2	0.4	1.9	NO				4	6		10	88.9%	95.7%	YES
	% 16.1	3.2		41.9	35.5	3.2	100.0										40.0	60.0		100.0			
E6	#			8	8	1	17	1.6	67.6	12.0	1.6	20.5	NO				2	2		4	0.0%	69.7%	YES
	%			47.1	47.1	5.9	100.0										50.0	50.0		100.0			
E4, E7 and E8	# 21	6	1	3	9		40	12.7	9.2	8.9	NO	1.7	NO	5	1	1	2			9	YES	81.5%	YES
	% 52.5	15.0	2.5	7.5	22.5		100.0							55.6	11.1	11.1	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 2015: 95.2 percent
Level of Goal Attainment for 2016: 96.1 percent
Level of Goal Attainment for 2017: 93.8 percent

Department of Transportation

Agency Director: Christy A. Hall

EEO Officer: Syress Gillens Oliver

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	17	4		5		26							4	2		1			7			
	%	65.4	15.4		19.2		100.0	7.7	19.3	10.7	NO	0.1	10.7	57.1	28.6		14.3			100.0	YES	99.5%	0.0%
E2 Non Engineers	#	166	42	3	143	110	5	469						24	6		18	23		71			
	%	35.4	9.0	0.6	30.5	23.5	1.1	100.0	4.0	40.0	14.3	NO	9.5	33.8	8.5		25.4	32.4		100.0	YES	76.3%	YES
E2A Engineers	#	525	75	30	90	24	13	757						90	14	4	21	6	7	142			
	%	69.4	9.9	4.0	11.9	3.2	1.7	100.0	7.9	9.0	2.8	NO	NO	63.4	9.9	2.8	14.8	4.2	4.9	100.0	YES	YES	YES
E4, E5 Non-Engine	#	48	6	4	114	51	5	228						12	2	1	12	3	1	31			
	%	21.1	2.6	1.8	50.0	22.4	2.2	100.0	3.3	50.0	16.3	0.7	0.0	38.7	6.5	3.2	38.7	9.7	3.2	100.0	78.8%	YES	YES
E3A Engineers	#	277	53	16	48	11	1	406						75	17	5	4	5	1	107			
	%	68.2	13.1	3.9	11.8	2.7	0.2	100.0	20.7	7.4	3.9	7.6	NO	70.1	15.9	4.7	3.7	4.7	0.9	100.0	63.3%	YES	69.2%
E6	#	1	2		40	20	1	64							1		8		1	10			
	%	1.6	3.1		62.5	31.3	1.6	100.0	1.5	66.2	14.6	NO	3.7		10.0		80.0		10.0	100.0	YES	94.4%	YES
E7	#	1432	821	40	46	90	2	2431						364	257	15	8	21	2	667			
	%	58.9	33.8	1.6	1.9	3.7	0.1	100.0	40.5	6.2	4.8	6.7	4.3	54.6	38.5	2.2	1.2	3.1	0.3	100.0	83.5%	30.6%	77.1%
E8	#	11	11		45	17	1	85							2		4	1	1	8			
	%	12.9	12.9		52.9	20.0	1.2	100.0	23.6	18.7	12.3	10.7	NO		25.0		50.0	12.5	12.5	100.0	54.7%	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 2015: 74.9 percent
 Level of Goal Attainment for 2016: 78.3 percent
 Level of Goal Attainment for 2017: 84.5 percent

State Treasurer's Office

Agency Director: Curtis M. Loftis

EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		3	2	1	12	4.2	27.6	5.6	NO	2.6	NO	3			1	1		5			
	% 41.7	8.3		25.0	16.7	8.3	100.0							60.0			20.0	20.0		100.0	YES	90.6%	YES
E2	# 13			19	7	1	40	4.4	40.1	10.4	4.4	NO	NO	4	1		3	2	1	11			
	% 32.5			47.5	17.5	2.5	100.0							36.4	9.1		27.3	18.2	9.1	100.0	0.0%	YES	YES
E3	# 2	1		1	2		6	6.9	23.8	12.2	NO	7.1	NO	1						1	YES	70.2%	YES
	% 33.3	16.7		16.7	33.3		100.0							100.0						100.0	YES	70.2%	YES
E5 and E6	# 2	1		1			4	5.0	54.8	17.0	NO	29.8	17.0								YES	45.6%	0.0%
	% 50.0	25.0		25.0			100.0														YES	45.6%	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 2015: 86.1 percent
 Level of Goal Attainment for 2016: 89.8 percent
 Level of Goal Attainment for 2017: 82.4 percent

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

President: Harris Pastides
EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	16	2	2	19		1	40						3		1	1			5			
	%	40.0	5.0	5.0	47.5		2.5	100.0	3.4	36.0	6.3	NO	NO	6.3	60.0		20.0	20.0		100.0	YES	YES	0.0%
C2	#	105	3	12	49	5	6	180						6		3	1	1	2	13			
	%	58.3	1.7	6.7	27.2	2.8	3.3	100.0	3.3	39.7	7.0	1.6	12.5	4.2	46.2		23.1	7.7	7.7	15.4	100.0	51.5%	68.5%
C3	#	260	5	57	104	11	14	451						25		10	17	2	8	62			
	%	57.6	1.1	12.6	23.1	2.4	3.1	100.0	2.5	33.4	3.5	1.4	10.3	1.1	40.3		16.1	27.4	3.2	12.9	100.0	44.0%	69.2%
C4	#	222	17	59	183	14	35	530						19	2	10	17	4	5	57			
	%	41.9	3.2	11.1	34.5	2.6	6.6	100.0	2.5	32.7	3.1	NO	NO	0.5	33.3	3.5	17.5	29.8	7.0	8.8	100.0	YES	YES
C5	#	157	7	56	172	30	50	472						6	1	22	8	3	25	65			
	%	33.3	1.5	11.9	36.4	6.4	10.6	100.0	4.8	38.0	7.8	3.3	1.6	1.4	9.2	1.5	33.8	12.3	4.6	38.5	100.0	31.3%	95.8%
C6	#	126	12	14	165	10	32	359						12	3	16	20	2	9	62			
	%	35.1	3.3	3.9	46.0	2.8	8.9	100.0	2.5	32.8	3.1	NO	NO	0.3	19.4	4.8	25.8	32.3	3.2	14.5	100.0	YES	YES
C7	#	20	2		8			30								1	1	1		3			
	%	66.7	6.7		26.7			100.0	2.5	32.7	3.2	NO	6.0	3.2			33.3	33.3	33.3		100.0	YES	81.7%
C826	#	24	2	1	58		5	90						1	1	1	4		2	9			
	%	26.7	2.2	1.1	64.4		5.6	100.0	0.8	63.1	4.5	NO	NO	4.5	11.1	11.1	11.1	44.4		22.2	100.0	YES	YES
C829	#	156	10	28	152	18	27	391						13	2	8	21		19	63			
	%	39.9	2.6	7.2	38.9	4.6	6.9	100.0	2.5	32.7	3.2	NO	NO	NO	20.6	3.2	12.7	33.3		30.2	100.0	YES	YES

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

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

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

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

Level of Goal Attainment for 2015: 83.2 percent
Level of Goal Attainment for 2016: 80.2 percent
Level of Goal Attainment for 2017: 84.4 percent

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

President: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	135	24	5	44	12	5	225						13		17	3		13	46			
	%	60.0	10.7	2.2	19.6	5.3	2.2	100.0	6.3	27.1	1.9	NO	7.5	NO	28.3		37.0	6.5		28.3	100.0	YES	72.3%
C930	#	68	6	5	65	14	3	161						4	1	5	6	2	6	24			
	%	42.2	3.7	3.1	40.4	8.7	1.9	100.0	3.6	30.8	5.2	NO	NO	NO	16.7	4.2	20.8	25.0	8.3	25.0	100.0	YES	YES
E202	#	100	14		148	36	8	306						9	3	6	19	4	13	54			
	%	32.7	4.6		48.4	11.8	2.6	100.0	6.8	34.4	12.4	2.2	NO	0.6	16.7	5.6	11.1	35.2	7.4	24.1	100.0	67.6%	YES
E203	#	166	32	12	290	81	9	590						15	3	8	23	12	19	80			
	%	28.1	5.4	2.0	49.2	13.7	1.5	100.0	5.9	38.9	14.0	0.5	NO	0.3	18.8	3.8	10.0	28.8	15.0	23.8	100.0	91.5%	YES
E204	#	28	5	1	20	13	1	68						1		2	3	1	1	8			
	%	41.2	7.4	1.5	29.4	19.1	1.5	100.0	4.6	36.9	9.8	NO	7.5	NO	12.5		25.0	37.5	12.5	12.5	100.0	YES	79.7%
E205	#	41	11	1	180	78	13	324						6	2	2	14	8	16	48			
	%	12.7	3.4	0.3	55.6	24.1	4.0	100.0	5.2	46.5	18.2	1.8	NO	NO	12.5	4.2	4.2	29.2	16.7	33.3	100.0	65.4%	YES
E206	#	107	24	10	340	118	20	619						16		11	50	13	31	121			
	%	17.3	3.9	1.6	54.9	19.1	3.2	100.0	10.3	30.6	23.1	6.4	NO	4.0	13.2		9.1	41.3	10.7	25.6	100.0	37.9%	YES
E307	#	62	12	7	14		2	97						2	1	3	1		2	9			
	%	63.9	12.4	7.2	14.4		2.1	100.0	6.3	23.0	7.7	NO	8.6	7.7	22.2	11.1	33.3	11.1		22.2	100.0	YES	62.6%
E308	#	56	12	7	47	13	6	141						8	5	2	1	1	3	20			
	%	39.7	8.5	5.0	33.3	9.2	4.3	100.0	4.7	28.4	12.0	NO	NO	2.8	40.0	25.0	10.0	5.0	5.0	15.0	100.0	YES	YES

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

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

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

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

Level of Goal Attainment for 2015: 83.2 percent
 Level of Goal Attainment for 2016: 80.2 percent
 Level of Goal Attainment for 2017: 84.4 percent

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

President: Harris Pastides

EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	
E309	# 79	10	14	19	12	4	138	6.3	24.5	7.7	NO	10.7	NO	1		4	2			7				
	% 57.2	7.2	10.1	13.8	8.7	2.9	100.0							14.3		57.1	28.6			100.0	YES	56.3%	YES	
E410	# 332	56	49	146	50	22	655	10.5	10.0	5.2	2.0	NO	NO	20	11	15	7	2	8	63	81.0%	YES	YES	
	% 50.7	8.5	7.5	22.3	7.6	3.4	100.0							31.7	17.5	23.8	11.1	3.2	12.7	100.0				
E511	# 27	5	3	205	72	13	325	1.5	58.8	23.0	0.0	NO	0.8	3		1	16	6	15	41	YES	YES	96.5%	
	% 8.3	1.5	0.9	63.1	22.2	4.0	100.0							7.3		2.4	39.0	14.6	36.6	100.0				
E512	# 10	3		25	7		45	7.0	51.6	17.2	0.3	NO	1.6	3			2	2	4	11	95.7%	YES	90.7%	
	% 22.2	6.7		55.6	15.6		100.0							27.3			18.2	18.2	36.4	100.0				
E613	# 8	4		2	3	2	19	41.3	15.7	10.5	20.2	5.2	NO								51.1%	66.9%	YES	
	% 42.1	21.1		10.5	15.8	10.5	100.0																	
E615	# 6	5		48	28	2	89	6.4	50.2	19.4	0.8	NO	NO	2			7	2	2	13	87.5%	YES	YES	
	% 6.7	5.6		53.9	31.5	2.2	100.0							15.4			53.8	15.4	15.4	100.0				
E616	#			2	2		4	5.5	55.1	15.7	5.5	5.1	NO							1	1	0.0%	90.7%	YES
	%			50.0	50.0		100.0													100.0	100.0			
E717	# 46	9	1	4			60	13.0	4.4	2.5	NO	NO	2.5	7	1	2	1			11	YES	YES	0.0%	
	% 76.7	15.0	1.7	6.7			100.0							63.6	9.1	18.2	9.1			100.0				
E718	# 110	48	8	6	2	1	175	18.7	3.5	2.3	NO	0.1	1.2	6	2	16		1	1	26	YES	97.1%	47.8%	
	% 62.9	27.4	4.6	3.4	1.1	0.6	100.0							23.1	7.7	61.5		3.8	3.8	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 2015: 83.2 percent
 Level of Goal Attainment for 2016: 80.2 percent
 Level of Goal Attainment for 2017: 84.4 percent

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

President: Harris Pastides
EEO Officer: Clifford Scott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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
E819	# 32	23		4	11		70	23.0	12.8	12.1	NO	7.1	NO	4	4	2	1	1	2	14			
	% 45.7	32.9		5.7	15.7		100.0							28.6	28.6	14.3	7.1	7.1	14.3	100.0	YES	44.5%	YES
E820	# 28	43	2	8	56	4	141	28.5	3.0	0.9	NO	NO	NO	1	3	4	2	3	4	17			
	% 19.9	30.5	1.4	5.7	39.7	2.8	100.0							5.9	17.6	23.5	11.8	17.6	23.5	100.0	YES	YES	YES
E821	#	2	1	1	6		10	23.9	9.5	23.3	3.9*	NO	NO			1		1		2			
	%	20.0	10.0	10.0	60.0		100.0									50.0		50.0		100.0	83.7%*	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2015: 83.2 percent
Level of Goal Attainment for 2016: 80.2 percent
Level of Goal Attainment for 2017: 84.4 percent

Vocational Rehabilitation, Department of

Agency Director: Felicia Johnson (Interim)

EEO Officer: Kimberly Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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		6	4		18	6.8	36.1	23.8	NO	2.8	1.6	1			1			2	YES	92.2%	93.3%
	% 33.3	11.1		33.3	22.2		100.0							50.0			50.0			100.0			
E2	# 157	69	8	279	266	16	795	5.5	37.6	20.3	NO	2.5	NO	17	15	2	29	37	22	122	YES	93.4%	YES
	% 19.7	8.7	1.0	35.1	33.5	2.0	100.0							13.9	12.3	1.6	23.8	30.3	18.0	100.0			
E3	# 28	6	1	19	13	2	69	6.6	30.4	11.9	NO	2.9	NO	1			2	1	4		YES	90.5%	YES
	% 40.6	8.7	1.4	27.5	18.8	2.9	100.0							25.0			50.0	25.0	100.0				
E5	# 34	18	16	75	33	3	179	5.0	43.1	17.1	NO	1.2	NO	4	1		3	3	4	15	YES	97.2%	YES
	% 19.0	10.1	8.9	41.9	18.4	1.7	100.0							26.7	6.7		20.0	20.0	26.7	100.0			
E6	# 8	6	2	48	28	8	100	2.1	61.4	16.0	NO	13.4	NO	1			5	9	3	18	YES	78.2%	YES
	% 8.0	6.0	2.0	48.0	28.0	8.0	100.0							5.6			27.8	50.0	16.7	100.0			
E8	# 5	8		27	3	1	44	13.7	6.9	4.7	NO	NO	NO	3				2	5		YES	YES	YES
	% 11.4	18.2		61.4	6.8	2.3	100.0							60.0				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 2015: 94.8 percent
 Level of Goal Attainment for 2016: 95.8 percent
 Level of Goal Attainment for 2017: 96.9 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Theresa Trowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	1		4	7.5	32.3	13.6	7.5	7.3	NO								0.0%	77.4%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 17	24	2	8	12		63	8.7	35.9	19.6	NO	23.2	0.6	2	6		3	5		16	YES	35.4%	96.9%
	% 27.0	38.1	3.2	12.7	19.0		100.0							12.5	37.5		18.8	31.3		100.0			
E3 and E5	# 2	2		2	1		7	4.3	41.1	19.9	NO	12.5	5.6								YES	69.6%	71.9%
	% 28.6	28.6		28.6	14.3		100.0																
E6	# 1				1		2	0.5	65.1	20.7	0.5	65.1	NO								0.0%	0.0%	YES
	% 50.0				50.0		100.0																
E7 and E8	# 3	4		2	5		14	21.7	11.0	12.4	NO	NO	NO					1		1	YES	YES	YES
	% 21.4	28.6		14.3	35.7		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 2015: 86.4 percent
 Level of Goal Attainment for 2016: 84.9 percent
 Level of Goal Attainment for 2017: 80.9 percent

Winthrop University (Page 1 of 2)

President: Dr. Daniel F. Mahony

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	#	25		4	16	1		46						4		1	2	1		8				
	%	54.3		8.7	34.8	2.2		100.0	3.2	40.4	6.7	3.2	5.6	4.5	50.0		12.5	25.0	12.5		100.0	0.0%	86.1%	32.8%
C3	#	34	2	3	27	1	2	69	1.1	42.8	6.6	NO	3.7	5.2	1		1	3		5				
	%	49.3	2.9	4.3	39.1	1.4	2.9	100.0							20.0		20.0	60.0		100.0	YES	91.4%	21.2%	
C4	#	24	2	1	33	5	4	69	3.5	42.2	7.1	0.6	NO	NO	2	1		5		9				
	%	34.8	2.9	1.4	47.8	7.2	5.8	100.0							22.2	11.1		55.6		11.1	100.0	82.9%	YES	YES
C5	#	27	4	4	54	9	5	103	2.4	35.7	3.2	NO	NO	NO	6	2	1	17	1	2	29			
	%	26.2	3.9	3.9	52.4	8.7	4.9	100.0							20.7	6.9	3.4	58.6	3.4	6.9	100.0	YES	YES	YES
C6 and C7	#	11		2	26	2	1	42	3.5	33.5	8.7	3.5	NO	3.9	6			2	1	9				
	%	26.2		4.8	61.9	4.8	2.4	100.0							66.7			22.2	11.1		100.0	0.0%	YES	55.2%
C8 and C9	#	30	6	2	26	10	2	76	5.7	29.3	3.7	NO	NO	NO	8	2		4	7	1	22			
	%	39.5	7.9	2.6	34.2	13.2	2.6	100.0							36.4	9.1		18.2	31.8	4.5	100.0	YES	YES	YES
E1	#	3			11	3		17	4.0	36.1	8.2									1				
	%	17.6			64.7	17.6		100.0				4.0	NO	NO						100.0	100.0	0.0%	YES	YES
E2	#	22	5	2	97	23	6	155	3.9	45.3	10.2	0.7	NO	NO	4	2	1	28	1	3	39			
	%	14.2	3.2	1.3	62.6	14.8	3.9	100.0							10.3	5.1	2.6	71.8	2.6	7.7	100.0	82.1%	YES	YES
E3	#	19	5	1	12	6		43	7.2	27.7	9.6	NO	NO	NO	2	1	1	3	2		9			
	%	44.2	11.6	2.3	27.9	14.0		100.0							22.2	11.1	11.1	33.3	22.2		100.0	YES	YES	YES

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

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

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

Level of Goal Attainment for 2015: 80.0 percent
 Level of Goal Attainment for 2016: 83.5 percent
 Level of Goal Attainment for 2017: 84.3 percent

Winthrop University (Page 2 of 2)

President: Dr. Daniel Mahony
EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							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	# 7	4		2			13	13.1	8.3	3.9	NO	NO	3.9 *	3	3		1			7	YES	YES	0.0% *
	% 53.8	30.8		15.4			100.0							42.9	42.9		14.3			100.0			
E5	# 2			16	2		20	0.7	63.5	16.0	0.7 *	NO	6.0				8	1		9	0.0% *	YES	62.5%
	% 10.0			80.0	10.0		100.0										88.9	11.1		100.0			
E6	# 2			34	11		47	2.1	62.9	15.5	2.1 *	NO	NO				4	1		5	0.0% *	YES	YES
	% 4.3			72.3	23.4		100.0										80.0	20.0		100.0			
E7	# 30	3	1	3			37	10.9	3.9	2.0	2.8	NO	2.0 *	6	2					8	74.3%	YES	0.0% *
	% 81.1	8.1	2.7	8.1			100.0							75.0	25.0					100.0			
E8	# 26	6	1	9	43	5	90	16.5	11.0	12.5	9.8	1.0 *	NO	5	1		5	1	12	40.6%	90.9% *	YES	
	% 28.9	6.7	1.1	10.0	47.8	5.6	100.0							41.7	8.3		41.7	8.3	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 2015: 80.0 percent
Level of Goal Attainment for 2016: 83.5 percent
Level of Goal Attainment for 2017: 84.3 percent

Workers' Compensation Commission

Agency Director: Gary Cannon

EEO Officer: Alexa Stuart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2017							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2016 - 09/30/2017							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	1		5	8.5	26.5	7.0	8.5	NO	NO				1			1	0.0%	YES	YES
	% 20.0			60.0	20.0		100.0										100.0			100.0			
E2 and E3	# 5	2		17	5		29	4.6	37.9	13.3	NO	NO	NO	3			10			13	YES	YES	YES
	% 17.2	6.9		58.6	17.2		100.0							23.1			76.9			100.0			
E5 and E6	#			5	7		12	1.8	49.1	23.1	1.8	7.4	NO				1		1	0.0%	84.9%	YES	
	%			41.7	58.3		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

Level of Goal Attainment for 2015: 94.9 percent
 Level of Goal Attainment for 2016: 83.9 percent
 Level of Goal Attainment for 2017: 97.8 percent

SECTION VII

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