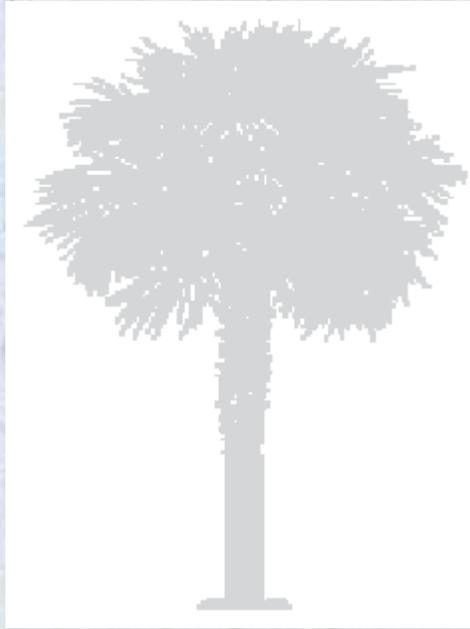
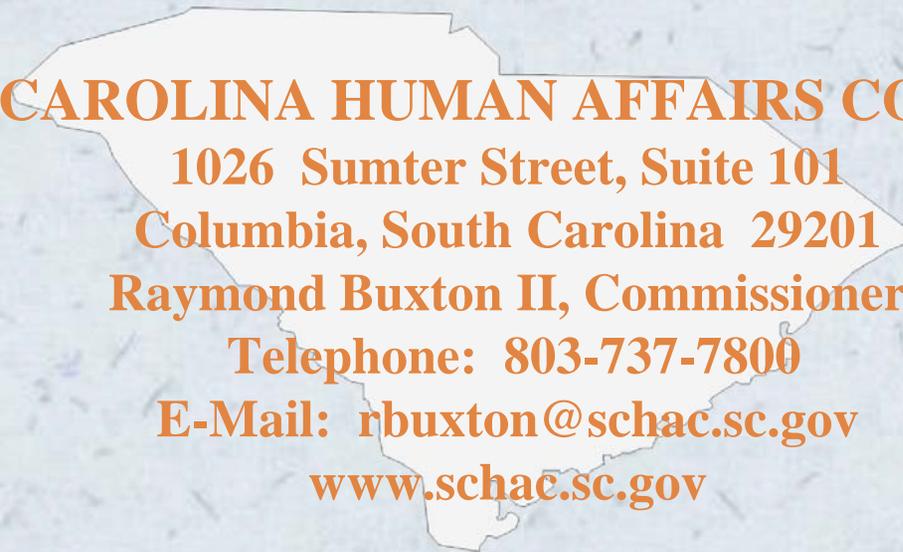


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN  
SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 1, 2019**

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



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

**1026 Sumter Street, Suite 101**

**Columbia, South Carolina 29201**

**Raymond Buxton II, Commissioner**

**Telephone: 803-737-7800**

**E-Mail: [rbuxton@schac.sc.gov](mailto:rbuxton@schac.sc.gov)**

**[www.schac.sc.gov](http://www.schac.sc.gov)**

**South Carolina Human Affairs Board of Commissioners**

**John A. Oakland, Aiken**  
**Chairman**

**Cheryl Ludlam, Vice Chair**

**Harold Jean Brown**

**Willie A. Thompson**

**Joe F. Fragale**

**Ashely P. Case**

**Andrew Williams**

**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 Lauren Caudle, EEO Consultant. Ms. Price, who has been here since 2009, went above and beyond to ensure the completion of this report as she began a new job elsewhere. We are grateful for the excellent work and commitment she has provided over the past 10 years to ensure that State agencies are following proper guidelines and procedures as it relates to their affirmative action reporting. We wish her the best in her future endeavors.

**MEMORANDUM**

TO:           The Honorable Henry McMaster                   The Honorable Harvey S. Peeler, Jr.           The Honorable Jay Lucas  
              Governor of South Carolina                   President of the Senate                   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, 2019

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 1<sup>st</sup> each year. This report shall contain the total number of persons employed in each job group, by race and sex, at the end of the preceding reporting period, a breakdown by race and sex of those hired or promoted from within the agency during the reporting period, and an indication of whether affirmative action goals were achieved.”

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

In keeping with these requirements, it is my pleasure to present to you the 2019 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

## TABLE OF CONTENTS

**Commission Members**

**Acknowledgements**

**Memorandum of Transmittal**

<b>Section I:</b>	Introduction	1-2
	Affirmative Action Plan Components	3-4
	Status of Affirmative Action Plans	5-6
<b>Section II:</b>	Report Summary	7-8
	Report Highlights	9
	Table and Chart Depicting Pay Bands	10-11
<b>Section III:</b>	Bar Graphs: Representation by Race and Gender	12-13
	Pie Charts 2019 South Carolina State EEO Categories and Salaries	14-37
<b>Section IV:</b>	Status of Affirmative Action Programs	38-44
<b>Section V:</b>	Explanation of the Agency Charts	45-51

**Section VI:** State Agencies' Workforces 52-157

**Section VII:** Index of State Agencies 158-160

# SECTION I

## INTRODUCTION

This report covers the period of October 1, 2017 through September 30, 2018, 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  
Criminal Justice Academy  
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 and Workforce, Department of  
Financial Institutions, South Carolina Board of  
Fiscal Accountability Authority, State  
Florence-Darlington Technical College  
Forestry Commission  
Francis Marion University

Governor's School for Arts and Humanities  
Governor's School for Science and Mathematics  
Greenville Technical College  
Health and Environmental Control  
Health and Human Services  
Higher Education, Commission on  
Horry-Georgetown Technical College  
\*Housing, Finance and Development Authority, South Carolina  
Indigent Defense  
Insurance, Department of  
John de la Howe School  
Juvenile Justice, Department of  
Labor, Licensing and Regulation, Department of  
Lander University  
Law Enforcement Division, State  
Library, State  
Lieutenant Governor's Office  
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, Dept. of  
Revenue and Fiscal Affairs Office  
Santee Cooper  
Secretary of State  
Social Services, Department of  
South Carolina State University  
Spartanburg Community College  
Technical and Comprehensive Education, State Board of

Transportation, Department of  
Treasurer's Office, South Carolina State  
Tri-County Technical College  
Trident Technical College  
University of South Carolina  
Vocational Rehabilitation, Department of  
Wil Lou Gray Opportunity School  
Williamsburg Technical College  
Winthrop University  
Workers' Compensation Commission  
York Technical College

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

- 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 obstacles may interfere with the advancement of women and minorities in state government.

All of the information required by state Proviso 117.13 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), 86 or 95.6 percent achieved at least a level of 70 percent of their goals, which includes two agencies reaching 100 percent. In addition, over 41.1 percent, or 37 agencies, showed an increase in their goal achievement compared to the previous year. Of those 37 agencies that showed an increase in their overall goal achievement, 10 agencies increased their achievement by 5 percent or more. The South Carolina Housing, Finance and Development Authority is exempt from reporting this year.

During the period covered in this report, the total number of state government employees was 67,229. 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 two agencies: the Arts Commission and Secretary of State, which achieved 100 percent of their goals. Unfortunately, not all agencies are 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. 38*)

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, 58.0 percent, remained the same this year. The overall representation of Black or African American Females and Other increased slightly. However, data indicated representation of Black or African American Males has shown little improvement in the top level job groups.

During this reporting period, there were 67,229 women and men employed by the state government; 42.0 percent were men and 58.0 percent were women. This percentage stayed the same as last year. 30.2 percent were White Males; 33.1 percent were White Females; 9.6 percent were Black or African American Males; 22.6 percent were Black or African American Females; and 4.4 percent reported races/ethnic origins other than White or Black.

## Report Highlights

- During the last reporting period of October 2016 to September 2017, there were approximately 68,171 men and women employed by state government. During the current reporting period, there are approximately 67,229 men and women employed by state government. There was a difference of 942, or approximately a 1.0 percent decrease, in total workforce.
- The Composition of State Government's workforce saw an increase in Black or African American Females and Other, while the remaining categories decreased.
- 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. The program ended June 30, 2018, and it appears 965 state employees, not including higher education agencies, retired due to end of TERI during the reporting period. Teacher shortages continue to be a concern.
- This year three agencies that failed to achieve the benchmark of at least 70 percent of their goals are: Lt. Governor's Office (65.4%), Patriots Point (67.5%), and South Carolina State University (68.6%).
- Revenue and Fiscal Affairs significantly increased their level of goal attainment from 73.7% in 2017, to 88.8% in 2018, with a goal attainment increase of 15.1%. The Citadel also notably increased their level of goal attainment from 66.2% in 2017, to 75.0% in 2018, with a goal attainment increase of 8.8%.
- In Higher Education black employees' representation remained the same from the previous year at 17.7 percent of the workforce among State Colleges and Universities. Males represented 45.2 percent of total employees, while females represented 54.7 percent of total employees. Black or African American Females encompassed 11.7 percent of the total workforce, whereas White Females encompassed 39.8 percent of the total workforce, consistent with last year's report.
- State government has twenty-four agencies achieving over 90 percent of their goals, with two agencies achieving 100 percent of their goals. This is a decrease from the three agencies that achieved 100 percent of their goals last year.
- The State of South Carolina ranks 40th amongst paying states for public employees, according to a report published in January 2018. 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

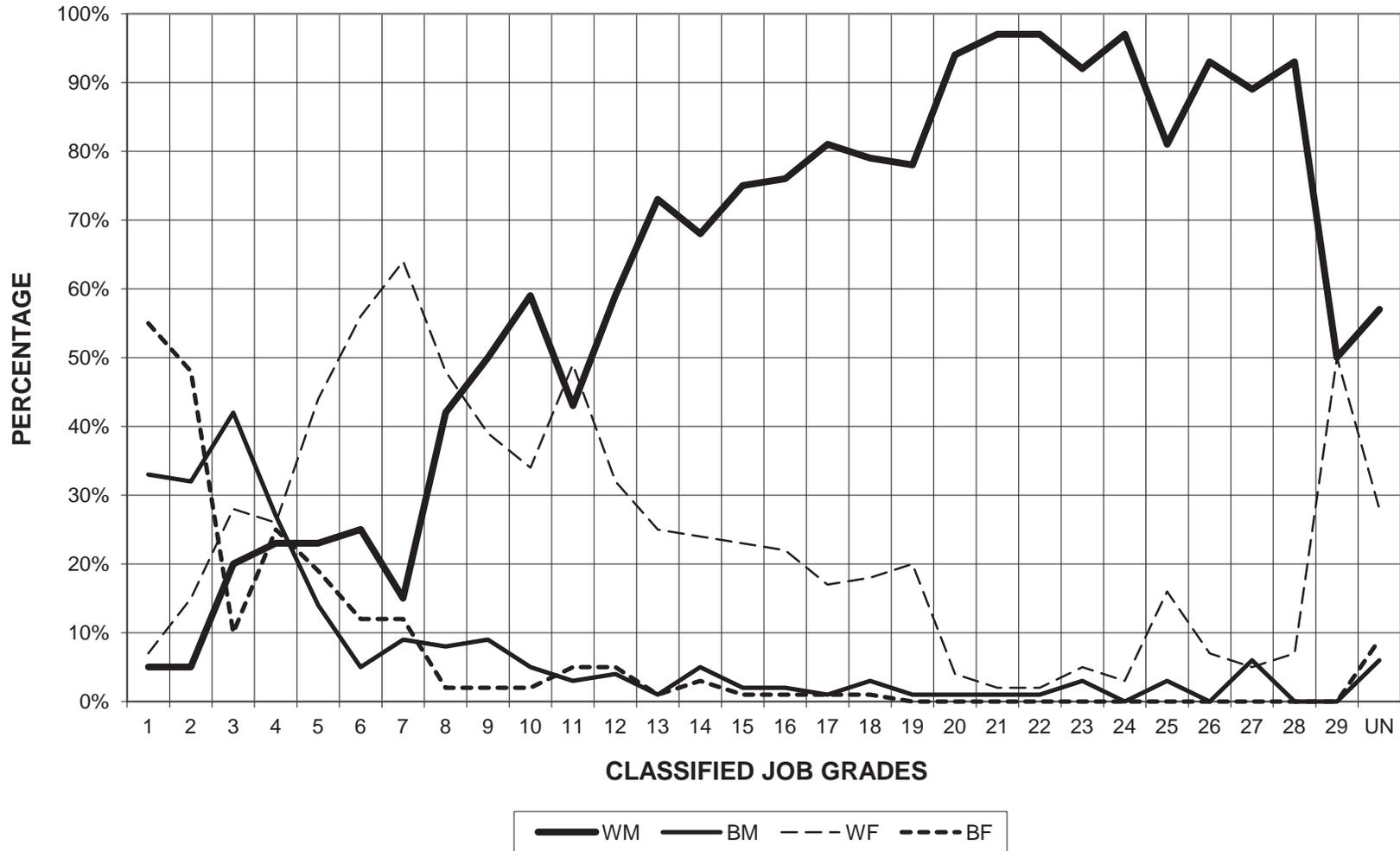
Effective July 1, 2016

**Source: South Carolina State Office of Human Resources**

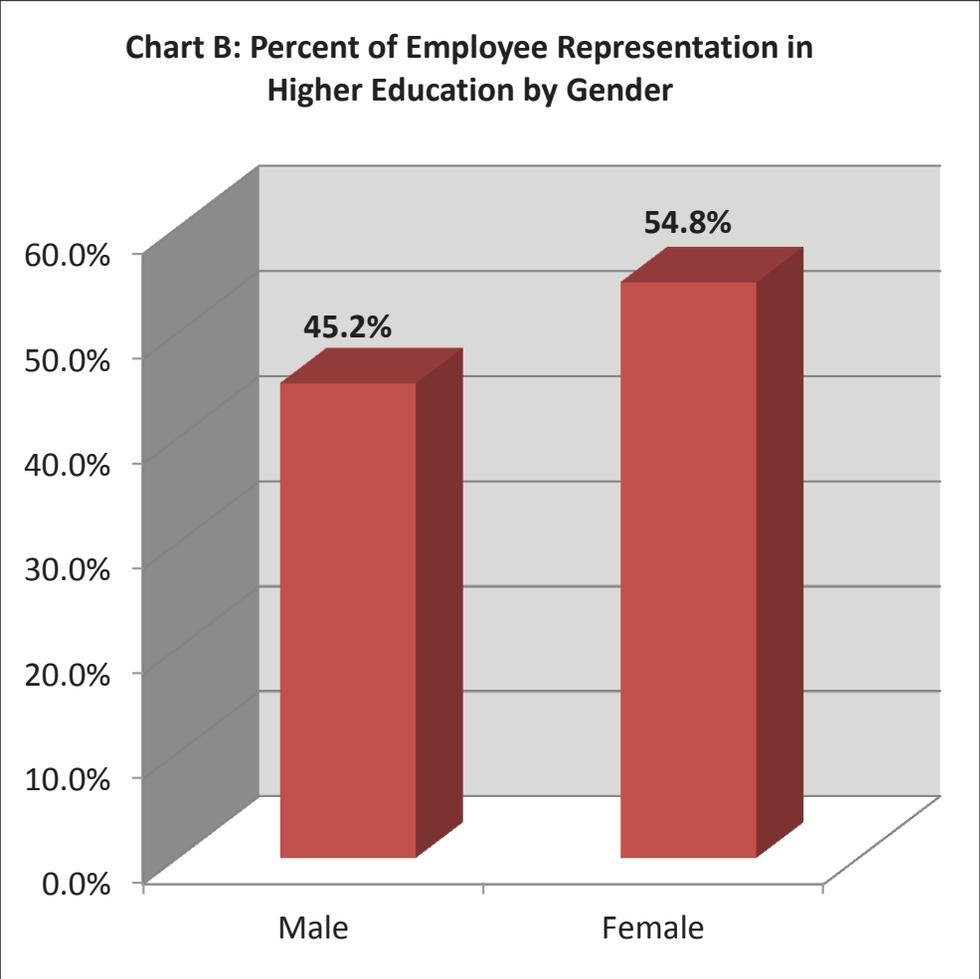
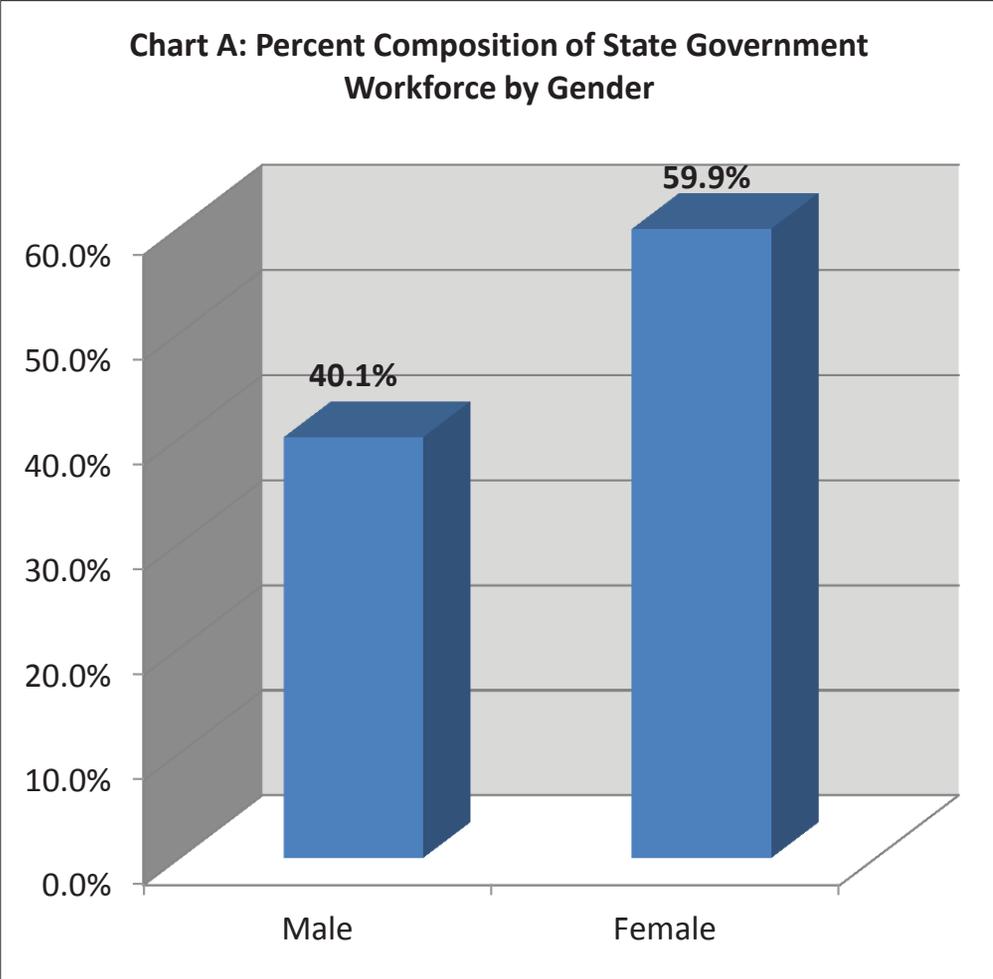
# LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

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

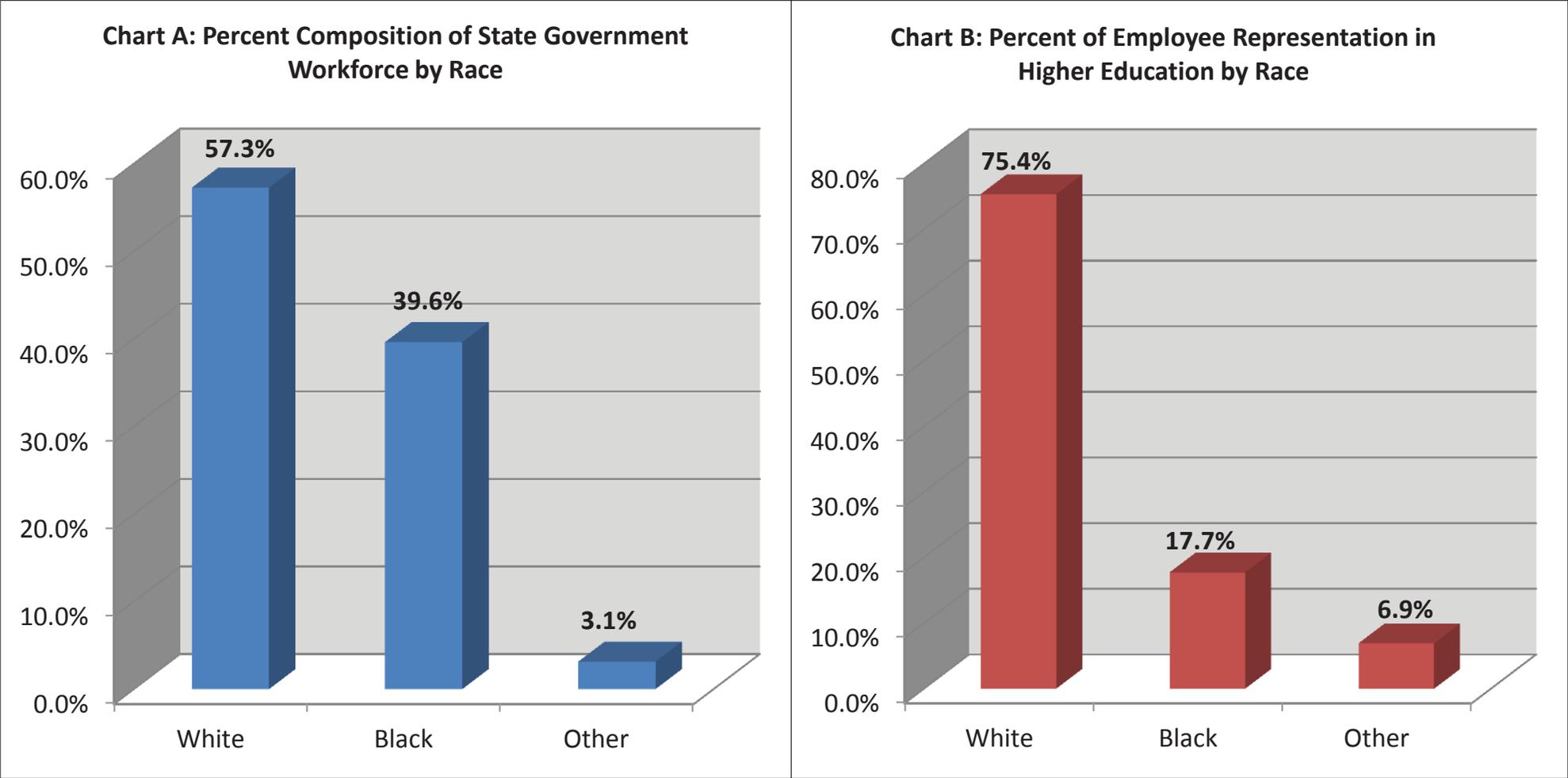


# Representation by Gender: State Government Workforce (Chart A) and Higher Education (Chart B)



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

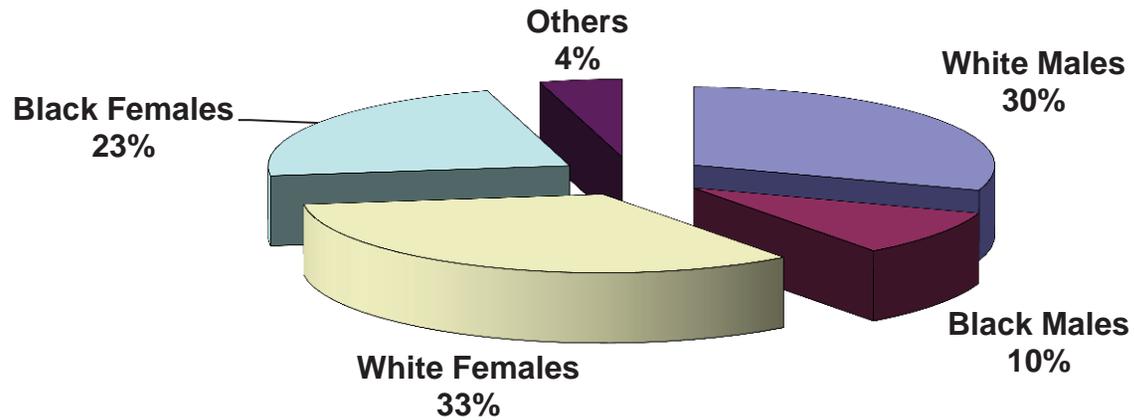
# Representation by Race: State Government Workforce (Chart A) and Higher Education (Chart B)



**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, 2018**



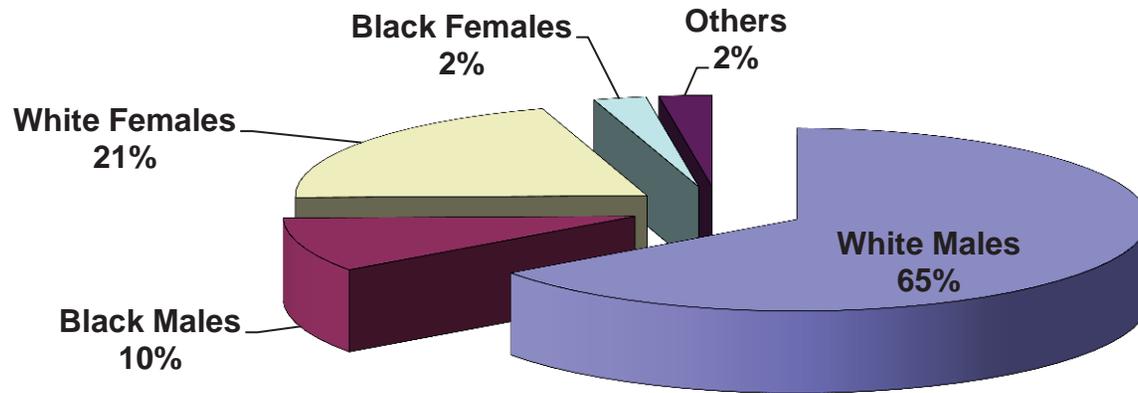
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	20321	6445	22284	15209	2970	67229
Average Salary	\$76,176	\$67,186	\$70,193	\$58,454	\$60,873	\$66,576

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 09/30/18.

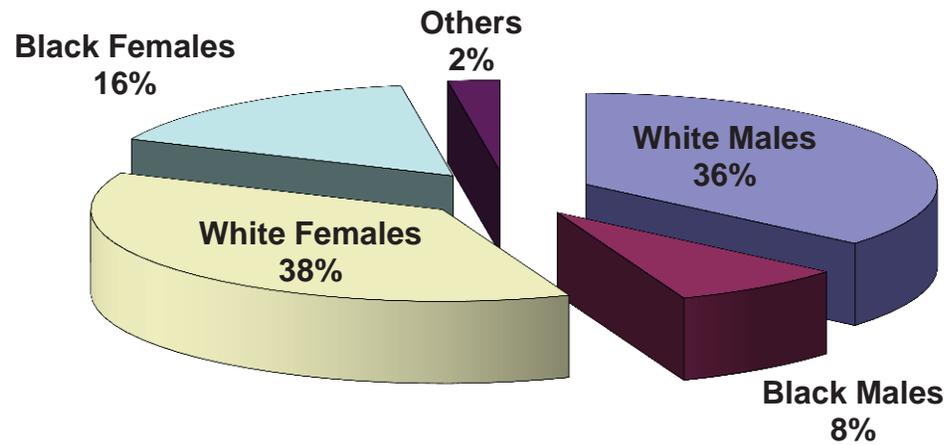
**HEADS OF AGENCIES INCLUDED IN THIS REPORT**  
September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	54	8	17	2	2	83
Average Salary	\$153,005	\$152,736	\$135,156	\$133,183	\$263,184	\$167,453

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 09/30/18.

**E1: EXECUTIVES**  
**September 30, 2018**

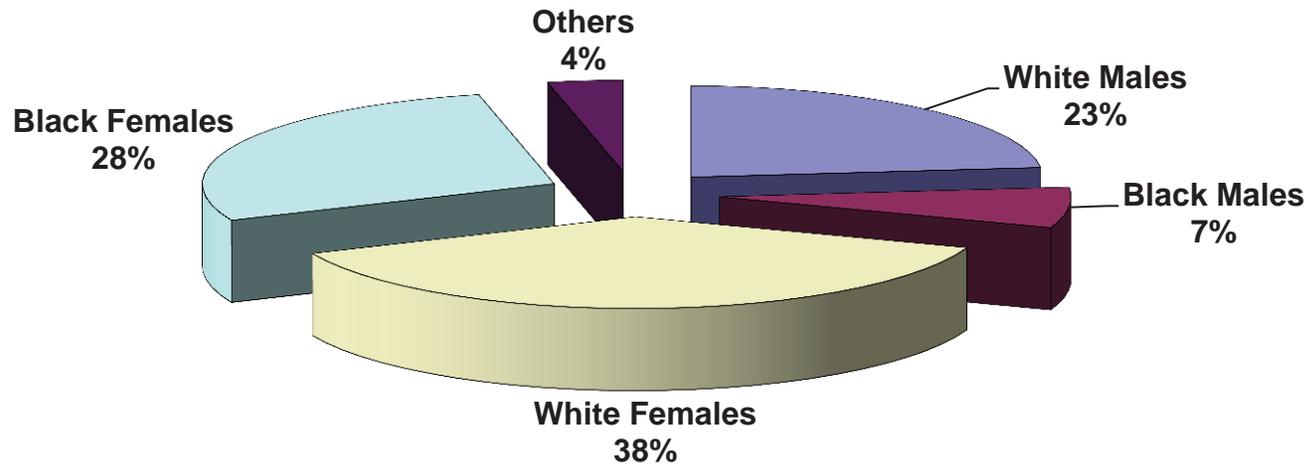


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1704	376	1763	755	112	4710
Average Salary	\$79,141	\$72,216	\$72,510	\$68,528	\$73,752	\$73,229

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 09/30/18.

## E2: PROFESSIONALS

September 30, 2018



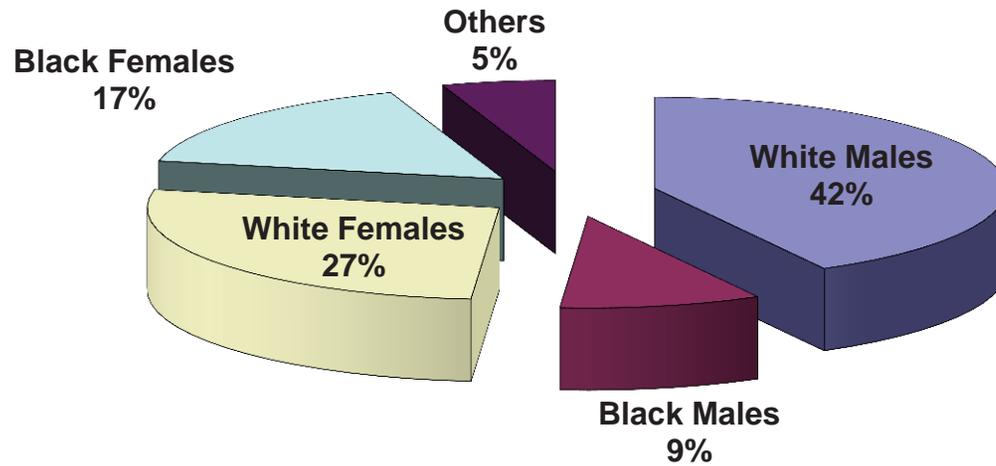
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5461	1677	8888	6581	808	23415
Average Salary	\$57,794	\$48,507	\$50,382	\$43,817	\$53,887	\$50,877

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 09/30/18.

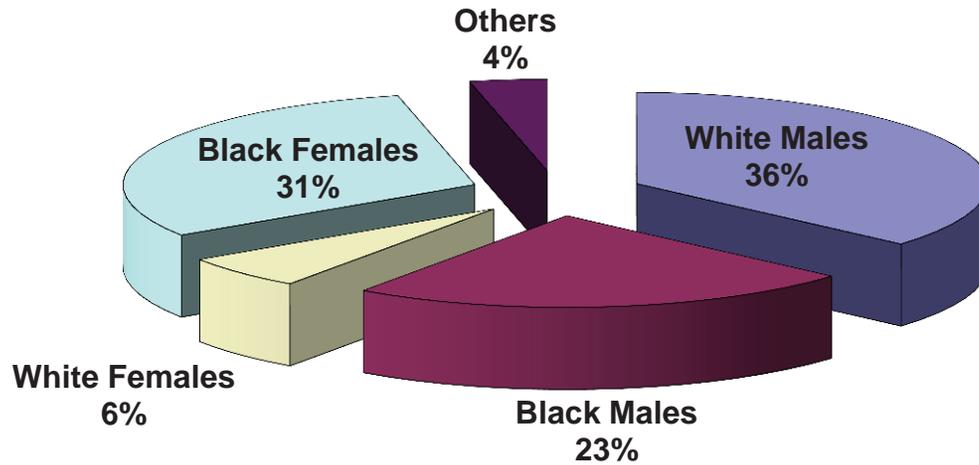
**E3: TECHNICIANS**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1187	262	760	470	147	2826
Average Salary	\$44,587	\$41,245	\$42,382	\$38,410	\$42,762	\$41,877

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 09/30/18.

**E4: PROTECTIVE SERVICES**  
September 30, 2018



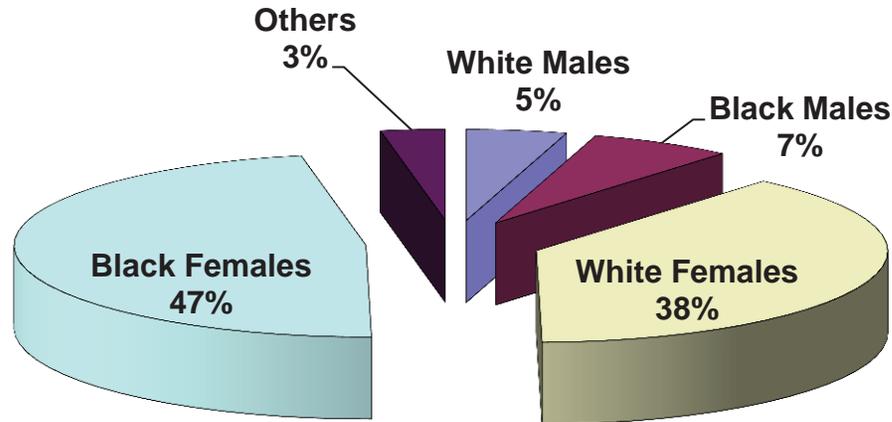
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1746	1116	282	1474	169	4787
Average Salary	\$38,620	\$36,471	\$38,028	\$32,791	\$35,658	\$36,313

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 09/30/18.

**E5: PARAPROFESSIONALS**  
September 30, 2018



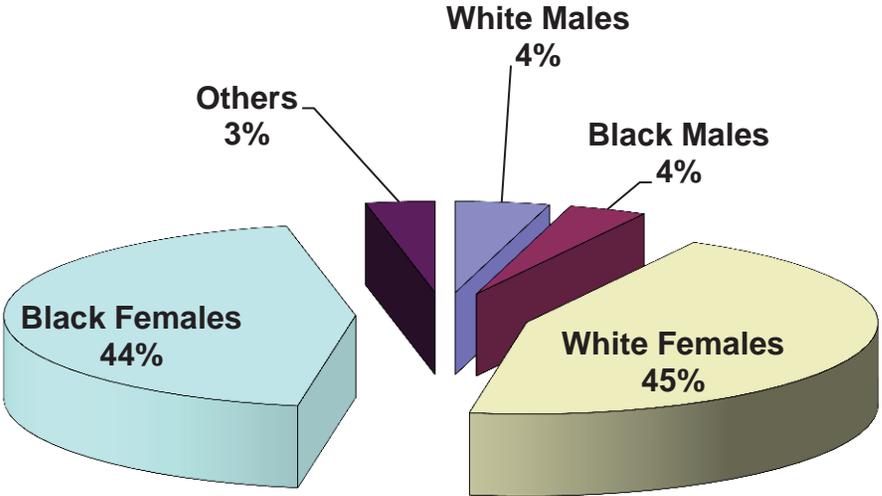
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	234	334	1954	2398	150	5070
Average Salary	\$30,455	\$28,724	\$33,276	\$31,295	\$26,716	\$30,093

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 09/30/18.

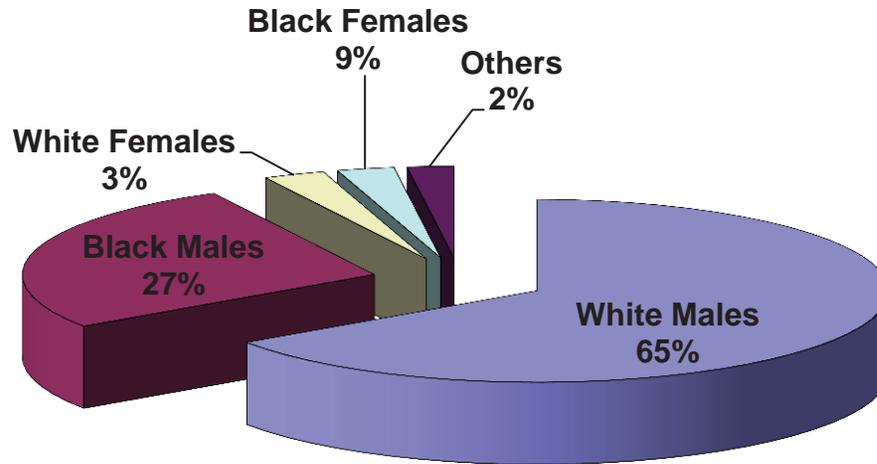
**E6: SECRETARIAL/CLERICAL**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	127	106	1315	1301	93	2942
Average Salary	\$28,034	\$27,480	\$28,475	\$27,825	\$26,470	\$27,657

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 09/30/18.

**E7: SKILLED CRAFT**  
**September 30, 2018**

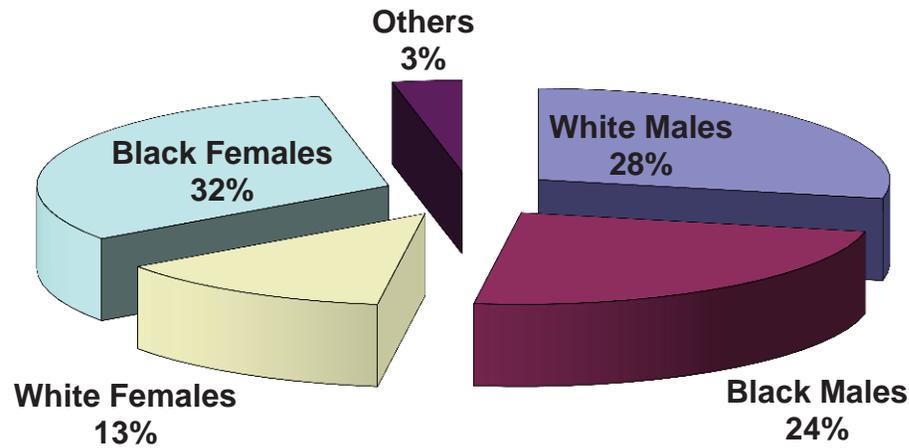


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2676	1105	115	107	87	4090
Average Salary	\$38,160	\$35,380	\$35,031	\$31,563	\$33,394	\$34,705

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 09/30/18.

## E8: SERVICE MAINTENANCE

September 30, 2018



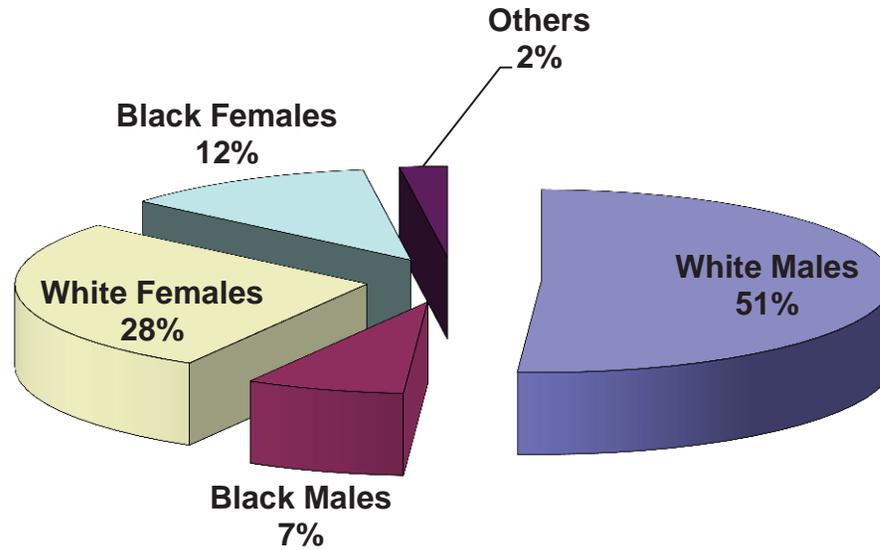
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	507	427	233	567	57	1791
Average Salary	\$30,785	\$26,383	\$28,282	\$24,196	\$27,312	\$27,391

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 09/30/18.

**C1: EXECUTIVE (NON-ACADEMIC)**  
September 30, 2018

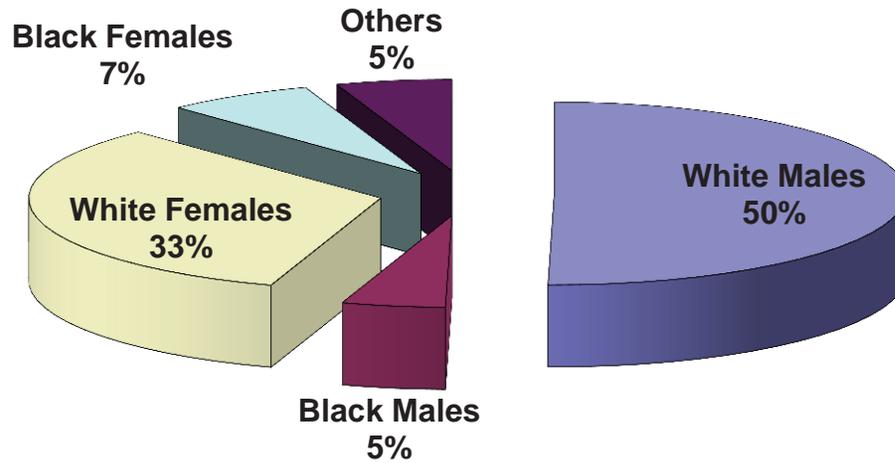


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	70	10	38	16	3	137
Average Salary	\$178,307	\$134,850	\$175,054	\$123,183	\$209,886	\$164,256

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 09/30/18.

## C2: EXECUTIVE (ACADEMIC)

September 30, 2018



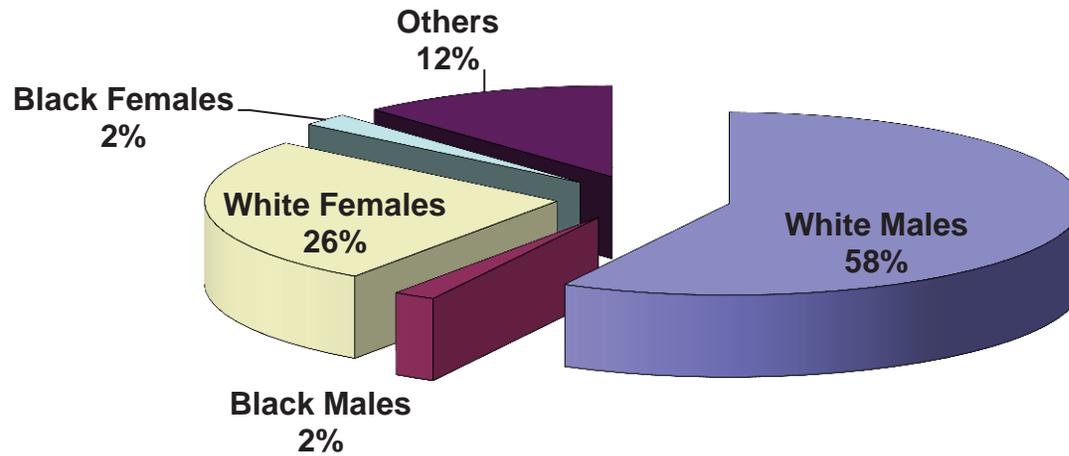
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	170	16	111	23	18	338
Average Salary	\$135,664	\$99,664	\$124,401	\$86,798	\$154,308	\$120,167

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 09/30/18.

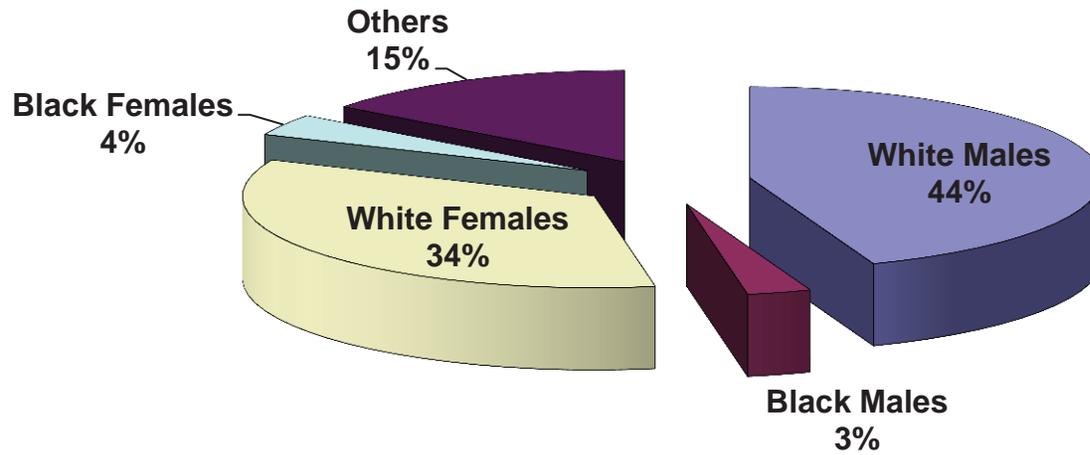
**C3: PROFESSORS**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	977	33	445	37	200	1692
Average Salary	\$120,086	\$104,113	\$108,716	\$104,253	\$108,638	\$109,161

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 09/30/18.

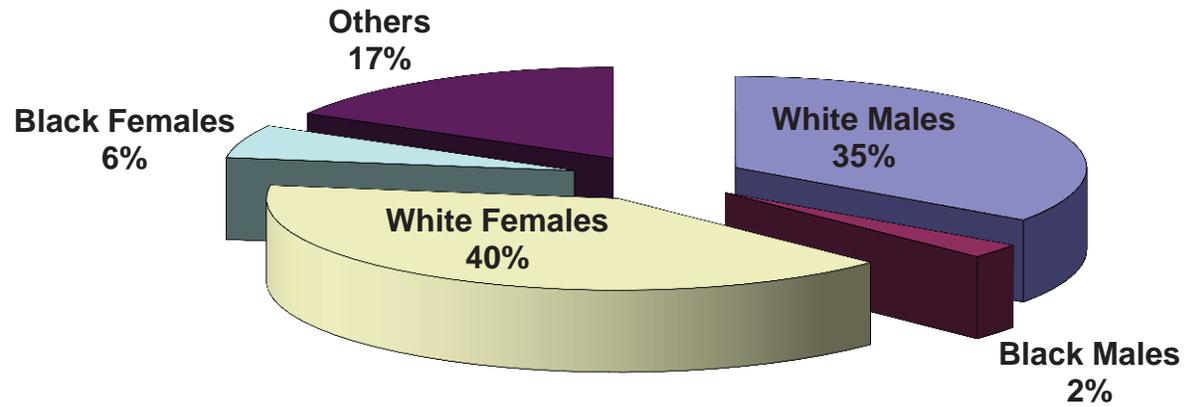
**C4: ASSOCIATE PROFESSORS**  
September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	816	54	631	70	271	1842
Average Salary	\$83,194	\$90,915	\$80,820	\$80,439	\$82,175	\$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 09/30/18.

**C5: ASSISTANT PROFESSORS**  
September 30, 2018

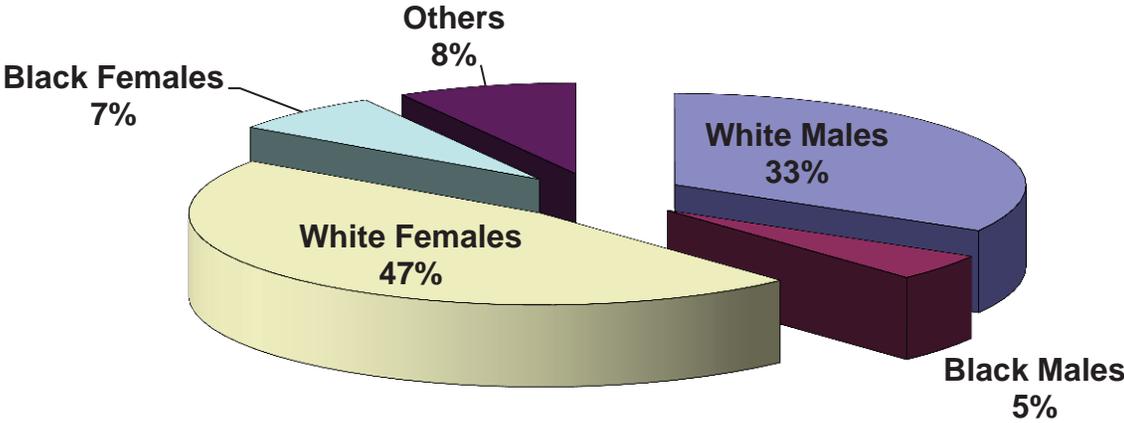


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	715	53	823	121	346	2058
Average Salary	\$80,651	\$79,107	\$71,139	\$74,011	\$78,171	\$76,616

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 09/30/18.

**C6: INSTRUCTORS**

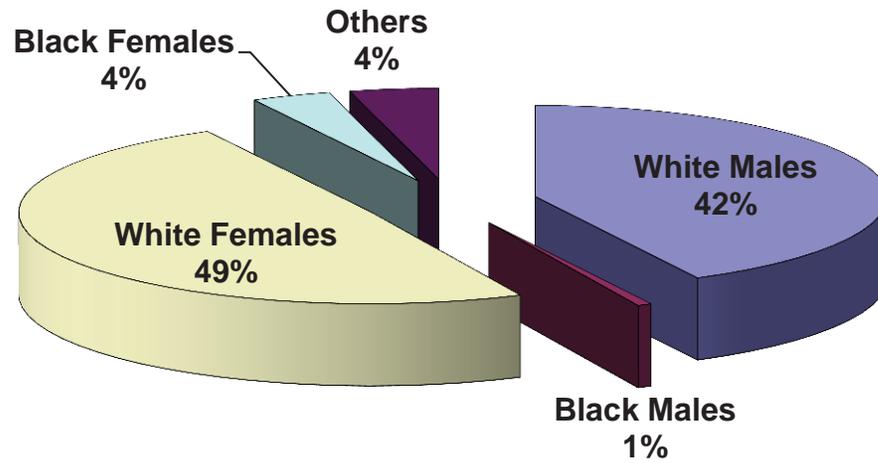
September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	446	63	622	95	110	1336
Average Salary	\$57,273	\$49,114	\$49,060	\$50,038	\$72,649	\$55,627

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 09/30/18.

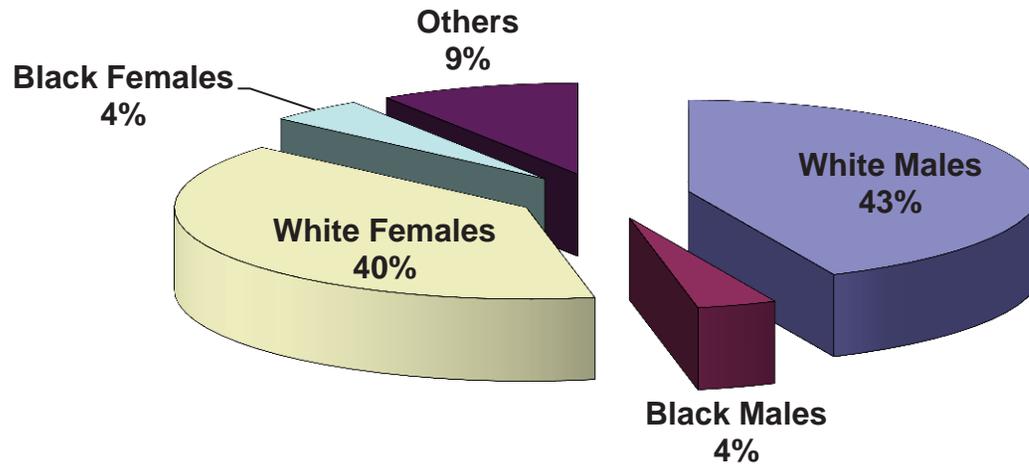
**C7: LECTURERS**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	198	3	230	17	19	467
Average Salary	\$61,646	\$53,666	\$51,325	\$50,708	\$56,601	\$54,789

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 09/30/18.

**C8: OTHER (ACADEMIC)**  
**September 30, 2018**

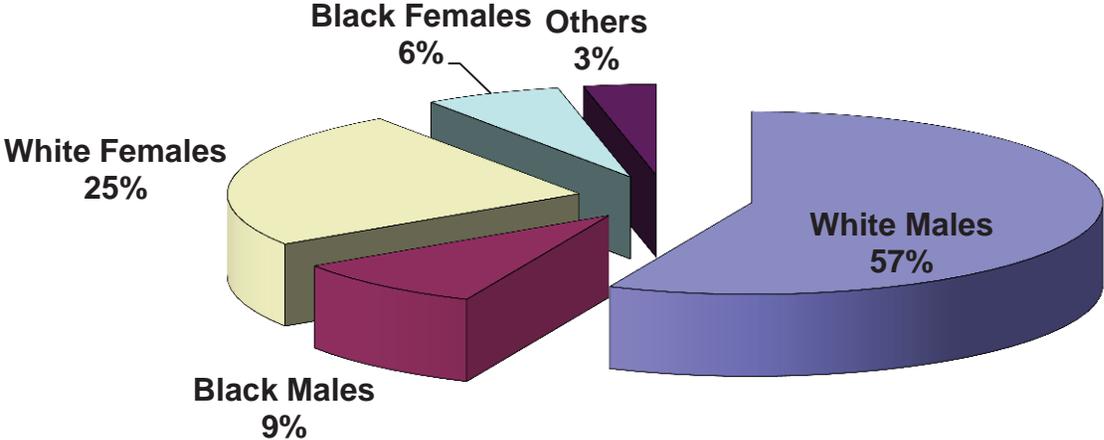


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	118	10	108	12	25	273
Average Salary	\$88,525	\$89,332	\$78,160	\$82,216	\$71,161	\$81,879

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 09/30/18.

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

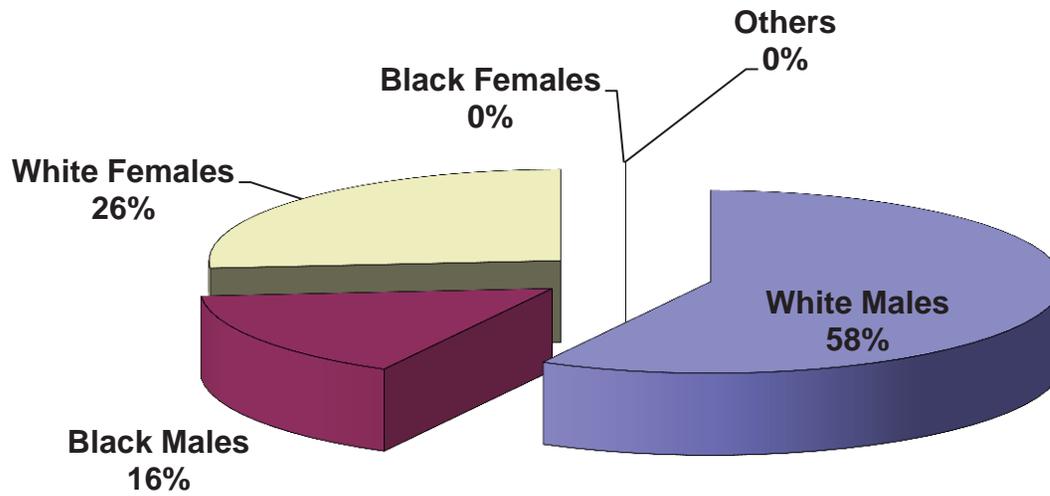
September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	459	74	200	51	27	811
Average Salary	\$86,321	\$120,862	\$59,125	\$80,408	\$82,233	\$85,790

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 09/30/18.

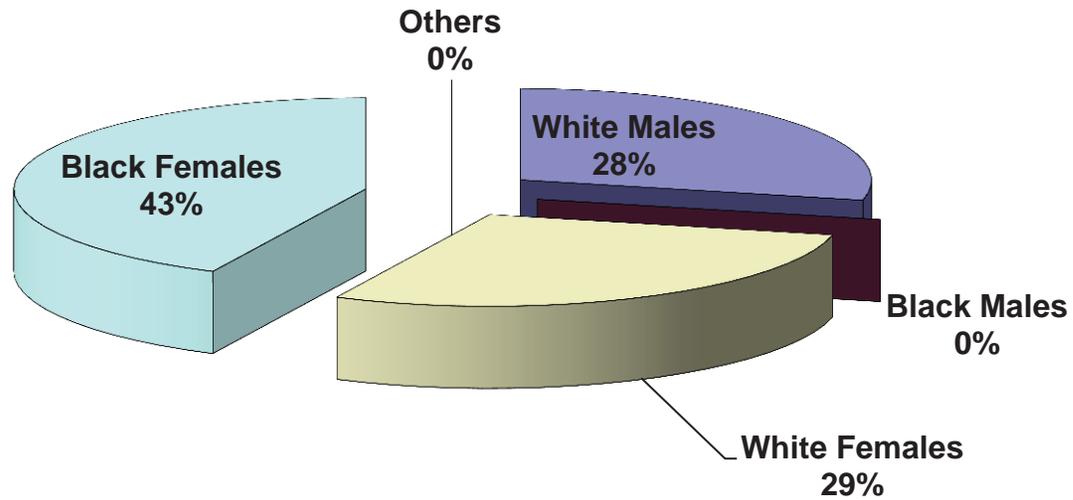
**T1: EXECUTIVES (NON ACADEMIC)**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	11	3	5	0	0	19
Average Salary	\$156,918	\$150,175	\$162,021	\$0	\$0	\$93,823

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 09/30/18.

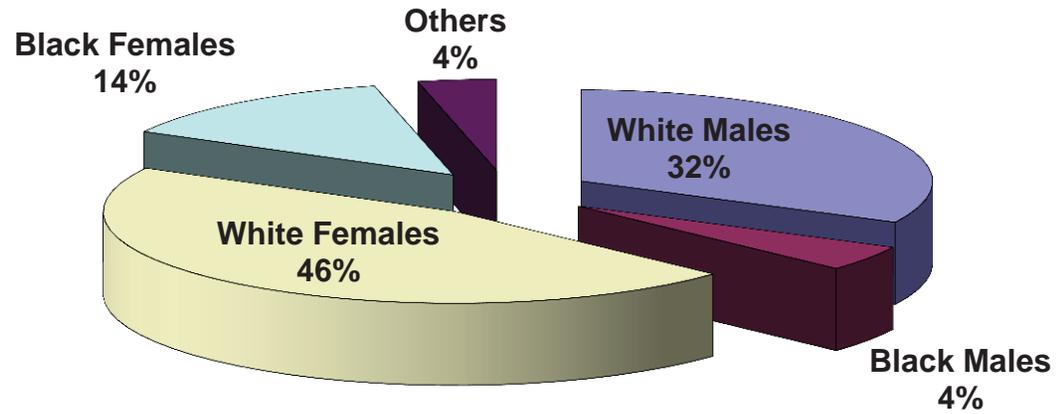
**T2: EXECUTIVES (ACADEMIC)**  
**September 30, 2018**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2	0	2	3	0	7
Average Salary	\$90,506	\$0	\$80,761	\$105,643	\$0	\$55,382

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 09/30/18.

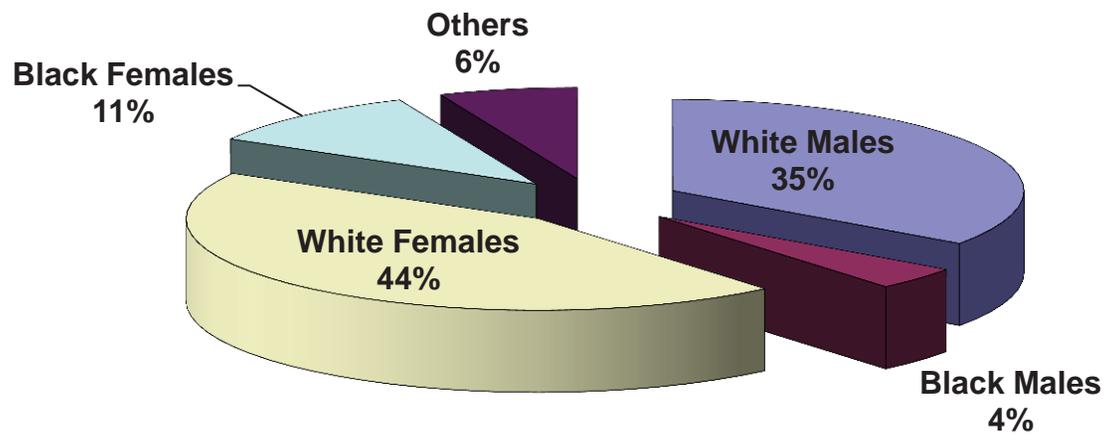
**T3: FACULTY/ADMINISTRATIVE**  
September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	36	5	51	15	4	111
Average Salary	\$59,624	\$58,422	\$53,227	\$52,257	\$55,466	\$55,799

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 09/30/18.

**T4: FACULTY/TEACHING**  
**September 30, 2018**

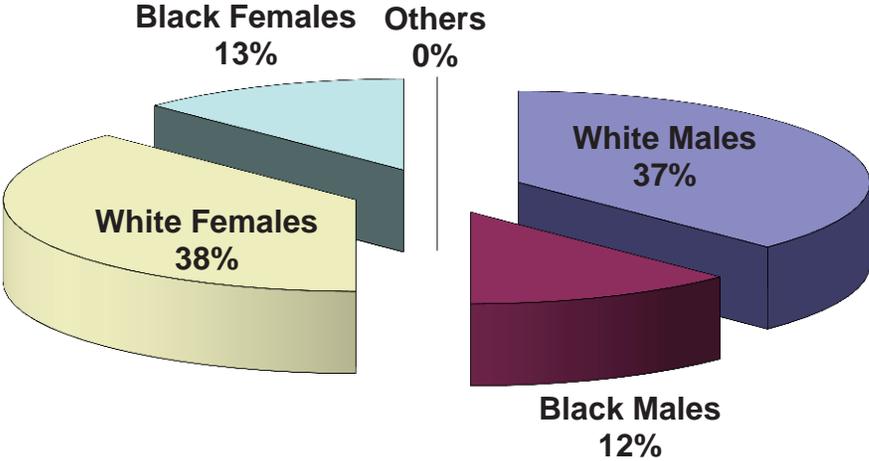


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	274	32	349	82	50	787
Average Salary	\$49,708	\$49,668	\$50,046	\$50,001	\$47,964	\$49,477

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 09/30/18.

**T5: FACULTY/NON-TEACHING**

September 30, 2018



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	3	1	3	1	0	8
Average Salary	\$79,880	\$81,805	\$72,024	\$47,609	\$0	\$56,264

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 09/30/18.

# 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	74	South Carolina State University	68.6
1	Secretary of State	100.0	75	Patriot's Point	67.5
2	Santee Cooper	99.8	76	Lieutenant Governor's Office	65.4
3	Technical and Comprehensive	98.3			
4	Trident Technical College	97.8			
4	Workers' Compensation	97.8			
5	Greenville Technical College	96.1			
6	Revenue, Department of	95.9			
7	Public Service Commission	95.8			
8	Comptroller General's Office	95.6			
9	Motor Vehicles, Department of	94.9			
10	Central Carolina Technical College	94.8			

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	27	Education, Department of	89.6
1	Secretary of State	100.0	28	Commerce, Department of	89.5
2	Santee Cooper	99.8	28	Spartanburg Community College	89.5
3	Technical and Comprehensive	98.3	29	Deaf and Blind, School of	89.2
4	Trident Technical College	97.8	30	Williamsburg Technical College	89.1
4	Workers' Compensation	97.8	31	Education Lottery, South Carolina	88.9
5	Greenville Technical College	96.1	32	Governor's School for Arts & Humanities	88.8
6	Revenue, Department of	95.9	32	Revenue and Fiscal Affairs	88.8
7	Public Service Commission	95.8	33	Mental Health, Department of	88.5
8	Comptroller General's Office	95.6	34	Probation, Pardon and Parole Dept. of	88.3
9	Motor Vehicles, Department of	94.9	35	York Technical College	87.9
10	Central Carolina Technical College	94.8	36	Governor's School for Science & Math	87.5
11	Horry-Georgetown Technical College	94.6	37	Blind, Commission for the	87.4
12	Educational Television Commission	93.8	37	Regulatory Staff, Office of	87.4
12	Technical College of the Low Country	93.8	38	Labor, Licensing and Regulation, Dept.	87.0
13	Alcohol and other Drug Abuse Services	93.1	39	Florence-Darlington Technical College	86.9
14	Piedmont Technical College	92.9	40	Agriculture, Department of	86.4
15	Employment and Workforce	92.5	41	Accident Fund, State	86.3
16	Fiscal Accountability Authority, State	92.4	42	Law Enforcement Division, State	86.2
17	Indigent Defense	92.1	42	Midlands Technical College	86.2
18	Health and Human Services, Department	91.8	43	Winthrop University	85.9
19	Vocational Rehabilitation, Department of	91.7	44	Northeastern Technical College	85.1
20	Archives and History, Department of	91.4	45	College of Charleston	85.0
20	Disabilities & Special Needs, Dept. of	91.4	46	University of South Carolina	84.6
21	Health and Environmental Control	91.3	47	Transportation, Department of	84.0
22	Orangeburg-Calhoun Technical College	91.1	48	Consumer Affairs, Office of	83.8
23	Public Employee Benefit Authority	90.9	49	Corrections, Department of	83.6
24	Attorney General's Office	90.4	50	Francis Marion University	83.5
25	Treasurer's Office, State	89.9	51	Public Safety, Department of	83.3
26	Administration, Department of	89.7	52	Juvenile Justice, Department of	83.2
26	Aiken Technical College	89.7	52	Tri-County Technical College	83.2

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

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

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
53	Coastal Carolina University	82.5		*Housing, Finance and Development	<i>Exempt</i>
53	Medical University Hospital	82.5			
54	Medical University of South Carolina	82.4			
55	Financial Institutions, SC Board of	81.8			
56	Auditor's Office, State	81.5			
57	Forestry Commission	81.3			
58	Adjutant General's Office	80.2			
59	Retirement Systems	80.1			
60	Insurance, Department of	79.8			
61	Lander University	79.1			
62	Museum Commission	78.9			
63	Clemson University	78.7			
64	Wil Lou Gray Opportunity School	78.0			
65	Higher Education, Commission on	77.6			
66	Criminal Justice, Academy	76.7			
67	Ports Authority, State	75.9			
68	Election Commission, State	75.8			
68	Social Services, Department of	75.8			
69	Citadel, The	75.0			
70	John de la Howe School	74.7			
71	Library, State	73.7			
72	Parks, Recreation & Tourism, Dept. of	72.4			
73	Denmark Technical College	70.4			
73	Natural Resources, Department of	70.4			
74	South Carolina State University	68.6			
75	Patriot's Point	67.5			
76	Lieutenant Governor's Office	65.4			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
41	Accident Fund, State	86.3	39	Florence-Darlington Technical College	86.9
58	Adjutant General's Office	80.2	57	Forestry Commission	81.3
26	Administration, Department of	89.7	50	Francis Marion University	83.5
40	Agriculture, Department of	86.4	32	Governor's School for Arts & Humanities	88.8
26	Aiken Technical College	89.7	36	Governor's School for Science & Math	87.5
13	Alcohol and other Drug Abuse Services	93.1	5	Greenville Technical College	96.1
20	Archives and History, Department of	91.4	21	Health and Environmental Control	91.3
1	Arts Commission	100.0	18	Health and Human Services, Department	91.8
24	Attorney General's Office	90.4	65	Higher Education, Commission on	77.6
56	Auditor's Office, State	81.5	11	Horry-Georgetown Technical College	94.6
37	Blind, Commission for the	87.4	17	Indigent Defense	92.1
10	Central Carolina Technical College	94.8	60	Insurance, Department of	79.8
69	Citadel, The	75.0	70	John de la Howe School	74.7
63	Clemson University	78.7	52	Juvenile Justice, Department of	83.2
53	Coastal Carolina University	82.5	38	Labor, Licensing and Regulation, Dept.	87.0
45	College of Charleston	85.0	61	Lander University	79.1
28	Commerce, Department of	89.5	42	Law Enforcement Division, State	86.2
8	Comptroller General's Office	95.6	71	Library, State	73.7
48	Consumer Affairs, Office of	83.8	76	Lieutenant Governor's Office	65.4
49	Corrections, Department of	83.6	53	Medical University Hospital	82.5
66	Criminal Justice, Academy	76.7	54	Medical University of South Carolina	82.4
29	Deaf and Blind, School of	89.2	33	Mental Health, Department of	88.5
73	Denmark Technical College	70.4	42	Midlands Technical College	86.2
20	Disabilities & Special Needs, Dept. of	91.4	9	Motor Vehicles, Department of	94.9
31	Education Lottery, South Carolina	88.9	62	Museum Commission	78.9
27	Education, Department of	89.6	73	Natural Resources, Department of	70.4
12	Educational Television Commission	93.8	44	Northeastern Technical College	85.1
68	Election Commission, State	75.8	22	Orangeburg-Calhoun Technical College	91.1
15	Employment and Workforce	92.5	72	Parks, Recreation & Tourism, Dept. of	72.4
55	Financial Institutions, SC Board of	81.8	75	Patriot's Point	67.5
16	Fiscal Accountability Authority, State	92.4	14	Piedmont Technical College	92.9

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
67	Ports Authority, State	75.9		*Housing, Finance and Development	<i>Exempt</i>
34	Probation, Pardon and Parole Dept. of	88.3			
23	Public Employee Benefit Authority	90.9			
51	Public Safety, Department of	83.3			
7	Public Service Commission	95.8			
37	Regulatory Staff, Office of	87.4			
59	Retirement Systems	80.1			
32	Revenue and Fiscal Affairs	88.8			
6	Revenue, Department of	95.9			
2	Santee Cooper	99.8			
1	Secretary of State	100.0			
68	Social Services, Department of	75.8			
74	South Carolina State University	68.6			
28	Spartanburg Community College	89.5			
3	Technical and Comprehensive	98.3			
12	Technical College of the Low Country	93.8			
47	Transportation, Department of	84.0			
25	Treasurer's Office, State	89.9			
52	Tri-County Technical College	83.2			
4	Trident Technical College	97.8			
46	University of South Carolina	84.6			
19	Vocational Rehabilitation, Department of	91.7			
64	Wil Lou Gray Opportunity School	78.0			
30	Williamsburg Technical College	89.1			
43	Winthrop University	85.9			
4	Workers' Compensation	97.8			
35	York Technical College	87.9			

**CHART D**

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

RANKING	AGENCY	PERCENT
1	Winthrop University	85.9
2	College of Charleston	85.0
3	University of South Carolina	84.6
4	Francis Marion University	83.5
5	Coastal Carolina University	82.5
6	Medical University of South Carolina	82.4
7	Lander University	79.1
8	Clemson University	78.7
9	Citadel, The	75.0
10	South Carolina State University	68.6

**CHART D**

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

RANKING	AGENCY	PERCENT
1	Technical and Comprehensive	98.3
2	Trident Technical College	97.8
3	Greenville Technical College	96.1
4	Central Carolina Technical College	94.8
5	Horry-Georgetown Technical College	94.6
6	Technical College of the Low Country	93.8
7	Piedmont Technical College	92.9
8	Orangeburg-Calhoun Technical College	91.1
9	Aiken Technical College	89.7
10	Spartanburg Community College	89.5
11	Williamsburg Technical College	89.1
12	York Technical College	87.9
13	Florence-Darlington Technical College	86.9
14	Midlands Technical College	86.2
15	Northeastern Technical College	85.1
16	Tri-County Technical College Denmark	83.2
17	Technical College	70.4

# SECTION V

## Explanation of Agency Charts

Pages 51 through 156 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2017 through September 30, 2018). 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 803-737-7800.

### **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, 2018. 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 10/01/17 – 09/30/18**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2017 and September 30, 2018. 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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	YES	%
E1	4			3			7	4.1	23.0	4.8	4.1	NO	4.8	1					1	0.0%	YES	0.0%	
	57.1			42.9			100.0							100.0					100.0				
E2	6			24	1	1	32	2.7	37.1	16.4	2.7	NO	13.3	1			3		4	0.0%	YES	18.9%	
	18.8			75.0	3.1	3.1	100.0							25.0			75.0		100.0				
E3	1	1		1			3	7.5	20.2	6.7	NO	NO	6.7		1				1	YES	YES	0.0%	
	33.3	33.3		33.3			100.0							100.0					100.0				
E5 and E6				9	10	1	20	3.2	52.8	22.3	3.2	7.8	NO				1	1	1	3	0.0%	85.2%	YES
				45.0	50.0	5.0	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 2016:    82.4 percent

Level of Goal Attainment for 2017:    82.3 percent

Level of Goal Attainment for 2018:    86.3 percent

## Adjutant General's Office

Agency Director: MG Robert E. Livingston, Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11			3	1		15	4.9	25.8	5.8	4.9	5.8	NO	1			1			2	0.0%	77.5%	YES
	% 73.3			20.0	6.7		100.0							50.0			50.0			100.0			
E2	# 34	4		23	5		66	4.5	38.3	12.4	NO	3.5	4.8	2			3	1		6	YES	90.9%	61.3%
	% 51.5	6.1		34.8	7.6		100.0							33.3			50.0	16.7		100.0			
E3	# 4			2			6	3.8	32.5	25.8	3.8	NO	25.8				1			1	0.0%	YES	0.0%
	% 66.7			33.3			100.0										100.0			100.0			
E4	# 1						1	0.7	14.2	0.0	0.7	14.2	0.0								0.0%	0.0%	
	% 100.0						100.0																
E5 and E6	# 1			4	1		6	1.0	64.0	16.9	1.0	NO	0.2								0.0%	YES	98.8%
	% 16.7			66.7	16.7		100.0																
E7	# 9	2					11	15.9	5.7	3.1	NO	5.7	3.1	1						1	YES	0.0%	0.0%
	% 81.8	18.2					100.0							100.0						100.0			
E8	# 3			1	1		5	7.7	31.1	28.6	7.7	11.1	8.6								0.0%	64.3%	69.9%
	% 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 2016:    83.1 percent

Level of Goal Attainment for 2017:    74.1 percent

Level of Goal Attainment for 2018:    80.2 percent

## Department of Administration

Agency Director: Marcia Adams

EEO Officer: Jessica Hood

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	51	7	3	31	18	2	112	6.5	24.9	6.6	0.2	NO	NO	18	3	2	10	6		39	96.9%	YES	YES
	45.5	6.3	2.7	27.7	16.1	1.8	100.0							46.2	7.7	5.1	25.6	15.4		100.0			
E2A	28	7	2	22	13	1	73	6.9	27.9	10.2	NO	NO	NO	6	1		2	2		11	YES	YES	YES
	38.4	9.6	2.7	30.1	17.8	1.4	100.0							54.5	9.1		18.2	18.2		100.0			
E2B	33	10		35	27	2	107	7.2	29.3	11.6	NO	NO	NO	7	1		3	4		15	YES	YES	YES
	30.8	9.3		32.7	25.2	1.9	100.0							46.7	6.7		20.0	26.7		100.0			
E2C	25	6	2	24	6	3	66	8.7	25.8	15.2	NO	NO	6.1		3		5	1	1	10	YES	YES	59.9%
	37.9	9.1	3.0	36.4	9.1	4.5	100.0								30.0		50.0	10.0	10.0	100.0			
E2D	15	11		44	38	5	113	9.8	35.8	24.2	0.1	NO	NO	5	7		15	10	2	39	99.0%	YES	YES
	13.3	9.7		38.9	33.6	4.4	100.0							12.8	17.9		38.5	25.6	5.1	100.0			
E3	23	14	3	8	8		56	10.2	19.8	7.7	NO	5.5	NO	3	2	1	1	1		8	YES	72.2%	YES
	41.1	25.0	5.4	14.3	14.3		100.0							37.5	25.0	12.5	12.5	12.5		100.0			
E5 and E6	3	4	1	16	21	4	49	6.4	50.3	16.0	NO	17.6	NO				2	8		10	YES	65.0%	YES
	6.1	8.2	2.0	32.7	42.9	8.2	100.0										20.0	80.0		100.0			
E7	38	13		2			53	15.3	5.9	3.0	NO	2.1	3.0	10	1					11	YES	64.4%	0.0%
	71.7	24.5		3.8			100.0							90.9	9.1					100.0			
E8	18	9		3	6		36	25.2	12.5	10.5	0.2	4.2	NO	4	3					7	99.2%	66.4%	YES
	50.0	25.0		8.3	16.7		100.0							57.1	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 2016:    83.1 percent

Level of Goal Attainment for 2017:    89.5 percent

Level of Goal Attainment for 2018:    89.7 percent

## Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			3	1		10	5.1	23.7	7.8	5.1	NO	NO	1			1	1		3	0.0%	YES	YES
	% 60.0			30.0	10.0		100.0							33.3			33.3	33.3		100.0			
E2	# 20	3		28	3	2	56	6.1	34.6	11.1	0.7	NO	5.7	6	2		15	1	3	27	88.5%	YES	48.6%
	% 35.7	5.4		50.0	5.4	3.6	100.0							22.2	7.4		55.6	3.7	11.1	100.0			
E3 and E5	# 22	5	1	12	2	2	44	8.8	21.1	16.7	NO	NO	12.2	8	1		6	1		16	YES	YES	26.9%
	% 50.0	11.4	2.3	27.3	4.5	4.5	100.0							50.0	6.3		37.5	6.3		100.0			
E6	#			1			1	0.6	65.2	20.1	0.6	NO	20.1								0.0%	YES	0.0%
	%			100.0			100.0													100.0			
E7 and E8	# 5	2					7	19.7	14.1	4.2	NO	14.1	4.2	2						2	YES	0.0%	0.0%
	% 71.4	28.6					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 2016:    75.4 percent

Level of Goal Attainment for 2017:    76.7 percent

Level of Goal Attainment for 2018:    86.4 percent

## SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Sara Goldsby  
EEO Officer: Angela Outing

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2		1	2	2	7	5.7	20.5	5.7	5.7	NO	NO			1				1	0.0%	YES	YES
	%	28.6		14.3	28.6	28.6	100.0									100.0				100.0			
E2	#	6	3	1	6	7	23	5.1	39.7	11.8	NO	13.6	NO	1				1		2	YES	65.7%	YES
	%	26.1	13.0	4.3	26.1	30.4	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 2016:    88.4 percent

Level of Goal Attainment for 2017:    89.6 percent

Level of Goal Attainment for 2018:    93.1 percent

## Archives and History

Agency Director: W. Eric Emersom  
EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	3.8	35.9	10.7	3.8	10.9	NO								0.0%	69.6%	YES
	% 50.0			25.0	25.0		100.0										2			2			
E2	# 11	1		12	1	2	27	2.7	33.4	4.7	NO	NO	1.0				100.0			100.0	YES	YES	78.7%
	% 40.7	3.7		44.4	3.7	7.4	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																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    92.8 percent

Level of Goal Attainment for 2017:    95.7 percent

Level of Goal Attainment for 2018:    91.4 percent

## Arts Commission

Agency Director: Kenneth W. May  
EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	5.8	23.0	6.2	5.8	NO	NO								0.0%	YES	YES
	%			50.0	50.0		100.0																
E2	#	2	1	5	2		10	4.8	40.4	14.8	NO	NO	NO	2				1		3	YES	YES	YES
	%	20.0	10.0	50.0	20.0		100.0							66.7				33.3		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    100.0 percent  
Level of Goal Attainment for 2017:    100.0 percent  
Level of Goal Attainment for 2018:    100.0 percent

## Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	1		9	4.6	25.1	5.2	4.6	14.0	NO	1						1	0.0%	44.2%	YES
	% 77.8			11.1	11.1		100.0							100.0						100.0			
E2	# 74	10	4	57	21	3	169	5.7	27.7	7.5	NO	NO	NO	19	1	1	11	6	1	39	YES	YES	YES
	% 43.8	5.9	2.4	33.7	12.4	1.8	100.0							48.7	2.6	2.6	28.2	15.4	2.6	100.0			
E3 and E5	# 4	2		34	18	4	62	3.8	57.9	14.6	0.6	3.1	NO	1			9	4	3	17	84.2%	94.6%	YES
	% 6.5	3.2		54.8	29.0	6.5	100.0							5.9			52.9	23.5	17.6	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 2016:    88.5 percent

Level of Goal Attainment for 2017:    95.7 percent

Level of Goal Attainment for 2018:    90.4 percent

## Auditor, State

Agency Director: George L. Kennedy, III  
EEO Officer: Angie Morgan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	11			6		1	18						2						2	*			
	%	61.1			33.3		5.6	100.0	2.5	42.4	7.2	2.5	9.1	7.2	100.0					100.0	0.0%	78.5%	0.0%	
E2	#	11	4		14	7		36						5	2		4	4		15				
	%	30.6	11.1		38.9	19.4		100.0	2.5	42.4	7.2	NO	3.5	NO	33.3	13.3		26.7	26.7	100.0	YES	91.7%	YES	
E5	#				2	1		3				*									*			
	%				66.7	33.3		100.0	0.5	65.1	20.7	0.5	NO	NO							0.0%	YES	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2016:    76.8 percent  
Level of Goal Attainment for 2017:    82.6 percent  
Level of Goal Attainment for 2018:    81.5 percent

## Commission for the Blind

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	3		10	4.3	26.7	5.2	NO	6.7	NO		2			1		3	YES	74.9%	YES
	% 30.0	20.0		20.0	30.0		100.0								66.7			33.3		100.0			
E2	# 3	8	2	13	33	1	60	10.3	35.1	24.2	NO	13.4	NO				2	5		7	YES	61.8%	YES
	% 5.0	13.3	3.3	21.7	55.0	1.7	100.0										28.6	71.4		100.0			
E3, E5 and E6	# 3			3	10		16	3.7	50.5	12.5	3.7	31.7	NO		1	1	4	2		8	0.0%	37.2%	YES
	% 18.8			18.8	62.5		100.0								12.5	12.5	50.0	25.0		100.0			
E7 and E8	# 4	3			1		8	12.0	3.4	1.1	NO	3.4	NO		1			1		2	YES	0.0%	YES
	% 50.0	37.5			12.5		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 2016:    86.8 percent

Level of Goal Attainment for 2017:    86.8 percent

Level of Goal Attainment for 2018:    87.4 percent



## The Citadel (Page 2 of 2)

President: Lt. General John W. Rosa  
EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	# 41	7	4				52	21.0	6.3	4.7	7.5	6.3	4.7	16		1				17			
	% 78.8	13.5	7.7				100.0							94.1		5.9				100.0	64.3%	0.0%	0.0%
E8	# 6	11		2	12	2	33	12.8	16.4	18.0	NO	10.3	NO	1	1					2	YES	37.2%	YES
	% 18.2	33.3		6.1	36.4	6.1	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 2016:    67.5 percent

Level of Goal Attainment for 2017:    66.2 percent

Level of Goal Attainment for 2018:    75.0 percent

## Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted 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	#	19	3		3	1		26					*	2			1	1		4			*
	%	73.1	11.5		11.5	3.8		100.0	3.1	32.0	4.2	NO	20.5	0.4	50.0			25.0	25.0		100.0	YES	35.9%
C2	#	19	2	2	10	2		35	3.1	29.8	3.6	NO	1.2	NO	3		2		5			*	
	%	54.3	5.7	5.7	28.6	5.7		100.0							60.0			40.0		100.0	YES	96.0%	YES
C3	#	220	7	47	61	2	10	347	3.3	32.0	3.8			18	1	7	3		2	31			
	%	63.4	2.0	13.5	17.6	0.6	2.9	100.0	1.3	14.4	3.2			58.1	3.2	22.6	9.7		6.5	100.0	60.6%	55.0%	15.8%
C4	#	146	4	29	89	3	19	290	2.2	26.6	2.5			17		8	14		5	44			
	%	50.3	1.4	10.0	30.7	1.0	6.6	100.0	0.8	NO	1.5			38.6		18.2	31.8		11.4	100.0	63.6%	YES	40.0%
C5	#	105	7	51	84	13	29	289	2.1	33.6	2.9			17	1	11	11	4	6	50			
	%	36.3	2.4	17.6	29.1	4.5	10.0	100.0	NO	4.5	NO			34.0	2.0	22.0	22.0	8.0	12.0	100.0	YES	86.6%	YES
C6 and C7	#	94	2	3	104	10	11	224	2.7	33.0	3.5			9			6	1	1	17			
	%	42.0	0.9	1.3	46.4	4.5	4.9	100.0	1.8	NO	NO			52.9			35.3	5.9	5.9	100.0	33.3%	YES	YES
C8	#	50	2	9	45	1	3	110	2.1	37.9	4.1	*		8		1	3			12		*	
	%	45.5	1.8	8.2	40.9	0.9	2.7	100.0	0.3	NO	3.2			66.7		8.3	25.0			100.0	85.7%	YES	22.0%
C9	#	147	19	5	86	12	4	273	3.8	34.2	8.5			13			14			27			
	%	53.8	7.0	1.8	31.5	4.4	1.5	100.0	NO	2.7	4.1			48.1			51.9			100.0	YES	92.1%	51.8%
E1	#	131	16	5	178	31	9	370	3.6	36.9	6.4			11	1		10	7	3	32			
	%	35.4	4.3	1.4	48.1	8.4	2.4	100.0	NO	NO	NO			34.4	3.1		31.3	21.9	9.4	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 2016:    71.0 percent  
 Level of Goal Attainment for 2017:    78.1 percent  
 Level of Goal Attainment for 2018:    78.7 percent

## Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted 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	# 55	9	2	325	38	10	439	2.8	54.9	10.0	0.7	NO	1.3	10	2		23	2	1	38	75.0%	YES	87.0%
	% 12.5	2.1	0.5	74.0	8.7	2.3	100.0							26.3	5.3		60.5	5.3	2.6	100.0			
E22	# 116	8	6	96	12	8	246	2.7	38.5	5.5	NO	NO	0.6	13			7		2	22	YES	YES	89.1%
	% 47.2	3.3	2.4	39.0	4.9	3.3	100.0							59.1			31.8		9.1	100.0			
E23	# 39	14	3	112	18	7	193	3.3	51.7	8.9	NO	NO	NO	6	2	1	14	3	1	27	YES	YES	YES
	% 20.2	7.3	1.6	58.0	9.3	3.6	100.0							22.2	7.4	3.7	51.9	11.1	3.7	100.0			
E24	# 33			18	1		52	13.0	12.6	3.8	13.0	NO	1.9	1			1	1		3	0.0%	YES	50.0%
	% 63.5			34.6	1.9		100.0							33.3			33.3	33.3		100.0			
E25	# 96	5	2	83	10	6	202	4.2	32.9	6.7	1.7	NO	1.7	7	2	1	10	1	3	24	59.5%	YES	74.6%
	% 47.5	2.5	1.0	41.1	5.0	3.0	100.0							29.2	8.3	4.2	41.7	4.2	12.5	100.0			
E31	# 14	1	1	28	1		45	4.1	53.6	10.9	1.9	NO	8.7	2			4			6	53.7%	YES	20.2%
	% 31.1	2.2	2.2	62.2	2.2		100.0							33.3			66.7			100.0			
E32	# 112	8	5	51	10	3	189	4.7	20.7	6.3	0.5	NO	1.0	5		1	3	2	1	12	89.4%	YES	84.1%
	% 59.3	4.2	2.6	27.0	5.3	1.6	100.0							41.7		8.3	25.0	16.7	8.3	100.0			
E4	# 38	2	1	5	1		47	9.6	6.3	2.2	5.3	NO	0.1	13			2			15	44.8%	YES	95.5%
	% 80.9	4.3	2.1	10.6	2.1		100.0							86.7			13.3			100.0			
E51	# 5	1	1	123	12	4	146	1.5	66.8	11.0	0.8	NO	2.8	2			13	1		16	46.7%	YES	74.5%
	% 3.4	0.7	0.7	84.2	8.2	2.7	100.0							12.5			81.3	6.3		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 2016:    71.0 percent  
 Level of Goal Attainment for 2017:    78.1 percent  
 Level of Goal Attainment for 2018:    78.7 percent

## Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	# 4	2		15	5	1	27	2.4	51.9	10.9	NO	NO	NO	1						1	YES	YES	YES
	% 14.8	7.4		55.6	18.5	3.7	100.0							100.0						100.0			
E6	# 5	1		20	6	1	33	2.3	65.9	10.9	NO	5.3	NO	1			2			3	YES	92.0%	YES
	% 15.2	3.0		60.6	18.2	3.0	100.0							33.3			66.7			100.0			
E7	# 164	8	6	3			181	11.7	6.9	5.3				20	1					21			
	% 90.6	4.4	3.3	1.7			100.0				7.3	5.2	5.3	95.2	4.8					100.0	37.6%	24.6%	0.0%
E8	# 50	15	4	43	38	2	152	14.5	20.0	10.0	4.6	NO	NO	7	2	2	14	3		28			
	% 32.9	9.9	2.6	28.3	25.0	1.3	100.0							25.0	7.1	7.1	50.0	10.7		100.0	68.3%	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    71.0 percent  
 Level of Goal Attainment for 2017:    78.1 percent  
 Level of Goal Attainment for 2018:    78.7 percent

## Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo  
EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	#	%	#	NO	%	NO	#	%	#	%	#	%	#	YES	%	YES	
C1 and E1	#	19	2		16	3		40	3.4	38.0	6.1	NO	NO	NO	5				1		6	YES	YES	YES
	%	47.5	5.0		40.0	7.5		100.0							83.3				16.7		100.0			
C2	#	3			3			6	3.7	41.9	8.5	3.7	NO	8.5							100.0	0.0%	YES	0.0%
	%	50.0			50.0			100.0													100.0			
C3	#	68	2	5	30	2	1	108	2.5	32.6	3.2	0.6	4.8	1.3	6		1	5			12	76.0%	85.3%	59.4%
	%	63.0	1.9	4.6	27.8	1.9	0.9	100.0							50.0		8.3	41.7			100.0			
C4	#	63	4	4	46	3	3	123	2.5	33.3	3.1	NO	NO	0.7	12	2	1	8			23	YES	YES	77.4%
	%	51.2	3.3	3.3	37.4	2.4	2.4	100.0							52.2	8.7	4.3	34.8			100.0			
C5	#	46	1	10	50	7	1	115	2.5	33.3	3.2	1.6	NO	NO	7		1	13	1	1	23	36.0%	YES	YES
	%	40.0	0.9	8.7	43.5	6.1	0.9	100.0							30.4		4.3	56.5	4.3	4.3	100.0			
C6	#	4		1	3		1	9	3.0	32.3	4.6	3.0	NO	4.6							100.0	0.0%	YES	0.0%
	%	44.4		11.1	33.3		11.1	100.0													100.0			
C7 and C8	#	71	1	1	75	5	1	154	3.2	33.1	5.0	2.6	NO	1.8	1			4	1		6	18.8%	YES	64.0%
	%	46.1	0.6	0.6	48.7	3.2	0.6	100.0							16.7			66.7	16.7		100.0			
C9	#	47	6		17	6		76	6.0	27.4	2.4	NO	5.0	NO	7	3		4	1		15	YES	81.8%	YES
	%	61.8	7.9		22.4	7.9		100.0							46.7	20.0		26.7	6.7		100.0			
E2	#	110	8	3	207	16	3	347	4.6	38.2	11.0	2.3	NO	6.4	15	3		34	6	1	59	50.0%	YES	41.8%
	%	31.7	2.3	0.9	59.7	4.6	0.9	100.0							25.4	5.1		57.6	10.2	1.7	100.0			

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

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

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

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

Level of Goal Attainment for 2016:    81.0 percent  
Level of Goal Attainment for 2017:    83.3 percent  
Level of Goal Attainment for 2018:    82.5 percent

## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo  
EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 43	7	3	29	3	2	87	3.4	33.0	11.0	NO	NO	7.6	4			2			6	YES	YES	30.9%
	% 49.4	8.0	3.4	33.3	3.4	2.3	100.0							66.7			33.3			100.0			
E4	# 47	5	2	7	2		63	6.3	8.9	1.7	NO	NO	NO	3			1			4	YES	YES	YES
	% 74.6	7.9	3.2	11.1	3.2		100.0							75.0			25.0			100.0			
E5	# 7			27	4	2	40	1.0	68.5	9.4	1.0	1.0	NO	1			7	1		9	0.0%	98.5%	YES
	% 17.5			67.5	10.0	5.0	100.0							11.1			77.8	11.1		100.0			
E6	# 4			58	6	2	70	1.6	72.6	8.3	1.6	NO	NO				9		1	10	0.0%	YES	YES
	% 5.7			82.9	8.6	2.9	100.0										90.0		10.0	100.0			
E7	# 56	3	1	1			61	9.0	3.1	0.1				2			2			4	54.4%	51.6%	0.0%
	% 91.8	4.9	1.6	1.6			100.0				4.1	1.5	0.1	50.0			50.0			100.0			
E8	# 56	15	1	16	20	4	112	14.7	11.2	6.9	1.3	NO	NO	16	3		3	4		26	91.2%	YES	YES
	% 50.0	13.4	0.9	14.3	17.9	3.6	100.0							61.5	11.5		11.5	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 2016:    81.0 percent

Level of Goal Attainment for 2017:    83.3 percent

Level of Goal Attainment for 2018:    82.5 percent



## College of Charleston (Page 2 of 2)

President: Stephen C. Osborne  
EEO Officer: Kimberly A. Gertner

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E3	25	5	4	10	6	1	51	7.7	24.3	10.3	NO	4.7	NO	1	1	2	2	2		8	YES	80.7%	YES
	49.0	9.8	7.8	19.6	11.8	2.0	100.0							12.5	12.5	25.0	25.0	25.0		100.0			
E4	10	7	4	1	8	1	31	12.3	5.7	7.5	NO	2.5	NO	2	4	1	1	2		10	YES	56.1%	YES
	32.3	22.6	12.9	3.2	25.8	3.2	100.0							20.0	40.0	10.0	10.0	20.0		100.0			
E5	4	1		34	22	4	65	1.9	59.8	20.7	0.4	7.5	NO				9	3	1	13	78.9%	87.5%	YES
	6.2	1.5		52.3	33.8	6.2	100.0										69.2	23.1	7.7	100.0			
E6	2	4		10	4	2	22	2.4	63.3	18.0	NO	17.8	NO	2	1		1	1		5	YES	71.9%	YES
	9.1	18.2		45.5	18.2	9.1	100.0							40.0	20.0		20.0	20.0		100.0			
E7	25	36	4		3		68	23.2	5.1	6.5	NO	5.1	2.1	9	3					12	YES	0.0%	67.7%
	36.8	52.9	5.9		4.4		100.0							75.0	25.0					100.0			
E8	6	20		1	31		58	26.1	15.1	15.9	NO	13.4	NO								YES	11.3%	YES
	10.3	34.5		1.7	53.4		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 2016:    85.4 percent

Level of Goal Attainment for 2017:    84.0 percent

Level of Goal Attainment for 2018:    85.0 percent

## SC Department of Commerce

Agency Director: Robert Hitt  
EEO Officer: Lori Adler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	1		14	5		31	3.8	35.3	8.5	0.6	NO	NO								84.2%	YES	YES
	% 35.5	3.2		45.2	16.1		100.0																
E2	# 15	2	1	29	9	1	57	3.5	34.6	6.0	0.0	NO	NO	2	1		4	3		10	YES	YES	YES
	% 26.3	3.5	1.8	50.9	15.8	1.8	100.0							20.0	10.0		40.0	30.0		100.0			
E3	# 1	1		1			3	5.1	14.8	4.3	NO	NO	4.3					1		1	YES	YES	0.0%
	% 33.3	33.3		33.3			100.0											100.0		100.0			
E5 and E6	# 1			4			5	0.6	64.0	20.9	NO	NO	20.9								YES	YES	0.0%
	% 20.0			80.0			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 2016:    93.6 percent

Level of Goal Attainment for 2017:    83.0 percent

Level of Goal Attainment for 2018:    89.5 percent

## Comptroller General

Agency Director: William E. Gunn

EEO Officer: Allison W. Houpt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	3.4	37.5	9.3	3.4	NO	1.6								0.0%	YES	82.8%
	% 53.8			38.5	7.7		100.0																
E2	# 2	1		3	1		7	2.6	45.2	14.1	NO	2.3	NO								YES	94.9%	YES
	% 28.6	14.3		42.9	14.3		100.0																
E5	# 1			3	3		7	2.7	47.0	11.3	2.7	4.1	NO	1			1			2	0.0%	91.3%	YES
	% 14.3			42.9	42.9		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 2016:    92.2 percent

Level of Goal Attainment for 2017:    89.7 percent

Level of Goal Attainment for 2018:    95.6 percent

## Consumer Affairs, Department of

Agency Director: Carri Grube Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			6	1		7	3.4	29.0	6.5	3.4	NO	NO							100.0	0.0%*	YES	YES
	%			85.7	14.3		100.0																
E2	#	9	4	9	11	1	34	3.2	37.6	7.8	NO	11.1	NO	3	2		1	2		8	YES	70.5%	YES
	%	26.5	11.8	26.5	32.4	2.9	100.0							37.5	25.0		12.5	25.0		100.0			
E3, E5 and E6	#	1	1		3		5	8.4	35.2	17.5	NO	35.2	NO	1	1					2	YES	0.0%	YES
	%	20.0	20.0		60.0		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:        85.7 percent

Level of Goal Attainment for 2017:        100.0 percent

Level of Goal Attainment for 2018:        83.8 percent

## Department of Corrections (Page 1 of 2)

Agency Director: Bryan Stirling  
EEO Officer: Kyle Caldwell

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1A	#	21	18	1	4	19	1	64	4.6	24.8	6.4	NO	18.5	NO	4	2		1	3	1	11	YES	25.4%	YES	
	%	32.8	28.1	1.6	6.3	29.7	1.6	100.0							36.4	18.2		9.1	27.3	9.1	100.0				
E1B	#	68	28	2	27	40	5	170	6.9	28.3	12.2	NO	12.4	NO	15	12	1	8	24	4	64	YES	56.2%	YES	
	%	40.0	16.5	1.2	15.9	23.5	2.9	100.0							23.4	18.8	1.6	12.5	37.5	6.3	100.0				
E2A	#	52	16	3	45	28	5	149	19.5	17.2	28.0	8.8	NO	9.2	12	5		24	13	3	57	54.9%	YES	67.1%	
	%	34.9	10.7	2.0	30.2	18.8	3.4	100.0							21.1	8.8		42.1	22.8	5.3	100.0				
E2B	#	105	85	9	181	236	10	626	15.7	23.1	30.1	2.1	NO	NO	29	22	6	60	77	2	196	86.6%	YES	YES	
	%	16.8	13.6	1.4	28.9	37.7	1.6	100.0							14.8	11.2	3.1	30.6	39.3	1.0	100.0				
E2C	#	28	26	5	38	128	2	227	9.7	32.0	27.5	NO	15.3	NO	5	9	1	17	39	2	73	YES	52.2%	YES	
	%	12.3	11.5	2.2	16.7	56.4	0.9	100.0							6.8	12.3	1.4	23.3	53.4	2.7	100.0				
E3A	#	15	5	1	42	31	3	97	6.4	41.3	25.3	1.2	NO	NO	2			18	8	1	29	81.3%	YES	YES	
	%	15.5	5.2	1.0	43.3	32.0	3.1	100.0							6.9			62.1	27.6	3.4	100.0				
E3B	#	2	1		18	35	2	58	2.2	28.8	35.8	0.5	NO	NO	1			2	7		10	77.3%	YES	YES	
	%	3.4	1.7		31.0	60.3	3.4	100.0							10.0			20.0	70.0		100.0				
E4A	#	130	164	10	27	176	3	510	16.3	12.5	17.7	NO	7.2	NO	41	35	3	5	43		127	YES	42.4%	YES	
	%	25.5	32.2	2.0	5.3	34.5	0.6	100.0							32.3	27.6	2.4	3.9	33.9		100.0				
E4B	#	205	249	18	66	344	6	888	28.0	3.1	41.0	0.0	NO	2.3	58	54	7	12	82	4	217	YES	YES	94.4%	
	%	23.1	28.0	2.0	7.4	38.7	0.7	100.0							26.7	24.9	3.2	5.5	37.8	1.8	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 2016:    85.7 percent  
Level of Goal Attainment for 2017:    86.0 percent  
Level of Goal Attainment for 2018:    83.6 percent

## Department of Corrections (Page 2 of 2)

Agency Director: Bryan Stirling  
EEO Officer: Kyle Caldwell

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	# 293	355	45	105	710	30	1538	27.9	3.1	41.0	4.8	NO	NO	200	209	36	84	444	28	1001	82.8%	YES	YES
	% 19.1	23.1	2.9	6.8	46.2	2.0	100.0							20.0	20.9	3.6	8.4	44.4	2.8	100.0			
E5A	# 8	16		71	70	7	172	8.9	36.1	24.1	NO	NO	NO	2	5		19	25	3	54	YES	YES	YES
	% 4.7	9.3		41.3	40.7	4.1	100.0							3.7	9.3		35.2	46.3	5.6	100.0			
E6A	# 6		1	36	50	3	96	8.8	34.3	26.5	8.8	NO	NO	4			14	24	3	45	0.0%	YES	YES
	% 6.3		1.0	37.5	52.1	3.1	100.0							8.9			31.1	53.3	6.7	100.0			
E7A	# 113	30	3	2	2		150	24.7	5.7	3.7	4.7	4.4	2.4	25	4		3			32	81.0%	22.8%	35.1%
	% 75.3	20.0	2.0	1.3	1.3		100.0							78.1	12.5		9.4			100.0			
E8A	# 62	12	3	13	25	2	117	12.0	22.1	17.7	1.7	11.0	NO	17	2	2	8	5	2	36	85.8%	50.2%	YES
	% 53.0	10.3	2.6	11.1	21.4	1.7	100.0							47.2	5.6	5.6	22.2	13.9	5.6	100.0			
E8B	# 27	21	4	18	48	3	121	12.4	22.5	29.0	NO	7.6	NO	17	7	1	4	15		44	YES	66.2%	YES
	% 22.3	17.4	3.3	14.9	39.7	2.5	100.0							38.6	15.9	2.3	9.1	34.1		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 2016:    85.7 percent

Level of Goal Attainment for 2017:    86.0 percent

Level of Goal Attainment for 2018:    83.6 percent

## Criminal Justice Academy

Agency Director: Lewis J. Swindler Jr.  
EEO Officer: Florence McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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		2	1		8	3.9	29.2	7.5	NO	4.2	NO								YES	85.6%	YES
	% 50.0	12.5		25.0	12.5		100.0																
E2	# 7	5		14	2		28	5.4	36.0	10.6	NO	NO	3.5								YES	YES	67.0%
	% 25.0	17.9		50.0	7.1		100.0																
E2A	# 6				1		7	4.3	31.9	8.9	4.3	31.9	NO	1						1	0.0%	0.0%	YES
	% 85.7				14.3		100.0							100.0						100.0			
E2B	# 28	1		6	2		37	3.8	32.0	6.7	1.1	15.8	1.3	7			1			8	71.1%	50.6%	80.6%
	% 75.7	2.7		16.2	5.4		100.0							87.5			12.5			100.0			
E3	# 1				1		2	8.3	14.1	9.0	8.3	14.1	NO								0.0%	0.0%	YES
	% 50.0				50.0		100.0																
E5	# 9	1			3	1	14	3.8	55.9	18.2	NO	55.9	NO	1			2			3	YES	0.0%	YES
	% 64.3	7.1			21.4	7.1	100.0							33.3			66.7			100.0			
E7 and E8	# 13	2	1	3	1		20	13.8	6.8	9.4	3.8	NO	4.4	2		2	1			5	72.5%	YES	
	% 65.0	10.0	5.0	15.0	5.0		100.0							40.0		40.0	20.0			100.0			53.2%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    83.0 percent  
Level of Goal Attainment for 2017:    87.1 percent  
Level of Goal Attainment for 2018:    76.7 percent

## School for the Deaf and Blind

Agency Director: Dr. Page McCraw

EEO Officer: Monique Mosley

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability												
																								WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%									
E1	8	29.6	2	7.4		14	51.9	3	11.1		27	100.0	4.3	38.9	10.0	NO	NO	NO	1	100.0							1	100.0	YES	YES	YES		
E2	33	19.2	8	4.7		105	61.0	25	14.5	1	172	100.0	4.2	45.9	13.2	NO	NO	NO	1	5.0	2	10.0	14	70.0	2	10.0	1	5.0	20	100.0	YES	YES	YES
E3	2	33.3				2	33.3	2	33.3		6	100.0	6.5	32.4	10.7	6.5	NO	NO							1	100.0	0.0%	YES	YES				
E5	12	10.0	4	3.3	1	54	45.0	47	39.2	2	120	100.0	4.1	49.2	20.2	0.8	4.2	NO	3	14.3		1	10	47.6	6	28.6	1	4.8	21	100.0	80.5%	91.5%	YES
E6			1	4.3	1	16	69.6	5	21.7		23	100.0	0.2	73.5	13.0	NO	3.9	NO					3	100.0				3	100.0	YES	94.7%	YES	
E7	10	90.9				1	9.1				11	100.0	11.0	9.2	0.2	11.0	0.1	0.2											0.0%	98.9%	0.0%		
E8	7	33.3	1	4.8		7	33.3	6	28.6		21	100.0	16.0	14.8	26.1	11.2	NO	NO	3	75.0			1	25.0			4	100.0	30.0%	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 2016:    89.3 percent

Level of Goal Attainment for 2017:    88.9 percent

Level of Goal Attainment for 2018:    89.2 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi  
EEO Officer: Deidre Blake-Sayers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	4		9	10		42	5.2	35.2	10.5	NO	13.8	NO	2	1		1	3		7	YES	60.8%	YES
	% 45.2	9.5		21.4	23.8		100.0							28.6	14.3		14.3	42.9		100.0			
E2	# 38	29		131	126	8	332	7.6	40.3	18.6	NO	0.8	NO	6	4		20	17	3	50	YES	98.0%	YES
	% 11.4	8.7		39.5	38.0	2.4	100.0							12.0	8.0		40.0	34.0	6.0	100.0			
E3	# 5	39	2	43	39	3	131	2.5	48.8	26.7	NO	16.0	NO		3		6	8		17	YES	67.2%	YES
	% 3.8	29.8	1.5	32.8	29.8	2.3	100.0								17.6		35.3	47.1		100.0			
E4 and E7	# 50	30		17	84	3	184	3.4	1.1	0.2	NO	NO	NO	9	12		10	23	1	55	YES	YES	YES
	% 27.2	16.3		9.2	45.7	1.6	100.0							16.4	21.8		18.2	41.8	1.8	100.0			
E5	# 14	116	2	100	717	7	956	4.9	24.2	53.6	NO	13.7	NO	11	44	7	76	295	7	440	YES	43.4%	YES
	% 1.5	12.1	0.2	10.5	75.0	0.7	100.0							2.5	10.0	1.6	17.3	67.0	1.6	100.0			
E6	# 1	1		19	30	1	52	1.4	57.7	23.5	NO	21.2	NO		1		2	7		10	YES	63.3%	YES
	% 1.9	1.9		36.5	57.7	1.9	100.0								10.0		20.0	70.0		100.0			
E8	# 23	25		17	83	3	151	2.0	12.9	12.0	NO	1.6	NO	6	12		10	23	1	52	YES	87.6%	YES
	% 15.2	16.6		11.3	55.0	2.0	100.0							11.5	23.1		19.2	44.2	1.9	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 2016:    92.0 percent

Level of Goal Attainment for 2017:    93.9 percent

Level of Goal Attainment for 2018:    91.4 percent

## Department of Education

Agency Director: Molly Spearman

EEO Officer: Will Lindsay

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	2	1	12	9		38	6.5	29.5	14.2	1.2	NO	NO	1			1	1		3	81.5%	YES	YES
	% 36.8	5.3	2.6	31.6	23.7		100.0							33.3			33.3	33.3		100.0			
E2A	# 37	8		95	55	4	199	6.3	37.8	18.4	2.3	NO	NO	6	1		18	10	2	37	63.5%	YES	YES
	% 18.6	4.0		47.7	27.6	2.0	100.0							16.2	2.7		48.6	27.0	5.4	100.0			
E2B	# 37	7	2	26	22	3	97	8.3	31.3	11.3	1.1	4.5	NO	2			7	4	2	15	86.7%	85.6%	YES
	% 38.1	7.2	2.1	26.8	22.7	3.1	100.0							13.3			46.7	26.7	13.3	100.0			
E2C	# 9	4	1	39	31	4	88	7.0	31.2	11.3	2.5	NO	NO	2			7	4	2	15	64.3%	YES	YES
	% 10.2	4.5	1.1	44.3	35.2	4.5	100.0							13.3			46.7	26.7	13.3	100.0			
E3	# 19	5	4	6	4	1	39	9.9	20.7	13.8	NO	5.3	3.5	3					1	4	YES	74.4%	74.6%
	% 48.7	12.8	10.3	15.4	10.3	2.6	100.0							75.0					25.0	100.0			
E5	#			16	7	1	24	1.7	57.1	23.1	1.7	NO	NO		1		1	1	1	4	0.0%	YES	YES
	%			66.7	29.2	4.2	100.0								25.0		25.0	25.0	25.0	100.0			
E6	#	1		9	9		19	2.4	55.4	26.5	NO	8.0	NO				3	2		5	YES	85.6%	YES
	%	5.3		47.4	47.4		100.0										60.0	40.0		100.0			
E7 and E8	# 248	72	11	26	3		360	20.9	3.4	1.6	0.9	NO	0.8	61	17	1	3			82	95.7%	YES	50.0%
	% 68.9	20.0	3.1	7.2	0.8		100.0							74.4	20.7	1.2	3.7			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 2016:    93.2 percent

Level of Goal Attainment for 2017:    90.6 percent

Level of Goal Attainment for 2018:    89.6 percent

## South Carolina Education Lottery

Agency Director: William Hogan Brown

EEO Officer: Claire B. Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	3	1	5	2		17	4.4	30.7	6.3	NO	1.3	NO	3			1			4	YES	95.8%	YES
	% 35.3	17.6	5.9	29.4	11.8		100.0							75.0			25.0			100.0			
E2	# 15	11	1	22	9	2	60	4.9	35.5	7.0	NO	NO	NO	1	3		1	1		6	YES	YES	YES
	% 25.0	18.3	1.7	36.7	15.0	3.3	100.0							16.7	50.0		16.7	16.7		100.0			
E3	# 3	2	1	1	2		9	14.0	18.5	6.4	NO	7.4	NO			1				1	YES	60.0%	YES
	% 33.3	22.2	11.1	11.1	22.2		100.0									100.0				100.0			
E5	# 1		1	10	9		21	5.8	37.2	16.3	5.8	NO	NO	1		1	2	2		6	0.0%	YES	YES
	% 4.8		4.8	47.6	42.9		100.0							16.7		16.7	33.3	33.3		100.0			
E6	# 1			2			3	4.3	54.7	26.6	4.3	NO	26.6				1			1	0.0%	YES	0.0%
	% 33.3			66.7			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    94.4 percent

Level of Goal Attainment for 2017:    96.4 percent

Level of Goal Attainment for 2018:    88.9 percent

## Educational Television

Agency Director: Anthony Padgett  
EEO Officer: Tracey Hunt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	25.3	6.9	4.4	NO	6.9				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E2A	# 28	5		9	6		48	10.0	18.2	4.3	NO	NO	NO	5	1		4	3		13	YES	YES	YES
	% 58.3	10.4		18.8	12.5		100.0							38.5	7.7		30.8	23.1		100.0			
E2B	# 7	2		12	5	1	27	7.0	26.9	6.7	NO	NO	NO	2			1	3	1	7	YES	YES	YES
	% 25.9	7.4		44.4	18.5	3.7	100.0							28.6			14.3	42.9	14.3	100.0			
E2C	# 6	1	1	2	2		12	8.6	21.8	6.0	0.3	5.1	NO								96.5%	76.6%	YES
	% 50.0	8.3	8.3	16.7	16.7		100.0																
E3	# 16	3	1	2	3		25	13.2	11.9	3.3	1.2	3.9	NO								90.9%	67.2%	YES
	% 64.0	12.0	4.0	8.0	12.0		100.0																
E5 and E6	# 1			4	1		6	5.1	44.4	22.1	5.1	NO	5.4								0.0%	YES	75.6%
	% 16.7			66.7	16.7		100.0																
E7	# 5						5	13.2	1.4	0.8	13.2	1.4	0.8	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 2016:    96.9 percent

Level of Goal Attainment for 2017:    95.6 percent

Level of Goal Attainment for 2018:    93.8 percent

## Elections Commission, State

Agency Director: Marci Andino  
EEO Officer: Daylin Siber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	1		6		1	12	6.2	30.2	9.4	NO	NO	9.4				1			1	YES	YES	0.0%
	% 33.3	8.3		50.0		8.3	100.0										100.0			100.0			
E3, E5 and E6	# 5	1		2	1		9	7.8	30.2	13.7	NO	8.0	2.6	1						1	YES	73.5%	81.0%
	% 55.6	11.1		22.2	11.1		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    92.2 percent

Level of Goal Attainment for 2017:    91.0 percent

Level of Goal Attainment for 2018:    75.8 percent

## Employment and Workforce, Department of

Agency Director: Cheryl M. Stanton  
EEO Officer: Adrienne Sorenson

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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		5	1		14	3.1	20.8	2.2	NO	NO	NO	1						1			
	% 35.7	21.4		35.7	7.1		100.0							100.0						100.0	YES	YES	YES
E2A	# 15	15	3	43	63	13	152	3.6	46.5	12.9	NO	18.2	NO	2	6	1	5	14	4	32			
	% 9.9	9.9	2.0	28.3	41.4	8.6	100.0							6.3	18.8	3.1	15.6	43.8	12.5	100.0	YES	60.9%	YES
E2B and E4	# 33	28	2	52	73	5	193	3.2	41.7	8.5	NO	14.8	NO	5	5	1	16	16	2	45			
	% 17.1	14.5	1.0	26.9	37.8	2.6	100.0							11.1	11.1	2.2	35.6	35.6	4.4	100.0	YES	64.5%	YES
E2C	# 31	11	3	49	38	6	138	2.9	31.5	6.2	NO	NO	NO	13	5	3	26	19	4	70			
	% 22.5	8.0	2.2	35.5	27.5	4.3	100.0							18.6	7.1	4.3	37.1	27.1	5.7	100.0	YES	YES	YES
E2D	# 20	6	1	9	7	2	45	3.0	25.7	3.4	NO	5.7	NO	5	2	1	1	3		12			
	% 44.4	13.3	2.2	20.0	15.6	4.4	100.0							41.7	16.7	8.3	8.3	25.0		100.0	YES	77.8%	YES
E3 and E5	# 13	7	1	7	5	2	35	5.6	16.6	3.2	NO	NO	NO					1		1			
	% 37.1	20.0	2.9	20.0	14.3	5.7	100.0											100.0		100.0	YES	YES	YES
E6, E7 and E8	# 10	4		4	11	1	30	4.1	33.8	7.0	NO	20.5	NO	1				5	2	8			
	% 33.3	13.3		13.3	36.7	3.3	100.0							12.5				62.5	25.0	100.0	YES	39.3%	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 2016:    92.6 percent

Level of Goal Attainment for 2017:    95.6 percent

Level of Goal Attainment for 2018:    92.5 percent

## Financial Institutions, Board of

Agency Director: Curtis M. Loftis, Jr.  
EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		6	1		14	13.2	32.9	16.7	6.1 *	NO	9.6				2			2	53.8% *	YES	42.5%
	% 42.9	7.1		42.9	7.1		100.0										100.0			100.0			
E2	# 9	3		12	4	1	29	3.5	43.9	12.9	NO	2.5 *	NO	4	1		8	2	1	16	YES	94.3% *	YES
	% 31.0	10.3		41.4	13.8	3.4	100.0							25.0	6.3		50.0	12.5	6.3	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 2016:    83.0 percent

Level of Goal Attainment for 2017:    92.2 percent

Level of Goal Attainment for 2018:    81.8 percent

## Fiscal Accountability Authority, State

Agency Director: Grant Gillespie

EEO Officer: Marick Walters

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted 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		3			8	5.0	29.1	6.3	NO	NO	6.3 *		1					1	YES	YES	0.0% *
	% 37.5	25.0		37.5			100.0							100.0						100.0			
E2A	# 18			2	1		21	4.0	17.5	3.4	4.0 *	8.0	NO	6				1		7	0.0% *	54.3%	YES
	% 85.7			9.5	4.8		100.0							85.7				14.3		100.0			
E2B	# 13	2		16	5	1	37	4.2	32.2	7.7	NO	NO	NO	3	1		5	1	10	YES	YES	YES	
	% 35.1	5.4		43.2	13.5	2.7	100.0							30.0	10.0		50.0	10.0	100.0				
E2C	# 7			10	3		20	4.1	34.0	15.9	4.1 *	NO	0.9 *	2			2		4	0.0% *	YES	94.3% *	
	% 35.0			50.0	15.0		100.0							50.0			50.0		100.0				
E2D	# 2		1	3	12	1	19	5.0	35.4	21.8	5.0 *	19.6	NO				1	4	5	0.0% *	44.6%	YES	
	% 10.5		5.3	15.8	63.2	5.3	100.0										20.0	80.0	100.0				
E3	#		1				1	31.2	6.2	8.5	31.2 *	6.2 *	8.5 *							100.0	0.0% *	0.0% *	0.0% *
	%		100.0				100.0													100.0			
E3	#			4	3		7	1.5	61.3	19.0	1.5 *	4.2 *	NO					2	2	100.0	0.0% *	93.1% *	YES
	%			57.1	42.9		100.0											100.0	100.0	100.0			
E6	#			2	1		3	1.7	56.9	21.5	1.7 *	NO	NO				1		1	0.0% *	YES	YES	
	%			66.7	33.3		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 2016:    82.2 percent  
 Level of Goal Attainment for 2017:    93.2 percent  
 Level of Goal Attainment for 2018:    92.4 percent

## Forestry Commission

Agency Director: Scott Phillips  
EEO Officer: Lynn Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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							1						1			
	% 80.0			20.0			100.0	3.9	20.6	3.2	3.9	0.6	3.2	100.0						100.0	0.0%	97.1%	0.0%
E2, E2A and E2B	# 77	1	1	19	3	1	102	4.7	14.0	1.8	3.7	NO	NO	9			3			12	21.3%	YES	YES
	% 75.5	1.0	1.0	18.6	2.9	1.0	100.0							75.0			25.0			100.0			
E3	# 4	1		1			6	3.8	6.3	2.3	NO	NO	2.3	1						1	YES	YES	0.0%
	% 66.7	16.7		16.7			100.0							100.0						100.0	YES	YES	0.0%
E4	# 153	8		2			163	14.5	4.1	0.3	9.6	2.9	0.3	13		1	4			18	33.8%	29.3%	0.0%
	% 93.9	4.9		1.2			100.0							72.2		5.6	22.2			100.0			
E5	#			5	1	1	7	0.5	68.7	13.5	0.5	NO	NO								0.0%	YES	YES
	%			71.4	14.3	14.3	100.0																
E6	# 3			24	5		32	1.6	34.9	27.8	1.6	NO	12.2	2			4	4		10	0.0%	YES	56.1%
	% 9.4			75.0	15.6		100.0							20.0			40.0	40.0		100.0			
E7	# 10	3					13	22.7	0.5	0.2	NO	0.5	0.2	2					1	3	YES	0.0%	0.0%
	% 76.9	23.1					100.0							66.7					33.3	100.0			
E8	#	1					1	38.9	13.8	12.1	NO	13.8	12.1		1					1	YES	0.0%	0.0%
	%	100.0					100.0							100.0						100.0			

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

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

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

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

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

Level of Goal Attainment for 2016:    80.2 percent

Level of Goal Attainment for 2017:    77.1 percent

Level of Goal Attainment for 2018:    81.3 percent

## Francis Marion University

President: Dr. Fred Carter  
EEO Officer: Demetra Pearson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
														WM	BM	OM	WF	BF	OF	TOTAL				BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	YES	YES	
C1 and E1	#	17	1		13	2		33	4.5	27.7	5.7	1.5	NO	NO	1				1		2	66.7%	YES	YES
	%	51.5	3.0		39.4	6.1		100.0							50.0				50.0		100.0			
C2 and C3	#	42	1	1	23	1		68	2.6	33.5	3.5	1.1	NO	2.0								57.7%	YES	42.9%
	%	61.8	1.5	1.5	33.8	1.5		100.0																
C4 and C5	#	56	1	9	70	4	8	148	2.5	32.3	3.1	1.8	NO	0.4				9		9	28.0%	YES	87.1%	
	%	37.8	0.7	6.1	47.3	2.7	5.4	100.0										100.0		100.0				
C6, C7, C8 and C9	#	17	2	1	24	9		53	4.6	30.2	3.6	0.8	NO	NO	4	1		4	2	11	82.6%	YES	YES	
	%	32.1	3.8	1.9	45.3	17.0		100.0							36.4	9.1		36.4	18.2	100.0				
E2	#	19	6		31	16	1	73	8.2	37.4	15.4	NO	NO	NO	8	1		7	8	1	25	YES	YES	YES
	%	26.0	8.2		42.5	21.9	1.4	100.0							32.0	4.0		28.0	32.0	4.0	100.0			
E3	#	5	3	2	3	1		14	7.7	29.0	21.7	NO	7.6	14.6	2	2	1			5	YES	73.8%	32.7%	
	%	35.7	21.4	14.3	21.4	7.1		100.0							40.0	40.0	20.0			100.0				
E4 and E7	#	25	4		2			31	15.1	4.6	2.6	2.2	NO	2.6	2					2	85.4%	YES	0.0%	
	%	80.6	12.9		6.5			100.0							100.0					100.0				
E5 and E6	#	2	1		11	19		33	1.0	64.3	22.7	NO	31.0	NO		2		7	3	12	YES	51.8%	YES	
	%	6.1	3.0		33.3	57.6		100.0								16.7		58.3	25.0	100.0				
E8	#	6	27		3	19		55	38.3	8.9	11.1	NO	3.4	NO	2	6		1	3	12	YES	61.8%	YES	
	%	10.9	49.1		5.5	34.5		100.0							16.7	50.0		8.3	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 2016:    73.6 percent

Level of Goal Attainment for 2017:    80.5 percent

Level of Goal Attainment for 2018:    83.5 percent

## Governor's School for Arts and Humanities

President: Cedric Adderley  
EEO Officer: Deborah Franks

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
E1	#	2	1		1			4	2.9	32.2	6.0	NO	7.2	6.0									YES	77.6%	0.0%
	%	50.0	25.0		25.0		100.0																		
E2	#	22	2		29	6	1	60	5.7	41.2	13.3	2.4	NO	3.3	1			2	2		5	57.9%	YES	75.2%	
	%	36.7	3.3		48.3	10.0	1.7	100.0							20.0			40.0	40.0		100.0				
E3, E4, E5, E6, E7 & E8	#	10	3	1	7	3		24	8.6	23.7	11.1	NO	NO	NO	1	1		1			3	YES	YES	YES	
	%	41.7	12.5	4.2	29.2	12.5		100.0							33.3	33.3		33.3			100.0				
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2016:    81.0 percent

Level of Goal Attainment for 2017:    90.7 percent

Level of Goal Attainment for 2018:    88.8 percent

## Governor's School of Science and Mathematics

President: Dr. Hector Flores  
EEO Officer: Anne Brumley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	2	2	9	8		33	5.5	37.7	11.8	NO	10.4	NO	3				2		5	YES	72.4%	YES
	% 36.4	6.1	6.1	27.3	24.2		100.0							60.0				40.0		100.0			
C6	# 22	1	3	14	2	2	44	3.6	41.4	5.2	1.3	9.6	0.7				2		2	63.9%	76.8%	86.5%	
	% 50.0	2.3	6.8	31.8	4.5	4.5	100.0										100.0		100.0				
E3, E4, E5 and E6	# 2			7	3	1	13	6.9	35.5	12.6	6.9	NO	NO								0.0%	YES	YES
	% 15.4			53.8	23.1	7.7	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    81.0 percent  
Level of Goal Attainment for 2017:    83.8 percent  
Level of Goal Attainment for 2018:    87.5 percent

## Health and Environmental Control, Department of

Agency Director: David Wilson  
EEO Officer: Arlene Posey

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	# 133	12	5	126	42	9	327	3.4	34.0	5.1	NO	NO	NO	14	2	1	10	4		31	YES	YES	YES
	% 40.7	3.7	1.5	38.5	12.8	2.8	100.0							45.2	6.5	3.2	32.3	12.9		100.0			
E2A	# 19	5		363	155	13	555	1.0	57.3	18.7	0.1	NO	NO	7	2	2	150	42	5	208	90.0%	YES	YES
	% 3.4	0.9		65.4	27.9	2.3	100.0							3.4	1.0	1.0	72.1	20.2	2.4	100.0			
E2B	# 104	46	6	239	208	17	620	5.5	37.8	10.0	NO	NO	NO	28	18	2	61	35	8	152	YES	YES	YES
	% 16.8	7.4	1.0	38.5	33.5	2.7	100.0							18.4	11.8	1.3	40.1	23.0	5.3	100.0			
E2C	# 366	34	14	275	58	18	765	3.3	21.7	1.4	NO	NO	NO	59	5	4	47	10	3	128	YES	YES	YES
	% 47.8	4.4	1.8	35.9	7.6	2.4	100.0							46.1	3.9	3.1	36.7	7.8	2.3	100.0			
E3	# 28	9	2	52	42	5	138	4.1	37.8	20.1	NO	0.1	NO	21	6	2	28	14	2	73	YES	99.7%	YES
	% 20.3	6.5	1.4	37.7	30.4	3.6	100.0							28.8	8.2	2.7	38.4	19.2	2.7	100.0			
E5	# 4	6		121	113	9	253	2.7	64.5	15.7	0.3	16.7	NO	14	5	1	39	31	4	94	88.9%	74.1%	YES
	% 1.6	2.4		47.8	44.7	3.6	100.0							14.9	5.3	1.1	41.5	33.0	4.3	100.0			
E6	# 6	6	1	169	176	17	375	2.7	60.3	13.9	1.1	15.2	NO	12	18		61	98	9	198	59.3%	74.8%	YES
	% 1.6	1.6	0.3	45.1	46.9	4.5	100.0							6.1	9.1		30.8	49.5	4.5	100.0			
E7 and E8	# 16	13	2	1	2		34	25.7	11.7	7.5	NO	8.8	1.6	4	6	1	1	3		15	YES	24.8%	78.7%
	% 47.1	38.2	5.9	2.9	5.9		100.0							26.7	40.0	6.7	6.7	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 2016:    88.0 percent  
Level of Goal Attainment for 2017:    92.4 percent  
Level of Goal Attainment for 2018:    91.3 percent

## Health and Human Services, Department of

Agency Director: Joshua D. Baker

EEO Officer: Alex Wilcox

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 13	4		11	7		35	5.1	28.2	6.2	NO	NO	NO	1			4	1		6	YES	YES	YES
	% 37.1	11.4		31.4	20.0		100.0							16.7			66.7	16.7		100.0			
E2A	# 16	6		64	70	3	159	5.5	33.8	18.1	1.7	NO	NO	7	5		15	19	1	47	69.1%	YES	YES
	% 10.1	3.8		40.3	44.0	1.9	100.0							14.9	10.6		31.9	40.4	2.1	100.0			
E2B	# 40	38	5	311	459	28	881	5.0	39.9	21.4	0.7	4.6	NO	15	15	2	65	149	11	257	86.0%	88.5%	YES
	% 4.5	4.3	0.6	35.3	52.1	3.2	100.0							5.8	5.8	0.8	25.3	58.0	4.3	100.0			
E3	# 20	7	1	6	17	3	54	7.9	23.0	8.4	NO	11.9	NO	5	1		2	3		11	YES	48.3%	YES
	% 37.0	13.0	1.9	11.1	31.5	5.6	100.0							45.5	9.1		18.2	27.3		100.0			
E5	#	1		12	19	1	33	2.4	59.9	14.5	NO	23.5	NO				1	5		6	YES	60.8%	YES
	%	3.0		36.4	57.6	3.0	100.0										16.7	83.3		100.0			
E6 and E8	#	4		26	27	1	58	6.0	44.8	21.2	NO	0.0	NO		2		5	9	1	17	YES	YES	YES
	%	6.9		44.8	46.6	1.7	100.0								11.8		29.4	52.9	5.9	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 2016:    91.5 percent

Level of Goal Attainment for 2017:    89.7 percent

Level of Goal Attainment for 2018:    91.8 percent

## Higher Education, Commission on the

Agency Director: Jeff Schilz  
EEO Officer: Jessica Hood

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	4		3	4	3	16	4.9	28.7	9.0	NO	9.9	NO	2	1	1			4	8	YES	65.5%	YES	
	% 12.5	25.0		18.8	25.0	18.8	100.0							25.0	12.5	12.5			50.0	100.0				
E2	# 4				10		14	6.4	36.5	19.2	6.4	36.5	NO	3				2	5	60.0	100.0	0.0%	0.0%	YES
	% 28.6				71.4		100.0											40.0						
E3 and E5	#	1					1	7.0	14.6	6.9	NO	14.6	6.9								YES	0.0%	0.0%	
	%	100.0					100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

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

Level of Goal Attainment for 2016:    100.0 percent

Level of Goal Attainment for 2017:    94.2 percent

Level of Goal Attainment for 2018:    77.6 percent

## Commission on Indigent Defense

Agency Director: Hugh Ryan  
EEO Officer: Lawrence Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	4.0	23.4	4.5	4.0 *	NO	4.5 *								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0										66.7			6			
E2	# 21	1		11	3		36	3.6	28.8	5.7	0.8 *	NO	NO	2			4			6	77.8% *	YES	YES
	% 58.3	2.8		30.6	8.3		100.0							33.3			66.7			100.0			
E3, E5 and E6	# 5	1		13	7	2	28	1.8	69.1	10.4	NO	22.7	NO	1	1		2	2		6	YES	67.1%	YES
	% 17.9	3.6		46.4	25.0	7.1	100.0							16.7	16.7		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 2016:    84.4 percent

Level of Goal Attainment for 2017:    85.6 percent

Level of Goal Attainment for 2018:    92.1 percent

## Department of Insurance

Agency Director: Raymond Farmer  
EEO Officer: Erin Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 13	1		3	3		20	2.9	24.8	7.0	NO	9.8	NO	1				1		2			
	% 65.0	5.0		15.0	15.0		100.0							50.0				50.0		100.0	YES	60.5%	YES
E2	# 13	1		15	17	2	48	4.8	36.2	13.2				2	1		4	3	2	12			
	% 27.1	2.1		31.3	35.4	4.2	100.0				2.7	4.9	NO	16.7	8.3		33.3	25.0	16.7	100.0	43.8%	86.5%	YES
E3, E5 and E6	# 1		1	2	4	1	9	3.1	46.7	21.1	3.1*	24.5	NO			1	1	2	1	5			
	% 11.1		11.1	22.2	44.4	11.1	100.0									20.0	20.0	40.0	20.0	100.0	0.0%	47.5%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    84.5 percent

Level of Goal Attainment for 2017:    87.6 percent

Level of Goal Attainment for 2018:    79.8 percent

## John de la Howe School

Agency Director: Dr. Sharon Wall  
EEO Officer: Debbie Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1					1	4.0	22.3	19.3	NO	22.3	19.3								YES	0.0%	0.0%
	%	100.0					100.0																
E2 and E3	#	1		3	2		6	2.1	47.9	28.4	2.1	NO	NO	5	1		3	3		12	0.0%	YES	YES
	%	16.7		50.0	33.3		100.0							41.7	8.3		25.0	25.0		100.0			
E5 and E6	#	1					1	2.6	40.1	35.5	2.6	40.1	35.5	1				1		2	0.0%	0.0%	0.0%
	%	100.0					100.0							50.0				50.0		100.0			
E7 and E8	#	7	1		1		9	23.1	6.9	12.9	12.0	NO	12.9	3	1		1			5	48.1%	YES	0.0%
	%	77.8	11.1		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 2016:    82.5 percent

Level of Goal Attainment for 2017:    78.8 percent

Level of Goal Attainment for 2018:    74.7 percent

## Department of Juvenile Justice

Agency Director: Freddie B. Pough

EEO Officer: Devon R. Mosesel

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	19		46	44		129	7.8	27.7	11.4	NO	NO	NO	2	1			1		4	YES	YES	YES
	% 15.5	14.7		35.7	34.1		100.0							50.0	25.0			25.0		100.0			
E2	# 59	102	3	148	265	9	586	8.1	38.4	20.0	NO	13.1	NO	3	12		3	15	1	34	YES	65.9%	YES
	% 10.1	17.4	0.5	25.3	45.2	1.5	100.0							8.8	35.3		8.8	44.1	2.9	100.0			
E3	# 10	2		3	3	1	19	9.7	24.8	13.2	NO	9.0	NO								YES	63.7%	YES
	% 52.6	10.5		15.8	15.8	5.3	100.0																
E4	# 23	183	11	14	244	3	478	20.1	7.7	25.7	NO	4.8	NO		7			7		14	YES	37.7%	YES
	% 4.8	38.3	2.3	2.9	51.0	0.6	100.0								50.0			50.0		100.0			
E5	#	7	1	15	21	1	45	3.4	56.0	15.0	NO	22.7	NO								YES	59.5%	YES
	%	15.6	2.2	33.3	46.7	2.2	100.0																
E6	# 3	3	1	26	30		63	1.7	68.0	14.6	NO	26.7	NO					1		1	YES	60.7%	YES
	% 4.8	4.8	1.6	41.3	47.6		100.0											100.0		100.0			
E7	# 12	5	1				18	9.5	15.8	4.5	NO	15.8	4.5								YES	0.0%	0.0%
	% 66.7	27.8	5.6				100.0																
E8	# 5	6		1	13	1	26	16.5	14.9	19.0	NO	11.1	NO		1					1	YES	25.5%	YES
	% 19.2	23.1		3.8	50.0	3.8	100.0								100.0					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    83.0 percent

Level of Goal Attainment for 2017:    81.5 percent

Level of Goal Attainment for 2018:    83.2 percent

## Labor, Licensing and Regulations, Department of

Agency Director: Emily Farr  
EEO Officer: Kathryn Britt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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		7	1		14	5.7	25.9	5.1	NO	NO	NO				1			1			
	% 35.7	7.1		50.0	7.1		100.0										100.0			100.0	YES	YES	YES
E2A	# 37	10		28	20	1	96	6.7	36.6	12.4	NO	7.4	NO	4	2		4	5		15	YES	79.8%	YES
	% 38.5	10.4		29.2	20.8	1.0	100.0							26.7	13.3		26.7	33.3		100.0			
E2B	# 59	18	5	60	33	2	177	5.2	32.7	11.8	NO	NO	NO	15	3		12	17	1	48	YES	YES	YES
	% 33.3	10.2	2.8	33.9	18.6	1.1	100.0							31.3	6.3		25.0	35.4	2.1	100.0			
E3	# 12	1	1	6	2	1	23	7.5	11.7	3.6	3.2	NO	NO	5	1			1		7	57.3%	YES	YES
	% 52.2	4.3	4.3	26.1	8.7	4.3	100.0							71.4	14.3			14.3		100.0			
E5	# 2	3	1	35	31	3	75	7.4	38.2	25.6	3.4	NO	NO	1		1	8	6	2	18	54.1%	YES	YES
	% 2.7	4.0	1.3	46.7	41.3	4.0	100.0							5.6		5.6	44.4	33.3	11.1	100.0			
E6	# 1						1	29.5	19.1	15.1	29.5	19.1	15.1								0.0%	0.0%	0.0%
	% 100.0						100.0																
E7 and E8	# 3		1				4	26.1	3.3	0.5	26.1	3.3	0.5	1		1				2	0.0%	0.0%	0.0%
	% 75.0		25.0				100.0							50.0		50.0				100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    96.4 percent

Level of Goal Attainment for 2017:    97.2 percent

Level of Goal Attainment for 2018:    86.9 percent

## Lander University

President: Dr. Richard E. Cosentino

EEO Officer: London Thomas

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
																								WM
C1 and E1	#	16			13	2		31	3.4	41.4	7.3	3.4	NO	0.8	2			1	1		4	0.0%	YES	89.0%
	%	51.6			41.9	6.5		100.0							50.0			25.0	25.0		100.0			
C2 and C3	#	22		2	17	1	1	43	1.0	35.0	4.6	1.0	NO	2.3	4			3			7	0.0%	YES	50.0%
	%	51.2		4.7	39.5	2.3	2.3	100.0							57.1			42.9			100.0			
C4 and C8	#	21		1	12	1	1	36	0.6	43.4	3.7	0.6	NO	0.9	3			4		1	8	0.0%	76.7%	75.7%
	%	58.3		2.8	33.3	2.8	2.8	100.0							37.5			50.0		12.5	100.0			
C5	#	12		2	17	1	2	34	0.9	57.0	0.8	0.9	NO	7.0	5		2	6	1		14	0.0%	87.7%	YES
	%	35.3		5.9	50.0	2.9	5.9	100.0							35.7		14.3	42.9	7.1		100.0			
C6, C7 and C9	#	21			31	1		53	4.1	29.2	4.6	4.1	NO	2.7	6			4			10	0.0%	YES	41.3%
	%	39.6			58.5	1.9		100.0							60.0			40.0			100.0			
E2	#	13	3		40	6		62	4.2	38.7	6.4					1		8	1		10	YES	YES	YES
	%	21.0	4.8		64.5	9.7		100.0				NO	NO	NO		9.1		80.0	10.0		100.0			
E3 and E4	#	21	2		7	1		31	4.2	12.3	6.6				2						2	YES	YES	48.5%
	%	67.7	6.5		22.6	3.2		100.0				NO	NO	3.4							100.0			
E5 and E6	#	13	2		36	6		57	6.0	56.3	16.9				5			13	1		19	58.3%	YES	62.1%
	%	22.8	3.5		63.2	10.5		100.0				2.5	NO	6.4				68.4	5.3		100.0			
E7	#	26	3		1			30	6.8	4.7	0.1				2	2		1			5	YES	70.2%	0.0%
	%	86.7	10.0		3.3			100.0				NO	1.4	0.1				20.0			100.0			
E8	#	11	12		5	5		33	23.2	7.4	15.6				1	2		1			4	YES	YES	97.4%
	%	33.3	36.4		15.2	15.2		100.0				NO	NO	0.4				25.0	50.0		100.0			

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

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

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

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

Level of Goal Attainment for 2016:    69.8 percent  
 Level of Goal Attainment for 2017:    79.1 percent  
 Level of Goal Attainment for 2018:    79.1 percent

## Law Enforcement Division, State

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	#	#	#	#	#	#	#	#	#	#	NO	NO	NO	#	#	#	#	#	#	#	NO	NO	NO
E1	9	1		2			12	11.4	13.9	3.5	3.1	NO	3.5								72.8%	YES	0.0%
%	75.0	8.3		16.7			100.0																
E2A	49	7	2	86	20	8	172	12.0	32.4	8.7	7.9	NO	NO	6	1	1	12	4	2	26	34.2%	YES	YES
%	28.5	4.1	1.2	50.0	11.6	4.7	100.0							23.1	3.8	3.8	46.2	15.4	7.7	100.0			
E2B	96	19	3	19	6		143	11.1	11.0	7.4	NO	NO	3.2	14	1		2	1		18	YES	YES	56.8%
%	67.1	13.3	2.1	13.3	4.2		100.0							77.8	5.6		11.1	5.6		100.0			
E3	12	5		22	8	6	53	8.5	14.7	14.0	NO	NO	NO	3	7		6	4	3	23	YES	YES	YES
%	22.6	9.4		41.5	15.1	11.3	100.0							13.0	30.4		26.1	17.4	13.0	100.0			
E4	115	15	2	41	4	2	179	11.0	9.3	5.5	2.6	NO	3.3	31	4		7			42	76.4%	YES	40.0%
%	64.2	8.4	1.1	22.9	2.2	1.1	100.0							73.8	9.5		16.7			100.0			
E5	3	1		25	7	1	37	2.2	61.3	20.2	NO	NO	1.3				5			5	YES	YES	93.6%
%	8.1	2.7		67.6	18.9	2.7	100.0										100.0			100.0			
E6	3			17	16	1	37	0.6	57.6	22.3	0.6	11.7	NO	1	1		8	12		22	0.0%	79.7%	YES
%	8.1			45.9	43.2	2.7	100.0							4.5	4.5		36.4	54.5		100.0			
E7 and E8	5	1	1		2		9	19.7	2.8	3.6	8.6	2.8	NO					2		2	56.3%	0.0%	YES
%	55.6	11.1	11.1		22.2		100.0											100.0		100.0			
#																							
%																							

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

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

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

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

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

Level of Goal Attainment for 2016:      86.3 percent

Level of Goal Attainment for 2017:      87.8 percent

Level of Goal Attainment for 2018:      86.2 percent

## South Carolina State Library

Agency Director: Leesa Aiken  
EEO Officer: Deborah Pack

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 7			25	1	1	34	2.0	52.7	11.3	2.0 *	NO	8.4	2			3			5	0.0% *	YES	25.7%
	% 20.6			73.5	2.9	2.9	100.0							40.0			60.0			100.0			
E3, E5 and E6	# 3			2	1		6	4.2	48.2	15.9	4.2 *	14.9 *	NO				2			2	0.0% *	69.1% *	YES
	% 50.0			33.3	16.7		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    86.4 percent  
Level of Goal Attainment for 2017:    87.8 percent  
Level of Goal Attainment for 2018:    73.7 percent

## Lieutenant Governor's Office

Agency Director: Darryl Broome  
EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			1	3	1	11	4.6	34.0	12.4	4.6 *	24.9	NO				1	3		4	0.0% *	26.8%	YES
	% 54.5			9.1	27.3	9.1	100.0										25.0	75.0		100.0			
E2	# 3			15	15		33	4.2	41.9	18.7	4.2	NO	NO								0.0%	YES	YES
	% 9.1			45.5	45.5		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 2016:    80.0 percent

Level of Goal Attainment for 2017:    75.3 percent

Level of Goal Attainment for 2018:    65.4 percent

## Medical University Hospital Authority (Page 1 of 3)

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	3.9	35.3	3.5	NO	NO	3.5	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	2.1	37.4	3.5	0.0	NO	NO	3			3	1		7			
	% 29.2	2.1		60.4	6.3	2.1	100.0							42.9			42.9	14.3		100.0	YES	YES	YES
E204	# 29	3	1	43	4	1	81	3.3	39.7	7.6	NO	NO	2.7	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	64.5%
E206	# 52	6	3	76	15	6	158	5.3	34.7	9.4	1.5	NO	NO	9	1	1	3		1	15			
	% 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	71.7%	YES	YES
E208	# 13	1		76	10	3	103	0.6	65.4	7.4	NO	NO	NO				2	1		3			
	% 12.6	1.0		73.8	9.7	2.9	100.0										66.7	33.3		100.0	YES	YES	YES
E209	# 7	1		13	1		22	2.0	50.4	6.8	NO	NO	2.3				1			1			*
	% 31.8	4.5		59.1	4.5		100.0										100.0			100.0	YES	YES	66.2%
E215	# 8	3		47	14	2	74	7.4	36.7	28.6							2	1	1	4			
	% 10.8	4.1		63.5	18.9	2.7	100.0				3.3	NO	9.7				50.0	25.0	25.0	100.0	55.4%	YES	66.1%
E223	# 54	1	2	87	3	11	158	0.9	44.4	4.5	0.3	NO	2.6				3		1	4		*	
	% 34.2	0.6	1.3	55.1	1.9	7.0	100.0										75.0		25.0	100.0	66.7%	YES	42.2%
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			
	% 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	31.6%	YES	89.2%

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

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

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

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

Level of Goal Attainment for 2016:    83.2 percent  
Level of Goal Attainment for 2017:    83.0 percent  
Level of Goal Attainment for 2018:    82.5 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	4.3	51.2	6.1	0.1	NO	0.5	1			4		2	7			
	% 21.1	4.2	4.2	62.0	5.6	2.8	100.0							14.3			57.1		28.6	100.0	97.7%	YES	91.8%
E226	# 46	2	2	165	7	3	225	3.2	50.7	15.5	2.3	NO	12.4	2	1	1	7			11			
	% 20.4	0.9	0.9	73.3	3.1	1.3	100.0							18.2	9.1	9.1	63.6			100.0	28.1%	YES	20.0%
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			
	% 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	33.3%	YES	58.0%
E228	# 20			107	2	2	131	0.9	54.1	2.8	0.9	NO	1.3	1			2		1	4			
	% 15.3			81.7	1.5	1.5	100.0							25.0			50.0		25.0	100.0	0.0%	YES	53.6%
E330	# 59	13	5	103	13	5	198	8.9	18.1	6.2	2.3	NO	NO	6		1	3		1	11			
	% 29.8	6.6	2.5	52.0	6.6	2.5	100.0							54.5		9.1	27.3		9.1	100.0	74.2%	YES	YES
E333	# 93	63	14	269	415	39	893	3.6	29.6	9.9	NO	NO	NO	34	11	5	88	86	18	242			
	% 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	YES	YES	YES
E334	# 32	8	2	39	10	4	95	5.1	46.7	9.0	NO	5.6	NO	5			6			11			
	% 33.7	8.4	2.1	41.1	10.5	4.2	100.0							45.5			54.5			100.0	YES	88.0%	YES
E447	# 11	25	2	3	8		49	20.3	12.4	18.8				1		1		3		5			
	% 22.4	51.0	4.1	6.1	16.3		100.0				NO	6.3	2.5	20.0		20.0		60.0		100.0	YES	49.2%	86.7%
E550	# 11	1		44	31	2	89	1.7	44.6	32.7	0.6	NO	NO		1		2	2	1	6			
	% 12.4	1.1		49.4	34.8	2.2	100.0								16.7		33.3	33.3	16.7	100.0	64.7%	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 2016:    83.2 percent  
Level of Goal Attainment for 2017:    83.0 percent  
Level of Goal Attainment for 2018:    82.5 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	5.3	43.0	21.0	1.6	NO	0.4	14	2	6	52	23	4	101			
	% 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	69.8%	YES	98.1%
E552	# 20	17	2	32	47	7	125	1.6	47.4	34.3	NO	21.8	NO	4	3	1	11	8	1	28	YES	54.0%	YES
	% 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	42.9	25.6	3.9	10.9	NO	5	5		38	47	9	104	13.3%	74.6%	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	12.6	2.8	0.8	NO	0.8	NO	2	2	1		1		6	YES	71.4%	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	18.3	17.5	18.5	NO	12.5	NO	3	11		1	6	1	22	YES	28.6%	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			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    83.2 percent

Level of Goal Attainment for 2017:    83.0 percent

Level of Goal Attainment for 2018:    82.5 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#			2			2																	
	%			100.0			100.0	2.3	37.0	4.3	2.3	NO	4.3								0.0%	YES	0.0%	
C2	#	22		5	4	1	1	33								2	1			3				
	%	66.7		15.2	12.1	3.0	3.0	100.0	2.1	25.5	2.8	2.1	13.4	NO		66.7	33.3			100.0	0.0%	47.5%	YES	
C3	#	193	4	30	93	4	15	339								24	3	8		35				
	%	56.9	1.2	8.8	27.4	1.2	4.4	100.0	1.9	27.1	2.6	0.7	NO	1.4	68.6	8.6	22.9			100.0	63.2%	YES	46.2%	
C4	#	142	2	33	126	6	38	347							16	1	2	10	1	5	35			
	%	40.9	0.6	9.5	36.3	1.7	11.0	100.0	2.0	26.1	2.4	1.4	NO	0.7	45.7	2.9	5.7	28.6	2.9	14.3	100.0	30.0%	YES	70.8%
C5	#	240	13	72	257	17	50	649							34	2	10	41	4	10	101			
	%	37.0	2.0	11.1	39.6	2.6	7.7	100.0	1.9	28.1	2.7	NO	NO	0.1	33.7	2.0	9.9	40.6	4.0	9.9	100.0	YES	YES	96.3%
C6	#	44		10	101	8	13	176							16		4	18	2	2	42			
	%	25.0		5.7	57.4	4.5	7.4	100.0	2.2	36.7	4.3	2.2	NO	NO	38.1		9.5	42.9	4.8	4.8	100.0	0.0%	YES	YES
C8	#	6	1	4	11	2	1	25								2	1			3				
	%	24.0	4.0	16.0	44.0	8.0	4.0	100.0	3.1	27.5	3.2	NO	NO	NO		66.7	33.3			100.0	YES	YES	YES	
E1A	#	14			26	4	3	47							1			2		3				
	%	29.8			55.3	8.5	6.4	100.0	4.2	33.0	5.3	4.2	NO	NO	33.3			66.7		100.0	0.0%	YES	YES	
E1B	#	39	5	1	90	12	7	154							8	1	1	11	3	2	26			
	%	25.3	3.2	0.6	58.4	7.8	4.5	100.0	3.2	39.5	4.7	0.0	NO	NO	30.8	3.8	3.8	42.3	11.5	7.7	100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2016:    83.0 percent  
Level of Goal Attainment for 2017:    83.8 percent  
Level of Goal Attainment for 2018:    82.4 percent

## Medical University of South Carolina (Page 2 of 3)

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability														
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF
	#	%	#	%	#	%	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%										
E2A	73	13.9	11	2.1	9	1.7	336	63.8	68	12.9	30	5.7	527	100.0	4.1	49.6	12.0	2.0	NO	NO	17	19.3	1	1.1	52	59.1	12	13.6	6	6.8	88	100.0	51.2%	YES	YES
E2B	5	6.3			1	1.3	70	88.6	1	1.3	2	2.5	79	100.0	1.9	69.5	7.4	1.9	NO	6.1	1	20.0			3	60.0		20.0	1	20.0	5	100.0	0.0%	YES	17.6%
E2C	7	5.4	5	3.8			73	56.2	29	22.3	16	12.3	130	100.0	3.1	38.3	24.7	NO	NO	2.4	4	10.5	1	2.6		55.3	7	18.4	5	13.2	38	100.0	YES	YES	90.3%
E2D	28	48.3	5	8.6	2	3.4	15	25.9	4	6.9	4	6.9	58	100.0	7.3	23.4	8.2	NO	NO	1.3	1	25.0	1	25.0	1	25.0	1	25.0	4	100.0	YES	YES	84.1%		
E2E and E2F	1	50.0			1	50.0							2	100.0	2.9	15.5	2.3	2.9	15.5	2.3	1	100.0							1	100.0	0.0%	0.0%	0.0%		
E2G	2	8.0	1	4.0			20	80.0	2	8.0			25	100.0	1.5	58.2	7.9	NO	NO	NO					3	100.0			3	100.0	YES	YES	YES		
E3A	3	15.8	3	15.8	2	10.5	6	31.6	4	21.1	1	5.3	19	100.0	2.2	26.6	2.7	NO	NO	NO					2	40.0	2	40.0	1	20.0	5	100.0	YES	YES	YES
E3B	3	42.9	1	14.3	1	14.3	1	14.3		14.3	1	14.3	7	100.0	5.3	25.1	3.4	NO	10.8	3.4	2	40.0			2	40.0		20.0	1	100.0	57.0%	0.0%			
E3C	4	10.8	9	24.3	5	13.5	13	35.1	3	8.1	3	8.1	37	100.0	0.8	47.9	13.6	NO	12.8	5.5	2	20.0	4	40.0	2	20.0	1	10.0	1	10.0	10	100.0	YES	73.3%	59.6%

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

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

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

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

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

Level of Goal Attainment for 2016:      83.0 percent

Level of Goal Attainment for 2017:      83.8 percent

Level of Goal Attainment for 2018:      82.4 percent

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

President: Dr. David Cole  
EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	#			10	4	2	16										1		2	3				
	%			62.5	25.0	12.5	100.0	0.4	74.1	2.6	0.4	11.6	NO				33.3		66.7	100.0	0.0%	84.3%	YES	
E3E	#	29	4	6	37	9	5	90	2.5	23.7	1.2	NO	NO	NO	6		4	1		11	YES	YES	YES	
	%	32.2	4.4	6.7	41.1	10.0	5.6	100.0							54.5		36.4	9.1		100.0				
E3F	#	7		1	7	1	2	18	3.6	27.1	2.5	3.6	NO	NO	1		1			2	0.0%	YES	YES	
	%	38.9		5.6	38.9	5.6	11.1	100.0							50.0		50.0			100.0				
E4A	#	41	13	5	5	7	2	73	9.6	8.9	9.1	NO	2.1	NO	8		4	2	1	1	16	YES	76.4%	YES
	%	56.2	17.8	6.8	6.8	9.6	2.7	100.0							50.0		25.0	12.5	6.3	6.3	100.0			
E5A	#		1		15	13	2	31	0.0	68.0	12.3	NO	19.6	NO			2	1		3	YES	71.2%	YES	
	%		3.2		48.4	41.9	6.5	100.0									66.7	33.3		100.0				
E6A	#	10	4	2	102	70	5	193	8.0	46.8	21.2	5.9	NO	NO		1		1		2	26.3%	YES	YES	
	%	5.2	2.1	1.0	52.8	36.3	2.6	100.0							50.0			50.0		100.0				
E6B	#	1	3			5		9	18.3	22.5	26.4	NO	22.5	NO		2		2	7	11				
	%	11.1	33.3			55.6		100.0							18.2		18.2	63.6		100.0	YES	0.0%	YES	
E7A	#	73	32	7		4		116	21.2	4.7	0.2	NO	4.7	NO	26	7	1		2	36	YES	0.0%	YES	
	%	62.9	27.6	6.0		3.4		100.0							72.2	19.4	2.8		5.6	100.0				
E8A	#	4	3	2	2	14		25	32.9	13.8	17.6	20.9	5.8	NO	1					1	36.5%	58.0%	YES	
	%	16.0	12.0	8.0	8.0	56.0		100.0							100.0					100.0				
E8B	#	6	8	3	2	12		31	14.3	15.0	40.3	NO		1.6		2		2	7	11				
	%	19.4	25.8	9.7	6.5	38.7		100.0							18.2		18.2	100.0		100.0	YES	43.3%	96.0%	

**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 2016:    83.0 percent

Level of Goal Attainment for 2017:    83.8 percent

Level of Goal Attainment for 2018:    82.4 percent

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

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	# 3			1	3		7	2.0	38.8	11.8	2.0	24.5	NO				1	2		3	0.0%	36.9%	YES
	% 42.9			14.3	42.9		100.0										33.3	66.7		100.0			
E1B	# 42	13	2	67	33	4	161	8.1	27.5	8.1	0.0	NO	NO	11	3	1	18	7		40	YES	YES	YES
	% 26.1	8.1	1.2	41.6	20.5	2.5	100.0							27.5	7.5	2.5	45.0	17.5		100.0			
E2A	# 51	16	7	176	107	11	368	2.4	47.1	14.2	NO	NO	NO	13	5	2	42	32	6	100	YES	YES	YES
	% 13.9	4.3	1.9	47.8	29.1	3.0	100.0							13.0	5.0	2.0	42.0	32.0	6.0	100.0			
E2B	# 121	131	7	499	575	33	1366	13.9	28.7	32.4	4.3	NO	NO	30	36	3	124	136	9	338	69.1%	YES	YES
	% 8.9	9.6	0.5	36.5	42.1	2.4	100.0							8.9	10.7	0.9	36.7	40.2	2.7	100.0			
E2C	# 79	55	6	196	179	10	525	7.2	33.8	17.4	NO	NO	NO	16	13	1	45	50	5	130	YES	YES	YES
	% 15.0	10.5	1.1	37.3	34.1	1.9	100.0							12.3	10.0	0.8	34.6	38.5	3.8	100.0			
E3A	# 2	5		13	32	2	54	4.7	47.1	34.9	NO	23.0	NO	1	3		5	12	1	22	YES	51.2%	YES
	% 3.7	9.3		24.1	59.3	3.7	100.0							4.5	13.6		22.7	54.5	4.5	100.0			
E3B and E3C	# 14	5		9	16	2	46	6.1	20.7	22.1	NO	1.1	NO	2	3		3	2		10	YES	94.7%	YES
	% 30.4	10.9		19.6	34.8	4.3	100.0							20.0	30.0		30.0	20.0		100.0			
E4A	# 15	46	2	1	20	1	85	38.1	6.1	12.0	NO	4.9	NO	6	13	2		8	1	30	YES	19.7%	YES
	% 17.6	54.1	2.4	1.2	23.5	1.2	100.0							20.0	43.3	6.7		26.7	3.3	100.0			
E5A	# 14	48	3	41	183	3	292	5.6	17.4	61.0	NO	3.4	NO	8	20	2	34	91		155	YES	80.5%	YES
	% 4.8	16.4	1.0	14.0	62.7	1.0	100.0							5.2	12.9	1.3	21.9	58.7		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 2016:    83.9 percent

Level of Goal Attainment for 2017:    86.4 percent

Level of Goal Attainment for 2018:    88.5 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 21	39	4	121	276	8	469	6.7	48.1	24.0	NO	22.3	NO	4	8	2	35	107	3	159	YES	53.6%	YES
	% 4.5	8.3	0.9	25.8	58.8	1.7	100.0							2.5	5.0	1.3	22.0	67.3	1.9	100.0			
E6A	# 3	9	1	95	134	8	250	0.4	58.1	27.8	NO	20.1	NO	3	2	1	34	37	7	84	YES	65.4%	YES
	% 1.2	3.6	0.4	38.0	53.6	3.2	100.0							3.6	2.4	1.2	40.5	44.0	8.3	100.0			
E6B	#	3		26	34	1	64	1.5	51.6	28.0	NO	11.0	NO		2		2	10		14	YES	78.7%	YES
	%	4.7		40.6	53.1	1.6	100.0								14.3		14.3	71.4		100.0			
E7A and E7B	# 50	26	5	2			83	19.4	2.0	2.0	NO	NO	2.0	10	8	1	1			20	YES	YES	0.0%
	% 60.2	31.3	6.0	2.4			100.0							50.0	40.0	5.0	5.0			100.0			
E8A, B and C	# 28	72		16	72		188	28.4	11.0	17.0	NO	2.5	NO	9	23	1	5	26	1	65	YES	77.3%	YES
	% 14.9	38.3		8.5	38.3		100.0							13.8	35.4	1.5	7.7	40.0	1.5	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 2016:    83.9 percent

Level of Goal Attainment for 2017:    86.4 percent

Level of Goal Attainment for 2018:    88.5 percent

## Department of Motor Vehicles

Agency Director: Kevin A. Shwedo

EEO Officer: Jennifer Harper

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1	12	2		5	2		21	5.5	24.5	5.9	NO	0.7	NO	4	1		1			6	YES	97.1%	YES
	57.1	9.5		23.8	9.5		100.0							66.7	16.7		16.7			100.0			
E2	47	18		102	65	2	234	6.7	36.7	25.7	NO	NO	NO	7	3		12	13		35	YES	YES	YES
	20.1	7.7		43.6	27.8	0.9	100.0							20.0	8.6		34.3	37.1		100.0			
E3	7	5		1	3		16	10.1	21.9	10.5	NO	15.6	NO	1	1			1		3	YES	28.8%	YES
	43.8	31.3		6.3	18.8		100.0							33.3	33.3			33.3		100.0			
E5	8	12		57	74	5	156	4.1	39.8	36.7	NO	3.3	NO	3	3	1	14	17	1	39	YES	91.7%	YES
	5.1	7.7		36.5	47.4	3.2	100.0							7.7	7.7	2.6	35.9	43.6	2.6	100.0			
E6	37	35	1	299	400	20	792	4.6	35.9	32.6	0.2	NO	NO	6	7	1	27	41	1	83	95.7%	YES	YES
	4.7	4.4	0.1	37.8	50.5	2.5	100.0							7.2	8.4	1.2	32.5	49.4	1.2	100.0			
E7	8	1					9	10.4	3.3	1.0	NO	3.3	1.0	2						2	YES	0.0%	0.0%
	88.9	11.1					100.0							100.0						100.0			
E8	1	2					3	18.9	19.7	12.5	NO	19.7	12.5								YES	0.0%	0.0%
	33.3	66.7					100.0																

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

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

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

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

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

Level of Goal Attainment for 2016:    94.4 percent

Level of Goal Attainment for 2017:    98.3 percent

Level of Goal Attainment for 2018:    94.9 percent

## Museum Commission

Agency Director: Willie Calloway  
EEO Officer: Essence Fayall

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	4.8	27.2	6.1	4.8	12.9	NO				1	1		2	0.0%	52.6%	YES
	% 71.4			14.3	14.3		100.0										50.0	50.0		100.0			
E2 and E3	# 8	4		10	6	2	30	3.7	33.3	8.8	NO	0.0	NO	5			1			6	YES	YES	YES
	% 26.7	13.3		33.3	20.0	6.7	100.0							83.3			16.7			100.0			
E5 and E7	# 3			1			4	26.7	5.3	9.2	26.7	NO	9.2				1			1	0.0%	YES	0.0%
	% 75.0			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 2016:    100.0 percent  
Level of Goal Attainment for 2017:    97.9 percent  
Level of Goal Attainment for 2018:    78.9 percent

## Department of Natural Resources

Agency Director: Alvin Taylor  
EEO Officer: Eva Smith

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	#	%	#	%	#	%	#	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
E1	21			14	3		38	5.0	27.0	6.5	5.0	NO	NO	1			3	2		6	0.0%	YES	YES
	55.3			36.8	7.9		100.0							16.7			50.0	33.3		100.0			
E2A	16	2		48	17	2	85	5.1	39.0	13.2	2.7	NO	NO	3			16	5	1	25	47.1%	YES	YES
	18.8	2.4		56.5	20.0	2.4	100.0							12.0			64.0	20.0	4.0	100.0			
E2B	133	4	1	69	2	1	210	4.4	32.3	23.9	2.5	NO	22.9	26			14		1	41	43.2%	YES	4.2%
	63.3	1.9	0.5	32.9	1.0	0.5	100.0							63.4			34.1		2.4	100.0			
E3	104	7	4	19	3	1	138	19.4	12.2	2.9	14.3	NO	0.7	33	1		8			42	26.3%	YES	75.9%
	75.4	5.1	2.9	13.8	2.2	0.7	100.0							78.6	2.4		19.0			100.0			
E4A	163	11	1	7			182	10.2	0.1	4.3	4.2	NO	4.3	19		3	2			24	58.8%	YES	0.0%
	89.6	6.0	0.5	3.8			100.0							79.2		12.5	8.3			100.0			
E4B	57	4		5	2		68	5.9	2.2	0.0	0.0	NO	NO	6						6	YES	YES	YES
	83.8	5.9		7.4	2.9		100.0							100.0						100.0			
E6	5	1		21	14	1	42	7.3	42.7	20.4	4.9	NO	NO	1	1		6	5	1	14	32.9%	YES	YES
	11.9	2.4		50.0	33.3	2.4	100.0							7.1	7.1		42.9	35.7	7.1	100.0			
E7	12	4		4			20	12.1	13.3	16.4	NO	13.3	NO	6			2			8	YES	0.0%	YES
	60.0	20.0		20.0			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 2016:    79.2 percent

Level of Goal Attainment for 2017:    71.6 percent

Level of Goal Attainment for 2018:    70.4 percent

## SC Department Parks, Recreation and Tourism

Agency Director: Duane N. Parrish  
EEO Officer: Mary E. Teague

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	4.1	30.4	9.2	4.1	16.1	9.2	2			1			3	0.0%	47.0%	0.0%
	% 57.1		28.6	14.3			100.0							66.7			33.3			100.0			
E2	# 19	1		24	4	2	50	3.4	35.6	6.6	1.4	NO	NO	4	1		7	3		15	58.8%	YES	YES
	% 38.0	2.0		48.0	8.0	4.0	100.0							26.7	6.7		46.7	20.0		100.0			
E2A, B,C, and D	# 91	5		21	1		118	7.5	17.4	4.8	3.3	NO	4.0	48	1	3	13		1	66	56.0%	YES	16.7%
	% 77.1	4.2		17.8	0.8		100.0							72.7	1.5	4.5	19.7		1.5	100.0			
E3 and E4	#		1				1	5.5	15.2	4.2	5.5	15.2	4.2								0.0%	0.0%	0.0%
	%		100.0				100.0																
E5 and E5A	# 16	5		46	12	1	80	4.1	46.9	8.1	NO	NO	NO	3	1		12	3	1	20	YES	YES	YES
	% 20.0	6.3		57.5	15.0	1.3	100.0							15.0	5.0		60.0	15.0	5.0	100.0			
E6	# 2			6			8	6.1	44.8	21.4	6.1	NO	21.4				1			1	0.0%	YES	0.0%
	% 25.0			75.0			100.0										100.0			100.0			
E7	# 38	3		2	1		44	15.8	3.9	2.3	9.0	NO	0.0	14	1		1			16	43.0%	YES	YES
	% 86.4	6.8		4.5	2.3		100.0							87.5	6.3		6.3			100.0			
E8	# 36	7			2		45	19.3	3.0	1.8	3.7	3.0	NO	19	4	1		1		25	80.8%	0.0%	YES
	% 80.0	15.6			4.4		100.0							76.0	16.0	4.0		4.0		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 2016:    77.4 percent

Level of Goal Attainment for 2017:    79.6 percent

Level of Goal Attainment for 2018:    72.4 percent

## Patriot's Point Authority

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	#	16	1		10			27				NO	NO	7.2								YES	YES	0.0%
	%	59.3	3.7		37.0			100.0	3.4	33.5	7.2													
E3, E5 and E6	#	1			6		2	9	7.0	35.0	11.3	7.0	NO	11.3				1		1	2	0.0%	YES	0.0%
	%	11.1			66.7		22.2	100.0										50.0		50.0	100.0			
E4	#	3	2		3	2		10	7.6	19.4	44.5	NO	NO	24.5	2						2	YES	YES	44.9%
	%	30.0	20.0		30.0	20.0		100.0							100.0						100.0			
E7	#	16	8	1				25	12.3	14.6	9.4	NO	14.6	9.4	7	1	1				9	YES	0.0%	0.0%
	%	64.0	32.0	4.0				100.0							77.8	11.1	11.1				100.0			
E8	#		4		1	2		7	17.9	6.5	3.0	NO	NO	NO		2					2	YES	YES	YES
	%		57.1		14.3	28.6		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 2016:    73.4 percent

Level of Goal Attainment for 2017:    76.2 percent

Level of Goal Attainment for 2018:    67.5 percent

## South Carolina State Ports Authority

Agency Director: James Newsome  
EEO Officer: Robert Mozdean

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION						HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
E1	#	15	1	1	4			21	4.6	22.0	4.0	NO	3.0	4.0	2						2	YES	86.4%	0.0%		
	%	71.4	4.8	4.8	19.0			100.0							100.0						100.0					
E2A	#	38	5		12	2	1	58	4.6	26.2	5.2	NO	5.5	1.8	3	1		1	1		6	YES	79.0%	65.4%		
	%	65.5	8.6		20.7	3.4	1.7	100.0							50.0	16.7		16.7	16.7		100.0					
E2B	#	7	1		3			11	7.5	34.2	6.0	NO	6.9	6.0	2			1			3	YES	79.8%	0.0%		
	%	63.6	9.1		27.3			100.0							66.7			33.3			100.0					
E3 and E4	#	12	1	1	5		1	20	9.3	17.6	6.8	4.3	NO	6.8	1						1	53.8%	YES	0.0%		
	%	60.0	5.0	5.0	25.0		5.0	100.0							100.0						100.0					
E4A	#	19	3	2	4	3	1	32	13.5	8.5	3.6	4.1	NO	NO	10	1	1	1	4		17	69.6%	YES	YES		
	%	59.4	9.4	6.3	12.5	9.4	3.1	100.0							58.8	5.9	5.9	5.9	23.5		100.0					
E4B	#		1		2	4		7	24.2	9.8	16.5	9.9	NO	NO	2				3		5	59.1%	YES	YES		
	%		14.3		28.6	57.1		100.0							40.0				60.0		100.0					
E5/E6	#	10	2		27	9	2	50	3.0	54.4	14.9	NO	0.5	NO	1			4	3	1	9	YES	99.1%	YES		
	%	20.0	4.0		54.0	18.0	4.0	100.0							11.1			44.4	33.3	11.1	100.0					
E7A	#	19	8		2			29	25.1	3.7	2.3	NO	NO	2.3	14			1			15	YES	YES	0.0%		
	%	65.5	27.6		6.9			100.0							93.3			6.7			100.0					
E7B	#	139	21	6				166	26.4	0.7	1.9	13.7	0.7	1.9	25	2	1				28	48.1%	0.0%	0.0%		
	%	83.1	12.7	3.6				100.0							89.3	7.1	3.6				100.0					
E7C	#	126	82	12	3	2		225	27.6	2.6	1.5	NO	1.3	0.6	55	37	2	3	2		99	YES	50.0%	60.0%		
	%	56.0	36.4	5.3	1.3	0.9		100.0							55.5	37.4	2.0	3.0	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 2016:    77.8 percent  
Level of Goal Attainment for 2017:    76.0 percent  
Level of Goal Attainment for 2018:    75.9 percent

## Department of Probation, Parole & Pardon Services

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	4	1	5	6	3	27	8.0	25.3	10.0	NO	6.8	NO	2			1	2		5	YES	73.1%	YES
	% 29.6	14.8	3.7	18.5	22.2	11.1	100.0							40.0			20.0	40.0		100.0			
E2	# 9	9	2	65	99	4	188	9.0	35.5	21.2	4.2	0.9	NO	6	3		18	38	2	67	53.3%	97.5%	YES
	% 4.8	4.8	1.1	34.6	52.7	2.1	100.0							9.0	4.5		26.9	56.7	3.0	100.0			
E2A	# 147	66	7	95	66	3	384	15.8	9.4	5.4	NO	NO	NO	47	24	3	31	21	1	127	YES	YES	YES
	% 38.3	17.2	1.8	24.7	17.2	0.8	100.0							37.0	18.9	2.4	24.4	16.5	0.8	100.0			
E3	# 1	2		3		1	7	13.5	17.0	12.9	NO	NO	12.9	1					2	3	YES	YES	0.0%*
	% 14.3	28.6		42.9		14.3	100.0							33.3					66.7	100.0			
E5	# 3			29	23	3	58	10.3	32.1	31.1	10.3	NO	NO				7	20		27	0.0%	YES	YES
	% 5.2			50.0	39.7	5.2	100.0										25.9	74.1		100.0			
E6 and E8	# 2			1			3	27.5	20.1	18.5	27.5*	20.1*	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 2016:    82.3 percent

Level of Goal Attainment for 2017:    87.6 percent

Level of Goal Attainment for 2018:    88.3 percent

## Sc Public Employee Benefit Authority

Agency Director: Peggy G. Boykin, CPA

EEO Officer: Kim Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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			9	3		18	5.1	28.3	8.1	5.1	NO	NO								0.0%	YES	YES
	% 33.3			50.0	16.7		100.0																
E2	# 42	17	1	65	75	5	205	7.3	39.3	19.8	NO	7.6	NO	9	5	1	16	27	2	60	YES	80.7%	YES
	% 20.5	8.3	0.5	31.7	36.6	2.4	100.0							15.0	8.3	1.7	26.7	45.0	3.3	100.0			
E3	# 20	2	1	1	3	2	29	5.8	14.1	6.8	NO	10.7	NO	1				1		2	YES	24.1%	YES
	% 69.0	6.9	3.4	3.4	10.3	6.9	100.0							50.0				50.0		100.0			
E5	#			1	1		2	7.6	39.2	23.9	7.6	NO	NO								0.0%	YES	YES
	%			50.0	50.0		100.0																
E6	#	1		2	4		7	8.4	37.5	22.8	NO	8.9	NO								YES	76.3%	YES
	%	14.3		28.6	57.1		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 2016:    87.6 percent

Level of Goal Attainment for 2017:    81.9 percent

Level of Goal Attainment for 2018:    90.9 percent

## Public Safety, Department of

Agency Director: Leroy Smith

EEO Officer: Mary Smyrl

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted 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	6		3			13	5.4	23.9	4.9	NO	0.8	4.9		1					1	YES	96.7%	0.0%
	% 30.8	46.2		23.1			100.0								100.0					100.0			
E2A	# 17	9		23	9	1	59	4.8	35.3	10.3	NO	NO	NO	5	1		3	3	4	16	YES	YES	YES
	% 28.8	15.3		39.0	15.3	1.7	100.0							31.3	6.3		18.8	18.8	25.0	100.0			
E2B	# 226	43	8	5	5		287	11.7	8.9	3.3	NO			53	5	2	1	1		62	YES	19.1%	51.5%
	% 78.7	15.0	2.8	1.7	1.7		100.0							85.5	8.1	3.2	1.6	1.6		100.0			
E2C	# 9	4		21	22	1	57	30.8	40.1	11.3	23.8	3.3	NO	2	3		3	8	1	17	22.7%	91.8%	YES
	% 15.8	7.0		36.8	38.6	1.8	100.0							11.8	17.6		17.6	47.1	5.9	100.0			
E3	# 31	11		36	37	2	117	2.6	28.0	11.4	NO	NO	NO	12	2	1	9	17	2	43	YES	YES	YES
	% 26.5	9.4		30.8	31.6	1.7	100.0							27.9	4.7	2.3	20.9	39.5	4.7	100.0			
E4	# 547	75	23	32	10	2	689	9.8	8.9	3.8	NO			114	28	14	6	3	2	167	YES	51.7%	39.5%
	% 79.4	10.9	3.3	4.6	1.5	0.3	100.0							68.3	16.8	8.4	3.6	1.8	1.2	100.0			
E5	# 1			14	7	1	23	0.7	68.4	15.4	0.7						7	2	1	10	0.0%	89.0%	YES
	% 4.3			60.9	30.4	4.3	100.0										70.0	20.0	10.0	100.0			
E6	# 2	1		7	4		14	3.9	57.6	15.0	NO	7.6	NO	1						1	YES	86.8%	YES
	% 14.3	7.1		50.0	28.6		100.0							100.0						100.0			
E7	# 6	5	1		1		13	16.2	4.0	1.1	NO				1					1	YES	0.0%	YES
	% 46.2	38.5	7.7		7.7		100.0								100.0					100.0			
E8	# 5	6			2		13	13.7	16.5	6.6	NO	16.5	NO		2		1	1		4	YES	0.0%	YES
	% 38.5	46.2			15.4		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 2016:    85.8 percent  
 Level of Goal Attainment for 2017:    87.9 percent  
 Level of Goal Attainment for 2018:    83.3 percent

## Public Service Commission

Agency Director: Jocelyn Boyd  
EEO Officer: Gwen Richardson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	4.6	27.7	6.2	4.6 *	NO	NO								0.0% *	YES	YES
	% 40.0			40.0	20.0		100.0																
E2	# 6		1	9	2		18	2.8	49.0	6.8	2.8 *	NO	NO								0.0% *	YES	YES
	% 33.3		5.6	50.0	11.1		100.0																
E3 and E5	# 2	1		1	1		5	10.2	28.4	14.0	NO	8.4 *	NO								YES	70.4% *	YES
	% 40.0	20.0		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 2016:    90.9 percent  
Level of Goal Attainment for 2017:    93.1 percent  
Level of Goal Attainment for 2018:    95.8 percent

## Office of Regulatory Staff

Agency Director: Nanette Edwards

EEO Officer: Joye Lang

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			2			3	4.6	20.1	4.6	4.6	NO	4.6	1			2			3	0.0%	YES	0.0%
	% 33.3			66.7			100.0							33.3			66.7			100.0			
E2	# 23	4	2	19	5		53	5.6	27.1	11.8	NO	NO	2.4								YES	YES	79.7%
	% 43.4	7.5	3.8	35.8	9.4		100.0																
E3, E5, and E6	# 6	1	1	6	1		15	10.1	28.8	10.2	3.4	NO	3.5								66.3%	YES	65.7%
	% 40.0	6.7	6.7	40.0	6.7		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 2016:    86.5 percent

Level of Goal Attainment for 2017:    94.2 percent

Level of Goal Attainment for 2018:    87.4 percent

## Retirement Investment System

Agency Director: Michael Hitchcock  
EEO Officer: Brittany Storey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			2	1		6	3.0	20.7	2.7	3.0	NO	NO	1						1	0.0%	YES	YES
	% 50.0			33.3	16.7		100.0							100.0						100.0			
E2	# 24			5	2		31	3.9	26.5	6.1	3.9	10.4	NO	11						11	0.0%	60.8%	YES
	% 77.4			16.1	6.5		100.0							100.0						100.0			
E5 and E6	# 1			2	1		4	6.1	35.6	20.3	6.1	NO	NO					1		1	0.0%	YES	YES
	% 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 2016:    85.8 percent

Level of Goal Attainment for 2017:    89.1 percent

Level of Goal Attainment for 2018:    80.1 percent

## South Carolina Department of Revenue

Agency Director: Hartley Powell

EEO Officer: Angela Stroud

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 21	2	2	16	9		50	6.1	27.6	8.5	2.1	NO	NO	7	2		6	4		19	65.6%	YES	YES
	% 42.0	4.0	4.0	32.0	18.0		100.0							36.8	10.5		31.6	21.1		100.0			
E2	# 114	28	3	150	107	13	415	4.0	35.5	12.3	NO	NO	NO	33	8		37	33	2	113	YES	YES	YES
	% 27.5	6.7	0.7	36.1	25.8	3.1	100.0							29.2	7.1		32.7	29.2	1.8	100.0			
E3	# 12	3	2	7	7	1	32	8.9	16.6	8.2	NO	NO	NO	5		1	2	2	1	11	YES	YES	YES
	% 37.5	9.4	6.3	21.9	21.9	3.1	100.0							45.5		9.1	18.2	18.2	9.1	100.0			
E4	# 6	3		1	1		11	2.0	0.1	9.8	NO	NO	0.7	1	1		1			3	YES	YES	92.9%
	% 54.5	27.3		9.1	9.1		100.0							33.3	33.3		33.3			100.0			
E5	# 10	12	1	31	42	1	97	4.7	42.1	16.3	NO	10.1	NO	7	10		20	31	1	69	YES	76.0%	YES
	% 10.3	12.4	1.0	32.0	43.3	1.0	100.0							10.1	14.5		29.0	44.9	1.4	100.0			
E6	# 6	6		17	17	1	47	6.8	39.8	22.7	NO	3.6	NO	2			4	2		8	YES	91.0%	YES
	% 12.8	12.8		36.2	36.2	2.1	100.0							25.0			50.0	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 2016:    95.4 percent

Level of Goal Attainment for 2017:    95.3 percent

Level of Goal Attainment for 2018:    95.9 percent

## Revenue and Fiscal Affairs

Agency Director: Frank Rainwater  
EEO Officer: Deborah Glenn

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	9			3			12	1.8	32.8	5.8	1.8	7.8	5.8	3			3			6	0.0%	76.2%	0.0%
	%	75.0			25.0			100.0							50.0			50.0			100.0			
E2	#	17	2	1	14	2	2	38	7.7	28.1	8.1	2.4	NO	2.8	5	1		9	1		16	68.8%	YES	65.4%
	%	44.7	5.3	2.6	36.8	5.3	5.3	100.0							31.3	6.3		56.3	6.3		100.0			
E3	#	7	1		2			10	8.6	11.0	5.4	NO	NO	5.4	2	1					3	YES	YES	0.0%
	%	70.0	10.0		20.0			100.0							66.7	33.3					100.0			
E5 and E6	#				6	3		9	2.8	49.1	15.6	2.8	NO	NO								0.0%	YES	YES
	%				66.7	33.3		100.0																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

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

Level of Goal Attainment for 2016:    82.4 percent

Level of Goal Attainment for 2017:    73.7 percent

Level of Goal Attainment for 2018:    88.8 percent

## Santee Cooper (Public Service Authority)

Agency Director: James Brogdon

EEO Officer: Ritchie Monteith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	1	1	5	1		22	3.5	18.4	2.7	NO	NO	NO	1				1		2	YES	YES	YES
	% 63.6	4.5	4.5	22.7	4.5		100.0							50.0				50.0		100.0			
E2	# 302	36	10	139	28	5	520	6.0	22.9	4.7	NO	NO	NO	69	5	1	24	3	3	105	YES	YES	YES
	% 58.1	6.9	1.9	26.7	5.4	1.0	100.0							65.7	4.8	1.0	22.9	2.9	2.9	100.0			
E3	# 79	12	3	21	9		124	8.9	17.5	6.3	NO	0.6	NO	10	2		3	1		16	YES	96.6%*	YES
	% 63.7	9.7	2.4	16.9	7.3		100.0							62.5	12.5		18.8	6.3		100.0			
E6	# 24	17	3	85	20	3	152	8.6	48.0	11.9	NO	NO	NO	4	3	1	18	7	3	36	YES	YES	YES
	% 15.8	11.2	2.0	55.9	13.2	2.0	100.0							11.1	8.3	2.8	50.0	19.4	8.3	100.0			
E7 and E8	# 615	138	10	29	27	1	820	15.9	3.5	3.2	NO	NO	NO	116	26	3	4	3		152	YES	YES	YES
	% 75.0	16.8	1.2	3.5	3.3	0.1	100.0							76.3	17.1	2.0	2.6	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 2016:      98.5 percent  
 Level of Goal Attainment for 2017:      96.6 percent  
 Level of Goal Attainment for 2018:      99.8 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1		4	1		6	6.4	25.6	11.6	6.4	NO	NO				1			1	0.0%	YES	YES
	%	16.7		66.7	16.7		100.0										100.0			100.0			
E2	#	1		4	4		9	5.4	33.6	7.6	5.4	NO	NO				1	1		2	0.0%	YES	YES
	%	11.1		44.4	44.4		100.0										50.0	50.0		100.0			
E3, E5 and E6	#			8	7	1	16	4.2	43.4	25.6	4.2	NO	NO				2	2	1	5	0.0%	YES	YES
	%			50.0	43.8	6.3	100.0										40.0	40.0	20.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    93.4 percent  
 Level of Goal Attainment for 2017:    100.0 percent  
 Level of Goal Attainment for 2018:    100.0 percent

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

Agency Director: Joan Meacham (Interim)  
EEO Officer: Valencia Gadson

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	10		32	4.1	40.0	11.2	NO	5.6	NO	1	1		4	7		13	YES	86.0%	YES
	% 25.0	9.4		34.4	31.3		100.0							7.7	7.7		30.8	53.8		100.0			
E2B	# 20	10	2	45	44		121	4.1	40.5	9.9	NO	3.3	NO	1	1		6	5		13	YES	91.9%	YES
	% 16.5	8.3	1.7	37.2	36.4		100.0							7.7	7.7		46.2	38.5		100.0			
E2 and E2A	# 166	155	8	722	1400	42	2493	5.3	37.1	18.9	NO	8.1	NO	15	15		66	136	2	234	YES	78.2%	YES
	% 6.7	6.2	0.3	29.0	56.2	1.7	100.0							6.4	6.4		28.2	58.1	0.9	100.0			
E2B	# 1			4	137		142	5.9	41.7	26.1	5.2	38.9	NO	23	29	3	133	273	12	473	11.9%	6.7%	YES
	% 0.7			2.8	96.5		100.0							4.9	6.1	0.6	28.1	57.7	2.5	100.0			
E2C	# 13	24		141	143	6	327	6.9	39.7	32.7	NO	NO	NO	1	6		11	28	4	50	YES	YES	YES
	% 4.0	7.3		43.1	43.7	1.8	100.0							2.0	12.0		22.0	56.0	8.0	100.0			
E3	# 3	2	2	9	13		29	7.4	24.3	14.8	0.5	NO	NO			1	2	2		5	93.2%	YES	YES
	% 10.3	6.9	6.9	31.0	44.8		100.0									20.0	40.0	40.0		100.0			
E5	# 128	19		128	293	11	579	6.9	39.8	33.1	3.6	17.7	NO	1			18	13	1	33	47.8%	55.5%	YES
	% 22.1	3.3		22.1	50.6	1.9	100.0							3.0			54.5	39.4	3.0	100.0			
E5B	# 3	3	88	66	3		163	2.9	59.4	19.7	1.1	18.9	17.9	3	3		30	91	2	129	62.1%	68.2%	9.1%
	% 1.8	1.8	54.0	40.5	1.8		100.0							2.3	2.3		23.3	70.5	1.6	100.0			
E6A	# 1			21	46	1	69	2.4	60.7	20.4	2.4	30.3	NO	9	1			11		21	0.0%	50.1%	YES
	% 1.4			30.4	66.7	1.4	100.0							42.9	4.8			52.4		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 2016:    94.2 percent  
Level of Goal Attainment for 2017:    88.7 percent  
Level of Goal Attainment for 2018:    75.8 percent

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

Agency Director: Joan Meacham (Interim)  
EEO Officer: Valencia Gadson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 2	2		59	89	7	159	2.5	62.0	19.1	1.2	24.9	NO		2		11	18	2	33			
	% 1.3	1.3		37.1	56.0	4.4	100.0								6.1		33.3	54.5	6.1	100.0	52.0%	59.8%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    94.2 percent  
Level of Goal Attainment for 2017:    88.7 percent  
Level of Goal Attainment for 2018:    75.8 percent

## South Carolina State University (Page 1 of 2)

President: James E. Clark  
EEO Officer: Ronald York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	#	3			11	1	15	5.0	30.5	9.5	NO	30.5	NO		1			1		2	YES	0.0%	YES	
	%	20.0			73.3	6.7	100.0							50.0			50.0		100.0					
C2	#	6	1		8		15	4.5	36.4	13.7	NO	36.4	NO		1			1		2	YES	0.0%	YES	
	%	40.0	6.7		53.3		100.0							50.0			50.0		100.0					
C3	#	9	11	6	5	3	1	35	4.2	32.0	6.9	NO	17.7	NO				1		1	YES	44.7%	YES	
	%	25.7	31.4	17.1	14.3	8.6	2.9	100.0									100.0		100.0					
C4	#	8	13	5	2	18	4	50	4.5	33.7	7.5	NO	29.7	NO		1				1	YES	11.9%	YES	
	%	16.0	26.0	10.0	4.0	36.0	8.0	100.0						100.0						100.0				
C5	#	2	10	5	2	19	2	40	4.5	35.1	7.6	NO	30.1	NO	1	3	3		2	1	10	YES	14.2%	YES
	%	5.0	25.0	12.5	5.0	47.5	5.0	100.0						10.0	30.0	30.0		20.0	10.0	100.0				
C6	#	3	6		1	8		18	3.8	36.3	7.7	NO	30.7	NO	1	3			3		7	YES	15.4%	YES
	%	16.7	33.3		5.6	44.4		100.0						14.3	42.9			42.9		100.0				
C7	#	1			8		9	5.7	41.8	11.8	NO	41.8	NO								YES	0.0%	YES	
	%	11.1			88.9		100.0																	
C8	#	2			3		5	7.1	35.5	12.5	NO	35.5	NO								YES	0.0%	YES	
	%	40.0			60.0		100.0																	
C9	#	5	11		1	5		22	6.8	26.1	5.7	NO	21.6	NO		7			3		10	YES	17.2%	YES
	%	22.7	50.0		4.5	22.7		100.0						70.0				30.0		100.0				

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

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

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

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

Level of Goal Attainment for 2016:    71.3 percent  
Level of Goal Attainment for 2017:    69.1 percent  
Level of Goal Attainment for 2018:    68.6 percent

## South Carolina State University (Page 2 of 2)

President: James Clark  
EEO Officer: Ronald York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	18	1	1	52	2	74	6.1	40.5	15.3	NO	39.1	NO		1			13		14			
	%	24.3	1.4	1.4	70.3	2.7	100.0								7.1			92.9		100.0	YES	3.5%	YES
E3	#	5			14		19	8.0	28.4	12.8	NO	28.4	NO					2		2			
	%	26.3			73.7		100.0											100.0		100.0	YES	0.0%	YES
E4	#	1	12		1		14	21.1	7.7	9.8	NO	7.7	2.7		3			2		5			*
	%	7.1	85.7		7.1		100.0								60.0			40.0		100.0	YES	0.0%	72.4%
E5	#				19		19	2.2	58.2	18.7	2.2	58.2	NO								0.0%	0.0%	YES
	%				100.0		100.0																
E6	#	3			23	1	27	3.7	54.9	20.6	NO	54.9	NO					1		1			
	%	11.1			85.2	3.7	100.0											100.0		100.0	YES	0.0%	YES
E7 and E8	#	2					2	30.4	5.9	2.6	NO	5.9	2.6		1					1		*	*
	%	100.0					100.0								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 2016:    71.3 percent

Level of Goal Attainment for 2017:    69.1 percent

Level of Goal Attainment for 2018:    68.6 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Dr. Tim Hardee

EEO Officer: Kandy Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2		1	3	2		8	3.4	22.1	3.6	3.4	NO	NO	1				1		2	0.0%	YES	YES
	% 25.0		12.5	37.5	25.0		100.0							50.0				50.0		100.0			
E2	# 30	8	3	33	10	3	87	5.7	30.8	8.8	NO	NO	NO		2		2	4		8	YES	YES	YES
	% 34.5	9.2	3.4	37.9	11.5	3.4	100.0							25.0			25.0	50.0		100.0			
E3, E5 and E6	# 6	2		12	2		22	5.7	35.1	10.5	NO	NO	1.4	1	1		2	1		5	YES	YES	86.7%
	% 27.3	9.1		54.5	9.1		100.0							20.0	20.0		40.0	20.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    84.8 percent

Level of Goal Attainment for 2017:    95.8 percent

Level of Goal Attainment for 2018:    98.3 percent

## Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia Byrd

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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											
	%	75.0			25.0			100.0				NO										0.0%	67.6%	0.0%	
T3, T4 and T5	#	20	7	2	16	13	1	59	2.3	31.8	12.6	NO	4.7	NO	6	1		4	5	1	17	YES	85.2%	YES	
	%	33.9	11.9	3.4	27.1	22.0	1.7	100.0							35.3	5.9		23.5	29.4	5.9	100.0				
E2 and E3	#	8	1		21	11		41	6.9	32.0	8.8	4.5	NO	NO				2	1		3	34.8%	YES	YES	
	%	19.5	2.4		51.2	26.8		100.0										66.7	33.3		100.0				
E5 and E6	#	1			10	7	1	19	3.0	52.8	14.2	NO	0.2	NO				5	1	1	7	YES	99.6%	YES	
	%		5.3		52.6	36.8	5.3	100.0										71.4	14.3	14.3	100.0				
E7 and E8	#	2	1					3	6.1	2.4	0.0	NO	2.4	0.0	1						1	YES	0.0%	0.0%	
	%	66.7	33.3					100.0				NO			100.0						100.0				
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

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

Level of Goal Attainment for 2016:    91.8 percent

Level of Goal Attainment for 2017:    89.1 percent

Level of Goal Attainment for 2018:    89.7 percent

## Central Carolina Technical College

President: G. Michael Mikota  
EEO Officer: RONALDA STOVER

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability			
																								WM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	YES	NO	
T1, T2 and E1	3			4			7	5.4	36.2	14.0	5.4	NO	14.0									0.0%	YES	0.0%
T3 and T4	36	5	2	49	10	4	106	4.4	32.5	6.0	NO	NO	NO	5		1	10	2	2	20	YES	YES	YES	
T5 and E2	11	2	1	14	18	4	50	9.9	31.3	19.2	5.9	3.3	NO	2	2	1	1	2	2	10	40.4%	89.5%	YES	
E3, E4 and E5	6	5	1	6	5	2	25	20.0	26.6	15.4	0.0	2.6	NO	1	2		1	1	1	6	YES	90.2%	YES	
E6		1		17	8	1	27	0.4	65.6	16.0	NO	2.6	NO		1		6	2		9	YES	96.0%	YES	
E7 and E8	8	9		3	8		28	29.2	9.1	8.8	NO	NO	NO	1	2		2	2		7	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 2016:    87.9 percent

Level of Goal Attainment for 2017:    93.9 percent

Level of Goal Attainment for 2018:    94.8 percent

## Denmark Technical College

President: Dr. Christopher J. Hall (Interim)  
EEO Officer: Thomas W. Mayer

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	3						3	3.8	20.1	56.4	NO	20.1	56.4	1						1	YES	0.0%	0.0%
%	100.0						100.0							100.0						100.0			
T3 and T4	3	5	3	1	10	1	23	7.2	28.6	32.1	NO	24.3	NO	1	1			2		4	YES	15.0%	YES
%	13.0	21.7	13.0	4.3	43.5	4.3	100.0							25.0	25.0			50.0		100.0			
E2 and T5	8			1	14		23	11.9	26.3	36.9	NO	22.0	NO								YES	16.3%	YES
%	34.8			4.3	60.9		100.0																
E3, E5 and E6	1			3	10		14	1.7	51.3	22.8	1.7	29.9	NO								0.0%	41.7%	YES
%	7.1			21.4	71.4		100.0																
E4, E7 and E8	1	1			2		4	34.9	12.2	21.9	9.9	12.2	NO								71.6%	0.0%	YES
%	25.0	25.0			50.0		100.0																
#																							
%																							
#																							
%																							

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

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

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

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

Level of Goal Attainment for 2016:    75.2 percent

Level of Goal Attainment for 2017:    77.3 percent

Level of Goal Attainment for 2018:    70.4 percent

## Florence-Darlington Technical College

President: Edward Bethea (Interim)

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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		2			9	8.6	40.0	13.7	NO	17.8	13.7	1						1			
	% 44.4	33.3		22.2			100.0							100.0						100.0	YES	55.5%	0.0%
T3, T4 and T5	# 35	7	4	37	12	3	98	3.7	33.2	5.3	NO	NO	NO	3		2	5		1	11			
	% 35.7	7.1	4.1	37.8	12.2	3.1	100.0							27.3		18.2	45.5		9.1	100.0	YES	YES	YES
E2	# 13	4	1	29	18	2	67	6.4	32.2	13.1	0.4	NO	NO	1			1	2		4	93.8%	YES	YES
	% 19.4	6.0	1.5	43.3	26.9	3.0	100.0							25.0			25.0	50.0		100.0			
E5 and E6	# 3	1		16	17		37	1.4	61.5	19.4	NO	18.3	NO				1			1	YES	70.2%	YES
	% 8.1	2.7		43.2	45.9		100.0										100.0			100.0			
E3, E7 and E8	# 21	9	1	4	2		37	14.9	11.4	6.1	NO	0.6	0.7	1		1				2	YES	94.7%	88.5%
	% 56.8	24.3	2.7	10.8	5.4		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 2016:    83.4 percent

Level of Goal Attainment for 2017:    84.7 percent

Level of Goal Attainment for 2018:    86.9 percent

## Greenville Technical College

President: Keith Miller  
EEO Officer: Susan Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018						% OF Goals Met Based on Adjusted Availability							
														WM	BM	OM	WF	BF	OF				TOTAL	BM	WF	BF	WM
T1, T2 and E1	#	8	2		8	7		25	4.1	35.6	8.7	NO	3.6	NO	1			2			3				YES	89.9%	YES
	%	32.0	8.0		32.0	28.0		100.0							33.3			66.7			100.0						
T3 and T4	#	113	12	5	161	22	9	322	2.8	33.4	4.1	NO	NO	NO	16	1		15	3		35			YES	YES	YES	
	%	35.1	3.7	1.6	50.0	6.8	2.8	100.0							45.7	2.9		42.9	8.6		100.0						
T5 and E2	#	47	7	3	79	35	2	173	5.3	35.7	13.1				8		1	14	2	3	28			75.5%	YES	YES	
	%	27.2	4.0	1.7	45.7	20.2	1.2	100.0				1.3	NO	NO	28.6		3.6	50.0	7.1	10.7	100.0						
E3, E4 and E5	#	28	7		50	35	5	125	4.4	42.0	8.5	NO	2.0	NO	2	2		6		1	11			YES	95.2%	YES	
	%	22.4	5.6		40.0	28.0	4.0	100.0							18.2	18.2		54.5		9.1	100.0						
E6	#	7	1		25	11	4	48	0.1	72.4	10.1	NO	20.3	NO				3	3		6			YES	72.0%	YES	
	%	14.6	2.1		52.1	22.9	8.3	100.0										50.0	50.0		100.0						
E7 and E8	#	31	11	1	8	17	1	69	9.8	12.0	5.1	NO	0.4	NO	2			5	2		9			YES	96.7%	YES	
	%	44.9	15.9	1.4	11.6	24.6	1.4	100.0							22.2			55.6	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 2016:    89.7 percent  
Level of Goal Attainment for 2017:    91.1 percent  
Level of Goal Attainment for 2018:    96.1 percent

## Horry-Georgetown Technical College

President: Dr. Marilyn Fore  
EEO Officer: Jacquelyn Snyder

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	1.5	43.3	13.5	NO	NO	13.5		1					1			
	% 28.6	14.3		57.1			100.0								100.0					100.0	YES	YES	0.0%
T3 and T4	# 77	5		69	6	4	161	3.2	33.4	4.2	0.1	NO	0.5	8			6	1	1	16			
	% 47.8	3.1		42.9	3.7	2.5	100.0							50.0			37.5	6.3	6.3	100.0	96.9%	YES	88.1%
T5 and E2	# 18	4		46	15	2	85	1.1	38.7	9.8	NO	NO	NO	5	1		10	3	1	20			
	% 21.2	4.7		54.1	17.6	2.4	100.0							25.0	5.0		50.0	15.0	5.0	100.0	YES	YES	YES
E3 and E5	# 7	1	1	13	5	1	28	1.4	32.0	9.3	NO	NO	NO	1			2			3			
	% 25.0	3.6	3.6	46.4	17.9	3.6	100.0							33.3			66.7			100.0	YES	YES	YES
E6	#	1		15	4		20	0.4	72.4	2.1	NO	NO	NO		1		3			4			
	%	5.0		75.0	20.0		100.0							25.0			75.0			100.0	YES	YES	YES
E7 and E8	# 18	1	1	10	2	3	35	12.6	11.6	5.3	9.7	NO	NO	1	1		6	2	1	11			
	% 51.4	2.9	2.9	28.6	5.7	8.6	100.0							9.1	9.1		54.5	18.2	9.1	100.0	23.0%	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 2016:    91.9 percent

Level of Goal Attainment for 2017:    89.7 percent

Level of Goal Attainment for 2018:    94.6 percent

## Technical College of the Lowcountry

President: Dr. Richard J. Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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		4			9	2.5	41.3	8.1	NO	NO	8.1				1			1			*
	% 44.4	11.1		44.4			100.0										100.0			100.0	YES	YES	0.0%
T3 and T4	# 13	5		31	13		62	2.3	32.2	5.0	NO	NO	NO	1			6			7			
	% 21.0	8.1		50.0	21.0		100.0							14.3			85.7			100.0	YES	YES	YES
T5 and E2	# 7	10		18	4		39	9.1	31.8	18.7	NO	NO	8.4	2			3	3		8			
	% 17.9	25.6		46.2	10.3		100.0							25.0			37.5	37.5		100.0	YES	YES	55.1%
E3, E5 and E6	# 3			11	9	2	25	0.5	58.9	12.3	0.5	14.9	NO	2	1	1	4	3		11			*
	% 12.0			44.0	36.0	8.0	100.0							18.2	9.1	9.1	36.4	27.3		100.0	0.0%	74.7%	YES
E4, E7 and E8	# 6	2	1	1	1	1	12	13.9	3.9	9.3	NO	NO	1.0			1				1			*
	% 50.0	16.7	8.3	8.3	8.3	8.3	100.0									100.0				100.0	YES	YES	89.2%
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    85.5 percent

Level of Goal Attainment for 2017:    95.8 percent

Level of Goal Attainment for 2018:    93.8 percent

## Midlands Technical College

President: Dr. Ronald L. Rhames  
EEO Officer: Nicole Edwards

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	# 8	3		10	6		27	4.8	37.2	12.6	NO	0.2	NO	4	1		6	1		12	YES	99.5%	YES
	% 29.6	11.1		37.0	22.2		100.0							33.3	8.3		50.0	8.3		100.0			
T3 and T4	# 86	12	5	97	31	11	242	4.1	31.5	7.6	NO	NO	NO	8	3	1	12	7	1	32	YES	YES	YES
	% 35.5	5.0	2.1	40.1	12.8	4.5	100.0							25.0	9.4	3.1	37.5	21.9	3.1	100.0			
T5 and E2	# 35	17		52	48	5	157	7.2	32.2	15.7	NO	NO	NO	10	2		8	12		32	YES	YES	YES
	% 22.3	10.8		33.1	30.6	3.2	100.0							31.3	6.3		25.0	37.5		100.0			
E3	# 19	2		15	9		45	12.6	16.3	12.2	8.2	NO	NO	6		1				7	34.9%	YES	YES
	% 42.2	4.4		33.3	20.0		100.0							85.7		14.3				100.0			
E4 and E5	# 4	2	2	2	11	15	36	4.6	48.7	16.2	NO	43.1	NO				3	2		5	YES	11.5%	YES
	% 11.1	5.6	5.6	5.6	30.6	41.7	100.0										60.0	40.0		100.0			
E6	# 2	1		21	15		39	3.1	57.4	19.9	0.5	3.6	NO	1			1			2	83.9%	93.7%	YES
	% 5.1	2.6		53.8	38.5		100.0							50.0			50.0			100.0			
E7	# 11	1			1		13	1.9	8.3	0.5	NO	8.3	NO	3	1					4	YES	0.0%	YES
	% 84.6	7.7			7.7		100.0							75.0	25.0					100.0			
E8	# 6	4		5	1		16	21.6	14.7	14.3	NO	NO	8.0		1					1	YES	YES	44.1%
	% 37.5	25.0		31.3	6.3		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 2016:    95.8 percent  
Level of Goal Attainment for 2017:    89.2 percent  
Level of Goal Attainment for 2018:    86.2 percent

## Northeastern Technical College

President: Dr. Kyle Wagner  
EEO Officer: Donna Chavis

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability															
																								WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	WM	BM	OM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%												
T1, T2 and E1	5	41.7	1	8.3	2	16.7	3	25.0	1	8.3			12	100.0	5.0	22.9	12.1		NO	NO	3.8		1	100.0							1	100.0	YES	YES	68.6%	
T3 and T4	7	35.0			1	5.0	9	45.0	3	15.0			20	100.0	1.1	44.9	11.5		1.1	NO	NO		1	25.0			3	75.0			4	100.0	0.0%	YES	YES	
T5, E2, E3 and E5	5	20.0	1	4.0			9	36.0	10	40.0			25	100.0	6.5	26.6	19.9		2.5	NO	NO				1	50.0	1	50.0			2	100.0	61.5%	YES	YES	
E6					5	62.5	2	25.0	1	12.5			8	100.0	0.0	69.0	19.0		0.0	6.5	NO												0.0%	90.6%	YES	
E7 and E8	5	62.5					3	37.5					8	100.0	31.1	7.1	5.7		31.1	7.1	NO												0.0%	0.0%	YES	

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

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

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

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

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

Level of Goal Attainment for 2016:    75.2 percent

Level of Goal Attainment for 2017:    80.4 percent

Level of Goal Attainment for 2018:    85.1 percent

## Orangeburg -Calhoun Technical College

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability			
																								WM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	%	%	
T1 and T2	# 1			1	1		3	4.1	35.2	18.5	4.1	1.9	NO									0.0%	94.6%	YES
	% 33.3			33.3	33.3		100.0							2	1		4	3		10				
T3 and T4	# 19	6		36	12	1	74	4.2	27.9	15.8	NO	NO	NO	20.0	10.0		40.0	30.0		100.0	YES	YES	YES	
	% 25.7	8.1		48.6	16.2	1.4	100.0																	
T5 and E2	# 6	2		17	10		35	10.7	25.0	30.9			*					1		1	53.3%	YES	92.6%	
	% 17.1	5.7		48.6	28.6		100.0				5.0	NO	2.3					100.0	100.0					
E3, E4 and E5	# 2	5		10	4		21	5.5	28.0	24.6	NO	NO	5.6		1		2	2	5	YES	YES	77.2%		
	% 9.5	23.8		47.6	19.0		100.0							20.0			40.0	40.0	100.0					
E6	#			8	4		12	1.3	53.7	23.2	1.3	NO	NO						100.0	0.0%	YES	YES		
	%			66.7	33.3		100.0																	
E7 and E8	# 8	6		2	1		17	42.5	4.8	10.4	7.2	NO	4.5	1					1	83.1%	YES	56.7%		
	% 47.1	35.3		11.8	5.9		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 2016:    96.7 percent  
Level of Goal Attainment for 2017:    96.0 percent  
Level of Goal Attainment for 2018:    91.1 percent

## Piedmont Technical College

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

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	0.0%	54.9%	YES
	% 62.5			25.0	12.5		100.0							100.0						100.0			
T3 and T4	# 40	8	3	56	9	2	118	3.2	34.0	5.3	NO	NO	NO	12	4	2	14	1	1	34	YES	YES	YES
	% 33.9	6.8	2.5	47.5	7.6	1.7	100.0							35.3	11.8	5.9	41.2	2.9	2.9	100.0			
T5 and E2	# 19	3		41	13	1	77	8.9	32.9	17.3	5.0	NO	0.4	6			9	6	1	22	43.8%	YES	97.7%
	% 24.7	3.9		53.2	16.9	1.3	100.0							27.3			40.9	27.3	4.5	100.0			
E3, E4 and E5	# 8	2		12	2		24	3.1	25.7	5.2	NO	NO	NO	5	1			1		7	YES	YES	YES
	% 33.3	8.3		50.0	8.3		100.0							71.4	14.3			14.3		100.0			
E6	# 1	1		16	10		28	1.4	63.6	18.8	NO	6.5	NO	2	2					4	YES	89.8%	YES
	% 3.6	3.6		57.1	35.7		100.0							50.0	50.0					100.0			
E7	# 8						8	8.6	2.4	0.0	8.6	2.4	0.0	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
E8	# 2	1			1		4	19.6	6.2	7.3	NO	6.2	NO								YES	0.0%	YES
	% 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 2016:    94.2 percent

Level of Goal Attainment for 2017:    94.0 percent

Level of Goal Attainment for 2018:    92.9 percent

# Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 10	3		8	2		23	4.3	45.2	7.8	NO	10.4	NO	3			1	1		5	YES	77.0%	YES
	% 43.5	13.0		34.8	8.7		100.0							60.0			20.0	20.0		100.0			
T3 and T4	# 47	4	2	58	10	4	125	2.3	36.6	5.1	NO	NO	NO	1			7	2		10	YES	YES	YES
	% 37.6	3.2	1.6	46.4	8.0	3.2	100.0							10.0			70.0	20.0		100.0			
T5 and E2	# 16	3		37	11	1	68	5.9	41.6	11.0	1.5	NO	NO	3			6	1		10	74.6%	YES	YES
	% 23.5	4.4		54.4	16.2	1.5	100.0							30.0			60.0	10.0		100.0			
E3, E5 and E6	# 13	1	1	36	16	1	68	1.5	58.0	10.6	0.0	5.1	NO	3			8	1		12	YES	91.2%	YES
	% 19.1	1.5	1.5	52.9	23.5	1.5	100.0							25.0			66.7	8.3		100.0			
E4, E7 and E8	# 20	3	1	3			27	9.9	9.4	5.0	NO	NO	5.0	5	1		1			7	YES	YES	0.0%
	% 74.1	11.1	3.7	11.1			100.0							71.4	14.3		14.3			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:      91.5 percent

Level of Goal Attainment for 2017:      93.2 percent

Level of Goal Attainment for 2018:      89.5 percent

## Tri-County Technical College

President: Dr. Ronnie L. Booth  
EEO Officer: Marcia Leake

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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			2	2		9	4.3	38.0	9.8	4.3	15.8	NO	1				1		2	0.0%	58.4%	YES
	% 55.6			22.2	22.2		100.0							50.0				50.0		100.0			
T3	# 14	2	1	31	2	1	51	3.0	35.5	3.0	NO	NO	NO	2	1				1	4	YES	YES	YES
	% 27.5	3.9	2.0	60.8	3.9	2.0	100.0							50.0	25.0				25.0	100.0			
T4	# 38	1	2	48	3	4	96	3.3	35.8	3.9	2.3	NO	0.8	7			10		2	19	30.3%	YES	79.5%
	% 39.6	1.0	2.1	50.0	3.1	4.2	100.0							36.8			52.6		10.5	100.0			
T5 and E2	# 28	4	1	60	8	1	102	6.3	34.4	11.1	2.4	NO	3.3	3			15	1		19	61.9%	YES	70.3%
	% 27.5	3.9	1.0	58.8	7.8	1.0	100.0							15.8			78.9	5.3		100.0			
E3 and E5	# 13			22	4	1	40	4.3	42.3	2.5	4.3	NO	NO	6			9	1	1	17	0.0%	YES	YES
	% 32.5			55.0	10.0	2.5	100.0							35.3			52.9	5.9	5.9	100.0			
E6	#			23	8	1	32	0.0	74.3	9.5	0.0	2.4	NO				5		1	6			
	%			71.9	25.0	3.1	100.0										83.3		16.7	100.0		96.8%	YES
E4, E7 and E8	# 11			5	3		19	2.3	9.8	1.0	2.3	NO	NO	4			1			5	0.0%	YES	YES
	% 57.9			26.3	15.8		100.0							80.0			20.0			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    84.7 percent

Level of Goal Attainment for 2017:    80.8 percent

Level of Goal Attainment for 2018:    83.2 percent

## Trident Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 6	1		7	5		19	4.2	40.5	14.2	NO	3.7	NO	1						1	YES	90.9%	YES
	% 31.6	5.3		36.8	26.3		100.0							100.0						100.0			
T3 and T4	# 99	14	5	119	20	11	268	3.5	33.5	4.4	NO	NO	NO	3			15	1	1	20	YES	YES	YES
	% 36.9	5.2	1.9	44.4	7.5	4.1	100.0							15.0			75.0	5.0	5.0	100.0			
T5 and E2	# 42	22	6	73	56	7	206	7.0	32.7	17.5	NO	NO	NO	5	6		12	13		36	YES	YES	YES
	% 20.4	10.7	2.9	35.4	27.2	3.4	100.0							13.9	16.7		33.3	36.1		100.0			
E3 and E5	# 21	7	1	44	19	4	96	5.6	44.9	11.3	NO	NO	NO	7	1	1	9	8	2	28	YES	YES	YES
	% 21.9	7.3	1.0	45.8	19.8	4.2	100.0							25.0	3.6	3.6	32.1	28.6	7.1	100.0			
E4	# 7	7	2	2	3	1	22	13.8	8.5	4.0	NO	NO	NO	2	1	2		1		6	YES	YES	YES
	% 31.8	31.8	9.1	9.1	13.6	4.5	100.0							33.3	16.7	33.3		16.7		100.0			
E6	# 2	2		13	13	1	31	6.2	53.9	19.3	NO	12.0	NO	2	1		3	3	1	10	YES	77.7%	YES
	% 6.5	6.5		41.9	41.9	3.2	100.0							20.0	10.0		30.0	30.0	10.0	100.0			
E7 and E8	# 15	15	3	4	8	2	47	18.2	10.0	12.3	NO	1.5	NO	3	2	1	4	1		11	YES	85.0%	YES
	% 31.9	31.9	6.4	8.5	17.0	4.3	100.0							27.3	18.2	9.1	36.4	9.1		100.0			
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    99.0 percent

Level of Goal Attainment for 2017:    99.2 percent

Level of Goal Attainment for 2018:    97.8 percent

## Williamsburg Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	5.0	38.3	12.8	NO	8.3	NO				1			1	YES	78.3%	YES
	% 30.0	20.0		30.0	20.0		100.0										100.0			100.0			
T3 and T4	# 9	3		9	3	1	25	3.5	30.2	7.0	NO	NO	NO	3	1		3		1	8	YES	YES	YES
	% 36.0	12.0		36.0	12.0	4.0	100.0							37.5	12.5		37.5		12.5	100.0			
E2	#			6	3		9	17.4	16.2	24.9	17.4	NO	NO				1	1		2	0.0%	YES	YES
	%			66.7	33.3		100.0										50.0	50.0		100.0			
E3, E5 and E6	# 1			8	7		16	5.0	16.2	48.1	5.0	NO	4.3				1	1		2	0.0%	YES	91.1%
	% 6.3			50.0	43.8		100.0										50.0	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 2016:    97.2 percent

Level of Goal Attainment for 2017:    89.2 percent

Level of Goal Attainment for 2018:    89.1 percent

# York Technical College

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

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2017- 9/30/2018							% OF Goals Met Based on Adjusted 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	3.6	31.4	6.2	3.6 *	8.3	NO				1	2		3	0.0% *	73.6%	YES
	% 38.5		7.7	23.1	30.8		100.0										33.3	66.7		100.0			
T3 and T4	# 43	6	4	41	17	4	115	2.9	32.3	4.2	NO	NO	NO	7			9	3	1	20	YES	YES	YES
	% 37.4	5.2	3.5	35.7	14.8	3.5	100.0							35.0			45.0	15.0	5.0	100.0			
T5 and E2	# 9	9	2	34	20	1	75	5.2	37.4	12.0	NO	NO	NO	3	6	1	7	2		19	YES	YES	YES
	% 12.0	12.0	2.7	45.3	26.7	1.3	100.0							15.8	31.6	5.3	36.8	10.5		100.0			
E3 and E5	# 5		1	9	10	1	26	3.9	42.1	12.2	3.9	7.5	NO	5		1	2	4	1	13	0.0%	82.2%	YES
	% 19.2		3.8	34.6	38.5	3.8	100.0							38.5		7.7	15.4	30.8	7.7	100.0			
E6	#	1		6	10		17	2.0	62.8	12.3	NO	27.5	NO		1		3	3		7	YES	56.2%	YES
	%	5.9		35.3	58.8		100.0								14.3		42.9	42.9		100.0			
E4, E7 and E8	# 20	9	1	3	8		41	13.1	8.9	8.2	NO	1.6 *	NO	2	3		2	2		9	YES	82.0% *	YES
	% 48.8	22.0	2.4	7.3	19.5		100.0							22.2	33.3		22.2	22.2		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2016:    96.1 percent  
Level of Goal Attainment for 2017:    93.8 percent  
Level of Goal Attainment for 2018:    87.9 percent

## Department of Transportation

Agency Director: Christy A. Hall  
EEO Officer: Syress Gillens Oliver

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	4		4			27	7.9	19.1	10.9	NO	4.3	10.9	6						6	YES	77.5%	0.0%
	% 70.4	14.8		14.8			100.0							100.0						100.0			
E2 Non Engineers	# 174	39	6	170	108	9	506	4.1	37.8	12.5	NO	4.2	NO	27	2	2	36	31	3	101	YES	88.9%	YES
	% 34.4	7.7	1.2	33.6	21.3	1.8	100.0							26.7	2.0	2.0	35.6	30.7	3.0	100.0			
E2A Engineers	# 509	72	33	87	27	14	742	7.8	9.0	1.9	NO	NO	NO	118	19	11	19	11	4	182	YES	YES	YES
	% 68.6	9.7	4.4	11.7	3.6	1.9	100.0							64.8	10.4	6.0	10.4	6.0	2.2	100.0			
E3, E4, E5 Non-Engineer	# 26	5	2	82	33	4	152	3.8	53.5	16.3	0.5	NO	NO	6	2		1			9	86.8%	YES	YES
	% 17.1	3.3	1.3	53.9	21.7	2.6	100.0							66.7	22.2		11.1			100.0			
E3A Engineers	# 251	43	15	50	10	1	370	20.7	7.5	4.1	9.1	NO	1.4	69	13	3	9	3	1	98	56.0%	YES	65.9%
	% 67.8	11.6	4.1	13.5	2.7	0.3	100.0							70.4	13.3	3.1	9.2	3.1	1.0	100.0			
E6	# 1	2		39	17		59	1.0	69.0	15.0	NO	2.9	NO				13	3		16	YES	95.8%	YES
	% 1.7	3.4		66.1	28.8		100.0										81.3	18.8		100.0			
E7	# 1256	732	35	53	77	5	2158	40.7	6.1	4.7	6.8	3.6	1.1	454	316	14	25	29	4	842	83.3%	41.0%	76.6%
	% 58.2	33.9	1.6	2.5	3.6	0.2	100.0							53.9	37.5	1.7	3.0	3.4	0.5	100.0			
E8	# 12	7		38	16	1	74	21.8	16.0	8.3	12.3	NO	NO	3	2		5	2	1	13	43.6%	YES	YES
	% 16.2	9.5		51.4	21.6	1.4	100.0							23.1	15.4		38.5	15.4	7.7	100.0			

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

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

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

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

Level of Goal Attainment for 2016:    78.3 percent

Level of Goal Attainment for 2017:    84.5 percent

Level of Goal Attainment for 2018:    84.0 percent

## State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.  
EEO Officer: Lisa O'Sullivan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		5	2		14	3.5	31.2	6.3	NO	NO	NO	1			1			2	YES	YES	YES
	% 42.9	7.1		35.7	14.3		100.0							50.0			50.0			100.0			
E2	# 13			16	9	1	39	4.4	38.7	10.1	4.4	NO	NO	4			3	3		10	0.0%	YES	YES
	% 33.3			41.0	23.1	2.6	100.0							40.0			30.0	30.0		100.0			
E3	# 1	1		1	2		5	9.0	21.3	9.4	NO	1.3	NO				1			1	YES	93.9%	YES
	% 20.0	20.0		20.0	40.0		100.0										100.0			100.0			
E5 and E6	# 1	2		2			5	8.0	41.9	7.3	NO	1.9	7.3		1					1	YES	95.5%	0.0%
	% 20.0	40.0		40.0			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 2016:    89.8 percent

Level of Goal Attainment for 2017:    82.4 percent

Level of Goal Attainment for 2018:    89.9 percent

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

President: Harris Pastides  
EEO Officer: Clifford Scott

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted Availability						
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF	BF	WM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
C1	#	15	2	1	16		1	35	3.6	36.1	6.3	NO	NO	6.3	2			3			5	YES	YES	0.0%			
	%	42.9	5.7	2.9	45.7		2.9	100.0							40.0			60.0			100.0						
C2	#	93	6	14	43	9	5	170	3.3	39.0	6.7	NO	13.7	1.4		1	1	2	3	7	YES	64.9%	79.1%				
	%	54.7	3.5	8.2	25.3	5.3	2.9	100.0								14.3	14.3	28.6	42.9	100.0							
C3	#	246	3	59	103	9	18	438	2.5	33.4	3.5	1.8	9.9	1.4	17	1	5	12	1	3	39	28.0%	70.4%	60.0%			
	%	56.2	0.7	13.5	23.5	2.1	4.1	100.0							43.6	2.6	12.8	30.8	2.6	7.7	100.0						
C4	#	214	17	56	178	15	35	515	2.5	32.9	3.2	NO	NO	0.3	28	4	9	27	4	8	80	YES	YES	90.6%			
	%	41.6	3.3	10.9	34.6	2.9	6.8	100.0							35.0	5.0	11.3	33.8	5.0	10.0	100.0						
C5	#	124	6	47	142	22	39	380	4.7	37.9	7.7	3.1	0.5	1.9	20	4	20	40	6	13	103	34.0%	98.7%	75.3%			
	%	32.6	1.6	12.4	37.4	5.8	10.3	100.0							19.4	3.9	19.4	38.8	5.8	12.6	100.0						
C6	#	113	11	13	140	9	31	317	2.5	32.7	3.1	NO	NO	0.3	15	2	9	28	4	4	62	YES	YES	90.3%			
	%	35.6	3.5	4.1	44.2	2.8	9.8	100.0							24.2	3.2	14.5	45.2	6.5	6.5	100.0						
C7	#	16	1		6			23	2.5	33.3	3.3	NO		3.3	4			1		1	6	YES	78.4%	0.0%			
	%	69.6	4.3		26.1			100.0							66.7			16.7		16.7	100.0						
C826	#	22	2	1	52		4	81	0.8	63.1	4.5	NO	NO	4.5	3			2		5	YES	YES	0.0%				
	%	27.2	2.5	1.2	64.2		4.9	100.0							60.0			40.0		100.0							
C829	#	149	8	22	138	18	20	355	2.5	32.5	3.1	0.2	NO	NO	10	2	1	18	5	1	37	92.0%	YES	YES			
	%	42.0	2.3	6.2	38.9	5.1	5.6	100.0							27.0	5.4	2.7	48.6	13.5	2.7	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 2016:    80.2 percent  
Level of Goal Attainment for 2017:    84.4 percent  
Level of Goal Attainment for 2018:    84.6 percent

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

President: Harris Pastides  
EEO Officer: Clifford Scott

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	# 118	22	5	39	10	5	199	6.3	27.2	1.8	NO	7.6	NO	24	5	4	12	1	1	47	YES	72.1%	YES
	% 59.3	11.1	2.5	19.6	5.0	2.5	100.0							51.1	10.6	8.5	25.5	2.1	2.1	100.0			
C930	# 62	5	5	65	14	2	153	3.6	31.4	5.0	0.3	NO	NO	9	1	1	8	1		20	91.7%	YES	YES
	% 40.5	3.3	3.3	42.5	9.2	1.3	100.0							45.0	5.0	5.0	40.0	5.0		100.0			
E202	# 93	11	2	144	31	8	289	6.8	34.3	12.9	3.0	NO	2.2	18	1	1	42	10	1	73	55.9%	YES	82.9%
	% 32.2	3.8	0.7	49.8	10.7	2.8	100.0							24.7	1.4	1.4	57.5	13.7	1.4	100.0			
E203	# 154	32	8	249	69	8	520	6.1	38.5	14.0	NO	NO	0.7	22	5	2	51	21	5	106	YES	YES	95.0%
	% 29.6	6.2	1.5	47.9	13.3	1.5	100.0							20.8	4.7	1.9	48.1	19.8	4.7	100.0			
E204	# 23	4	1	17	10	1	56	4.0	10.9	10.1	NO	NO	NO	3	4		10	1		18	YES	YES	YES
	% 41.1	7.1	1.8	30.4	17.9	1.8	100.0							16.7	22.2		55.6	5.6		100.0			
E205	# 40	8	1	158	72	8	287	5.2	46.5	17.9	2.4	NO	NO	14	5		44	21	4	88	53.8%	YES	YES
	% 13.9	2.8	0.3	55.1	25.1	2.8	100.0							15.9	5.7		50.0	23.9	4.5	100.0			
E206	# 98	22	8	281	100	17	526	10.2	30.7	23.0	6.0	NO	4.0	42	10	6	74	29	7	168	41.2%	YES	82.6%
	% 18.6	4.2	1.5	53.4	19.0	3.2	100.0							25.0	6.0	3.6	44.0	17.3	4.2	100.0			
E307	# 53	11	7	13		2	86	7.0	22.6	8.1	NO	7.5	8.1	9	3	4	3	1		20	YES	66.8%	0.0%
	% 61.6	12.8	8.1	15.1		2.3	100.0							45.0	15.0	20.0	15.0	5.0		100.0			
E308	# 45	9	7	39	12	4	116	5.0	28.2	12.8	NO	NO	2.5	14	2	1	10	7	1	35	YES	YES	80.5%
	% 38.8	7.8	6.0	33.6	10.3	3.4	100.0							40.0	5.7	2.9	28.6	20.0	2.9	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 2016:    80.2 percent

Level of Goal Attainment for 2017:    84.4 percent

Level of Goal Attainment for 2018:    84.6 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E309	67	10	13	15	11	3	119	6.7	24.3	7.8	NO	11.7	NO	5	4		2	1		12	YES	51.9%	YES		
E410	277	49	47	121	46	16	556	10.7	10.0	5.3	1.9	NO	NO	47	15	6	27	17	2	114	82.2%	YES	YES		
E511	21	7	3	162	49	8	250	1.5	58.8	23.0	NO	NO	3.4	9	2	1	44	14	4	74	YES	YES	85.2%		
E512	6	3		17	5		31	7.7	50.2	17.0	NO	NO	0.9	2	2	2	5	4	4	19	YES	YES	94.7%		
E613	7	3		2	3	2	17	44.4	13.8	10.7	26.8	2.0	NO	2		1				3	39.6%	85.5%	YES		
E615	3	3	1	39	19	2	67	6.3	50.4	19.3	1.8	NO	NO	3	1	1	5	7	1	18	71.4%	YES	YES		
E616				2	2		4	5.2	54.8	15.6	5.2	4.8	NO				1			1	0.0%	91.2%	YES		
E717	46	7		4			57	12.6	4.6	2.7	0.3	NO	2.7	11	1	1	1			14	97.6%	YES	0.0%		
E718	92	45	5	5	2	1	150	18.8	3.5	2.3	NO	0.2	1.0	32	2	1	1			36	YES	94.3%	56.5%		

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

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

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

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

Level of Goal Attainment for 2016:    80.2 percent  
Level of Goal Attainment for 2017:    84.4 percent  
Level of Goal Attainment for 2018:    84.6 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 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	# 28	23	1	3	10		65	23.4	12.2	11.1	NO	7.6	NO	5	4	1	2	6	1	19	YES	37.7%	YES
	% 43.1	35.4	1.5	4.6	15.4		100.0							26.3	21.1	5.3	10.5	31.6	5.3	100.0			
E820	# 24	37	1	7	47	4	120	28.4	2.9	0.9	NO	NO	NO	13	9	2	4	11	2	41	YES	YES	YES
	% 20.0	30.8	0.8	5.8	39.2	3.3	100.0							31.7	22.0	4.9	9.8	26.8	4.9	100.0			
E821	# 1	2	1	1	6		11	24.4	9.4	23.1	6.2*	0.3*	NO	3						3	74.6%*	96.8%*	YES
	% 9.1	18.2	9.1	9.1	54.5		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2016:    80.2 percent  
Level of Goal Attainment for 2017:    84.4 percent  
Level of Goal Attainment for 2018:    84.6 percent

## Vocational Rehabilitation, Department of

Agency Director: Felicia Johnson

EEO Officer: Kimberly Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted 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	7.2	36.0	24.5	NO	2.7	2.3	1			1	1		3	YES	92.5%	90.6%
	% 33.3	11.1		33.3	22.2		100.0							33.3			33.3	33.3		100.0			
E2	# 138	70		268	235	17	728	5.6	34.9	20.5	NO	NO	NO	5	10		18	12	1	46	YES	YES	YES
	% 19.0	9.6		36.8	32.3	2.3	100.0							10.9	21.7		39.1	26.1	2.2	100.0			
E3	# 16	5	1	12	8	2	44	3.4	28.7	12.2	NO	1.4	NO					1		1	YES	95.1%	YES
	% 36.4	11.4	2.3	27.3	18.2	4.5	100.0											100.0		100.0			
E5	# 20	18		63	37	3	141	4.6	47.5	16.2	NO	2.8	NO		2		3	3		8	YES	94.1%	YES
	% 14.2	12.8		44.7	26.2	2.1	100.0								25.0		37.5	37.5		100.0			
E6	# 3	1		37	27	5	73	2.5	55.0	20.3	1.1	4.3	NO					2		2	56.0%	92.2%	YES
	% 4.1	1.4		50.7	37.0	6.8	100.0											100.0		100.0			
E8	# 21	3		6	7	1	38	24.8	16.0	14.9	16.9	0.2	NO								31.9%	98.8%	YES
	% 55.3	7.9		15.8	18.4	2.6	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 2016:    95.8 percent

Level of Goal Attainment for 2017:    96.9 percent

Level of Goal Attainment for 2018:    91.7 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith  
EEO Officer: Theresa Trowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	1		2			6	6.7	35.4	16.2	NO	2.1	16.2								YES	94.1%	0.0%
	% 50.0	16.7		33.3			100.0																
E2	# 15	25		7	13		60	8.9	35.4	20.1	NO	23.7	NO	1	1		1	2		5	YES	33.1%	YES
	% 25.0	41.7		11.7	21.7		100.0							20.0	20.0		20.0	40.0		100.0			
E3 and E5	# 4	1		1			6	4.4	46.7	17.3	NO	30.0	17.3								YES	35.8%	0.0%
	% 66.7	16.7		16.7			100.0																
E6	# 1			1	1		3	0.5	65.1	20.7	0.5	31.8	NO								0.0%	51.2%	YES
	% 33.3			33.3	33.3		100.0																
E7 and E8	# 3	3		1	2		9	21.5	7.4	10.5	NO	NO	NO	1	3			3		7	YES	YES	YES
	% 33.3	33.3		11.1	22.2		100.0							14.3	42.9			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 2016:    84.9 percent

Level of Goal Attainment for 2017:    80.9 percent

Level of Goal Attainment for 2018:    78.0 percent

## Winthrop University (Page 1 of 2)

President: Dr. Daniel Mahony  
EEO Officer: Lisa Cowart

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	#	22	1	4	18	3	1	49	3.4	40.1	6.8	1.4	3.4	0.7	3	1		3	2	1	10			
	%	44.9	2.0	8.2	36.7	6.1	2.0	100.0							30.0	10.0		30.0	20.0	10.0	100.0	58.8%	91.5%	89.7%
C3	#	31	1	3	28	2	3	68	3.6	42.0	6.0	2.1	0.8	3.1	1			4	1	1	7			
	%	45.6	1.5	4.4	41.2	2.9	4.4	100.0							14.3			57.1	14.3	14.3	100.0	41.7%	98.1%	48.3%
C4	#	28	4	1	30	3	3	69	2.6	42.1	6.8	NO	NO	2.5	6	2		6			14			
	%	40.6	5.8	1.4	43.5	4.3	4.3	100.0							42.9	14.3		42.9			100.0	YES	YES	63.2%
C5	#	29	5	4	48	9	6	101	2.3	35.7	3.2	NO	NO	NO	12	2		8	3	2	27			
	%	28.7	5.0	4.0	47.5	8.9	5.9	100.0							44.4	7.4		29.6	11.1	7.4	100.0	YES	YES	YES
C6 and C7	#	7	1	2	25	2	1	38	3.5	33.4	8.6	0.9	NO	3.3	1	1		8			10			
	%	18.4	2.6	5.3	65.8	5.3	2.6	100.0							10.0	10.0		80.0			100.0	74.3%	YES	61.6%
C8 and C9	#	28	6	1	32	11	4	82	5.8	29.1	3.2	NO	NO	NO	2	2		7	2	2	15			
	%	34.1	7.3	1.2	39.0	13.4	4.9	100.0							13.3	13.3		46.7	13.3	13.3	100.0	YES	YES	YES
E1	#	4			12	2		18	4.2	40.4	9.7	4.2	NO	NO	2			1			3			
	%	22.2			66.7	11.1		100.0							66.7			33.3			100.0	0.0%	YES	YES
E2	#	30	6	1	94	28	4	163	4.3	46.3	10.1	0.6	NO	NO	11	2		19	10		42			
	%	18.4	3.7	0.6	57.7	17.2	2.5	100.0							26.2	4.8		45.2	23.8		100.0	86.0%	YES	YES
E3	#	16	6	2	14	6		44	7.8	26.4	11.0	NO	NO	NO	1	2	1	3	1		8			
	%	36.4	13.6	4.5	31.8	13.6		100.0							12.5	25.0	12.5	37.5	12.5		100.0	YES	YES	YES

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

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

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

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

Level of Goal Attainment for 2016:    83.5 percent  
Level of Goal Attainment for 2017:    84.3 percent  
Level of Goal Attainment for 2018:    85.9 percent

## Winthrop University (Page 2 of 2)

President: Dr. Daniel Mahony  
EEO Officer: Lisa Cowart

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2018							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							% OF Goals Met Based on Adjusted 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	1	1	2	2		13	13.5	8.0	3.9	5.8	NO	NO	2	1	1	1	2		7	57.0%	YES	YES
	%	53.8	7.7	7.7	15.4	15.4		100.0							28.6	14.3	14.3	14.3	28.6		100.0			
E5	#	1			15	2		18	0.7	63.3	16.4	0.7	NO	5.3				4			4	0.0%	YES	67.7%
	%	5.6			83.3	11.1		100.0										100.0			100.0			
E6	#	2			33	9	1	45	2.3	62.6	15.7	2.3	NO	NO				6			6	0.0%	YES	YES
	%	4.4			73.3	20.0	2.2	100.0										100.0			100.0			
E7	#	30	3	1	3			37	11.5	4.0	2.0	3.4	NO	2.0	5						5	70.4%	YES	0.0%
	%	81.1	8.1	2.7	8.1			100.0							100.0						100.0			
E8	#	25	7	1	9	42	4	88	16.3	10.8	12.1	8.3	0.6	NO	6	2			3		11	49.1%	94.4%	YES
	%	28.4	8.0	1.1	10.2	47.7	4.5	100.0							54.5	18.2			27.3		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 2016:    83.5 percent  
Level of Goal Attainment for 2017:    84.3 percent  
Level of Goal Attainment for 2018:    85.9 percent

## Workers' Compensation Commission

Agency Director: Gary Cannon  
EEO Officer: Alexa Stuart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2018							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2017 - 09/30/2018							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1			4	1	6				5.9	26.5	6.8				1			1				
	%	16.7			66.7	16.7	100.0	5.9	26.5	6.8	5.9	NO	NO				100.0			100.0	0.0%	YES	YES	
E2 and E3	#	6	2		20	6	34										2	1		3				
	%	17.6	5.9		58.8	17.6	100.0	5.1	38.7	12.8	NO	NO	NO				66.7	33.3		100.0	YES	YES	YES	
E5 and E6	#				1	4	5													1				
	%				20.0	80.0	100.0	1.3	60.1	19.1	1.3	40.1	NO							100.0	0.0%	33.3%	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 2016:    83.9 percent

Level of Goal Attainment for 2017:    97.8 percent

Level of Goal Attainment for 2018:    90.5 percent

# SECTION VII

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Accident Fund, State	52	Commerce, Department of	71
Adjutant General's Office	53	Comptroller General, Office of	72
Administration, Department of	54	Consumer Affairs, Department of	73
Agriculture, Department of	55	Corrections, Department of	74-75
Aiken Technical College	131	Criminal Justice Academy	76
Alcohol & Other Drug Abuse Services, Department of	56	Deaf and Blind, School for the	77
Archives and History, Department of	57	Denmark Technical College	133
Arts Commission	58	Disabilities & Special Needs (Statewide)	78
Attorney General's Office	59	Education, Department of	79
Auditor, Office of the State	60	Education Lottery	80
Blind, South Carolina Commission for the	61	Educational Television (ETV)	81
Central Carolina Technical College	132	Election Commission, State	82
Citadel, The	62-63	Employment and Workforce, Department of	83
Clemson University	64-66	Financial Institutions, Board Of	84
Coastal Carolina University	67-68	Fiscal Accountability Authority, State	85
College of Charleston	69-70	Florence-Darlington Technical College	134

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Forestry Commission	86	Library, State	100
Francis Marion University	87	Lieutenant Governor's Office	101
Governor's School for the Arts & Humanities	88	Low Country, Technical College of the	137
Governor's School for Science & Mathematics	89	Medical University Hospital Authority	102-104
Greenville Technical College	135	Medical University of South Carolina	105-107
Health & Environmental Control, Department of	90	Mental Health, Department of	108-109
Health and Human Services, Department of	91	Midlands Technical College	138
Higher Education, Commission on	92	Motor Vehicles, Department of	110
Horry-Georgetown Technical College	136	Museum, State	111
Indigent Defense	93	Natural Resources, Department of	112
Insurance, Department of	94	Northeastern Technical College	139
John de la Howe School	95	Orangeburg-Calhoun Technical College	140
Juvenile Justice, Department of	96	Parks, Recreation and Tourism	113
Labor, Licensing and Regulation, Department of	97	Patriot's Point	114
Lander University	98	Piedmont Technical College	141
Law Enforcement Division, State (SLED)	99	Ports Authority, State	115

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Probation, Parole & Pardon Services, Department of	116	Technical & Comprehensive Education, State Board for	130
Public Employee Benefit Authority	117	Transportation, Department of	147
Public Safety, Department of	118	Treasurer's Office, State	148
Public Service Commission	119	Tri-County Technical College	143
Regulatory Staff, Office of	120	Trident Technical College	144
Retirement Systems	121	University of South Carolina (Total System)	149-152
Revenue, Department of	122	Vocational Rehabilitation, Department of	153
Revenue and Fiscal Affairs	123	Williamsburg Technical College	145
Santee Cooper, (Public Service Authority)	124	Wil Lou Gray Opportunity School	154
Secretary of State	125	Winthrop University	155-156
Social Services, Department of	126-127	Worker's Compensation Commission	157
South Carolina State University	128-129	York Technical College	146
Spartanburg Community College	142		

**This Report was published for a total cost of \$42.00; 6 bound copies were printed at a cost of \$7.00 per unit.**