



# **SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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## MEMORANDUM

TO:           The Honorable Mark Sanford                           The Honorable Andre Bauer                           The Honorable David H. Wilkins  
              Governor of the State of South Carolina           Lieutenant Governor of South Carolina           Speaker of the House

FROM:        \_\_\_\_\_  
              Jesse Washington, Jr., Commissioner

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

DATE:        February 1, 2005

Section 1-13-110 of the South Carolina Code of Laws, as amended, states that:

“Each State agency shall develop an Affirmative Action Plan to assure equitable employment for members of minorities (race and sex) and shall present such Plans to the Human Affairs Commission. On or before February 1 of each year, the Human Affairs Commission shall submit a report to the General Assembly concerning the status of the Affirmative Action Plans of all State agencies. If any Affirmative Action Plans have been disapproved, the report shall contain the reasons for such disapproval. If the General Assembly takes no action within sixty (60) days on those Plans which have been disapproved, the action of the Human Affairs Commission shall be final.”

In keeping with these requirements, it is my pleasure to present to you the 2005 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

All Americans want a fair and just society. This is our goal. But serious discrimination persists today. Affirmative Action has proved an essential and effective tool to achieve equal employment opportunity and to eliminate discrimination without litigation.

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. The goal is to reach the standard of equal employment opportunity and to no longer need affirmative action plans.

If you have questions about our report or need additional information, please contact me. I have also asked Mary Dunlap Snead, Director of Technical Services and Training Programs, to assist with any questions you may have if I am not available.

Copy:   Legislative Printing and Information Technology Resources  
          Agency Heads

## **Acknowledgements:**

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principles were Jackie Brown, Sarah Crouch and Joanna Robertson, EEO Consultants; Pat Keisler-Ferkin, Administrative Assistant and Mary Dunlap Snead, Division Director.

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**Commission Members**

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## ABOUT THIS REPORT

This report addresses the status of affirmative action in South Carolina state government agencies. In order to understand the report, you must understand what affirmative action is and is not, and what the Human Affairs Commission can and cannot do to implement affirmative action in state government.

### 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 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 is affirmative action.

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

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

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

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

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

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

This report includes employment data on state agencies with 15 or more employees.

**Exempt Agencies:**

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.

Thirteen (13) state agencies have been exempted from SCHAC's affirmative action reporting requirements. Exemptions can be granted to agencies that achieve availability for minorities and women at all levels of their workforces and 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.

The agencies that have been exempted in the past from our reporting requirements are:

**Accident Fund, State  
Appellate Defense, Office of  
Arts Commission  
Attorney General's Office  
Comptroller General  
Consumer Affairs, Department of  
Election Commission**

**Higher Education, Commission on  
Housing Authority, State  
Insurance Commission  
Low Country, Technical College of the  
State Board of Financial Institutions  
Williamsburg Technical College**

New census data based on the EEO Categories is now available and therefore all state agencies with fifteen (15) or more employees are in the process of developing new Affirmative Action Plans. All previously exempted agencies are included in Section VI of this report. However, the charts on the previously exempted agencies will only include current workforce data and any new hires/promotions.

## **Affirmative Action Plan Components**

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

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

Each plan approved by SCHAC contains the following information:

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

### **Job Group Analysis**

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

## **Availability Analysis**

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

## **Determining Underutilization**

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

## **Goals**

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

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

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

Please refer to pages 51 - 57 for more detailed explanations of the guidelines used for this report.

## Report Summary

The South Carolina state government workforce decreased by 459 employees during this reporting period. This is the fifth consecutive report that the total number of state employees has decreased.

In spite of the overall decrease in state government employment, 3,504 new employees were hired or promoted into the top two job categories. At the executive level, 190 positions were filled; of these positions, 47 (24 percent) were filled by minorities and 75 (39.5 percent) by women. These figures represent an increase in the number of minorities and women hired at this level last year; they also, however, reflect a decrease in the percent distribution among executive positions. Last year 45 (26.6 percent) of the new positions were filled by minorities and 73 (43.2 percent) by women. (Civilian Labor Force data from the 2000 U.S. Census indicate that minorities constitute 30 percent of the South Carolina workforce and women 47.9 percent.)

### 2004 Executive Level New Hires

White Males	Black Males	All Other Males	White Females	Black Females	All Other Females
<b>91</b>	<b>19</b>	<b>3</b>	<b>48</b>	<b>20</b>	<b>2</b>
<b>49.7%</b>	<b>10.4%</b>	<b>1.6%</b>	<b>26.2%</b>	<b>10.9%</b>	<b>1.1%</b>

This year's data also reflected a significant increase in the number of employees making annual salaries of \$50,000 or more. The number of females at this salary level increased by 700; yet, the salary gap between male and female employees in executive level positions widened from \$6,761 in 2003 to \$8,083 in 2004. (This analysis is based on the salary information found on page 21 and determines the weighted mean salary for employees in executive level positions; the analysis did not include employees reported in the "All Others" category. This was compared with similar information from last year's report.)

### Executive Category

2003 weighted mean female salary	2003 weighted mean male salary	Difference
<b>\$58,032</b>	<b>\$64,794</b>	<b>\$6,761</b>

<b>2004 weighted mean female salary</b>	<b>2004 weighted mean male salary</b>	<b>Difference</b>
<b>\$60,570</b>	<b>\$68,653</b>	<b>\$8,083</b>

Females in executive level jobs were thus earning 88.2 percent of the male salary in executive level jobs.

The salary gap improved between white and black employees in executive level jobs decreasing from \$6,636 in 2003 to \$6,004 in 2004. Black employees in executive level jobs earned 90.9 percent of the weighted mean salary for white employees in executive level jobs.

<b>Executive Category</b>		
<b>2003 weighted mean black salary</b>	<b>2003 weighted mean white salary</b>	<b>Difference</b>
<b>\$56,516</b>	<b>\$63,152</b>	<b>\$6,636</b>
<b>2004 weighted mean black salary</b>	<b>2004 weighted mean white salary</b>	<b>Difference</b>
<b>\$60,123</b>	<b>\$66,127</b>	<b>\$6,004</b>

The graphs and charts on pages 8 through 42 will display additional information on the distribution of state employees by race, sex and salary.

There was no change from last year in the bar graphs on pages 16 and 17. These graphs indicate that while black employees hold 33 percent of the jobs in state government, they hold only 10 percent of the jobs in the top three pay bands. Females hold 56 percent of the jobs in state government and only 29 percent of the jobs in the top three pay bands.

The pie charts found on pages 18 through 42 display the distribution of state employees by EEO Job Categories, race, sex and average salary. White males averaged the highest salaries in over 77 percent of the categories.

The information in this report indicates that state government still has some distance to go to achieve equal employment opportunity in our workforces. A comparison of the graphs on pages 14 and 15 reveal a forward shift over the past 32 years for women/minorities within the salary bands. The greatest disparities however, still appear in the top pay bands.

Improvement has occurred within many agencies and we hope you will refer to the individual agency charts in Section V of this report, as well as the charts in Section IV that rank the agencies. In some cases a state agency may not rank among the top achievers but still have made significant progress toward equal employment opportunity.

#### The Future:

Over the next 12 months the Human affairs Commission will be working with all state agencies to revise and update affirmative action plans. The plans allow employers to identify problem areas in their workforces and design corrective actions that will eliminate those areas, thereby removing any barriers to equal opportunity. The plans also describe the agency's recruiting programs aimed at attracting a talented and diverse applicant pool and describe internal record keeping designed to eliminate any "glass ceilings" or salary inequities.

Our goal is to realize a state government workforce that is reflective of South Carolina's diverse population. One of the most important steps in achieving that goal is a general agreement that diversity and equal employment opportunity are fundamental and indispensable values from which we all benefit.

State government anticipates that in the next several years more than 5,000 employees will retire. This situation will create numerous hiring and promotion opportunities. Ideas for improving the female and minority representation at all levels of state government were mentioned in last year's report and we encourage all state agencies to take advantage of this opportunity for positive change.

#### The affirmative steps are:

- **Training:** This requires that agencies plan ahead to identify the current employees who may be promotable with training and experience. Training also requires that agencies' managers and supervisors are knowledgeable about employment laws and methods for preventing and eliminating discrimination. *The Human Affairs Commission provides such training.*
- **Recruitment:** This is an essential component of any Affirmative Action Program. It is important that state agencies begin now to review their recruitment procedures to insure that they are reaching a diverse applicant pool. *Only with a diverse applicant pool can we ensure equal opportunity in the selection process.*
- **Selection:** The final component in securing a more diverse workforce is in the selection process. Agencies should ensure that their selection processes do not adversely impact any group of employees. *With a fair selection process and successful training and recruitment programs in place, the end result will be a talented and diverse state government.*

Effective 6/2/04

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

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 10,712	\$ 16,819	\$ 22,926
02	\$ 15,083	\$ 21,494	\$ 27,906
03	\$ 18,353	\$ 26,155	\$ 33,958
04	\$ 22,329	\$ 31,820	\$ 41,311
05	\$ 27,169	\$ 38,718	\$ 50,268
06	\$ 33,061	\$ 47,114	\$ 61,167
07	\$ 40,226	\$ 57,323	\$ 74,421
08	\$ 48,944	\$ 69,748	\$ 90,552
09	\$ 59,551	\$ 84,863	\$110,176
10	\$ 72,458	\$103,255	\$134,053

**Table II**

Office of Human Resources

STATE OF SOUTH CAROLINA  
EMPLOYMENT WITHIN PAY BANDS

Run Date 9/30/04

<b>BAND</b>	<b>MALE</b>						<b>FEMALE</b>						<b>TOTAL</b>
	<b>WHITE</b>		<b>BLACK</b>		<b>ALL OTHERS</b>		<b>WHITE</b>		<b>BLACK</b>		<b>ALL OTHERS</b>		
	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	<b>NUMBER</b>	<b>PERCENT</b>	
<b>0</b>	<b>5004</b>	<b>50.29</b>	<b>430</b>	<b>4.32</b>	<b>393</b>	<b>3.94</b>	<b>3434</b>	<b>34.51</b>	<b>498</b>	<b>5</b>	<b>190</b>	<b>1.9</b>	<b>9949</b>
1	121	10.21	288	24.32	3	0.25	143	12.07	619	52.28	10	0.84	11.84
<b>2</b>	<b>992</b>	<b>18.47</b>	<b>1264</b>	<b>23.54</b>	<b>34</b>	<b>0.62</b>	<b>757</b>	<b>14.1</b>	<b>2301</b>	<b>42.86</b>	<b>20</b>	<b>0.37</b>	<b>5368</b>
3	1620	13.71	1712	14.49	66	0.55	4367	36.97	3946	33.41	99	0.83	11810
<b>4</b>	<b>3103</b>	<b>24.73</b>	<b>1732</b>	<b>13.8</b>	<b>76</b>	<b>0.6</b>	<b>4490</b>	<b>35.78</b>	<b>3063</b>	<b>24.41</b>	<b>82</b>	<b>0.64</b>	<b>12546</b>
5	3473	32.62	978	9.18	79	0.74	4118	38.68	1910	17.94	88	0.82	10646
<b>6</b>	<b>2639</b>	<b>39.75</b>	<b>520</b>	<b>7.83</b>	<b>58</b>	<b>0.87</b>	<b>2570</b>	<b>38.71</b>	<b>794</b>	<b>11.96</b>	<b>57</b>	<b>0.85</b>	<b>6638</b>
7	1714	53.22	192	5.96	45	1.39	1009	31.33	234	7.26	26	0.8	3220
<b>8</b>	<b>537</b>	<b>63.7</b>	<b>40</b>	<b>4.74</b>	<b>7</b>	<b>0.82</b>	<b>216</b>	<b>25.62</b>	<b>40</b>	<b>4.74</b>	<b>3</b>	<b>0.35</b>	<b>843</b>
9	94	68.61	8	5.83	4	2.9	25	18.24	4	2.91	2	1.45	137
<b>10</b>	<b>38</b>	<b>57.57</b>	<b>4</b>	<b>6.06</b>	<b>7</b>	<b>10.6</b>	<b>9</b>	<b>13.63</b>	<b>4</b>	<b>6.06</b>	<b>4</b>	<b>6.06</b>	<b>66</b>
<b>TOTAL</b>	<b>19335</b>	<b>30.98</b>	<b>7168</b>	<b>11.48</b>	<b>772</b>	<b>1.23</b>	<b>21138</b>	<b>33.87</b>	<b>13413</b>	<b>21.49</b>	<b>581</b>	<b>0.92</b>	<b>62407</b>

Employment Report by Sex and Race Within Pay Band  
Statewide Totals -- All Agencies

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex  
September 2003 and 2004  
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>00</b>													
2003	4966	51.23	409	4.21	351	3.61	3316	34.12	479	4.94	172	1.77	9693
2004	5004	50.29	430	4.32	393	3.94	3434	34.51	498	5	190	1.9	9949
<b>Change</b>	<b>+38</b>	<b>-0.94</b>	<b>+21</b>	<b>+0.11</b>	<b>+42</b>	<b>+0.33</b>	<b>+118</b>	<b>+0.39</b>	<b>+19</b>	<b>+0.06</b>	<b>+18</b>	<b>+0.13</b>	<b>+256</b>
<b>01</b>													
2003	124	9.71	308	24.13	4	0.31	153	11.99	682	53.44	5	0.38	1276
2004	121	10.21	288	24.32	3	0.25	143	12.07	619	52.28	10	0.84	1184
<b>Change</b>	<b>-3</b>	<b>+0.5</b>	<b>-88</b>	<b>+0.19</b>	<b>-1</b>	<b>-0.06</b>	<b>-10</b>	<b>+0.08</b>	<b>-63</b>	<b>-1.16</b>	<b>+5</b>	<b>+0.46</b>	<b>-92</b>
<b>02</b>													
2003	1030	18.75	1264	23.01	25	0.45	793	14.43	2357	42.91	23	0.41	5492
2004	992	18.47	1264	23.54	34	0.62	757	14.1	2301	42.86	20	0.37	5368
<b>Change</b>	<b>-38</b>	<b>-0.28</b>	<b>0</b>	<b>+0.53</b>	<b>-9</b>	<b>-0.17</b>	<b>-36</b>	<b>-0.33</b>	<b>-56</b>	<b>-0.05</b>	<b>-3</b>	<b>-0.04</b>	<b>-124</b>
<b>03</b>													
2003	1580	13.05	1764	14.57	50	0.4	4567	37.73	4042	33.39	99	0.81	12102
2004	1620	13.71	1712	14.49	66	0.55	4367	36.97	3946	33.41	99	0.83	11810
<b>Change</b>	<b>+40</b>	<b>-0.66</b>	<b>-53</b>	<b>-0.08</b>	<b>+16</b>	<b>+0.15</b>	<b>200</b>	<b>-0.76</b>	<b>-96</b>	<b>+0.02</b>	<b>0</b>	<b>+0.02</b>	<b>-292</b>
<b>04</b>													
2003	3185	24.99	1749	13.72	82	0.64	4597	36.08	3042	23.87	86	0.66	12741
2004	3103	24.73	1732	13.8	76	0.6	4490	35.78	3063	24.41	82	0.64	12546
<b>Change</b>	<b>-82</b>	<b>-0.26</b>	<b>-17</b>	<b>+0.08</b>	<b>-6</b>	<b>-0.04</b>	<b>-107</b>	<b>-0.3</b>	<b>+21</b>	<b>+0.54</b>	<b>-4</b>	<b>-0.02</b>	<b>-195</b>
<b>05</b>													
2003	3549	32.98	1003	9.32	73	0.66	4192	38.95	1864	17.32	79	0.73	10760
2004	3473	32.62	978	9.18	79	0.74	4118	38.68	1910	17.94	88	0.82	10646
<b>Change</b>	<b>-76</b>	<b>-0.36</b>	<b>-25</b>	<b>-0.14</b>	<b>+6</b>	<b>+0.08</b>	<b>-74</b>	<b>-0.27</b>	<b>+46</b>	<b>+0.62</b>	<b>+9</b>	<b>+0.09</b>	<b>-114</b>

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex  
Between September 2003 and 2004  
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
<b>06</b>													
2003	2648	40.2	523	7.94	59	-0.89	2526	38.35	778	11.81	52	0.78	6586
2004	2639	39.75	520	7.83	58	0.87	2570	38.71	794	11.96	57	0.85	6638
<b>Change</b>	<b>-9</b>	<b>-0.45</b>	<b>-3</b>	<b>-0.11</b>	<b>-1</b>	<b>-0.02</b>	<b>+44</b>	<b>+0.36</b>	<b>+16</b>	<b>+0.15</b>	<b>+5</b>	<b>+0.07</b>	<b>+52</b>
<b>07</b>													
2003	1722	53.93	183	5.73	44	1.36	994	31.13	225	7.04	25	0.77	3193
2004	1714	53.22	192	5.96	45	1.39	1009	31.33	234	7.26	26	0.8	3220
<b>Change</b>	<b>-8</b>	<b>-0.71</b>	<b>+9</b>	<b>+0.23</b>	<b>+1</b>	<b>+0.03</b>	<b>+15</b>	<b>+0.20</b>	<b>+9</b>	<b>+0.22</b>	<b>+1</b>	<b>+0.03</b>	<b>+27</b>
<b>08</b>													
2003	523	64.56	41	5.06	5	0.61	200	24.69	37	4.56	4	0.49	810
2004	537	63.7	40	4.74	7	0.82	216	25.62	40	4.74	3	0.35	843
<b>Change</b>	<b>+14</b>	<b>-0.86</b>	<b>-1</b>	<b>-0.32</b>	<b>+2</b>	<b>+0.21</b>	<b>+16</b>	<b>+0.93</b>	<b>+3</b>	<b>+0.18</b>	<b>-1</b>	<b>-0.14</b>	<b>+33</b>
<b>09</b>													
2003	102	68.45	7	4.69	4	2.68	27	18.12	7	4.69	2	1.34	149
2004	94	68.61	8	5.83	4	2.90	25	18.24	4	2.91	2	1.45	137
<b>Change</b>	<b>-8</b>	<b>+0.16</b>	<b>+1</b>	<b>+1.14</b>	<b>0</b>	<b>+0.22</b>	<b>-2</b>	<b>+0.12</b>	<b>-3</b>	<b>-1.78</b>	<b>0</b>	<b>+0.11</b>	<b>-12</b>
<b>10</b>													
2003	37	57.81	4	6.25	7	10.93	10	15.62	3	4.68	3	4.68	64
2004	38	57.57	4	6.06	7	10.6	9	13.63	4	6.06	4	6.06	66
<b>Change</b>	<b>+1</b>	<b>-0.24</b>	<b>0</b>	<b>-0.19</b>	<b>0</b>	<b>-0.33</b>	<b>-1</b>	<b>-1.99</b>	<b>+1</b>	<b>+1.38</b>	<b>+1</b>	<b>+1.38</b>	<b>+2</b>
<b>Total</b>													
2003	19466	30.96	7255	11.54	704	1.11	21375	34	13516	21.49	550	0.86	62866
2004	19335	30.98	7168	11.48	772	1.23	21138	33.87	13413	21.49	581	0.92	62407
<b>Change</b>	<b>-131</b>	<b>+0.02</b>	<b>-87</b>	<b>-0.06</b>	<b>+68</b>	<b>+0.12</b>	<b>-237</b>	<b>-0.13</b>	<b>-103</b>	<b>0</b>	<b>+31</b>	<b>+0.06</b>	<b>-459</b>

Run Date: 9/30/04

**Table IV**  
 EMPLOYMENT REPORT BY SEX AND RACE  
 WITHIN AGENCY AND SALARY CLASS AND UNCLASS  
 FULL AND PART TIME POSITIONS  
 STATEWIDE TOTALS -- ALL AGENCIES

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		<b>TOTAL</b>
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2	2	40					3	60					5
<b>2-3</b>	<b>5</b>	<b>45.45</b>					<b>6</b>	<b>54.54</b>					<b>11</b>
3-4	2	33.33			1	16.66	3	50					6
<b>4-5</b>	<b>26</b>	<b>72.22</b>	<b>1</b>	<b>2.77</b>	<b>1</b>	<b>2.77</b>	<b>6</b>	<b>16.66</b>			<b>1</b>	<b>2.77</b>	<b>36</b>
5-6	6	60			1	10	3	30					10
<b>6-7</b>	<b>3</b>	<b>100</b>											<b>3</b>
7-8	1	50	1	50									2
<b>8-9</b>													
9-10													
<b>10-11</b>	<b>7</b>	<b>77.77</b>	<b>1</b>	<b>11.11</b>			<b>1</b>	<b>11.11</b>					<b>9</b>
11-12	6	50	2	16.66			1	8.33	3	25			12
<b>12-13</b>	<b>6</b>	<b>6.74</b>	<b>22</b>	<b>24.71</b>	<b>1</b>	<b>1.12</b>	<b>6</b>	<b>6.74</b>	<b>54</b>	<b>60.67</b>			<b>89</b>
13-14	8	4.9	38	23.31	1	0.61	14	8.58	97	59.5	5	3.06	163
<b>14-15</b>	<b>19</b>	<b>8.63</b>	<b>46</b>	<b>20.9</b>			<b>26</b>	<b>11.81</b>	<b>126</b>	<b>57.27</b>	<b>3</b>	<b>1.35</b>	<b>220</b>
15-16	67	20.42	73	22.25	2	0.6	49	14.93	135	41.15	2	0.6	328
<b>16-17</b>	<b>123</b>	<b>22.99</b>	<b>135</b>	<b>25.23</b>	<b>6</b>	<b>1.11</b>	<b>90</b>	<b>16.82</b>	<b>179</b>	<b>33.45</b>	<b>2</b>	<b>0.37</b>	<b>535</b>
17-18	190	13.52	273	19.43	7	0.49	194	13.8	738	52.52	3	0.7	1405
<b>18-19</b>	<b>169</b>	<b>10.75</b>	<b>222</b>	<b>14.12</b>	<b>7</b>	<b>0.44</b>	<b>441</b>	<b>28.05</b>	<b>721</b>	<b>45.86</b>	<b>12</b>	<b>0.76</b>	<b>1572</b>
19-20	195	11.11	203	11.56	4	0.22	554	31.56	779	44.38	20	1.13	1755
<b>20-21</b>	<b>286</b>	<b>14.03</b>	<b>382</b>	<b>18.74</b>	<b>17</b>	<b>0.83</b>	<b>533</b>	<b>26.15</b>	<b>812</b>	<b>39.84</b>	<b>8</b>	<b>0.38</b>	<b>2038</b>
21-22	263	15.87	243	14.66	13	0.78	540	32.58	584	35.24	14	0.84	1657
<b>22-23</b>	<b>460</b>	<b>18.59</b>	<b>433</b>	<b>17.5</b>	<b>15</b>	<b>0.6</b>	<b>735</b>	<b>29.7</b>	<b>806</b>	<b>32.57</b>	<b>25</b>	<b>1</b>	<b>2474</b>
23-24	457	17.54	472	18.12	27	1.03	765	29.37	865	33.21	18	0.68	2604
<b>24-25</b>	<b>369</b>	<b>17.11</b>	<b>393</b>	<b>18.22</b>	<b>11</b>	<b>0.5</b>	<b>693</b>	<b>32.14</b>	<b>661</b>	<b>30.65</b>	<b>29</b>	<b>1.34</b>	<b>2156</b>
25-26	382	19.73	270	13.94	16	0.81	707	36.51	548	28.3	13	0.66	1936
<b>26-27</b>	<b>466</b>	<b>20.48</b>	<b>401</b>	<b>17.62</b>	<b>15</b>	<b>0.65</b>	<b>917</b>	<b>33.28</b>	<b>690</b>	<b>25.04</b>	<b>22</b>	<b>0.79</b>	<b>2755</b>

Continued

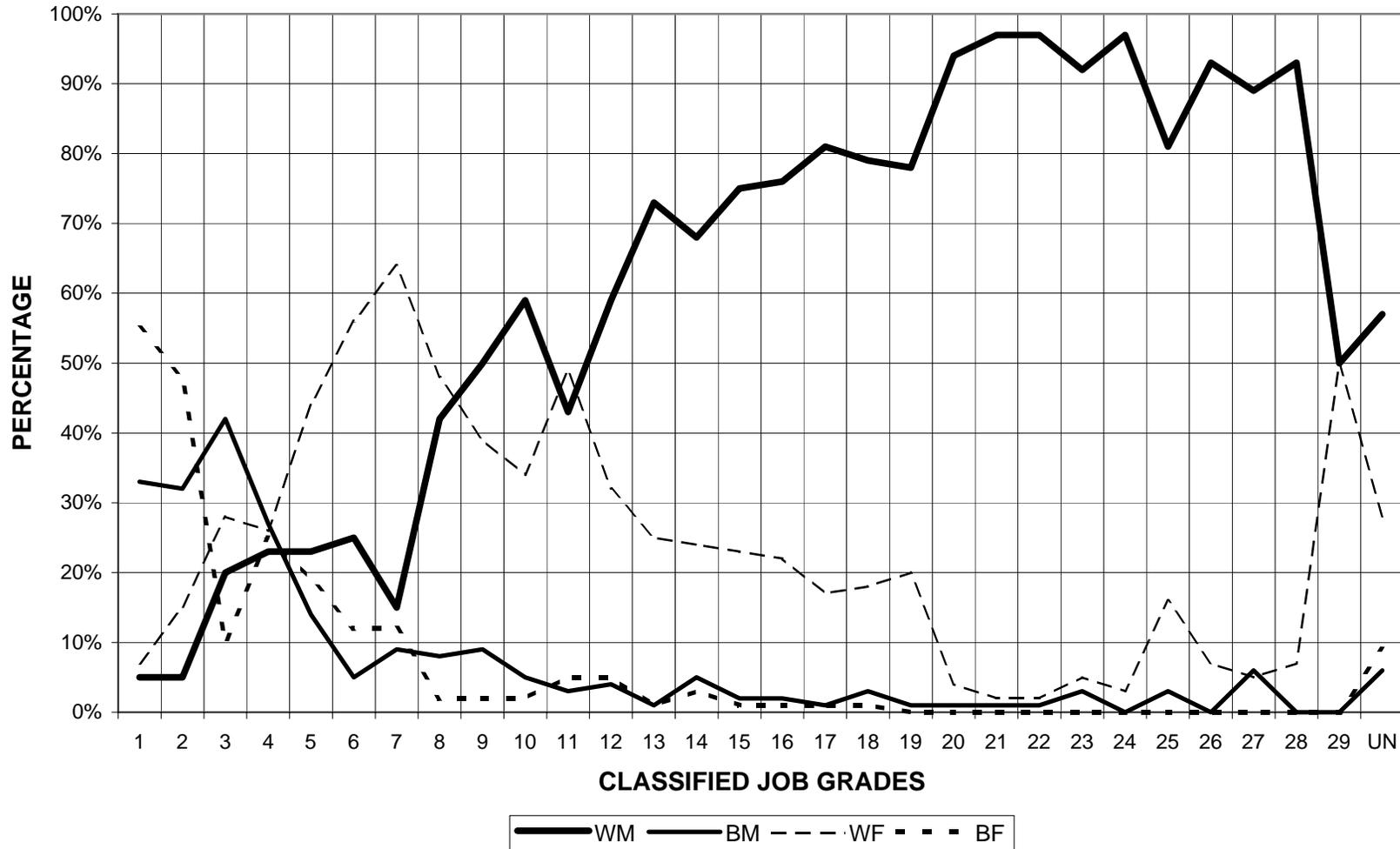
EMPLOYMENT REPORT BY SEX AND RACE  
 WITHIN AGENCY AND SALARY CLASS AND UNCLASS  
 FULL AND PART TIME POSITIONS  
 STATEWIDE TOTALS -- ALL AGENCIES

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
<b>27-28</b>	<b>644</b>	<b>23.37</b>	<b>460</b>	<b>16.69</b>	<b>22</b>	<b>0.79</b>	<b>917</b>	<b>33.28</b>	<b>690</b>	<b>25.04</b>	<b>22</b>	<b>0.79</b>	<b>2755</b>
28-29	428	23.33	264	14.39	10	0.54	672	36.64	445	24.26	15	0.81	1834
<b>29-30</b>	<b>469</b>	<b>23.38</b>	<b>247</b>	<b>12.26</b>	<b>11</b>	<b>0.53</b>	<b>731</b>	<b>36.29</b>	<b>542</b>	<b>26.91</b>	<b>14</b>	<b>0.68</b>	<b>2014</b>
30-31	450	26.16	231	13.43	11	0.63	640	37.2	376	21.86	12	0.68	1720
<b>31-32</b>	<b>465</b>	<b>27.28</b>	<b>205</b>	<b>12.03</b>	<b>13</b>	<b>0.76</b>	<b>664</b>	<b>38.96</b>	<b>348</b>	<b>20.42</b>	<b>9</b>	<b>0.52</b>	<b>1704</b>
32-33	505	30.71	175	10.64	14	0.84	619	37.65	321	19.52	10	0.6	1644
<b>33-34</b>	<b>455</b>	<b>28.94</b>	<b>180</b>	<b>11.45</b>	<b>12</b>	<b>0.75</b>	<b>613</b>	<b>38.99</b>	<b>292</b>	<b>18.57</b>	<b>20</b>	<b>1.26</b>	<b>1572</b>
34-35	487	38.07	129	10.08	9	0.69	430	33.62	220	17.2	4	0.3	1279
<b>35-36</b>	<b>441</b>	<b>33</b>	<b>127</b>	<b>9.5</b>	<b>13</b>	<b>0.96</b>	<b>511</b>	<b>38.24</b>	<b>234</b>	<b>17.51</b>	<b>10</b>	<b>0.73</b>	<b>1336</b>
36-37	343	29.21	99	8.43	11	0.93	513	43.69	195	16.6	13	1.1	1174
<b>37-38</b>	<b>430</b>	<b>34.29</b>	<b>117</b>	<b>9.33</b>	<b>6</b>	<b>0.46</b>	<b>512</b>	<b>40.82</b>	<b>175</b>	<b>13.95</b>	<b>14</b>	<b>1.1</b>	<b>1254</b>
38-39	430	34.45	120	9.61	7	0.56	524	41.98	156	12.5	11	0.88	1248
<b>39-40</b>	<b>326</b>	<b>34.86</b>	<b>61</b>	<b>6.52</b>	<b>9</b>	<b>0.96</b>	<b>408</b>	<b>43.63</b>	<b>126</b>	<b>13.47</b>	<b>5</b>	<b>0.52</b>	<b>935</b>
40-41	342	38.51	62	6.98	7	0.78	356	40.09	113	12.72	8	0.89	888
<b>41-42</b>	<b>393</b>	<b>37.32</b>	<b>85</b>	<b>8.07</b>	<b>11</b>	<b>1.13</b>	<b>420</b>	<b>39.88</b>	<b>134</b>	<b>12.72</b>	<b>9</b>	<b>0.84</b>	<b>1053</b>
42-43	304	39.32	56	7.24	10	1.28	304	39.32	92	11.9	7	0.89	773
<b>43-44</b>	<b>299</b>	<b>38.93</b>	<b>69</b>	<b>8.98</b>	<b>8</b>	<b>1.07</b>	<b>292</b>	<b>38.02</b>	<b>94</b>	<b>12.23</b>	<b>6</b>	<b>0.78</b>	<b>768</b>
44-45	262	40.18	42	6.44	8	1.22	259	39.72	73	11.19	8	1.22	652
<b>45-46</b>	<b>237</b>	<b>34.9</b>	<b>46</b>	<b>6.77</b>	<b>11</b>	<b>2.83</b>	<b>314</b>	<b>46.24</b>	<b>66</b>	<b>9.72</b>	<b>5</b>	<b>0.72</b>	<b>679</b>
46-47	302	41.94	54	7.5	13	1.8	273	37.91	70	9.72	8	1.1	720
<b>47-48</b>	<b>280</b>	<b>45.16</b>	<b>41</b>	<b>6.61</b>	<b>7</b>	<b>1.12</b>	<b>232</b>	<b>37.41</b>	<b>58</b>	<b>9.35</b>	<b>2</b>	<b>0.32</b>	<b>620</b>
48-49	234	40.9	37	6.46	5	0.86	226	39.51	61	10.66	9	1.56	572
<b>49-50</b>	<b>235</b>	<b>44.25</b>	<b>26</b>	<b>4.89</b>	<b>2</b>	<b>0.37</b>	<b>215</b>	<b>40.48</b>	<b>45</b>	<b>8.47</b>	<b>8</b>	<b>1.5</b>	<b>531</b>
50 UP	7056	52.73	625	4.67	394	2.94	4385	32.77	736	5.5	185	1.37	13381
<b>TOTAL</b>	<b>19335</b>	<b>30.98</b>	<b>7168</b>	<b>11.48</b>	<b>772</b>	<b>1.23</b>	<b>21138</b>	<b>33.87</b>	<b>13413</b>	<b>21.49</b>	<b>581</b>	<b>0.92</b>	<b>62407</b>

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

March, 1972

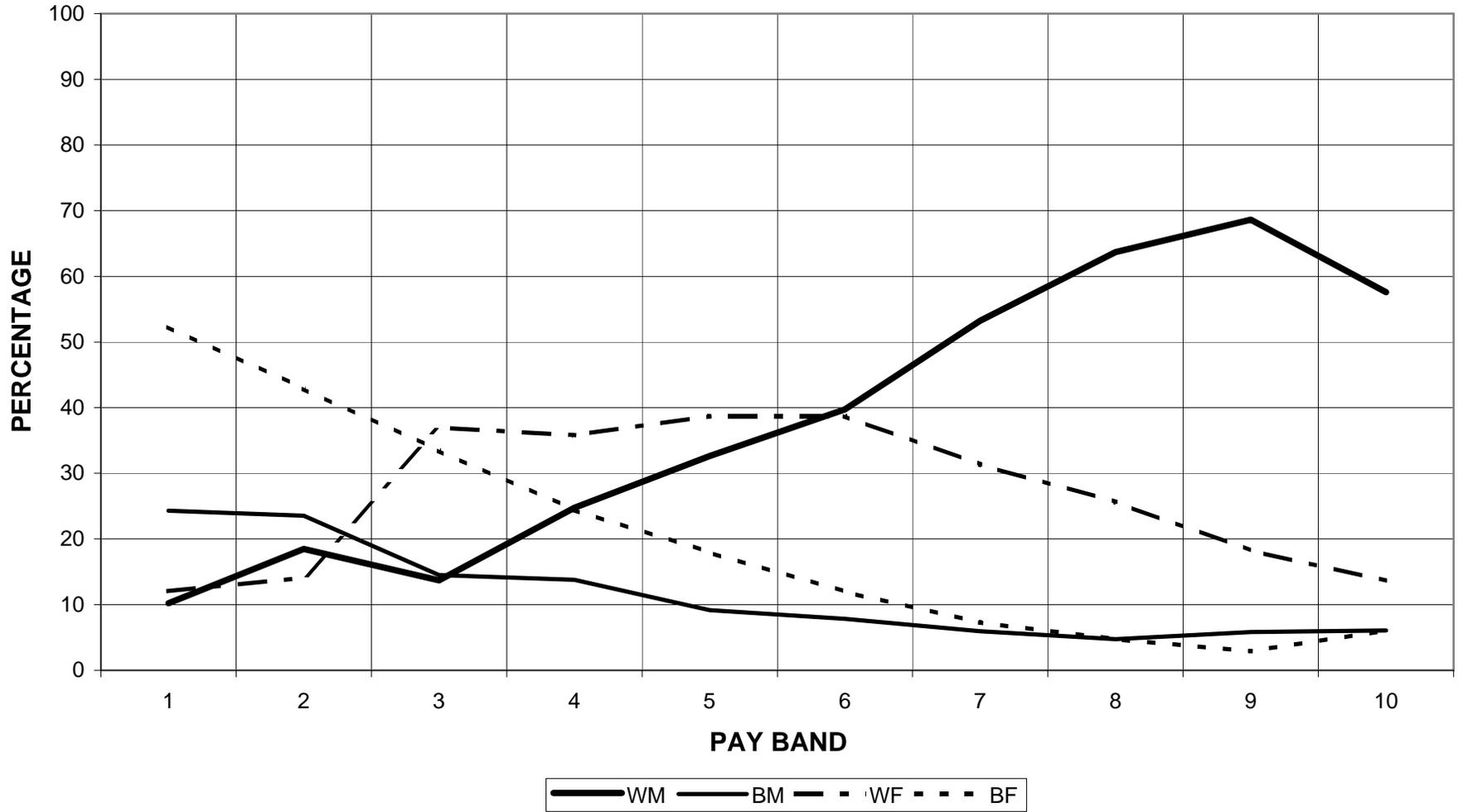
Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,  
Provided by the South Carolina Human Affairs Commission



# STATE EMPLOYMENT BY PAY BAND

SEPTEMBER 30, 2004

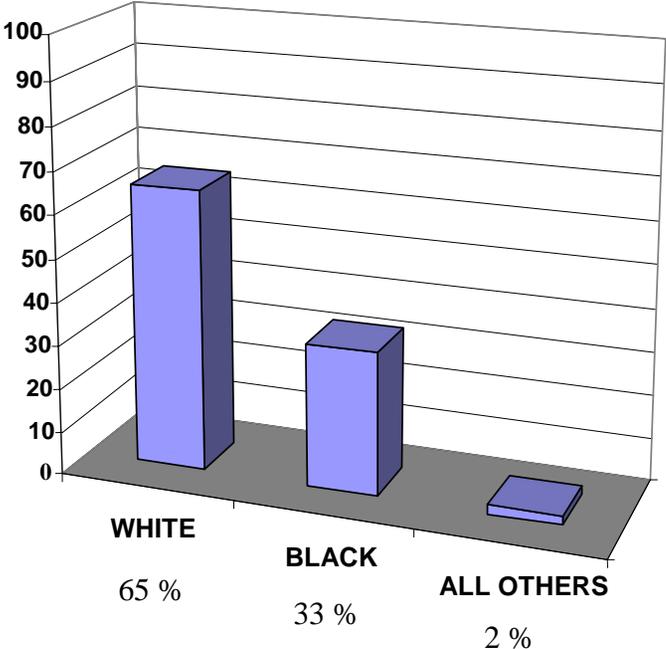
Source: South Carolina State Office of Human Resources



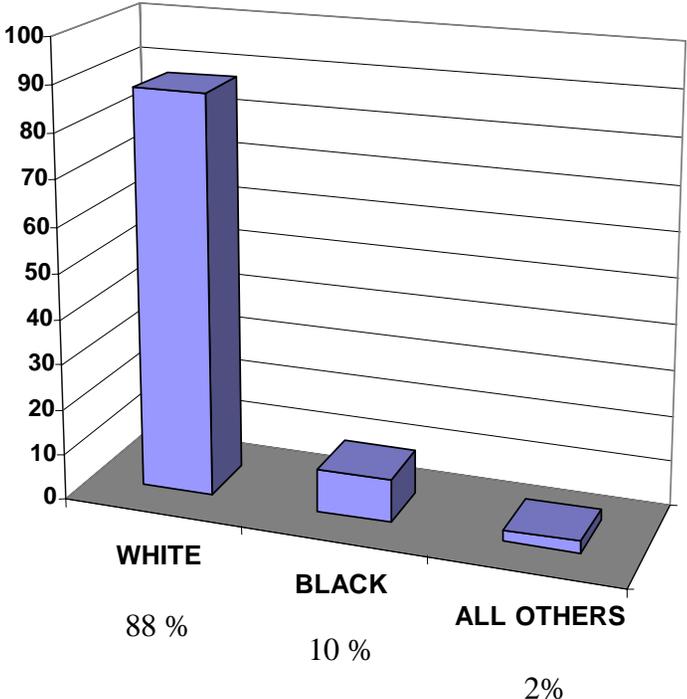
# Distribution of State Government Employees by Race and in Top Three Pay Bands

Source: State of South Carolina Human Resource Information System

### Distribution in State Government by Race



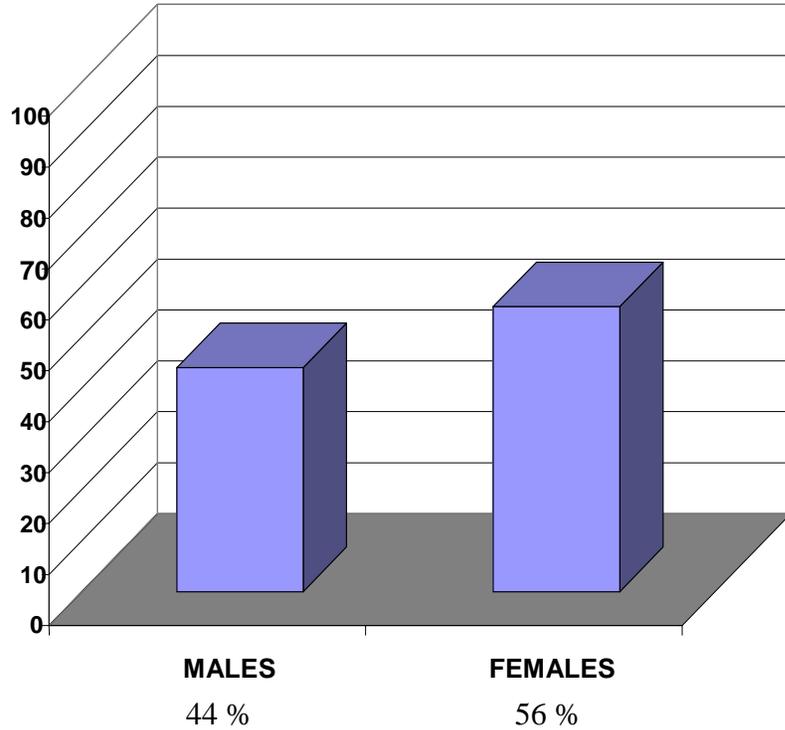
### Distribution in Top 3 Pay Bands by Race



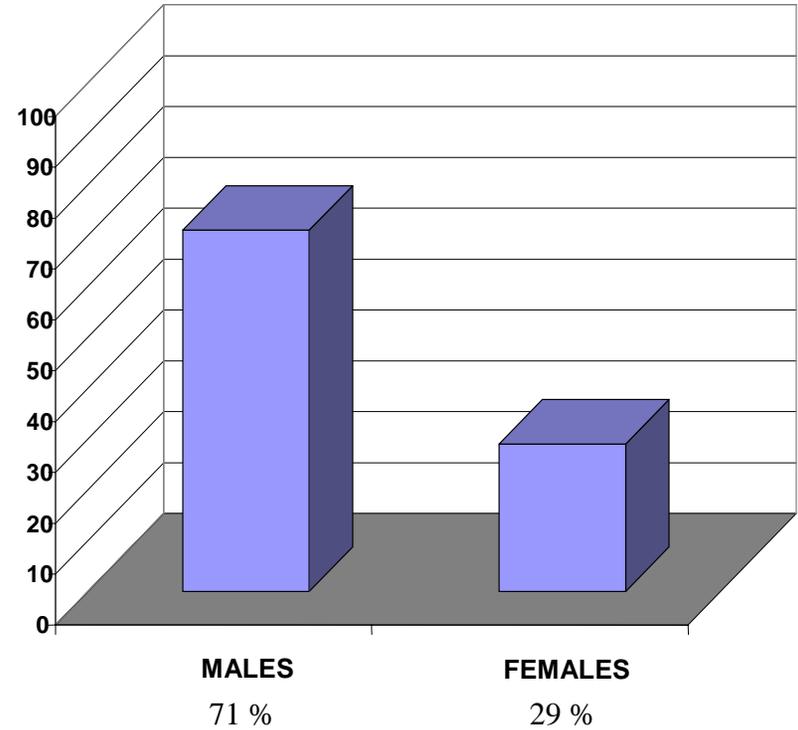
# Distribution of State Government Employees by Gender and in Top Three Pay Bands

Source: State of South Carolina Human Resource Information System

## Distribution in State Government by Gender

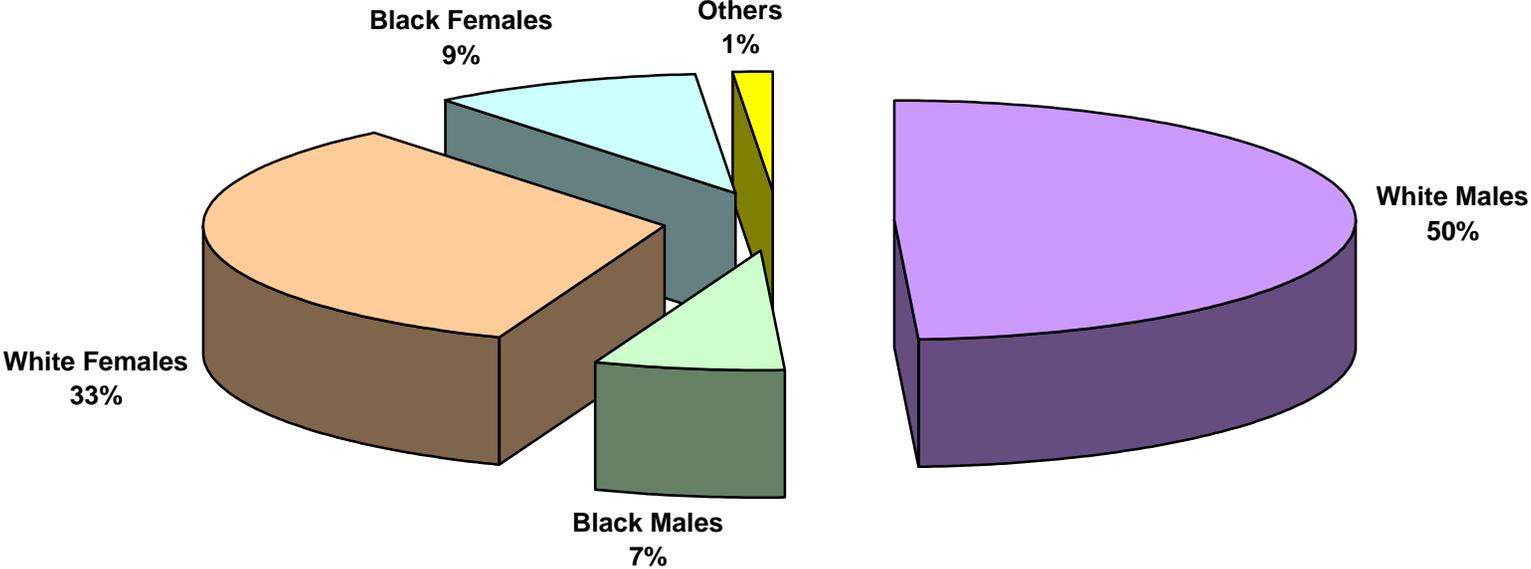


## Distribution in Top 3 Pay Bands by Gender



# E1: EXECUTIVES

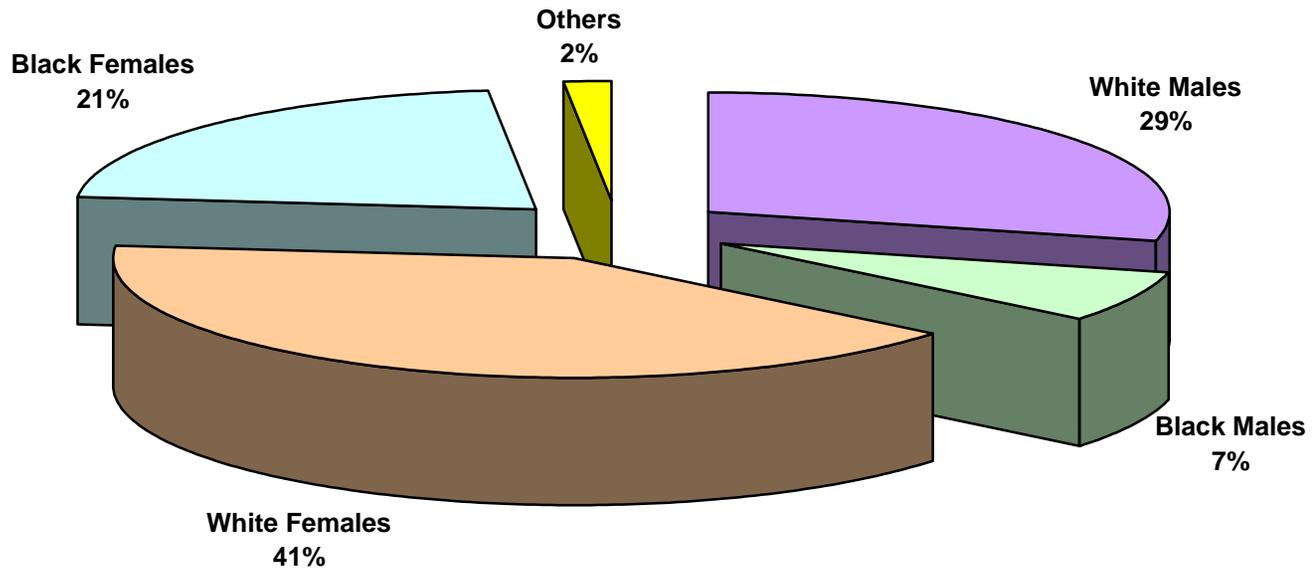
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	903	123	613	173	25	1,837
Average Salary	\$69,412	\$63,080	\$61,289	\$58,021	\$66,285	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

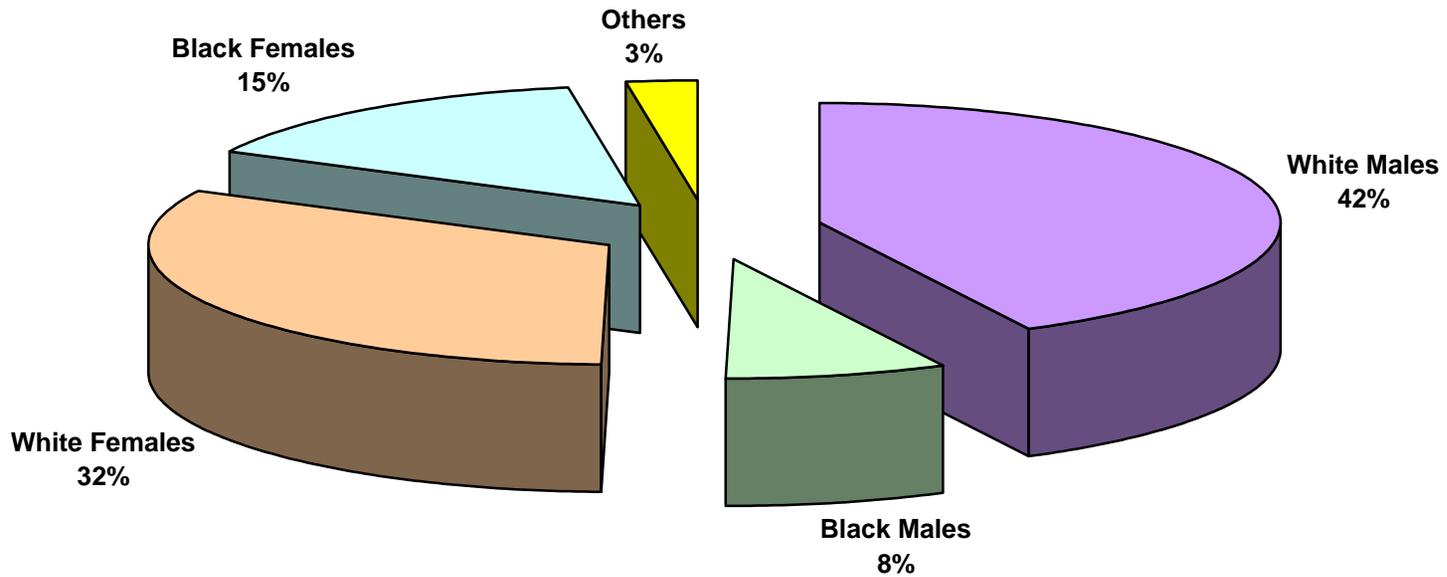
**E2: PROFESSIONALS**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
<b># of Employees</b>	6,263	1,540	8,854	4,675	368	21,700
<b>Average Salary</b>	\$46,592	\$37,426	\$39,077	\$33,765	\$50,089	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

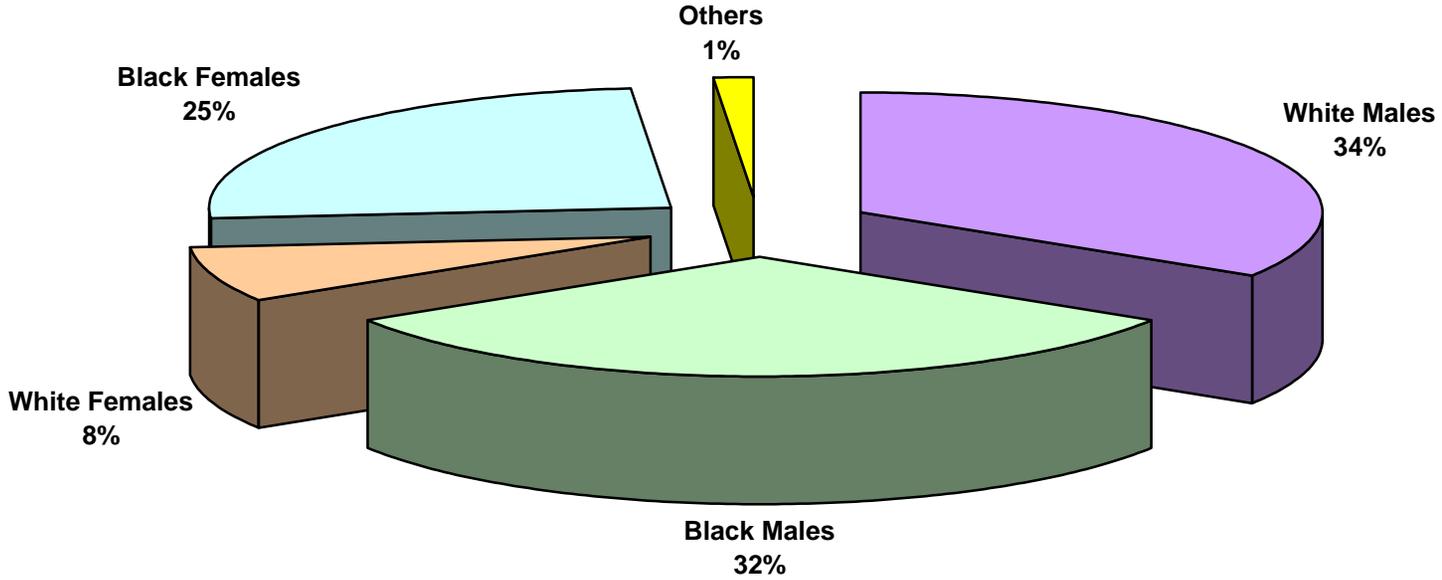
**E3: TECHNICIANS**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,645	309	1,249	575	102	3,880
Average Salary	\$35,923	\$33,463	\$33,521	\$29,111	\$33,778	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

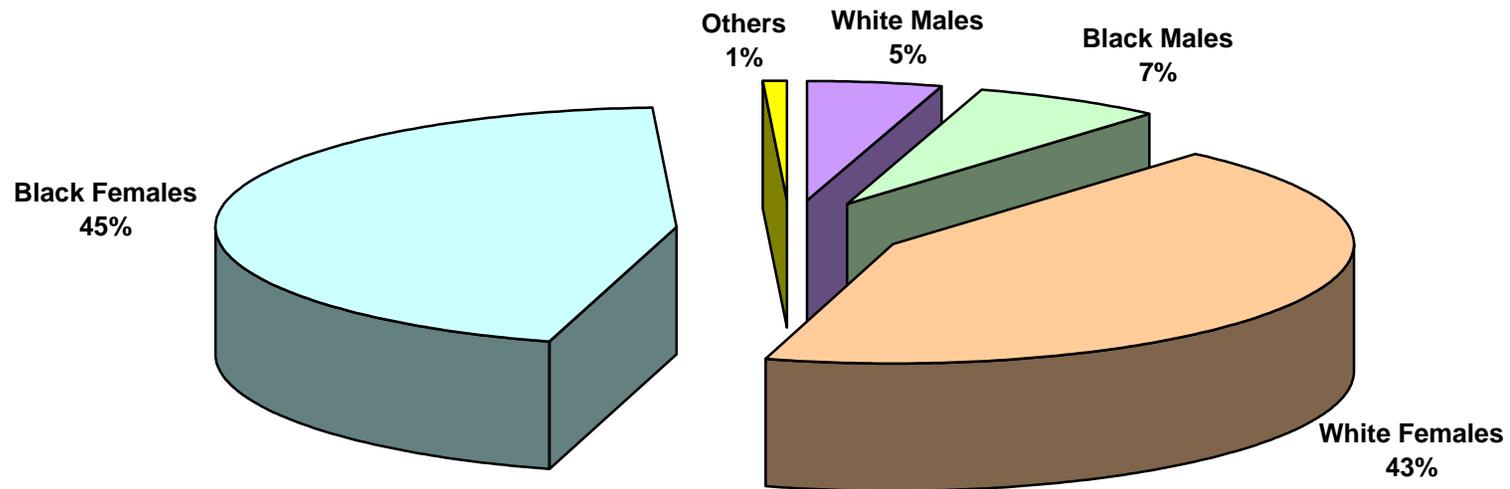
**E4: PROTECTIVE SERVICES**  
 September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,063	1,956	465	1,515	83	6,082
Average Salary	\$30,030	\$26,565	\$27,798	\$24,968	\$26,214	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

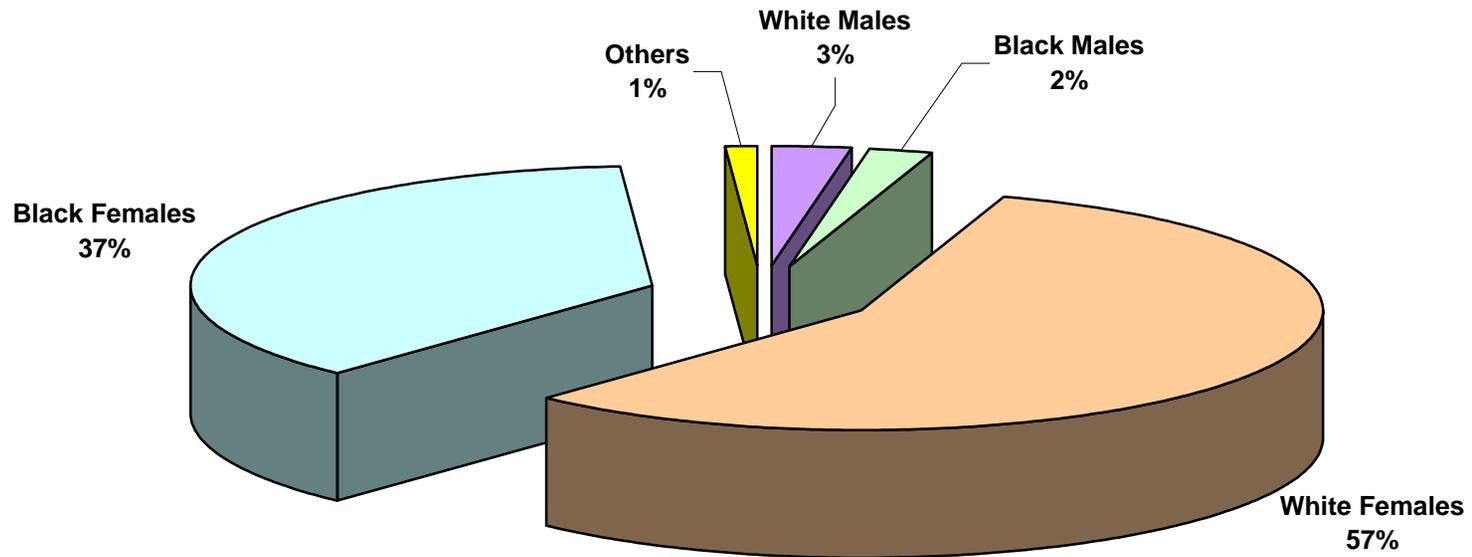
**E5: PARAPROFESSIONALS**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	286	413	2,681	2,768	51	6,199
Average Salary	\$25,169	\$21,176	\$27,658	\$22,012	\$23,042	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

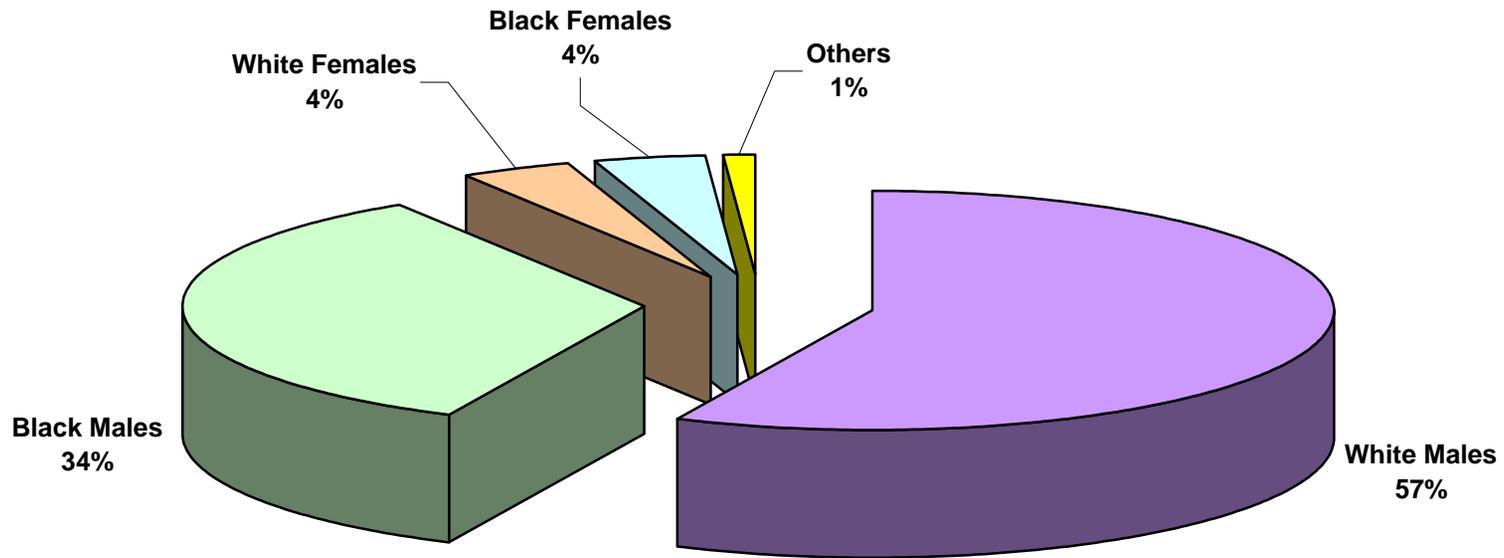
**E6: SECRETARIAL/CLERICAL**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	152	140	3,258	2,113	69	5,732
Average Salary	\$22,028	\$21,882	\$23,142	\$22,261	\$21,905	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

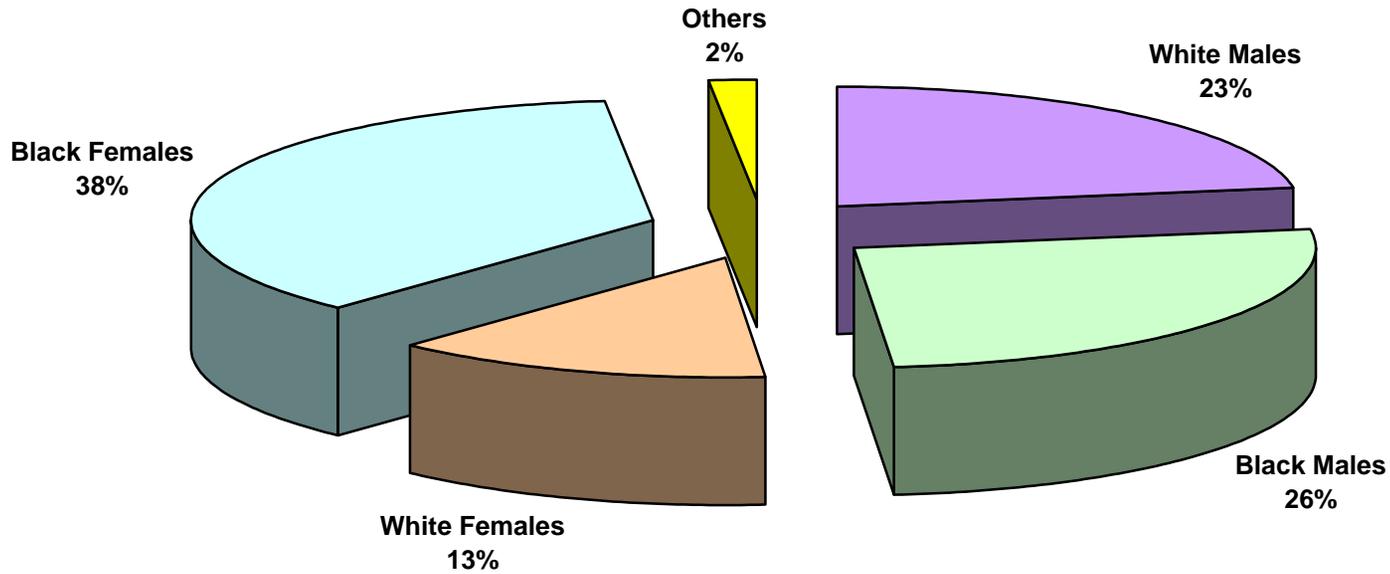
**E7: SKILLED CRAFT**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,708	1,625	187	181	52	4,753
Average Salary	\$28,260	\$25,791	\$23,260	\$22,404	\$23,588	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

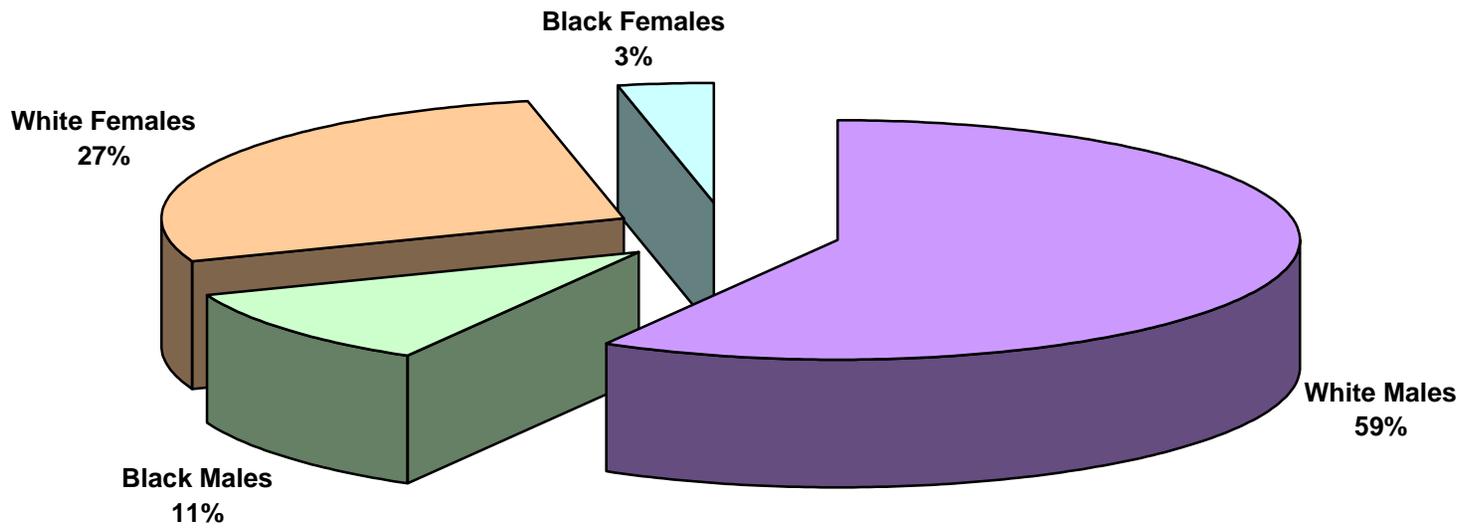
**E8: SERVICE/MAINTENANCE**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	573	667	340	921	44	2,545
Average Salary	\$25,340	\$20,536	\$20,752	\$17,895	\$21,202	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

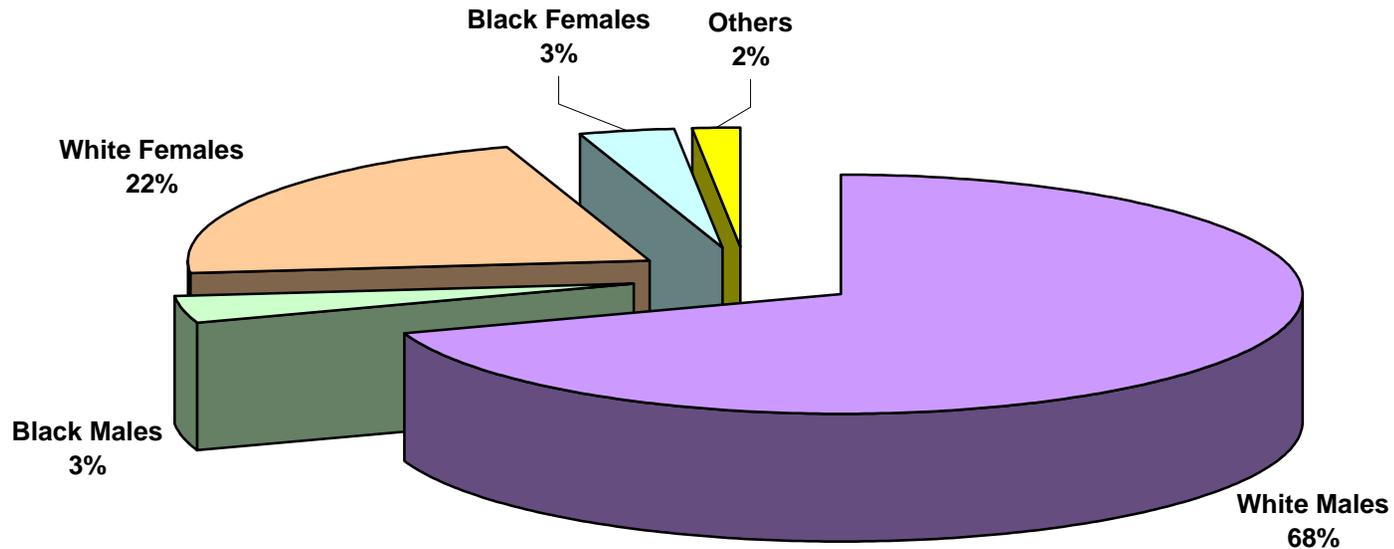
**C1: EXECUTIVE/NON-ACADEMIC**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	53	10	25	3	0	91
Average Salary	\$122,852	\$105,347	\$96,341	\$85,701		

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

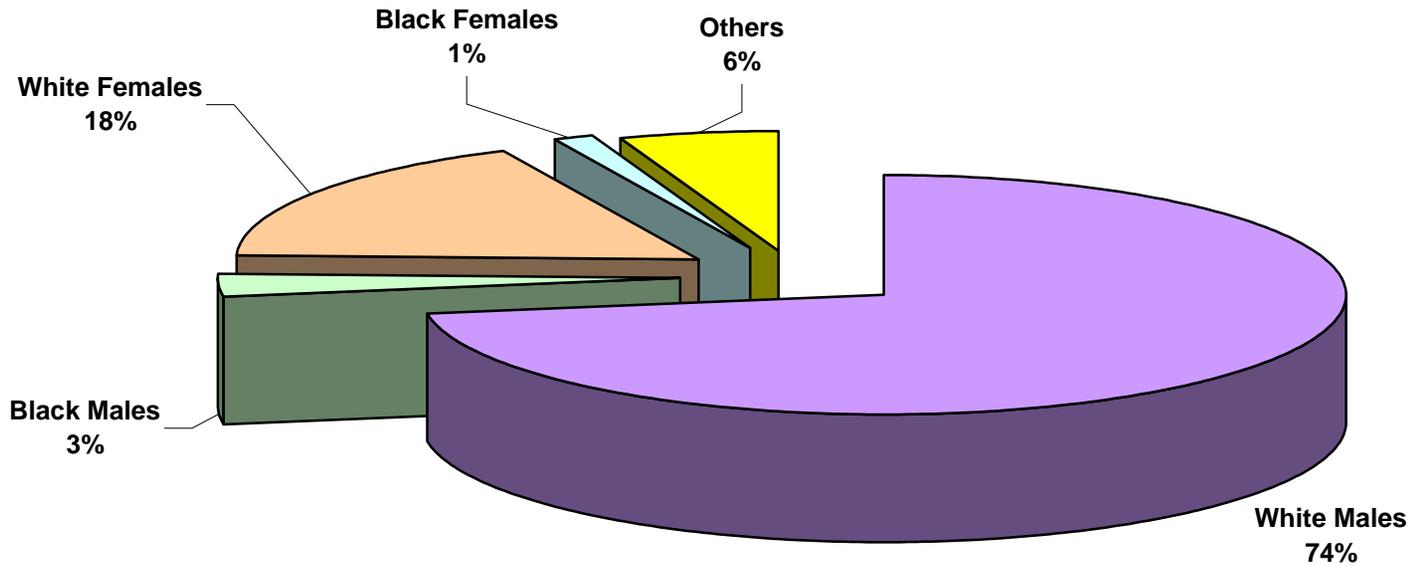
**C2: EXECUTIVE/ACADEMIC**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	352	17	110	17	8	504
Average Salary	\$100,423	\$94,169	\$86,435	\$72,559	\$126,086	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

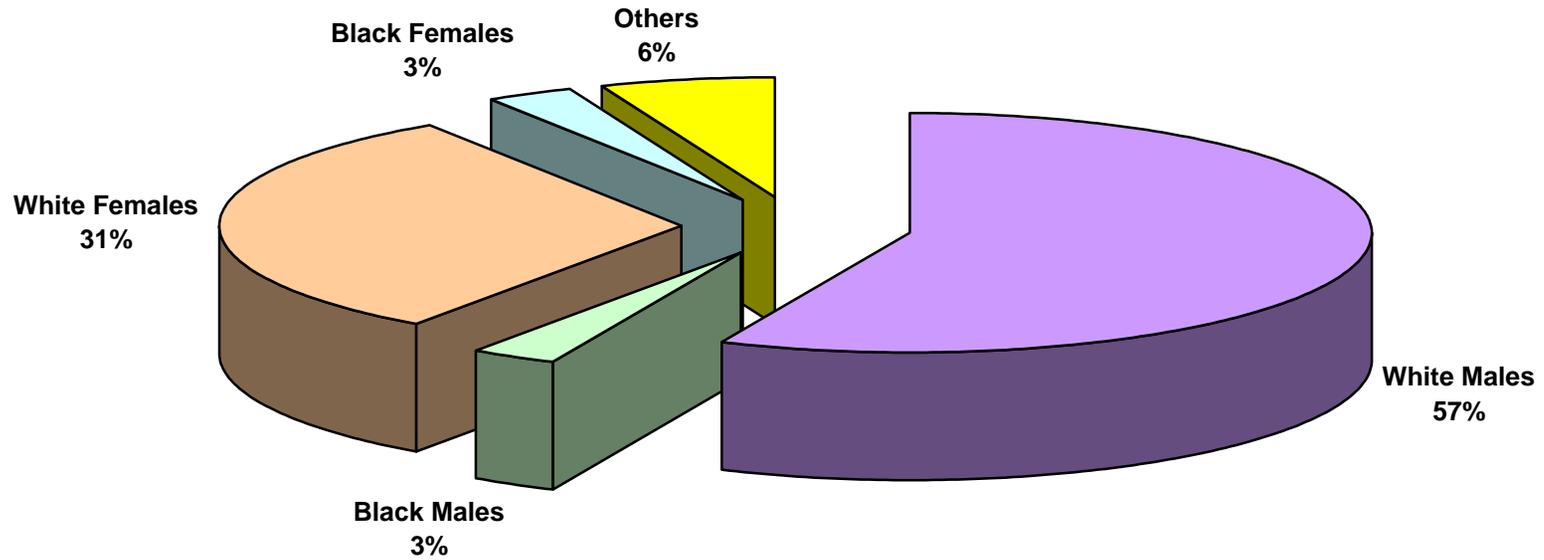
**C3: PROFESSORS**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,073	43	261	18	83	1,478
Average Salary	\$83,473	\$68,269	\$74,978	\$69,940	\$81,864	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

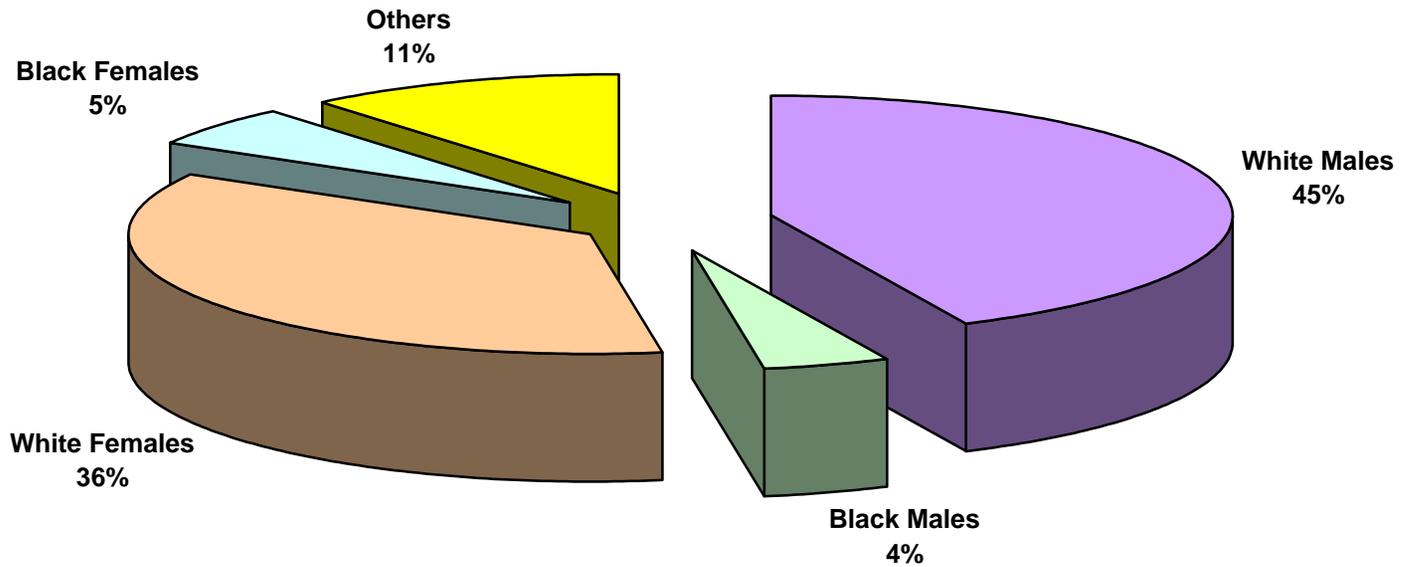
**C4: ASSOCIATE PROFESSORS**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	737	38	405	37	81	1,298
Average Salary	\$65,188	\$61,682	\$62,845	\$64,396	\$65,412	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

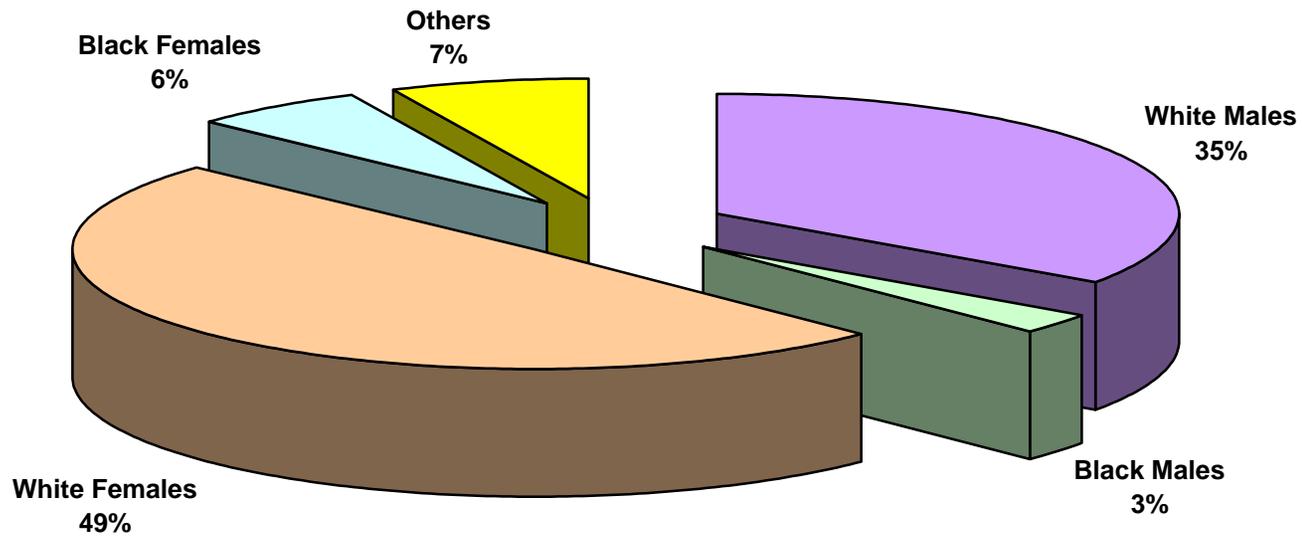
**C5: ASSISTANT PROFESSORS**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
<b># of Employees</b>	636	65	527	80	165	1,473
<b>Average Salary</b>	\$54,762	\$55,226	\$50,776	\$50,009	\$55,868	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

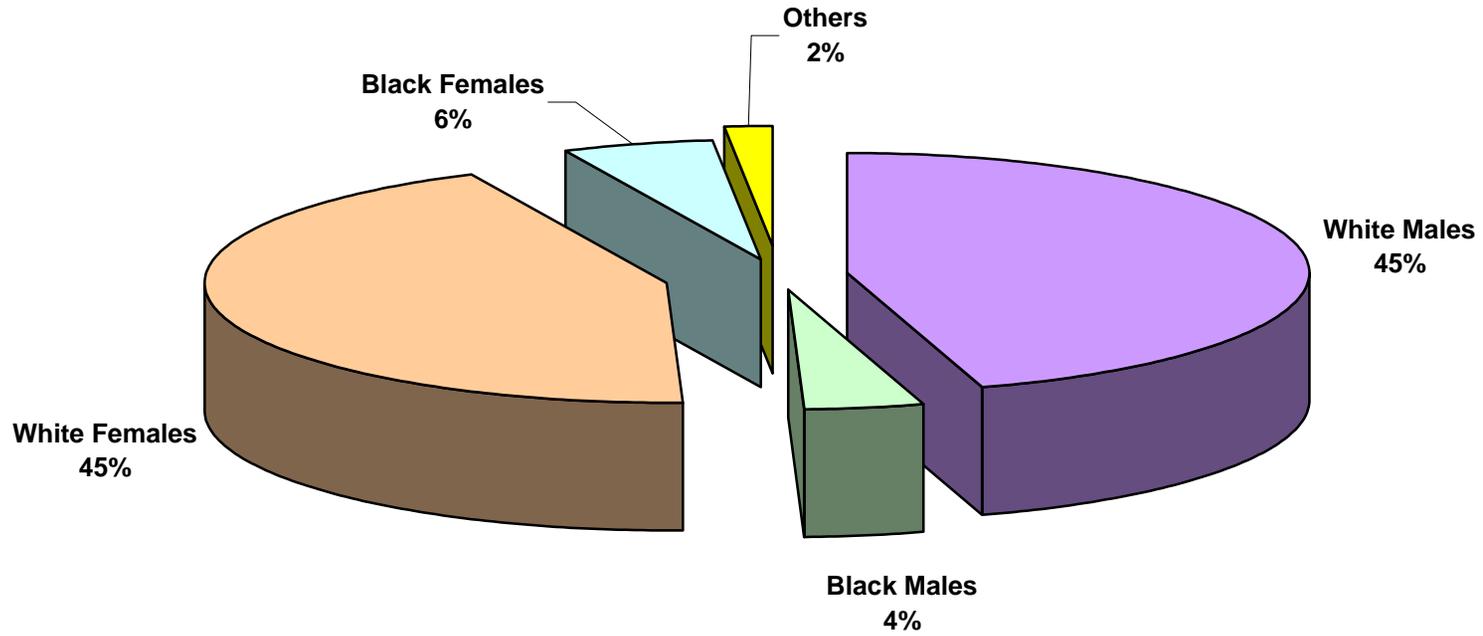
**C6: INSTRUCTORS**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	198	16	282	35	39	570
Average Salary	\$46,499	\$46,351	\$44,145	\$45,567	\$41,137	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

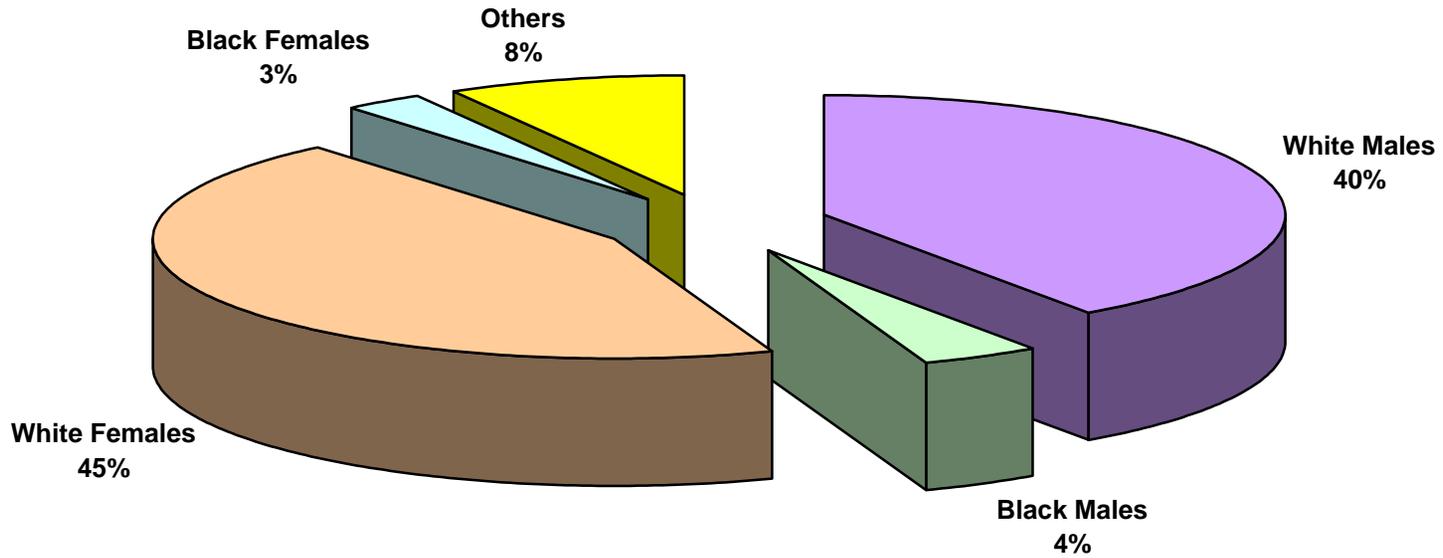
**C7: LECTURERS**  
**September 30, 2004**



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	133	12	128	15	5	293
Average Salary	\$59,519	\$55,921	\$47,302	\$45,467	\$48,786	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

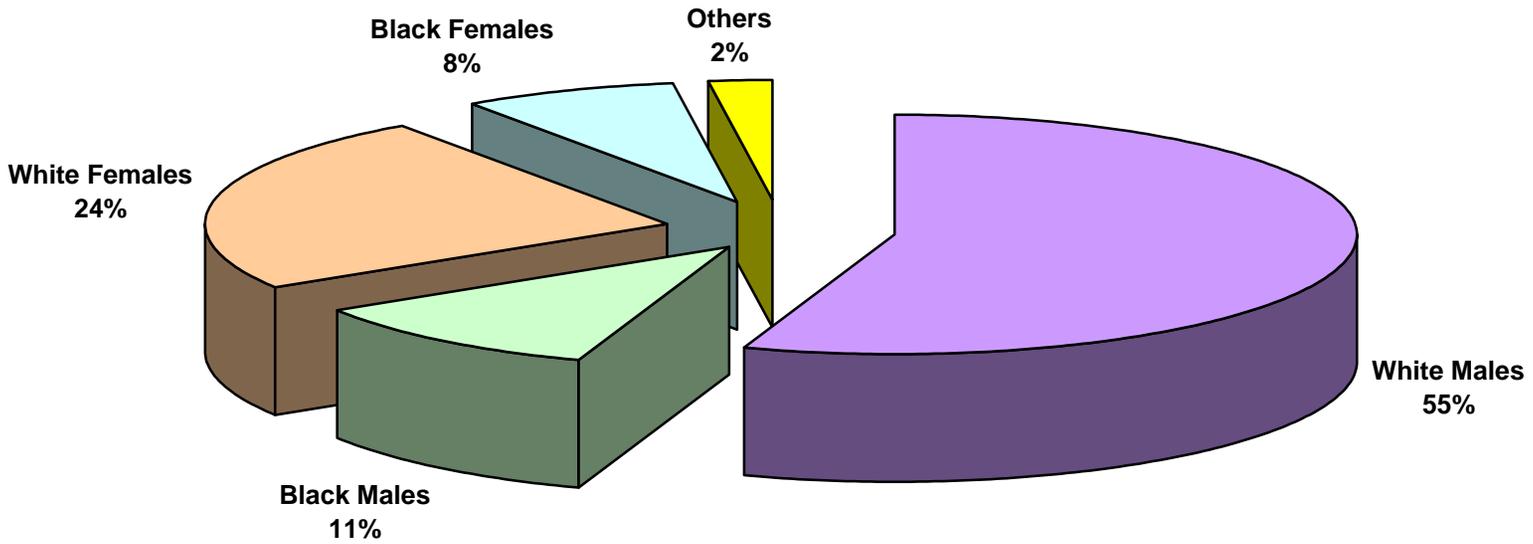
**C8: OTHER ACADEMIC**  
September 30, 2004



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	208	21	229	14	43	515
Average Salary	\$67,664	\$57,398	\$54,545	\$48,273	\$52,458	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
Source of data: SC State Government, Human Resources System

**C9: OTHER NON-ACADEMIC**  
**September 30, 2004**



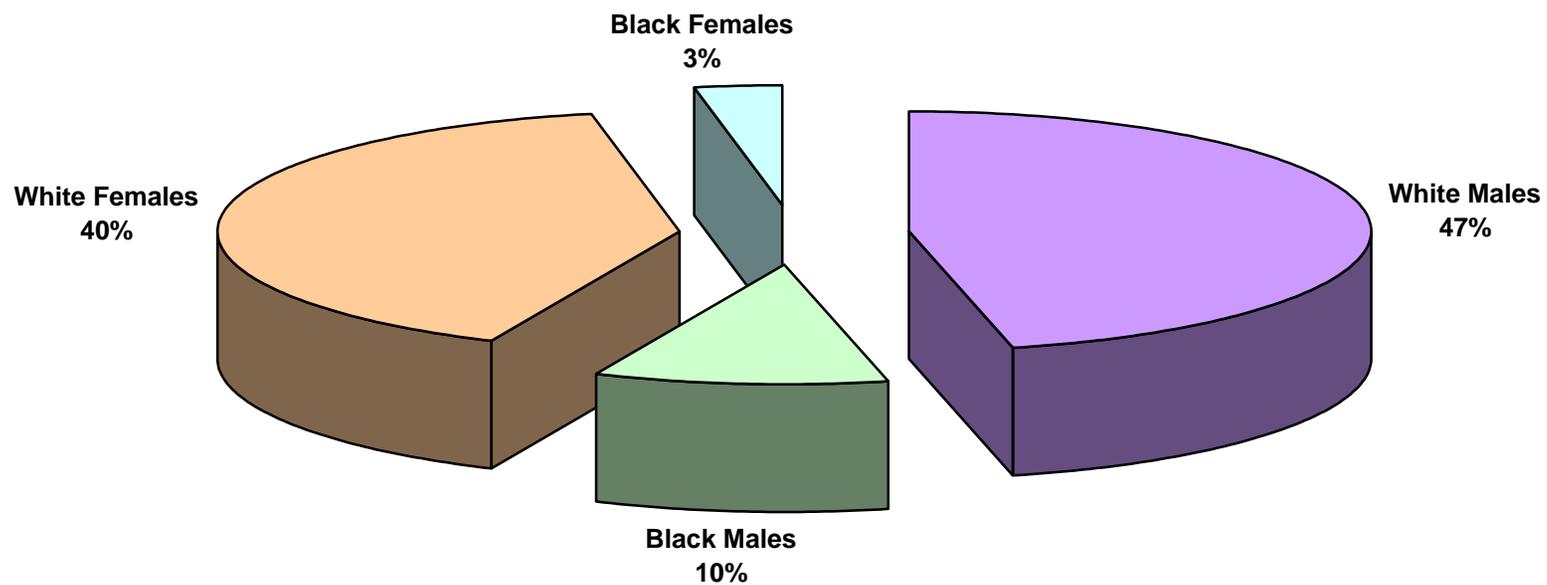
	White Males	Black Males	White Females	Black Females	All Others	Total
<b># of Employees</b>	343	68	150	47	13	621
<b>Average Salary</b>	\$60,989	\$59,952	\$51,407	\$43,549	\$39,134	

The total of the pie chart percentages may not equal 100 percent due to rounding.  
 Source of data: SC State Government, Human Resources System

## T1: EXECUTIVES/INSTITUTIONAL OFFICERS

September 30, 2004

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	31	7	27	2	0	67
Average Salary	\$114,156	\$94,485	\$105,696	\$116,060		

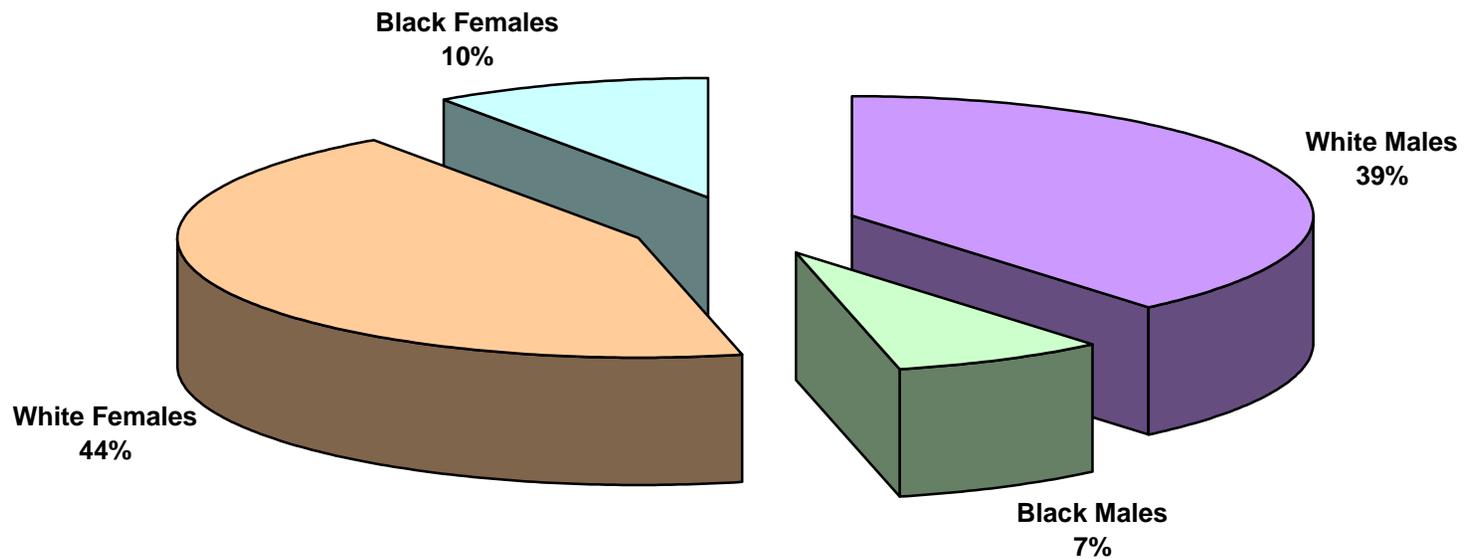
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

## T2: MANAGEMENT LEVEL II/EDUCATIONAL PERSONNEL

September 30, 2004

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	16	3	18	4	0	41
Average Salary	\$76,486	\$72,093	\$74,948	\$60,095		

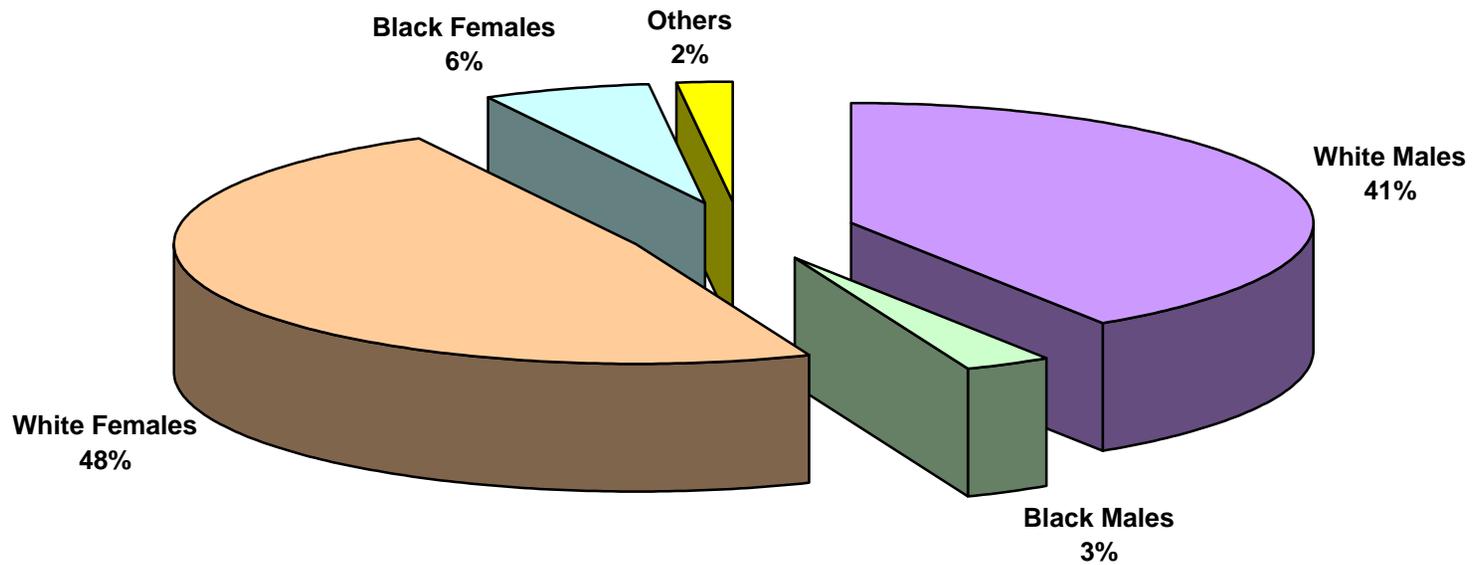
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

### T3: FACULTY/ADMINISTRATIVE/TEACHING

September 30, 2004

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	131	9	155	19	6	320
Average Salary	\$45,816	\$41,626	\$43,719	\$39,265	\$45,393	

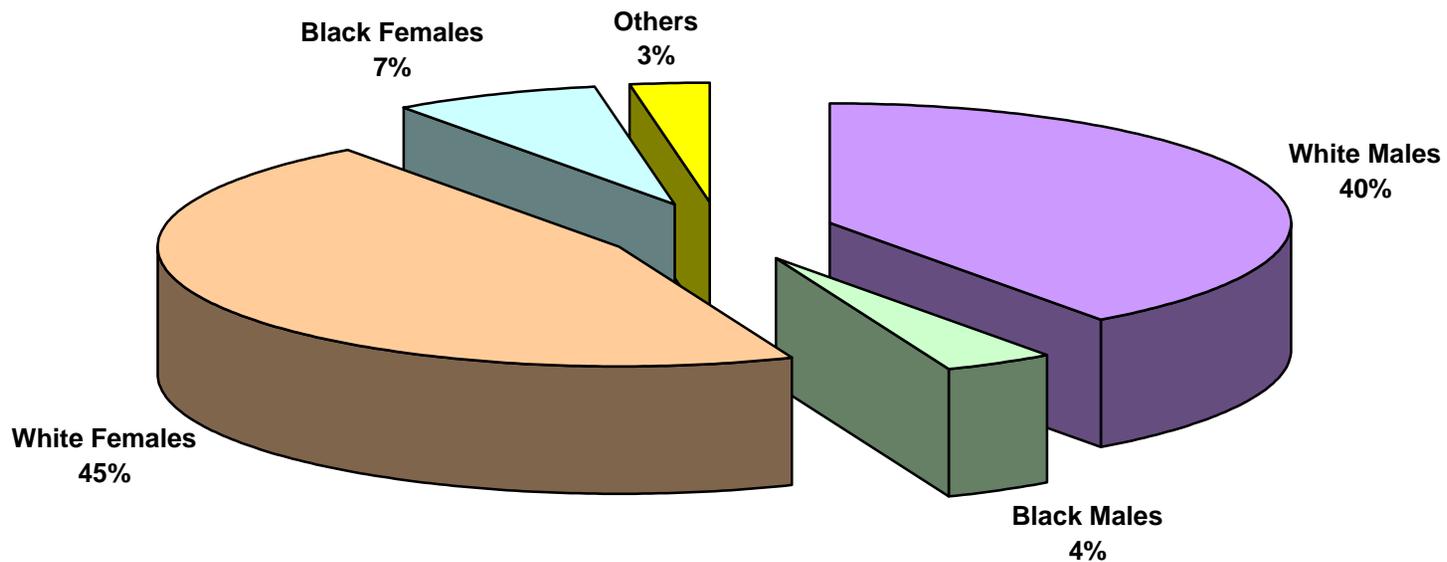
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

## T4: FACULTY/TEACHING

September 30, 2004

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	556	56	639	101	40	1,392
Average Salary	\$41,658	\$39,176	\$40,616	\$39,166	\$38,210	

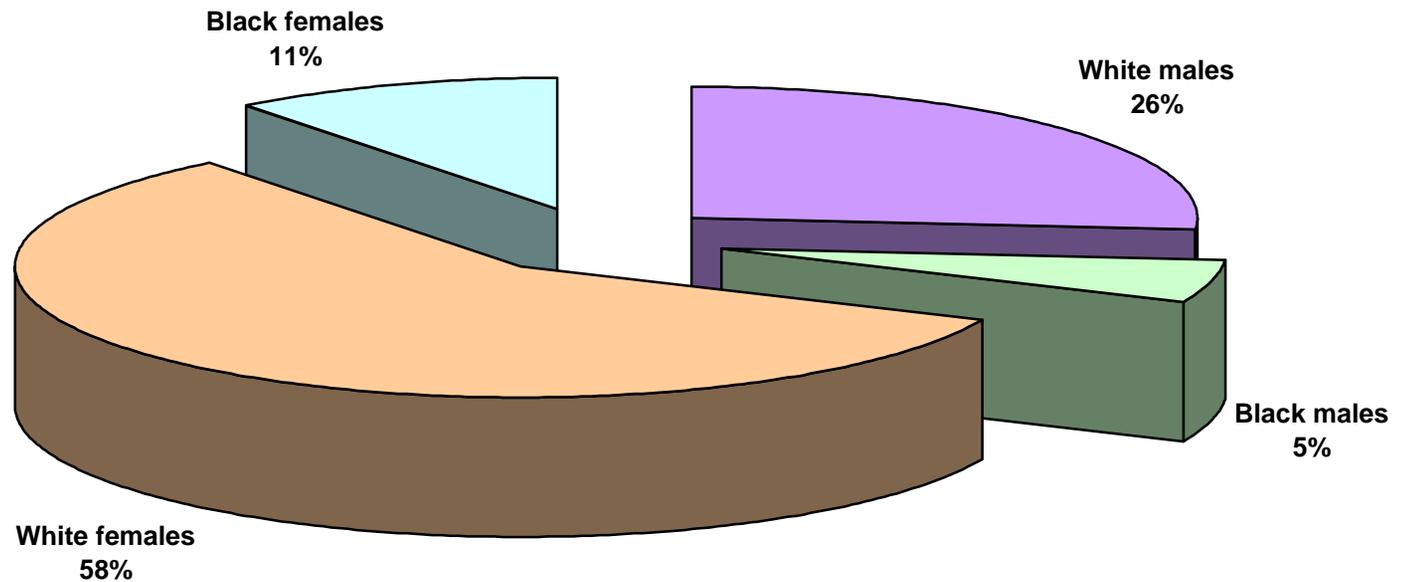
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

## T5: PROFESSIONAL/EDUCATIONAL PERSONNEL

September 30, 2004

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	15	3	33	6	0	57
Average Salary	\$64,488	\$60,910	\$62,143	\$59,207		

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

Source of data: SC State Government, Human Resources System

## STATUS OF AFFIRMATIVE ACTION PROGRAMS

### **Level of Goal Attainment**

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

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

Chart C: Percentage Level of Goal Attainment Ranked by Agency Size (15 - 100)

Chart D: Percentage Level of Goal Attainment Ranked by Agency Size (101 - 500)

Chart E: Percentage Level of Goal Attainment Ranked by Agency Size (501 and 1000)

Chart F: Percentage Level of Goal Attainment Ranked by Agency Size (1001 and up)

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

Chart H: Percentage Level of Goal Attainment Ranked from Highest to Lowest among Technical Colleges

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

# PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARCHIVES AND HISTORY	100.0	61	29	COASTAL CAROLINA UNIVERSITY	86.9	684
1	COMMERCE, DEPT OF	100.0	93	29	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	179
1	MUSEUM COMMISSION	100.0	33	30	BUDGET AND CONTROL BOARD	86.8	1126
1	SANTEE COOPER	100.0	1736	30	DHEC - STATEWIDE	86.8	4512
2	CENTRAL CAROLINA TECHNICAL COLLEGE	99.7	187	30	TREASURER'S OFFICE	86.8	56
3	AIKEN TECHNICAL COLLEGE	98.4	138	31	JOHN DE LA HOWE	86.7	89
4	MIDLANDS TECHNICAL COLLEGE	97.4	581	32	SOCIAL SERVICES, DEPT OF	86.0	3378
5	REVENUE, DEPT OF	97.2	613	33	NORTHEASTERN TECHNICAL COLLEGE	85.8	80
6	PIEDMONT TECHNICAL COLLEGE	96.9	273	34	FLORENCE-DARLINGTON TECH COLLEGE	85.6	241
7	EMPLOYMENT SECURITY COMMISSION	96.0	985	35	EDUCATION, DEPARTMENT OF	85.5	896
8	YORK TECHNICAL COLLEGE	95.2	278	36	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	85.2	3985
8	GOVERNOR'S OFFICE	95.2	241	37	FRANCIS MARION UNIVERSITY	85.1	432
9	TECH AND COMP EDUCATION BOARD	95.1	95	38	EDUCATIONAL TELEVISION	85.0	216
10	GREENVILLE TECHNICAL COLLEGE	94.7	662	38	PATRIOT'S POINT	85.0	67
10	WORKERS' COMPENSATION	94.7	45	38	USC - AIKEN	85.0	333
11	USC - BEAUFORT	94.0	89	39	LABOR, LICENCING AND REGULATIONS	84.8	377
12	TRI-COUNTY TECHNICAL COLLEGE	93.6	269	40	TRANSPORTATION, DEPARTMENT OF	84.5	4942
13	BLIND, COMMISSION FOR THE	93.5	103	41	USC - REGIONAL CAMPUSES	83.7	235
13	HEALTH AND HUMAN SERVICES	93.5	996	42	DISABILITIES AND SPECIAL NEEDS, DEPT OF	83.4	2450
14	DEAF & BLIND, SCHOOL FOR THE	93.4	398	43	LIBRARY, STATE	82.4	42
15	SPARTANBURG TECHNICAL COLLEGE	93.1	253	44	COLLEGE OF CHARLESTON	82.0	1198
16	ALCOHOL & OTHER DRUG ABUSE SERVICES	92.5	39	45	USC - TOTAL SYSTEM	80.9	5368
16	VOCATIONAL REHABILITATION	92.5	1090	46	GOVERNOR'S SCHOOL, SCIENCE & MATH	80.8	30
17	TRIDENT TECHNICAL COLLEGE	91.8	583	47	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.6	2758
18	OPPORTUNITY SCHOOL, WIL LOU GRAY	91.7	55	48	LAW ENFORCEMENT DIVISION, STATE	80.5	519
19	SOUTH CAROLINA EDUCATION LOTTERY	91.0	139	48	WINTHROP UNIVERSITY	80.5	763
20	JUVENILE JUSTICE, DEPT OF	90.6	1401	49	CLEMSON UNIVERSITY	80.0	3671
21	PROBATION, PAROLE AND PARDON	90.4	636	50	PUBLIC SAFETY, DEPT OF	79.9	1409
22	CORRECTIONS, DEPARTMENT OF	89.8	5646	50	SECOND INJURY FUND	79.9	22
23	HORRY-GEORGETOWN TECHNICAL COLLEGE	89.7	284	51	USC - COLUMBIA	79.7	4308
24	MOTOR VEHICLES, DEPARTMENT OF	89.6	1052	52	AUDITOR, STATE	78.8	41
25	MENTAL HEALTH, DEPT. OF	89.5	5138	53	AGRICULTURE, DEPT OF	78.7	131
26	SECRETARY OF STATE	88.1	25	54	NATURAL RESOURCES, DEPT OF	76.7	649
27	USC - UPSTATE	87.3	417	54	PORTS AUTHORITY, STATE	76.7	569
28	ADJUTANT GENERAL'S OFFICE	87.0	131	55	PARKS, RECREATION & TOURISM, DEPT OF	76.5	439
28	GOVERNOR'S SCHOOL, ARTS & HUMANITIES	87.0	131	56	DENMARK TECHNICAL COLLEGE	76.0	92

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

**Listed by Highest to Lowest**

**Chart A (Page 2 of 2)**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
57	LANDER UNIVERSITY	74.3	318				
58	PUBLIC SERVICE COMMISSION	73.9	61				
59	SOUTH CAROLINA STATE UNIVERSITY	71.2	685				
60	CITADEL, THE	64.7	625				
61	FORESTRY COMMISSION	56.8	361				

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
28	ADJUTANT GENERAL'S OFFICE	87.0	131	43	LIBRARY, STATE	82.4	42
53	AGRICULTURE, DEPT. OF	78.7	131	36	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	85.2	3985
3	AIKEN TECHNICAL COLLEGE	98.4	138	47	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.6	2758
16	ALCOHOL & OTHER DRUG ABUSE SRVS	92.5	39	25	MENTAL HEALTH, DEPT. OF	89.5	5138
1	ARCHIVES AND HISTORY	100.0	61	4	MIDLANDS TECHNICAL COLLEGE	97.4	581
52	AUDITOR, STATE	78.8	41	24	MOTOR VEHICLES, DEPARTMENT OF	89.6	1052
13	BLIND, COMMISSION FOR THE	93.5	103	1	MUSEUM COMMISSION	100.0	33
30	BUDGET AND CONTROL BOARD	86.8	1126	54	NATURAL RESOURCES, DEPT. OF	76.7	649
2	CENTRAL CAROLINA TECHNICAL COLLEGE	99.7	187	33	NORTHEASTERN TECHNICAL COLLEGE	85.8	80
60	CITADEL	64.7	625	18	OPPORTUNITY SCHOOL, WIL LOU GRAY	91.7	55
49	CLEMSON UNIVERSITY	80.0	3671	29	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	179
29	COASTAL CAROLINA UNIVERSITY	86.9	684	55	PARKS, REC, & TOURISM, DEPT. OF	76.5	439
44	COLLEGE OF CHARLESTON	82.0	1198	38	PATRIOT'S POINT	85.0	67
1	COMMERCE, DEPT. OF	100.0	93	6	PIEDMONT TECHNICAL COLLEGE	96.9	273
22	CORRECTIONS, DEPT OF	89.8	5646	54	PORTS AUTHORITY, STATE	76.7	569
14	DEAF & BLIND, SCHOOL FOR THE	93.4	398	21	PROBATION, PAROLE AND PARDON	90.4	636
56	DENMARK TECHNICAL COLLEGE	76.0	92	50	PUBLIC SAFETY, DEPT. OF	79.9	1409
30	DHEC: STATEWIDE	86.8	4512	58	PUBLIC SERVICE COMMISSION	73.9	61
42	DISABILITIES & SPECIAL NEEDS, DEPT. OF	83.4	2450	5	REVENUE, DEPT. OF	97.2	613
35	EDUCATION, DEPT. OF	85.5	896	1	SANTEE COOPER	100.0	1736
38	EDUCATIONAL TELEVISION	85.0	216	50	SECOND INJURY FUND	79.9	22
7	EMPLOYMENT SECURITY COMMISSION	96.0	985	26	SECRETARY OF STATE	88.1	25
34	FLORENCE-DARLINGTON TECH COLLEGE	85.6	241	32	SOCIAL SERVICES, DEPT. OF	86.0	3378
61	FORESTRY COMMISSION	56.8	361	19	SOUTH CAROLINA EDUCATION LOTTERY	91.0	139
37	FRANCIS MARION UNIVERSITY	85.1	432	59	SOUTH CAROLINA STATE UNIVERSITY	71.2	685
8	GOVERNOR'S OFFICE	95.2	241	15	SPARTANBURG TECHNICAL COLLEGE	93.1	253
28	GOVERNOR'S SCHOOL ARTS - HUMANITIES	87.0	69	9	TECH AND COMP EDUCATION BOARD	95.1	95
46	GOVERNOR'S SCHOOL SCIENCE & MATH	80.8	30	40	TRANSPORTATION, DEPT. OF	84.5	4942
10	GREENVILLE TECHNICAL COLLEGE	94.7	662	30	TREASURER'S OFFICE	86.8	56
13	HEALTH AND HUMAN SERVICES	93.5	996	12	TRI-COUNTY TECH COLLEGE	93.6	269
23	HORRY-GEORGETOWN TECH COLLEGE	89.7	284	17	TRIDENT TECHNICAL COLLEGE	91.8	583
31	JOHN DE LA HOWE	86.7	89	38	USC - AIKEN	85.0	333
20	JUVENILE JUSTICE, DEPT OF	90.6	1401	11	USC - BEAUFORT	94.0	89
39	LABOR, LICENCING, & REGULATIONS	84.8	377	51	USC - COLUMBIA	79.7	4308
57	LANDER UNIVERSITY	74.3	318	41	USC - REGIONAL CAMPUSES	83.7	235
48	LAW ENFORCEMENT DIVISION, STATE	80.5	519	45	USC - TOTAL SYSTEM	80.9	5368



## PERCENTAGE LEVEL OF GOAL ATTAINMENT

**Chart C: Agency Size (Highest to Lowest)**

**15 - 100**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARCHIVES AND HISTORY	100.0	61
1	COMMERCE, DEPARTMENT OF	100.0	93
1	MUSEUM COMMISSION	100.0	33
2	TECH AND COMP EDUCATION BOARD	95.1	95
3	WORKERS' COMPENSATION	94.7	45
4	USC - BEAUFORT	94.0	89
5	ALCOHOL & OTHER DRUG ABUSE SERVICES	92.5	39
6	OPPORTUNITY SCHOOL, WIL LOU GRAY	91.7	55
7	SECRETARY OF STATE	88.1	25
8	GOVERNOR'S SCHOOL ARTS & HUMANITIES	87.0	69
9	TREASURER'S OFFICE	86.8	56
10	JOHN DE LA HOWE	86.7	89
11	NORTHEASTERN TECHNICAL COLLEGE	85.8	80
12	PATRIOT'S POINT	85.0	67
13	LIBRARY, STATE	82.4	42
14	GOVERNOR'S SCHOOL, SCIENCE & MATH	80.8	30
15	SECOND INJURY FUND	79.9	22
16	AUDITOR, STATE	78.8	41
17	DENMARK TECHNICAL COLLEGE	76.0	92
18	PUBLIC SERVICE COMMISSION	73.9	61

**Chart D: Agency Size (Highest to Lowest)**

**101 - 500**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	CENTRAL CAROLINA TECHNICAL COLLEGE	99.7	187
2	AIKEN TECHNICAL COLLEGE	98.4	138
3	PIEDMONT TECHNICAL COLLEGE	96.9	273
4	GOVERNOR'S OFFICE	95.2	241
4	YORK TECHNICAL COLLEGE	95.2	278
5	TRI-COUNTY TECHNICAL COLLEGE	93.6	269
6	BLIND, COMMISSION FOR THE	93.5	103
7	DEAF & BLIND, SCHOOL FOR THE	93.4	398
8	SPARTANBURG TECHNICAL COLLEGE	93.1	253
9	SOUTH CAROLINA EDUCATION LOTTERY	91.0	139
10	HORRY-GEORGETOWN TECH COLLEGE	89.7	284
11	USC - UPSTATE	87.3	417
12	ADJUTANT GENERAL'S OFFICE	87.0	131
13	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	179
14	FLORENCE-DARLINGTON TECH COLLEGE	85.6	241
15	FRANCIS MARION UNIVERSITY	85.1	432
16	EDUCATIONAL TELEVISION	85.0	216
16	USC - AIKEN	85.0	333
17	LABOR, LICENSING, & REGULATIONS	84.8	377
18	USC - REGIONAL CAMPUSES	83.7	235
19	AGRICULTURE, DEPT. OF	78.7	131
20	PARKS, REC, & TOURISM, DEPT. OF	76.5	439
21	LANDER UNIVERSITY	74.3	318
22	FORESTRY COMMISSION	56.8	361

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

**Chart E: Agency Size (Highest to Lowest)**

**501 - 1000**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	MIDLANDS TECHNICAL COLLEGE	97.4	581
2	REVENUE, DEPARTMENT OF	97.2	613
3	EMPLOYMENT SECURITY COMMISSION	96.0	985
4	GREENVILLE TECHNICAL COLLEGE	94.7	662
5	HEALTH AND HUMAN SERVICES	93.5	996
6	TRIDENT TECHNICAL COLLEGE	91.8	583
7	PROBATION, PAROLE AND PARDON	90.4	636
8	COASTAL CAROLINA UNIVERSITY	86.9	684
9	EDUCATION, DEPARTMENT OF	85.5	896
10	LAW ENFORCEMENT DIVISION, STATE	80.5	519
10	WINTHROP UNIVERSITY	80.5	763
11	PORTS AUTHORITY, STATE	76.7	569
11	NATURAL RESOURCES, DEPT OF	76.7	649
12	SOUTH CAROLINA STATE UNIVERSITY	71.2	685
13	CITADEL, THE	64.7	625

**Chart F: Agency Size (Highest to Lowest)**

**1001 and UP**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SANTEE COOPER	100.0	1736
2	VOCATIONAL REHABILITATION	92.5	1090
3	JUVENILE JUSTICE, DEPT OF	90.6	1401
4	CORRECTIONS, DEPT OF	89.8	5646
5	MOTOR VEHICLES, DEPARTMENT OF	89.6	1052
6	MENTAL HEALTH, DEPT. OF	89.5	5138
7	BUDGET AND CONTROL BOARD	86.8	1126
7	DHEC: STATEWIDE	86.8	4512
8	SOCIAL SERVICES, DEPT. OF	86.0	3378
9	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	85.2	3985
10	TRANSPORTATION, DEPT. OF	84.5	4942
11	DISABILITIES AND SPECIAL NEEDS, DEPT. OF	83.4	2450
12	COLLEGE OF CHARLESTON	82.0	1198
13	USC - TOTAL SYSTEM	80.9	5368
14	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.6	2758
15	CLEMSON UNIVERSITY	80.0	3671
16	PUBLIC SAFETY, DEPT. OF	79.9	1409
17	USC - COLUMBIA	79.7	4308

**CHART G**

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	COASTAL CAROLINA UNIVERSITY	86.9	684
2	FRANCIS MARION UNIVERSITY	85.1	432
3	COLLEGE OF CHARLESTON	82.0	1198
4	UNIVERSITY OF SOUTH CAROLINA	80.9	5368
5	MEDICAL SCHOOL OF SOUTH CAROLINA	80.6	2758
6	WINTHROP UNIVERSITY	80.5	763
7	CLEMSON UNIVERSITY	80.0	3671
8	LANDER UNIVERSITY	74.3	318
9	SOUTH CAROLINA STATE UNIVERSITY	71.2	685
10	CITADEL, THE	64.7	625

**CHART H**

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	CENTRAL CAROLINA TECH	99.7	187
2	AIKEN TECHNICAL COLLEGE	98.4	138
3	MIDLANDS TECHNICAL COLLEGE	97.4	581
4	PIEDMONT TECHNICAL COLLEGE	96.9	273
5	YORK TECHNICAL COLLEGE	95.2	278
6	TECH AND COMP BOARD	95.1	95
7	GREENVILLE TECHNICAL COLLEGE	94.7	662
8	TRI-COUNTY TECHNICAL COLLEGE	93.6	269
9	SPARTANBURG TECH	93.1	253
10	TRIDENT TECHNICAL COLLEGE	91.8	583
11	HORRY-GEORGETOWN TECH	89.7	284
12	ORANGEBURG-CALHOUN TECH	86.9	179
13	NORTHEASTERN TECH	85.8	80
14	FLORENCE-DARLINGTON TECH	85.6	241
15	DENMARK TECHNICAL COLLEGE	76.0	92

## Understanding the Agency Charts

Pages 58 through 216 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2003 through September 30, 2004). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

### **Column One: Equal Employment Opportunity (EEO) Category Codes**

This section has codes for groups of employees that perform jobs having similar work content, pay rates and promotional opportunities. State agencies use codes E1 through E8. Four-year colleges and universities use codes E1 through E8 and C1 through C9. Technical education colleges use codes E1 through E8 and T1 through T5. When the number of employees assigned to a category is so small as to prohibit establishing goals, more than one EEO category may be combined to create a larger group of employees. Goals would then be established for the larger group. 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 judgement when assessing policy needs and ensuring that policies created are in line with state and federal laws, rules and regulations. Includes all persons whose assignments require the performance of work directly related to management policies and the general business operations of the agency or institution. Persons 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 persons 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 judgement, 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 persons 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 judgement, 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 persons 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 persons 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 judgement. 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 people 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 judgement, 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, 2004. For purposes of the report, the following race/sex categories are used:

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

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

**Column Three: Adjusted Availability**

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. In the 1990 census data, no other minority group met the two percent threshold. We are currently evaluating the 2000 Census EEO file. The Availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The Availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. Historically, there has not been a pattern of undertulization of white males in employer workforces. However, to determine the availability of white males, one can total the availability percentages shown in Column 3 for any EEO category and subtract the total from 100 percent; the difference will be white male availability (must be adjusted down by ten percent).

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.

### **Column Four: Underutilization**

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

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

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

### **Column Five: New Hires and Promotions 10/01/03 – 9/30/2004**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2003 and September 30, 2004. 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, 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 percent of the goals achieved is noted at the bottom of each agency's chart. (See Page 43 to determine how to calculate.)

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

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

Note: Availability estimates used in this report are based on the 1990 Census Data, EEO Special File. The 2000 Census Data, EEO Special File was released in April 2004 and will be the basis for next year's report.

For your information, limited workforce data is included on some State Agencies that had previous exemptions. More complete information will be available on these agencies next year.

## Adjutant General's Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Wanda B. Hill and Robert L. Faulk

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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		2			11							1						1			
	%	81.8		18.2			100	4.6	2.6	6.4	4.6*	7.8*	6.4*	100						100	0*	70*	0*
E2	#	29	5	10	3		47							3	2		4			9			
	%	61.7	10.6	21.3	6.4		100	4.2	24.3	8	No	3	1.6*	33.3	22.2		44.4			100	Yes	87.7	80*
E3	#	6	1	1	2		10							1	1	1				3			
	%	60	10	10	20		100	3.9	28.5	2.2	No	8.5*	2.2*	33.3	33.3	33.3				100	Yes	70.2*	0*
E4	#	9	6	1	1		17																
	%	52.9	35.3		5.9	5.9	100	18.2	4.6	6.3	No	No	0.4*								Yes	Yes	93.7
E5 and E6 Combined	#	3		16	2		21										1			1			
	%	14.3		76.2	9.5		100	2.8	64.9	20.2	2.8*	No	10.7				100			100	0*	Yes	47
E7	#	15	3				18																
	%	83.3	16.7				100	19.5	2.7	1.8	2.8*	2.7*	1.8*								85.6*	0*	0*
E8	#	4	1	1	1		7																
	%	57.1	14.3		14.3	14.3	100	14.6	4.4	19.6	0.3*	No	5.3*								97.9*	Yes	73*

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 88.4 percent  
 Level of Goal Attainment for 2002 - 2003: 86.9 percent  
 Level of Goal Attainment for 2003 - 2004: 87.0 percent

## Agriculture, Department of

Agency Director: Hugh E. Weathers, Interim Commissioner

EEO Officer: Clarissa T. Adams

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	5				3	1		9	2.1	30.4	3.6	2.1*	No	No								0*	Yes	Yes
E2	19	1			17	2		39	5.7	29.9	6.2	3.1	No	1.1*	2			1			3	45.6	Yes	82.3*
E3 and E5 Comined	27	2			20	8		57	5.3	28.4	6.9	1.8	No	No								66	Yes	Yes
E6					10	2		12	3.8	48.2	15.1	3.8*	No	No				1			1	0*	Yes	Yes
E7 and E8 Combined	8	5			1			14	11.4	24.2	9.4	No	17	9.4								Yes	29.8	0
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 78.1 percent  
 Level of Goal Attainment for 2002 - 2003: 73.4 percent  
 Level of Goal Attainment for 2003 - 2004: 78.7 percent

# Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Rozita Jones

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	1		5				No	13.4*	No	1	1			1		3	Yes	59.9*	Yes
	%	40	20		20	20		100	3.3	33.4	5.4				33.3	33.3			33.3		100			
E2 and E3 Combined	#	9	2		8	11	1	31				No	6.4	No	1			2	2		5	Yes	80.1	Yes
	%	29	6.5		25.8	35.5	3.2	100	3.7	32.2	10.4				20			40	40		100			
E5 and E6 Combined	#				1	2		3				3.8*	No	No								0*	Yes	Yes
	%				33.3	66.7		100	3.8	28.8	10.9													
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 95.9 percent  
 Level of Goal Attainment for 2002 - 2003: 90.7 percent  
 Level of Goal Attainment for 2003 - 2004: 92.5 percent

## Appellate Defense

Agency Director: Acting Chief Attorney, Joseph L. Savitz, III

EEO Officer: Jeffrey L. Smith

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED 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																	
	%	50			50		100																	
E2	#	3		5			8																	
	%	37.5		62.5			100																	
E5	#	1		4			5																	
	%	20		80			100																	
E6	#	1			1		2																	
	%	50			50		100																	
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

## Archives and History, Department of

Agency Director: Rodger E. Stroup

EEO Officer: J. Patrick Austin

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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																	
	%	66.7		33.3			100	7.2	29.9	9.9	7.2*	No	9.9*								0*	Yes	0*	
E2	#	30	2	12	7		51						1							1				
	%	58.8	3.9	23.5	13.7		100	3.3	23	10.9	No	No	No	100						100	Yes	Yes	Yes	
E3	#	2		1			3																	
	%	66.7		33.3			100	8.6	20.7	13.3	8.6*	No	13.3*								0*	Yes	0*	
E5 and E6 Combined	#			2	2		4																	
	%			50	50		100	3.6	48.3	14.6	3.6*	No	No								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 2001 - 2002: 99 percent  
 Level of Goal Attainment for 2002 - 2003: 100 percent  
 Level of Goal Attainment for 2003 - 2004: 100 percent

# Arts Commission

Agency Director: Suzette Surkamer

EEO Officer: Mary Teague

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 **% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3			1			4																
	%	75			25			100																
E2	#	3	2		8	4		17																
	%	17.6	11.8		47.1	23.5		100																
E3, E5, E6 Combined	#				7	1		8																
	%				87.5	12.5		100																
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

## Attorney General, Office of

Agency Director: Henry McMaster

EEO Officer: Jack Bryan

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED 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	1		13																	
	%	69.2			23.1	7.7		100																	
E2	#	42	5		19	3		69						10	4		7	3			24				
	%	60.9	7.2		27.5	4.4		100						41.6	16.7		29.2	12.5			100				
E5	#	1	1	1	9	4		16									3	2			5				
	%	6.2	6.2	6.2	56.3	25		100									60	40			100				
E6	#		2		22	11	1	36									5	1	1		7				
	%		5.6		61.1	30.6	2.7	100									71.6	14.3	14.3		100				
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

**\*Information not available this year due to previous exemption.**

## Auditor, State

Agency Director: Thomas L. Wagner

EEO Officer: R. Kenneth Harrill

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY						
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1	# 10		1	3		1	15				3.4	39	6.9	3.4	19	6.9									0*	51.3	0
E2	# 7	1		10	4		22				4.1	44.4	10.7	N0	No	No	3			5	2		10	Yes	Yes	Yes	
E5	#			1			1				2.1	50.2	16.9	2.1*	No	16.9*									0*	Yes	0*
E6	#			3			3				0.9	54.5	30.5	0.9*	No	30.5*									0*	Yes	0*
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 87 percent  
 Level of Goal Attainment for 2002 - 2003: 85.7 percent  
 Level of Goal Attainment for 2003 - 2004: 78.8 percent

## Blind, Commission for the

Agency Director: Dr. Nell Carney

EEO Officer: Lisa McCloud

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	3		8																
	%	25	12.5		25	37.5		100	6.2	26.8	14.2	No	1.8*	No							Yes	93.3*	Yes	
E2	#	12	8	1	18	18		57						1			4	2		7				
	%	21	14	1.8	31.6	31.6		100	6.2	38.7	15	No	7.1	No	14.3			57.1	28.6		100	Yes	81.7	Yes
E3	#	3			1	1		5						1				1		2				
	%	60			20	20		100	6.2	22.3	5.8	6.2*	2.3*	No	50				50		100	0*	89.7*	Yes
E5 and E6 Combined	#				11	17		28									2	2		4				
	%				39.3	60.7		100	2.5	61.4	25	2.5*	22.1	No			50	50		100	0*	64	Yes	
E7 and E8 Combined	#	3	2					5							1					1				
	%	60	40					100	19.6	13.7	9.3	No	13.7*	9.3*	100					100	Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 84.3 percent

Level of Goal Attainment for 2002 - 2003: 92.8 percent

Level of Goal Attainment for 2003 - 2004: 93.5 percent

## Budget and Control Board (Page 1 of 2)

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	18	1		3			22																	
	%	81.8	4.5		13.6			100	6.3	25.1	4.2	1.8*	11.5	4.2*											
E2A	#	71	1		26	1		99																	
	%	71.7	1		26.3	1		100	3.5	23.9	3.5	2.5	No	2.5	66.6		16.7	16.7				28.6	Yes	28.6	
E2B	#	89	10	3	49	10	1	162																	
	%	54.9	6.2	1.9	30.2	6.2	0.6	100	4.3	26.8	5.9	No	No	No	80	13.3		6.7				Yes	Yes	Yes	
E2C	#	77	6	1	64	17	1	166																	
	%	46.4	3.6	0.6	38.6	10.2	0.6	100	4.3	35.4	9.7	0.7	No	No	33.3	6.7		40	13.3	6.7	100	83.7	Yes	Yes	
E2D	#	35	10		104	48	2	199																	
	%	17.6	5		52.3	24.1	1	100	5.7	44.5	12.6	0.7	No	No	37.5			56.3		6.2	100	87.7	Yes	Yes	
E3	#	73	20	4	48	21	2	168																	
	%	43.4	11.9	2.4	28.6	12.5	1.2	100	6.3	31.3	9.1	No	2.7	No	44.4	22.2	11.1	22.2			100	Yes	91.4	Yes	
E5	#		2		46	20		68																	
	%		2.9		67.7	29.4		100	1.8	57.8	14	No	No	No								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.

## Budget and Control Board (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#	11	15	1	39	26		92				No	6.6	No	1			5			6	Yes	86.5	Yes
	%	11.9	16.3	1.1	42.4	28.3		100	6.7	49	18.6				16.7			83.3			100			
E7	#	64	27		2	1		94				No	1.3	2.1	4	2					6	Yes	61.8	34.4
	%	68.1	28.7		2.1	1.1		100	18.7	3.4	3.2				66.7	33.3					100			
E8	#	16	12		6	22		56				2.1	0.4*	No	4	5					9			
	%	28.6	21.4		10.7	39.3		100	23.5	11.1	13.9				44.4	55.6					100	91.1	96.4*	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 2001 - 2002: 88 percent  
 Level of Goal Attainment for 2002 - 2003: 86.2 percent  
 Level of Goal Attainment for 2003 - 2004: 86.8 percent

## The Citadel (Page 1 of 2)

Agency Director: Major General John S. Grinalds

EEO Officer: Roberta Tracy

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	#	27			4		1	32						2						2				
	%	84.4			12.5		3.1	100	6.1	31.5	5.7	6.1	19	5.7	100					100	0	37.7	0	
C3	#	35	1	1	8		1	46						1						1				
	%	76.1	2.2	2.2	17.4		2.2	100	3.2	32.4	4.2	1*	15	4.2	100					100	68.8*	53.7	0	
C4	#	41		3	14	1	1	60						3						3				
	%	68.3		5	23.3	1.7	1.7	100	2.9	34.1	4	2.9	10.8	2.3	100					100	0	68.3	42.5	
C5 and C6 Combined	#	15	2		18	2	2	39						2			5	1	1	9				
	%	38.5	5.1		46.1	5.1	5.1	100	2.2	41.3	4.1	No	No	No	22.2			55.6	11.1	11.1	100	Yes	Yes	Yes
C8 and C9 Combined	#	28	8	1	3	1		41						4	1		2			7				
	%	68.3	19.5	2.4	7.3	2.4		100	7.6	19.5	1	No	12.2	No	57.1	14.3		28.6		100	Yes	37.4	Yes	
E1	#	11	1		2	3		17										1		1				
	%	64.7	5.9		11.8	17.6		100	6	33.3	10.1	0.1*	21.5	No				100		100	98.3*	35.4	Yes	
E2	#	31		1	23	4		59						3			3	2	1	9				
	%	52.5		1.7	39	6.8		100	5	42	11.6	5	3	4.8	33.3			33.3	22.2	11.1	100	0	92.9	58.6

**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.

## The Citadel (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 and E5 Combined	#	39	4		93	25	5	166																
	%	23.5	2.4		56	15.1	3	100	4.1	46	15.4	1.7	No	0.3*	4			8	3	1	16	58.5	Yes	98.1*
E4	#	11	3					14																
	%	78.6	21.4					100	16	8.4	3.7	No	8.4	3.7*	7			1		1	9	Yes	0	0*
E6	#	3	2		15	5		25																
	%	12	8		60	20		100	2.2	63.8	16.2	No	3.8*	No				4			4	Yes	94*	Yes
E7	#	40	27	1	3	2		73																
	%	54.8	37	1.4	4.1	2.7		100	19.2	10.4	5.2	No	6.3	2.5*	6	5					11	Yes	39.4	51.9
E8	#	8	19		2	24		53																
	%	15.1	35.8		3.8	45.3		100	18.4	12.6	27.8	No	8.8	No	3	5				1	9	Yes	30.2	Yes
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 66.4 percent  
 Level of Goal Attainment for 2002 - 2003: 64.4 percent  
 Level of Goal Attainment for 2003 - 2004: 64.7 percent

## Clemson University (Page 1 of 3)

Agency Director: James F. Barker

EEO Officer: Byron A. Wiley

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	3			1			4																
	%	75			25			100	3.4	35.1	6.1	3.4*	10.1*	6.1*							0*	71.2	0*	
C2	#	44	1	4	7	1		57						1		1	2			4				
	%	77.2	1.8	7	12.3	1.8		100	4.2	37.7	6.8	2.4	25.4	5	25		25	50			100	42.9	32.6	26.5
C3	#	264	3	21	51	6	3	348						11		2	4	1		18				
	%	75.9	0.9	6	14.7	1.7	0.9	100	2	25.6	2.1	1.1	10.9	0.4	61.1		11.1	22.2	11.1		100	45	57.4	81
C4	#	147	7	12	58	4	4	232						14	1	2	4	1	2	24				
	%	63.4	3	5.2	25	1.7	1.7	100	2	28.4	2.1	No	3.4	0.4*	58.3	4.2	8.3	16.7	4.2	8.3	100	Yes	88	81*
C5	#	113	3	26	63	7	10	222						19	1	5	11	1	2	39				
	%	50.9	1.4	11.7	28.4	3.2	4.5	100	1.9	38.1	2.7	0.5	9.7	No	48.7	2.6	12.8	28.2	2.6	5.1	100	73.7	74.5	Yes
C7	#	92	4	2	89	3	1	191						16			18			34				
	%	48.2	2.1	1	46.6	1.6	0.5	100	2.1	42.4	3.4	No	No	1.8	47.1			52.9			100	Yes	Yes	47.1
C8	#	38	1	5	25	1	2	72						3		4			1	8				
	%	52.8	1.4	6.9	34.7	1.4	2.8	100	2	46.2	5.3	0.6*	11.5	3.9	37.5		50			12.5	199	70*	75.1	26.4
C9	#	131	17	4	63	22	3	240						14		1	9	1	2	27				
	%	54.6	7.1	1.7	26.3	9.2	1.3	100	3.8	37.9	3.6	No	11.6	No	51.9		3.7	33.3	3.7	7.4	100	Yes	69.4	Yes
E1	#	86	5		54	8	1	154						5			3			8				
	%	55.8	3.2		35.1	5.2	0.6	100	3.9	37.1	5.6	0.7	2	0.4*	62.5			37.5			100	82.1	94.6	92.9*

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

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

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

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

## Clemson University (Page 2 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2-1	#	80	9	3	216	21	3	332	2	57.6	3.8	No	No	No	3		1	16	2	2	24	Yes	Yes	Yes
	%	24.1	2.7	0.9	56.1	6.3	0.9	100							12.5		4.2	66.7	8.3	8.3	100			
E2-2	#	22	2	1	58	5		88	2.7	50.6	3.9	0.4*	No	No	2			5			7	85.2*	Yes	Yes
	%	25	2.3	1.1	65.9	5.7		100							28.6			71.4			100			
E2-3	#	59	4	3	79	8	1	154	2.3	41.3	6.5	No	No	1.3	8	1		15	2		26	Yes	Yes	80
	%	38.3	2.6	1.9	51.3	5.2	0.6	100							30.8	3.8		57.7	7.7		100			
E2-4	#	70		1	23			94	6.4	22.9	1.3	6.4	No	1.3	4			3			7	0	Yes	0
	%	74.5		1.1	24.5			100							57.1			42.9			100			
E2-5	#	57	4		24	2	1	88	2.8	24.4	6.3	No	No	4	3			2		1	6	Yes	Yes	36.5
	%	64.8	4.5		27.3	2.3	1.1	100							50			33.3		16.7	100			
E3-1	#	84	9	1	92	14	2	202	3.2	46.1	5.1	No	0.6	No	8			5	2	1	16	Yes	98.7	Yes
	%	41.6	4.5	0.5	45.5	6.9	1	100							50			31.3	12.5	6.3	100			
E3-2	#	71	7	1	43	2	1	125	4.6	23.3	4.8	No	No	3.2	4	1		2			7	Yes	Yes	33.3
	%	56.8	5.6	0.8	34.4	1.6	0.8	100							57.1	14.3		28.6			100			
E4	#	40	4		2	2		48	4.5	8	1	No	3.8	No	7			1			8	Yes	52.5	Yes
	%	83.3	8.3		4.2	4.2		100							87.5			12.5			100			
E5-1	#	4			252	38	3	297	2.6	63.9	5.5	2.6	No	No				19	4	1	24	0	Yes	Yes
	%	1.3			84.8	12.8	1	100										79.2	16.7	4.2	100			

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

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

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

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

## Clemson University (Page 3 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5-2	#	15	9		41	28	1	94						1	1		6		1	9			
	%	16	9.6		43.6	29.8	1.1	100	6.4	46.3	9.4	No	2.7	No	11.1	11.1		66.7		11.1	100	Yes	94.2
E6	#	12	5		114	26	5	162						1	2		14	2	1	20			
	%	7.4	3.1		70.4	16	3.1	100	2.7	61.4	6.1	No	No	No	5	10		70	10	5	100	Yes	Yes
E7	#	186	17	4	8	1		216						12	9	1	13	5	1	41			
	%	86.1	7.9	1.9	3.7	0.5		100	7.3	6.2	1.1	No	2.5	0.6	29.3	22	2.4	31.7	12.2	2.4	100	Yes	59.7
E8	#	67	43	1	60	78	2	251						12	9	1	13	5	1	41			
	%	26.7	17.1	0.4	23.9	31.1	0.8	100	10.6	19.5	7.8	No	No	No	29.3	22	2.4	31.7	12.2	2.4	100	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 2001 - 2002: 81.2 percent

Level of Goal Attainment for 2002 - 2003: 80.5 percent

Level of Goal Attainment for 2003 - 2004: 80 percent

## Coastal Carolina University (Page 1 of 3)

Agency Director: Ronald R. Ingle, President

EEO Officer: Janis W. Chesson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	3			3			6																	
	%	50			50			100	4.7	33.7	5.3	4.7*	No	5.3*								0*	Yes	0*	
C2	#	5			3			8																	
	%	62.5			37.5			100	3.1	37.3	4.8	3.1*	No	4.8*								0*	Yes	0*	
C3	#	31		1	13	1		46																	
	%	67.4		2.2	28.3	2.2		100	1.9	27.5	0.7	1.9*	No	No								0*	Yes	Yes	
C4	#	41	1	1	14			57									1				1				
	%	71.9	1.8	1.8	24.6			100	1.6	34	1.6	No	9.4	1.6*			100				100	Yes	72.4	0*	
C5	#	42	3	1	36	2	3	87							10	1		10	1	1	23				
	%	48.3	3.4	1.1	41.4	2.3	3.4	100	2.3	33.2	2	No	No	No	43.5	4.3		43.5	4.3	4.3	100	Yes	Yes	Yes	
C6	#	11	1	2	13		1	28							1			1			2				
	%	39.3	3.6	7.1	46.4		3.6	100	1.3	17.8	1.4	No	No	1.4*	50			50			100	Yes	Yes	0*	
C7 and C8 Combined	#	14	1	1	14			30						5			4				9				
	%	46.7	3.3	3.3	46.7			100	2.2	41.7	7	No	No	7	55.6			44.4			100	Yes	Yes	0	

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

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

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

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

## Coastal Carolina University (Page 2 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C9	#	22	6	1	10	1		40						2			3			5				
	%	55	15	2.5	25	2.5		100	8.9	17.2	1.4	No	No	No	40			60			100	Yes	Yes	Yes
E1	#	6	1		6	1		14						1	1					2				
	%	42.9	7.1		42.9	7.1		100	4.2	32.9	4.5	No	No	No	50	50				100	Yes	Yes	Yes	
E2	#	45	1	2	59	7		114						4		3	15	1		23				
	%	39.5	0.9	1.8	51.8	6.1		100	4.6	39.7	9.3	3.7	No	3.2	17.4		13	65.2	4.3		100	19.6	Yes	65.6
E3	#	29	1	1	12	2		45						8			1			9				
	%	64.4	2.2	2.2	26.7	4.4		100	5.3	29.6	7.4	3.1	2.9	3	88.9			11.1		100	41.5	90.2	59.5	
E4	#	9	3		1	1		14						2			1			3				
	%	64.3	21.4		7.1	7.1		100	6	10	1	No	2.9*	No	66.7			33.3		100	Yes	71*	Yes	
E5	#	2			56	4		62									3	2		5				
	%	3.2			90.3	6.5		100	1	69.6	6	1*	No	No			60	40		100	0*	Yes	Yes	
E6	#	2			37	3		42									5			5				
	%	4.8			88.1	7.1		100	0.3	80	7.9	0.3*	No	0.8*			100			100	0*	Yes	89.9*	

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

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

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

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

## Coastal Carolina University (Page 3 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	24	3	1				28						4	1					5			
	%	85.7	10.7	3.6				100	10.4	4.6	0.7	No	4.6	0.7*	80	20				100	Yes	0	0*
E8	#	27	16		11	8	1	63						5	1		2	3	1	12			
	%	42.9	25.4		17.5	12.7	1.6	100	21.5	13.1	13.8	No	No	1.1*	41.7	8.3		16.7	25	8.3	100	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

**LEGEND:**

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

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

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

Level of Goal Attainment for 2001 - 2002: 77.4 percent  
 Level of Goal Attainment for 2002 - 2003: 83.4 percent  
 Level of Goal Attainment for 2003 - 2004: 86.9 percent

## College of Charleston (Page 1 of 2)

Agency Director: Lee Higdon

EEO Officer: JoAnn Diaz

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	#	19	4	1	27	5	1	57	5	35.7	9.8	No	No	1*	1	1		3	2		7	Yes	Yes	89.8*
	%	33.3	7	1.8	47.4	8.8	1.8	100							14.3	14.3		42.9	28.6		100			
C2	#	26	2	1	10			39	3	29.8	3.3	No	4.2	3.3	2						2	Yes	85.9	0
	%	66.7	5.1	2.6	25.6			100							100						100			
C3	#	76	4	2	18			100	4.5	29.9	1	0.5*	11.9	1	4			1			5	88.9*	60.2	0
	%	76	4	2	18			100							80.0			20.0			100			
C4	#	72	3	6	51	3	2	137	2.2	37.8	1.6	No	0.6*	No	8			5	1	1	15	Yes	98.4*	Yes
	%	52.6	2.2	4.4	37.2	2.2	1.5	100							53.3			33.3	6.7	6.7	100			
C5	#	70	6	9	62	6	9	162	2.4	41.3	3.1	No	3	No	17	2	3	13	1	2	38	Yes	92.7	Yes
	%	43.2	3.7	5.6	38.3	3.7	5.6	100							44.7	5.3	7.9	34.2	2.6	5.3	100			
C6	#	22			38	2	2	64	3.2	45.1	3.1	3.2	No	No	2			5		1	8	0	Yes	Yes
	%	34.4			59.4	3.1	3.1	100							25.0			62.5		12.5	100			
C7, C8 and C9 Combined	#	34	5		27	2		68	5.9	35.9	6.3	No	No	3.4	3	1		3			7	Yes	Yes	46*
	%	50	7.4		39.7	2.9		100							42.9	14.3		42.9			100			

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

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

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

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

## College of Charleston (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	60	10	2	112	26	2	212						11	2		24	3	1	41			
	%	28.3	4.7	0.9	52.8	12.3	0.9	100	5.8	39.4	12.7	1.1	No	0.4*	26.8	4.9		58.5	7.3	2.4	100	81	Yes
E3	#	21	4	3	17	7		52						2	1		7	4		14			
	%	40.4	7.7	5.8	32.7	13.5		100	4	34.2	16.7	No	1.5*	3.2	14.3	7.1		50	28.6		100	Yes	95.6*
E4	#	17	23	1	7	4	1	53						8	6		2			16			
	%	32.1	43.4	1.9	13.2	7.5	1.9	100	14	11.8	4.7	No	No	No	50.0	37.5		12.5			100	Yes	Yes
E5	#	6	4		44	19	1	74						1			10	3		14			
	%	8.1	5.4		59.5	25.7	1.4	100	4.8	49.9	18.2	No	No	No	7.1			71.4	21.4		100	Yes	Yes
E6	#	2	8		34	26	2	72						1	2		10	2		15			
	%	2.8	11.1		47.2	36.1	2.8	100	6.1	49.3	12	No	2.1	No	6.7	13.3		66.6	13.3		100	Yes	95.7
E7	#	12	42		1			55						3	5					8			
	%	21.8	76.4		1.8			100	21.7	12	8.5	No	10.2	8.5	37.5	62.5				100	Yes	15	0
E8	#	6	21		1	25		53										1		1			
	%	11.3	39.6		1.9	47.2		100	23	11.5	22.6	No	9.6	No				100		100	Yes	16.5	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 2001 - 2002: 77.3 percent  
 Level of Goal Attainment for 2002 - 2003: 79.4 percent  
 Level of Goal Attainment for 2003 - 2004: 82 percent

# Commerce, Department of

Agency Director: Robert A. Faith

EEO Officer: Cynthia Dannels

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			3		1	9				5*	No	8.4*	4			1		1	6	0*	Yes	0*
	% 55.6			33.3		11.1	100	5	29.6	8.4				66.7			16.7		16.7	100			
E2 and E3 Combined	# 28	5	1	35	8	1	78				No	No	No	6	2		12	4	1	25	Yes	Yes	Yes
	% 35.9	6.4	1.3	44.9	10.3	1.3	100	4.9	29.3	8.3				24	8		48	16	4	100			
E5	#	1		4			5				No	No	16.9*								Yes	Yes	0*
	%	20		80			100	2.1	50.2	16.9													
E7	#	1					1				No	7.6*	5.5*								Yes	0*	0*
	%	100					100	31.2	7.6	5.5													
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

**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 2001 - 2002: 89.7 percent

Level of Goal Attainment for 2002 - 2003: 100 percent

Level of Goal Attainment for 2003 - 2004: 100 percent

# Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Nathan Kaminski, Jr.

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	12	1		6	3		22							1						1			
	%	54.5	4.5		27.3	13.6		100							100						100			
E2	#	7	1		14	3		25						2			3			5				
	%	28	4		56	12		100						40			60			100				
E3	#	4	2		2	2		10																
	%	40	20		20	20		100																
E5	#				3	3		6																
	%				50	50		100																
E6	#				1	2		3																
	%				33.3	66.7		100																
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

# Consumer Affairs, Department of

Agency Director: Brandolyn Thomas Pickerton

EEO Officer: Herbert Walker

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 **% OF GOALS MET BASED ON ADJUSTED 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																	
	%	66.7	33.3				100																	
E2	#	5	2		5	7	19																	
	%	26.3	10.5		26.3	36.8	100																	
E3, E5, E6 Combined	#	1	1		6	6	14							1		3	2		6					
	%	7.1	7.1		42.9	42.9	100							16.7		50	33.3		100					
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

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

Agency Director: John Ozmint

EEO Officer: Ann Bowers

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	80	22	4	5	14		125						3	2		2	3		10			
	%	64	17.6	3.2	4.0	11.2		100	9.9	17.6	6.4	No	14.4	No	30	20		20	30		100	Yes	22.7
E1B	#	77	18	3	21	11	2	132						9	4		1	3	1	18			
	%	58.3	13.6	2.3	15.9	8.3	1.5	100	6.3	29.4	9.4	No	13.5	1.1	50	22.2		5.6	16.7	5.6	100	Yes	54.1
E2A	#	64	20	4	72	34	3	197						22	8	1	23	10	1	65			
	%	32.5	10.2	2	36.5	17.3	1.5	100	6.1	29.2	12.2	No	No	No	33.8	12.3	1.5	35.4	15.4	1.5	100	Yes	Yes
E2B	#	135	71	2	148	126	4	486						14	4		7	13	1	39			
	%	27.8	14.6	0.4	30.5	25.9	0.8	100	8.9	38.7	19.3	No	8.2	No	35.9	10.3		17.9	33.3	2.6	100	Yes	78.8
E2C	#	60	44	2	51	91	2	250						7	3	1	2	6		19			
	%	24	17.6	0.8	20.4	36.4	0.8	100	4.8	42.1	17.3	No	21.7	No	36.8	15.8	5.3	10.5	31.6		100	Yes	48.5
E3A	#	13	4	1	21	9	1	49						1	1		4	1		7			
	%	26.5	8.2	2	42.9	18.4	2	100	4.7	37.5	21.9	No	No	3.5	14.3	14.3		57.1	14.3		100	Yes	Yes
E3B	#	5	8	1	44	62	1	121							1	1	12	12		26			
	%	4.1	6.6	0.8	36.4	51.2	0.8	100	2.8	50.7	21.9	No	14.3	No		3.8	3.8	46.2	46.2		100	Yes	71.8
E4A	#	119	220	5	32	81	1	458						12	18		2	7		39			
	%	26	48	1.1	7	17.7	0.2	100	25.7	6.3	7.9	No	No	No	30.8	46.2		5.1	17.9		100	Yes	Yes
E4B	#	226	448	15	100	313	3	1105						45	72		15	60		192			
	%	20.5	40.5	1.4	9	28.3	0.3	100	34.3	10.5	19.3	No	1.5	No	23.4	37.5		7.8	31.3		100	Yes	85.7

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	506	693	27	158	746	11	2141	36.1	10.4	15.8	3.7	3	No	284	298	21	65	235	5	908	89.8	71.2	Yes	
	%	23.6	32.4	1.3	7.4	34.8	0.5	100																
E5	10	16		87	50	3	166	3.2	49.8	16.3	No	No	No	1			10	5		16	Yes	Yes	Yes	
	%	6	9.6		52.4	30.1	1.8	100						6.3			62.5	31.3		100				
E6	7	5	1	59	59	2	133	2.6	42.7	17.2	No	No	No	3			3	1		7	Yes	Yes	Yes	
	%	5.3	3.8	0.8	44.4	44.4	1.5	100						42.9			42.9	14.3		100				
E7	79	19		1	3		102	6.5	2.4	0.2	No	1.4	No	6	4					10	Yes	41.7	Yes	
	%	77.5	18.6		1	2.9	100							60	40					100				
E8A	25	14	1	8	10		58	25.8	15.3	11.1	1.7*	1.5*	No	1	1					2	93.4*	90.2*	Yes	
	%	43.1	24.1	1.7	13.8	17.2	100							50	50					100				
E8B	23	41	8	6	44	1	123	17.7	25.8	20.2	No	20.9	No	9	15	2	4	18		48	Yes	19	Yes	
	%	18.7	33.3	6.5	4.9	35.8	0.8	100						18.8	31.3	4.2	8.3	37.5		100				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 90.3 percent

Level of Goal Attainment for 2002 - 2003: 90.0 percent

Level of Goal Attainment for 2003 - 2004: 89.8 percent

## Corrections, Department of (Headquarters -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	49	4		3	2		58																	
	%	84.5	6.9		5.2	3.4		100	9.4	19	4.3	2.5	13.8	0.9*	100						100	73.4	27.4	79.1*	
E1B	#	38	8		12	6	1	65																	
	%	58.5	12.3		18.5	9.2	1.5	100	6.2	29.1	8.5	No	10.6	No	40	20		20	20		100	Yes	63.6	Yes	
E2A	#	19	3	2	14	4		42																	
	%	45.2	7.1	4.8	33.3	9.5		100	6.9	28.3	10.5	No	No	1*	45	10	5	35	5		100	Yes	Yes	90.5*	
E2B	#	70	24		74	43	1	212																	
	%	33	11.3		34.9	20.3	0.5	100	9.5	37.4	18.6	No	2.5	No	46.7	13.3		13.3	26.7		100	Yes	93.3	Yes	
E2C	#	28	13	1	17	15		74																	
	%	37.8	17.6	1.4	23	20.3		100	5.5	43.8	17.1	No	20.8	No	37.5			12.5	50		100	Yes	52.5	Yes	
E3A	#	11	4	1	9	4	1	30																	
	%	36.7	13.3	3.3	30	13.3	3.3	100	5.9	37.2	19.8	No	7.2	6.5		1					1	Yes	80.6	67.2	
E3B	#	1	1		2	4		8																	
	%	12.5	12.5		25	50		100	4.2	40.1	34.9	No	15.1	No				50	50		100	Yes	62.3	Yes	
E4A	#	12	11	1	6	3		33																	
	%	36.4	33.3	3	18.2	9.1		100	31.6	8.6	10.2	No	No	1.1*		1		2			3	Yes	Yes	89.2*	
E4B	#	15	22	2	1	16		56																	
	%	26.8	39.3	3.6	1.8	28.6		100	39.2	11.5	20.8	No	9.7	No	2	5					10	Yes	15.7	Yes	

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

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

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

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

## Corrections, Department of (Headquarters -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	1	3		1	2		7				No	No	No	2	2		1	1		6	Yes	Yes	Yes
	%	14.3	42.9		14.3	28.6		100	40.3	12.7	16.9				33.3	33.3		16.7	16.7		100			
E5	#	2	3		32	8	1	46				No	No	No								Yes	Yes	Yes
	%	4.3	6.5		69.6	17.4	2.2	100	3.9	52.9	14.9													
E6	#	2	1	1	13	5	1	23				No	No	No	1			1			2	Yes	Yes	Yes
	%	8.7	4.3	4.3	56.5	21.7	4.3	100	3.5	48.1	15.5				50			50			100			
E7	#	17	5					22				No	4.5*	0*								Yes	0*	0*
	%	77.3	22.7					100	10.7	4.5	0													
E8A	#	14	5		3			22				4.8	17.7	No	1						1	82.5	0	Yes
	%	63.6	22.7		13.7			100	27.5	17.7	11.2				100						100			
E8B	#				1			1				23.6*	20.5*	No								0*	0*	Yes
	%				100			100	23.6	20.5	14.5													
	#																							
	%																							
	#																							
	%																							

**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 2001 - 2002: 85.2 percent

Level of Goal Attainment for 2002 - 2003: 85.7 percent

Level of Goal Attainment for 2003 - 2004: 87.3 percent

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	9	3				16																	
	%	56.3	18.8				100	4	16.8	10.3	No	16.8	No		2			1		3	Yes	0	Yes	
E1B	#	11	1		1		13							3						3				
	%	84.6	7.7		7.7		100	4.7	32.7	8.7	No	25	8.7	100						100	Yes	23.5	0	
E2A	#	8	1		15	4	28							3			6	1	10					
	%	28.6	3.6		53.6	14.3	100	3.1	32.7	11.1	No	No	No	30			60	10	100	Yes	Yes	Yes		
E2B	#	21	4		19	15	59							1			2	2	5					
	%	35.6	6.8		32.2	25.4	100	7.7	47.1	12.7	0.9*	14.9	No	20			40	40	100	88.3*	68.4	Yes		
E2C	#	14	4		11	7	36							2					2					
	%	38.9	11.1		30.6	19.4	100	3.6	51.3	6.6	No	20.7	No	100					100	Yes	59.6	Yes		
E3A	#				3		3										1		1					
	%				100		100	3.1	54	16.9	3.1*	No	16.9*				100		100	0*	Yes	0*		
E3B	#	2	1		8	7	18										2	1	3					
	%	11.1	5.6		44.4	38.9	100	2.7	54.5	17.3	No	10.1	No				66.7	33.3	100	Yes	81.5	Yes		
E4A	#	38	38		23	19	118							7	4			2	13					
	%	32.2	32.2		19.5	16.1	100	30	6.5	9.8	No	No	No	53.8	30.8			15.4	100	Yes	Yes	Yes		
E4B	#	88	55	1	47	68	259							24	5		6	12	47					
	%	34	21.2	0.4	18.1	26.3	100	30.9	8.3	22.4	9.7	No	No	51.1	10.6		12.8	25.5	100	68.6	Yes	Yes		

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	187	94	2	57	99	2	441																	
	%	42.4	21.3	0.5	12.9	22.4	0.5	100	36.6	4.4	23.8	15.3	No	1.4	46.5	27.7	1	11.4	13.4			202	58.2	Yes	94.1
E5	#	4	2		20	4		30																	
	%	13.3	6.7		66.7	13.3		100	1.8	64.4	5	No	No	No											
E6	#	1			13	9		23																	
	%	4.3			56.5	39.1		100	1.5	67.8	5.9	1.5*	11.3	No											
E7	#	17	4					21																	
	%	81	19					100	2.3	2.3	0.6	No	2.3*	0.6*	66.7	33.3									
E8A	#	4			3	1		8																	
	%	50			37.5	12.5		100	12.5	15.5	8.8	12.5	No	No											
E8B	#	6	4	2	3	8		23																	
	%	26.1	17.4	8.7	13	34.8		100	5.3	34.7	22.3	No	21.7	No	22.2	22.2	11.1	22.2	22.2						
	#																								
	%																								
	#																								
	%																								

**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 2001 - 2002: 87.5 percent

Level of Goal Attainment for 2002 - 2003: 89.0 percent

Level of Goal Attainment for 2003 - 2004: 84.1 percent

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	2	3		12																		
	%	25	8.3	25	16.7	25		100	17.5	17.6	6.1	9.2	0.9*	No				66.7	33.3		100	47.4	94.9*	Yes		
E1B	#	8	2	1		1		12																		
	%	66.7	16.7	8.3		8.3		100	10	29.6	9.4	No	29.6	1.1*				66.7			33.3	100	Yes	0	88.3*	
E2A	#	8	3	1	8	3		23																		
	%	34.8	13	4.3	34.8	13		100	6.4	29.9	10.9	No	No	No				42.9	14.3		28.6	14.3	100	Yes	Yes	Yes
E2B	#	12	6		14	10	1	43																		
	%	27.9	14		32.6	23.3	2.3	100	8.3	48.1	21.4	No	15.5	No				50			12.5	25	12.5	100	Yes	67.8
E2C	#	5	7	1	9	19		41																		
	%	12.2	17.1	2.4	22	46.3		100	7.3	29.8	19.1	No	7.8	No				33.3			33.3	33.3		100	Yes	73.8
E3A	#				1			1																		
	%				100			100	1.8	41.8	28.3	1.8*	No	28.3*											0*	Yes
E3B	#				8	15		23																		
	%				34.8	65.2		100	2.3	39.3	19.4	2.3*	4.5	No							50	50	100	0*	88.5	Yes
E4A	#	15	51	1	1	16		84																		
	%	17.9	60.7	1.2	1.2	19		100	12	5.7	4.6	No	4.5	No										Yes	21.1	Yes
E4B	#	28	90	5	10	42		175																		
	%	16	51.4	2.9	5.7	24		100	28.8	17.3	18.8	No	11.6	No				20	55		10	15	100	Yes	32.9	Yes

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	78	134	7	26	139		384				No	12.3	No	34	55	5	13	42				149			
	%	20.3	34.9	1.8	6.8	36.2		100	30.5	19.1	17				22.8	36.9	3.4	8.7	28.2				100	Yes	35.6	Yes
E5	#	2	3		12	4	1	22				No	No	4.6		1		2	1				4			
	%	9.1	13.6		54.5	18.2	4.5	100	4.8	31.8	22.8					25		50	25				100	Yes	Yes	79.8
E6	#	1			7	16		24				3.2*	No	No	1			1					2			
	%	4.2			29.2	66.7		100	3.2	14.8	24.9				50			50					100	0*	Yes	Yes
E7	#	9	4			2		15				No	1.7*	No		1							1			
	%	60	26.7			13.3		100	9.9	1.7	0.5					100							100	Yes	0*	Yes
E8A	#	2	3		1	1		7				No	No	No												
	%	28.6	42.9		14.3	14.3		100	32.5	6.9	9.8													Yes	Yes	Yes
E8B	#	2	11	4		5		22				No	18.6	No		3	1		4			8				
	%	9.1	50	18.2		22.7		100	11.8	18.6	17.8					37.5	12.5		50			100	Yes	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 2001 - 2002: 81.7 percent

Level of Goal Attainment for 2002 - 2003: 85.9 percent

Level of Goal Attainment for 2003 - 2004: 85.8 percent

## Corrections, Department of (Eastern -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	11	5			3		19				No	12	No	1						1	Yes	0	Yes
	%	57.9	26.3			15.8		100	12.9	12	11.2				100						100			
E1B	#	6	3	2	4	1		16				No	2.8*	6.8	1					1	Yes	89.9*	48.1	
	%	37.8	18.8	12.5	25	6.3		100	5.8	27.8	13.1				100					100				
E2A	#	11	5	1	21	11	1	50				No	No	No	4	1		5	2		12	Yes	Yes	Yes
	%	22	10	2	42	22	2	100	6.5	27	17.2				33.3	8.3		41.7	16.7		100			
E2B	#	13	15	2	18	24		72				No	6.4	No	2	2			1		5	Yes	79.6	Yes
	%	18.1	20.8	2.8	25	33.3		100	7.6	31.4	25				40	40			20		100			
E2C	#	7	9		7	25		48				No	26.3	No	1	1			2		4	Yes	35.7	Yes
	%	14.6	18.8		14.6	52.1		100	2.4	40.9	23.8				25	25			50		100			
E3A	#				2	3		5				2*	9.6*	No					1		1	0*	80.6*	Yes
	%				40	60		100	2	49.6	18.3								100		100			
E3B	#	2	3		12	17		34				No	28.2	No				2	3		5	Yes	55.6	Yes
	%	5.9	8.8		35.3	50		100	1.3	63.5	13.6							40	60		100			
E4A	#	31	61	1	1	17		111				No	0.6*	No	5	6			5		16	Yes	60*	Yes
	%	27.9	55	0.9	0.9	15.3		100	24	1.5	5.4				31.3	37.5			31.3		100			
E4B	#	43	120	3	28	76	1	271				No	No	No	6	25		4	18		53	Yes	Yes	Yes
	%	15.9	44.3	1.1	10.3	28	0.4	100	38	6.5	13				11.3	47.2		7.5	34		100			

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

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

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

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

## Corrections, Department of (Eastern -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	138	199	7	31	220	2	597						77	86	6	12	47	1	229			
	%	23.1	33.3	1.2	5.2	36.9	0.3	100	40.3	6.4	7.6	7	1.2	No	33.6	37.6	2.6	5.2	20.5	0.4	100	82.6	81.3
E5	#	1	5		11	18	1	36									1	3		4			
	%	2.8	13.9		30.6	50	2.8	100	0.8	40.3	28	No	9.7	No			25	75		100	Yes	75.9	Yes
E6	#	2	1		14	17		34															
	%	5.9	2.9		41.2	50		100	0.6	39.2	23.4	No	No	No							Yes	Yes	Yes
E7	#	21	2		1	1		25						1						1			
	%	84	8		4	4		100	1.7	0.8	0.5	No	No	No	100					100	Yes	Yes	Yes
E8A	#	4	3			3		10															
	%	40	30			30		100	30.3	13.2	12.8	0.3*	13.2	No							99*	0	Yes
E8B	#	6	10	1	2	12	1	32						2	4		1	2		9			
	%	18.8	31.3	3.1	6.3	37.5	3.1	100	28.3	28.8	25.7	No	22.5	No	22.2	44.4		11.1	22.2		100	Yes	21.9
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 88.7 percent

Level of Goal Attainment for 2002 - 2003: 88.1 percent

Level of Goal Attainment for 2003 - 2004: 86.6 percent

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	# 8	8	9	1		2		20	9.4	19	4.3	No	19	No					1		1	Yes	0	Yes
	% 40	45	5		10		100											100		100				
E1B	# 14	4		4	3	1		26	6.2	29.1	8.5	No	13.7	No	1	3			1	1	6	Yes	52.9	Yes
	% 53.8	15.4		15.4	11.5	3.8		100							16.7	50			16.7	16.7	100			
E2A	# 18	8		14	12	2		54	6.9	28.3	10.5	No	2.4	No	3	4		3	5	1	16	Yes	91.5	Yes
	% 33.3	14.8		25.9	22.2	3.7		100							18.8	25		18.8	31.3	6.3	100			
E2B	# 19	22		23	34	2		100	9.5	37.4	18.6	No	14.4	No				2	4		6	Yes	61.5	Yes
	% 19	22		23	34	2		100										33.3	66.7		100			
E2C	# 6	11		7	25	2		51	5.5	43.8	17.1	No	30.1	No		2					2	Yes	31.3	Yes
	% 11.8	21.6		13.7	49	3.9		100								100					100			
E3A	# 2			6	2			10	5.9	37.2	19.8	5.9*	No	No	1			3			4	0*	Yes	Yes
	% 20			60	20			100							25			75			100			
E3B	#	3	1	14	19	1		38	4.2	40.1	34.9	No	3.3	No		1	1	4	4		10	Yes	91.8	Yes
	%	7.9	2.6	36.8	50	2.6		100								10	10	40	40		100			
E4A	# 23	59	2	5	22	1		112	31.6	8.6	10.2	No	4.1	No		4					4	Yes	52.3	Yes
	% 20.5	52.7	1.8	4.5	19.6	0.9		100								100					100			
E4B	# 52	161	4	14	111	2		344	39.2	11.5	20.8	No	7.4	No	9	26		3	24		62	Yes	35.7	Yes
	% 15.1	46.8	1.2	4.1	32.3	0.6		100							14.5	41.9		4.8	38.7		100			

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04								6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	35.6	20	2.2	2.2	40	OF	100	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E4C	# 102	263	11	43	286	7	712							77	99	8	16	118	4	322				
	% 14.3	36.9	1.5	6	40.2	1	100	40.3	12.7	16.9	3.4	6.7	No	23.9	30.7	2.5	5	36.6	1.2	100	91.6	47.2	Yes	
E5	# 1	3		12	16		32										3	3		6				
	% 3.1	9.4		37.5	50		100	3.9	52.9	14.9	No	15.4	No				50	50		100	Yes	70.9	Yes	
E6	# 1	3		12	12	1	29							1			1	1		3				
	% 3.4	10.3		41.4	41.4	3.4	100	3.5	48.1	15.5	No	6.7	No	33.3			33.3	33.3		100	Yes	86.1	Yes	
E7	# 15	4					19							3	2					5				
	% 78.9	21.1					100	10.7	4.5	0	No	4.5*	0*	60	40					100	Yes	0*	0*	
E8A	# 1	3	1	4	2		11								1					1				
	% 9.1	27.3	9.1	36.4	18.2		100	27.5	17.7	11.2	0.2*	No	No		100					100	99.3*	Yes	Yes	
E8B	# 9	16	1	1	18		45							5	6		1	10		22				
	% 20.0	35.6	2.2	2.2	40		100	23.6	20.5	14.5	No	18.3	No	22.7	27.3		4.5	45.5		100	Yes	10.7	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 86.1 percent

Level of Goal Attainment for 2002 - 2003: 84.4 percent

Level of Goal Attainment for 2003 - 2004: 87.9 percent

## Deaf and Blind, School for the

Agency Director: Sheila S. Breitweiser, Ed.D.

EEO Officer: Jennifer M. Lauer

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	3	2		7																
	%	14.3		14.3	42.9	28.6		100				5*	No	No										
E2	#	38	8	1	115	21	2	185																
	%	20.5	4.3	0.5	62.2	11.4	1.1	100	3.6	55.3	11.4	No	No	No	1		1	27	4					
E3	#	4			4	3		11																
	%	36.4			36.4	27.3		100	3.4	42.8	9	3.4*	6.4*	No	1									
E5	#	15	11		57	45	2	130																
	%	11.5	8.5		43.8	34.6	1.5	100	2.6	67.6	12	No	23.8	No	7	2		12	9					
E6	#				14	7		21																
	%				66.7	33.3		100	3.2	58.1	6.4	3.2*	No	No				3						
E7	#	13	1		1			15																
	%	86.7	6.7		6.7			100	8	12.2	3.9	1.3*	5.5*	3.9*	1									
E8	#	7	6		7	9		29																
	%	24.1	20.7		24.1	31		100	17.2	20.9	12.9	No	No	No				4						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 90.7 percent  
 Level of Goal Attainment for 2002 - 2003: 93.2 percent  
 Level of Goal Attainment for 2003 - 2004: 93.4 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Stan Butkus, Ph.D.

EEO Officer: Wayne D. Blanton

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	18.8	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	37	6		42	31		116						4	1			2		7			
	%	31.9	5.2		36.2	26.7		100	5.1	40.3	7.1	No	4.1	No	57.1	14.3			28.6		100	Yes	89.8
E2	#	46	12	3	127	51	6	245						3	1		14	5		23			
	%	18.8	4.9	1.2	51.8	20.8	2.5	100	5.7	38.9	17.8	0.8	No	No	13	4.3		60.9	21.7		100	86	Yes
E3	#	26	12	2	71	66	3	180						3			22	8		33			
	%	14.4	6.7	1.1	39.4	36.7	1.7	100	5	36.9	31.7	No	No	No	9.1			66.7	24.2		100	Yes	Yes
E4 and E7 Combined	#	43	16	1	1	1		62						1						1			
	%	69.4	25.8	1.6	1.6	1.6		100	17.3	10.3	3	No	8.7	1.4*	100						100	Yes	15.5
E5	#	33	184	1	128	1122	3	1471						4	26	1	24	145	3	203			
	%	2.2	12.5	0.1	8.7	76.5	0.2	100	11.4	32.5	36.5	No	23.8	No	2	12.8	0.5	11.8	71.4	1.5	100	Yes	26.8
E6	#	3	1		64	59	3	130										2		2			
	%	2.3	0.8		49.2	45.4	2.3	100	2.3	53.5	18.5	1.5	4.3	No				100		100	34.5	92	Yes
E7	#	30	41	1	30	140	4	246						2	4	1	1	8	1	17			
	%	12.2	16.7	0.4	12.2	56.9	1.6	100	18.9	19	26.6	2.2	6.8	No	11.8	23.5	5.9	5.9	47	5.9	100	88.4	64.2

**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 2001 - 2002: 83.5 percent  
 Level of Goal Attainment for 2002 - 2003: 84.6 percent  
 Level of Goal Attainment for 2003 - 2004: 83.4 percent

## Disabilities and Special Needs (Central Office and Midlands)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	16	4		22	12		54						1	1		2			4			
	%	29.6	7.4		40.7	22.2		100	4.5	33.4	8.7	No	No	No	25	25		50			100	Yes	Yes
E2	#	22	5	2	45	27	6	107						3			3	1		7			
	%	20.6	4.7	1.8	42.1	25.2	5.6	100	6.4	37.6	18.4	1.7	No	No	42.9			42.9	14.2		100	73.4	Yes
E3	#	13	7	1	18	18	3	60						2			2	4		8			
	%	21.6	11.7	1.7	30	30	5	100	5.3	31.9	24.6	No	1.9	No	25			25	50		100	Yes	94
E5	#	3	64		9	266		342							5			29		34			
	%	0.9	18.7		2.6	77.8		100	11.8	29.3	40	No	26.7	No		14.7			85.3		100	Yes	8.9
E6	#	2	1		15	32	2	52										3		3			
	%	3.9	1.9		28.8	61.5	3.9	100	3.6	48.6	22.2	1.7*	19.8	No				100		100	52.8*	59.3	Yes
E7	#	7	6		1			14															
	%	50	42.9		7.1			100	16.4	7.5	6.3	No	0.4*	6.3*								Yes	94.7*
E8	#	5	16		1	45		67							1			3		4			
	%	7.5	23.9		1.5	67.2		100	18	22.2	29.8	No	20.7	No		25			75		100	Yes	6.8

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 83 percent  
 Level of Goal Attainment for 2002 - 2003: 83.2 percent  
 Level of Goal Attainment for 2003 - 2004: 84.5 percent

## Disabilities and Special Needs (Whitten, Coastal and Pee Dee)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		20	19		62						3						3			
	%	33.9	3.2		32.3	30.6		100	5.5	45.1	6	2.3	12.8	No	100					100	58.2	71.6	Yes
E2	#	24	7	1	82	24		138						3	1		7	5		16			
	%	17.4	5.1	0.7	59.4	17.4		100	5.2	39.8	17.4	0.1	No	No	18.7	6.3		43.7	31.3		100	98	Yes
E3	#	13	5	1	53	48		120						3			17	5		25			
	%	10.8	4.2	0.8	44.2	40		100	4.8	39.8	34.9	0.6*	No	No	12			68	20		100	87.5*	Yes
E4 and E7 Combined	#	36	10	1		1		48						1						1			
	%	7.5	20.8	2.1		2.1		100	17.6	11.3	1.8	No	11.3	No	100						100	Yes	0
E5	#	30	118	1	119	856	3	1127							20	1	24	121	3	169			
	%	2.6	10.5	0.1	10.6	76	3	100	11.3	33.7	35	0.8	23.1	No		11.8	0.6	14.2	71.6	1.8	100	92.9	31.5
E6	#	1			49	27	1	78															
	%	1.3			62.8	34.6	1.3	100	1.9	55.2	17.4	1.9	No	No								0	Yes
E8	#	25	24	1	29	95	4	178						2	2	1	1	6	1	13			
	%	14	13.5	0.6	16.3	53.4	2.2	100	19.2	17.8	25.4	5.7	1.5	No	15.4	15.4	7.7	7.7	46.1	7.7	100	70.3	91.6

**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 2001 - 2002: 82.6 percent  
 Level of Goal Attainment for 2002 - 2003: 82.3 percent  
 Level of Goal Attainment for 2003 - 2004: 81 percent

## Education, Department of

Agency Director: Inez Tenenbaum

EEO Officer: Michael E. Addison

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	3		18	1		35																
	%	37.1	8.6		51.4	2.9		100	4.9	36.5	9.5	No	No	6.6								Yes	Yes	30.5
E2A	#	42	8	1	87	26	6	170																
	%	24.7	4.7	0.6	51.2	15.3	3.5	100	6.1	36.8	15.4	1.4	No	0.1*	16.7	16.7		50	16.7		77	Yes	99.4*	
E2B	#	26	5	1	33	14		79																
	%	32.9	6.3	1.3	41.8	17.7		100	5.2	30	9.4	No	No	No	20	20		40	20		Yes	Yes	Yes	
E2C	#	52	4		25	13		94																
	%	55.3	4.3		26.6	13.8		100	7.6	22.6	5.4	3.3	No	No	50	20		10	20		56.6	Yes	Yes	
E3	#	7	2		11	5		25																
	%	28	8		44	20		100	5.9	36.3	6.4	No	No	No	100						Yes	Yes	Yes	
E5	#	1			35	13	1	50																
	%	2			70	26	2	100	2	55.3	14.9	2	No	No	25			25	50		0	Yes	Yes	
E6	#	2			40	24	1	67																
	%	3			59.7	35.8	1.5	100	2.2	50.4	16.7	2.2	No	No				60	40		0	Yes	Yes	
E7	#	240	102	4	26	3	1	376																
	%	63.8	27.1	1.1	6.9	0.8	0.3	100	15.9	3.3	0.9	No	No	0.1*	67.5	22.5	5	5			Yes	Yes	88.9*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 89.3 percent

Level of Goal Attainment for 2002 - 2003: 92.4 percent

Level of Goal Attainment for 2003 - 2004: 85.5 percent

## Educational Television

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3				3			6				4.5*	No	2.5*								0*	Yes	0*
	% 50				50		100		4.5	21.5	2.5													
E2A	# 49	4	1	7	2		63					No	11.9	1.6							Yes	48.3	66.7	
	% 77.8	6.3	1.6	11.1	3.2		100		4.6	23	4.8													
E2B	# 19	2		9	3		33					3.4	No	No							64.2	Yes	Yes	
	% 57.6	6.1		27.3	9.1		100		9.5	26.9	5.9													
E2C	# 7	6		15	3	1	32					No	No	No	1			3			4	Yes	Yes	Yes
	% 21.9	18.8		46.9	9.4	3.1	100		2.4	25	8.6				25			75			100			
E3A	# 22	6		3	1		32					No	8.6	1.8*	1	1					2	Yes	52.2	63.3*
	% 68.8	18.8		9.4	3.1		100		10.3	18	4.9				50	50					100			
E3B	# 7	1		6	1		15					No	No	5.3*							Yes	Yes	55.8*	
	% 46.7	6.7		40	6.7		100		4.2	31.8	12													
E3C	# 3	1		4	3		11					No	No	No							Yes	Yes	Yes	
	% 27.3	9.1		36.4	27.3		100		3	24.4	7.9													
E5 and E6 Combined	# 1	1		8	8		18					No	4.9*	No							Yes	90.1*	Yes	
	% 5.6	5.6		44.4	44.4		100		3.8	49.3	16													
E7 and E8 Combined	# 5				1		6					16.4*	20.6	No							0*	0	Yes	
	% 83.3				16.7		100		16.4	20.6	9.3													

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 80.2 percent

Level of Goal Attainment for 2002 - 2003: 84.7 percent

Level of Goal Attainment for 2003 - 2004: 85.0 percent

# State Election Commission

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED 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 Combined	# 1			4	1		6																	
	% 16.7			66.7	16.7		100																	
E3, E5 and E6 Combined	# 1	1		4	2		8																	
	% 12.5	12.5		50	25		100																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

# Employment Security Commission

Agency Director: Roosevelt Halley

EEO Officer: Chena D. Melvin

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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																	
	%	85.7			14.3			100	4.6	25.6	4.2	4.6*	11.3*	3.2*											
E2A	#	56	36	1	127	104	7	331									7	4			11				
	%	16.9	10.9	0.3	38.4	31.4	2.1	100	5.1	40.8	11.8	No	2.4	No			63.6	36.4			100	Yes	94.1	Yes	
E2B and E4 Combined	#	32	27	1	96	71	1	228							3	6		9	4		22				
	%	14	11.8	0.5	42.1	31.1	0.5	100	5.3	39.4	11.2	No	No	No	13.6	27.3		40.9	18.2		100	Yes	Yes	Yes	
E2C	#	59	12		67	24		162							3	2		3			8				
	%	36.4	7.4		41.4	14.8		100	4.5	43.9	10.1	No	2.5	No	37.5	25		37.5			100	Yes	94.3	Yes	
E2D	#	42	6		28	10		86								1		3	1		5				
	%	48.8	7		32.6	11.6		100	4.9	30.9	5.7	No	No	No		20		60	20		100	Yes	Yes	Yes	
E3	#	35	8		19	13		75							3						3				
	%	46.7	10.7		25.3	17.3		100	5.7	31.6	10.7	No	6.3	No	100						100	Yes	80.1	Yes	
E6 and E7 Combined	#	5	4		53	33	1	96									5	7			12				
	%	5.2	4.2		55.2	34.4	1	100	3.7	50.4	15	No	No	No				41.7	58.3		100	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 2001 - 2002: 95.8 percent  
 Level of Goal Attainment for 2002 - 2003: 95.5 percent  
 Level of Goal Attainment for 2003 - 2004: 96 percent

## Board of Financial Institutions

Agency Director: Grady Patterson

EEO Officer: Georgette P. Rivers

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 **ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 **UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 **% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	4			2			6						1							1			
	%	66.7			33.3			100						100							100			
E2	#	9	4		8	3		24						4			3	1		8				
	%	37.5	16.7		33.3	12.5		100						50			37.5	12.5		100				
E5	#				2			2																
	%				100			100																
E6	#				2			2																
	%				100			100																
	#																							
	%																							
	#																							
	%																							

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

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

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

\*No goal established because the underutilization is less than one whole person.  
 \*\*Information not available this year due to previous exemption.

# Forestry Commission

Agency Director: Robert C. Schowalter

EEO Officer: Cy R. Wentworth

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	17			5	1	23										1	1		2			
	%	73.9			21.7	4.4	100	5.9	17.3	2.6	5.9	No	No				50	50		100	0	Yes	Yes
E2A	#	47			5		52	6.2	4.8	0.1	6.2	No	0.1*	66.7			1			3	0	Yes	0*
	%	90.4			9.6		100										33.3			100			
E2B	#	13	1		13		27	9.3	22.7	4.6	5.6	No	4.6				7			7	39.8	Yes	0
	%	48.1	3.7		48.1		100										100			100			
E3	#	42	3		3		48	7.1	8.4	0.8	0.9*	2.2	0.8*	3			1			4	87.3*	73.8	0*
	%	87.5	6.2		6.2		100							75			25			100			
E4	#	119	20	1	2		142	3.2	28.9	1.7	No	27.5	1.7	13	2					15			
	%	83.8	14.1	0.7	1.4		100							86.7	13.3					100	Yes	4.8	0
E6	#	4			35	7	46	6.5	27.8	12.8	6.5	No	No	3			3	4		10			
	%	8.7			76.1	15.2	100							30			30	40		100	0	Yes	Yes
E7	#	19	3		1		23	17.3	10.7	3.1	4.2*	6.4	3.1*	2						2	75.7*	40.2	0*
	%	82.6	13.1		4.3		100							100						100			

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 59.7 percent  
 Level of Goal Attainment for 2002 - 2003: 63.9 percent  
 Level of Goal Attainment for 2003 - 2004: 56.8 percent

# Francis Marion University

Agency Director: Luther F. Carter

EEO Officer: Joseph Heyward

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	13	1		9	1		24																	
Combined	%	54.2	4.2		37.5	4.2		100	4.6	34.6	9.3	0.4*	No	5.1	100						100	91.3*	Yes	45.2	
C2 and C3	#	60	3		16	1		80									2								
Combined	%	75	3.8		20	1.3		100	4.6	17.8	1	0.8*	No	No	77.7		22.2				100	82.6*	Yes	Yes	
C4 and C5	#	57		2	31	1	2	93									12								
Combined	%	61.3		2.2	33.2	1.1	2.2	100	1.5	34.7	2	1.5	1.4	0.8*	42.9		57.1				100	0	96	55*	
C6, C8, C9	#	14	1		13	4		32									4	1							
Combined	%	43.8	3.1		40.6	12.5		100	3.8	37.2	3.9	0.7*	No	No			80	20			100	81.6*	Yes	Yes	
E2	#	17	5		26	13	2	63							3	1	6	3	1	14					
	%	27	7.9		41.3	20.6	3.2	100	7.4	36.8	14.3	No	No	No	21.4	7.1	42.9	21.4	7.1	100	Yes	Yes	Yes		
E3	#	7	1		5	1	1	15																	
	%	46.7	6.7		33.3	6.7	6.7	100	3.5	28.3	11.6	No	No	4.9								Yes	Yes	57.8*	
E4 and E7	#	19	8	1	2	1		31						2			1								
Combined	%	61.3	25.8	3.2	6.5	3.2		100	42.1	4.8	3.2	16.3	No	No	66.7		33.3				100	61.3	Yes	Yes	
E5 and E6	#		3		22	18		43							2		4	5							
Combined	%		7		51.2	41.9		100	1	62.1	26.8	No	10.9	No		18.2	36.4	45.5			100	Yes	82.4	Yes	
E8	#	10	21		2	18		51						1	4										
	%	19.6	41.2		3.9	35.3		100	32.7	9	21.7	No	5.1	No	20	80					100	Yes	43.3	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 2001 - 2002: 84.9 percent  
 Level of Goal Attainment for 2002 - 2003: 84.9 percent  
 Level of Goal Attainment for 2003 - 2004: 85.1 percent

## Governor's Office

Agency Director: William E. Gunn

EEO Officer: Tina C. Sandoval

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF
E1	8	2		7	5		22	6.8	25.9	7.4	No	No	No	3			2			5	Yes	Yes	Yes
	%	36.4	9.1		31.8	22.7	100							60			40			100			
E2A	16	3		33	12		64	4.3	34.9	11.2	No	No	No	2	1		7	6		16	Yes	Yes	Yes
	%	25	4.7		51.6	18.7	100							12.5	6.3		43.7	37.5		100			
E2B	13	5		36	33		87	3.1	38.8	20.1	No	No	No	5	3		8	9		25	Yes	Yes	Yes
	%	14.9	5.7		41.4	37.9	100							20	12		32	36		100			
E3	4			2	1		7	4.6	32	5.9	4.6*	3.4*	No								0*	89.4*	Yes
	%	57.1			28.6	14.3	100																
E5 and E6 Combined	3	1		15	15		34	4.3	58.5	16.2	1.4*	14.4	No	3	1		4	3		11	67.4*	75.4	Yes
	%	8.8	2.9		44.1	44.1	100							27.3	9.1		36.3	27.3		100			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 94.6 percent  
 Level of Goal Attainment for 2002 - 2003: 95.3 percent  
 Level of Goal Attainment for 2003 - 2004: 95.2 percent

# Governor's School for the Arts and Humanities

Agency Director: Donald Beckie

EEO Officer: Debra Byrd

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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, C8, E1 Combined	#	2			6			8																	
	%	25			75			100	3.2	35	3.7	3.2*	No	3.7*								0*	Yes	0*	
E2A	#	17			13	1	2	33	5.8	42.3	3.2	5.8	2.9*	0.2*	5			1		1	7				
	%	51.5			39.4	3	6.1	100	5.8	42.3	3.2	5.8	2.9*	0.2*	71.4			14.3		14.3	100	0	93.1*	93.8*	
E2B	#	5	2		7	5		19							2	1		2	3		8				
	%	26.3	10.5		36.8	26.3		100	3.8	44.3	9.3	No	7.5	No	25	12.5		25	37.5		100	Yes	83.1	Yes	
E3, E5, E7, E8 Combined	#	1	1		6	1		9							1						1				
	%	11.1	11.1		66.7	11.1		100	6	47.7	6.9	No	No	No	100						100	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 2001 - 2002: 88.7 percent

Level of Goal Attainment for 2002 - 2003: 95.5 percent

Level of Goal Attainment for 2003 - 2004: 87 percent

## Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman

EEO Officer: Ernie L. Boyd

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C6	#	8		4	1	1	14							1						1			
	%	57.1		28.6	7.1	7.1	100	2.3	33.7	1.8	2.3*	5.1*	No	100						100	0*	84.9*	Yes
E1 and E2 Combined	#	7		5			12							1			3		4				
	%	58.3		41.7			100	6.8	31.6	9.6	6.8*	No	9.6	25			75		100	0*	Yes	0	
E3, E5, E6 Combined	#			3	1		4																
	%			75	25		100	4.8	44.3	16.4	4.8*	No	No								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 2001 - 2002: 98.1 percent  
 Level of Goal Attainment for 2002 - 2003: 97.6 percent  
 Level of Goal Attainment for 2003 - 2004: 80.8 percent

## Health and Environmental Control, Department of (Statewide)

Agency Director: C. Earl Hunter

EEO Officer: Thomas B. Jenkins

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	# 197	26	6	122	27		378				No	2	0.4	6	2	2	2	2	12				
	% 52.1	6.9	1.6	32.3	7.1		100	5	34.3	7.5				50	16.7		16.7	16.7		100	Yes	94.2	94.7
E2A	# 8	1	1	687	74	5	776				0.9	No	1.5	6		1	91	21	4	123			
	% 1	0.1	0.1	88.5	9.5	0.6	100	1	72.8	11				4.7		0.8	75.2	16.3	3.1	100	10.0	Yes	86.4
E2B	# 403	32	12	287	83	10	827							5			22	4		31			
	% 48.7	3.9	1.5	34.7	10.0	1.2	100	6.2	22.1	5.1	2.3	No	No	16.1			71	12.9		100	62.9	Yes	Yes
E2C	# 249	53	8	446	185	14	955							15			71	32	2	120			
	% 26.1	5.5	0.8	46.7	19.4	1.5	100	5.7	33.5	11	0.2	No	No	12.5			59.2	26.7	1.7	100	96.5	Yes	Yes
E3	# 67	20	4	82	30	9	212							12	1		33	6	7	59			
	% 31.6	9.4	1.9	38.7	14.2	4.2	100	4.5	32.2	9.8	No	No	No	20.3	1.7		55.9	10.2	11.9	100	Yes	Yes	Yes
E4, E7, E8 Combined	# 24	15		8	4		51										1			1			
	% 47.1	29.4		15.7	7.8		100	15.2	20.9	8	No	5.2	0.2*				100			100	Yes	75.1	97.5*
E5	# 5	4	2	204	124	1	340							2			13	6	1	22			
	% 1.5	1.2	0.6	60	36.5	0.3	100	3	55.3	12	1.8	No	No	9.1			59.1	27.3	4.5	100	40.0	Yes	Yes
E6	# 3	8		625	323	14	973							5	2		75	40	11	133			
	% 0.3	0.8		64.2	33.2	1.4	100	3	51.5	15.9	2.2	No	No	3.8	1.5		56.4	30.1	8.3	100	26.7	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 2001 - 2002: 86.8 percent

Level of Goal Attainment for 2002 - 2003: 87.4 percent

Level of Goal Attainment for 2003 - 2004: 86.8 percent

## Health and Environmental Control, Department of (Appalachia I District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		3			5																	
	%	40		60			100	2.2	44	7.4	2.2*	No	7.4*								0*	Yes	0*	
E2A	#			30	1		31										3			3				
	%			96.8	3.2		100	0.9	80.5	4.8	0.9*	No	1.6*				100			100	0*	Yes	66.7*	
E2B	#	7		5	2	1	15							1						1				
	%	46.7		33.3	13.3	6.7	100	6.4	24.9	1.5	6.4*	No	No	100						100	0*	Yes	Yes	
E2C	#	5	2	24	3		34										3			3				
	%	14.7	5.9	70.6	8.8		100	4.2	44.6	5.1	No	No	No				100			100	Yes	Yes	Yes	
E3	#			10	2		12							1						1				
	%			83.3	16.7		100	3.7	41.8	5.6	3.7*	No	No	100						100	0*	Yes	Yes	
E5	#			1	12	1	14																	
	%			7.1	85.7	7.1	100	0.7	68.1	2.7	0.7*	No	No								0*	Yes	Yes	
E6	#			43	12		55							2			1	1	1	5				
	%			78.2	21.8		100	3.2	70.4	2.1	3.2	No	No	40			20	20	20	100	0	Yes	Yes	
E7	#	2			1		3																	
	%	66.7			33.3		100	3.4	5.1	2.9	3.4*	5.1*	No								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 2001 - 2002: 89.9 percent

Level of Goal Attainment for 2002 - 2003: 92 percent

Level of Goal Attainment for 2003 - 2004: 91.7 percent

## Health and Environmental Control, Department of (Appalachia II District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6		4			10									1				1			
	%	60		40			100	2.8	22.1	5.5	2.8*	No	5.5*			100				100	0*	Yes	0*
E2A	#	1		61	4	1	67							1			4			5			
	%	1.5		91	6	1.5	100	0.4	77.9	7.5	0.4*	No	1.5	20			80			100	0*	Yes	80
E2B	#	9		6	4		19									1				1			
	%	47.4		31.6	21.1		100	5.2	25.7	3.6	5.2*	No	No				100			100	0*	Yes	Yes
E2C	#	9	1	23	9	2	44									2	1			3			
	%	20.5	2.3	52.3	20.5	4.5	100	3.8	40.6	9.5	1.5*	No	No				66.7	33.3		100	60.5*	Yes	Yes
E3	#	5	1	3		1	10							1			1	1		3			
	%	50	10	30		10	100	4.1	36	6.9	No	6*	6.9*	33.3			33.3	33.3		100	Yes	83.3*	0*
E5	#			19	8		27																
	%			70.4	29.6		100	0.9	59.3	10.9	0.9*	No	No								0*	Yes	Yes
E6	#			65	12	2	79								1		6	4	1	12			
	%			82.3	15.2	2.5	100	4.1	59.1	6.8	4.1	No	No		8.3		50	33.3	8.3	100	0	Yes	Yes
E8	#	1					1																
	%	100					100	0	100	0	0*	100	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 2001 - 2002: 82.3 percent  
 Level of Goal Attainment for 2002 - 2003: 84.7 percent  
 Level of Goal Attainment for 2003 - 2004: 82.7 percent

## Health and Environmental Control, Department of (Appalachia III District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		5			8																	
	%	37.5		62.5			100	3.3	34.2	8	3.3*	No	8*								0*	Yes	0*	
E2A	#	1		54	11		66										4	1		5				
	%	1.5		81.8	16.7		100	1.1	77.1	8.1	1.1*	No	No				80	20		100	0*	Yes	Yes	
E2B	#	13		3			16							1			2	2		5				
	%	81.3		18.8			100	3.8	28.1	3.1	3.8*	9.3	3.1*	20			40	40		100	0*	66.9	0*	
E2C	#	10		24	7		41							1						1				
	%	24.4		58.5	17.2		100	3.9	40.3	10.3	3.9	No	No	100						100	0	Yes	Yes	
E3	#	2	1	11	3		17										1			1				
	%	11.8	5.9	64.7	17.6		100	1.9	54.1	13.3	No	No	No				100			100	Yes	Yes	Yes	
E4, E7 and E8 Combined	#	1	1	3			5																	
	%	20	20	60			100	1.6	35.5	2.1	No	No	2.1*								Yes	Yes	0*	
E5	#	1		14	7		22																	
	%	4.5		63.6	31.8		100	3.3	64.3	4.6	3.3*	0.7*	No								0*	98.9*	Yes	
E6	#	1		50	19	3	73										1			1				
	%	1.4		68.5	26	4.1	100	0.7	56.2	6.6	0.7*	No	No				100			100	0*	Yes	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 91.7 percent

Level of Goal Attainment for 2002 - 2003: 91.3 percent

Level of Goal Attainment for 2003 - 2004: 91.6 percent

## Health and Environmental Control, Department of (Catawba District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3		3			6				2.3*	No	10.4*											
	%	50		50			100	2.3	36.6	10.4	2.3*	No	10.4*								0*	Yes	0*	
E2A	#	1		51	4		56				0.4*	No	2.3				2			2				
	%	1.8		91.1	7.1		100	0.4	74.2	9.4	0.4*	No	2.3				100			100	0*	Yes	75.5	
E2B	#	5		7			12							1						1				
	%	41.7		58.3			100	9	36.2	2.7	0.9*	No	2.7*	100						100	0*	Yes	0*	
E2C	#	12		17	7		36				1.5*	No	No						1	1				
	%	33.3		47.2	19.4		100	1.5	38.8	11.6	1.5*	No	No						100	100	0*	Yes	Yes	
E3	#			3	1		4										2			2				
	%			75	25		100	2.1	42	5.9	2.1*	No	No				100			100	0*	Yes	Yes	
E5	#			10	3		13										1			1				
	%			76.9	23.1		100	0.5	47.9	6.2	0.5*	No	No				100			100	0*	Yes	Yes	
E6	#			35	16		51										3	2		5				
	%			68.6	31.4		100	2.6	54.6	8.6	2.6	No	No				60	40		100	0	Yes	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 88.8 percent  
 Level of Goal Attainment for 2002 - 2003: 88.8 percent  
 Level of Goal Attainment for 2003 - 2004: 90.4 percent

## Health and Environmental Control, Department of (Edisto-Savannah District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	3	2		4	3			12	4.3	41.5	10.8	No	8.2*	No	50			1			2	Yes	80.2*	Yes
E2A	1			84	6	3		94	0.7	71.4	14.1	No	No	7.7				10	2		12	Yes	Yes	45.4
E2B	8	2		7	2			19	3.5	24	4.6	No	No	No	1			1			2	Yes	Yes	Yes
E2C	7	5		22	22	1		57	5.4	32.3	15.5	No	No	No	3			5	4		12	Yes	Yes	Yes
E3	1	4		6	2	1		14	2.3	37.2	29.3	No	No	15	1			3		1	5	Yes	Yes	48.8
E5	1			15	19			35	4.9	48.6	18.7	2*	5.7	No								59.2*	88.3*	Yes
E6	1			45	36	1		83	4.8	34.2	26.1	3.6	No	No				6	1	2	9	25	Yes	Yes
E8	2				1			3	25.7	22.6	34.2	25.7*	22.6*	No								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 2001 - 2002: n/a percent  
 Level of Goal Attainment for 2002 - 2003: n/a percent  
 Level of Goal Attainment for 2003 - 2004: 88.5 percent

## Health and Environmental Control, Department of (Low Country District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	1		3			4				3.4*	No	3.9*		1			1		2			
	%	25		75			100	3.4	21.4	3.9	3.4*	No	3.9*		50			50		100	0*	Yes	0*
E2A	#	1		27	1		29				0.2*	No	6.6				7	1	8				
	%	3.4		93.1	3.4		100	0.2	72.4	10	0.2*	No	6.6				87.5	12.5	100	0*	Yes	34	
E2B	#	6		3	4		13				7.9	No	No		1		1		2				
	%	46.2		23.1	30.8		100	7.9	18.1	3.7	7.9	No	No		50		50		100	0	Yes	Yes	
E2C	#	6	3	13	5	1	28				6.3	No	No				3	3	6				
	%	21.4	10.7	46.4	17.9	3.6	100	6.3	25.7	9.3	No	No	No				50	50	100	Yes	Yes	Yes	
E3	#			1			1				10.2	No	12.5*		2			1	1	4			
	%			100			100	10.2	24.6	12.5	10.2*	No	12.5*		50			25	25	100	0*	Yes	0*
E5	#			6	4		10				3.3	No	No		1		1	1	3				
	%			60	40		100	3.3	33.3	33.2	3.3*	No	No		33.3		33.3	33.3	100	0*	Yes	Yes	
E6	#			33	15	3	51				4.2	No	13.2				4	1	5				
	%			64.7	29.4	5.9	100	4.2	31.3	42.6	4.2	No	13.2				80	20	100	0	Yes	69	
E7	#			2			2				28.6	No	21.6*										
	%			100			100	28.6	7.9	21.6	28.6*	No	21.6*								0*	Yes	0*
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 90.2 percent

Level of Goal Attainment for 2002 - 2003: 87.5 percent

Level of Goal Attainment for 2003 - 2004: 81.4 percent

## Health and Environmental Control, Department of (Palmetto District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF
E1	4	1		5			10				No	No	7.3*	2						2	Yes	Yes	0*
	%	40	10		50		100	5.6	35.3	7.3				100						100			
E2A	1		1	64	7	1	74				2.6	No	3.8				10	2	2	14	0	Yes	71.4
	%	1.4		86.5	9.5	1.4	100	2.6	68.8	13.3	2.6	No	3.8				71.4	14.3	14.3	100			
E2B	12	2		11	5	1	31				No	No	No				4			4	Yes	Yes	Yes
	%	38.7	6.5		35.5	16.1	100	6.5	20.3	5.6	No	No	No				100			100	Yes	Yes	Yes
E2C	10	3	1	26	24		64					No	No				7			7			
	%	15.6	4.7	1.6	40.6	37.5	100	6.7	31.3	10.4	2	No	No				100			100	70.1	Yes	Yes
E3	3	3		2	4		12				No	11.1	No	1			2	1		4	Yes	60.1	Yes
	%	25	25		16.7	33.3	100	5.3	27.8	8.3	No	11.1	No	25			50	25		100	Yes	60.1	Yes
E5				15	4		19				3.1*	No	No				1		1	2	0*	Yes	Yes
	%			78.9	21.1		100	3.1	53.2	13.6	3.1*	No	No				50		50	100	0*	Yes	Yes
E6		1		44	25	2	72				0.8*	No	No		1		10	8	4	23	63.6*	Yes	Yes
	%		1.4		61.1	34.7	100	2.2	51.2	16.5	0.8*	No	No		4.3		43.5	34.8	17.4	100	63.6*	Yes	Yes
E8	1	2					3				No	37	14.8*								Yes	0	0*
	%	33.3	66.7				100	9.1	37	14.8	No	37	14.8*								Yes	0	0*
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 86.6 percent

Level of Goal Attainment for 2002 - 2003: 79.6 percent

Level of Goal Attainment for 2003 - 2004: 84.1 percent

## Health and Environmental Control, Department of (Pee Dee District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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			3	1		6				5.6*	No	No								0*	Yes	Yes
	% 33.3			50	16.7		100	5.6	29.1	9.8	5.6*	No	No								0*	Yes	Yes
E2A	#			79	4		83				0.7*	No	6.7				8	1		9	0*	Yes	41.7
	%			95.2	4.8		100	0.7	70.4	11.5	0.7*	No	6.7				88.9	11.1		100	0*	Yes	41.7
E2B	# 10	1		5	2		18				3*	2.5*	No	1			1			2	65.1*	91.7*	Yes
	% 55.6	5.6		27.8	11.1		100	8.6	30.3	2.7	3*	2.5*	No	50			50			100	65.1*	91.7*	Yes
E2C	# 7	1		20	13		41				4.7	No	No	2			3	1		6	33.8	Yes	Yes
	% 17.1	2.4		48.8	31.7		100	7.1	38.8	14.2	4.7	No	No	33.3			50	16.7		100	33.8	Yes	Yes
E3	# 5	1		3	3		12				No	12.6	No	1						1	Yes	66.5	Yes
	% 41.7	8.3		25	25		100	3.3	37.6	17.6	No	12.6	No	100						100	Yes	66.5	Yes
E5	# 1	1		14	14		30				No	10.4	No				2			2	Yes	81.8	Yes
	% 3.3	3.3		46.7	46.7		100	1.7	57.1	16.4	No	10.4	No				100			100	Yes	81.8	Yes
E6	#	1		49	36		86				0.8*	No	No				2	1	1	4	60*	Yes	Yes
	%	1.2		57	41.9		100	2	50.3	23.1	0.8*	No	No				50	25	25	100	60*	Yes	Yes
E7 and E8 Combined	# 1	1		1			3				No	No	12.2*								Yes	Yes	0*
	% 33.3	33.3		33.3			100	0	24.6	12.2	No	No	12.2*								Yes	Yes	0*
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 85.7 percent

Level of Goal Attainment for 2002 - 2003: 85.4 percent

Level of Goal Attainment for 2003 - 2004: 87.6 percent

## Health and Environmental Control, Department of (Trident District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	3				3	1		7	4.1	32.3	9	4.1*	No	No	1			1			2	0*	Yes	Yes
	42.9				42.9	14.3		100										50			100			
E2A	1				58	15		74	0.6	69.7	13.5	0.6*	No	No				11	3		14	0*	Yes	Yes
	1.4				78.4	20.3		100										78.6	21.4		100			
E2B	22	3			9	5		39	8.3	19.9	4.3	0.6*	No	No				1			1	92.8*	Yes	Yes
	56.4	7.7			23.1	12.8		100										100			100			
E2C	2	2	1		36	9	1	51	4.8	33.3	10.9	0.9*	No	No	3			6	3		12	81.3*	Yes	Yes
	3.9	3.9	2		70.6	17.6	2	100							25			50	25		100			
E3	4	2			4	6		16	3.5	42.1	20.3	No	17.1	No	1			1			2	Yes	59.4	Yes
	25	12.5			25	37.5		100							50			50			100			
E5					6	17		23	4	48.9	9.6	4*	22.8	No								0*	53.4	Yes
					26.1	73.9		100																
E6					50	51	1	102	9.1	47.3	13	9.1	No	No	1			6	5	1	13	0	Yes	Yes
					49	50	1	100							7.7			46.2	38.5	7.7	100			
E7 and E8 Combined	3	2						5	27	13.5	2.5	No	13.5*	2.5*								Yes	0*	0*
	60	40						100																

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 84.7 percent

Level of Goal Attainment for 2002 - 2003: 86 percent

Level of Goal Attainment for 2003 - 2004: 88.8 percent

## Health and Environmental Control, Department of (Upper Savannah District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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								1					1			
	%	66.7		33.3			100	2.5	31.4	8.4	2.5*	No	8.4*		100					100	0*	Yes	0*
E2A	#			40	7		47										2	2		4			
	%			85.1	14.9		100	1.1	76.7	9.4	1.1*	No	No				50	50		100	0*	Yes	Yes
E2B	#	6	1	8	1		16																
	%	37.5	6.3	50	6.3		100	2	24.3	11.8	No	No	5.5*								Yes	Yes	53.4*
E2C	#	3	2	16	8		29										1	1		2			
	%	10.3	6.9	55.2	27.6		100	4.2	33.3	14.1	No	No	No				50	50		100	Yes	Yes	Yes
E3	#		1	1			2							1			2			3			
	%		50	50			100	0.6	23.7	6	No	No	6*	33.3			66.7			100	Yes	Yes	0*
E5	#			11	2		13										1	1		2			
	%			84.6	15.4		100	3.4	66.2	14.8	3.4*	No	No				50	50		100	0*	Yes	Yes
E6	#	1		33	10		44										5	1		6			
	%	2.3		75	22.7		100	4.7	50.8	6.7	4.7	No	No				83.3	16.7		100	0	Yes	Yes
E8	#	1					1																
	%	100					100	7.7	50.6	6.2	7.7*	50.6*	6.2*								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 2001 - 2002: 91 percent  
 Level of Goal Attainment for 2002 - 2003: 90.6 percent  
 Level of Goal Attainment for 2003 - 2004: 90.8 percent

## Health and Environmental Control, Department of (Waccamaw District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	#	2			51	8		61									2	2		4			
	%	3.3			83.6	13.1		100	0.4	76.4	9.2	0.4*	No	No			50	50		100	0*	Yes	Yes
E2B	#	11	1		7			19									1			1			
	%	57.9	5.3		36.8			100	1.2	32.6	5	No	No	5*			100			100	Yes	Yes	0*
E2C	#	8	2		18	7	5	40									3	1		4			
	%	20	5		45	17.5	12.5	100	2.3	37.6	9.2	No	No	No			75	25		100	Yes	Yes	Yes
E3	#	3		1	4		1	9						1			2			3			
	%	33.3		11.1	44.4		11.1	100	1.1	29.6	1.6	1.1*	No	1.6*	33.3		66.7			100	0*	Yes	0*
E5	#				14	9		23															
	%				60.9	39.1		100	5.3	61.7	4.4	5.3	0.8*	No							0	98.7*	Yes
E6	#				52	17		69									6	3		9			
	%				75.4	24.6		100	0	58.8	9.4	0*	No	No			66.7	33.3		100	0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 92.3 percent

Level of Goal Attainment for 2002 - 2003: 85.4 percent

Level of Goal Attainment for 2003 - 2004: 92.2 percent

## Health and Environmental Control, Department of (Wateree District)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1			3			4																
	%	25			75			100	5.6	29.3	6.1	5.6*	No	6.1*							0*	Yes	0*	
E2A	#			46	2			48						1			9			10				
	%			95.8	4.2			100	1.1	66.7	14.7	1.1*	No	10.5	10		90			100	0*	Yes	28.6	
E2B	#	7	2		7	1		17									1	2		3				
	%	41.2	11.8		41.2	5.9		100	9.1	19.3	2.8	No	No	No			33.3	66.7		100	Yes	Yes	Yes	
E2C	#	7	1	1	16	11		36									3	1		4				
	%	19.4	2.8	2.8	44.4	30.6		100	8.4	28.7	16.3	5.6	No	No			75	25		100	33.3	Yes	Yes	
E3	#	1		1	4			6						1	1					2				
	%	16.7		16.7	66.7			100	2.5	28.1	9.5	2.5*	No	9.5*	50	50				100	0*	Yes	0*	
E5	#			8	3			11									3			3				
	%			72.7	27.3			100	2.6	45.4	21.1	2.6*	No	No			100			100	0*	Yes	Yes	
E6	#			47	14	1		62									4	2		6				
	%			75.8	22.6	1.6		100	1.6	43.9	27.7	1.6*	No	5.1			66.7	33.3		100	0*	Yes	81.6	
E8	#				1			1									1			1				
	%				100			100	19.3	33.6	12.5	19.3*	33.6*	No			100			100	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 2001 - 2002: 82.9 percent

Level of Goal Attainment for 2002 - 2003: 86.3 percent

Level of Goal Attainment for 2003 - 2004: 89.6 percent

# Health and Human Services, Department of

Agency Director: Robert Kerr  
EEO Officer: Tonya M. Chambers

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		21	5	1	35									3			3			
	%	14.3	8.6		60	14.3	2.8	100	3.1	24.9	3.1	No	No	No				100			100	Yes	Yes
E2 and E2A Combined	#	24	10		102	47		183						3	1		10	11		25			
	%	13.1	5.5		55.7	25.7		100	3.6	41.1	18.6	No	No	No	12	4		40	44		100	Yes	Yes
E2B and E2C Combined	#	41	16	4	291	211	11	574						8	5		39	27	3	82			
	%	7.1	2.8	0.7	50.7	36.8	1.9	100	3.5	28.9	18	0.7	No	No	9.8	6.1		47.6	32.9	3.6	100	80	Yes
E3	#	14	2		4	4	2	26									1			1			
	%	53.8	7.7		15.4	15.4	7.7	100	5.1	25.8	3.7	No	10.4	No				100			100	Yes	59.7
E4	#	2	1					3															
	%	66.7	33.3					100	3.5	25	3.4	No	25*	3.4*								Yes	0*
E5	#	3	3		28	41		75							1		4	8	1	14			
	%	4	4		37.5	54.7		100	4.9	36.3	21.3	0.9*	No	No		7.1	28.6	57.1	7.1	100	81.6*	Yes	Yes
E6	#		1	1	51	47		100									12	10		22			
	%		1	1	51	47		100	1.8	43.9	16.8	0.8*	No	No			54.5	45.5		100	55.6*	Yes	Yes

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 90.5 percent  
Level of Goal Attainment for 2002 - 2003: 91.6 percent  
Level of Goal Attainment for 2003 - 2004: 93.5 percent

## Higher Education, Commission on

Agency Director: Dr. Conrad Festa

EEO Officer: Jeffrey Richards

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	4		8	1		18							1	1		3	2		7			
	%	27.8	22.2		44.4	5.6		100						14.3	14.3		42.9	28.6		100				
E2	#				3	4		7																
	%				42.9	57.1		100																
E5	#				1	1		2																
	%				50	50		100																
E6	#					1		1																
	%					100		100																
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

# State Housing Finance and Development Authority, South Carolina

Agency Director: Eugene A. Laurent

EEO Officer: Barbara Anderson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED 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			4	2		10																	
	%	40.0			40.0	20.0		100																	
E2	#	21	4	2	33	13		73						1	1		3	3							
	%	28.8	5.5	2.7	45.2	17.8		100						12.5	12.5		37.5	37.5							
E3	#	4	2					6						1											
	%	66.7	33.3					100						100											
E5	#	1			14	9	1	25											4	1					
	%	4.0			56.0	36.0	4.0	100											80.0	20.0					
E6	#					1		1																	
	%					100		100																	
	#																								
	%																								

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

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

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

**\*Information not available this year due to previous exemption.**

# Insurance, Department of

Agency Director:  
EEO Officer: Sheila Howard

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							*ADJUSTED AVAILABILITY (Qualified Labor Pool)			*UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							*% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	5	2		6	1	1	15						1					1	2			
	%	33.3	13.3		40	6.7	6.7	100						50					50	100			
E2	#	14	5	1	17	7	1	45						1					1	1			
	%	31.1	11.1	2.2	37.8	15.6	2.2	100						100					100	100			
E3, E5, E6 Combined	#	1			9	12		22															
	%	4.5			40.9	54.5		100															
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

**\*Information not available this year due to previous exemption.**

# John de la Howe School

Agency Director: George H. Young, Jr. Interim Superintendent

EEO Officer: Angelee T. Williams

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		1	2		5				No	10.6*	No								Yes	65.4*	Yes
	% 20	20		20	40		100	5.8	30.6	20.6													
E2	# 12	5		13	29	1	60				No	No	No	3	8		2	11		24	Yes	Yes	Yes
	% 20	8.3		21.7	48.3	1.7	100	1.4	25.4	32.9				12.5	33.3		8.3	45.8		100			
E3	# 1						1																
	% 100						100	6.1	9	2.2	6.1*	9*	2.2*								0*	0*	0*
E5 and E6 Combined	#			7	3		10				0*	9.5*	No								0*	88.1*	Yes
	%			70	30		100	0	79.5	10.5													
E7 and E8 Combined	# 6			2	5		13																
	% 46.1			15.4	38.5		100	11.9	11	30.8	11.9	No	No								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 2001 - 2002: 86.2 percent  
 Level of Goal Attainment for 2002 - 2003: 86.8 percent  
 Level of Goal Attainment for 2003 - 2004: 86.7 percent

## Juvenile Justice, Department of (Page 1 of 2)

Agency Director: William Byars, Jr.

EEO Officer: Terri McGee

EEO CATEGORY	2							3			4			5							6			
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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																
	%	37.5	25		37.5			100	24.9	5.6	1.3	No	No	1.3*								Yes	Yes	0*
E2A	#	41	11		35	23		110						8			5	5		18				
	%	37.3	10		31.8	20.9		100	5.6	31.9	14.9	No	0.1*	No	44.4		27.8	27.8		100	Yes	99.7*	Yes	
E2B	#	16	24		51	78	1	170						7	13		23	35		78				
	%	9.4	14.1		30	45.9	0.6	100	12.3	30.2	29.5	No	0.2*	No	9	16.7	29.5	44.9		100	Yes	99.3*	Yes	
E2C	#	19	18	1	50	22		110							2		6	4		12				
	%	17.3	16.4	0.9	45.5	20		100	6.1	42.2	19.9	No	No	No		16.7	50	33.3		100	Yes	Yes	Yes	
E3	#	11	3		7	2		23						2			4	2		8				
	%	47.8	13		30.4	8.7		100	8.9	36.7	9.3	No	6.3	0.6*	25		50	25		100	Yes	82.8	93.5*	
E4	#	74	323		93	302		792						45	170	2	33	181		431				
	%	9.3	40.8		11.7	38.1		100	26.7	14	28.8	No	2.3	No	10.4	39.4	0.5	7.7	42		100	Yes	83.6	Yes
E5	#	3	2		14	20		39									1			1				
	%	7.7	5.1		35.9	51.3		100	6.5	47.5	15.1	1.4*	11.6	No			100			100	78.5	75.6	Yes	
E6	#	2	3		43	40		88							1		8	11	1	21				
	%	2.3	3.4		48.9	45.5		100	5	47	16	1.6	No	No		4.8	38.1	52.4	4.8	100	68	Yes	Yes	
E7	#	14	7					21						4						4				
	%	66.7	33.3					100	21.2	4.3	6.4	No	4.3*	6.4	100					100	Yes	0*	0	

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

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

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

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

## Juvenile Justice, Department of (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	1	4		3	32	40				7.7	No	No	5	2			11	2	20	56.5	Yes	Yes
	%	2.5	10		7.5	80	100	17.7	7.1	27.4				25	10			55	10	100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 87.5 percent  
 Level of Goal Attainment for 2002 - 2003: 86.6 percent  
 Level of Goal Attainment for 2003 - 2004: 90.6 percent

# Labor, Licensing and Regulations, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6	1	1	4	3		15						1	1					2			
	%	40	6.7	6.7	26.6	20		100	4.3	26	5.9	No	No	No	50	50				100	Yes	Yes	Yes
E2A	#	29	3	2	15	5		54						1						1			
	%	53.7	5.6	3.7	27.7	9.3		100	5.5	24.3	6	No	No	No	100					100	Yes	Yes	Yes
E2B	#	106	13		42	22		183						5	1		2	3		11			
	%	57.9	7.1		23	12		100	5.2	38.2	12.5	No	15.2	0.5*	45.4	9.1		18.2	27.3	100	Yes	60.2	96*
E3	#	4	1		5	7		17						1						1			
	%	23.5	5.9		29.4	41.2		100	8.9	34.8	9.2	3*	5.4*	No	100					100	66.3*	84.5*	Yes
E5	#	1			37	13		51									6	1		7			
	%	2			72.5	25.5		100	3.3	50.1	21.2	3.3	No	No			85.7	14.3		100	0	Yes	Yes
E6	#	2	3		24	24		53						1			1	6		8			
	%	3.7	5.7		45.3	45.3		100	2.9	50.7	16.4	No	5.4	No	12.5		12.5	75		100	Yes	89.3	Yes
E7/E8	#	4			1			5						1						1			
	%	80			20			100	25.1	8.5	24.7	25.1	No	24.7*	100					100	0	Yes	0*

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 80.6 percent  
 Level of Goal Attainment for 2002 - 2003: 83.7 percent  
 Level of Goal Attainment for 2003 - 2004: 84.8 percent

## Lander University (Page 1 of 2)

Agency Director: Daniel W. Ball

EEO Officer: R. Daniel Adams

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 14				6			20																	
	% 70				30			100	4.9	38.8	7	4.9*	8.8	7								0*	77.3	0	
C2 and C3 Combined	# 32	1			15			48									4								
	% 66.7	2.1			31.3			100	1.6	40	2.8	No	8.7	2.8	76.5		23.5				100	Yes	78.3	0	
C4	# 12				9	1	2	24																	
	% 50				37.5	4.2	8.3	100	3.1	42.9	1.8	3.1*	5.4	No	100						100	0*	87.4	Yes	
C5	# 17	3	1		16			37									2								
	% 46	8.1	2.7		43.2			100	2.6	43.2	3.9	No	No	3.9	42.9	28.6	28.6				100	Yes	Yes	0	
C6, C7 and C9 Combined	# 15	2			21	1	1	40									6	1							
	% 37.5	5			52.5	2.5	2.5	100	6.5	31.5	3.9	1.5*	No	1.4*	27.3	9.1	54.5	9.1			100	76.9*	Yes	64.1*	
E2	# 8	1			35	3		47									4								
	% 17	2.1			74.5	6.4		100	3.2	52.6	9.5	1.1*	No	3.1	20		80				100	65.6*	Yes	67.4	
E3 and E4 Combined	# 11	1			5	2		19									1								
	% 57.9	5.3			26.3	10.5		100	2.1	22.4	1.7	No	No	No	66.7		33.3				100	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.

## Lander University (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E5 and E6 Combined	#	3			30	1		34																
	%	8.8			88.2	2.9		100	1	53.5	9.3	1*	No	6.4	50			2			4	0*	Yes	31.2
E7	#	21	1	1	1			24																
	%	87.5	4.2	4.2	4.2			100	11	2.9	2.9	6.8	No	2.9*	100						2	38.2	Yes	0*
E8	#	9	3		2	11		25																
	%	36	12		8	44		100	26.7	7.3	19.8	14.7	No	No								44.9	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 2001 - 2002: 80.5 percent  
 Level of Goal Attainment for 2002 - 2003: 80 percent  
 Level of Goal Attainment for 2003 - 2004: 74.3 percent

# Law Enforcement Division, State

Agency Director: Chief Robert Stewart

EEO Officer: Lynn Hutto

EEO CATEGORY	2							3			4			5							6			
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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	5		3	3		30				No	2.9*	No	2				1		3	Yes	77.5*	Yes
	%	63.3	16.7		10	10		100	15.1	12.9	4.8				66.7				33.3		100			
E2A	#	74	8	2	13	2		99				8.3	7.2	5.6	1	1				2	49.4	64.5	26.3	
	%	74.7	8.1	2	13.1	2		100	16.4	20.3	7.6				50.0	50.0				100				
E2B	#	21	7		21	3	3	55				0.6*	No	2.3	2	2		6		10	95.5*	Yes	70.5	
	%	38.2	12.7		38.2	5.5	5.5	100	13.3	23	7.8				20.0	20.0		60.0		100				
E3	#	12	2	1	30	19	1	65				3.2	No	No	2			2	4	8	49.2	Yes	Yes	
	%	18.5	3.1	1.5	46.2	29.2	1.5	100	6.3	36.6	11.2				25.0			25.0	50.0	100				
E4A	#	75	11	2	9	6		103				6.5	No	No							62.2	Yes	Yes	
	%	72.8	10.7	1.9	8.7	5.8		100	17.2	8.1	4.4													
E4B	#	62	13	2	13	8		98				4.5	No	No	3		1	2		6	74.7	Yes	Yes	
	%	63.3	13.3	2	13.3	8.2		100	17.8	6.9	3.1				50.0		16.7	33.3		100				
E5	#	1			29	3		33				3.6	No	5.4				5		5	0	Yes	62.8	
	%	3			87.9	9.1		100	3.6	49.4	14.5							100		100				
E6	#				22	11	1	34				2.1*	No	No				7	1	8	0*	Yes	Yes	
	%				64.7	32.4	2.9	100	2.1	50.4	18.6							87.5	12.5	100				
E7 and E8 Combined	#	1				1		2				22.5*	7.1*	No							0*	0*	Yes	
	%	50				50		100	22.5	7.1	13.4													

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 78.3 percent  
 Level of Goal Attainment for 2002 - 2003: 81.9 percent  
 Level of Goal Attainment for 2003 - 2004: 80.5 percent

# Library, State

Agency Director: James B. Johnson, Jr.

EEO Officer: Vicki L. Maxheimer

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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 Combined	# 4	1		14	2	1	22				No	No	6.9	1	1		3			5	Yes	Yes	56.9
	% 18.2	4.5		63.6	9.1	4.5	100	0.5	50.9	16				20	20		60			100			
E3 and E5 Combined	# 3	1	1	6	3		14				No	0.7*	No	2		1			3	Yes	98.4*	Yes	
	% 21.4	7.1	7.1	42.9	21.4		100	3.9	43.6	18.7				66.7		33.3			100				
E6	# 4	1			1		6				No	46.3	2.6*								Yes	0	86.5
	% 66.7	16.7			16.7		100	3.4	46.3	19.3													
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 81.3 percent  
 Level of Goal Attainment for 2002 - 2003: 78.9 percent  
 Level of Goal Attainment for 2003 - 2004: 82.4 percent

## Lieutenant Governor's Office

Agency Director: Andre Bauer

EEO Officer: Bonnie Heddy

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	1						1																	
	%	100						100																	
E1	#	2			1			3						1			1				2				
	%	66.7			33.3			100						50			50				100				
E2	#	4			17	4		25						2							2				
	%	16			68	16		100						100							100				
E3	#		1					1						1							1				
	%		100					100						100							100				
E5	#					1		1						1			2				3				
	%					100		100						33.3			66.7				100				
E6	#	1						1																	
	%	100						100																	
	#																								
	%																								

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

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

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

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

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

Agency Director: Raymond Greenberg

EEO Officer: Wallace Bonaparte

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	3			3			6																
	%	50			50			100	3.4	34.7	0.7	3.4*	No	0.7*										
E102	#	9	2		19			30						2			2			4				
	%	30	6.7		63.3			100	2.3	38.9	4	No	No	4	50		50			100	Yes	Yes	0	
E204	#	15	1		27	3		46						2						2				
	%	32.6	2.2		58.7	6.5		100	2.3	38	6.4	0.1*	No	No	100					100	95.7	Yes	Yes	
E206	#	23	1	3	68	12	3	110						1		1	8	1	1	12				
	%	20.9	0.9	2.7	61.8	10.9	2.7	100	3.5	39	14.3	2.6	No	3.4	8.3		8.3	66.7	8.3	8.3	25.7	Yes	76.2	
E208	#	5			72	6	1	84						3			16	3	1	23				
	%	6			85.7	7.1	1.2	100	0.2	70	4.9	0.2*	No	No	13		69.6	13	4.3	199	0*	Yes	Yes	
E209	#	17			26	1		44									1			1				
	%	38.6			59.1	2.3		100	3.8	48	5.2	3.8	No	2.9			100			100	0	Yes	44.2	
E212	#	9	2	1	14	7	2	35						1			2		3	6				
	%	25.7	5.7	2.9	40	20	5.7	100	3.8	27	25.1	No	No	5.1	16.7		33.3		50	100	Yes	Yes	79.7	
E215	#	3	4		27	12		46								1	12	3		16				
	%	6.5	8.7		58.7	26.1		100	4.9	41	10.8	No	No	No			6.3	75	18.8	100	Yes	Yes	Yes	
E224	#	15	2	2	88	31	6	144						1			14	3	1	19				
	%	10.4	1.4	1.4	61.1	21.5	4.2	100	1.8	48.4	16.4	0.4*	No	No	5.3		73.7	15.8	5.3	100	77.8*	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.

## Medical University Hospital Authority (Page 2 of 3)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	84	6	1	176	13	5	285							16			27	1	1	45			
	%	29.5	2.1	0.4	61.8	4.6	1.8	100	2.8	52.4	5.4	0.7	No	0.8	35.6			60	2.2	2.2	100	75	Yes	85.2
E227	#	73		3	970	85	67	1198							36		1	382	28	21	468			
	%	6.1		0.3	81	7.1	5.6	100	0.5	71.1	7.4	0.5	No	0.3	7.7		0.2	81.6	6	4.5	100	0	Yes	95.9
E330	#	6	1		4	1		12							1						1			
	%	50	8.3		33.3	8.3		100	6.4	24.8	9.7	No	No	1.4*	100						100	Yes	Yes	85.6*
E331	#	10	1		24	14	4	53							3			4	4	1	12			
	%	18.9	1.9		45.3	26.4	7.5	100	4.3	40.6	24.2	2.4	No	No	25			33.3	33.3	8.3	100	44.2	Yes	Yes
E332	#	1			17	38		56										7	11		18			
	%	1.8			30.4	67.9		100	0.4	43.2	40.9	0.4*	12.8	No				38.9	61.1		100	0*	70.4	Yes
E333	#	49	49	9	100	300	16	523							24	13	5	73	85	10	210			
	%	9.4	9.4	1.7	19.1	57.4	3.1	100	4.9	23.4	50.5	No	4.3	No	11.4	6.2	2.4	34.8	40.5	4.8	100	Yes	81.6	Yes
E334	#	45	10	3	98	21	3	180							16			34	3	1	54			
	%	25	5.6	1.7	54.4	11.7	1.7	100	5.1	47.1	11.2	No	No	No	29.6			63	5.6	1.9	100	Yes	Yes	Yes
E447	#	12	27	2	4	5		50							1	1			1		3			
	%	24	54	4	8	10		100	21.1	12.5	6.3	No	4.5	No	33.3	33.3			33.3		100	Yes	64	Yes
E550	#	6	5	1	54	81	3	150							2		1	9	2	1	15			
	%	4	3.3	0.7	36	54	2	100	1.1	48	27.3	No	12	No	13.3		6.7	60	13.3	6.7	100	Yes	75	Yes

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	20	2		17	2	41							8	1		6			15			
	%	48.8	4.9		41.5	4.9	100	1.5	40.5	4.7	No	No	No	53.3	6.7		40			100	Yes	Yes	Yes
E552	#	16	15		36	22	89							9	5		14	6		34			
	%	18	16.9		40.4	24.7	100	2.6	54.5	10.8	No	14.1	No	26.5	14.7		41.2	17.6		100	Yes	74.1	Yes
E660	#	32	26	2	220	372	9	661						7	4		71	64	4	150			
	%	4.8	3.9	0.3	33.3	56.3	1.4	100	4.3	39.6	32.7	0.4	6.3	No			47.3	42.7	2.7	100	90.7	84.1	Yes
E772	#	18	14	3		1	36							5		1				6			
	%	50	38.9	8.3		2.8	100	17.3	3.2	0.6	No	3.2	No	83.3		16.7				100	Yes	0	Yes
E880	#	7	24		2	73	106								2			2		4			
	%	6.6	22.6		1.9	68.9	100	22	15.1	32.5	No	13.2	No		50			50		100	Yes	12.6	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 80.5 percent  
 Level of Goal Attainment for 2002 - 2003: 84.4 percent  
 Level of Goal Attainment for 2003 - 2004: 85.2 percent

## Medical University of South Carolina (Page 1 of 3)

Agency Director: Raymond Greenberg

EEO Officer: Wallace Bonaparte

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BY ADJUSTED AVAILABILITY									
	#	52.2	4.3	9.8	39.1	4.3	5	100	2.3	36.9	3.3	No	No	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF							
C1	#	2						2																						
	%	100						100	2.1	13.7	1.1	2.1*	13.7*	1.1*								0*	0*							
C2	#	29			4			33													3		3							
	%	87.9			12.1			100	2	24	2.1	2*	11.9	2.1*	100						100	0*	50.4							
C3	#	221	1	18	44		4	288													9		2	2		1	14		15	64.6
	%	76.7	0.3	6.3	15.3		1.4	100	2	23.7	1.9	1.7	8.5	1.9	64.3		14.3	14.3		7.1	100									
C4	#	130	3	19	91	2	8	253													9	1	1	6		2	19		63.2	Yes
	%	51.4	1.2	7.5	36	0.8	3.2	100	1.9	26.4	2.1	0.7	No	1.3	47.4	5.3	5.3	31.6		10.5	100									
C5	#	179	11	41	157	10	21	419													34	3	13	26	4	8	88		Yes	Yes
	%	42.7	2.6	9.8	37.4	2.4	5	100	1.9	25.8	2	No	No	No	38.6	3.4	14.8	29.5	4.5	9.1	100									
C6	#	56		10	81	5	4	156													20		2	17	1		40		0	Yes
	%	35.9		6.4	51.9	3.2	2.6	100	1.6	45.5	3.9	1.6	No	0.7	50.0		5.0	42.5	2.5		100									
C8	#	22	2	6	13		7	50													3		2	4			9		Yes	85.2
	%	44	4	12	26		14	100	1.8	30.5	2.5	No	4.5	2.5	33.3		22.2	44.4			100									
E1A	#	12	1		9	1		23													5						5		Yes	Yes
	%	52.2	4.3		39.1	4.3		100	2.3	36.9	3.3	No	No	No	100						100									
E2A	#	63	8	1	206	26	6	310													7	1		23	1	1	33		Yes	Yes
	%	20.3	2.6	0.3	66.5	8.4	1.9	100	2	37.5	6.4	No	No	No	21.2	3.0		69.7	3.0	3.0	100									

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	52.2	4.3	9.8	39.1	4.3	5	100	2.3	36.9	3.3	No	No	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2B	#				9	1		10																	
	%				90	10		100	0.6	62.6	7	0.6*	No	No								0*	Yes	Yes	
E2C	#	9	2	1	82	30		124																	
	%	7.3	1.6	0.8	66.1	24.2		100	4.7	48.1	15.1	3.1	No	No	2		1	14	5		22	34	Yes	Yes	
E2D	#	29	2	1	30	5	2	69																	
	%	42	2.9	1.4	43.5	7.2	2.9	100	7.3	29.3	12.5	4.4	No	53	6			5		2	13	39.7	Yes	57.6	
E2F	#	7	1		2			10																	
	%	70	10		20			100	2.3	6.4	0.9	No	No	0.9*	1						1	Yes	Yes	0*	
E2G	#	14	2	1	41	2	1	61																	
	%	23	3.3	1.6	67.2	3.3	1.6	100	1.4	65.1	7.2	No	No	3.9	2	1		10		1	14	Yes	Yes	45.8	
E3A	#	12	2		7	4		25																	
	%	48	8		28	16		100	3.8	38.8	8.3	No	10.8	No		1			2		3	Yes	72.2	Yes	
E3B	#	8	3		2	1		14																	
	%	57.1	21.4		14.3	7.1		100	3.3	41.1	5.8	No	26.8	No	1			1			2	Yes	34.8	Yes	
E3C	#	3	7	1	14	5		30																	
	%	10	23.3	3.3	46.7	16.7		100	3.2	62.4	6.7	No	15.7	No	1	1	1	9			12	Yes	74.8	Yes	
E3D	#		1		10	5	2	18																	
	%		5.5		55.6	27.8	11.1	100	0.5	78.7	9.5	No	23.1	No				1	1		1	Yes	70.6	Yes	

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E3E	#	7	2		19	3		31																	
	%	22.6	6.5		61.3	9.7		100	3.8	44.8	18.9	No	No	9.2				1	3	1			5	Yes	Yes
E3F	#	8	1	4	34	5	2	54																	
	%	14.8	1.9	7.4	63	9.3	3.7	100	3.7	30.2	3.2	1.2*	No	No				1	5	2	1	9	51.4*	Yes	Yes
E4A	#	25	8	1	4	3		41																	
	%	61	19.5	2.4	9.8	7.3		100	15	11.4	3.2	No	1.6*	No			2	1				3	Yes	86.0*	Yes
E5A	#	5	3		30	14		52																	
	%	9.6	5.8		57.7	26.9		100	0.9	74.3	6.6	No	16.6	No			1			2		3	Yes	77.7	Yes
E6A	#	17	11	2	246	106	5	387																	
	%	4.4	2.8	0.5	63.6	27.4	1.3	100	7	49.1	12.4	4.2	No	No			4	1		46	17	2	70	40.0	Yes
E6B	#	3	4		7	10		24																	
	%	12.5	16.7		29.2	41.7		100	7.8	35.6	24.6	No	6.4	No								1	1	Yes	82.0
E7A	#	80	46	3	1	2		132																	
	%	60.6	34.8	2.3	0.8	1.5		100	6.5	6.2	2.1	No	5.4	0.6*			10	4		1		15	Yes	12.9	71.4*
E8A	#	12	33	2	2	56		105																	
	%	11.4	31.4	1.9	1.9	53.3		100	24.6	11.8	27.2	No	9.9	No			4	2	2	1	3	12	Yes	16.1	Yes
E8B	#	9	8		4	16		37																	
	%	24.3	21.6		10.8	43.2		100	14.5	24	31.3	No	13.2	No			1	4		1	3	9	Yes	45.0	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 2001 - 2002: 79.2 percent  
 Level of Goal Attainment for 2002 - 2003: 80.5 percent  
 Level of Goal Attainment for 2003 - 2004: 80.6 percent

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

Agency Director: George P. Gintoli

EEO Officer: Joan Boyle

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	30	1	8	12	2	1	54																
	%	55.6	1.9	14.8	22.2	3.7	1.9	100	2.6	20.1	3.6	0.7*	No	No	1			1			2	73.1*	Yes	Yes
E1B	#	63	13		48	18	1	143																
	%	44.1	9.1		33.6	12.6	0.7	100	5.9	43.9	10.2	No	10.3	No		1		4	2		7	Yes	76.5	Yes
E2A	#	78	20	14	195	117	20	444																
	%	17.6	4.5	3.2	43.9	26.4	4.5	100	2	54.1	13.9	No	10.2	No	6	6	3	22	15	4	56	Yes	81.1	Yes
E2B	#	259	181	5	612	543	22	1622																
	%	16	11.2	0.3	37.7	33.5	1.4	100	6.8	35.3	27.9	No	No	No	44	28	2	151	141	8	374	Yes	Yes	Yes
E2C	#	75	26	3	273	79	3	459																
	%	16.3	5.7	0.7	59.5	17.2	0.7	100	5.4	39.7	10.9	No	No	No	12		2	28	7		49	Yes	Yes	Yes
E3A	#	6	4	1	42	49	4	106										11	5	1	17			
	%	5.7	3.8	0.9	39.6	46.2	3.8	100	7.1	36.4	12.5	3.3	No	No				64.7	29.4	5.9	100	53.5	Yes	Yes
E3B	#	35	6	2	50	17		110										2	4		9			
	%	31.8	5.5	1.8	45.5	15.5		100	4.9	37.4	8.3	No	No	No	33.3			22.2	44.4		100	Yes	Yes	Yes
E4	#	23	41	4	3	18		89																
	%	25.8	46.1	4.5	3.4	20.2		100	33.7	4.1	9.9	No	0.7*	No	3	16			3		22	Yes	82.9*	Yes
E5A	#	28	111	5	59	473	1	677																
	%	4.1	16.4	0.7	8.7	69.9	0.1	100	9.5	21.1	54	No	12.4	No	8	19	1	18	63	1	110	Yes	41.2	Yes

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E5B	# 18	58	3	179	221	4	483																	
	% 3.7	12	0.6	37.1	45.8	0.8	100	4.9	47.3	31.9	No	10.2	No	4.7	9.4	3.5	37.6	44.7		100	Yes	78.4	Yes	
E6A	# 2	4	1	195	172	1	375																	
	% 0.5	1.1	0.3	52	45.9	0.3	100	2.9	52.1	21.1	1.8	0.1*	No	2.6		2.6	59	35.9		100	37.9	99.8*	Yes	
E6B	# 1	4		61	74		140																	
	% 0.7	2.9		43.6	52.9		100	1.8	57.5	15.4	No	13.9	No				7	13		20	Yes	75.8	Yes	
E7A	# 58	27	1				86									1				1	Yes	0	0*	
	% 67.4	31.4	1.2				100	18.4	3.7	0.3	No	3.7	0.3*			100				100	Yes	0	0*	
E7B	# 15	11			1		27													1	Yes	0*	Yes	
	% 55.6	40.7			3.7		100	9.9	2.5	0.6	No	2.5*	No	100						100	Yes	0*	Yes	
E8A	# 7	13	1	2	10		33													1	Yes	91*	Yes	
	% 21.2	39.4	3	6.1	30.3		100	25.1	6.7	26	No	0.6*	No				100			100	Yes	91*	Yes	
E8B	# 4	43	1	11	131	1	191								4	1	1	3		9				
	% 2.1	22.5	0.5	5.8	68.6	0.5	100	29	14	20.5	6.5	8.2	No	44.4	11.1	11.1	33.3		100	77.6	41.4	Yes		
E8C	# 18	49		13	19		99													1	Yes	73.6	Yes	
	% 18.2	49.5		13.1	19.2		100	19	17.8	10.7	No	4.7	No				100			100	Yes	73.6	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 87.5 percent

Level of Goal Attainment for 2002 - 2003: 88.9 percent

Level of Goal Attainment for 2003 - 2004: 89.5 percent

## Mental Health, Department of (Administration)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	25	2		16	10	1	54																	
	%	46.3	3.7		29.6	18.5	1.9	100	6	38.2	8.1	2.3	8.6	No				66.7	33.3		3	61.7	77.5	Yes	
E2	#	25	5	1	49	24		104																	
	%	24	4.8	1	47.1	23.1		100	4.9	41.6	15.2	0.1*	No	No	45.5		9.1	36.4	9.1		100	98*	Yes	Yes	
E3	#	12	1		11	5		29																	
	%	41.4	3.4		37.9	17.2		100	5.7	37.3	9.7	2.3*	No	No				66.7	33.3		100	59.6*	Yes	Yes	
E4	#	8	5	2	1	3		19																	
	%	42.1	26.3	10.5	5.3	15.8		100	28.6	6.5	5.6	2.3*	1.2*	No	1	3					20	60		20	100
E5	#		1		24	15		40																	
	%		2.5		60	37.5		100	6.2	39.3	38.7	3.7	No	1.2*		1		3	3			14.3		42.9	42.9
E6	#		1		9	14		24																	
	%		4.2		37.5	58.3		100	2.4	46.9	25.2	No	9.4	No										100	100
E7	#	49	28					77																	
	%	63.6	36.4					100	18.7	3.8	0.3	No	3.8	0.3											
E8	#	8	36		5	55	1	105																	
	%	7.6	34.3		4.8	52.4	1	100	25.9	15.5	21.4	No	10.7	No		1		1	1					3	100
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 82.9 percent

Level of Goal Attainment for 2002 - 2003: 83.9 percent

Level of Goal Attainment for 2003 - 2004: 83.4 percent

## Mental Health, Department of (Region A -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	20	1	8	8	1	1	39	2.6	20.1	3.6	No	No	1*	1						1	Yes	Yes	72.2*
	%	51.3	2.6	20.5	20.5	2.6	2.6	100							100	100	100							
E1B	#	33	7		32	13	1	86	5.9	43.9	10.2	No	6.7	No				3	1		4	Yes	84.7	Yes
	%	38.4	8.1		37.2	15.1	1.2	100							75	25	100							
E2A	#	36	15	9	95	107	11	273	2	54.1	13.9	No	19.3	No	2	5	2	9	15	2	35	Yes	64.3	Yes
	%	13.2	5.5	3.3	34.8	39.2	4	100							5.7	14.3	5.7	25.7	42.9	5.7	100			
E2B	#	94	76	1	168	197	3	539	6.8	35.3	27.9	No	4.1	No	16	5		38	31	2	92	Yes	88.4	Yes
	%	17.4	14.1	0.2	31.2	36.5	0.6	100							17.4	5.4		41.3	33.7	2.2	100			
E2C	#	51	19	2	133	51		256	5.4	39.7	10.9	No	No	No	6		1	9	1		17	Yes	Yes	Yes
	%	19.9	7.4	0.8	52	19.9		100							35.3		5.9	52.9	5.9		100			
E3A	#	3	3	1	21	42	4	74	7.1	36.4	12.5	3	8	No				2	4	1	7	57.7	78	Yes
	%	4.1	4.1	1.4	28.4	56.8	5.4	100							28.6	57.1	14.3	100						
E3B	#	26	5		33	12		76	4.9	37.4	8.3	No	No	No	2			2	3		7	Yes	Yes	Yes
	%	34.2	6.6		43.4	15.8		100							28.6			28.6	42.9		100			
E4	#	13	29	2	2	15		61	33.7	4.1	9.9	No	0.8*	No	2	13			3		18	Yes	80.5*	Yes
	%	21.3	47.5	3.3	3.3	24.6		100							11.1	72.2			16.7		100			
E5A	#	5	80	4	16	401	1	507	9.5	21.1	5.4	No	17.9	No		6	1	6	46	1	60	Yes	15.2	Yes
	%	1	15.8	0.8	3.2	79.1	0.2	100								10	1.7	10	76.7	1.7	100			

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

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

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

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

## Mental Health, Department of (Region A -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	9	29		82	145	3	268																
	%	3.4	10.8		30.6	54.1	1.1	100	4.9	47.3	31.9	No	16.7	No	3.2	6.5		35.5	54.8		100	Yes	64.7	Yes
E6A	#		4	1	63	105		173																
	%		2.3	0.6	36.4	60.7		100	2.9	52.1	21.1	0.6	15.7	No			10	40	50		100	79.3	69.9	Yes
E6B	#		3		2	48		53																
	%		5.7		3.8	90.6		100	1.8	57.5	15.4	No	53.7	No							100	100	Yes	6.6
E7A	#	48	26					74																
	%	64.9	35.1					100	18.4	3.7	0.3	No	3.7	0.3*										
E7B	#	6	8			1		15																
	%	40	53.3			6.7		100	9.9	2.5	0.6	No	2.5*	No										
E8A	#	6	11		2	10		29									1							
	%	20.7	37.9		6.9	34.5		100	25.1	6.7	26	No	No	No			100							
E8B	#	1	34		4	120	1	160									2				4			
	%	0.6	21.3		2.5	75	0.6	100	29	14	20.5	7.7	11.5	No			50				50	100	73.4	17.9
E8C	#	11	46		6	15		78																
	%	14.1	59		7.7	19.2		100	19	17.8	10.7	No	10.1	No										
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 83.9 percent

## Mental Health, Department of (Region B -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	15			3	1		19									1			1			
	%	78.9			15.8	5.3		100	5.4	40.1	9.2	5.4	24.3	3.9*			100			100	0	39.4	57.6*
E2A	#	12	1	1	30			1	45								6			1			9
	%	26.7	2.2	2.2	66.7			2.2	100	2	54.1	13.9	No	No	13.9			11.1	11.1		66.7		11.1
E2B	#	65	25	2	171	72		5	340								41	17		1			76
	%	19.1	7.4	0.6	50.3	21.2		1.5	100	6.8	35.3	27.9	No	No	6.7			13.2	7.9	1.3	53.9	22.4	1.3
E2C	#	4	2	1	49	3			59											1			2
	%	6.8	3.4	1.7	83.1	5.1			100	5.4	39.7	10.9	2	No	5.8						50		50
E3B	#	4			5	1			10														1
	%	40			50	10			100	4.9	37.4	8.3	4.9*	No	No								100
E5	#	6	8	3	49	25			91								13	6					27
	%	6.6	8.8	3.3	53.8	27.5			100	5.3	45.3	33.6	No	No	6.1			7.4	11.1	11.1	48.1	22.2	
E6A	#				61	12			73								10	1					11
	%				83.6	16.4			100	2.9	52.1	21.1	2.9	No	4.7						90.9	9.1	
E6B	#				33	9			42								5	1					6
	%				78.6	21.4			100	1.8	57.5	15.4	1.8*	No	No						83.3	16.7	
E7	#	3		1					4								1						1
	%	75		25					100	12	2.8	0.5	12*	2.8*	0.5*						100		

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

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

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

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

## Mental Health, Department of (Region B -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	2		2			4				No	No	17*				1			1	Yes	Yes	0*
	%	50		50			100	23	14.1	17							100			100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 76.8 percent

## Mental Health, Department of (Region C -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	8	5		7				20	5.4	40.3	9.2	No	5.3	9.2		1					1	Yes	86.8	0
E2A	7	1	2	21	2	6		39	2	54.1	13.9	No	0.3*	8.8	1			3		1	5	Yes	99.4*	36.7
E2B	27	39	1	89	122	3		281	6.8	35.3	27.9	No	3.6	No	3	10	1	25	46	1	86	Yes	89.8	Yes
E2C	4	1		24	19	1		49	5.4	39.7	10.9	3.4	No	No				2	4		6	37	Yes	Yes
E3	2			8	3			13	5.2	37.3	9	5.2*	No	No								0*	Yes	Yes
E5	1	9		16	57	1		84	5.3	45.3	33.6	No	26.3	No		5		3	18		26	Yes	41.9	Yes
E6A				35	18			53	2.9	52.1	21.1	2.9	No	No				4	4		8	0	Yes	Yes
E6B				7	5			12	1.8	57.5	15.4	1.8*	No	No				1			1	0*	Yes	Yes
E7	5	3						8	13.1	3	0.5	No	3*	0.5*	1						1	Yes	0*	0*
	%	40	25		35			100								100								
	%	17.9	2.6	5.1	53.8	5.1	15.4	100							20			60		20	100			
	%	9.6	13.9	0.4	31.7	43.4	1.1	100							3.5	11.6	1.2	29.1	53.5	1.2	100			
	%	8.2	2		49	38.8	2	100										33.3	66.7		100			
	%	15.4			61.5	23.1		100																
	%	1.2	10.7		19	67.9	1.2	100								19.2		11.5	69.2		100			
	%				66	34		100										50	50		100			
	%				58.3	41.7		100											100		100			
	%	62.5	37.5					100							100						100			

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

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

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

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

## Mental Health, Department of (Region C -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY							
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E8	2	1			2		5				21	17	12.7	1*	17*	No										95.2*	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 2003 - 2004: 83.5 percent

## Mental Health, Department of (Region D -- 1 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	4		21									1	1			2	0	72.6	Yes
	% 52.4				28.6	19		100	5.3	39.4	8.9	5.3	10.8	No			50	50			100			
E2A	# 13	1	1	28	4			47				No	No	5.4	2		2				4	Yes	Yes	61.2
	% 27.7	2.1	2.1	59.6	8.5			100	2	54.1	13.9	No	No	5.4	50		50				100	Yes	Yes	61.2
E2B	# 65	40	1	164	148	11		429				No	No	No	15	7		44	46	4	116			
	% 15.2	9.3	0.2	38.2	34.5	2.6		100	6.8	35.3	27.9	No	No	No	12.9	6		37.9	39.7	3.4	100	Yes	Yes	Yes
E2C	# 11	2		45	6	2		66				2.4	No	1.8	2		1	10	1		14			
	% 16.7	3		68.2	9.1	3		100	5.4	39.7	10.9	2.4	No	1.8	14.3		7.1	71.4	7.1		100	55.6	Yes	83.5
E3B	# 1		2	1	1			5				4.9*	17.4*	No							1	0*	53.5*	Yes
	% 20		40	20	20			100	4.9	37.4	8.3	4.9*	17.4*	No							100	0*	53.5*	Yes
E5	# 2	11		26	42			81				No	7.4	No	1	3		6	10		20			
	% 2.5	13.6		32.1	51.9			100	6.3	39.5	38.5	No	7.4	No	5	15		30	50		100	Yes	81.3	Yes
E6A	#			26	33	1		60				2.9	8.8	No				4	4		8			
	%			43.3	55	1.7		100	2.9	52.1	21.1	2.9	8.8	No				50	50		100	0	83.1	Yes
E6B	#	1		11	5			17				No	No	No				2	1		3			
	%	5.9		64.7	29.4			100	1.8	57.5	15.4	No	No	No				66.7	33.3		100	Yes	Yes	Yes
E7	# 5	1						6				No	3.3*	0.4*								Yes	0*	0*
	% 83.3	16.7						100	15.6	3.3	0.4	No	3.3*	0.4*								Yes	0*	0*

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

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

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

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

## Mental Health, Department of (Region D -- 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	1	3			3		7	23.3	16.2	14.9	No	16.2	No								Yes	0	Yes	
	%	14.3	42.9		42.9		100																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 81.1 percent

# Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Tracy Huston

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	7.9	30.4	9.7	7.9*	No	No								0*	Yes	Yes
	%	50			33.3	16.7		100																
E2	47	10			89	48	1	195	6.4	36.6	8.3	1.3	No	No	8	2		8	5		23	79.7	Yes	Yes
	%	24.1	5.1		45.6	24.6	0.5	100							34.8	8.7		34.8	21.7		100			
E3	13	2			7	5		27	5.1	26.1	6.1	No	0.2*	No	2						2	Yes	99.2*	Yes
	%	48.1	7.4		25.9	18.5		100							100						100			
E5	2	2			33	26	1	64	3.2	54.8	11.8	0.1*	3.2	No		1		8	5		14	96.9	94.2	Yes
	%	3.1	3.1		51.6	40.6	1.6	100							7.1		57.1	35.7		100				
E6	19	17			378	328	14	756	3.5	46.3	13.5	1.3	No	No	9	6	1	69	46	7	138	62.9	Yes	Yes
	%	2.5	2.2		50	43.4	1.9	100							6.5	4.3	0.7	50	33.3	5.1	100			
E8	1	3						4	25.3	10.7	26.2	No	10.7*	26.2								Yes	0*	0
	%	25	75					100																
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: n/a  
 Level of Goal Attainment for 2002 - 2003: 93.9 percent  
 Level of Goal Attainment for 2003 - 2004: 89.6 percent

## Museum, State

Agency Director: William P. Calloway

EEO Officer: Charles J. Lee, II

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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				4			7																	
	% 42.9				57.1			100	1.4	43.2	3.4	1.4*	No	3.4*											
E2 and E3 Combined	# 7				6	2		15																	
	% 46.7				40	13.3		100	4.9	30.4	10.4	4.9*	No	No	33.3				2					3	100
E4	# 1	1			1	1		4																	
	% 25	25			25	25		100	21.3	9.3	10.2	No	No	No											
E5	#				1			1																	
	%				100			100	2.1	50.2	16.9	2.1*	No	16.9*											
E7 and E8 Combined	# 2	2				2		6																	
	% 33.3	33.3				33.3		100	13.8	5.2	5.6	No	5.2*	No											
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 83.1 percent  
 Level of Goal Attainment for 2002 - 2003: 99.6 percent  
 Level of Goal Attainment for 2003 - 2004: 100 percent

# Natural Resources, Department of

Agency Director: John Frampton

EEO Officer: Jean Cowell

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	34	2		5		41				No	17	5.6	3			1			4			
	%	82.9	4.9		12.2		100	3.1	29.2	5.6				75			25			100	Yes	41.8	0
E2A	#	28	3		52	15	98				0.7*	No	No	2			3	1		6			
	%	28.6	3.1		53.1	15.3	100	3.8	37.8	9.1				33.3			50	16.7		100	81.6*	Yes	Yes
E2B	#	118	6	2	29	2	157				No	1.5	0.5*	3			2			5			
	%	75.2	3.8	1.3	18.5	1.3	100	3.5	20	1.8				60			40			100	Yes	92.5	72.2*
E3	#	72	7	1	9	4	94				No	28.2	0.7*	2	1					3			
	%	76.6	7.4	1.1	9.6	4.3	100	3.7	37.8	5				66.7	33.3					100	Yes	25.4	86*
E4A	#	121	13		8	1	143																
	%	84.6	9.1		5.6	0.7	100	20.3	8.1	2.5	11.2	2.5	1.8								44.8	69.1	28
E4B	#	39	5		3	1	48								1					1			
	%	81.3	10.4		6.3	2.1	100	9.5	4.2	1	No	No	No		100					100	Yes	Yes	Yes
E6	#	5	1	1	26	12	45							2		1	4	3		10			
	%	11.1	2.2	2.2	57.8	26.7	100	4.1	48.7	16.4	1.9*	No	No	20		10	40	30		100	53.7*	Yes	Yes
E7	#	10	4		1	1	16																
	%	62.5	25		6.3	6.3	100	19.4	8.4	4.9	No	2.1*	No								Yes	75*	Yes
E8	#	3	2			2	7																
	%	42.9	28.6			28.6	100	16.9	19.7	27	No	19.7	No								Yes	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 2001 - 2002: 78.6 percent  
 Level of Goal Attainment for 2002 - 2003: 81 percent  
 Level of Goal Attainment for 2003 - 2004: 76.7 percent

# Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith  
EEO Officer: Gloria L. Woodward

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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																
	%			66.7	33.3		100	5.4	43.3	9.5	5.4*	No	No								0*	Yes	Yes
E2	#	3	7	12	6	1	29							1						1			
	%	10.3	24.1	41.4	20.7	3.4	100	12.1	43.1	17.6	No	1.7*	No	100						100	Yes	96.1*	Yes
E3 and E5 Combined	#	1	2	3			6								3					3			
	%	16.7	33.3	50			100	6.3	52.2	12.2	No	2.2*	12.2*		100					100	Yes	95.8*	0*
E4 and E8 Combined	#	2	2		3		7																
	%	28.6	28.6		42.8		100	22.5	19.1	17.8	No	19.1	No								Yes	0	Yes
E6	#			4			4																
	%			100			100	2.1	50.2	16.9	2.1*	No	16.9*								0*	Yes	0*
E7	#	3	2		2		6																
	%	50	33.3		16.7		100	22.7	11.7	14.1	No	11.7*	No								Yes	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 2001 - 2002:    94.8 percent  
 Level of Goal Attainment for 2002 - 2003:    90.8 percent  
 Level of Goal Attainment for 2003 - 2004:    91.7 percent

# Parks, Recreation and Tourism (Page 1 of 2)

Agency Director: Chad Prosser  
EEO Officer: Patsy E. Sowell

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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			8			13																	
	%	38.5			61.5			100	3.5	28.3	5.6	3.5*	No	5.6*								0*	Yes	0*	
E2	#	41	1	1	21	5	3	72						1	1		5	1	2	10					
	%	56.9	1.4	1.4	29.2	6.9	4.2	100	3.9	30.1	6.5	2.5	0.9*	No	10	10		50	10	20	100	35.9	97*	Yes	
E2A and E2B Combined	#	31				1		32						8						8					
	%	96.9				3.1		100	1.8	5.7	1.8	1.8*	5.7	No	100					100	0*	0	Yes		
E2C	#	33	2		5			40						8						8					
	%	82.5	5		12.5			100	5	1.6	0.9	No	No	0.9*	100					100	Yes	Yes	0*		
E2D	#	36	6		3			45						8	1		1			10					
	%	80	13.3		6.7			100	12.7	8.1	2	No	1.4*	2*	80	10		10		100	Yes	82.7*	0*		
E3 and E4 Combined	#		1		2			3																	
	%		33.3		66.7			100	6.5	26	3.5	No	No	3.5*							Yes	Yes	0*		
E5 and E5A Combined	#	15			48	20	1	84						1			16	2		19					
	%	17.9			57.1	23.8	1.2	100	2.6	45.5	6	2.6	No	No	5.3			84.2	10.5		100	0	Yes	Yes	

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

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

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

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

## Parks, Recreation and Tourism (Page 2 of 2)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#	3	1		19	3		26									2			2			
	%	11.5	3.9		73.1	11.5		100	1.7	63.4	15.9	No	No	4.4				100		100	Yes	Yes	72.3
E7	#	44	4					48						7	1					8			
	%	91.7	8.3					100	12.4	5	4.1	4.1	5	4.1	87.5	12.5				100	66.9	0	0
E8	#	33	18		12	13		76						4			2			6			
	%	43.4	23.7		15.8	17.1		100	26.3	13.8	19	2.6	No	1.9	66.7		33.3			100	90.1	Yes	90
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 78.2 percent  
 Level of Goal Attainment for 2002 - 2003: 76.9 percent  
 Level of Goal Attainment for 2003 - 2004: 76.5 percent

# Patriot's Point

Agency Director: David Burnette

EEO Officer: Judith McClinton

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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 Combined	# 15			4			19																
	% 78.9			21.1			100	3.8	44.5	6.4	3.8*	23.4	6.4								0*	47.4	0
E3, E5 and E6 Combined	# 1			7	1		9							1	2		3			6			
	% 11.1			77.7	11.1		100	3.3	32.5	6	3.3*	No	No	16.7	33.3		50			100	0*	Yes	Yes
E4	#	1		1	2		4																
	%	25		25	50		100	13.7	28.4	2.6	No	3.4*	No								Yes	88*	Yes
E7	# 17	8				2	27																
	% 63	29.6				7.4	100	12.6	2.6	1.7	No	2.6*	1.7*								Yes	0*	0*
E8	# 1	3		1	3		8																
	% 12.5	37.5		12.5	37.5		100	26.6	11.2	24.7	No	No	No								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 2001 - 2002: 73.8 percent  
 Level of Goal Attainment for 2002 - 2003: 74.6 percent  
 Level of Goal Attainment for 2003 - 2004: 85 percent

# Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: James B. Pinson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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					8							2						2			
	%	100					100	15	10.5	3.4	15	10.5*	3.4*	100						100	0	0*	0*
E2	#	46	4		21		71							4			4	1		9			
	%	64.8	5.6		29.6		100	7.2	15	3.1	1.6	No	3.1	44.4			44.4	11.1		100	77.8	Yes	0
E3	#	13	4		10	3	30							2	1		4			7			
	%	43.3	13.3		33.3	10	100	6.1	16.2	25.3	No	No	15.3	28.6	14.3		57.1			100	Yes	Yes	39.5
E4	#	23	16		7	12	58							6	2		1	1		10			
	%	39.7	27.6		12.1	20.7	100	18.4	14.9	11.8	No	2.8	No	60	20		10	10		100	Yes	81.2	Yes
E5	#	28	14		6	2	50							5	2		1			8			
	%	56	28		12	4	100	18.1	19.8	6.8	No	7.8	2.8	62.5	25		12.5			100	Yes	60.6	58.8
E6	#	4	3		25	15	1	48										4		4			
	%	8.3	6.3		52.1	31.3	2.1	100	0.2	72.3	15.6	No	20.2	No				100		100	Yes	72.1	Yes
E7A	#	59	11	5			75							4						4			
	%	78.7	14.7	6.7			100	24.1	0	0	9.4	0*	0*	100						100	61	0*	0*
E7B	#	102	72	5	11	3	1	194						19	12		3	1	1	36			
	%	52.6	37.1	2.6	5.7	1.5	0.5	100	50.8	2.2	3.8	13.7	No	2.3	52.8	33.3		8.3	2.8	2.8	100	73	Yes
E7C	#	26	7		1	1		35															
	%	74.3	20		2.9	2.9		100	20	0	0	No	No	No							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 2001 - 2002: 74.4 percent  
 Level of Goal Attainment for 2002 - 2003: 77.2 percent  
 Level of Goal Attainment for 2003 - 2004: 76.7 percent

## Probation, Parole and Pardon Services, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd-Johnson

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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	1	3	4		20				No	14	No		1					1	Yes	51.7	Yes
%	45	15	5	15	20		100	5.4	29	9.5					100					100			
E2 and E2A Combined	# 189	69	2	152	75	1	488				3.8	No	No	10	9		8	3		30	78.8	Yes	Yes
%	38.7	14.1	0.4	31.1	15.4	0.2	100	17.9	10.5	5				33.3	30		26.7	10		100			
E3	# 5	2	1	7	7		22				No	0.2*	No	1						1	Yes	99.4*	Yes
%	22.7	9.1	4.5	31.8	31.8		100	5.7	32	13.7				100						100			
E5, E6 and E8 Combined	# 4	2		82	17	1	106				1.6	No	No				1	1		2	54.3	Yes	Yes
%	3.8	1.9		77.4	16	0.9	100	3.5	51.7	15.3							50	50		100			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 91.5 percent  
 Level of Goal Attainment for 2002 - 2003: 90.2 percent  
 Level of Goal Attainment for 2003 - 2004: 90.4 percent

# Public Safety, Department of

Agency Director: James K. Schweitzer

EEO Officer: W. Alex Belk

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	8			1		9																	
	%	88.9			11.1		100	14.6	25.6	10.8	14.6	25.6	No								0	0	Yes	
E2A	#	24	2	1	19	3	2	51						1			3	1		5				
	%	47.1	3.9	2	37.3	5.9	3.9	100	4.5	34.1	8	0.6*	No	2.1	20		60	20		100	86.7*	Yes	73.8	
E2B	#	248	60	6	14	3	331							15	5			1		21				
	%	74.9	18.1	1.8	4.2	0.9	100	15.9	5.2	3.9	No	1	3	71.4	23.8			4.8		100	Yes	80.8	23.1	
E2C	#	45	10	1	52	12	120							1	1		5	2		9				
	%	37.5	8.3	0.8	43.3	10	100	7.8	26.2	6.8	No	No	No	11.1	11.1		55.6	22.2		100	Yes	Yes	Yes	
E3	#	35	5	2	60	29	3	134						5	1		12	1		19				
	%	26.1	3.7	1.5	44.8	21.6	2.2	100	1.7	25.3	3.8	No	No	No	26.3	5.3		63.2	5.3	100	Yes	Yes	Yes	
E4	#	543	69	9	19	8	648							5		1				6				
	%	83.8	10.6	1.4	2.9	1.2	100	16.5	4.8	3.1	5.9	1.9	1.9	83.3		16.7				100	64.2	60.4	38.7	
E5	#		1		35	16	52										5	1		6				
	%		1.9		67.3	30.8	100	2.2	54.1	14.6	0.3*	No	No				83.3	16.7		100	86.4*	Yes	Yes	
E6	#	1	3		15	8	27										3			3				
	%	3.7	11.1		55.6	29.6	100	3.3	46.2	14.1	No	No	No				100			100	Yes	Yes	Yes	
E7 and E8 Combined	#	18	14		4	1	37							1	1		1			3				
	%	48.6	37.8		10.8	2.7	100	21.8	8.2	6.2	No	No	3.5	33.3	33.3		33.3			100	Yes	Yes	43.5	

**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 2001 - 2002: 81 percent  
 Level of Goal Attainment for 2002 - 2003: 79.6 percent  
 Level of Goal Attainment for 2003 - 2004: 79.9 percent

## Public Service Commission

Agency Director: Randy Mitchell, Chairman

EEO Officer: Carolyn Nelson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10			3		13							1				1		2			
	%	76.9			23.1		100	7.5	26.1	9.9	7.5*	26.1	No	50				50		100	0*	0	Yes
E2	#	9	3		4	5	21							1				1		2			
	%	42.9	14.3		19	23.8	100	4.8	31.1	8.6	No	12.1	No	50				50		100	Yes	61.1	Yes
R3	#	3			1	2	6										1	1		2			
	%	50			16.7	33.3	100	6.3	41.2	9.1	6.3*	24.5	No				50	50		100	0*	40.5	Yes
E4	#	6			1	1	8																
	%	75			12.5	12.5	100	18.6	7.7	3.5	18.6	No	No								0	Yes	Yes
E5 and E6 Combined	#	2	1		9	1	13										1	1		2			
	%	15.4	7.7		69.2	7.7	100	1	61.7	13	No	No	5.3*				50	50		100	Yes	Yes	59.2*
	#																						
	%																						

**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 2001 - 2002: 81.4 percent  
 Level of Goal Attainment for 2002 - 2003: 80.5 percent  
 Level of Goal Attainment for 2003 - 2004: 73.9 percent

# Revenue, Department of

Agency Director: Burnet R. Maybank, III

EEO Officer: Darold Ratliff

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		5	1		21				No	3.6*	0.3*				1			1			
	%	66.6	4.8		23.8	4.8		100	4.4	27.4	5.1							100			100	Yes	86.9*	94.1*
E2	#	144	22		117	30	1	314				No	No	No	16	2		21	11		50			
	%	45.8	7		37.3	9.6	0.3	100	4.4	36.5	7.4				32	4		42	22		100	Yes	Yes	Yes
E3	#	17	3	1	20	3		44				No	No	2.3	2			1	1		4			
	%	38.6	6.8	2.3	45.5	6.8		100	5.1	30.6	9.1				50			25	25		100	Yes	Yes	74.7
E5	#	16	7	1	63	36	1	124				No	No	No	12	4	1	15	16		48			
	%	12.9	5.6	0.8	50.8	29	0.8	100	2.7	48.9	14				25	8.3	2.1	31.3	33.3		100	Yes	Yes	Yes
E6	#	6	4		64	33	1	108				No	No	No		1		3	2		6			
	%	5.6	3.7		59.3	30.5	0.9	100	3.6	48.7	17.6					16.7		50	33.3		100	Yes	Yes	Yes
E7 and E8 Combined	#	1				1		2																
	%	50				50		100	16.6	18.1	6.9	16.6*	18.1*	No								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 2001 - 2002: 97.2 percent

Level of Goal Attainment for 2002 - 2003: 97.6 percent

Level of Goal Attainment for 2003 - 2004: 97.2 percent

## Public Service Authority - Santee Cooper, South Carolina

Agency Director: Lonnie N. Carter, President and CEO

EEO Officer: Ronald H. Homes

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	18	1		3			22																
	%	81.8	4.6		13.6			100	2.9	8.3	0.6	No	No	0.6*								Yes	Yes	0*
E2	#	292	30	5	123	18	1	469						17	2	2	10	1		32				
	%	62.3	6.4	1.1	26.2	3.8	0.2	100	5.8	17.9	3.1	No	No	No	53.1	6.3	6.3	31.2	3.1		100	Yes	Yes	Yes
E3	#	105	13		30	7	3	158						4	3		1			8				
	%	66.5	8.2		19	4.4	1.9	100	7.3	15.6	3.8	No	No	No	50	37.5		12.5			100	Yes	Yes	Yes
E6	#	38	16	1	119	35	1	210						4	2		3	2		11				
	%	18	7.6	0.5	56.7	16.7	0.5	100	5.8	51.5	13.9	No	No	No	36.3	18.2		27.3	18.2		100	Yes	Yes	Yes
E7	#	600	182	3	29	12	2	828						44	11		1	1		57				
	%	72.5	22	0.4	3.5	1.4	0.2	100	19.4	2.5	1.2	No	No	No	77.1	19.3		1.8	1.8		100	Yes	Yes	Yes
E8	#	15	17		8	9		49						4	3		1			8				
	%	30.6	34.7		16.3	18.4		100	27.1	8	9.8	No	No	No	50	37.5		12.5			100	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 2001 - 2002:    100 percent  
 Level of Goal Attainment for 2002 - 2003:    100 percent  
 Level of Goal Attainment for 2003 - 2004:    100 percent

## Second Injury Fund

Agency Director: Douglas P. Crossman

EEO Officer: Mike Harris

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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			4																	
	% 50				50			100	3.4	24.6	2.8	3.4*	No	2.8*											
E2	# 5	1			2			8																	
	% 62.5	12.5			25			100	3	42.3	17	No	17.3	17											
E5	#				6	2		8																	
	%				75	25		100	2.7	56.7	12.4	2.7*	No	No									1	1	
E6	#				2			2																	
	%				100			100	2.1	50.2	16.9	2.1*	No	16.9*									100	100	
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 81.1 percent  
 Level of Goal Attainment for 2002 - 2003: 79.9 percent  
 Level of Goal Attainment for 2003 - 2004: 79.9 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Gloria Hallman

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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																	
	% 33.3			66.7			100	5.2	27.6	9.5	5.2*	No	9.5*								0*	Yes	0*	
E2 and E3 Combined	# 3			1	2		6											1		1				
	% 50.0			16.7	33.3		100	6.7	41.1	9.7	6.7*	24.4	No					100		100	0*	40.6	Yes	
E5 and E6 Combined	# 1			12	3		16																	
	% 6.2			75.0	18.8		100	2.7	50.7	18.1	2.7*	No	No								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 2001 - 2002: 93.9 percent  
 Level of Goal Attainment for 2002 - 2003: 87.6 percent  
 Level of Goal Attainment for 2003 - 2004: 88.1 percent

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

Agency Director: Kim S. Aydlette

EEO Officer: Robin Owens

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#	1		1	1		3				No	No	No					1		1	Yes	Yes	Yes	
	%	33.3		33.3	33.3		100	3.4	24.5	3								100		100				
E1B	#	16	3		4	9	32				No	23.9	No	1	1		1	3		6	Yes	34.3	Yes	
	%	50	9.4		12.5	28.1	100	5.7	36.4	11.7				16.7	16.7		16.7	50		100				
E2A	#	47	15	1	66	36	165				No	No	No					2		2	Yes	Yes	Yes	
	%	28.5	9.1	0.6	40	21.8	100	5.3	31.2	17.9								100		100				
E2B	#	148	80	6	392	468	7	1101				No	No	No	5	4		8	7		24	Yes	Yes	Yes
	%	13.4	7.3	0.5	35.6	42.5	0.6	100	6.6	34.6	29.3				20	16		32	32		100			
E2C	#	91	81	2	489	670	13	1346				1.4	No	No	9	3		73	66	4	155	81.1	Yes	Yes
	%	6.8	6	0.1	36.3	49.8	1	100	7.4	36	25.1				5.8	1.9		47.1	42.6	2.6	100			
E3	#	24	6	1	24	14		69				No	No	No	1				2		3	Yes	Yes	Yes
	%	34.8	8.7	1.4	34.8	20.3		100	5.3	31.3	10.5				33.3				66.7		100			
E5A	#	7	4		89	70	2	172				0.1*	No	No				5	1		6	95.8*	Yes	Yes
	%	4.1	2.3		51.7	40.7	1.2	100	2.4	47	27.3							83.3	16.7		100			
E5B	#				13	73		86				7.5	8.7	No				1			1	0	63.4	Yes
	%				15.1	84.9		100	7.5	23.8	30.7							100			100			
E6A	#	1	5		213	168		387				3	No	No								30.2	Yes	Yes
	%	0.3	1.3		55	43.4		100	4.3	44.1	24													

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6B	1			3	7			11	9.1	43.9	14.4	9.1	16.6	No								0	62.2	Yes
E8	4	2					6															Yes	0*	0*

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 85.4 percent  
 Level of Goal Attainment for 2002 - 2003: 82.0 percent  
 Level of Goal Attainment for 2003 - 2004: 86.0 percent

## Social Services, Department of (Central Office)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	#		1		1	1		3				No	No	No					1		1	Yes	Yes	Yes
	%		33.3		33.3	33.3		100	5.4	24.1	9.3								100		100			
E2A	#	30	10		50	29		119				No	No	No								Yes	Yes	Yes
	%	25.2	8.4		42	24.4		100	6.3	28.5	17.3													
E2B	#	41	17	4	60	68	2	192				No	No	No				1	1		2	Yes	Yes	Yes
	%	21.4	8.9	2.1	31.3	35.4	1	100	8.1	27.9	23.7						50	50		100				
E2C	#	6	9		17	47	4	83				No	10.8	No					1		1	Yes	65.5	Yes
	%	7.2	10.8		20.5	56.6	4.8	100	10	31.3	19.4								100		100			
E3	#	23	6	1	15	12		57				No	0.4*	No	1				1		2	Yes	98.5*	Yes
	%	40.4	10.5	1.8	26.3	21.1		100	5.6	26.7	8.5				50				50		100			
E5A	#	6	3		19	39	1	68				No	31.4	No								Yes	47	Yes
	%	8.8	4.4		27.9	57.4	1.5	100	2.9	59.3	13.6													
E6A	#		2		11	20		33				No	8.5	No								Yes	79.7	Yes
	%		6.1		33.3	60.6		100	3.7	41.8	26.6													
E6B	#				1	3		4				12.1*	11.6*	No								0*	68.3*	Yes
	%				25	75		100	12.1	36.6	16.2													
E8	#	3						3				21.4*	15.5*	6.7*								0*	0*	0*
	%	100						100	21.4	15.5	6.7													

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 90.7 percent  
 Level of Goal Attainment for 2002 - 2003: 93.6 percent  
 Level of Goal Attainment for 2003 - 2004: 93.9 percent

## Social Services, Department of (Operational Support)

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2A	# 6	2		8	3		19																	
	% 31.6	10.5		42.1	15.8		100	5.3	31.2	17.9	No	No	2.1*					2	3		100			
E2B	# 31	15	1	72	62		181							2	3		2	3		10				
	% 17.1	8.3	0.6	39.8	34.3		100	6.6	34.6	29.3	No	No	No	20	30		20	30		100	Yes	Yes	Yes	
E2C	# 16	13	1	62	64	2	158										6	4	1	11				
	% 10.1	8.2	0.6	39.2	40.5	1.3	100	7.4	36	25.1	No	No	No				54.5	36.4	9.1	100	Yes	Yes	Yes	
E3	#			9	2		11													1				
	%			81.8	18.2		100	5.3	31.3	10.5	5.3*	No	No							100				
E5A	#			5	2		7																	
	%			71.4	28.6		100	2.4	47	27.3	2.4*	No	No											
E6A	#			14	24		38																	
	%			36.8	63.2		100	4.3	44.1	24	4.3	7.3	No								0	83.4	Yes	
E6B	#			1			1																	
	%			100			100	9.1	43.9	14.4	9.1*	No	14.4*								0*	Yes	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 89.3 percent  
 Level of Goal Attainment for 2002 - 2003: 89.4 percent  
 Level of Goal Attainment for 2003 - 2004: 92.5 percent

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1B	#	16	3		4	9		32				No	23.9	No	1	1		1	3		6			
	%	50	9.4		12.5	28.1		100	5.7	36.4	11.7				16.7	16.7		16.7	50		100	Yes	34.3	Yes
E2A	#	11	3	1	8	4		27				No	1.6*	3.1*										
	%	40.7	11.1	3.7	29.6	14.8		100	5.3	31.2	17.9											Yes	94.9*	82.7*
E2B	#	76	48	1	260	338	5	728				No	No	No	3	1		5	3		12			
	%	10.4	6.6	0.1	35.7	46.4	0.7	100	6.6	34.6	29.3				25	8.3		41.7	25		100	Yes	Yes	Yes
E2C	#	69	59	1	410	559	7	1105				2.1	No	No	9	3		67	61	3	143			
	%	6.2	5.3	0.1	37.1	50.6	0.6	100	7.4	36	25.1				6.3	2.1		46.9	42.7	2.1	100	71.6	Yes	Yes
E3	#	1						1				5.3*	31.3*	10.5*										
	%	100						100	5.3	31.3	10.5											0*	0*	0*
E5A	#	1	1		65	29	1	97				1.4	No	No				5	1		6			
	%	1	1		67	29.9	1	100	2.4	47	27.3							83.3	16.7		100	41.7	Yes	Yes
E5B	#				13	73		86				7.5	23.8	30.7				1			1			
	%				15.1	84.9		100	7.5	23.8	30.7							100			100	0	63.4	Yes
E6A	#	1	3		188	124		316				3.4	No	No										
	%	0.3	0.9		59.5	39.2		100	4.3	44.1	24											20.9	Yes	Yes
E6B	#	1			1	4		6				9.1*	27.2	No										
	%	16.7			16.7	66.7		100	9.1	43.9	14.4											0*	38	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.

## Social Services, Department of (County Offices) Page 2 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	1	2				3				No	13.4*	8.1*								Yes	0*	0*
	%	33.3	66.7				100	18.8	13.4	8.1													
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 81.1 percent

## South Carolina Education Lottery

Agency Director: Ernie Passailaigue

EEO Officer: Ernestine Middleton

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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		5	1		18				No	2.9*	0.5*	2			2			4			
	%	44.4	22.2		27.8	5.6		100	5.1	30.7	6.1				50			50			100	Yes	90.6*	91.8*
E2	#	22	12		20	17	1	72				No	1.8	No	1	1		2			4			
	%	30.6	16.7		28.8	23.6	1.4	100	3.4	30.6	5				25	25		50			100	Yes	94.1	Yes
E3	#	5	4	1	3	2		15				No	16.6	No	1	1	1	2			5			
	%	33.3	26.7	6.7	20	13.3		100	4.3	36.6	6.6				20	20	20	40			100	Yes	54.6	Yes
E5	#	2	3		11	10		26				No	2.1*	No	1	1		3	2		7			
	%	7.7	11.5		42.3	38.5		100	4.8	44.4	12.6				14.3	14.3		42.9	28.6		100	Yes	95.3*	Yes
E6	#	1	2		2	3		8				No	38.9	No		2		1			3			
	%	12.5	25		25	37.5		100	1.1	63.9	14.4				66.7		33.3				100	Yes	39.1	Yes
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 92.5 percent  
 Level of Goal Attainment for 2002 - 2003: 89.1 percent  
 Level of Goal Attainment for 2003 - 2004: 91 percent

# State Accident Fund

Agency Director: Harry B. Gregory, Jr.

EEO Officer: Gerald Murphy

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7			3	2		12									1				1			
	%	58.3			25	16.7		100									100				100			
E2	#	5	4	1	21	12	1	44						1			2	3		6				
	%	11.4	9.1	2.3	47.7	27.3	2.3	100						16.7			33.3	50		100				
E3	#	2	1		2			5													1			
	%	40	20		40			100									100				100			
E5	#		1		6	7		14																
	%		7.1		42.9	50		100																
E6	#					2		2																
	%					100		100																
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

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

Agency Director: Andrew Hugine, Jr., Ph.D.

EEO Officer: Anna D. Haigler

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	#	1	9			5		15				No	22.7	No					4		4	Yes	0	Yes
	%	16.7	60			33.3		100	22.7	22.7	27								100		100			
C2	#		5			7		12				No	29.9	No					1		1	Yes	0	Yes
	%		41.7			58.3		100	8.9	29.9	7.6								100		100			
C3	#	16	19	11	3	8		57				No	12	No								Yes	30.6	Yes
	%	28.1	33.3	19.3	5.3	14		100	18.8	17.3	13.5													
C4	#	10	19	1	6	16	1	53				No	11.6	No								Yes	49.3	Yes
	%	18.9	35.8	1.9	11.3	30.2	1.9	100	12.7	22.9	25.5													
C5	#	5	23	2	6	36	2	74				No	19.9	No		2		1	1		4	Yes	28.9	Yes
	%	6.8	31.1	2.7	8.1	48.6	2.7	100	12	28	13.6				50		25	25		100				
C6	#	5	9		6	14		34				No	20.3	No				2			2	Yes	46.4	Yes
	%	14.7	26.5		17.6	41.2		100	3.2	37.9	4.6							100		100				
C7	#		6		2	11		19				No	17	No					1		1	Yes	38.2	Yes
	%		31.6		10.5	57.9		100	23.8	27.5	27.5								100		100			
C8	#	5	8		4	8	1	26				No	2.6*	No								Yes	85.6*	Yes
	%	19.2	30.8		15.4	30.8	3.8	100	4.3	18	3.3													
C9	#	4	18			14		36				No	21.1	No		4	2			3	9	Yes	0	Yes
	%	11.1	50			38.9		100	6.3	21.1	2				44.4	22.2			33.3		100			

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	# 2	26	1	3	68		100				No	20	No	1	4			7		12	Yes	13	Yes
	% 2	26	1	3	68		100	18.9	23	30				8.3	33.3			58.3		100			
E3	# 1	12			15		28				No	15.4	No		3					3	Yes	0	Yes
	% 3.5	42.9			53.6		100	16.1	15.4	18.6					100					100			
E4	# 1	18			6		25				No	5.1	No		1			1		2	Yes	0	Yes
	% 4	72			24		100	36.6	5.1	13.3					50			50		100			
E5	# 1	1			30	1	33				3.6	25.3	No					6		6	45.5	0	Yes
	% 3	3			90.9	3	100	6.6	25.3	50.3								100		100			
E6	# 1	3		5	74		83				1.6	52	No					6		6	69.2	10.3	Yes
	% 1.2	3.6		6	89.2		100	5.2	58	20.9								100		100			
E7	# 3	15			3		21				No	4.9	No								Yes	0	Yes
	% 14.3	71.4			14.3		100	48.7	4.9	1													
E8	#	37			35		72				No	11.2	No								Yes	0	Yes
	%	51.4			48.6		100	29.7	11.2	31													
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 70.5 percent

Level of Goal Attainment for 2002 - 2003: 70.8 percent

Level of Goal Attainment for 2003 - 2004: 71.2 percent

# State Board for Technical and Comprehensive Education

Agency Director: Dr. James L. Hudgins

EEO Officer: Kandy Peacock

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3				6.1*	No	11.5*											
	%	66.7			33.3		100	6.1	31.5	11.5	6.1*	No	11.5*								0*	Yes	0*	
E2	#	29	6	1	13	8	57				No	13.2	No	1			2	1		4				
	%	50.9	10.5	1.8	22.8	14	100	5.4	36	9.2	No	13.2	No	25			50	25		100	Yes	63.3	Yes	
E3 and E5 Combined	#	4	2		12	3	21				No	No	No	2						2				
	%	19	9.5		57.1	14.3	100	2.3	56.4	8.9	No	No	No	100						100	Yes	Yes	Yes	
E6	#	1	1		4	1	7				No	6*	1.2*	1				1		2				
	%	14.3	14.3		57.1	14.3	100	3.5	63.1	15.5	No	6*	1.2*	50				50		100	Yes	90.5*	92.3*	
E7	#	3	4				7				No	8*	2*											
	%	42.9	57.1				100	15.9	8	2	No	8*	2*								Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 92.7 percent  
 Level of Goal Attainment for 2002 - 2003: 94.3 percent  
 Level of Goal Attainment for 2003 - 2004: 95.1 percent

# Aiken Technical College

Agency Director: Dr. Susan A. Graham

EEO Officer: Lee Powell

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	3	1		2		6																
Combined	%	50	16.7		33.3		100	4	32.3	12.4	No	No	12.4*								Yes	Yes	0*
T3 and T4	#	31	3	3	20	2	59								1		6			7			
Combined	%	52.5	5.1	5.1	33.9	3.4	100	2.8	27.4	1.5	No	No	No		14.3		85.7			100	Yes	Yes	Yes
E2 and E3	#	8	2		23	6	39							1	1		2	2	1	7			
Combined	%	20.5	5.1		59	15.4	100	5.4	43.6	10.5	0.3*	No	No	14.3	14.3		28.6	28.6	14.3	100	94.4*	Yes	Yes
E5 and E6	#	4	1		13	8	26							2			3		1	6			
Combined	%	15.4	3.8		50	30.8	100	3.8	59.4	10.8	No	9.4	No	33.3			50		16.7	100	Yes	84.2	Yes
E4, E7 and E8	#	5	2			1	8							1						1			
Combined	%	62.5	25			12.5	100	15.1	9.2	9.9	No	9.2*	No	100						100	Yes	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 2001 - 2002: 94.8 percent

Level of Goal Attainment for 2002 - 2003: 95.5 percent

Level of Goal Attainment for 2003 - 2004: 98.4 percent

# Central Carolina Technical College

Agency Director: Dr. Kay R. Raffield

EEO Officer: RONALDA STOVER

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 2			2			4				6*	No	14.3*									0*	Yes	0*
	% 50			50			100	6	28.6	14.3														
T3 and T4 Combined	# 36	3	2	46	6		93				No	No	No	2	1	1	11	1		16	Yes	Yes	Yes	
	% 38.7	3.2	2.2	49.5	6.5		100	1.7	36.1	5.5				12.5	6.3	6.3	68.8	6.3		100				
T5 and E2 Combined	# 3	3	1	18	9		34				No	No	No				3			3	Yes	Yes	Yes	
	% 8.8	8.8	2.9	52.9	26.5		100	8.7	32.6	17.4							100			100				
E3, E4 and E5 Combined	# 3	3		14	4		24				No	No	No				2			2	Yes	Yes	Yes	
	% 12.5	12.5		58.3	16.7		100	5.5	42.8	10.6							100			100				
E6	# 1			14	6		21				3.1*	3.3*	No				2			2	0*	95.3*	Yes	
	% 4.8			66.7	28.6		100	3.1	70	13.1							100			100				
E7 and E8 Combined	# 4	3		1	3		11				No	No	No	1						1	Yes	Yes	Yes	
	% 36.4	27.3		9.1	27.3		100	14.7	7.6	0.5				100						100				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 87.9 percent

Level of Goal Attainment for 2002 - 2003: 98.9 percent

Level of Goal Attainment for 2003 - 2004: 99.7 percent

# Denmark Technical College

Agency Director: Dr. Joann R. G. Boyd-Scotland

EEO Officer: Tonya Toomer

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	#		2		1	3		6				No	19.7	No					2		2	Yes	45.9	Yes
	%		33.3		16.7	50		100	8.2	36.4	17.1								100		100			
T3 and T4 Combined	#	5	11	4		11	4	35	3.2	36.8	3.1	No	36.8	No	1	2	1		2	1	7	Yes	0	Yes
	%	14.3	31.4	11.4		31.4	11.4	100							14.3	28.6	14.3		28.6	14.3	100			
T5 and E2 Combined	#		5		1	11	1	18	4.5	30	32.2	No	24.4	No		1			2		3	Yes	18.7	Yes
	%		27.8		5.6	61.1	5.6	100								33.3			66.7		100			
E3, E5 and E6 Combined	#	1	1			20		22	1.9	60.7	16.4	No	60.7	No					5		5	Yes	0	Yes
	%	4.5	4.5			90.9		100											100		100			
E4, E7 and E8 Combined	#		8			3		11	35	7.4	15.5	No	0*	No		1			1		2	Yes	0*	Yes
	%		72.7			27.3		100								50			50		100			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 80.9 percent  
 Level of Goal Attainment for 2002 - 2003: 82.2 percent  
 Level of Goal Attainment for 2003 - 2004: 76 percent

# Florence-Darlington Technical College

Agency Director: Charles W. Gould

EEO Officer: Jeanne Deschenes

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	5	1		3				9	4.8	37.5	13	No	4.2*	13								Yes	88.8*	0
T3 and T4 Combined	44	3	4	48	7	3	109	3.7	39.8	5.3	0.9*	No	No	4			3	1		8	75.7*	Yes	Yes	
E2	12	2		28	16		58	6.8	35.8	18.3	3.4	No	No				6			6	50	Yes	Yes	
E5 and E6 Combined		2		23	15	1	41	1.8	70.1	12.6	No	14	No				2	2		4	Yes	80	Yes	
E3, E7 and E8 Combined	10	9		4	1		24	11	18.8	3.6	No	2.1*	No		1					1	Yes	88.8*	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 2001 - 2002: 92.5 percent

Level of Goal Attainment for 2002 - 2003: 93.4 percent

Level of Goal Attainment for 2003 - 2004: 85.6 percent

# Greenville Technical College

Agency Director: Thomas E. Barton, Jr.

EEO Officer: Helen M. Clarkson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 13	1		10	1			25				No	No	5.4	4	1		3	1		9	Yes	Yes	42.6
	% 52	4		40	4			100	2.9	37.2	9.4				44.4	11.1		33.3	11.1		100			
T3 and T4 Combined	# 125	7	4	152	16	3		307				No	No	No	22	1	1	24	2		52	Yes	Yes	Yes
	% 40.7	2.3	1.3	49.5	5.2	1		100	1.9	42.6	3.2				42.3	1.9	1.9	46.2	7.7		100			
T5 and E2 Combined	# 30	7	1	72	29			139				No	No	No	3			11	5		19	Yes	Yes	Yes
	% 21.6	5	0.7	51.8	20.9			100	3.9	41.1	9.2				15.8			57.9	26.3		100			
E3, E4 and E5 Combined	# 22	2	3	50	15	2		94				1.3	No	No	7	1	2	10	3	1	24	61.8	Yes	Yes
	% 23.4	2.1	3.2	53.2	16	2.1		100	3.4	48.5	6.4				29.2	4.2	8.3	41.7	12.5	4.2	100			
E6	#	1		40	6	1		48				No	No	No				4		1	5	Yes	Yes	Yes
	%	2.1		83.3	12.5	2.1		100	1	82.5	5.6							80		20	100			
E7 and E8 Combined	# 30	6	1	7	5			49				No	No	No	1			3			4	Yes	Yes	Yes
	% 61.2	12.2	2	14.3	10.2			100	11.4	12.9	6.3				25			75			100			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 89.8 percent

Level of Goal Attainment for 2002 - 2003: 89.1 percent

Level of Goal Attainment for 2003 - 2004: 94.7 percent

# Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Judy Hardee

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 4			2			6							1						1			
	% 66.7			33.3			100	2.1	48.3	8.8	2.1*	15*	8.8*	100						100	0*	68.9*	0*
T3 and T4 Combined	# 53	5		57	6	3	124							3	1		9	4		17			
	% 42.7	4.0		46	4.8	2.4	100	0.5	23.4	1.6	No	No	No	17.6	5.9		52.9	23.5		100	Yes	Yes	Yes
T5 and E2 Combined	# 11	6		17	11		45							3			3	1		7			
	% 24.4	13.3		37.8	24.4		100	1.4	46.4	8.6	No	8.6	No	42.9			42.9	14.3		100	Yes	81.5	Yes
E3 and E5 Combined	# 9	1		25	7		42							3			1	2		6			
	% 21.4	2.4		59.5	16.7		100	0.9	45.7	5.3	No	No	No	50			16.7	33.3		100	Yes	Yes	Yes
E6	#	1		24	6		31										6	1		7			
	%	3.2		77.4	19.4		100	3.2	68.9	9.1	No	No	No				85.7	14.3		100	Yes	Yes	Yes
E7 and E8 Combined	# 18	5		12	1		36							1	1		3			5			
	% 50	13.9		33.3	2.8		100	21	8.5	14.6	7.1	No	11.8	20	20		60			100	66.2	Yes	19.2
	#																						
	%																						
	#																						
	%																						

**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 2001 - 2002: 87.4 percent  
 Level of Goal Attainment for 2002 - 2003: 89.3 percent  
 Level of Goal Attainment for 2003 - 2004: 89.7 percent

# Midlands Technical College

Agency Director: Barry Russell  
EEO Officer: Ronald L. Rhames

EEO CATEGORY	2								3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04								ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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 Combined	# 3	2		3	1		9	6.5	36.5	11.2	No	3.2*	0.1*								Yes	91.2*	99.1*	
T3 and T4 Combined	# 91	7	2	107	21	3	231	1.6	48	4.3	No	1.7	No	3			8			11	Yes	96.5	Yes	
T5 and E2 Combined	# 32	10		60	33	1	136	5.8	36.5	12.6	No	No	No	1	4		8	4		17	Yes	Yes	Yes	
E3	# 19	7		16	4	1	47	6.6	29.7	8.5	No	No	No	2			2			4	Yes	Yes	Yes	
E4 and E5 Combined	# 5	5		22	10	1	43	7.5	42.4	14	No	No	No				4		1	5	Yes	Yes	Yes	
E6	#	2		46	26	2	76	1	70.4	16.6	No	9.9	No				2	1		3	Yes	85.9	Yes	
E7	# 11	5		2			18	14.8	5.1	1	No	No	1*	1						1	Yes	Yes	0*	
E8	# 10	6		3	2		21	26.4	13.4	14	No	No	4.5*	2	4		1			7	Yes	Yes	67.9*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 93.7 percent  
Level of Goal Attainment for 2002 - 2003: 96.7 percent  
Level of Goal Attainment for 2003 - 2004: 97.4 percent

# Northeastern Technical College

Agency Director: James C. Williamson

EEO Officer: Sharon Thurman

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1 Combined	# 2				4			6										1			1			
	% 33.3				66.7		100	12.4	32.7	1.4	12.4*	No	1.4*				100			100	0*	Yes	0*	
T3 and T4 Combined	# 13				14	1		28													1			
	% 46.4				50	3.6	100	2.1	11.3	6.2	2.1*	No	2.6*	100						100	0*	Yes	58.1*	
T5, E2, E3 and E5 Combined	# 4	2			15	8		29				No	No	No		1		3	1		5			
	% 13.8	6.9			51.7	27.6	100	2.3	44.3	14.2	No	No	No		20		60	20		100	Yes	Yes	Yes	
E6	#	1			9			10				No	No	7.2*										
	%	10			90		100	1	79.2	7.2	No	No	7.2*								Yes	Yes	0*	
E7 and E8 Combined	# 4					3		7							1						1			
	% 57.1					42.9	100	28.4	3.1	9	28.4	3.1*	No		100					100	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 2001 - 2002: 93.9 percent

Level of Goal Attainment for 2002 - 2003: 90 percent

Level of Goal Attainment for 2003 - 2004: 85.8 percent

# Orangeburg-Calhoun Technical College

Agency Director: Dr. Anne S. Crook

EEO Officer: Tyrone Russell

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	1		6			7										1			1			
Combined	%	14.3		85.7			100	7.6	27.4	23.5	No	No	23.5				100			100	Yes	Yes	0
T3 and T4	#	24	4	1	38	14	81							3	1		4	3		11			
Combined	%	29.6	4.9	1.2	46.9	17.3	100	9.5	21.6	14.1	4.6	No	No	27.3	9.1		36.4	27.3		100	51.6	Yes	Yes
T5 and E2	#	5	3		14	4	26							1			1			2			
Combined	%	19.2	11.5		53.8	15.4	100	13.7	32	24.5	2.2*	No	9.1	50			50			100	83.9*	Yes	62.9
E3, E4 and E5	#	5	5		11	7	28										1	1		2			
Combined	%	17.9	17.9		39.3	25	100	11	33.6	12.9	No	No	No				50	50		100	Yes	Yes	Yes
E6	#				11	4	15											1		1			
	%				73.3	26.7	100	1	60.4	23	1*	No	No					100		100	0*	Yes	Yes
E7 and E8	#	7	9		2	4	22							2	1			1		4			
Combined	%	31.8	40.9		9.1	18.2	100	32.6	9.4	22	No	0.3*	3.8*	50	25			25		100	Yes	96.8*	82.7*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 83.5 percent  
 Level of Goal Attainment for 2002 - 2003: 86.9 percent  
 Level of Goal Attainment for 2003 - 2004: 86.9 percent

# Piedmont Technical College

Agency Director: Lex D. Walters

EEO Officer: James R. Smith

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 2			2			4	0.8	44.5	4.4	0.8*	No	4.4*	1						1	0*	Yes	0*
	% 50			50			100							100						100			
T3 and T4 Combined	# 41	6	3	53	5	1	109	2.8	26.3	3.1	No	No	No	8	3		5			16	Yes	Yes	Yes
	% 37.6	5.5	2.8	48.6	4.6	0.9	100							50	18.8		31.3			100			
T5 and E2 Combined	# 18	3		40	14		75	3.5	49.1	7.2	No	No	No	5	1		6	2		14	Yes	Yes	Yes
	% 24	4		53.3	18.7		100							35.7	7.1		42.9	14.3		100			
E3, E4 and E5 Combined	# 11	1		18	4		34	3.2	54.6	5.9	0.3*	1.7*	No	2			2			4	90.6*	96.9*	Yes
	% 32.4	2.9		52.9	11.8		100							50			50			100			
E6	#	1		20	12		33	1.9	74	10.7	No	13.4	No				3			3	Yes	81.9	Yes
	%	3		60.6	36.4		100										100			100			
E7	# 7	2		1	1		11	17.3	12.6	2.6	No	3.5*	No								Yes	72.2*	Yes
	% 63.6	18.2		9.1	9.1		100																
E8	# 1	3		1	2		7	19.4	10.3	14.7	No	No	No								Yes	Yes	Yes
	% 14.3	42.9		14.3	28.6		100																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 96 percent  
 Level of Goal Attainment for 2002 - 2003: 96.1 percent  
 Level of Goal Attainment for 2003 - 2004: 96.9 percent

# Spartanburg Technical College

Agency Director: Dr. Dan L. Terhune

EEO Officer: Regina Eaker

EEO CATEGORY	2							3			4			5							6			
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and T2	#	5	1		2			8						1							1			
Combined	%	62.5	12.5		25			100	4.1	37.3	9.8	No	12.3*	9.8*	100					100	Yes	67*	0*	
T3 and T4	#	43	3	2	50	9	3	110						5			9	1	1	16				
Combined	%	39.1	2.7	1.8	45.5	8.2	2.7	100	2.4	35.6	3.9	No	No	No	31.3			56.3	6.3	6.3	100	Yes	Yes	Yes
T5 and E2	#	15	2		28	9		54						1			4	1		6				
Combined	%	27.8	3.7		51.9	16.7		100	4	43.2	8.6	0.3*	No	No	16.7			66.7	16.7		100	92.5*	Yes	Yes
E3, E5 and E6	#	3	2		42	20		67						1			7	5		13				
Combined	%	4.5	3		62.7	29.9		100	0.6	66.6	5.3	No	No	No	7.7			53.8	38.5		100	Yes	Yes	Yes
E4, E7 and E8	#	11	1		1	1		14						1						1				
Combined	%	78.6	7.1		7.1	7.1		100	16.2	4.8	2.4	9.1	No	No	100						100	43.8	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 2001 - 2002: 91 percent  
 Level of Goal Attainment for 2002 - 2003: 96.3 percent  
 Level of Goal Attainment for 2003 - 2004: 93.1 percent

# Technical College of the Low Country

Agency Director: Dr. Anne S. McNutt

EEO Officer: Machonne Morrison

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	#	3	1		6	2		12																
Combined	%	25	8.3		50	16.7		100																
T3 and T4	#	14	6	2	28	3		53								2	2	2			6			
Combined	%	26.4	11.3	3.8	52.8	5.7		100								33.3	33.3	33.3			100			
T5 and E2	#	9	1		11	7		28						1	1		1	1			4			
Combined	%	32.1	3.6		39.3	25		100						25	25		25	25			100			
E3, E5 and E6	#	4	1		15	11		31							1		4	3			8			
Combined	%	12.9	3.2		48.4	35.5		100							12.5		50	37.5			100			
E4, E7 and E8	#	7	6		2			15							1						1			
Combined	%	46.7	40		13.3			100							100						100			
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

**\*Information not available this year due to previous exemption.**

# Tri-County Technical College

Agency Director: Ronnie L. Booth

EEO Officer: Sharon Colcolough

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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 Combined	# 4	1		2			7							1							1			
	% 57.1	14.3		28.6			100	1.7	37.9	4.7	No	9.3*	4.7*	100							100	Yes	75.5*	0*
T3	# 12	2		14	3		31							1			1				2			
	% 38.7	6.5		45.2	9.7		100	1.2	35.2	2.4	No	No	No	50			50				100	Yes	Yes	Yes
T4	# 31	1	1	34	1	1	69							6			9				15			
	% 44.9	1.4	1.4	49.3	1.4	1.4	100	1.9	34.1	1.9	0.5*	No	0.5*	40			60				100	73.7*	Yes	73.7*
T5 and E2 Combined	# 20	2		40	14		76							3	1		8	4			16			
	% 26.3	2.6		52.6	18.4		100	2.1	52.9	3.7	No	0.3*	No	18.8	6.3		50	25			100	Yes	99.4	Yes
E3 and E5 Combined	# 5	2		18	1		26								2						2			
	% 19.2	7.7		69.2	3.8		100	3.1	44	3.1	No	No	No		100						100	Yes	Yes	Yes
E6	# 1			35	8	2	46										4	1			5			
	% 2.2			76.1	17.4	4.3	100	1	82.2	3.2	1*	6.1	No				80	20			100	0*	92.6	Yes
E4, E7, E8 Combined	# 9	2		2	1		14							1							1			
	% 64.3	14.3		14.3	7.1		100	4.8	22.5	2.1	No	8.2	No	100							100	Yes	63.6	Yes

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 97.8 percent  
 Level of Goal Attainment for 2002 - 2003: 96.9 percent  
 Level of Goal Attainment for 2003 - 2004: 93.6 percent

# Trident Technical College

Agency Director: Dr. Mary Thornley  
EEO Officer: Christine Martino-Lambert

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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, T2	#	3	2		6	1		12									1			1				
Combined	%	25	16.7		50	8.3		100	4.6	41.8	10.9	No	No	2.6*			100			100	Yes	Yes	76.1*	
T3 and T4	#	113	5	2	120	18	2	260						5		1	11		1	18				
Combined	%	43.5	1.9	0.8	46.2	6.9	0.8	100	2.7	36.7	5.7	0.8	No	No		5.6	61.1		5.6	100	70.4	Yes	Yes	
T5 and E2	#	31	8	1	60	25	1	126						5			9	7		21				
Combined	%	24.6	6.3	0.8	47.6	19.8	0.8	100	6.5	39.8	14.3	0.2*	No	No			42.9	33.3		100	96.9*	Yes	Yes	
E3 and E5	#	18	6	3	42	20	1	90						3	1	1	7	1	2	15				
Combined	%	20	6.7	3.3	46.7	22.2	1.1	100	2.8	42.7	10.4	No	No	No	20	6.7	6.7	46.7	6.7	13.3	100	Yes	Yes	Yes
E4	#	9	8		2			19							1		1	1		3				
	%	47.4	42.1		10.5			100	17.8	14.3	4.7	No	3.8*	4.7*		33.3		33.3	33.3		100	Yes	73.4*	0*
E6	#	1	2		16	21	3	43									4	5		9				
	%	2.3	4.7		37.2	48.8	7	100	5	54.6	12.8	0.3*	17.4	No			44.4	55.6		100	94*	68.1	Yes	
E7 and E8	#	19	6		6	1	1	33						1	1			1		3				
Combined	%	57.6	18.2		18.2	3	3	100	15.1	11.4	5.2	No	No	2.2*	33.3	33.3		33.3		100	Yes	Yes	57.7*	

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 93.6 percent  
Level of Goal Attainment for 2002 - 2003: 94.4 percent  
Level of Goal Attainment for 2003 - 2004: 91.8 percent

# Williamsburg Technical College

Agency Director: Dr. Cleve H. Cox

EEO Officer: Barbara Kennedy

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 *ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 *UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 *% OF GOALS MET BASED ON ADJUSTED 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 Combined	#	4			4	2	10											1		1			
	%	40			40	20	100											100		100			
E2	#		2		1	6	9								1			1		2			
	%		22.2		11.1	66.7	100								50			50		100			
E3 and E5 Combined	#	1	2		4	7	14																
	%	7.1	14.3		28.6	50	100																
E6	#		1		7	3	11											1		1			
	%		9.1		63.6	27.3	100											100		100			
E7 and E8 Combined	#	1	5			1	7							1						1			
	%	14.3	71.4			14.3	100							100						100			
T3 and T4 Combined	#	5			4	2	11											2		2			
	%	45.5			36.4	18.2	100											100		100			
	#																						
	%																						

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

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

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

**\*Information not available this year due to previous exemption.**

# York Technical College

Agency Director: Dennis Merrill  
EEO Officer: Edwina Roseboro-Barnes

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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, T2	#	4			5	1		10																
Combined	%	40			50	10		100	4.5	38.1	10.1	4.5*	No	0.1*										
T3 and T4	#	43	4	4	56	5	1	113									7		1	10				
Combined	%	38.1	3.5	3.5	49.6	4.4	0.9	100	3.2	46.5	6.3	No	No	1.9	20		70		10	100	Yes	Yes	69.8	
E2 and T5	#	12	3		34	13	1	63									2	3		5				
Combined	%	19	4.8		54	20.6	1.6	100	2.7	44.9	11.6	No	No	No			40	60		100	Yes	Yes	Yes	
E3 and E5	#	3			20	6		29									2	1		3				
Combined	%	10.3			69	20.7		100	3.2	51.4	8.2	3.2*	No	No			66.7	33.3		100	0*	Yes	Yes	
E6	#				13	12	2	27										2		2				
	%				48.1	44.4	7.4	100	1	80.6	8.6	1*	32.5	No				100		100	0*	59.7	Yes	
E4, E7, E8	#	18	5		8	5		36							3	1				4				
Combined	%	50	13.9		22.2	13.9		100	11.9	15.4	10.7	No	No	No	75	25				100	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 2001 - 2002: 96.4 percent  
Level of Goal Attainment for 2002 - 2003: 96.4 percent  
Level of Goal Attainment for 2003 - 2004: 95.2 percent

# Transportation, Department of

Agency Director: Elizabeth S. Mabry

EEO Officer: Paula Hollis

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	18			1			19																
	%	94.7			5.3			100	4.9	32.6	8.4	4.9*	27.3	8.4								0*	16.3	0
E2	#	109	16	5	142	66	1	339						15			6	5		26				
	%	32.1	4.7	1.5	41.9	19.5	0.3	100	5.4	34.5	9.3	0.7	No	No	57.7			23.1	19.2		100	87	Yes	Yes
E2--Engineers	#	594	75	15	58	14	5	761						50	13	3	7	3	3	79				
	%	78	9.9	2	7.6	1.8	0.7	100	4.3	5.9	1	No	No	No	63.2	16.5	3.8	8.9	3.8	3.8	100	Yes	Yes	Yes
E3, E4, E5 Non-Engineers	#	95	17	4	78	37	2	233						7	2		2			11				
	%	40.7	7.3	1.7	33.5	15.9	0.9	100	5.4	37.7	6.8	No	4.2	No	63.6	18.2		18.2			100	Yes	88.9	Yes
E3 and E5 Combined	#	357	61	7	78	17		520						72	6	2	10	6		96				
	%	68.7	11.7	1.3	15	3.3		100	8	14.6	3.9	No	No	0.6	75	6.3	2	10.4	6.3		100	Yes	Yes	84.6
E6	#	3	1	1	91	66	1	163						1			11	6		18				
	%	1.9	0.6	0.6	55.8	40.5	0.6	100	3.9	60.3	15.2	3.3	4.5	No	5.6			61.1	33.3		100	15.4	92.5	Yes
E7	#	1335	1103	28	114	155	4	2739						267	230	7	25	28	1	558				
	%	48.7	40.3	1	4.2	5.7	0.1	100	18	3.8	1.7	No	No	No	47.8	41.2	1.3	4.5	5	0.2	100	Yes	Yes	Yes
E8	#	47	30	2	59	28	2	168						3	3		7	1	1	15				
	%	27.9	17.9	1.2	35.1	16.7	1.2	100	30.3	10	9	12.4	No	No	20	20		46.6	6.7	6.7	100	59.1	Yes	Yes
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 85.3 percent

Level of Goal Attainment for 2002 - 2003: 85 percent

Level of Goal Attainment for 2003 - 2004: 84.5 percent

## State Treasurer's Office

Agency Director: Grady L. Patterson, Jr.

EEO Officer: Georgette P. Rivers

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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			6	1	1	15										2			2			
	% 46.6			40	6.7	6.7	100	1.9	35.9	3.1	1.9*	No	No				100			100	0*	Yes	Yes
E2	# 3	1		13	5		22							1			1	4		6			
	% 13.6	4.5		59.1	22.7		100	7.1	40.5	16.2	2.6*	No	No	16.7			16.7	66.6		100	63.4*	Yes	Yes
E3	# 1	1		1	3		6																
	% 16.6	16.7		16.7	50		100	5.8	29.5	8.1	No	12.8*	No								Yes	56.6*	Yes
E5	# 1	1		5	1		8										2			2			
	% 12.5	12.5		62.5	12.5		100	10.2	33.9	20.6	No	No	8.1*				100			100	Yes	Yes	60.7*
E6	# 1	1		1	2		5										1			1			
	% 20	20		20	40		100	1.4	56.9	18.7	No	36.9	No				100			100	Yes	35.1	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 94.4 percent  
 Level of Goal Attainment for 2002 - 2003: 87.2 percent  
 Level of Goal Attainment for 2003 - 2004: 86.8 percent

# University of South Carolina (Total System) Page 1 of 5

Agency Director: Andrew A. Sorensen

EEO Officer: Bobby Gist

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	13	1		2			16				No	24.1	5.1*	2						2			
	%	81.3	6.3		12.5			100	3.4	36.6	5.1				100						100	Yes	34.2	0
C2	#	114	8	5	38	2		167				No	10.4	1.9	5	2	1	4			12			
	%	68.3	4.8	3	22.8	1.2		100	2.5	33.2	3.1				41.7	16.7	8.3	33.3			100	Yes	68.7	38.7
C3	#	365	10	20	90	4	3	492				0.5	12.9	1.2	18		2	10		1	31			
	%	74.2	2	4.1	18.3	0.8	0.6	100	2.5	31.2	2				58.1		6.5	32.8		3.2	100	80	58.7	40
C4	#	229	6	27	139	9	5	415				1	1	0.5	27		5	23	2	4	61			
	%	55.2	1.4	6.5	33.5	2.2	1.2	100	2.4	34.5	2.7				44.3		8.2	37.7	3.3	6.6	100	58.3	97.1	81.5
C5	#	162	16	33	128	17	17	373				No	0.8	No	36	4	8	24	2	2	76			
	%	43.4	4.3	8.8	34.3	4.6	4.6	100	2.4	35.1	2.6				47.4	5.3	10.5	31.6	2.6	2.6	100	Yes	97.7	Yes
C6	#	69	5	5	594	9	9	191				No	No	No	14		2	16	1	4	37			
	%	36.1	2.6	2.6	49.2	4.7	4.7	100	2.1	36.3	2.1				37.8		5.4	43.2	2.7	10.8	100	Yes	Yes	Yes
C7	#	24	1		18			43				No	No	2.8	1			2			3			
	%	55.8	2.3		41.9			100	2.3	39.8	2.8				33.3			66.7			100	Yes	Yes	0

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

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

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

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

## University of South Carolina (Total System) Page 2 of 5

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C826	#	23	1		51	1	1	77									5				7			
	%	29.9	1.3		66.2	1.3	1.3	100	1.4	63	5.6	0.1*	No	4.3	28.6			71.4			100	92.9*	Yes	23.2
C829	#	131	6	24	122	7	10	300									38	2	2	79				
	%	43.7	2	8	40.7	2.3	3.3	100	2	32.9	2.5	No	No	0.2*	35.4	2.5	8.9	48.1	2.5	2.5	100	Yes	Yes	92*
C927	#	71	17	2	26	5		121									8	1		24				
	%	58.7	14	1.7	21.5	4.1		100	6.3	21.8	1	No	0.3*	No	54.2	4.2	4.2	33.3	4.2		100	Yes	98.6*	Yes
C930	#	48	3	6	34	3	6	100									11	1	3	32				
	%	48	3	6	34	3	6	100	2.7	35	3.4	No	1	0.4*	37.5		15.6	34.4	3.1	9.4	100	Yes	97.1	88.2*
E22	#	101	4	1	75	5	1	187									10	2		23				
	%	54	2.1	0.5	40.1	2.7	0.5	100	4.1	30	4.4	2	No	1.7	47.8			43.5	8.7		100	51.2	Yes	61.4
E23	#	147	16	5	210	35	3	416									29	3		42				
	%	35.3	3.8	1.2	50.5	8.4	0.7	100	4.4	41.2	8.6	0.6	No	0.2*	23.8			69	7.1		100	86.4	Yes	97.7*
E24	#	33	1	1	36	9		80									12			17				
	%	41.3	1.3	1.3	45	11.3		100	4	45.8	9.8	2.7	0.8*	No	29.4			70.6			100	32.5	98.3*	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.

## University of South Carolina (Total System) Page 3 of 5

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E25	#	28	5	1	170	35	4	243																	
	%	11.5	2.1	0.4	70	14.4	1.6	100	5.1	50.3	12.4	3	No	No	4	2		10	3	1	20	41.2	Yes	Yes	
E26	#	67	17	3	229	55	4	375																	
	%	17.9	4.5	0.8	61.1	14.7	1.1	100	6.6	39.6	17.9	2.1	No	3.2	6	2		39	8	1	66	68.2	Yes	82.1	
E37	#	73	13	5	29	7	5	132																	
	%	55.3	9.8	3.8	22	5.3	3.8	100	5.7	26.6	7	No	4.6	1.7	10	4		2	2	1	19	Yes	82.7	75.7	
E38	#	71	12	1	86	20	1	191																	
	%	37.2	6.3	0.5	45	10.5	0.5	100	5.1	36.1	8.5	No	No	No	4	1		8	1		14	Yes	Yes	Yes	
E39	#	7	3		20	11		41																	
	%	17.1	7.3		48.8	26.8		100	4.9	44.8	8.8	No	No	No	1	1		4	2		8	Yes	Yes	Yes	
E4	#	35	17		6	2		60																	
	%	58.3	28.3		10	3.3		100	16.8	8.2	5.4	No	No	2.1	9	4		2			15	Yes	Yes	61.1	
E511	#	25	5	1	282	84	4	401																	
	%	6.2	1.2	0.2	70.3	20.9	1	100	1.7	55.4	16.2	0.5	No	No	5			31	6	1	43	70.6	Yes	Yes	
															11.6			72.1	14	2.3	100				

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

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

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

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

## University of South Carolina (Total System) Page 4 of 5

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E512	#	21	3	1	71	24	5	125																
	%	16.8	2.4	0.8	56.8	19.2	4	100	2.8	58	15.3	0.4*	1.2	No	13.3	6.7		6	5	1	15	85.7*	97.9	Yes
E613	#	8	3		2			13																
	%	61.5	23.1		15.4			100	14.3	35.7	15.6	No	20.3	15.6	66.7			1			3	Yes	43.1	0
E614	#	1	1		6	6		14																
	%	7.1	7.1		42.9	42.9		100	4.6	50.4	23.6	No	7.5	No				1	1		2	Yes	85.1	Yes
E615	#	9	6	1	182	79	1	278																
	%	3.2	2.2	0.4	65.5	28.4	0.4	100	1	59.7	20	No	No	No	7.5	2.5	2.5	62.5	25		40	Yes	Yes	Yes
E616	#	1			5	6		12																
	%	8.3			41.7	50		100	2.2	50.1	17.4	2.2*	8.4	No								0*	83.2	Yes
E717	#	35	12	1	4			52																
	%	67.3	23.1	1.9	7.7			100	17.2	9	3.2	No	1.3*	3.2	80		20				5	Yes	85.6*	0
E718	#	111	52	1	6			170																
	%	65.3	30.6	0.6	3.5			100	17.5	7.5	5.5	No	4	5.5	66.7	28.6		1			21	Yes	46.7	0

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

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

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

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

## University of South Carolina (Total System) Page 5 of 5

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E819	#	20	9		3	7		39																	
	%	51.3	23.1		7.7	17.9		100	24.7	12.6	18.1	1.6*	4.9	0.2*	57.1	14.3		28.6			7	93.5*	61.1	98.9*	
E820	#	32	38	3	7	11		91				No	3.7	12.2	9	10	1		1		21	Yes	67.5	50	
	%	35.2	41.8	3.3	7.7	12.1		100	27.7	11.4	24.2	No	3.7	12.2	42.9	47.6	4.8		4.8		100	Yes	67.5	50	
E821	#	3	40	1	1	108		153							2	10		18	4		34				
	%	2	26.1	0.7	0.7	70.6		100	31.8	10.5	23.3	5.7	9.8	No	5.9	29.4		52.9	11.8		100	82.1	6.7	Yes	
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 78.3 percent  
 Level of Goal Attainment for 2002 - 2003: 82.4 percent  
 Level of Goal Attainment for 2003 - 2004: 80.9 percent

## University of South Carolina (Aiken Campus) Page 1 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	11	1		5			17				No	1.6*	2.5*				1	1		2			
	%	64.7	5.9		29.4			100	2.3	31	2.5							50	50		100	Yes	94.8*	0*
C3	#	17	1		11			29				No	No	2*	1			2			3			
	%	58.6	3.4		37.9			100	1.9	33.4	2				33.3			66.7			100	Yes	Yes	0*
C4	#	19		2	13	2	1	37				2.1*	4.4	No				1	1	1	3			
	%	51.4		5.4	35.1	5.4	2.7	100	2.1	39.5	3.4							33.3	33.3	33.3	100	0*	88.9	Yes
C5	#	14	2	4	17	1	3	41				No	No	2.1*	2		1				3			
	%	34.1	4.9	9.8	41.5	2.4	7.3	100	1.7	34.8	4.5				66.7		33.3				100	Yes	Yes	53.3*
C6	#	9			13	5	1	28				2.2*	No	No				1	1		2			
	%	32.1			46.4	17.9	3.6	100	2.2	38.2	3.2							50	50		100	0*	Yes	Yes
C8 and C9 Combined	#	12	2		3			17							1			1			2			
	%	70.6	11.8		17.6			100	5.5	26.5	1.8	No	8.9	1.8	50			50			100	Yes	66.4	0*
E2	#	17	2		45	5		69							1			9	1		11			
	%	24.6	2.9		65.2	7.2		100	4.2	50.4	10.1	1.3*	No	2.9	9.1			81.8	9.1		100	69*	Yes	71.3

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

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

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

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

## University of South Carolina (Aiken Campus) Page 2 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3 and E4 Combined	#	11	5		1			17				No	15.5	15.5	1	1					2	Yes	27.6	0
	%	64.7	29.4		5.9			100	10.5	21.4	15.5				50	50					100			
E5	#	2			31	4		37	2.5	61.3	13.5	2.5*	No	2.7				1	1		2	0*	Yes	80*
	%	5.4			83.8	10.8		100	2.5	61.3	13.5	2.5*	No	2.7				50	50		100			
E6	#		1		6	2		9	2.4	62.8	11	No	No	No				1			1	Yes	Yes	Yes
	%		11.1		66.7	22.2		100	2.4	62.8	11	No	No	No				100			100	Yes	Yes	Yes
E7	#	7	3		1			11	13.4	6.5	5.1	No	No	5.1*		1					1	Yes	Yes	0*
	%	63.6	27.3		9.1			100	13.4	6.5	5.1	No	No	5.1*		100					100	Yes	Yes	0*
E8	#	1	9	1		10		21	23.5	10.4	18.6	No	10.4	No		1			1		2	Yes	0	Yes
	%	4.8	42.9	4.8		47.6		100	23.5	10.4	18.6	No	10.4	No		50			50		100	Yes	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 2001 - 2002: 85.7 percent  
 Level of Goal Attainment for 2002 - 2003: 85.3 percent  
 Level of Goal Attainment for 2003 - 2004: 85 percent

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2 Combined	#	3	1		3			7										1							
	%	42.9	14.3		42.9			100	3.8	38.2	5.8	No	No	5.8*		50		50					Yes	Yes	0*
C3	#	5			2			1	8											1	1				
	%	62.5			25			12.5	100	3.3	31.3	2.5	3.3*	6.3*	2.5*					100	100	0*	80*	0*	
C4	#	8			2			10						1							1				
	%	80			20			100	2	37.4	2.3	2*	17.4	2.3*	100						100	0*	53.5	0*	
C5	#	4		1	2			1	8					1						1	2				
	%	50		12.5	25			12.5	100	1.7	35.6	3.3	1.7*	10.6*	3.3*	50				50	100	0*	70.2*	0*	
C6	#	6	1		3	1		1	12					1					1		2				
	%	50	8.3		25	8.3		8.3	100	1.8	25.7	1.6	No	0.7*	No	50				50	100	Yes	97.3*	Yes	
C8 amd C9 Combined	#	2			6			8										4			4				
	%	25			75			100	1.1	55.7	4.4	1.1*	No	4.4*				100			100	0*	Yes	0*	
E2	#	5			13	3		21						3			4	1			8				
	%	23.8			61.9	14.3		100	1.7	37.6	2.2	1.7*	No	No	37.5			50	12.5		100	0*	Yes	Yes	

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

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

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

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

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

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3 and E5 Combined	#	1			4	2		7	0	46.5	20	0*	No	No				1			1	0*	Yes	Yes
	%	14.3			57.1	28.6		100										100			100			
E6	#				2	1		3	0	65.3	17.7	0*	No	No					1		1	0*	Yes	Yes
	%				66.7	33.3		100											100		100			
E7	#		1			1		2	22.5	0	4.9	No	0*	No								Yes	0*	Yes
	%		50			50		100																
E8	#	2	1					3	36.4	18.2	15.3	3.1*	18.2*	15.3*								91.5*	0*	0*
	%	66.7	33.3					100																
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2003 - 2004: 94 percent

## University of South Carolina (Columbia) Page 1 of 4

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	11	1		1			13				No	30.3	5.5*	2						2	Yes	20.3	0*
	%	84.6	7.7		7.7			100	3.6	38	5.5				100						100			
C2	#	85	2	3	23	1		114				0.6*	11.6	2	3	1		2			6	75*	63.5	31
	%	74.6	1.8	2.6	20.2	0.9		100	2.4	31.8	2.9				50	16.7		33.3			100			
C3	#	291	9	19	58	2	1	380				No	14.4	1.4	16		2	5			23	Yes	51.5	26.3
	%	76.6	2.4	5	15.3	0.5	0.3	100	2.4	29.7	1.9				69.6		8.7	21.7			100			
C4	#	174	4	22	101	6	4	311				1.1	1	0.6	21		5	18	1	3	48	54.2	97	76
	%	55.9	1.3	7.1	32.5	1.9	1.3	100	2.4	33.5	2.5				43.8		10.4	37.5	2.1	6.3	100			
C5	#	116	11	26	89	12	8	262				No	0.3*	No	26	3	7	22	2	1	61	Yes	99.1*	Yes
	%	44.3	4.2	9.9	34	4.6	3.1	100	2.4	34.3	2.5				42.6	4.9	11.5	36.1	3.3	1.6	100			
C6	#	35	1	4	44		5	89				1*	No	1.9	10		2	6		2	20	52.4*	Yes	0
	%	39.3	1.1	4.5	49.4		5.6	100	2.1	34.4	1.9				50		10	30		10	100			
C7	#	24	1		18			43				0.2*	No	3	1		2			3	92*	Yes	0	
	%	55.8	2.3		41.9			100	2.5	38.4	3				33.3			66.7			100			

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

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

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

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

## University of South Carolina (Columbia) Page 2 of 4

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C826	#	21	1		37	1	1	61										5			7			
	%	34.4	1.6		60.7	1.6	1.6	100	1.4	63	5.6	No	2.3	4	28.6			71.4			100	Yes	96.3	28.6
C829	#	129	6	24	120	7	10	296										38	2	2	78			
	%	43.6	2	8.1	40.5	2.4	3.4	100	2.1	32.6	2.6	0.1*	0	0.2*	34.6	2.6	9	48.7	2.6	2.6	100	95.2*	Yes	92.3*
C927	#	51	14	1	22	5		93										6	1		18			
	%	54.8	15.1	1.1	23.7	5.4		100	6.1	23	1.5	No	No	No	55.6	5.6		33.3	5.6		100	Yes	Yes	Yes
C930	#	42	3	6	27	3	6	87										10	1	3	31			
	%	48.3	3.4	6.9	31	3.4	6.9	100	2.8	34.7	3.6	No	3.7	0.2*	38.7		16.1	32.3	3.2	9.7	100	Yes	89.3	94.4*
E22	#	89	3	1	70	5	1	169										10	2		22			
	%	52.7	1.8	0.6	41.4	3	0.6	100	4.2	32.7	5.6	2.4	No	2.6	45.5			45.5	9.1		100	42.9	Yes	53.6
E23	#	127	16	5	180	31	3	362										24	3		35			
	%	35.1	4.4	1.4	49.7	8.6	0.8	100	6.7	33.1	8.9	2.3	No	0.3	22.9			68.6	8.6		100	65.7	Yes	96.6
E24	#	33		1	32	9		75										10			14			
	%	44		1.3	42.7	12		100	2	38.7	11.5	2	No	No	28.6			71.4			100	0	Yes	Yes

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

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

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

## University of South Carolina (Columbia) Page 3 of 4

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E25	#	24	5	1	144	30	4	208																
	%	11.5	2.4	0.5	69.2	14.4	1.9	100	7.2	44.7	11.6	4.8	No	No	14.3	14.3		57.1	7.1	7.1	100	33.3	Yes	Yes
E26	#	47	15	2	169	39	4	276																
	%	17	5.4	0.7	61.2	14.1	1.4	100	6	36.6	17.9	0.6	No	3.8	24.5	4.1		57.1	12.2	2	100	90	Yes	78.8
E37	#	68	11	5	27	7	5	123																
	%	55.3	8.9	4.1	22	5.7	4.1	100	7.2	21.3	6.5	No	No	0.8*	58.8	17.6		5.9	11.8	5.9	100	Yes	Yes	87.7*
E38	#	64	11	1	78	18	1	173																
	%	37	6.4	0.6	45.1	10.4	0.6	100	5.1	30.4	9.1	No	No	No	20	10		60	10		100	Yes	Yes	Yes
E39	#	7	3		19	11		40																
	%	17.5	7.5		47.5	27.5		100	5	40.7	22.2	No	No	No	14.3	14.3		42.9	28.6		100	Yes	Yes	Yes
E4	#	25	11		6	2		44																
	%	56.8	25		13.6	4.5		100	19.2	8.8	3.9	No	No	No	64.3	21.4		14.3			100	Yes	Yes	Yes
E511	#	22	4	1	228	79	4	338																
	%	6.5	1.2	0.3	67.5	23.4	1.2	100	1.9	55.8	16.6	0.7	No	No	13.9			66.7	16.7	2.8	100	63.2	Yes	Yes

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

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

## University of South Carolina (Columbia) Page 4 of 4

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E512	#	18	3	1	47	18	4	91																	
	%	19.8	3.3	1.1	51.6	19.8	4.4	100	2.8	54.9	16.2	No	3.3	No	15.4	7.7		5	4	1	13	Yes	94	Yes	
E6	#	19	9	1	150	80	1	260																	
	%	7.3	3.5	0.4	57.7	30.8	0.4	100	2.1	59.7	17	No	2	No	12.2	2.4	2.4	58.5	24.4		41	Yes	96.6	Yes	
E717	#	30	12	1	2			45																	
	%	66.7	26.7	2.2	4.4			100	16.2	9.3	3.4	No	4.9	3.4	4		1				5	Yes	47.3	0	
E718	#	92	44	1	4			141																	
	%	65.2	31.2	0.7	2.8			100	18.4	7.7	5.9	No	4.9	5.9	13	4		1			18	Yes	36.4	0	
E819, E820, E821 Combined	#	37	67	1	4	105		214																	
	%	17.3	31.3	0.5	1.9	49.1		100	22.4	11.3	16.1	No	9.4	No	11	17		20	1		49	Yes	16.8	Yes	
	#																								
	%																								

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

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

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

Level of Goal Attainment for 2001 - 2002: 79.2 percent  
 Level of Goal Attainment for 2002 - 2003: 80 percent  
 Level of Goal Attainment for 2003 - 2004: 79.7 percent

## University of South Carolina (Regional Campuses) Page 1 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C2	#	5			3			8	3	35	4.7	3*	No	4.7*								0*	Yes	0*
	%	62.5			37.5			100	2.2	30.8	1.7	2.2*	21.4	1.7*								0*	30.5	0*
C3	#	28		1	3			32	2.2	30.8	1.7	2.2*	21.4	1.7*								0*	30.5	0*
	%	87.5		3.1	9.4			100	2.1	34.8	2.2	No	1.5*	2.2*	3			2			5	Yes	95.7*	0*
C4	#	13	1	2	8			24	2.1	34.8	2.2	No	1.5*	2.2*	60			40			100	Yes	95.7*	0*
	%	54.2	4.2	8.3	33.3			100	2.4	39.2	3.3	No	21.6	No	1			1			2	Yes	44.9	Yes
C5	#	9	1		3	1	3	17	2.4	39.2	3.3	No	21.6	No	50			50			100	Yes	44.9	Yes
	%	52.9	5.9		17.6	5.9	17.6	100	2.1	32.8	2.2	No	No	2.2*				100			1	Yes	Yes	0*
C6	#	6	1	1	4			12	2.1	32.8	2.2	No	No	2.2*				100			1	Yes	Yes	0*
	%	50	8.3	8.3	33.3			100	2.2	49.1	4.2	2.2*	No	4.2*	1						1	0*	Yes	0*
C8 and C9 Combined	#	5			7			12	2.2	49.1	4.2	2.2*	No	4.2*	100						100	0*	Yes	0*
	%	41.7			58.3			100	7.7	34.8	20.9	3.8	No	7.2	1			2	1		4	50.6	Yes	65.6
E2	#	14	2		28	7		51	7.7	34.8	20.9	3.8	No	7.2	25			50	25		100	50.6	Yes	65.6
	%	27.5	3.9		54.9	13.7		100	7.7	34.8	20.9	3.8	No	7.2	25			50	25		100	50.6	Yes	65.6

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

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

## University of South Carolina (Regional Campuses) Page 2 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3 and E5 Combined	#	2	1		22	2		27									3				3			
	%	7.4	3.7		81.5	7.4		100	5.6	54	19.7	1.9*	No	12.3				100			100	66.1*	Yes	37.6
E6	#				15	4		19																
	%				78.9	21.1		100	0.8	59.6	12.6	0.8*	No	No								0*	Yes	Yes
E7	#	5	5		1			11							1						1			
	%	45.5	45.5		9.1			100	17.5	5.8	3.3	No	No	3.3*		100					100	Yes	Yes	0*
E8	#	5	7		1	9		22						2	2			3		7				
	%	22.7	31.8		4.5	40.9		100	27.1	13.5	17.3	No	9	No	28.6	28.6			42.9		100	Yes	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 2001 - 2002: 88.6 percent  
 Level of Goal Attainment for 2002 - 2003: 87.8 percent  
 Level of Goal Attainment for 2003 - 2004: 83.7 percent

## University of South Carolina Upstate Page 1 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	12	4	2	5	1		24				No	13.5	No	2						2	Yes	60.6	Yes
	%	50	16.7	8.3	20.8	4.2		100	1.6	34.3	4.2				100						100			
C3	#	24			16	2	1	43				5.7	No	No	1			3			4	0	Yes	Yes
	%	55.8			37.2	4.7	2.3	100	5.7	36.3	1.3	5.7	No	No	25			75			100			
C4	#	15	1	1	15	1		33				0.1*	No	No	2			2			4	96.8*	Yes	Yes
	%	45.5	3	3	45.5	3		100	3.1	39.1	2.7	0.1*	No	No	50			50			100			
C5	#	19	2	2	17	3	2	45				No	No	No	6	1		1			8	Yes	Yes	Yes
	%	42.2	4.4	4.4	37.8	6.7	4.4	100	3.7	32.8	2.9	No	No	No	75	12.5		12.5			100			
C6	#	13	2		30	3	2	50				No	No	No	3			8		1	12	Yes	Yes	Yes
	%	26	4		60	6	4	100	2.4	39.3	2.9	No	No	No	25			66.7		8.3	100			
C8 and C9 Combined	#	11	1	1	11			24				No	No	2.8*	2		1	1			4	Yes	Yes	0*
	%	45.8	4.2	4.2	45.8			100	3.8	37.4	2.8	No	No	2.8*	50		25	25			100			
E2	#	20		1	39	10		70							4			6	1		11	0	Yes	Yes
	%	28.6		1.4	55.7	14.3		100	3.7	50.5	8.6	3.7	No	No	36.4			54.5	9.1		100			

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

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

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

## University of South Carolina Upstate Page 2 of 2

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	6	1	OM	3	1	1	12	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	#	5	1		5	2		13				No	No	No	1			3			4	Yes	Yes	Yes
	%	38.5	7.7		38.5	15.4		100	1.5	23.8	3				25			75			100			
E4	#	6	3					9	7.8	6.9	3.2	No	6.9*	3.2*		1					1	Yes	0*	0*
	%	66.7	33.3					100							100						100			
E5	#	2			29	5	1	37	1.9	67.8	8.9	1.9*	No	No				5			5	0*	Yes	Yes
	%	5.4			78.4	13.5	2.7	100										100			100			
E6	#				24	5		29	2.8	63.1	7.4	2.8*	No	No				2	1		3	0*	Yes	Yes
	%				82.8	17.2		100										66.7	33.3		100			
E7	#	12			2			14	7.9	18	4.3	7.9	3.7*	4.3*	1						1	0	79.4*	0*
	%	85.7			14.3			100							100						100			
E8	#	12	4	2	6	2		26	16.7	20.9	15.2	1.3*	No	7.5	2	1	1			4	92.2*	Yes	50.7	
	%	46.2	15.4	7.7	23.1	7.7		100							50	25	25			100				
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 89.8 percent  
 Level of Goal Attainment for 2002 - 2003: 92.8 percent  
 Level of Goal Attainment for 2003 - 2004: 87.3 percent

## Vocational Rehabilitation, Department of

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED 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	2		5	2	18				No	4.5*	No								Yes	86.1*	Yes	
	%	50	11.1		27.8	11.1	100	3.3	32.3	5.3														
E2	#	225	44	2	268	118	9	666				No	No	No	17	4		40	17		78	Yes	Yes	Yes
	%	33.8	6.6	0.3	40.2	17.7	1.4	100	6.1	39	15.6				21.8	5.1		51.3	21.8		100			
E3	#	18	2		13	5	3	41				No	2.9	4.4	2			2	1		5	Yes	91.6	73.5
	%	43.9	4.9		31.7	12.2	7.3	100	4.8	34.6	16.6				40			40	20		100			
E5	#	17	10		151	42		220				No	No	No				3	1	1	5	Yes	Yes	Yes
	%	7.7	4.5		68.6	19.1		10	2.9	59.9	13.1							60	20	20	100			
E6	#	3	1		69	16	1	90				1.2	No	No				4	1		5	Yes	Yes	Yes
	%	3.3	1.1		76.7	17.8	1.1	100	2.3	60.1	13.3							80	10		100	47.8	Yes	Yes
E7	#	20	8	2	1	1		32				No	2*	No								Yes	60.8*	Yes
	%	62.5	25	6.3	3.1	3.1		100	10.1	5.1	0.1													
E8	#	1	4		8	10		23				3.4*	No	No								83.7*	Yes	Yes
	%	4.3	17.4		34.8	43.5		100	20.8	20.8	26.4													
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001 - 2002: 94 percent  
 Level of Goal Attainment for 2002 - 2003: 93.6 percent  
 Level of Goal Attainment for 2003 - 2004: 92.5 percent

## Winthrop University (Page 1 of 2)

Agency Director: Dr. Anthony DiGiorgio

EEO Officer: Cheryl Southworth

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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 Combined	#	28			24	2		54						3			2			5			
	%	51.9			44.4	3.7		100	3	37.4	4.2	3	No	0.5*	60			40			100	0	Yes
C3	#	37	3	2	16			58						2			1			3			
	%	63.8	5.2	3.4	27.6			100	1.9	36.2	2.2	No	8.6	2.2	66.7			33.3			100	Yes	76.2
C4	#	38	1	6	28	1	2	76						2			1			3			
	%	50	1.3	7.9	36.8	1.3	2.6	100	2.5	37.7	2.9	1.2*	0.9*	1.6	66.7			33.3			100	52*	97.6*
C5	#	33	3	5	45	2	1	85						7	1	1	9	1		19			
	%	37.1	3.4	5.6	50.6	2.2	1.1	100	2.2	39.6	3.2	No	No	1*	36.8	5.3	5.3	47.3	5.3		100	Yes	Yes
C6 and C7 Combined	#	4			25	1	2	32						2			7			10			
	%	12.5			78.1	3	6.3	100	2.5	39.5	3.8	2.5*	No	0.8*	20			70		10	100	0*	Yes
C8 and C9 Combined	#	20	3	1	24	4	1	53						2	1		5	2		10			
	%	37.7	5.7	1.9	45.3	7.5	1.9	100	4.6	30.6	2.6	No	No	No	20	10		50	20		100	Yes	Yes
E1	#	6			2			8															
	%	75			25			100	2.7	37.9	5.3	2.7*	12.9	5.3*								0*	66

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

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

## Winthrop University (Page 2 of 2)

EEO CATEGORY	2							3			4			5							6		
	ACTUAL WORKFORCE ON 9/30/04							ADJUSTED AVAILABILITY (Qualified Labor Pool)			UNDERUTILIZATION			NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							% OF GOALS MET BASED ON ADJUSTED 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	# 28	4	1	67	15	2	117							1	1		5	3		10	Yes	Yes	Yes
	% 23.9	3.4	0.9	57.3	12.8	1.7	100	3.2	44.9	11.5	No	No	No	10	10		50	30		100			
E3	# 19	4		10	5		38								1		3	1		5	Yes	67.4	Yes
	% 50	10.5		26.3	13.2		100	1.7	39	7.2	No	12.7	No		20		60	20		100			
E4	# 9	2			2		13							2						2	Yes	0*	Yes
	% 69.2	15.4			15.4		100	8.7	3.2	4	No	3.2*	No	100						100			
E5	# 1			10	7		18														0*	Yes	Yes
	% 5.6			55.6	38.9		100	2.8	49.2	8.6	2.8*	No	No										
E6	#			71	10		90										3	2		5	0	Yes	Yes
	%			78.9	21.1		100	3.4	55.4	7.9	3.4	No	No				60	40		100			
E7	# 28	8		3			39							6	1					7	Yes	55.4	0
	% 71.8	20.5		7.7			100	12.9	13.9	5.4	No	6.2	5.4	85.7	14.3					100			
E8	# 19	16	1	12	32	2	82							5				5	1	11	82.3	Yes	Yes
	% 23.2	19.5	1.2	14.6	39	2.4	100	23.7	11.6	12.6	4.2	No	No	45.5				45.5	9.1	100			

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

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

Level of Goal Attainment for 2001 - 2002: 92.5 percent  
 Level of Goal Attainment for 2002 - 2003: 87.8 percent  
 Level of Goal Attainment for 2003 - 2004: 80.5 percent

# Workers' Compensation Commission

Agency Director: Alicia K. Clawson  
EEO Officer: Janice Sanders Sutton

EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/04							3 ADJUSTED AVAILABILITY (Qualified Labor Pool)			4 UNDERUTILIZATION			5 NEW HIRES AND PROMOTIONS 10/1/2003 - 9/30/04							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2	2		1	1		6				No	7.7*	No								Yes	68.4*	Yes
	%	33.3	33.3		16.7	16.7		100	3.6	24.4	3													
E2	#	5	1		13	9		28				1.3*	No	No				1			1	73.5*	Yes	Yes
	%	17.9	3.6		46.4	32.1		100	4.9	45.5	11.7							100			100			
E5	#		1		4			5				No	No	11.7*								Yes	Yes	0*
	%		20		80			100	1.1	64.1	11.7													
E6	#		1		3	2		6				No	No	No								Yes	Yes	Yes
	%		16.7		50	33.3		100	6.7	44	16.6													
	#																							
	%																							

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

Level of Goal Attainment for 2001 - 2002: 92.5 percent  
Level of Goal Attainment for 2002 - 2003: 87.8 percent  
Level of Goal Attainment for 2003 - 2004: 94.7 percent

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