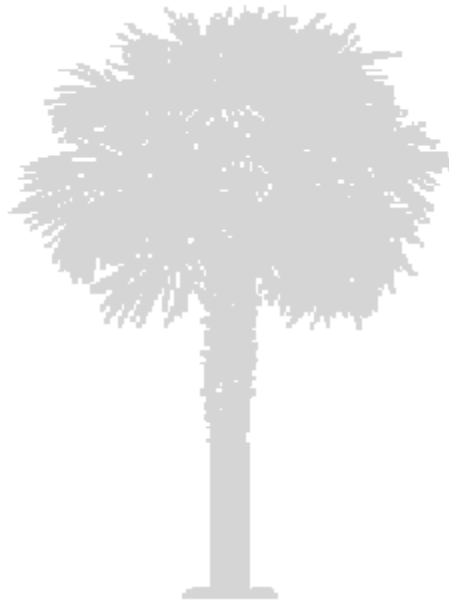


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN  
SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 1, 2013**

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



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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## MEMORANDUM

TO:           The Honorable Nikki Haley                   The Honorable Glenn McConnell           The Honorable Bobby Harrell  
                  Governor of the State of South Carolina    Lieutenant Governor of South Carolina    Speaker of the House

FROM:       Raymond Buxton II, Commissioner

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

DATE:       February 1, 2013

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

The Human Affairs Commission is charged with monitoring state agency compliance with the above law.

In keeping with these requirements, it is my pleasure to present to you the 2013 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

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

If you have questions about our report or need additional information, please contact me.

Copy: Legislative Printing and Information Technology Resources; Agency Heads

**Acknowledgement:**

A special thanks to Mary Dunlap Snead for her exceptional years of dedication and service to the South Carolina Human Affairs Commission and for her contributions to the content and development of the “Annual *Report to the General Assembly*”.

## TABLE OF CONTENTS

**Commission Members**

**Memorandum of Transmittal**

**Acknowledgements**

<b>Section I:</b>	Introduction	1-2
	Affirmative Action Plan Components	3-4
	Status of Affirmative Action Plans	5-6
<b>Section II:</b>	Report Summary	7-8
	Report Highlights	9
<b>Section III:</b>	Percentage Level of Goal Attainment Ranked Highest to Lowest	10-16
<b>Section IV:</b>	Explanation of Charts	17-23
<b>Section V:</b>	<b>State Agencies' Workforces</b>	24-125

**Section VI:** Index of State Agencies

126-128

# **SECTION I**

## INTRODUCTION

This report covers the period of October 1<sup>st</sup>, 2011 through September 30<sup>th</sup>, 2012 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

### What is Affirmative Action?

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

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

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

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

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

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

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

**Exempt Agencies:**

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

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



## **Affirmative Action Plan Components**

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

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

Each plan approved by SCHAC contains the following information:

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

### **Job Group Analysis**

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

### **Availability Analysis**

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

## **Determining Underutilization**

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

### **Goals**

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

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

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

Please refer to pages 17-23 for more detailed explanations of the guidelines used for this report.

**AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS**

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

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

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

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

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

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

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

# **SECTION II**

## Report Summary

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

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

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

State government has implemented the South Carolina Enterprise Information System (SCEIS). At this time all of the state agencies monitored by SHAC are not operating online with the new system. As a result, the Budget and Control Board was not able to produce the reports on the race/sex composition of our state employee workforce used in previous reports. The reports and charts usually included in this report that were used to analyze state government's workforce as a whole are not included.

All of, the information required by state Proviso 89.14 of the State Appropriations Act on the progress each state agency has made towards meeting their affirmative action goals to achieve an equal opportunity environment is included. SHAC requires all agencies to send current employment data to us for analysis. The results are included in Section III.

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 85 agencies (including colleges and universities) 78 or 91.8 percent achieved at least a level of 70 percent of their goals with five agencies reaching 100 percent of their goals. On the other hand, over 58.8 percent, or 50 agencies, showed a decline in their goal achievement compared to the previous year. This could be an indication that budget and staff reductions are having a negative impact on our state's progress towards an equal employment environment.

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

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

## **Report Highlights**

- During this reporting period, there were 58,277 women and men employed by the state government 43.8 percent were men and 56.2 percent were women. 63.6 percent were White; 32.8 percent were Black or African American, and 3.6 percent reported races/ethnic origins other than White or Black.
- State government has twenty six agencies achieving over 90 percent of their goals with five agencies achieving 100 percent of their goals. This is an increase from last year's report with only four agencies achieving 100 percent of their goals.
- State government does still have seven agencies failing to achieve at least 70 percent of their goals: Auditor's Office, State (69.1%), Patriot's Point (68.1%), State Ports Authority (68.1%), Parks, Recreation & Tourism. Dept. of (65.3%), Lander University (63.8%), Indigent Defense (63.1%) and The Citadel (62.2%).



# **SECTION III**

## STATUS OF AFFIRMATIVE ACTION PROGRAMS

### **State Agency ranking by Level of Goal Attainment**

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

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

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

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

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

#### **LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:**

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

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

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

This is the percentage of goals achieved.

**STATE GOVERNMENT'S TOP & BELOW 70%**

**(TOP TEN)**

**Chart A (Page 1 of 1)**

**(Achieving less than 70%)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	68	Auditor's Office, State	69.1
1	Commerce, Department of	100.0	69	Patriot's Point	68.1
1	Lieutenant Governor's Office	100.0	69	Ports Authority, State	68.1
1	Museum Commission	100.0	70	Parks, Recreation & Tourism, Dept. of	65.3
1	Workers' Compensation	100.0	71	Lander University	63.8
2	Trident Technical College	99.9	72	Indigent Defense	63.1
3	Santee Cooper	99.2	73	Citadel, The	62.2
4	Educational Television Commission	97.8			
5	Library, State	97.7			
6	Election Commission, State	97.1			
7	Secretary of State	96.6			
8	Greenville Technical College	95.7			
9	Comptroller General's Office	94.5			
10	Revenue, Department of	92.9			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	26	Orangeburg-Calhoun Technical College	88.2
1	Commerce, Department of	100.0	27	Clemson University	87.9
1	Lieutenant Governor's Office	100.0	28	Budget & Control Board	87.7
1	Museum Commission	100.0	29	Transportation, Department of	87.5
1	Workers' Compensation	100.0	30	Piedmont Technical College	87.3
2	Trident Technical College	99.9	31	Williamburg Technical College	86.9
3	Santee Cooper	99.2	32	Technical College of the Low Country	86.8
4	Educational Television Commission	97.8	33	Vocational Rehabilitation, Department of	86.6
5	Library, State	97.7	34	Central Carolina Technical College	86.5
6	Election Commission, State	97.1	35	Health and Environmental Control	86.4
7	Secretary of State	96.6	36	Blind, Commission for the	86.3
8	Greenville Technical College	95.7	36	Natural Resources, Department of	86.3
9	Comptroller General's Office	94.5	37	Winthrop University	86.2
10	Revenue, Department of	92.9	38	Agriculture, Department of	85.7
11	York Technical College	92.8	38	Higher Education, Commission on	85.7
12	Insurance, Department of	92.5	39	Juvenile Justice, Department of	85.5
13	Consumer Affairs, Office of	92.0	40	Deaf and Blind, School of	84.9
14	Social Services, Department of	91.6	41	Governor's Office Executive Policy	84.7
15	Motor Vehicles, Department of	91.1	42	Mental Health, Department of	84.3
16	Aiken Technical College	90.7	43	Horry-Georgetown Technical College	84.0
17	Educational Lottery, South Carolina	90.4	44	Treasurer's Office, State	83.6
17	Spartanburg Community College	90.4	45	Governor's School for Arts & Humanities	83.3
18	Archives and History, Department of	90.2	46	Accident Fund, State	82.9
18	Technical and Comprehensive	90.2	47	Coastal Carolina University	82.6
19	Tri-County Technical College	90.1	48	Education, Department of	82.5
20	Financial Institutions, SC Board of	90.0	49	Denmark Technical College	82.4
21	Midlands Technical College	89.9	50	Florence-Darlington Technical College	82.3
22	Health and Human Services, Department	89.7	51	University of South Carolina	82.1
23	Employment and Workforce	89.1	52	Alcohol and other Drug Abuse Services	82.0
24	Medical University Hospital	89.0	52	Northeastern Technical College	82.0
25	Corrections, Department of	88.4	53	Medical University of South Carolina	80.8

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Highest to Lowest

**Chart B (Page 2 of 2)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
54	Probation, Pardon and Parole Department	80.2		*Attorney General's Office	Exempt
55	Francis Marion University	80.1		*Housing, Finance and Development	Exempt
56	Governor's School for Science & Math	80.0		*Second Injury Fund	Exempt
57	Law Enforcement Division, State	79.8			
58	Labor, Licensing and Regulation, Dept	79.6			
59	Public Safety, Department of	79.1			
60	Criminal Justice, Academy	78.7			
61	Disabilities & Special Needs, Dept. of	78.3			
62	Office of Regulatory Staff	76.3			
63	Public Service Commission	75.3			
64	College of Charleston	74.0			
64	Forestry Commission	74.0			
64	John de la Howe School	74.0			
65	Wil Lou Gray Opportunity School	71.5			
66	Adjutant General's Office	70.7			
67	South Carolina State University	70.2			
68	Auditor's Office, State	69.1			
69	Patriot's Point	68.1			
69	Ports Authority, State	68.1			
70	Parks, Recreation & Tourism, Dept. of	65.3			
71	Lander University	63.8			
72	Indigent Defense	63.1			
73	Citadel, The	62.2			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
46	Accident Fund, State	82.9	55	Francis Marion University	80.1
66	Adjutant General's Office	70.7	41	Governor's Office Executive Policy	84.7
38	Agriculture, Department of	85.7	56	Governor's School for Science & Math	88.3
16	Aiken Technical College	90.7	45	Governor's School for Arts & Humanities	83.3
52	Alcohol and other Drug Abuse Services	82.0	8	Greenville Technical College	95.7
18	Archives and History, Department of	90.2	35	Health and Environmental Control	86.4
1	Arts Commission	100.0	22	Health and Human Services, Department	89.7
68	Auditor's Office, State	69.1	38	Higher Education, Commission on	85.7
36	Blind, Commission for the	86.3	43	Horry-Georgetown Technical College	84.0
28	Budget & Control Board	87.7	72	Indigent Defense	63.1
34	Central Carolina Technical College	86.5	12	Insurance, Department of	92.5
73	Citadel, The	62.2	64	John de la Howe School	74.0
27	Clemson University	87.9	39	Juvenile Justice, Department of	85.5
47	Coastal Carolina University	82.6	58	Labor, Licensing and Regulation, Dept	79.6
64	College of Charleston	74.0	71	Lander University	63.8
1	Commerce, Department of	100.0	57	Law Enforcement Division, State	79.8
9	Comptroller General's Office	94.5	5	Library, State	97.7
13	Consumer Affairs, Office of	92.0	1	Lieutenant Governor's Office	100.0
25	Corrections, Department of	88.4	24	Medical University Hospital	89.0
60	Criminal Justice, Academy	78.7	53	Medical University of South Carolina	80.8
40	Deaf and Blind, School of	84.9	42	Mental Health, Department of	84.3
49	Denmark Technical College	82.4	21	Midlands Technical College	89.9
61	Disabilities & Special Needs, Dept. of	78.3	15	Motor Vehicles, Department of	91.1
48	Education, Department of	82.5	1	Museum Commission	100.0
17	Education Lottery, South Carolina	90.4	36	Natural Resources, Department of	86.3
4	Educational Television Commission	97.8	52	Northeastern Technical College	82.0
6	Election Commission, State	97.1	26	Orangeburg-Calhoun Technical College	88.2
23	Employment and Workforce	89.1	70	Parks, Recreation & Tourism, Dept. of	65.3
20	Financial Institutions, SC Board of	90.0	69	Patriot's Point	68.1
50	Florence-Darlington Technical College	82.3	30	Piedmont Technical College	87.3
64	Forestry Commission	74.0	69	Ports Authority, State	68.1

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
54	Probation, Pardon and Parole Department	80.2		*Attorney General's Office	Exempt
59	Public Safety, Department of	79.1		*Housing, Finance and Development	Exempt
63	Public Service Commission	75.3		*Second Injury Fund	Exempt
62	Regulatory Staff, Office of	76.3			
10	Revenue, Department of	92.9			
3	Santee Cooper	99.2			
7	Secretary of State	96.6			
14	Social Services, Department of	91.6			
67	South Carolina State University	70.2			
17	Spartanburg Community College	90.4			
32	Technical College of the Low Country	86.8			
18	Technical and Comprehensive	90.2			
29	Transportation, Department of	87.5			
44	Treasurer's Office, State	83.6			
19	Tri-County Technical College	90.1			
2	Trident Technical College	99.9			
51	University of South Carolina	82.1			
33	Vocational Rehabilitation, Department of	86.6			
31	Williamburg Technical College	86.9			
65	Wil Lou Gray Opportunity School	71.5			
37	Winthrop University	86.2			
1	Workers' Compensation	100.0			
11	York Technical College	92.8			

<b>CHART D</b>			<b>CHART D</b>		
<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities</b>			<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges</b>		
<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>	<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>
1	CLEMSON UNIVERSITY	87.9	1	TRIDENT TECHNICAL COLLEGE	99.9
2	WINTHROP UNIVERSITY	86.2	2	GREENVILLE TECHNICAL COLLEGE	95.7
3	COASTAL CAROLINA UNIVERSITY	82.6	3	YORK TECHNICAL COLLEGE	92.8
4	UNIVERSITY OF SOUTH CAROLINA	82.1	4	AIKEN TECHNICAL COLLEGE	90.7
5	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.8	5	SPARTANBURG COMMUNITY COLLEGE	90.4
6	FRANCIS MARION UNIVERSITY	80.1	6	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	90.2
7	COLLEGE OF CHARLESTON	74.0	7	TRI-COUNTY TECHNICAL COLLEGE	90.1
8	SOUTH CAROLINA STATE UNIVERSITY	70.2	8	MIDLANDS TECHNICAL COLLEGE	89.9
9	LANDER UNIVERSITY	63.8	9	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	88.2
10	CITADEL, THE	62.2	10	PIEDMONT TECHNICAL COLLEGE	87.3
			11	WILLIAMSBURG TECHNICAL COLLEGE	86.9
			12	LOW COUNTRY, TECHNICAL COLLEGE OF THE	86.8
			13	CENTRAL CAROLINA TECHNICAL COLLEGE	86.5
			14	HORRY-GEORGETOWN TECHNICAL COLLEGE	84.0
			15	DENMARK TECHNICAL COLLEGE	82.4
			16	FLORENCE-DARLINGTON TECHNICAL COLLEGE	82.3
			17	NORTHEASTERN TECHNICAL COLLEGE	82.0



# **SECTION IV**

## Explanation of Agency Charts

Pages 24 through 126 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2011 through September 30, 2012). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

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

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

#### E1) Executives:

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

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

#### E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:\*

C4) Associate Professors:\*

C5) Assistant Professors:\*

C6) Instructors:\*

C7) Lecturers:\*

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

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

**Column Two: Workforce Totals**

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2012. For purposes of the report, the following race/sex categories are used:

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

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

**Column Three: Adjusted Availability**

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

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

**Column Four: Underutilization**

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

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

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

**Column Five: New Hires and Promotions 10/01/11 – 09/30/12**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2011 and September 30, 2012. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

**Column Six: Goals Met**

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

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

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



# **SECTION V**

## State Accident Fund

Agency Director: Richard H. Gilbert, Jr. CPA

EEO Officer: Gerald Murphy

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	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			2	1		10	5.6	26.8	6.2	5.6	6.8	NO								0.0%	74.6%	YES
	% 70.0			20.0	10.0		100.0																
E2	# 6			19	8	1	34	4.1	39.7	16.1	4.1	NO	NO	1			6	1	2	10	0.0%	YES	YES
	% 17.6			55.9	23.5	2.9	100.0							10.0			60.0	10.0	20.0	100.0			
E3	# 2	1		2	1		6	10.7	21.1	5.7	NO	NO	NO	1			1	1		3	YES	YES	YES
	% 33.3	16.7		33.3	16.7		100.0							33.3			33.3	33.3		100.0			
E5 and E6	#			3	7	2	12	4.5	46.1	16.2	4.5	21.1	NO								0.0%	54.2%	YES
	%			25.0	58.3	16.7	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    91.8 percent

Level of Goal Attainment for 2011:    92.4 percent

Level of Goal Attainment for 2012:    82.9 percent

## Adjutant General Office

Agency Director: MG Robert E. Livingston, Jr.

EEO Officer: Robert faulk and Linda Hallman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	1					10	3.8	31.3	5.3	NO	31.3	5.3	4						4	YES	0.0%	0.0%
	% 90.0	10.0					100.0							100.0						100.0			
E2	# 30	8		15	3	1	57	6.5	34.8	11.4	NO	8.5	6.1	11	1		4	1		17	YES	75.6%	46.5%
	% 52.6	14.0		26.3	5.3	1.8	100.0							64.7	5.9		23.5	5.9		100.0			
E3	# 4			2			6	4.0	34.1	16.0	4.0	0.8	16.0								0.0%	97.7%	0.0%
	% 66.7			33.3			100.0																
E4	# 5	3					8	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	0.0%
	% 62.5	37.5					100.0																
E5 and E6	# 1	1	8				10	1.2	61.2	11.9	NO	61.2	11.9								YES	0.0%	0.0%
	% 10.0	10.0	80.0				100.0																
E7	# 9	2					11	17.8	3.8	1.6	NO	3.8	1.6								YES	0.0%	0.0%
	% 81.8	18.2					100.0																
E8	# 1			1	1		3	18.1	15.8	23.5	18.1	NO	NO								0.0%	YES	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    78.8 percent

Level of Goal Attainment for 2011:    73.3 percent

Level of Goal Attainment for 2012:    70.7 percent

## Agriculture, Department Of

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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		5	5.5	35.6	7.1	5.5	15.6	NO								0.0%	56.2%	YES
	% 40.0			20.0	40.0		100.0																
E2	# 18	3	1	13	4		39	7.5	35.7	16.8	NO	2.4	6.5			1	3			4	YES	93.3%	61.3%
	% 46.2	7.7	2.6	33.3	10.3		100.0									25.0	75.0			100.0			
E3 and E5	# 32	3		18	6		59	6.8	32.0	21.3	1.7	1.5	11.1	4	1		2	1		8	75.0%	95.3%	47.9%
	% 54.2	5.1		30.5	10.2		100.0							50.0	12.5		25.0	12.5		100.0			
E6	#			3	1	1	5	0.8	57.8	17.7	0.8	NO	NO				1			1	0.0%	YES	YES
	%			60.0	20.0	20.0	100.0										100.0			100.0			
E7 and E8	# 2	3			1		6	21.3	10.0	10.1	NO	10.0	NO								YES	0.0%	YES
	% 33.3	50.0			16.7		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    93.6 percent

Level of Goal Attainment for 2011:    89.5 percent

Level of Goal Attainment for 2012:    85.7 percent

## SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Robert C. Toomey

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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				1	5	18.7	22.5	5.6	NO	22.5	5.6								YES	0.0%	0.0%
	% 60.0	20.0				20.0	100.0										2	1		3			
E2	# 6	2		9	8		25	4.8	39.1	14.5	NO	3.1	NO				66.7	33.3		100.0	YES	92.1%	YES
	% 24.0	8.0		36.0	32.0		100.0																
E3	# 1				1		2	4.4	25.3	0.8	4.4	25.3	NO								0.0%	0.0%	YES
	% 50.0				50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    97.2 percent  
 Level of Goal Attainment for 2011:    99.2 percent  
 Level of Goal Attainment for 2012:    82.0 percent

## Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	5.3	34.7	7.4	5.3	NO	NO				1			1	0.0%	YES	YES
	%			66.7	33.3		100.0										100.0			100.0			
E2	#	14		5	2		21	3.6	39.1	6.4	3.6	15.3	NO	1						1	0.0%	60.9%	YES
	%	66.7		23.8	9.5		100.0							100.0						100.0			
E3	#	2					2	5.7	41.1	12.0	5.7	41.1	12.0								0.0%	0.0%	0.0%
	%	100.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    71.2 percent

Level of Goal Attainment for 2011:    73.2 percent

Level of Goal Attainment for 2012:    90.2 percent

## Arts Commission

Agency Director: Ken May

EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1						1	4.1	32.8	6.2	4.1*	32.8*	6.2*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																
E2	# 1			8	2		11	5.1	40.0	11.8	5.1*	NO	NO								0.0%*	YES	YES
	% 9.1			72.7	18.2		100.0																
E3 and E5	#			2	1		3	3.8	50.5	8.9	3.8*	NO	NO								0.0%*	YES	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    100.0 percent  
 Level of Goal Attainment for 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent

## Auditor, State

Agency Director: Richard H. Gilbert Jr., CPA

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7		1	3		1	12	5.1	36.9	15.8	5.1 *	11.9	15.8	6			5	1		12	0.0% *	67.8%	0.0%
	% 58.3		8.3	25.0		8.3	100.0							50.0			41.7	8.3		100.0			
E2	# 10			9	2		21	4.4	41.3	19.8	4.4 *	NO	10.3								0.0% *	YES	48.0%
	% 47.6			42.9	9.5		100.0																
E5 and E6	#			2	1		3	6.0	67.5	4.5	6.0 *	0.8 *	NO					1		1	0.0% *	98.8% *	YES
	%			66.7	33.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    83.7 percent  
 Level of Goal Attainment for 2011:    71.5 percent  
 Level of Goal Attainment for 2012:    69.1 percent



## Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda J. Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	2		8	5.6	28.1	8.0	NO	15.6	NO								YES	44.5%	YES
	% 25.0	25.0	12.5	12.5	25.0		100.0										2	6		8	YES	85.2%	YES
E2	# 4	8	1	20	30		63	8.6	37.2	20.7	NO	5.5	NO				25.0	75.0		100.0	YES	85.2%	YES
	% 6.3	12.7	1.6	31.7	47.6		100.0																
E3 and E5	# 4	1		6	10		21	2.7	61.2	12.5	NO	32.6	NO	2			1			3	YES	46.7%	YES
	% 19.0	4.8		28.6	47.6		100.0							66.7			33.3			100.0			
E7	# 3						3	7.2	16.7	9.0	7.2	16.7	9.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    87.6 percent  
 Level of Goal Attainment for 2011:    86.5 percent  
 Level of Goal Attainment for 2012:    86.3 percent

## Budget and Control Board

Agency Director: Marcia S. Adams

EEO Officer: Belinda Ogorek

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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		6	1		23	7.0	17.4	2.2	NO	NO	NO				1			1	YES	YES	YES
	% 56.5	13.0		26.1	4.3		100.0										100.0			100.0	YES	YES	YES
E2A	# 37	2		20	1		60	4.6	26.9	5.2	1.3	NO	3.5	5			3			8	71.7%*	YES	32.7%
	% 61.7	3.3		33.3	1.7		100.0							62.5			37.5			100.0			
E2B	# 82	8	2	49	11		152	4.7	29.3	6.2	NO	NO	NO	17	1	1	9	1	2	31	YES	YES	YES
	% 53.9	5.3	1.3	32.2	7.2		100.0							54.8	3.2	3.2	29.0	3.2	6.5	100.0	YES	YES	YES
E2C	# 55	8	1	34	10	1	109	5.3	32.6	8.6	NO	1.4	NO	1	2	1	5	5		14	YES	95.7%	YES
	% 50.5	7.3	0.9	31.2	9.2	0.9	100.0							7.1	14.3	7.1	35.7	35.7		100.0	YES	95.7%	YES
E2D	# 16	4	1	38	13		72	4.6	43.2	11.2	NO	NO	NO	6	1		12	6	3	28	YES	YES	YES
	% 22.2	5.6	1.4	52.8	18.1		100.0							21.4	3.6		42.9	21.4	10.7	100.0	YES	YES	YES
E3	# 56	10	4	18	16	5	109	8.0	23.5	6.9	NO	7.0	NO	7					1	8	YES	70.2%	YES
	% 51.4	9.2	3.7	16.5	14.7	4.6	100.0							87.5					12.5	100.0	YES	70.2%	YES
E5	# 1			24	10	1	36	1.6	67.5	11.7	1.6	0.8	NO								0.0%*	98.8%*	YES
	% 2.8			66.7	27.8	2.8	100.0																
E6	# 5	3	1	9	9		27	5.1	53.6	12.8	NO	20.3	NO	2		1	1			4	YES	62.1%	YES
	% 18.5	11.1	3.7	33.3	33.3		100.0							50.0		25.0	25.0			100.0	YES	62.1%	YES
E7	# 50	19		1			70	18.8	2.6	1.7	NO	1.2	1.7	3		1				4	YES	53.8%*	0.0%
	% 71.4	27.1		1.4			100.0							75.0		25.0				100.0	YES	53.8%*	0.0%
E8	# 14	9		3	8		34	22.0	14.9	11.5	NO	6.1	NO	2	1			1	1	5	YES	59.1%	YES
	% 41.2	26.5		8.8	23.5		100.0							40.0	20.0			20.0	20.0	100.0	YES	59.1%	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 2010:    92.6 percent

Level of Goal Attainment for 2011:    94.9 percent

Level of Goal Attainment for 2012:    87.7 percent

## The Citadel (Page 1 of 2)

Agency Director: Lt. General John W. Rosa

EEO Officer: Emma Bennett-Williams

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2, and E1	#	32	4	2	11	2	51	2.6	45.1	7.2	NO	23.5	3.3	3	1					4	YES	47.9%	54.2%
	%	62.7	7.8	3.9	21.6	3.9	100.0							75.0	25.0					100.0			
C3	#	31		1	10		43	2.4	43.6	9.1				2						2	0.0%	53.4%	0.0%
	%	72.1		2.3	23.3		100.0				2.4	20.3	9.1	100.0						100.0			
C4	#	37	1	4	17	5	66	2.6	44.5	9.5	1.1	18.7	1.9	11		1	3			15	57.7%	58.0%	80.0%
	%	56.1	1.5	6.1	25.8	7.6	100.0				1.1	18.7	1.9	73.3		6.7	20.0			100.0			
C5 and C6	#	47	1	4	19	2	79	3.9	43.8	11.0				3			1			4	33.3%	55.0%	22.7%
	%	59.5	1.3	5.1	24.1	2.5	100.0				2.6	19.7	8.5	75.0			25.0			100.0			
C8 and C9	#	46	3		10		59	5.5	27.4	2.3	0.4	10.5	2.3	10	1					11	92.7%	61.7%	0.0%
	%	78.0	5.1		16.9		100.0				0.4	10.5	2.3	90.9	9.1					100.0			
E2	#	38	1	1	56	13	113	5.9	41.3	13.3	5.0	NO	1.8	8			15	4		27	15.3%	YES	86.5%
	%	33.6	0.9	0.9	49.6	11.5	100.0				5.0	NO	1.8	29.6			55.6	14.8		100.0			
E3 and E5	#	21	4	2	22	13	63	3.8	39.3	17.3	NO	4.4	NO	2	1	1	3			7	YES	88.8%	YES
	%	33.3	6.3	3.2	34.9	20.6	100.0				NO	4.4	NO	28.6	14.3	14.3	42.9			100.0			
E4	#	11	4		1		16	12.6	13.5	5.4	NO	7.2	5.4	4	2					6	YES	46.7%	0.0%
	%	68.8	25.0		6.3		100.0				NO	7.2	5.4	66.7	33.3					100.0			
E6	#	3			34	9	46	2.1	63.7	15.6	2.1	NO	NO				6			6	0.0%	YES	YES
	%	6.5			73.9	19.6	100.0				2.1	NO	NO				100.0			100.0			

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

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

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

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

Level of Goal Attainment for 2010:    65.5 percent  
 Level of Goal Attainment for 2011:    66.6 percent  
 Level of Goal Attainment for 2012:    61.5 percent

## The Citadel (Page 2 of 2)

Agency Director: Lt. General John W. Rosa

EEO Officer: Emma Bennett-Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 44	18	3				65	17.5	8.5	6.8	NO	8.5	6.8	5	2					7			
	% 67.7	27.7	4.6				100.0							71.4	28.6					100.0	YES	0.0%	0.0%
E8	# 7	14	1	3	14		39	15.0	14.6	30.6	NO	6.9	NO	4	2	1		1		8			
	% 17.9	35.9	2.6	7.7	35.9		100.0							50.0	25.0	12.5		12.5		100.0	YES	52.7%	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 2010:    65.5 percent  
 Level of Goal Attainment for 2011:    66.6 percent  
 Level of Goal Attainment for 2012:    61.5 percent

## Clemson University (Page 1 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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		2	5.4	24.2	3.8	5.4	NO	3.8								0.0%	YES	0.0%	
	%	50.0			50.0		100.0																	
C2	#	17	2	2	9	2	32	1.8	15.3	3.9	NO	NO	NO		1					1	YES	YES	YES	
	%	53.1	6.3	6.3	28.1	6.3	100.0								100.0					100.0				
C3	#	253	5	35	68	1	4	366	1.9	16.2	1.8	0.5	NO	1.5	2		1			3	73.7%	YES	16.7%	
	%	69.1	1.4	9.6	18.6	0.3	1.1	100.0							66.7		33.3			100.0				
C4	#	152	12	23	65	3	12	267	1.9	16.3	1.8	NO	NO	0.7	2		1	2		5	YES	YES	61.1%	
	%	56.9	4.5	8.6	24.3	1.1	4.5	100.0							40.0		20.0	40.0		100.0				
C5	#	98	3	26	72	4	18	221	2.5	21.8	2.5	1.1	NO	0.7	19	1	5	7		5	37	56.0%	YES	72.0%
	%	44.3	1.4	11.8	32.6	1.8	8.1	100.0							51.4	2.7	13.5	18.9		13.5	100.0			
C7	#	129	5	6	145	7	12	304	3.3	30.0	4.3	1.7	NO	2.0	6		3	15	2	4	30	48.5%	YES	53.5%
	%	42.4	1.6	2.0	47.7	2.3	3.9	100.0							20.0		10.0	50.0	6.7	13.3	100.0			
C8	#	65	1	4	31	2	1	104	3.3	33.8	4.3	2.3	4.0	2.4	2	1		1		1	5	30.3%	88.2%	44.2%
	%	62.5	1.0	3.8	29.8	1.9	1.0	100.0							40.0	20.0		20.0		20.0	100.0			
C9	#	132	24	3	71	20	3	253	4.9	21.0	5.8	NO	NO	NO	5	3	3	3		1	15	YES	YES	YES
	%	52.2	9.5	1.2	28.1	7.9	1.2	100.0							33.3	20.0	20.0	20.0		6.7	100.0			
E1	#	85	11	1	95	9	2	203	2.9	18.7	4.7	NO	NO	0.3	11	1	1	7	1		21	YES	YES	93.6%
	%	41.9	5.4	0.5	46.8	4.4	1.0	100.0							52.4	4.8	4.8	33.3	4.8		100.0			

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

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

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

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

Level of Goal Attainment for 2010:    86.0 percent

Level of Goal Attainment for 2011:    90.9 percent

Level of Goal Attainment for 2012:    87.9 percent

## Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# 80	10	5	285	34	12	426	1.8	28.3	3.4	NO	NO	NO	5	1		28	3	2	39	YES	YES	YES
	% 18.8	2.3	1.2	66.9	8.0	2.8	100.0							12.8	2.6		71.8	7.7	5.1	100.0			
E22	# 17	1		50	5		73	0.8	43.5	2.1	NO	NO	NO	6			7			13	YES	YES	YES
	% 23.3	1.4		68.5	6.8		100.0							46.2			53.8			100.0			
E23	# 33	5	1	102	17	5	163	3.1	45.1	9.4	0.0	NO	NO	8	2	1	16	1	2	30	YES	YES	YES
	% 20.2	3.1	0.6	62.6	10.4	3.1	100.0							26.7	6.7	3.3	53.3	3.3	6.7	100.0			
E24	# 32		1	16			49	4.8	36.7	4.3	4.8	4.0	4.3	2			1			3	0.0%	89.1%	0.0%
	% 65.3		2.0	32.7			100.0							66.7			33.3			100.0			
E25	# 75	2		61	6	1	145	2.2	29.7	3.9	0.8	NO	NO	6			9			15	63.6%	YES	YES
	% 51.7	1.4		42.1	4.1	0.7	100.0							40.0			60.0			100.0			
E31	# 72	6	3	64	10	1	156	3.0	21.8	3.9	NO	NO	NO	7		1	3			11	YES	YES	YES
	% 46.2	3.8	1.9	41.0	6.4	0.6	100.0							63.6		9.1	27.3			100.0			
E32	# 63	5	1	27	4	1	101	5.7	27.5	5.3	0.7	0.8	1.3	4						4	87.7%	97.1%	75.5%
	% 62.4	5.0	1.0	26.7	4.0	1.0	100.0							100.0						100.0			
E4	# 42	3		5	1		51	5.3	5.0	0.5	NO	NO	NO	10	1		1			12	YES	YES	YES
	% 82.4	5.9		9.8	2.0		100.0							83.3	8.3		8.3			100.0			
E51	# 8	1		178	18	2	207	0.2	63.6	4.5	NO	NO	NO	1			21		1	23	YES	YES	YES
	% 3.9	0.5		86.0	8.7	1.0	100.0							4.3			91.3		4.3	100.0			

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

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

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

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

Level of Goal Attainment for 2010:    86.0 percent

Level of Goal Attainment for 2011:    90.8 percent

Level of Goal Attainment for 2012:    87.9 percent

## Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E52	# 7	4		26	13	1	51	9.9	43.9	4.8	2.1	NO	NO				3	1		4	78.8%	YES	YES
	% 13.7	7.8		51.0	25.5	2.0	100.0										75.0	25.0		100.0			
E6	# 4	2		51	13	2	72	0.7	61.5	3.6	NO	NO	NO	2			10			12	YES	YES	YES
	% 5.6	2.8		70.8	18.1	2.8	100.0							16.7			83.3			100.0			
E7	# 145	9	2	2			158	5.1	6.2	0.3	NO	4.9	0.3	16	1	3				20	YES	21.0%	0.0%
	% 91.8	5.7	1.3	1.3			100.0							80.0	5.0	15.0				100.0			
E8	# 62	26		31	44		163	4.4	5.4	0.5	NO	NO	NO	11	3		1	3		18	YES	YES	YES
	% 38.0	16.0		19.0	27.0		100.0							61.1	16.7		5.6	16.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    86.0 percent

Level of Goal Attainment for 2011:    90.8 percent

Level of Goal Attainment for 2012:    87.9 percent

## Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
C1	#	3			2			5	3.9	33.0	6.4	3.9	NO	6.4											
	%	60.0			40.0			100.0														0.0%*	YES	0.0%*	
C2	#	3			2			5	3.9	29.4	7.3	3.9	NO	7.3											
	%	60.0			40.0			100.0														0.0%*	YES	0.0%*	
C3	#	48	1	1	18	1		69	3.0	32.2	4.2	1.6	6.1	2.8	5			2		7	46.7%	81.1%	33.3%		
	%	69.6	1.4	1.4	26.1	1.4		100.0								71.4		28.6		100.0					
C4	#	53	3	3	33	1	4	97	3.1	34.4	5.0	0.0	0.4	4.0	3	1		8		12	YES	98.8%*	20.0%		
	%	54.6	3.1	3.1	34.0	1.0	4.1	100.0							25.0	8.3		66.7		100.0					
C5	#	51	2	6	49	5	4	117	2.4	28.6	2.9	0.7	NO	NO	12			13	1	1	27	70.8%*	YES	YES	
	%	43.6	1.7	5.1	41.9	4.3	3.4	100.0							44.4			48.1	3.7	3.7	100.0				
C6	#	5		2	4		1	12	3.6	31.5	4.8	3.6	NO	4.8											
	%	41.7		16.7	33.3		8.3	100.0														0.0%*	YES	0.0%*	
C7 AND C8	#	55	4	2	59	2	2	124	2.9	33.0	4.3	NO	NO	2.7	12	1	1	19	1	1	35				
	%	44.4	3.2	1.6	47.6	1.6	1.6	100.0							34.3	2.9	2.9	54.3	2.9	2.9	100.0	YES	YES	37.2%	
C9	#	44	5	1	14	2	1	67	9.0	19.6	1.7	1.5	NO	NO	21	3	1	5			30				
	%	65.7	7.5	1.5	20.9	3.0	1.5	100.0							70.0	10.0	3.3	16.7			100.0	83.3%	YES	YES	
E2	#	76	5		131	14	1	227	5.2	43.1	7.6	3.0	NO	1.4	10	1	1	21	1		34				
	%	33.5	2.2		57.7	6.2	0.4	100.0							29.4	2.9	2.9	61.8	2.9		100.0	42.3%	YES	81.6%	

**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 2010:    81.4 percent

Level of Goal Attainment for 2011:    82.5 percent

Level of Goal Attainment for 2012:    82.6 percent



## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 40	4	3	15	2	1	65	3.1	22.8	6.0	NO	NO	2.9	6	1	1	7	1		16	YES	YES	51.7%
	% 61.5	6.2	4.6	23.1	3.1	1.5	100.0							37.5	6.3	6.3	43.8	6.3		100.0			
E4	# 19	3		1	2		25	6.1	8.1	3.2	NO	4.1	NO	3	1		1			5	YES	49.4%	YES
	% 76.0	12.0		4.0	8.0		100.0							60.0	20.0		20.0			100.0			
E5	# 3			41	4	1	49	0.5	78.3	4.2	0.5	NO	NO	2			4			6	0.0%*	YES	YES
	% 6.1			83.7	8.2	2.0	100.0							33.3			66.7			100.0			
E6	# 2			48	6		56	0.5	79.0	6.7	0.5	NO	NO				12	1		13	0.0%*	YES	YES
	% 3.6			85.7	10.7		100.0										92.3	7.7		100.0			
E7	# 34	4	2				40	7.7	4.9	1.6	NO	4.9	1.6	3	2	1				6	YES	0.0%	0.0%*
	% 85.0	10.0	5.0				100.0							50.0	33.3	16.7				100.0			
E8	# 44	20	1	9	9	1	84	19.9	13.8	6.4	NO	3.1	NO	10	4	1	2			17	YES	77.5%	YES
	% 52.4	23.8	1.2	10.7	10.7	1.2	100.0							58.8	23.5	5.9	11.8			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    81.4 percent

Level of Goal Attainment for 2011:    82.5 percent

Level of Goal Attainment for 2012:    82.6 percent

## College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C7, and E1	#	45	6	2	50	8	3	114	5.1	37.4	11.0	NO	NO	4.0	1					1			
	%	39.5	5.3	1.8	43.9	7.0	2.6	100.0						100.0							100.0	YES	YES
C2	#	4	2	1	8			15	6.2	41.2	10.2	NO	NO	10.2	1	1		1		3			
	%	26.7	13.3	6.7	53.3			100.0						33.3	33.3		33.3			100.0	YES	YES	0.0%
C3	#	86	4	9	40	1	1	141	3.4	32.4	2.1		*		4		1	2		7		*	
	%	61.0	2.8	6.4	28.4	0.7	0.7	100.0				0.6	4.0	1.4	57.1		14.3	28.6		100.0	82.4%	87.7%	33.3%
C4	#	74	3	12	57	6	7	159	3.9	38.0	3.2				6		2	2		11			
	%	46.5	1.9	7.5	35.8	3.8	4.4	100.0				2.0	2.2	NO	54.5		18.2	18.2		100.0	48.7%	94.2%	YES
C5	#	67	4	10	47	1	7	136	6.0	45.7	12.9				11	1	1	10		27			
	%	49.3	2.9	7.4	34.6	0.7	5.1	100.0				3.1	11.1	12.2	40.7	3.7	3.7	37.0		100.0	48.3%	75.7%	5.4%
C6	#	13		2	25	1	3	44	5.6	46.2	12.3				2			1		5			
	%	29.5		4.5	56.8	2.3	6.8	100.0				5.6	NO	10.0	40.0			20.0		100.0	0.0%	YES	18.7%
C8 and C9	#	52	6	5	51	6	4	124	5.9	35.3	5.9				4	3		1	2	12			
	%	41.9	4.8	4.0	41.1	4.8	3.2	100.0				1.1	NO	1.1	33.3	25.0		8.3	16.7	100.0	81.4%	YES	81.4%
E2	#	75	13	5	171	31	11	306	3.0	41.1	12.2				10	2		44	6	67			
	%	24.5	4.2	1.6	55.9	10.1	3.6	100.0				NO	NO	2.1	14.9	3.0		65.7	9.0	100.0	YES	YES	82.8%
E3	#	29	6	6	18	10	2	71	5.9	31.8	8.1				6	2	1	5	2	16			
	%	40.8	8.5	8.5	25.4	14.1	2.8	100.0				NO	6.4	NO	37.5	12.5	6.3	31.3	12.5	100.0	YES	79.9%	YES

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

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

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

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

Level of Goal Attainment for 2010:    76.0 percent  
 Level of Goal Attainment for 2011:    75.0 percent  
 Level of Goal Attainment for 2012:    72.2 percent

## College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 18	14	4		9	2	47	18.2	9.0	9.7	NO	9.0	NO	4	4	1		1		10	YES	0.0%	YES
	% 38.3	29.8	8.5		19.1	4.3	100.0							40.0	40.0	10.0		10.0		100.0			
E5	# 5	1		40	19	4	69	3.8	50.8	18.3	2.4	NO	NO	1	1		8	4	2	16	36.8%	YES	YES
	% 7.2	1.4		58.0	27.5	5.8	100.0							6.3	6.3		50.0	25.0	12.5	100.0			
E6	# 5	3		14	15	1	38	2.9	64.2	13.0	NO	27.4	NO	1			1	1		3	YES	57.3%	YES
	% 13.2	7.9		36.8	39.5	2.6	100.0							33.3			33.3	33.3		100.0			
E7	# 18	46	4		2	1	71	19.1	10.4	10.4	NO	10.4	7.6	5	5					10	YES	0.0%	26.9%
	% 25.4	64.8	5.6		2.8	1.4	100.0							50.0	50.0					100.0			
E8	# 6	14		2	31		53	23.5	13.0	12.8	NO	9.2	NO	1						1	YES	29.2%	YES
	% 11.3	26.4		3.8	58.5		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    76.0 percent

Level of Goal Attainment for 2011:    75.0 percent

Level of Goal Attainment for 2012:    72.2 percent

## Department of Commerce

Agency Director: Robert M. Hitt III

EEO Officer: Inez Benjamin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	2		12	3.1	24.6	3.2	3.1*	NO	NO								0.0%*	YES	YES
	% 50.0			33.3	16.7		100.0																
E2	# 14	3	1	25	5		48	3.7	37.0	6.2	NO	NO	NO	5	2		3	1		11	YES	YES	YES
	% 29.2	6.3	2.1	52.1	10.4		100.0							45.5	18.2		27.3	9.1		100.0			
E3	# 2	1					3	5.9	24.9	4.6	NO	24.9*	4.6*		1					1	YES	0.0%*	0.0%*
	% 66.7	33.3					100.0							100.0						100.0			
E5	# 1						1	5.0	46.0	16.8	NO	46.0*	16.8*								YES	0.0%*	0.0%*
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.7 percent  
 Level of Goal Attainment for 2011:    96.5 percent  
 Level of Goal Attainment for 2012:    100.0 percent

## Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: James Holly

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			4	2	1	9	3.1	32.8	6.8	3.1*	NO	NO				2			2	0.0%*	YES	YES
	% 22.2			44.4	22.2	11.1	100.0										100.0			100.0			
E2	# 4	1		2	2	1	10	4.7	35.8	8.9	NO	15.8	NO	3			4			7	YES	55.9%	YES
	% 40.0	10.0		20.0	20.0	10.0	100.0							42.9			57.1			100.0			
E3	#				1		1	7.9	23.6	6.4	7.9*	23.6*	NO								0.0%*	0.0%*	YES
	%				100.0		100.0																
E5	# 1			3	3		7	4.8	43.0	16.2	4.8*	0.1*	NO								0.0%*	99.8%*	YES
	% 14.3			42.9	42.9		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.9 percent  
 Level of Goal Attainment for 2011:    90.5 percent  
 Level of Goal Attainment for 2012:    94.5 percent

## Consumer Affairs

Agency Director: Carolyn Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	4.0	21.4	3.7	4.0 *	NO	NO								0.0% *	YES	YES
	% 50.0			25.0	25.0		100.0										4	2		6			
E2	# 4			9	7		20	4.9	31.1	6.3	4.9 *	NO	NO				66.7	33.3		100.0	0.0% *	YES	YES
	% 20.0			45.0	35.0		100.0																
E3, E5, and E6	# 2			2	3		7	2.6	54.9	15.4	2.6 *	26.3	NO	100.0						1	0.0% *	52.1%	YES
	% 28.6			28.6	42.9		100.0													100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    92.2 percent  
 Level of Goal Attainment for 2011:    91.5 percent  
 Level of Goal Attainment for 2012:    92.0 percent

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

Agency Director: William R. Byars, Jr.

EEO Officer: Ann B. Bowers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 52	19	2	6	16		95	5.2	22.6	5.2	NO	16.3	NO	10	1		2	4		17	YES	27.9%	YES
	% 54.7	20.0	2.1	6.3	16.8		100.0							58.8	5.9		11.8	23.5		100.0			
E1B	# 56	28	1	25	18		128	4.6	25.7	5.2	NO	6.2	NO	6	4		8	6		24	YES	75.9%	YES
	% 43.8	21.9	0.8	19.5	14.1		100.0							25.0	16.7		33.3	25.0		100.0			
E2A	# 52	21	3	52	25	7	160	6.0	36.8	9.9	NO	4.3	NO	4	5	1	15	13	3	41	YES	88.3%	YES
	% 32.5	13.1	1.9	32.5	15.6	4.4	100.0							9.8	12.2	2.4	36.6	31.7	7.3	100.0			
E2B	# 116	76	3	149	182	7	533	6.6	37.7	16.1	NO	9.7	NO	32	25	1	47	50	4	159	YES	74.3%	YES
	% 21.8	14.3	0.6	28.0	34.1	1.3	100.0							20.1	15.7	0.6	29.6	31.4	2.5	100.0			
E2C	# 49	29	2	43	94	2	219	4.4	48.1	19.5	NO	28.5	NO	12	4		11	23		50	YES	40.7%	YES
	% 22.4	13.2	0.9	19.6	42.9	0.9	100.0							24.0	8.0		22.0	46.0		100.0			
E3A	# 16	5	3	22	10	1	57	4.8	35.9	11.1	NO	NO	NO	3	4	2	9	2		20	YES	YES	YES
	% 28.1	8.8	5.3	38.6	17.5	1.8	100.0							15.0	20.0	10.0	45.0	10.0		100.0			
E3B	# 4	5		50	63	2	124	3.6	45.3	27.0	NO	5.0	NO		1		9	11		21	YES	89.0%	YES
	% 3.2	4.0		40.3	50.8	1.6	100.0								4.8		42.9	52.4		100.0			
E4A	# 111	208	7	19	142		487	26.4	9.5	20.9	NO	5.6	NO	23	23	5	5	28		84	YES	41.1%	YES
	% 22.8	42.7	1.4	3.9	29.2		100.0							27.4	27.4	6.0	6.0	33.3		100.0			
E4B	# 243	357	15	77	376	5	1073	25.9	9.4	25.9	NO	2.2	NO	81	61	7	14	60	1	224	YES	76.6%	YES
	% 22.6	33.3	1.4	7.2	35.0	0.5	100.0							36.2	27.2	3.1	6.3	26.8	0.4	100.0			

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

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

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

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

Level of Goal Attainment for 2010:    89.1 percent

Level of Goal Attainment for 2011:    89.3 percent

Level of Goal Attainment for 2012:    88.4 percent

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

Agency Director: William R. Byars, Jr.

EEO Officer: Ann B. Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 568	608	55	127	670	23	2051	25.9	9.4	25.9	NO	3.2	NO	301	246	30	76	259	11	923	YES	66.0%	YES
	% 27.7	29.6	2.7	6.2	32.7	1.1	100.0							32.6	26.7	3.3	8.2	28.1	1.2	100.0			
E5	# 9	14	1	77	68	1	170	4.2	51.3	16.3	NO	6.0	NO	2	4		22	21		49	YES	88.3%	YES
	% 5.3	8.2	0.6	45.3	40.0	0.6	100.0							4.1	8.2		44.9	42.9		100.0			
E6	# 6	4	1	49	46	3	109	5.1	44.8	20.4	1.4	NO	NO	1	3		21	21	2	48	72.5%	YES	YES
	% 5.5	3.7	0.9	45.0	42.2	2.8	100.0							2.1	6.3		43.8	43.8	4.2	100.0			
E7	# 68	27	1	2	4		102	15.1	4.1	1.8	NO	2.1	NO	12	5			2		19	YES	48.8%	YES
	% 66.7	26.5	1.0	2.0	3.9		100.0							63.2	26.3			10.5		100.0			
E8A	# 49	9	2	7	15		82	11.2	26.6	15.3	0.2	18.1	NO	12	2		2	1		17	98.2%	32.0%	YES
	% 59.8	11.0	2.4	8.5	18.3		100.0							70.6	11.8		11.8	5.9		100.0			
E8B	# 40	28	7	25	60	7	167	11.5	25.8	32.8	NO	10.8	NO	21	8	4	20	35	3	91	YES	58.1%	YES
	% 24.0	16.8	4.2	15.0	35.9	4.2	100.0							23.1	8.8	4.4	22.0	38.5	3.3	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.1 percent  
 Level of Goal Attainment for 2011:    89.3 percent  
 Level of Goal Attainment for 2012:    88.4 percent



## Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	4.3	34.6	5.1	4.3	9.6	NO	3						3	0.0%	72.3%	YES
	% 50.0			25.0	25.0		100.0							100.0						100.0			
E2	# 10	6		13	1		30	5.6	38.5	11.2	NO	NO	7.9								YES	YES	29.5%
	% 33.3	20.0		43.3	3.3		100.0																
E2A	# 5	1	1	4	4		15	4.3	32.6	7.4	NO	5.9	NO								YES	81.9%	YES
	% 33.3	6.7	6.7	26.7	26.7		100.0																
E2B	# 24	4	1	5	1	2	37	5.5	28.0	8.9	NO	14.5	6.2	4	1		1		2	8	YES	48.2%	30.3%
	% 64.9	10.8	2.7	13.5	2.7	5.4	100.0							50.0	12.5		12.5		25.0	100.0			
E5 and E6	#			11	3		14	1.0	68.7	14.2	1.0	NO	NO				2			2	0.0%	YES	YES
	%			78.6	21.4		100.0										100.0			100.0			
E7	# 17	1		1	2		21	39.6	3.7	11.1	34.8	NO	1.6	3	1					4	12.1%	YES	85.6%
	% 81.0	4.8		4.8	9.5		100.0							75.0	25.0					100.0			
E8	# 2						2	29.0	2.8	41.7	29.0	2.8	41.7								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    90.2 percent

Level of Goal Attainment for 2011:    82.5 percent

Level of Goal Attainment for 2012:    78.7 percent

## Deaf and Blind, School for the

Agency Director: Maggie Park

EEO Officer: Monique Callaham

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	3	1	5	2		15	5.8	33.0	9.6	NO	NO	NO	3	1		1			5	YES	YES	YES
	% 26.7	20.0	6.7	33.3	13.3		100.0							60.0	20.0		20.0			100.0			
E2	# 43	6		126	17	4	196	4.6	47.5	11.8	1.5	NO	3.1	6	1		12	3		22	67.4%	YES	73.7%
	% 21.9	3.1		64.3	8.7	2.0	100.0							27.3	4.5		54.5	13.6		100.0			
E3	# 3			2	1		6	5.6	30.6	10.1	5.6	NO	NO	1						1	0.0%*	YES	YES
	% 50.0			33.3	16.7		100.0							100.0						100.0			
E5	# 9	6	1	46	50	3	115	7.4	42.4	19.3	2.2	2.4	NO	2		1	4	8		15	70.3%	94.3%	YES
	% 7.8	5.2	0.9	40.0	43.5	2.6	100.0							13.3		6.7	26.7	53.3		100.0			
E6	#			13	4		17	0.4	69.7	10.2	0.4	NO	NO				2	1		3	0.0%*	YES	YES
	%			76.5	23.5		100.0										66.7	33.3		100.0			
E7	# 13						13	8.9	5.1	1.4	8.9	5.1	1.4								0.0%	0.0%*	0.0%*
	% 100.0						100.0																
E8	# 4	2		6	8		20	18.7	35.8	13.0	8.7	5.8	NO	3			2	1		6	53.5%	83.8%	YES
	% 20.0	10.0		30.0	40.0		100.0							50.0			33.3	16.7		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    92.1 percent  
 Level of Goal Attainment for 2011:    91.3 percent  
 Level of Goal Attainment for 2012:    84.9 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Beverly A. H. Buscemi, Ph.D.

EEO Officer: Deirdre Blake-Sayers, SPHR

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	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	4		19	6		50	12.0	33.5	19.9	4.0	NO	7.9	1			2			3	66.7%	YES	60.3%
	% 42.0	8.0		38.0	12.0		100.0							33.3			66.7			100.0			
E2	# 41	30	2	114	104	5	296	12.5	30.0	29.8	2.4	NO	NO	6	6	1	18	15	2	48	80.8%	YES	YES
	% 13.9	10.1	0.7	38.5	35.1	1.7	100.0							12.5	12.5	2.1	37.5	31.3	4.2	100.0			
E3	# 13	4	2	56	32	6	113	21.3	39.1	39.9	17.8	NO	11.6	1		1	16	11	1	30	16.4%	YES	70.9%
	% 11.5	3.5	1.8	49.6	28.3	5.3	100.0							3.3		3.3	53.3	36.7	3.3	100.0			
E4 and E7	# 22	9		2			33	7.7	2.3	8.1	NO	NO	8.1	4	1					5	YES	YES	0.0%
	% 66.7	27.3		6.1			100.0							80.0	20.0					100.0			
E5	# 25	187	4	90	874	9	1189	12.4	30.6	56.7	NO	23.0	NO	10	59	2	33	324	7	435	YES	24.8%	YES
	% 2.1	15.7	0.3	7.6	73.5	0.8	100.0							2.3	13.6	0.5	7.6	74.5	1.6	100.0			
E6	# 1	1		26	40	1	69	2.1	55.2	22.1	0.7	17.5	NO					2		2	66.7%	68.3%	YES
	% 1.4	1.4		37.7	58.0	1.4	100.0											100.0		100.0			
E8	# 17	32		19	88	4	160	22.4	9.2	16.6	2.4	NO	NO	4	5		2	5		16	89.3%	YES	YES
	% 10.6	20.0		11.9	55.0	2.5	100.0							25.0	31.3		12.5	31.3		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    79.4 percent

Level of Goal Attainment for 2011:    78.9 percent

Level of Goal Attainment for 2012:    78.3 percent

## Education, Department of

Agency Director: Dr. Mitchell M. Zais

EEO Officer: Lisa K. McCloud

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	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			7	5		22	5.1	38.0	11.3	5.1	6.2	NO	3			3	3		9	0.0%	83.7%	YES
	% 45.5			31.8	22.7		100.0							33.3			33.3	33.3		100.0			
E2A	# 38	8		85	31	4	166	5.8	41.2	14.8	1.0	NO	NO	7	1		12	8		28	82.8%	YES	YES
	% 22.9	4.8		51.2	18.7	2.4	100.0							25.0	3.6		42.9	28.6		100.0			
EBB	# 12	3	1	19	12		47	4.3	30.3	7.1	NO	NO	NO				4			4	YES	YES	YES
	% 25.5	6.4	2.1	40.4	25.5		100.0										100.0			100.0			
E2C	# 38	6		32	21		97	7.5	21.8	5.0	1.3	NO	NO	2	2			3		7	82.7%	YES	YES
	% 39.2	6.2		33.0	21.6		100.0							28.6	28.6			42.9		100.0			
E3	# 13	1		6	3		23	5.6	32.6	7.8	1.3	*	NO	1	1					2	76.8%	*	YES
	% 56.5	4.3		26.1	13.0		100.0							50.0	50.0					100.0			
E5	#	1		15	11		27	7.4	34.4	18.2	3.7	NO	NO				2	1	1	4	50.0%	YES	YES
	%	3.7		55.6	40.7		100.0										50.0	25.0	25.0	100.0			
E6	#				18	11	29	1.4	56.3	26.6	1.4	*	NO				1	1		2	0.0%	*	YES
	%				62.1	37.9	100.0										50.0	50.0		100.0			
E7	# 239	95	7	24	4		369	17.2	3.1	2.6	NO	NO	1.5	35	8	1				44	YES	YES	42.3%
	% 64.8	25.7	1.9	6.5	1.1		100.0							79.5	18.2	2.3				100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.7 percent  
 Level of Goal Attainment for 2011:    91.7 percent  
 Level of Goal Attainment for 2012:    82.5 percent

## South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Mary Margaret Hopkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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		6			16	3.1	24.3	3.4	NO	NO	3.4								YES	YES	0.0%
	% 37.5	25.0		37.5			100.0																
E2	# 14	11	2	24	11	3	65	5.2	32.3	6.7	NO	NO	NO		2		3	1		6	YES	YES	YES
	% 21.5	16.9	3.1	36.9	16.9	4.6	100.0								33.3		50.0	16.7		100.0			
E3	# 4	1		2	4		11	5.0	31.5	8.2	NO	13.3	NO								YES	57.8%	YES
	% 36.4	9.1		18.2	36.4		100.0																
E5	# 2	1		11	8		22	6.2	45.7	8.7	1.7	NO	NO								72.6%	YES	YES
	% 9.1	4.5		50.0	36.4		100.0																
E6	# 1	1		1	1		4	1.0	72.2	14.3	NO	47.2	NO		1					1	YES	34.6%	YES
	% 25.0	25.0		25.0	25.0		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.7 percent

Level of Goal Attainment for 2011:    89.9 percent

Level of Goal Attainment for 2012:    90.4 percent

## Educational Television

Agency Director: Linda O'Bryon

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	5.7	16.9	4.1	5.7	NO	4.1	1						1	0.0%	YES	0.0%
	% 66.7			33.3			100.0							100.0						100.0			
E2A	# 31	5		8	2		46	5.8	18.7	5.0	NO	1.3	0.7								YES	93.0%	86.0%
	% 67.4	10.9		17.4	4.3		100.0																
E2B	# 3	1		9	2		15	4.5	22.4	4.6	NO	NO	NO				2			2	YES	YES	YES
	% 20.0	6.7		60.0	13.3		100.0										100.0			100.0			
E2C	# 9	2		5	2		18	6.0	21.4	3.0	NO	NO	NO	1						1	YES	YES	YES
	% 50.0	11.1		27.8	11.1		100.0							100.0						100.0			
E3	# 19	5	1	5	3		33	6.4	17.3	7.6	NO	2.1	NO								YES	87.9%	YES
	% 57.6	15.2	3.0	15.2	9.1		100.0																
E5 and E6	# 2			5	2		9	9.9	43.3	17.0	9.9	NO	NO								0.0%	YES	YES
	% 22.2			55.6	22.2		100.0																
E7	# 3						3	33.1	2.7	0.6	33.1	2.7	0.6								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    95.7 percent  
 Level of Goal Attainment for 2011:    97.8 percent  
 Level of Goal Attainment for 2012:    97.8 percent

## Elections Commission, State

Agency Director: Maci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 2	1		2	1		6	5.8	21.3	4.8	NO	NO	NO	1	1					2	YES	YES	YES
	% 33.3	16.7		33.3	16.7		100.0							50.0	50.0					100.0			
E3, E5, and E6	# 2	3		4	2		11	5.2	44.1	17.1	NO	7.7	NO				1	2	3	YES	82.5%	YES	
	% 18.2	27.3		36.4	18.2		100.0										33.3	66.7	100.0				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    75.1 percent  
 Level of Goal Attainment for 2011:    75.1 percent  
 Level of Goal Attainment for 2012:    97.1 percent

## Employment and Workforce, Department of

Agency Director: Abraham J. Turner

EEO Officer: Stephani Hamberg

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	3	1	4	1		13	7.4	35.8	16.0	NO	5.0	8.3	1	2	1	1			5	YES	86.0%	48.1%
	% 30.8	23.1	7.7	30.8	7.7		100.0							20.0	40.0	20.0	20.0			100.0			
E2A	# 44	32	3	114	120	18	331	6.8	40.7	25.9	NO	6.3	NO	17	8	2	14	17	5	63	YES	84.5%	YES
	% 13.3	9.7	0.9	34.4	36.3	5.4	100.0							27.0	12.7	3.2	22.2	27.0	7.9	100.0			
E2B and E4	# 55	31	2	108	93	5	294	9.2	37.6	26.4	NO	0.9	NO	14	5	1	12	12	3	47	YES	97.6%	YES
	% 18.7	10.5	0.7	36.7	31.6	1.7	100.0							29.8	10.6	2.1	25.5	25.5	6.4	100.0			
E2C	# 31	6	1	28	14	1	81	8.4	36.1	24.0	1.0	1.5	6.7	12	4		12	6	1	35	88.1%	95.8%	72.1%
	% 38.3	7.4	1.2	34.6	17.3	1.2	100.0							34.3	11.4		34.3	17.1	2.9	100.0			
E2D	# 14	7	3	11	8	4	47	7.5	35.4	16.7	NO	12.0	NO	3	3	1	5	3	1	16	YES	66.1%	YES
	% 29.8	14.9	6.4	23.4	17.0	8.5	100.0							18.8	18.8	6.3	31.3	18.8	6.3	100.0			
E3	# 32	14	1	6	13		66	10.8	24.0	10.3	NO	14.9	NO	3	5		4			12	YES	37.9%	YES
	% 48.5	21.2	1.5	9.1	19.7		100.0							25.0	41.7		33.3			100.0			
E6 and E7	# 6	7		32	18	1	64	5.0	52.2	17.0	NO	2.2	NO	1	4		4	4	1	14	YES	95.8%	YES
	% 9.4	10.9		50.0	28.1	1.6	100.0							7.1	28.6		28.6	28.6	7.1	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    93.9 percent  
 Level of Goal Attainment for 2011:    90.4 percent  
 Level of Goal Attainment for 2012:    89.1 percent



## Financial Institution, Board of

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Sara Fortson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2	1		7	2.4	42.5	5.5	2.4	13.9	NO								0.0%	67.3%	YES
	% 57.1			28.6	14.3		100.0																
E2	# 9	4		11	2	1	27	5.6	45.3	8.9	NO	4.6	1.5	3	1		4			8	YES	89.8%	83.1%
	% 33.3	14.8		40.7	7.4	3.7	100.0							37.5	12.5		50.0			100.0			
E5	#			1			1	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    93.5 percent  
 Level of Goal Attainment for 2011:    92.9 percent  
 Level of Goal Attainment for 2012:    90.0 percent

## Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lynn N. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	3	1		19	4.5	33.8	1.6	4.5 *	18.0	NO				1			1	0.0% *	46.7%	YES
	% 73.7		5.3	15.8	5.3		100.0										100.0			100.0			
E2, E2A, and E2B	# 52	2		13	1		68	2.3	16.7	6.0	NO	NO	4.5	8						8	YES	YES	25.0%
	% 76.5	2.9		19.1	1.5		100.0							100.0						100.0			
E3	# 22	1		2			25	6.5	3.0	2.3	2.5 *	NO	2.3 *								61.5% *	YES	0.0% *
	% 88.0	4.0		8.0			100.0																
E4	# 127	11	1	2			141	8.1	1.0	0.9	0.3 *	NO	0.9	1						1	96.3% *	YES	0.0%
	% 90.1	7.8	0.7	1.4			100.0							100.0						100.0			
E5	#			5	2		7	3.2	61.2	13.2	3.2 *	NO	NO				1			1	0.0% *	YES	YES
	%			71.4	28.6		100.0										100.0			100.0			
E6	# 2			28	2		32	5.7	35.3	22.3	5.7	NO	16.0				1			1	0.0%	YES	28.3%
	% 6.3			87.5	6.3		100.0										100.0			100.0			
E7	# 10	3		2			15	0.1	12.2	0.1	NO	NO	0.1 *								YES	YES	0.0% *
	% 66.7	20.0		13.3			100.0																
E8	# 1						1	38.9	13.8	12.1	38.9 *	13.8 *	12.1 *	2						2	0.0% *	0.0% *	0.0% *
	% 100.0						100.0							100.0						100.0			

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

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

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

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

Level of Goal Attainment for 2010:    68.7 percent  
 Level of Goal Attainment for 2011:    71.2 percent  
 Level of Goal Attainment for 2012:    74.0 percent

## Francis Marion University

President: Dr. Fred Carter

EEO Officer: Linda Becote

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	18	1		12	1		32	3.9	3.7	4.9	0.8	NO	1.8	2			4			6	79.5%*	YES	63.3%*
	%	56.3	3.1		37.5	3.1		100.0						33.3			66.7			100.0				
C2 and C3	#	53	1		14	1		69	1.6	29.9	2.9	0.2	9.6	1.5	3			1			4	87.5%*	67.9%	48.3%
	%	76.8	1.4		20.3	1.4		100.0						75.0			25.0			100.0				
C4 and C5	#	50		7	57	5	7	126	2.4	46.0	5.0	2.4	0.8	1.0	14			8	2	3	27	0.0%	98.3%	80.0%
	%	39.7		5.6	45.2	4.0	5.6	100.0						51.9			29.6	7.4	11.1	100.0				
C6, C7, C8, and C9	#	15	1		27	5	1	49	3.3	40.3	6.4	1.3	NO	NO	3	1		7			11	60.6%*	YES	YES
	%	30.6	2.0		55.1	10.2	2.0	100.0						27.3	9.1		63.6			100.0				
E2	#	14	6	1	31	15		67	5.7	38.4	16.5	NO	NO	NO			1	8	3		12	YES	YES	YES
	%	20.9	9.0	1.5	46.3	22.4		100.0									8.3	66.7	25.0		100.0			
E3	#	10			2	1		13	6.5	32.5	9.9	6.5	17.1	2.2	2						2	0.0%*	47.4%	77.8%*
	%	76.9			15.4	7.7		100.0						100.0							100.0			
E4 and E7	#	23	5		2			30	15.5	4.1	2.5	NO	NO	2.5	3	1					4	YES	YES	0.0%*
	%	76.7	16.7		6.7			100.0						75.0	25.0						100.0			
E5 and E6	#	2	1		23	21		47	1.0	70.0	16.1	NO	21.1	NO			2	4			6	YES	69.9%	YES
	%	4.3	2.1		48.9	44.7		100.0									33.3	66.7			100.0			
E8	#	8	26		1	22		57	28.4	8.0	18.4	NO	6.2	NO			3		2		5	YES	22.5%	YES
	%	14.0	45.6		1.8	38.6		100.0									60.0		40.0		100.0			

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

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

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

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

Level of Goal Attainment for 2010:    83.8 percent  
 Level of Goal Attainment for 2011:    83.3 percent  
 Level of Goal Attainment for 2012:    80.1 percent

## Governor's Office

Agency Director: Christine Glover

EEO Officer: Gary M. Anderson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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		9	6	1	24	5.2	28.9	19.3	NO	NO	NO	2	1			1		4	YES	YES	YES
	% 20.8	12.5		37.5	25.0	4.2	100.0							50.0	25.0			25.0		100.0			
E2	# 16	6		51	52	2	127	5.9	33.1	13.4	1.2	NO	NO	2	3		4	10	1	20	79.7%	YES	YES
	% 12.6	4.7		40.2	40.9	1.6	100.0							10.0	15.0		20.0	50.0	5.0	100.0			
E3	# 4	2		8	4		18	10.8	24.4	7.7	NO	NO	NO	2	2		8	4		16	YES	YES	YES
	% 22.2	11.1		44.4	22.2		100.0							12.5	12.5		50.0	25.0		100.0			
E5	# 2			8	4		14	5.8	41.9	17.9	NO	NO	NO				1	1	1	3	YES	YES	YES
	% 14.3			57.1	28.6		100.0										33.3	33.3	33.3	100.0			
E6	# 1			2	4	1	8	5.8	41.9	17.9	NO	16.9	NO					1		1	YES	59.7%	YES
	% 12.5			25.0	50.0	12.5	100.0											100.0		100.0			
E8	# 5					1	6	5.8	41.9	17.9	5.8 *	41.9	17.9	1						1	0.0% *	0.0%	0.0%
	% 83.3					16.7	100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    93.1 percent

Level of Goal Attainment for 2011:    98.0 percent

Level of Goal Attainment for 2012:    84.7 percent

## Governor's School for Arts and Humanities

Agency Director: Dr. Bruce Halverson

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1			2	8.7	40.6	9.3	8.7	NO	9.3				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E2	# 22	1		25	6		54	4.2	52.1	6.4	2.3	5.8	NO	1	1		4	2		8	45.2%	88.9%	YES
	% 40.7	1.9		46.3	11.1		100.0							12.5	12.5		50.0	25.0		100.0			
E3, E4, E5, E6, E7, E8	# 7	3		6	4		20	2.8	61.4	6.7	NO	31.4	NO	1	1					2	YES	48.9%	YES
	% 35.0	15.0		30.0	20.0		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    71.5 percent  
 Level of Goal Attainment for 2011:    80.5 percent  
 Level of Goal Attainment for 2012:    83.3 percent

## Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, Ph.D

EEO Officer: Ernie L. Boyd, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 9	2		5	6		22	6.7	35.1	14.0	NO	12.4	NO	3			2	4		9	YES	64.7%	YES
	% 40.9	9.1		22.7	27.3		100.0							33.3			22.2	44.4		100.0			
C6	# 11	1	2	7	1	1	23	4.7	34.7	6.9	0.4*	4.3	2.6	6			3			9	91.5%*	87.6%*	62.3%*
	% 47.8	4.3	8.7	30.4	4.3	4.3	100.0							66.7			33.3			100.0			
E3, E5 and E6	# 1			3	1		5	3.3	56.4	13.9	3.3	NO	NO	1			1			2	0.0%*	YES	YES
	% 20.0			60.0	20.0		100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    82.6 percent  
 Level of Goal Attainment for 2011:    83.9 percent  
 Level of Goal Attainment for 2012:    88.3 percent

## Health and Environmental Control, Department of

Agency Director: Catherine Templeton

EEO Officer: Quentin Chavis

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 129	7	6	113	22	2	279	2.0	30.1	5.8	NO	NO	NO	3			1			4	YES	YES	YES
	% 46.2	2.5	2.2	40.5	7.9	0.7	100.0							75.0			25.0			100.0			
E2A	# 8	3	2	425	72	14	524	1.7	65.4	10.4	1.1	NO	NO	4	1	1	32	21	11	70	35.3%	YES	YES
	% 1.5	0.6	0.4	81.1	13.7	2.7	100.0							5.7	1.4	1.4	45.7	30.0	15.7	100.0			
E2B	# 321	34	10	295	103	11	774	5.7	30.8	6.7						1				1	77.2%	YES	YES
	% 41.5	4.4	1.3	38.1	13.3	1.4	100.0				1.3	NO	NO			100.0				100.0			
E2C	# 245	52	12	389	196	26	920	8.0	35.1	27.2				16	3	1	22	12	8	62			
	% 26.6	5.7	1.3	42.3	21.3	2.8	100.0				2.3	NO	5.9	25.8	4.8	1.6	35.5	19.4	12.9	100.0	71.3%	YES	78.3%
E3	# 51	13	3	61	38	7	173	3.9	42.6	13.9							3	1		4			
	% 29.5	7.5	1.7	35.3	22.0	4.0	100.0				NO	7.3	NO				75.0	25.0		100.0	YES	82.9%	YES
E5	# 4	4		149	94	3	254	1.3	66.5	15.8								4	3	7			
	% 1.6	1.6		58.7	37.0	1.2	100.0				NO	7.8	NO					57.1	42.9	100.0	YES	88.3%	YES
E6	# 8	5		289	217	28	547	1.9	57.6	19.9				1			6	9	3	19			
	% 1.5	0.9		52.8	39.7	5.1	100.0				1.0	4.8	NO	5.3			31.6	47.4	15.8	100.0	47.4%	91.7%	YES
E7 and E8	# 21	13	1	4	1		40	17.7	12.0	14.2				1						1			*
	% 52.5	32.5	2.5	10.0	2.5		100.0				NO	2.0	11.7	100.0						100.0	YES	83.3%	17.6%

**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 2010:    88.8 percent  
 Level of Goal Attainment for 2011:    88.1 percent  
 Level of Goal Attainment for 2012:    86.4 percent

## Health and Human Services, Department of

Agency Director: Anthony Keck

EEO Officer: Joyce Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	4		29	16		64	7.0	28.9	17.2	0.7 *	NO	NO	2			5	6		13	90.0% *	YES	YES
	% 23.4	6.3		45.3	25.0		100.0							15.4			38.5	46.2		100.0			
E2A	# 5	4		62	45	1	117	5.5	38.4	28.8	2.1	NO	NO	2			2	2		6	61.8%	YES	YES
	% 4.3	3.4		53.0	38.5	0.9	100.0							33.3			33.3	33.3		100.0			
E2B	# 28	18	1	254	235	12	548	5.6	38.8	24.1	2.3	NO	NO	4	3		20	13	3	43	58.9%	YES	YES
	% 5.1	3.3	0.2	46.4	42.9	2.2	100.0							9.3	7.0		46.5	30.2	7.0	100.0			
E3	# 14	3		3	5	2	27	7.5	22.8	10.4	NO	11.7	NO	2					1	3	YES	48.7%	YES
	% 51.9	11.1		11.1	18.5	7.4	100.0							66.7					33.3	100.0			
E5	# 3	2		16	26	1	48	4.9	45.4	14.5	0.7 *				1		2	4		7	85.7% *	73.3%	YES
	% 6.3	4.2		33.3	54.2	2.1	100.0								14.3		28.6	57.1		100.0			
E6	#	5	1	44	45		95	4.4	48.1	20.9	NO	1.8	NO				1	1		2	YES	96.3%	YES
	%	5.3	1.1	46.3	47.4		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    91.4 percent

Level of Goal Attainment for 2011:    89.8 percent

Level of Goal Attainment for 2012:    89.7 percent



## Commission on Higher Education

Acting Executive Director: Julie Carullo

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		2	1		6	5.4	39.0	13.0	NO	5.7	NO								YES	85.4%	YES	
	% 33.3	16.7		33.3	16.7		100.0																	
E2	# 2	2		13	5		22	6.6	33.2	10.8	NO	NO	NO				1			1	YES	YES	YES	
	% 9.1	9.1		59.1	22.7		100.0										100.0			100.0				
E3 and E5	#		1		3		4	6.0	47.7	17.0	6.0	47.7	NO								0.0%	0.0%	YES	
	%		25.0		75.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    81.5 percent  
 Level of Goal Attainment for 2011:    86.5 percent  
 Level of Goal Attainment for 2012:    85.7 percent

## Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	2.9	30.8	4.2	2.9	30.8	4.2	# 1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							% 100.0						100.0			
E4	# 14			23	7	2	46	6.0	47.7	17.0	6.0	NO	1.8				7	3		10	0.0%	YES	89.4%
	% 30.4			50.0	15.2	4.3	100.0										70.0	30.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    67.7 percent  
 Level of Goal Attainment for 2011:    45.7 percent  
 Level of Goal Attainment for 2012:    63.1 percent

**Insurance, Department of**  
Interim Agency Director: Gwendolyn McGriff  
EEO Officer: Patricia Butler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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			4	2		15	2.4	30.1	5.1	2.4 *	3.4 *	NO	2				1		3	0.0%	88.7%	YES
	% 60.0			26.7	13.3		100.0							66.7				33.3		100.0			
E2	# 16	9		10	9	1	45	2.3	31.0	8.0	NO	8.8	NO	1	2		1		4	YES	71.6%	YES	
	% 35.6	20.0		22.2	20.0	2.2	100.0							25.0	50.0		25.0		100.0				
E3, E5, and E6	# 1	1	1	6	8		17	2.1	44.5	21.5	NO	9.2	NO								YES	79.3%	YES
	% 5.9	5.9	5.9	35.3	47.1		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    96.7 percent  
Level of Goal Attainment for 2011:    93.3 percent  
Level of Goal Attainment for 2012:    92.5 percent

## John de la Howe School

Agency Director: Thomas W. Mayer

EEO Officer: Faye Gowans

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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		5	5.9	24.3	22.0	5.9 *	24.3	NO	2	1			2		5	0.0% *	0.0%	YES
	% 60.0				40.0		100.0							40.0	20.0			40.0		100.0			
E2 and E3	# 6	4		10	7		27	2.0	56.2	21.0	NO	19.2	NO	3	1		2			6	YES	65.8%	YES
	% 22.2	14.8		37.0	25.9		100.0							50.0	16.7		33.3			100.0			
E5 and E6	# 4	3		7	20		34	0.8	66.2	17.1	NO	45.6	NO	6	2		3	5		16	YES	31.1%	YES
	% 11.8	8.8		20.6	58.8		100.0							37.5	12.5		18.8	31.3		100.0			
E7 and E8	# 6	1		3	2		12	22.5	13.2	20.7	14.2	NO	4.0 *	1			1			2	36.9%	YES	80.7% *
	% 50.0	8.3		25.0	16.7		100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    80.9 percent

Level of Goal Attainment for 2011:    88.5 percent

Level of Goal Attainment for 2012:    74.0 percent

## Juvenile Justice, Department Of

Agency Director: Margaret H. Barber

EEO Officer: Justin Williams

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	11		12	18	1	61	2.5	17.3	1.8	NO	NO	NO	1			1			2	YES	YES	YES
	% 31.1	18.0		19.7	29.5	1.6	100.0							50.0			50.0			100.0			
E2	# 81	93	2	161	194	5	536	6.4	43.0	18.5	NO	13.0	NO	9	20		32	39		100	YES	69.8%	YES
	% 15.1	17.4	0.4	30.0	36.2	0.9	100.0							9.0	20.0		32.0	39.0		100.0			
E3	# 5	2	1	3	6	1	18	4.6	35.8	14.3	NO	19.1	NO				1			1	YES	46.6%	YES
	% 27.8	11.1	5.6	16.7	33.3	5.6	100.0										100.0			100.0			
E4	# 16	249	1	14	282		562	22.0	15.2	26.2	NO	12.7	NO	9	76		4	67		156	YES	16.4%	YES
	% 2.8	44.3	0.2	2.5	50.2		100.0							5.8	48.7		2.6	42.9		100.0			
E5	# 2	4	1	19	18		44	5.0	48.4	17.1	NO	5.2	NO		1	1	5			7	YES	89.3%	YES
	% 4.5	9.1	2.3	43.2	40.9		100.0								14.3	14.3	71.4			100.0			
E6	# 1	3		31	31	1	67	4.6	47.2	20.1	0.1	0.9	NO				3	5		8	97.8%*	98.1%*	YES
	% 1.5	4.5		46.3	46.3	1.5	100.0										37.5	62.5		100.0			
E7	# 18	2					20	62.6	1.0	1.0	52.6	1.0	1.0	6						6	16.0%	0.0%*	0.0%*
	% 90.0	10.0					100.0							100.0						100.0			
E8	# 1	7		2	21	3	34	19.7	12.5	24.6	NO	6.6	NO	1	4			1		6	YES	47.2%	YES
	% 2.9	20.6		5.9	61.8	8.8	100.0							16.7	66.7			16.7		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    83.7 percent

Level of Goal Attainment for 2011:    87.1 percent

Level of Goal Attainment for 2012:    85.5 percent

## Labor, Licensing and Regulations, Department of

Agency Director: Holly G. Pisarik

EEO Officer: Karen H. Roberts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 18	2		11	2		33	6.0	24.0	12.0	NO	NO	5.9	3			2	2		7	YES	YES	50.8%
	% 54.5	6.1		33.3	6.1		100.0							42.9			28.6	28.6		100.0			
E2A	# 25	7		20	6		58	7.3	24.2	12.0	NO	NO	1.7	3	4	1	7	2		17	YES	YES	85.8%
	% 43.1	12.1		34.5	10.3		100.0							17.6	23.5	5.9	41.2	11.8		100.0			
E2B	# 65	12	2	48	18		145	8.5	29.5	12.1	0.2	NO	NO	8		1	13	7	1	30	97.6%	YES	YES
	% 44.8	8.3	1.4	33.1	12.4		100.0							26.7		3.3	43.3	23.3	3.3	100.0			
E3	# 6		1	2	2	1	12	11.1	21.6	16.9	11.1	4.9	0.2				1	1		2	0.0%	77.3%	98.8%
	% 50.0		8.3	16.7	16.7	8.3	100.0										50.0	50.0		100.0			
E5	# 2	2		40	43	3	90	5.4	47.0	23.2	3.2	2.6	NO	1	1		9	13	2	26	40.7%	94.5%	YES
	% 2.2	2.2		44.4	47.8	3.3	100.0							3.8	3.8		34.6	50.0	7.7	100.0			
E6	# 2			1			3	5.5	50.4	18.5	NO	17.1	18.5								YES	66.1%	0.0%
	% 66.7			33.3			100.0																
E7 and E8	# 4	2					6	29.3	6.1	22.5	NO	6.1	22.5								YES	0.0%	0.0%
	% 66.7	33.3					100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    83.7 percent

Level of Goal Attainment for 2011:    76.5 percent

Level of Goal Attainment for 2012:    79.6 percent

# Lander University

President: Dr. Daniel Ball

EEO Officer: Jeannie McCallum

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability			
														WM	BM	OM	WF	BF	OF	TOTAL				BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	BM	WF	BF	
C1 and E1	#	12			13			25	5.9	36.7	9.3	5.9	NO	9.3	1			2			3	0.0%	YES	0.0%
	%	47.8			52.2			100.0							33.3			66.6			100.0			
C2 and C3	#	15		1	14		2	32	2.4	35.2	6.6	2.4	NO	6.6	1						1	0.0%	YES	0.0%
	%	46.9		3.1	43.8		6.3	100.0							100.0						100.0			
C4 and C8	#	20		3	12	1		36	5.7	43.4	8.2	5.7	10.1	5.4	2		1				3	0.0%	76.7%	34.1%
	%	55.6		8.3	33.3	2.8		100.0							66.7		33.3				100.0			
C5	#	28			16		2	46	5.6	51.6	11.0	5.6	16.8	11.0	6			3		2	11	0.0%	67.4%	0.0%
	%	60.9			34.8		4.3	100.0							54.5			27.3		18.2	100.0			
C6, C7 and C9	#	22	1		34	3	1	61	6.5	45.2	14.2	4.9	NO	9.3	3	1		10	1		15	24.6%	YES	26.1%
	%	36.1	1.6		55.7	4.9	1.6	100.0							20.0	6.7		66.7	6.7		100.0			
E2	#	17	1		34	4	1	57	5.1	47.7	12.3	1.9	NO	5.8	2	1		10	1	1	15	62.7%	YES	52.8%
	%	30.6	3.2		58.1	6.5	1.6	100.0							13.3	6.7		66.7	6.7	6.7	100.0			
E3 and E4	#	16	1		6	3		26	12.0	23.2	7.1	8.2	0.1	NO	8			1			9	31.7%	99.6%	YES
	%	69.6	4.3		26.1	11.5		100.0							88.9			11.1			100.0			
E5 and E6	#	5	3		42	1		51	2.3	51.2	22.7	NO	NO	20.7				5			5	YES	YES	8.8%
	%	9.1	2.3		82.4	2.0		100.0										100.0			100.0			
E7	#	30	1		1			32	12.6	1.9	1.4				1						1	24.6%	YES	0.0%*
	%	93.8	3.1		3.1			100.0				9.5	NO	1.4	100.0						100.0			
E8	#	11	8		4	7	1	31	25.7	10.6	9.9	NO	NO	NO	2	2		1			5	YES	YES	YES
	%	35.5	25.8		12.9	22.6	3.2	100.0							40.0	40.0		20.0			100.0			

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

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

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

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

**4.**

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

Level of Goal Attainment for 2010: 61.0 percent

Level of Goal Attainment for 2011: 66.4 percent

Level of Goal Attainment for 2012: 63.8 percent

## Law Enforcement Division, State

Agency Director: Mark Keel

EEO Officer: Laura Wilson

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability			
																								WM
E1	#	7	1	1	1			10	19.6	9.3	3.0	9.6	NO	3.0	2			1			3	51.0%*	YES	0.0%*
	%	70.0	10.0	10.0	10.0			100.0							66.7			33.3			100.0			
E2A	#	31	7	1	59	15	3	116	16.3	15.6	4.2	10.3	NO	NO	8	1		10	4	2	25	36.8%	YES	YES
	%	26.7	6.0	0.9	50.9	12.9	2.6	100.0							32.0	4.0		40.0	16.0	8.0	100.0			
E2B	#	102	16	2	25	6		151	4.9	32.9	6.5	NO	16.3	2.5	13	2		8			23	YES	50.5%	61.5%
	%	67.5	10.6	1.3	16.6	4.0		100.0							56.5	8.7		34.8			100.0			
E3	#	8	4	1	24	12	3	52	7.0	35.1	13.0	NO	NO	NO	1	2		3	2	1	9	YES	YES	YES
	%	15.4	7.7	1.9	46.2	23.1	5.8	100.0							11.1	22.2		33.3	22.2	11.1	100.0			
E4	#	53	12	3	16	3		87	14.5	8.6	2.1	0.7	NO	NO	5	2			1		8	95.2%*	YES	YES
	%	60.9	13.8	3.4	18.4	3.4		100.0							62.5	25.0			12.5		100.0			
E5	#	2	1		24	6		33	3.2	51.7	27.2	0.2	NO	9.0				8	2		10	93.8%*	YES	66.9%
	%	6.1	3.0		72.7	18.2		100.0										80.0	20.0		100.0			
E6	#	6		1	13	10		30	7.0	37.2	30.0	7.0	NO	NO	2		1	11	6		20	0.0%	YES	YES
	%	20.0		3.3	43.3	33.3		100.0							10.0		5.0	55.0	30.0		100.0			
E7 and E8	#	4				4		8	42.3	5.3	11.3	42.3	5.3	NO	2				3		5	0.0%	0.0%*	YES
	%	50.0				50.0		100.0							40.0				60.0		100.0			
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2010:    88.6 percent

Level of Goal Attainment for 2011:    84.1 percent

Level of Goal Attainment for 2012:    79.8 percent



## South Carolina State Library

Agency Director: Leesa Benggio

EEO Officer: Leesa Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 5	1		13	3		22	2.7	54.2	8.4	NO	NO	NO				2			2	YES	YES	YES
	% 22.7	4.5		59.1	13.6		100.0										100.0			100.0			
E3 and E5	# 2			3	2		7	5.4	49.6	13.6	5.4*	6.7*	NO	1						1	0.0%*	86.5%*	YES
	% 28.6			42.9	28.6		100.0							100.0						100.0			
E6	#	1					1	16.7	30.4	25.4	NO	30.4	25.4*		1					1	YES	0.0%*	0.0%*
	%	100.0					100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    72.0 percent

Level of Goal Attainment for 2011:    95.9 percent

Level of Goal Attainment for 2012:    97.7 percent

## Lieutenant Governor's Office

Agency Director: Tony Kester

EEO Officer: Trina Poole

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			5	4		13	2.6	8.5	5.1	2.6 *	NO	NO	1						1	0.0% *	YES	YES
	% 30.8			38.5	30.8		100.0							100.0						100.0			
E2	# 5	1		6	8		20	4.8	11.7	5.6	NO	NO	NO								YES	YES	YES
	% 25.0	5.0		30.0	40.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

**LEGEND:** WM = White Male    BM = Black Male    OM = Other Male    T = Total    % = Percentage  
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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 2010:    100.0 percent

Level of Goal Attainment for 2011:    100.0 percent

Level of Goal Attainment for 2012:    100.0 percent

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

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted 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	# 8			5			13	2.6	26.7	0.5	2.6	NO	0.5	1			1			2	0.0%	YES	0.0%
	% 61.5			38.5			100.0							50.0			50.0			100.0			
E102	# 14	1		22	1		38	1.9	23.0	2.1	NO	NO	NO	4			1			5	YES	YES	YES
	% 36.8	2.6		57.9	2.6		100.0							80.0			20.0			100.0			
E204	# 29	2	2	39	5		77	3.0	33.0	5.6	0.4	NO	NO	4		1	7	2		14	86.7%	YES	YES
	% 37.7	2.6	2.6	50.6	6.5		100.0							28.6		7.1	50.0	14.3		100.0			
E206	# 115	5	10	161	47	10	348	4.3	30.9	7.5	2.9	NO	NO	30	2	4	35	9	4	84	32.6%	YES	YES
	% 33.0	1.4	2.9	46.3	13.5	2.9	100.0							35.7	2.4	4.8	41.7	10.7	4.8	100.0			
E208	# 14	1	1	94	7	3	120	0.5	69.3	8.4	NO	NO	2.6	4		1	14	5		24	YES	YES	69.0%
	% 11.7	0.8	0.8	78.3	5.8	2.5	100.0							16.7		4.2	58.3	20.8		100.0			
E209	# 8	1		14	1		24	2.8	50.2	7.7	NO	NO	3.5	2			2			4	YES	YES	54.5%
	% 33.3	4.2		58.3	4.2		100.0							50.0			50.0			100.0			
E215	# 10	3		38	11	3	65	5.6	42.1	20.0	1.0	NO	3.1	2			6	1	1	10	82.1%	YES	84.5%
	% 15.4	4.6		58.5	16.9	4.6	100.0							20.0			60.0	10.0	10.0	100.0			
E224	# 25	2	5	87	27	8	154	2.9	51.8	10.0	1.6	NO	NO	1		2	6	3		12	44.8%	YES	YES
	% 16.2	1.3	3.2	56.5	17.5	5.2	100.0							8.3		16.7	50.0	25.0		100.0			
E225	# 117	4	4	246	22	12	405	2.4	47.6	6.0	1.4	NO	0.6	12		1	22		1	36	41.7%	YES	90.0%
	% 28.9	1.0	1.0	60.7	5.4	3.0	100.0							33.3		2.8	61.1		2.8	100.0			

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

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

Level of Goal Attainment for 2012:    89.0 percent

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

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E227	# 181	4	18	1749	149	106	2207	0.1	69.2	9.0	NO	NO	2.2	33		3	220	10	16	282	YES	YES	75.6%
	% 8.2	0.2	0.8	79.2	6.8	4.8	100.0							11.7		1.1	78.0	3.5	5.7	100.0			
E330	# 44	9	1	26	9	4	93	5.7	24.3	4.1	NO	NO	NO	20	3		10	2	2	37	YES	YES	YES
	% 47.3	9.7	1.1	28.0	9.7	4.3	100.0							54.1	8.1		27.0	5.4	5.4	100.0			
E331	# 7	2		29	19	4	61	3.0	57.6	13.1	NO	10.1	NO		2		6	3	1	12	YES	82.5%	YES
	% 11.5	3.3		47.5	31.1	6.6	100.0								16.7		50.0	25.0	8.3	100.0			
E333	# 117	47	17	265	371	41	858	3.8	30.8	46.9	NO	NO	3.7	45	12	2	91	57	11	218	YES	YES	92.1%
	% 13.6	5.5	2.0	30.9	43.2	4.8	100.0							20.6	5.5	0.9	41.7	26.1	5.0	100.0			
E334	# 56	9	5	98	17	6	191	1.4	59.9	9.7	NO	8.6	0.8	4		2	9		1	16	YES	85.6%	91.8%
	% 29.3	4.7	2.6	51.3	8.9	3.1	100.0							25.0		12.5	56.3		6.3	100.0			
E447	# 26	30	1	2	11	1	71	15.1	8.8	3.2	NO	6.0	NO	4	2					6	YES	31.8%	YES
	% 36.6	42.3	1.4	2.8	15.5	1.4	100.0							66.7	33.3					100.0			
E550	# 3			38	32	7	80	5.3	24.9	37.7	5.3	NO	NO				7	3	2	12	0.0%	YES	YES
	% 3.8			47.5	40.0	8.8	100.0										58.3	25.0	16.7	100.0			
E551	# 41	8	4	70	36	2	161	2.6	48.6	22.6	NO	5.1	0.2	12	3	1	22	6		44	YES	89.5%	99.1%
	% 25.5	5.0	2.5	43.5	22.4	1.2	100.0							27.3	6.8	2.3	50.0	13.6		100.0			
E552	# 16	18	1	29	41		105	7.8	42.8	15.8	NO	15.2	NO	2	1	1	5	8		17	YES	64.5%	YES
	% 15.2	17.1	1.0	27.6	39.0		100.0							11.8	5.9	5.9	29.4	47.1		100.0			

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Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

Level of Goal Attainment for 2012:    89.0 percent

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

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E660	# 43	32	6	293	467	32	873	2.7	37.2	33.7	NO	3.6	NO	9	12	1	72	51	4	149	YES	90.3%	YES
	% 4.9	3.7	0.7	33.6	53.5	3.7	100.0							6.0	8.1	0.7	48.3	34.2	2.7	100.0			
E772	# 69	39	4	2	2		116	15.4	5.9	0.1	NO	4.2	NO	9	1					10	YES	28.8%	YES
	% 59.5	33.6	3.4	1.7	1.7		100.0							90.0	10.0					100.0			
E880	# 24	37	4	8	69	3	145	7.9	24.8	40.4	NO	19.3	NO	3	10		3	8	1	25	YES	22.2%	YES
	% 16.6	25.5	2.8	5.5	47.6	2.1	100.0							12.0	40.0		12.0	32.0	4.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
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Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

Level of Goal Attainment for 2012:    89.0 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	2			2		4	2.6	17.8	1.9	2.6	NO	1.9							100.0	0.0%*	YES	0.0%*
	%	50.0			50.0		100.0																
C2	#	23		3	4		30	2.4	28.9	3.2	2.4	15.6	3.2	2			2			4	0.0%*	46.0%	0.0%*
	%	76.7		10.0	13.3		100.0							50.0			50.0			100.0			
C3	#	226	4	22	69	3	5	0.1	27.3	2.4	NO	6.3	1.5	13		1	6	1		21	YES	76.9%	37.5%
	%	68.7	1.2	6.7	21.0	0.9	1.5	100.0						61.9		4.8	28.6	4.8		100.0			
C4	#	119	4	22	99	4	16	2.1	28.2	2.4	0.6	NO	0.9	16		4	11		1	32	71.4%	YES	62.5%
	%	45.1	1.5	8.3	37.5	1.5	6.1	100.0						50.0		12.5	34.4		3.1	100.0			
C5	#	249	14	72	233	11	47	2.1	29.8	2.6	NO	NO	0.8	35	1	11	32	1	12	92	YES	YES	69.2%
	%	39.8	2.2	11.5	37.2	1.8	7.5	100.0						38.0	1.1	12.0	34.8	1.1	13.0	100.0			
C6	#	57	2	19	128	9	6	2.3	41.0	4.3	1.4	NO	0.2	20		9	36	1	5	71	39.1%	YES	95.3%
	%	25.8	0.9	8.6	57.9	4.1	2.7	100.0						28.2		12.7	50.7	1.4	7.0	100.0			
C8	#	6	1	4	15		3	2.2	35.9	3.7	NO	NO	3.7	1		1	5		1	8	YES	YES	0.0%
	%	20.7	3.4	13.8	51.7		10.3	100.0						12.5		12.5	62.5		12.5	100.0			
E1A	#	17			21	1	1	3.4	38.4	4.3	3.4	NO	1.8				4			4	0.0%	YES	58.1%*
	%	42.5			52.5	2.5	2.5	100.0									100.0			100.0			
E1B	#	27	2	2	63	9	2	3.4	38.4	4.3	1.5	NO	NO	3			8			11	55.9%	YES	YES
	%	25.7	1.9	1.9	60.0	8.6	1.9	100.0						27.3			72.7			100.0			

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

Level of Goal Attainment for 2010:    83.2 percent  
 Level of Goal Attainment for 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.8 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted 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	# 61	9	7	261	44	12	394	2.9	49.8	9.2	0.6	NO	NO	15	2	2	44	6	2	71	79.3%	YES	YES
	% 15.5	2.3	1.8	66.2	11.2	3.0	100.0							21.1	2.8	2.8	62.0	8.5	2.8	100.0			
E2B	# 1			10			11	0.9	69.2	8.7	0.9	NO	8.7	1			5			6	0.0%	YES	0.0%
	% 9.1			90.9			100.0							16.7			83.3			100.0			
R2C	# 16	5		80	29	5	135	4.6	36.5	18.1	0.9	NO	NO	7			24	1		32	80.4%	YES	YES
	% 11.9	3.7		59.3	21.5	3.7	100.0							21.9			75.0	3.1		100.0			
E2D	# 25	4	1	21	5		56	8.6	34.1	1.4	1.5	NO	NO	6	2		2		1	11	82.6%	YES	YES
	% 44.6	7.1	1.8	37.5	8.9		100.0							54.5	18.2		18.2		9.1	100.0			
E2F	# 3	1		3			7	6.1	10.9	0.3	NO	NO	0.3								YES	YES	0.0%
	% 42.9	14.3		42.9			100.0																
E2G	# 6	2	1	50	5	2	66	4.6	67.3	7.9	1.6	NO	0.3				8	1		9	65.2%	YES	96.2%
	% 9.1	3.0	1.5	75.8	7.6	3.0	100.0										88.9	11.1		100.0			
E3A	# 21	1		11	5	2	40	4.6	36.2	11.0	2.1	8.7	NO	5	1		2	1		9	54.3%	76.0%	YES
	% 52.5	2.5		27.5	12.5	5.0	100.0							55.6	11.1		22.2	11.1		100.0			
E3B	# 8	3		4			15	8.3	36.2	11.0	NO	9.5	11.0	1			2			3	YES	73.8%	0.0%
	% 53.3	20.0		26.7			100.0							33.3			66.7			100.0			
E3C	# 4	8	2	15	3		32	4.9	65.1	7.3	NO	18.2	NO	1	3		5			9	YES	72.0%	YES
	% 12.5	25.0	6.3	46.9	9.4		100.0							11.1	33.3		55.6			100.0			

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Level of Goal Attainment for 2010:    83.2 percent

Level of Goal Attainment for 2011:    82.4 percent

Level of Goal Attainment for 2012:    80.8 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# 1	1		11	4	1	18	1.4	81.0	11.8	NO	19.9	NO								YES	75.4%	YES
	% 5.6	5.6		61.1	22.2	5.6	100.0																
E3E	# 6	2	1	23	4	3	39	4.9	53.4	20.9	NO	NO	10.6		1		5			6	YES	YES	49.3%
	% 15.4	5.1	2.6	59.0	10.3	7.7	100.0								16.7		83.3			100.0			
E3F	# 6	2	4	27	2	4	45	2.8	41.2	5.4	NO	NO	1.0	2		1	5		2	10	YES	YES	81.5%
	% 13.3	4.4	8.9	60.0	4.4	8.9	100.0							20.0		10.0	50.0		20.0	100.0			
E4A	# 37	12	2	9	2		62	17.3	10.6	5.4	NO	NO	2.2	5		1	1	1		8	YES	YES	59.3%
	% 59.7	19.4	3.2	14.5	3.2		100.0							62.5		12.5	12.5	12.5		100.0			
E5A	# 2	2	1	21	13		39	1.8	74.3	12.2	NO	20.5	NO					2		2	YES	72.4%	YES
	% 5.1	5.1	2.6	53.8	33.3		100.0											100.0		100.0			
E6A	# 16	6	1	161	97	6	287	1.7	77.8	15.9	NO	21.7	NO	6			38	7	3	54	YES	72.1%	YES
	% 5.6	2.1	0.3	56.1	33.8	2.1	100.0							11.1			70.4	13.0	5.6	100.0			
E6B	# 1	4		1	8	2	16	9.6	45.0	27.6	NO	38.7	NO								YES	14.0%	YES
	% 6.3	25.0		6.3	50.0	12.5	100.0																
E7A	# 66	35	6		3		110	29.1	3.1	4.5	NO	3.1	1.8	10	3					13	YES	0.0%	60.0%
	% 60.0	31.8	5.5		2.7		100.0							76.9	23.1					100.0			
E8A	# 6	14		1	31		52	28.7	12.2	17.2	1.8	10.3	NO	1						1	93.7%	15.6%	YES
	% 11.5	26.9		1.9	59.6		100.0							100.0						100.0			
E8B	# 7	10	1		15		35.0	56.2	13.7	13.9	27.6	13.7	NO	3				1		4	50.9%	0.0%	YES
	% 20.0	28.6	2.9		42.9		100.0							75.0				25.0		100.0			

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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 2010:    83.2 percent  
 Level of Goal Attainment for 2011:    82.4 percent  
 Level of Goal Attainment for 2012:    80.8 percent



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

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 4				3		7	7.9	32.0	12.3	7.9	32.0	NO								0.0%	0.0%	YES
	% 57.1				42.9		100.0																
E1B	# 50	9		58	30	2	149	9.0	34.6	10.4	3.0	NO	NO	2	2		5	4		13	66.7%	YES	YES
	% 33.6	6.0		38.9	20.1	1.3	100.0							15.4	15.4		38.5	30.8		100.0			
E2A	# 54	18	11	142	102	13	340	1.8	52.1	9.9	NO	10.3	NO	10		2	21	14	5	52	YES	80.2%	YES
	% 15.9	5.3	3.2	41.8	30.0	3.8	100.0							19.2		3.8	40.4	26.9	9.6	100.0			
E2B	# 133	139	4	443	446	23	1188	10.9	38.2	25.1	NO			18	21	1	62	63	4	169	YES	97.6%	YES
	% 11.2	11.7	0.3	37.3	37.5	1.9	100.0							10.7	12.4	0.6	36.7	37.3	2.4	100.0			
E2C	# 58	19	5	203	96	6	387	6.8	36.7	13.0	1.9	NO	NO	5	3	1	25	30		64	72.1%	YES	YES
	% 15.0	4.9	1.3	52.5	24.8	1.6	100.0							7.8	4.7	1.6	39.1	46.9		100.0			
E2A	# 3	2	1	27	24	3	60	5.4	44.1	36.3	2.1	NO	NO	2			3	6	1	12	61.1%	YES	YES
	% 5.0	3.3	1.7	45.0	40.0	5.0	100.0							16.7			25.0	50.0	8.3	100.0			
E3B	# 31	5		33	24	1	94	7.5	27.0	9.8	2.2	NO	NO	5	1		2	3		11	70.7%	YES	YES
	% 33.0	5.3		35.1	25.5	1.1	100.0							45.5	9.1		18.2	27.3		100.0			
E4A	# 20	59	4	3	19	1	106	29.6	8.4	9.6	NO	5.6	NO	8	15	3		6	1	33	YES	33.3%	YES
	% 18.9	55.7	3.8	2.8	17.9	0.9	100.0							24.2	45.5	9.1		18.2	3.0	100.0			
E5A	# 28	91	6	35	274	3	437	8.9	20.3	56.2	NO			7	26	1	6	44	1	85	YES	39.4%	YES
	% 6.4	20.8	1.4	8.0	62.7	0.7	100.0							8.2	30.6	1.2	7.1	51.8	1.2	100.0			

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

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

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

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

Level of Goal Attainment for 2010:    85.1 percent  
Level of Goal Attainment for 2011:    86.4 percent  
Level of Goal Attainment for 2012:    84.3 percent

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

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 16	46	1	112	195	6	376	7.5	50.4	21.1	NO	20.6	NO	2	7		18	32	3	62	YES	59.1%	YES
	% 4.3	12.2	0.3	29.8	51.9	1.6	100.0							3.2	11.3		29.0	51.6	4.8	100.0			
E6A	# 2	6		123	144	2	277	0.3	72.3	14.2	NO	27.9	NO	1	1		8	18		28	YES	61.4%	YES
	% 0.7	2.2		44.4	52.0	0.7	100.0							3.6	3.6		28.6	64.3		100.0			
E6B	# 1	1		31	39		72	1.1	60.2	15.4	NO	17.1	NO				3	3		6	YES	71.6%	YES
	% 1.4	1.4		43.1	54.2		100.0										50.0	50.0		100.0			
E7A and E7B	# 61	23	1	2			87	19.2	3.2	1.7	NO	0.9	1.7	7	2					9	YES	71.9%	0.0%
	% 70.1	26.4	1.1	2.3			100.0							77.8	22.2					100.0			
E8A, B and C	# 24	74	2	18	101	2	221	24.3	11.2	18.4	NO	3.1	NO	7	15		5	11		38	YES	72.3%	YES
	% 10.9	33.5	0.9	8.1	45.7	0.9	100.0							18.4	39.5		13.2	28.9		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    85.1 percent

Level of Goal Attainment for 2011:    86.4 percent

Level of Goal Attainment for 2012:    84.3 percent

## Motor Vehicles, Department of

Agency Director: Kevin A. Shwedo

EEO Officer: Sherry M. Wilson

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		5	1		13	4.5	26.1	4.9	NO	NO	NO	3			2			5	YES	YES	YES
	% 46.2	7.7		38.5	7.7		100.0							60.0			40.0			100.0			
E2	# 56	8		99	62	2	227	3.7	41.5	38.6	0.2	NO	11.3	5			8	8		21	94.6%	YES	70.7%
	% 24.7	3.5		43.6	27.3	0.9	100.0							23.8			38.1	38.1		100.0			
E3	# 12	3		6	4		25	5.5	33.8	10.9	NO	9.8	NO	3	2					5	YES	71.0%	YES
	% 48.0	12.0		24.0	16.0		100.0							60.0	40.0					100.0			
E5	# 9	3		39	37	2	90	2.2	49.9	39.9	NO	6.6	NO	3	1		7	3	1	15	YES	86.8%	YES
	% 10.0	3.3		43.3	41.1	2.2	100.0							20.0	6.7		46.7	20.0	6.7	100.0			
E6	# 45	23	3	347	365	14	797	5.9	41.9	27.1	3.0	NO	NO	19	7		41	36	3	106	49.2%	YES	YES
	% 5.6	2.9	0.4	43.5	45.8	1.8	100.0							17.9	6.6		38.7	34.0	2.8	100.0			
E7	# 6	1					7	18.8	2.6	1.7	4.5	2.6	1.7								76.1%	0.0%	0.0%
	% 85.7	14.3					100.0																
E8	# 1	3					4	27.0	12.5	0.3	NO	12.5	0.3								YES	0.0%	0.0%
	% 25.0	75.0					100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    91.5 percent

Level of Goal Attainment for 2011:    91.7 percent

Level of Goal Attainment for 2012:    91.1 percent

## Museum Commission

Agency Director: William P. Calloway

EEO Officer: Susan Worthy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	3.3	24.8	5.0	3.3 *	NO	NO								0.0% *	YES	YES
	% 50.0			37.5	12.5		100.0										1			1	0.0% *	YES	YES
E2 and E3	# 6			7	2		15	5.5	27.4	5.7	5.5 *	NO	NO				100.0			100.0	0.0% *	YES	YES
	% 40.0			46.7	13.3		100.0														0.0% *	YES	YES
E4 and E7	# 1	1					2	16.5	12.1	28.0	NO	12.1 *	28.0 *								YES	0.0% *	0.0% *
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    71.4 percent  
 Level of Goal Attainment for 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent

## Natural Resources, Department of

Agency Director: Alvin A. Taylor

EEO Officer: Terri McGee

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 24	1		7	3		35	4.7	26.4	6.3	1.8*	6.4	NO	2			1			3	61.7%	75.8%	YES
	% 68.6	2.9		20.0	8.6		100.0							66.7			33.3			100.0			
E2A	# 18	5		48	12		83	3.8	38.3	11.4	NO	NO	NO				7	1		8	YES	YES	YES
	% 21.7	6.0		57.8	14.5		100.0										87.5	12.5		100.0			
E2B	# 85	6	1	23	1		116	3.7	21.9	1.7	NO	2.1	0.8*	5	1		3			9	YES	90.4%	52.9%*
	% 73.3	5.2	0.9	19.8	0.9		100.0							55.6	11.1		33.3			100.0			
E3	# 78	4	1	13	3	1	100	3.1	15.8	1.2	NO	2.8	NO	13						13	YES	82.3%	YES
	% 78.0	4.0	1.0	13.0	3.0	1.0	100.0							100.0						100.0			
E4A	# 130	10		8	1		149	2.1	6.1	7.4	NO	0.7	6.7	1						1	YES	88.5%	9.5%
	% 87.2	6.7		5.4	0.7		100.0							100.0						100.0			
E4B	# 34	3		4	1		42	9.2	5.6	1.0	2.1*	NO	NO	10	1					11	77.2%*	YES	YES
	% 81.0	7.1		9.5	2.4		100.0							90.9	9.1					100.0			
E6	# 5	1		19	16	1	42	5.2	47.3	17.0	2.8	2.1*	NO	1			1	3		5	46.2%	95.6%*	YES
	% 11.9	2.4		45.2	38.1	2.4	100.0							20.0			20.0	60.0		100.0			
E7	# 10	6		1	1		18	16.8	6.1	3.4	NO	0.5	NO	2				1		3	YES	91.8%*	YES
	% 55.6	33.3		5.6	5.6		100.0							66.7				33.3		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    87.6 percent

Level of Goal Attainment for 2011:    87.5 percent

Level of Goal Attainment for 2012:    86.3 percent

## South Carolina Department of Parks, Recreation & Tourism

Agency Director: Duane Parrish

EEO Officer: George Ropp

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	4.0	30.7	7.9	4.0	NO	NO								0.0%	YES	YES
	% 50.0			37.5	12.5		100.0																
E2	# 25			19	4		48	4.4	36.8	11.1	4.4	NO	2.8	1			5			6	0.0%	YES	74.8%
	% 52.1			39.6	8.3		100.0							16.7			83.3			100.0			
E2A, B, C and D	# 98	6		17	1		122	62.0	13.2	21.4	57.1	NO	20.6	7			2			9	7.9%	YES	3.7%
	% 80.3	4.9		13.9	0.8		100.0							77.8			22.2			100.0			
E3 and E4	# 1		1	1			3	2.6	33.6	3.1	2.6	0.3	3.1								0.0%	99.1%	0.0%
	% 33.3		33.3	33.3			100.0																
E5 and E5A	# 11	3	1	39	15	1	70	9.6	39.6	14.6	5.3	NO	NO	1			5	1		7	44.8%	YES	YES
	% 15.7	4.3	1.4	55.7	21.4	1.4	100.0							14.3			71.4	14.3		100.0			
E6	# 3			5	3		11	1.3	45.5	26.6	1.3	0.0	NO				1			1	0.0%	YES	YES
	% 27.3			45.5	27.3		100.0										100.0			100.0			
E7	# 36	3		2	1		42	16.7	11.0	8.3	9.6	6.2	5.9	4						4	42.5%	43.6%	28.9%
	% 85.7	7.1		4.8	2.4		100.0							100.0						100.0			
E8	# 22	13		1	2		38	23.9	13.7	12.8	NO	11.1	7.5	8	2					10	YES	19.0%	41.4%
	% 57.9	34.2		2.6	5.3		100.0							80.0	20.0					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    67.6 percent  
 Level of Goal Attainment for 2011:    62.4 percent  
 Level of Goal Attainment for 2012:    65.3 percent

## Patriot's Point

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 12	1		7			20	3.7	43.3	10.1	NO	8.3	10.1		1		1			2	YES	80.8%	0.0%
	% 60.0	5.0		35.0			100.0								50.0		50.0			100.0			
E3, E5, and E6	# 3	1		6		1	11	1.5	55.0	19.1	NO	0.5	19.1				2			2	YES	99.1%	0.0%
	% 27.3	9.1		54.5		9.1	100.0										100.0			100.0			
E4	#	3		1	2		6	3.4	39.5	4.2	NO	22.8	NO	2	1					3	YES	42.3%	YES
	%	50.0		16.7	33.3		100.0							66.7	33.3					100.0			
E7	# 21	8					29	15.0	6.8	4.0	NO	6.8	4.0	1	1					2	YES	0.0%	0.0%
	% 72.4	27.6					100.0							50.0	50.0					100.0			
E8	#	3		1	2		6	23.4	12.6	17.8	NO	NO	NO		1		1			2	YES	YES	YES
	%	50.0		16.7	33.3		100.0								50.0		50.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    Non-Compliant

Level of Goal Attainment for 2011:    62.2 percent

Level of Goal Attainment for 2012:    68.1 percent

## Ports Authority, South Carolina State

Agency Director: James I. Newsome

EEO Officer: Stephen Connor

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 30	4		6			40	3.3	21.2	3.6	NO	6.2	3.6	2			1			3	YES	70.8%	0.0%
	% 75.0	10.0		15.0			100.0							66.7			33.3			100.0			
E2	# 12	2		12	2		28	5.2	29.0	6.2	NO	NO	NO	2	1		7			10	YES	YES	YES
	% 42.9	7.1		42.9	7.1		100.0							20.0	10.0		70.0			100.0			
E3	# 16	3	1	9		1	30	10.0	24.0	13.2	0.0	NO	13.2								YES	YES	0.0%
	% 53.3	10.0	3.3	30.0		3.3	100.0																
E4	# 24	22	2	6	16		70	22.3	16.8	17.3	NO	8.2	NO	5	3	1				9	YES	51.2%	YES
	% 34.3	31.4	2.9	8.6	22.9		100.0							55.6	33.3	11.1				100.0			
E5	#							18.5	9.2	7.9													
	%																						
E6	# 17	4		30	3	1	55	11.2	30.3	20.8	3.9	NO	15.3	1			1			2	65.2%	YES	26.4%
	% 30.9	7.3		54.5	5.5	1.8	100.0							50.0			50.0			100.0			
E7A and E7B	# 152	78	3	3		1	237	36.0	2.2	3.5	3.1	0.9	3.5	22	14		2			38	91.4%	59.1%	0.0%
	% 64.1	32.9	1.3	1.3		0.4	100.0							57.9	36.8		5.3			100.0			
E7C	# 12	1	1				14	24.3	6.5	7.1	17.2	6.5	7.1	2						2	29.2%	0.0%	0.0%
	% 85.7	7.1	7.1				100.0							100.0						100.0			

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

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

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

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

Level of Goal Attainment for 2010:    66.7 percent

Level of Goal Attainment for 2011:    65.1 percent

Level of Goal Attainment for 2012:    68.1 percent



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

Agency Director: Kela E. Thomas

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	3	1	2	8		18	8.4	23.7	28.6	NO	12.6	NO	1	1			1		3	YES	46.8%	YES
	% 22.2	16.7	5.6	11.1	44.4		100.0							33.3	33.3			33.3		100.0			
E2	# 157	73	6	128	108	6	478	20.1	20.7	19.8	4.8	NO	NO	29	8		20	27	1	85	76.1%	YES	YES
	% 32.8	15.3	1.3	26.8	22.6	1.3	100.0							34.1	9.4		23.5	31.8	1.2	100.0			
E3	# 3	4		5		2	14	7.4	30.9	14.4	NO	NO	14.4	2	1					3	YES	YES	0.0%
	% 21.4	28.6		35.7		14.3	100.0							66.7	33.3					100.0			
E5	# 1			44	27	3	75	10.9	38.9	24.2	10.9	NO	NO				7	1		8	0.0%	YES	YES
	% 1.3			58.7	36.0	4.0	100.0										87.5	12.5		100.0			
E6 and E8	# 1	1		1			3	22.7	21.1	14.7	NO	NO	14.7								YES	YES	0.0%
	% 33.3	33.3		33.3			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    74.7 percent

Level of Goal Attainment for 2011:    82.4 percent

Level of Goal Attainment for 2012:    80.2 percent

## South Carolina Department of Public Safety

Agency Director: F. K Lancaster, Jr. (Interim)

EEO Officer: Laura G, Wilson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1	#	6	5		1	1		13	3.8	29.5	2.7	NO	21.8	NO	4	3		1	1		9	YES	26.1%	YES	
	%	46.2	38.5		7.7	7.7		100.0							44.4	33.3		11.1	11.1		100.0				
E2A	#	17	11		20	9	1	58	4.2	38.7	9.2	NO	4.2	NO	3	3			2		8	YES	89.1%	YES	
	%	29.3	19.0		34.5	15.5	1.7	100.0							37.5	37.5			25.0		100.0				
E2B	#	236	40	7	5	5		293	20.6	8.5	3.0	6.9	6.8	1.3	45	12	1	1	1		60	66.5%	20.0%	56.7%	
	%	80.5	13.7	2.4	1.7	1.7		100.0							75.0	20.0	1.7	1.7	1.7		100.0				
E2C	#	9	1		32	11	2	55	5.9	41.4	12.6	4.1	NO	NO	1	1	3	3	1		9	30.5%	YES	YES	
	%	16.4	1.8		58.2	20.0	3.6	100.0							11.1	11.1	33.3	33.3	11.1		100.0				
E3	#	27	12	1	55	29	1	125	9.0	32.1	8.9	NO	NO	NO	2	2		6	1		11	YES	YES	YES	
	%	21.6	9.6	0.8	44.0	23.2	0.8	100.0							18.2	18.2		54.5	9.1		100.0				
E4	#	556	65	16	26	8		671	15.1	8.9	3.2	5.4	5.0	2.0	55	3	1	5			64	64.2%	43.8%	37.5%	
	%	82.9	9.7	2.4	3.9	1.2		100.0							85.9	4.7	1.6	7.8			100.0				
E5	#				20	13		33	0.7	71.8	10.8	0.7	11.2	NO	1				1	1	3	0.0%*	84.4%	YES	
	%				60.6	39.4		100.0							33.3				33.3	33.3	100.0				
E6	#				13	5		18	6.7	36.6	33.0	6.7	NO	5.2*		1		1	2	1	5	0.0%	YES	84.2%*	
	%				72.2	27.8		100.0								20.0		20.0	40.0	20.0	100.0				
E7	#	8	4	1				13	33.8	7.5	2.5	3.0*	7.5*	2.5*	2	2					4	91.1%*	0.0%*	0.0%*	
	%	61.5	30.8	7.7				100.0							50.0	50.0					100.0				
E8	#	4	3		1	2		10	24.1	15.8	14.4	NO	5.8	NO		1		1			2	YES	63.3%*	YES	
	%	40.0	30.0		10.0	20.0		100.0								50.0		50.0			100.0				

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

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

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

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

**4.**

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

Level of Goal Attainment for 2010:    73.9 percent

Level of Goal Attainment for 2011:    72.4 percent

Level of Goal Attainment for 2012:    79.1 percent

## Public Service Commission

Agency Director: Jocelyn Boyd

EEO Officer: Gwen Conyers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1	2		6	4.2	26.3	6.5	4.2	9.6	NO								0.0%	63.5%	YES
	% 50.0			16.7	33.3		100.0																
E2	# 5			10		3	18	2.7	35.4	8.8	2.7	NO	8.8								0.0%	YES	0.0%
	% 27.8			55.6		16.7	100.0																
E3 and E5	# 1	1		2	1		5	7.5	52.5	22.8	NO	12.5	2.8								YES	76.2%	87.7%
	% 20.0	20.0		40.0	20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.0 percent  
 Level of Goal Attainment for 2011:    89.0 percent  
 Level of Goal Attainment for 2012:    75.3 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	1		6	1		11	6.1	21.7	6.4	NO	NO	NO								YES	YES	YES
	% 27.3	9.1		54.5	9.1		100.0																
E2	# 18	3	2	19	1	1	44	5.7	34.6	11.8	NO	NO	9.5	4	2		2	1	1	10	YES	YES	19.5%
	% 40.9	6.8	4.5	43.2	2.3	2.3	100.0							40.0	20.0		20.0	10.0	10.0	100.0			
E3	# 7			1			8	3.3	28.6	16.3		*		1						1	0.0%	43.7%	0.0%
	% 87.5			12.5			100.0				3.3	16.1	16.3	100.0						100.0			
E5	#			3			3	0.2	61.0	20.8		*					1			1	0.0%	YES	0.0%
	%			100.0			100.0				0.2	NO	20.8				100.0			100.0			
E6	#			1			1	1.3	61.0	20.8		*									0.0%	YES	0.0%
	%			100.0			100.0				1.3	NO	20.8										
	#																						
	%																						
	#																						
	%																						

**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 2010:    75.8 percent

Level of Goal Attainment for 2011:    74.7 percent

Level of Goal Attainment for 2012:    76.3 percent

## SC Department of Revenue

Agency Director: James F. Etter

EEO Officer: Cynthia Gore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	2	1	11	1		32	5.7	33.5	9.4	NO	NO	6.3				1			1	YES	YES	33.0%
	% 53.1	6.3	3.1	34.4	3.1		100.0										100.0			100.0			
E2	# 142	22	6	160	77	6	413	5.2	38.2	15.6	NO	NO	NO	27	6	2	24	21	1	81	YES	YES	YES
	% 34.4	5.3	1.5	38.7	18.6	1.5	100.0							33.3	7.4	2.5	29.6	25.9	1.2	100.0			
E3	# 26	9	5	13	9	1	63	7.5	34.3	12.8	NO	13.7	NO	9	2	2	2	3		18	YES	60.1%	YES
	% 41.3	14.3	7.9	20.6	14.3	1.6	100.0							50.0	11.1	11.1	11.1	16.7		100.0			
E5	# 11	5		42	35	1	94	2.6	44.8	26.4	NO	0.1	NO	4	2		2	6		14	YES	99.8%	YES
	% 11.7	5.3		44.7	37.2	1.1	100.0							28.6	14.3		14.3	42.9		100.0			
E6	# 11	10		48	36	1	106	4.8	37.8	28.4	NO	NO	NO	4	4		9	3		20	YES	YES	YES
	% 10.4	9.4		45.3	34.0	0.9	100.0							20.0	20.0		45.0	15.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    96.8 percent

Level of Goal Attainment for 2011:    91.3 percent

Level of Goal Attainment for 2012:    92.9 percent

## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 20	1		5			26	3.5	16.2	3.6	NO	NO	3.6								YES	YES	0.0%
	% 76.9	3.8		19.2			100.0																
E2	# 299	33	6	139	27	4	508	6.3	12.9	2.9	NO	NO	NO	27	1		8			36	YES	YES	YES
	% 58.9	6.5	1.2	27.4	5.3	0.8	100.0							75.0	2.8		22.2			100.0			
E3	# 101	13		30	9	1	154	8.0	16.0	5.0	NO	NO	NO	3	1		2			6	YES	YES	YES
	% 65.6	8.4		19.5	5.8	0.6	100.0							50.0	16.7		33.3			100.0			
E6	# 33	16	1	106	24	1	181	6.6	51.8	9.9	NO	NO	NO	1	3		7			11	YES	YES	YES
	% 18.2	8.8	0.6	58.6	13.3	0.6	100.0							9.1	27.3		63.6			100.0			
E7	# 663	173	5	23	22	2	888	13.1	2.9	2.6	NO	0.3	0.1	44	13	1	1	1		60	YES	89.7%	96.2%
	% 74.7	19.5	0.6	2.6	2.5	0.2	100.0							73.3	21.7	1.7	1.7	1.7		100.0			
E8	# 6	15		9	5		35	20.5	13.3	12.3	NO	NO	NO		2		1			3	YES	YES	YES
	% 17.1	42.9		25.7	14.3		100.0								66.7		33.3			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    99.1 percent  
 Level of Goal Attainment for 2011:    99.4 percent  
 Level of Goal Attainment for 2012:    99.2 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3			4	3.4	29.6	4.5	3.4	NO	4.5								0.0%	YES	0.0%
	% 25.0			75.0			100.0																
E2	# 1			7	1		9	7.3	32.3	12.4	7.3	NO	1.3				1			1	0.0%	YES	89.5%
	% 11.1			77.8	11.1		100.0										100.0			100.0			
E5 and E6	# 2			6	3	1	12	3.8	53.6	16.8	3.8	3.6	NO	1	1		2		1	5	0.0%	93.3%	YES
	% 16.7			50.0	25.0	8.3	100.0							20.0	20.0		40.0		20.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    100.0 percent

Level of Goal Attainment for 2011:    97.9 percent

Level of Goal Attainment for 2012:    96.6 percent

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

Agency Director: Lillian B. Koller

EEO Officer: Annette G. Lance

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted 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	# 21	2		29	16		68	4.1	33.2	8.2	1.2	NO	NO	3	2		6	5		16	70.7%*	YES	YES
	% 30.9	2.9		42.6	23.5		100.0							18.8	12.5		37.5	31.3		100.0			
E1B	# 17	4		33	15		69	6.7	43.5	17.7	0.9	NO	NO	2	1		6	1		10	86.6%*	YES	YES
	% 24.6	5.8		47.8	21.7		100.0							20.0	10.0		60.0	10.0		100.0			
E2 and E2A	# 59	40		75	202		376	4.3	4.5	14.4	NO	NO	NO	12	5	2	12	13	2	46	YES	YES	YES
	% 15.7	10.6		19.9	53.7		100.0							26.1	10.9	4.3	26.1	28.3	4.3	100.0			
E2B	# 31	20	1	65	140	3	260	5.1	37.2	29.4	NO	12.2	NO	8	7		42	27		84	YES	67.2%	YES
	% 11.9	7.7	0.4	25.0	53.8	1.2	100.0							9.5	8.3		50.0	32.1		100.0			
E2C	# 70	92		261	675	5	1103	5.1	40.2	33.2	NO	16.5	NO	17	14		78	99	4	212	YES	59.0%	YES
	% 6.3	8.3		23.7	61.2	0.5	100.0							8.0	6.6		36.8	46.7	1.9	100.0			
E3	# 21	3	1	15	9	1	50	5.0	28.1	0.3	NO	NO	NO	3	2		1	2		8	YES	YES	YES
	% 42.0	6.0	2.0	30.0	18.0	2.0	100.0							37.5	25.0		12.5	25.0		100.0			
E5A	# 12	13		127	130	5	287	5.0	56.9	20.6	0.5	12.6	NO	2			18	9		29	90.0%	77.9%	YES
	% 4.2	4.5		44.3	45.3	1.7	100.0							6.9			62.1	31.0		100.0			
E5B	# 3			65	60		128	4.4	32.4	43.7	4.4	NO	NO	2	4		24	28	1	59	0.0%	YES	YES
	% 2.3			50.8	46.9		100.0							3.4	6.8		40.7	47.5	1.7	100.0			
E6A	# 5	4		75	81	1	166	1.0	69.0	15.7	NO	23.8	NO	1	1		15	16	2	35	YES	65.5%	YES
	% 3.0	2.4		45.2	48.8	0.6	100.0							2.9	2.9		42.9	45.7	5.7	100.0			

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

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

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

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

Level of Goal Attainment for 2010:    93.4 percent  
 Level of Goal Attainment for 2011:    88.7 percent  
 Level of Goal Attainment for 2012:    91.6 percent



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

Agency Director: Lillian B. Koller

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 4	5		30	22		61	5.6	47.6	28.5	NO	NO	NO	1				1	1	3	YES	YES	YES	
	% 6.6	8.2		49.2	36.1		100.0							33.3				33.3	33.3	100.0				
E8	# 1						1	49.1	0.0	0.0	49.1	0.0	0.0								0.0%	*		
	% 100.0						100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2010:    93.4 percent  
 Level of Goal Attainment for 2011:    88.7 percent  
 Level of Goal Attainment for 2012:    91.6 percent

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

President: Dr. Cynthia Warrick

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	#	1	11	1			8			21	5.9	37.6	11.6		3			1		4								
	%	4.8	52.4	4.8			38.1			100.0				NO	37.6			NO			75.0			25.0	100.0	YES	0.0%	YES
C2	#	2	10	2			10			24	13.6	29.1	16.0															
	%	8.3	41.7	8.3			41.7			100.0				NO	29.1			NO								YES	0.0%	YES
C3	#	13	14	7	4	5	1			44	14.5	29.0	14.5															
	%	29.5	31.8	15.9	9.1	11.4	2.3			100.0				NO	19.9			3.1								YES	31.4%	78.6%
C4	#	10	16	3	6	19	5			59	10.8	33.4	15.8															
	%	16.9	27.1	5.1	10.2	32.2	8.5			100.0				NO	23.2			NO								YES	30.5%	YES
C5	#	8	23	7	9	32	2			81	8.3	37.0	16.3		2	3		1	2		8							
	%	9.9	28.4	8.6	11.1	39.5	2.5			100.0				NO	25.9			NO			25.0	37.5		12.5	25.0	100.0	YES	30.0%
C6	#	8	9	1	2	14				34	6.5	38.2	12.3															
	%	23.5	26.5	2.9	5.9	41.2				100.0				NO	32.3			NO								YES	15.4%	YES
C7	#		3		1	15				19	6.1	57.1	16.2															
	%		15.8		5.3	78.9				100.0				NO	51.8			NO								YES	9.3%	YES
C8	#	1	3							4	8.2	38.9	12.1															
	%	25.0	75.0							100.0				NO	38.9			12.1								YES	0.0%	0.0%
C9	#	10	34	1	1	17				63	8.3	22.3	7.0															
	%	15.9	54.0	1.6	1.6	27.0				100.0				NO	20.7			NO								YES	7.2%	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 2010:    71.5 percent  
 Level of Goal Attainment for 2011:    71.2 percent  
 Level of Goal Attainment for 2012:    70.2 percent

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

President: Dr. Cynthia Warrick

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	# 3	27	2	3	92	4	131	8.9	35.4	18.1	NO	33.1	NO	1	3	1		1		6	YES	6.5%	YES
	% 2.3	20.6	1.5	2.3	70.2	3.1	100.0							16.7	50.0	16.7		16.7		100.0			
E3	# 3	8	1		21		33	9.5	30.0	14.2	NO	30.0	NO	1						1	YES	0.0%	YES
	% 9.1	24.2	3.0		63.6		100.0							100.0						100.0			
E4	# 1	17		1	4	1	24	14.2	16.0	5.9	NO	11.8	NO								YES	26.3%	YES
	% 4.2	70.8		4.2	16.7	4.2	100.0																
E5	# 2			1	31		34	7.2	44.0	19.9	1.3	41.1	NO					1		1	81.9%	6.6%	YES
	% 5.9			2.9	91.2		100.0											100.0		100.0			
E6	# 3			2	41		46	4.8	47.4	20.9	NO	43.1	NO					3		3	YES	9.1%	YES
	% 6.5			4.3	89.1		100.0											100.0		100.0			
E7	# 1	2					3	12.1	13.8	8.3	NO	13.8	8.3		1			1		2	YES	0.0%	0.0%
	% 33.3	66.7					100.0								50.0			50.0		100.0			
E8	# 10			1	8		19	18.3	20.3	19.7	NO	15.0	NO		1			1		2	YES	26.1%	YES
	% 52.6			5.3	42.1		100.0								50.0			50.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    71.5 percent

Level of Goal Attainment for 2011:    71.2 percent

Level of Goal Attainment for 2012:    70.2 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Dr. Darrel W. Staat

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#		1	4	2		7	4.2	42.0	20.9	4.2	NO	NO								0.0%	YES	YES
	%		14.3	57.1	28.6		100.0																
E2	#	7	1	1	22	6	1	38	6.2	33.6	8.9	3.6	NO	NO	1		6		1	8	41.9%	YES	YES
	%	18.4	2.6	2.6	57.9	15.8	2.6	100.0						12.5			75.0		12.5	100.0			
E3, E5, and E6	#	4	1	1	11	2		19	2.7	51.9	13.2	NO	NO					1		1	YES	YES	79.5%
	%	21.1	5.3	5.3	57.9	10.5		100.0										100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    84.1 percent

Level of Goal Attainment for 2011:    91.5 percent

Level of Goal Attainment for 2012:    90.2 percent

## Aiken Technical College

President: Susan A. Winsor, PH.D

EEO Officer: Sylvia Byrd

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	# 1			2			3	3.7	47.8	15.2	3.7	NO	15.2								0.0%	YES	0.0%
	% 33.3			66.7			100.0																
T2, T3, T4, and T5	# 30	2	1	18	13	3	67	3.5	37.0	12.3	0.5	10.1	NO	2			2	4		8	85.7%	YES	YES
	% 44.8	3.0	1.5	26.9	19.4	4.5	100.0							25.0			25.0	50.0		100.0			
E2 and E3	# 13	2		25	7		47	8.0	34.8	13.2	3.7	NO	NO	2	1		3			6	53.8%	YES	YES
	% 27.7	4.3		53.2	14.9		100.0							33.3	16.7		50.0			100.0			
E5 and E6	# 1	1		11	10		23	1.1	56.1	20.6	NO	8.3	NO				4	1		5	YES	85.2%	YES
	% 4.3	4.3		47.8	43.5		100.0										80.0	20.0		100.0			
E7 and E8	# 1	1	1				3	22.0	7.8	7.0	NO	7.8	7.0			1				1	YES	0.0%	0.0%
	% 33.3	33.3	33.3				100.0									100.0				100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    92.6 percent

Level of Goal Attainment for 2011:    91.6 percent

Level of Goal Attainment for 2012:    90.7 percent

## Central Carolina Technical College

President: Tim Hardee

EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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			5	4.7	41.4	11.3	4.7	NO	11.3								0.0%*	YES	0.0%*
	%			100.0			100.0																
T3 and T4	#	44	2	52	10	2	110	3.0	33.9	4.4	1.2	NO	NO	3			3	3	2	11	60.0%	YES	YES
	%	40.0	1.8	47.3	9.1	1.8	100.0							27.3			27.3	27.3	18.2	100.0			
T5 and E2	#	10	2	19	11		42	6.8	32.9	18.5	2.0	NO	NO	1	1		5	4		11	70.6%*	YES	YES
	%	23.8	4.8	45.2	26.2		100.0							9.1	9.1		45.5	36.4		100.0			
E3, E4, and E5	#	5		14	4	1	24	6.0	45.7	9.2	6.0	NO	NO				4			4	0.0%	YES	YES
	%	20.8		58.3	16.7	4.2	100.0										100.0			100.0			
E6	#			11	5	1	17	3.8	54.5	26.1	3.8	NO	NO				1	1	1	3	0.0%*	YES	YES
	%			64.7	29.4	5.9	100.0										33.3	33.3	33.3	100.0			
E7 and E8	#	8	2	1	3		14	21.5	0.8	2.7	7.2	NO	NO				1			1	66.5%	YES	YES
	%	57.1	14.3	7.1	21.4		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    84.6 percent  
 Level of Goal Attainment for 2011:    89.0 percent (Updated)  
 Level of Goal Attainment for 2012:    86.5 percent

## Denmark Technical College

Agency Director: Dr. Joann Boyd-Scotland

EEO Officer: Tonya T. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	2	1		1		4	21.0	15.1	26.7	NO	15.1	1.7								YES	0.0%	93.6%
	%	50.0	25.0		25.0		100.0																
T3 and T4	#	3	8	2	3	16	3	21.6	14.3	19.2	NO	5.7	NO				3		1	4	YES	60.1%	YES
	%	8.6	22.9	5.7	8.6	45.7	8.6										75.0		25.0	100.0			
E2	#	9			10		19	17.1	18.2	37.2	NO	18.2	NO		2					2	YES	0.0%	YES
	%	47.4			52.6		100.0								100.0					100.0			
E3, E5, and E6	#	1	1	1	6	20	29	4.8	45.0	34.1	1.4	24.3	NO			1				1	70.8%	46.0%	YES
	%	3.4	3.4	3.4	20.7	69.0	100.0									100.0				100.0			
E4, E7, and E8	#	6			4		10	29.2	4.4	14.5	NO	4.4	NO		3			1		4	YES	0.0%	YES
	%	60.0			40.0		100.0								75.0			25.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    85.1 percent

Level of Goal Attainment for 2011:    80.3 percent

Level of Goal Attainment for 2012:    82.4 percent

## Florence Darlington Technical College

President: Charles Gould

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 7	1		3	1		12	8.5	34.7	16.3	0.2	9.7	8.0				1			1	97.6%	72.0%	50.9%
	% 58.3	8.3		25.0	8.3		100.0										100.0			100.0			
T3, T4, and T5	# 42	3	4	37	17	1	104	7.8	30.1	11.0	4.9	NO	NO	4	1		8	4		17	37.2%	YES	YES
	% 40.4	2.9	3.8	35.6	16.3	1.0	100.0							23.5	5.9		47.1	23.5		100.0			
E2	# 13	5		27	20	1	66	8.7	36.6	20.8	1.1	NO	NO	3	4		5	9		21	87.4%	YES	YES
	% 19.7	7.6		40.9	30.3	1.5	100.0							14.3	19.0		23.8	42.9		100.0			
E5 and E6	# 1	2		21	9	1	34	5.2	58.5	26.6	NO	NO	0.1				1			1	YES	YES	99.6%
	% 2.9	5.9		61.8	26.5	2.9	100.0										100.0			100.0			
E3, E7, and E8	# 19	7		4			30	23.1	14.7	17.6	NO	1.4	17.6	4						4	YES	90.5%	0.0%
	% 63.3	23.3		13.3			100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    80.4 percent

Level of Goal Attainment for 2011:    81.3 percent

Level of Goal Attainment for 2012:    82.3 percent



# Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Susan M. Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 15	3	1	19	6		44	4.4	40.2	6.3	NO	NO	NO	4		1	2	1		8	YES	YES	YES
	% 34.1	6.8	2.3	43.2	13.6		100.0							50.0		12.5	25.0	12.5		100.0			
T3 and T4	# 126	9	4	184	22	8	353	1.8	35.2	4.0	NO	NO	NO	16		1	25	4	3	49	YES	YES	YES
	% 35.7	2.5	1.1	52.1	6.2	2.3	100.0							32.7		2.0	51.0	8.2	6.1	100.0			
T5 and E2	# 27	7		79	28	3	144	3.8	40.9	7.8	NO	NO	NO	6	2		11	4		23	YES	YES	YES
	% 18.8	4.9		54.9	19.4	2.1	100.0							26.1	8.7		47.8	17.4		100.0			
E3, E4, and E5	# 24	4	2	42	18	1	91	4.3	51.0	6.4	NO	4.8	NO	4	1		12	1	1	19	YES	90.6%	YES
	% 26.4	4.4	2.2	46.2	19.8	1.1	100.0							21.1	5.3		63.2	5.3	5.3	100.0			
E6	#			18	7		25	0.5	78.9	6.6	0.5	6.9	NO				2			2	0.0%	91.3%	YES
	%			72.0	28.0		100.0										100.0			100.0			
E7 and E8	# 30	4	2	4	6		46	10.5	13.8	5.2	1.8	5.1	NO	1	1					2	82.9%	63.0%	YES
	% 65.2	8.7	4.3	8.7	13.0		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    95.7 percent  
 Level of Goal Attainment for 2011:    96.3 percent  
 Level of Goal Attainment for 2012:    95.7 percent

## Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Judy Wooten

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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		5			11	10.9	42.3	14.3	1.8 *	NO	14.3								83.5% *	YES	0.0%
	% 45.5	9.1		45.5			100.0																
T3 and T4	# 60	4	2	75	7	3	151	1.6	36.7	2.2	NO	NO	NO	4	1		10			15	YES	YES	YES
	% 39.7	2.6	1.3	49.7	4.6	2.0	100.0							26.7	6.7		66.7			100.0			
T5 and E2	# 10	3		24	18		55	6.7	42.0	11.1	1.2 *	NO	NO	2			4	1		7	82.1% *	YES	YES
	% 18.2	5.5		43.6	32.7		100.0							28.6			57.1	14.3		100.0			
E3 and E5	# 9	3		18	5		35	1.1	46.7	6.4	NO	NO	NO	1			1	1		3	YES	YES	YES
	% 25.7	8.6		51.4	14.3		100.0							33.3			33.3	33.3		100.0			
E6	# 1	1		23	5	1	31	1.0	65.0	6.2	NO	NO	NO				3			3	YES	YES	YES
	% 3.2	3.2		74.2	16.1	3.2	100.0										100.0			100.0			
E7 and E8	# 15	3		15			33	19.7	11.6	8.3	10.6	NO	8.3	2			2			4	46.2%	YES	0.0%
	% 45.5	9.1		45.5			100.0							50.0			50.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    84.1 percent

Level of Goal Attainment for 2011:    84.1 percent

Level of Goal Attainment for 2012:    84.0 percent

## Midland's Technical College

Agency Director: Marshall White, Jr.

EEO Officer: Dr. Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5	2		6	3		16	6.9	39.9	20.4	NO	2.4	1.6	1			2			3	YES	94.0%	92.2%
	% 31.3	12.5		37.5	18.8		100.0							33.3			66.7			100.0			
T3 and T4	# 88	5	3	100	20	6	222	3.8	36.4	7.8	1.5	NO	NO	8			9	1		18	60.5%	YES	YES
	% 39.6	2.3	1.4	45.0	9.0	2.7	100.0							44.4			50.0	5.6		100.0			
T5 and E2	# 28	12	1	60	51	3	155	6.5	39.7	19.9	NO	1.0	NO	4	1	1	8	5	1	20	YES	97.5%	YES
	% 18.1	7.7	0.6	38.7	32.9	1.9	100.0							20.0	5.0	5.0	40.0	25.0	5.0	100.0			
E3	# 22	7		15	5		49	9.9	31.5	12.0	NO	0.9	1.8	1	1		3			5	YES	97.1%	85.0%
	% 44.9	14.3		30.6	10.2		100.0							20.0	20.0		60.0			100.0			
E4 and E5	# 2	5	1	23	15	1	47	5.2	50.3	17.9	NO	1.4	NO		2	1	3	2		8	YES	97.2%	YES
	% 4.3	10.6	2.1	48.9	31.9	2.1	100.0								25.0	12.5	37.5	25.0		100.0			
E6	# 1	2		21	18	1	43	1.4	70.8	15.7	NO	22.0	NO					5		5	YES	68.9%	YES
	% 2.3	4.7		48.8	41.9	2.3	100.0											100.0		100.0			
E7	# 13			1	1		15	13.7	4.2	4.2	13.7	NO	NO	2						2	0.0%	YES	YES
	% 86.7			6.7	6.7		100.0							100.0						100.0			
E8	# 8	4		3	1		16	23.7	14.2	9.5	NO	NO	3.2	1						1	YES	YES	66.3%
	% 50.0	25.0		18.8	6.3		100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    92.4 percent

Level of Goal Attainment for 2011:    90.9 percent

Level of Goal Attainment for 2012:    89.9 percent

## Northeastern Technical College

Agency Director: Dr. Ron Bartley

EEO Officer: Donna Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 2			2	1		5	7.0	33.7	5.6	7.0 *	NO	NO					1		1	0.0% *	YES	YES
	% 40.0			40.0	20.0		100.0											100.0		100.0			
T3 and T4	# 11		2	11	2	1	27	3.0	44.1	28.8	3.0 *	3.4 *	21.4				3	1	1	5	0.0% *	92.3% *	25.7%
	% 40.7		7.4	40.7	7.4	3.7	100.0										60.0	20.0	20.0	100.0			
T5, E2, E3, and E5	# 6	2		13	9	1	31	6.2	41.7	41.3	NO	NO	12.3	1	1		1	1		4	YES	YES	70.2%
	% 19.4	6.5		41.9	29.0	3.2	100.0							25.0	25.0		25.0	25.0		100.0			
E6	# 1			5	1		7	0.5	74.4	12.2	NO	3.0 *	NO				1			1	YES	96.0% *	YES
	%	14.3		71.4	14.3		100.0										100.0			100.0			
E7 and E8	# 5				3		8	40.0	3.7	11.8	40.0	3.7	NO	1						1	0.0%	0.0% *	YES
	% 62.5				37.5		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    83.9 percent  
 Level of Goal Attainment for 2011:    80.7 percent  
 Level of Goal Attainment for 2012:    82.0 percent

## Orangeburg-Calhoun Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 2			4			6	6.7	39.8	21.6	6.7*	NO	21.6								0.0%*	YES	0.0%
	% 33.3			66.7			100.0																
T3 and T4	# 22	3		36	14	2	77	8.8	28.3	9.8	4.9	NO	NO	1			3	1	1	6	44.3%	YES	YES
	% 28.6	3.9		46.8	18.2	2.6	100.0							16.7			50.0	16.7	16.7	100.0			
T5 and E2	# 2	5		14	8		29	12.8	30.1	20.4	NO	NO	NO		1		5	3		9	YES	YES	YES
	% 6.9	17.2		48.3	27.6		100.0								11.1		55.6	33.3		100.0			
E3, E4, and E5	# 3	3		9	5		20	10.8	32.9	15.2	NO	NO	NO	1				1		2	YES	YES	YES
	% 15.0	15.0		45.0	25.0		100.0							50.0				50.0		100.0			
E6	#			13	6		19	2.0	57.6	27.4	2.0*	NO	NO								0.0%*	YES	YES
	%			68.4	31.6		100.0																
E7 and E8	# 9	8		1	2		20	38.4	2.0	15.0	NO	NO	5.0	2						2	YES	YES	66.7%
	% 45.0	40.0		5.0	10.0		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    86.3 percent  
Level of Goal Attainment for 2011:    84.1 percent  
Level of Goal Attainment for 2012:    88.2 percent

## Piedmont Technical College

President: Dr. Ray L. Brooks

EEO Officer: Alesia L. Brown

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
T1 and T2	# 3			4			7	3.2	36.9	7.4	3.2	NO	7.4				1			1			0.0%	YES	0.0%
	% 42.9			57.1			100.0										100.0			100.0					
T3 and T4	# 49	4	5	57	9		124	1.9	28.2	6.1	NO	NO	NO	5			8	4		17			YES	YES	YES
	% 39.5	3.2	4.0	46.0	7.3		100.0							29.4			47.1	23.5		100.0					
T5 and E2	# 15	3		44	12		74	4.0	36.8	15.0	NO	NO	NO	2	1		7	5		15			YES	YES	YES
	% 20.3	4.1		59.5	16.2		100.0							13.3	6.7		46.7	33.3		100.0					
E3, E4, and E5	# 14	1		6	1		22	2.8	51.0	6.3	NO			1	1					2			YES	53.5%	71.4%
	% 63.6	4.5		27.3	4.5		100.0							50.0	50.0					100.0					
E6	# 1	1		15	12		29	2.1	71.9	10.2	NO	20.2	NO				4	1		5			YES	71.9%	YES
	% 3.4	3.4		51.7	41.4		100.0										80.0	20.0		100.0					
E7	# 8						8	30.8	2.3	0.8	30.8	2.3	0.8										0.0%	0.0%	0.0%
	% 100.0						100.0																		
E8	# 2	2			1		5	22.5	15.4	10.2	NO	15.4	NO	1	1					2			YES	0.0%	YES
	% 40.0	40.0			20.0		100.0							50.0	50.0					100.0					
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2010:    90.4 percent

Level of Goal Attainment for 2011:    87.5 percent

Level of Goal Attainment for 2012:    87.3 percent

## Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 7	1		5			13	5.3	42.3	4.1	NO	3.8	4.1	1			1			2	YES	91.0%	0.0%
	% 53.8	7.7		38.5			100.0							50.0			50.0			100.0			
T3 and T4	# 43	3	2	66	6	4	124	3.7	42.5	4.6	1.3	NO	NO	3			6	1		10	64.9%	YES	YES
	% 34.7	2.4	1.6	53.2	4.8	3.2	100.0							30.0			60.0	10.0		100.0			
T5 and E2	# 16	4		27	9		56	3.2	42.3	15.7	NO	NO	NO	1	1		7	3		12	YES	YES	YES
	% 28.6	7.1		48.2	16.1		100.0							8.3	8.3		58.3	25.0		100.0			
E3, E5, and E6	# 4	1	1	38	17	1	62	3.6	56.0	19.0	2.0	NO	NO			1	1	2	1	5	44.4%	YES	YES
	% 6.5	1.6	1.6	61.3	27.4	1.6	100.0									20.0	20.0	40.0	20.0	100.0			
E4, E7, and E8	# 15	4	1	1	1		22	10.7	6.5	4.7	NO	2.0	0.2	1	1					2	YES	69.2%	95.7%
	% 68.2	18.2	4.5	4.5	4.5		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    92.6 percent

Level of Goal Attainment for 2011:    91.8 percent

Level of Goal Attainment for 2012:    90.4 percent

## Technical College of the Lowcountry

President: Dr. Thomas C. Leitzel

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	1		11	3.6	30.2	11.2	NO	NO	2.1				2			2	YES	YES	81.3%
	% 27.3	9.1		54.5	9.1		100.0										100.0			100.0			
T3 and T4	# 13	5	1	25	3	3	50	6.0	39.8	1.6	NO	NO	NO	2			1			3	YES	YES	YES
	% 26.0	10.0	2.0	50.0	6.0	6.0	100.0							66.7			33.3			100.0	YES	YES	YES
T5 and E2	# 2	1	1	15	10	1	30	8.7	38.7	16.3	5.4	NO	NO	2			3	2		7	37.9%	YES	YES
	% 6.7	3.3	3.3	50.0	33.3	3.3	100.0							28.6			42.9	28.6		100.0			
E3 and E5	# 3			10	4	1	18	5.1	43.9	20.4	5.1	NO	NO				2			2	0.0%	YES	YES
	% 16.7			55.6	22.2	5.6	100.0										100.0			100.0			
E6	#	1		4	8	1	14	1.0	50.7	31.3	NO	22.1	NO								YES	56.4%	YES
	%	7.1		28.6	57.1	7.1	100.0																
E4, E7, and E8	# 6	4		2		1	13	17.6	12.0	9.7	NO	NO	9.7	1						1	YES	YES	0.0%
	% 46.2	30.8		15.4		7.7	100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    89.7 percent  
 Level of Goal Attainment for 2011:    94.7 percent  
 Level of Goal Attainment for 2012:    86.8 percent



## Tri-County Technical College

President: Dr. Ronnie L. Booth

EEO Officer: Sharon Colcolough

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1and E1	# 4			1			5	3.8	42.5	3.1	3.8	22.5	3.1	1						1	0.0%	47.1%	0.0%
	% 80.0			20.0			100.0							100.0						100.0			
T3	# 14		2	27	2		45	1.1	32.7	2.4	1.1	NO	NO	1						1	0.0%	YES	YES
	% 31.1		4.4	60.0	4.4		100.0							100.0						100.0			
T4	# 32	2	3	45	5	3	90	1.1	31.0	2.4	NO	NO	NO	3			3	1	1	8	YES	YES	YES
	% 35.6	2.2	3.3	50.0	5.6	3.3	100.0							37.5			37.5	12.5	12.5	100.0			
T5 and E2	# 17	2	1	46	12		78	3.1	44.4	11.9	2.0	NO	NO	2			6	4		12	83.9%	YES	YES
	% 21.8	2.6	1.3	59.0	15.4		100.0							16.7			50.0	33.3		100.0			
E3 and E5	# 11	1		23	1	3	39	2.1	47.7	6.0	NO	NO	3.4				4			4	YES	YES	43.3%
	% 28.2	2.6		59.0	2.6	7.7	100.0										100.0			100.0			
E6	# 1			33	8	3	45	0.5	79.3	7.3	0.5	6.0	NO				3			3	0.0%	92.4%	YES
	% 2.2			73.3	17.8	6.7	100.0										100.0			100.0			
E4, E7, and E8	# 7	1		5	1		14	10.8	18.4	4.4	3.7	NO	NO								65.7%	YES	YES
	% 50.0	7.1		35.7	7.1		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    88.8 percent

Level of Goal Attainment for 2011:    86.3 percent

Level of Goal Attainment for 2012:    90.1 percent

## Trident Technical College

President: Dr. Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4	2		7	2		15	4.7	41.1	12.7	NO	NO	NO				2	1		3	YES	YES	YES
	% 26.7	13.3		46.7	13.3		100.0										66.7	33.3		100.0			
T3 and T4	# 131	16	7	158	21	2	335	2.8	37.4	4.8	NO	NO	NO	12	4	2	20	4		42	YES	YES	YES
	% 39.1	4.8	2.1	47.2	6.3	0.6	100.0							28.6	9.5	4.8	47.6	9.5		100.0			
T5 and E2	# 40	14	1	66	45	4	170	6.7	38.0	11.6	NO	NO	NO	2	1		11	6		20	YES	YES	YES
	% 23.5	8.2	0.6	38.8	26.5	2.4	100.0							10.0	5.0		55.0	30.0		100.0			
E3 and E5	# 25	7	2	55	28	4	121	2.9	40.0	11.8	NO	NO	NO	4	1		2	4		11	YES	YES	YES
	% 20.7	5.8	1.7	45.5	23.1	3.3	100.0							36.4	9.1		18.2	36.4		100.0			
E4	# 13	10		3	2		28	11.7	10.9	3.5	NO	0.2	NO	2	2					4	YES	98.2%	YES
	% 46.4	35.7		10.7	7.1		100.0							50.0	50.0					100.0			
E6	#	1		11	11		23	2.5	47.2	23.4	NO	NO	NO								YES	YES	YES
	%	4.3		47.8	47.8		100.0																
E7 and E8	# 15	11	1	6	1	1	35	24.8	7.9	2.7	NO	NO	NO	1						1	YES	YES	YES
	% 42.9	31.4	2.9	17.1	2.9	2.9	100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    98.6 percent  
 Level of Goal Attainment for 2011:    99.8 percent  
 Level of Goal Attainment for 2012:    99.9 percent

## Williamsburg Technical College

President: Dr. Patricia Lee

EEO Officer: Melissa Coker

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		2	1		6	16.3	20.6	25.9	NO	NO	9.2								YES	YES	64.5%	
	% 33.3	16.7		33.3	16.7		100.0																	
T3 and T4	# 7	2		7	4		20	26.3	25.1	18.9	16.3	NO	NO	1			1			2	38.0%	YES	YES	
	% 35.0	10.0		35.0	20.0		100.0							50.0			50.0			100.0				
E2	# 1	2		2	2		7	15.1	25.4	29.0	NO	NO	0.4		1					1	YES	YES	98.6%	
	% 14.3	28.6		28.6	28.6		100.0								100.0					100.0				
E3 and E5	# 2	1		5	5		13	8.5	39.3	26.3	0.8	*	*	1					1		90.6%	*	98.0%	*
	% 15.4	7.7		38.5	38.5		100.0				0.8	0.8	NO	100.0					100.0					
E6	#			7	2		9	2.1	58.3	19.2	2.1	NO	NO								0.0%	*	YES	YES
	%			77.8	22.2		100.0																	
E7 and E8	# 2	5					7	51.6	4.2	17.3	NO	4.2	17.3								YES	0.0%	0.0%	
	% 28.6	71.4					100.0																	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

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

Level of Goal Attainment for 2010:    87.5 percent

Level of Goal Attainment for 2011:    85.3 percent

Level of Goal Attainment for 2012:    86.9 percent

## York Technical College

President: Dr. Greg F. Rutherford  
EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2, and E1	# 5			4	3		12	5.3	39.5	12.5	5.3	6.2	NO	1				1		2	0.0%	84.3%	YES	
	% 41.7			33.3	25.0		100.0							50.0			50.0		12.5	12.5	100.0			
T3 and T4	# 45	8	4	50	13	2	122	4.1	31.9	6.1	NO	NO	NO	2			4	1	1	8	YES	YES	YES	
	% 36.9	6.6	3.3	41.0	10.7	1.6	100.0							25.0			50.0	12.5	12.5	100.0				
T5 and E2	# 9	1		28	18		56	4.7	40.7	12.9	2.9	NO	NO				2	3		5	38.3%	YES	YES	
	% 16.1	1.8		50.0	32.1		100.0										40.0	60.0		100.0				
E3 and E5	# 3	1	1	17	9	1	32	3.2	45.9	11.5	0.1	NO	NO	1		1	1	1		4	96.9%	YES	YES	
	% 9.4	3.1	3.1	53.1	28.1	3.1	100.0							25.0		25.0	25.0	25.0		100.0				
E6	#			11	7	1	19	0.8	73.0	13.0	0.8	15.1	NO								0.0%	79.3%	YES	
	%			57.9	36.8	5.3	100.0																	
E4, E7, and E8	# 16	5		4	4		29	19.9	9.9	11.4	2.7	NO	NO	2	4			2		8	86.4%	YES	YES	
	% 55.2	17.2		13.8	13.8		100.0							25.0	50.0			25.0		100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2010:    92.4 percent

Level of Goal Attainment for 2011:    91.2 percent

Level of Goal Attainment for 2012:    92.8 percent

## Transportation, Department of

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

EEO Officer: Darlene M. Rikard

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 16		1	5			22	7.6	15.2	4.3	7.6	NO	4.3	1			2			3	0.0%	YES	0.0%
	% 72.7		4.5	22.7			100.0							33.3			66.7			100.0			
E2 Non-Engineers	# 146	27	3	125	84	3	388	7.1	20.9	5.8	0.1	NO	NO	13	6		12	4		35	98.6%	YES	YES
	% 37.6	7.0	0.8	32.2	21.6	0.8	100.0							37.1	17.1		34.3	11.4		100.0			
E2 Engineers	# 513	70	25	80	16	8	712	7.4	5.5	0.6	NO	NO	NO	44	4	3	2	1		54	YES	YES	YES
	% 72.1	9.8	3.5	11.2	2.2	1.1	100.0							81.5	7.4	5.6	3.7	1.9		100.0			
E3, E4, E5 Non-Engineers	# 79	13	6	101	50	3	252	8.7	23.0	5.9	3.5	NO	NO	8	1		9	5		23	59.8%	YES	YES
	% 31.3	5.2	2.4	40.1	19.8	1.2	100.0							34.8	4.3		39.1	21.7		100.0			
E3 and E5 Engineers	# 320	60	11	72	17		480	6.5	26.0	4.3	NO	11.0	0.8	38	6	3	5	3		55	YES	57.7%	81.4%
	% 66.7	12.5	2.3	15.0	3.5		100.0							69.1	10.9	5.5	9.1	5.5		100.0			
E6	# 1	1		78	41	2	123	1.2	65.3	19.2	0.4	1.9	NO	1	1		6			8	66.7%	97.1%	YES
	% 0.8	0.8		63.4	33.3	1.6	100.0							12.5	12.5		75.0			100.0			
E7	# 1323	854	38	72	103	1	2391	30.8	3.0	2.0	NO	0.0	NO	236	120	10	8	3		377	YES	YES	YES
	% 55.3	35.7	1.6	3.0	4.3		100.0							62.6	31.8	2.7	2.1	0.8		100.0			
E8	# 30	11		46	24	1	112	18.7	22.4	10.5	8.9	NO	NO	2	1		5	1		9	52.4%	YES	YES
	% 26.8	9.8		41.1	21.4	0.9	100.0							22.2	11.1		55.6	11.1		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    88.3 percent

Level of Goal Attainment for 2012:    87.5 percent

## State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Sara Fortson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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	1	1	12	3.2	31.2	6.8	3.2 *	NO	NO	2			1			3	0.0% *	YES	YES
	% 50.0			33.3	8.3	8.3	100.0							66.7			33.3			100.0			
E2	# 9	2		14	5		30	4.7	40.8	12.5	NO	NO	NO	2			2	1		5	YES	YES	YES
	% 30.0	6.7		46.7	16.7		100.0							40.0			40.0	20.0		100.0			
E3	# 2	1			1		4	5.4	26.5	15.8	NO	26.5	NO								YES	0.0%	YES
	% 50.0	25.0			25.0		100.0																
E5	# 2			1	3		6	4.9	41.4	15.9	4.9 *										0.0% *	40.3%	YES
	% 33.3			16.7	50.0		100.0																
E6	#	1		1	2		4	2.9	53.6	23.3	NO	28.6	NO								YES	46.6%	YES
	%	25.0		25.0	50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    90.7 percent

Level of Goal Attainment for 2011:    89.4 percent

Level of Goal Attainment for 2012:    83.6 percent

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

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	13	1	1	10			25	3.4	41.7	7.4	NO	1.7	7.4	3		1	1			5	YES	95.9%	0.0%
	%	52.0	4.0	4.0	40.0			100.0							60.0		20.0	20.0			100.0			
C2	#	107	4	11	42	7	6	177	3.4	71.7	7.4	1.1	48.0	3.4	14	1	1	3		19	67.6%	33.1%	54.1%	
	%	60.5	2.3	6.2	23.7	4.0	3.4	100.0							73.7	5.3	5.3	15.8		100.0				
C3	#	256	6	43	78	2	9	394	2.3	33.2	2.9	0.8	13.4	2.4	18		3	3	1	2	27	65.2%	59.6%	17.2%
	%	65.0	1.5	10.9	19.8	0.5	2.3	100.0							66.7		11.1	11.1	3.7	7.4	100.0			
C4	#	218	14	59	168	19	25	503	2.3	33.2	2.9	NO	NO	NO	20	1	9	21	2	10	63	YES	YES	YES
	%	43.3	2.8	11.7	33.4	3.8	5.0	100.0							31.7	1.6	14.3	33.3	3.2	15.9	100.0			
C5	#	146	11	70	164	14	47	452	2.3	33.2	2.9	NO	NO	NO	32	4	12	40	6	16	110	YES	YES	YES
	%	32.3	2.4	15.5	36.3	3.1	10.4	100.0							29.1	3.6	10.9	36.4	5.5	14.5	100.0			
C6	#	103	9	12	140	14	47	325	2.3	33.2	2.9	NO	NO	NO	15	2	4	27	6	2	56	YES	YES	YES
	%	31.7	2.8	3.7	43.1	4.3	14.5	100.0							26.8	3.6	7.1	48.2	10.7	3.6	100.0			
C7	#	21	1	1	12		1	36	2.3	33.2	2.9	NO	NO	2.9	3			1			4	YES	YES	0.0%
	%	58.3	2.8	2.8	33.3		2.8	100.0							75.0			25.0			100.0			
C825	#	3			1		1	5	2.3	33.2	2.9	2.3	13.2	2.9								0.0%	60.2%	0.0%
	%	60.0			20.0		20.0	100.0													100.0			
C826	#	21	2	3	52		5	83	1.0	64.4	2.9	NO	1.7	2.9	3	1		8		12	YES	97.4%	0.0%	
	%	25.3	2.4	3.6	62.7		6.0	100.0							25.0	8.3		66.7		100.0				

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

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

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

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

Level of Goal Attainment for 2010:    81.5 percent

Level of Goal Attainment for 2011:    84.6 percent

Level of Goal Attainment for 2012:    82.1 percent

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

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C927	# 103	18	8	23	7	5	164	5.6	25.2	1.3	NO	11.2	NO	21	6	4	1	2	7	41	YES	55.6%	YES
	% 62.8	11.0	4.9	14.0	4.3	3.0	100.0							51.2	14.6	9.8	2.4	4.9	17.1	100.0			
C930	# 71	3	13	74	12	6	179	27.0	27.2	2.9	25.3	NO	NO	14	1	3	19	4		41	6.3%	YES	YES
	% 39.7	1.7	7.3	41.3	6.7	3.4	100.0							34.1	2.4	7.3	46.3	9.8		100.0			
E22	# 121	11	6	122	27	8	295	6.7	35.0	8.1	3.0	NO	NO	13	1	2	21	7	2	46	55.2%	YES	YES
	% 41.0	3.7	2.0	41.4	9.2	2.7	100.0							28.3	2.2	4.3	45.7	15.2	4.3	100.0			
E23	# 182	28	23	271	66	23	593	10.6	28.7	10.6	5.9	NO	NO	28	2	1	41	7	2	81	44.3%	YES	YES
	% 30.7	4.7	3.9	45.7	11.1	3.9	100.0							34.6	2.5	1.2	50.6	8.6	2.5	100.0			
E24	# 27	2	1	31	4	1	66	5.4	35.3	10.5	2.4	NO	4.4	3			3	1	1	8	55.6%	YES	58.1%
	% 40.9	3.0	1.5	47.0	6.1	1.5	100.0							37.5			37.5	12.5	12.5	100.0			
E25	# 36	11	6	179	57	11	300	7.3	42.7	14.5	3.6	NO	NO	6			26	10	1	43	50.7%	YES	YES
	% 12.0	3.7	2.0	59.7	19.0	3.7	100.0							14.0			60.5	23.3	2.3	100.0			
E26	# 84	17	5	263	92	21	482	12.1	32.0	21.0	8.6	NO	1.9	17	5	2	48	11	9	92	28.9%	YES	91.0%
	% 17.4	3.5	1.0	54.6	19.1	4.4	100.0							18.5	5.4	2.2	52.2	12.0	9.8	100.0			
E37	# 75	12	14	18	5	5	129	5.9	26.9	0.7	NO	12.9	NO	10	1	4	3		1	19	YES	52.0%	YES
	% 58.1	9.3	10.9	14.0	3.9	3.9	100.0							52.6	5.3	21.1	15.8		5.3	100.0			
E38	# 48	11	5	65	24	6	159	9.0	28.3	19.1	2.1	NO	4.0	5	2	2	6	4	1	20	76.7%	YES	79.1%
	% 30.2	6.9	3.1	40.9	15.1	3.8	100.0							25.0	10.0	10.0	30.0	20.0	5.0	100.0			

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

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

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

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

Level of Goal Attainment for 2010:    81.5 percent  
Level of Goal Attainment for 2011:    84.6 percent  
Level of Goal Attainment for 2012:    82.1 percent



## University of South Carolina - (Page 3 of 4)

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2012							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E39	# 5			7	6	2	20	7.9	25.2	33.6	7.9	NO	3.6	1						1	0.0%	YES	89.3%
	% 25.0			35.0	30.0	10.0	100.0							100.0						100.0			
E410	# 48	15	8	10	5		86	24.8	7.9	4.3	7.4	NO	NO	8	3	5	3	1		20	70.2%	YES	YES
	% 55.8	17.4	9.3	11.6	5.8		100.0							40.0	15.0	25.0	15.0	5.0		100.0			
E511	# 26	5	4	250	107	22	414	1.5	64.3	18.0	0.3	3.9	NO	1		1	33	9	4	48	80.0%	93.9%	YES
	% 6.3	1.2	1.0	60.4	25.8	5.3	100.0							2.1		2.1	68.8	18.8	8.3	100.0			
E512	# 10	3	1	47	10	5	76	4.4	50.3	16.6	0.5	NO	3.4	1			7			8	88.6%	YES	79.5%
	% 13.2	3.9	1.3	61.8	13.2	6.6	100.0							12.5			87.5			100.0			
E613	# 9		1	1	3	1	15	31.4	7.2	11.5	31.4	0.5	NO	2			1	1		4	0.0%	93.1%	YES
	% 60.0		6.7	6.7	20.0	6.7	100.0							50.0			25.0	25.0		100.0			
E614	#	2		1	1		4	5.2	32.3	23.6	NO	7.3	NO							100.0	YES	77.4%	YES
	%	50.0		25.0	25.0		100.0													100.0			
E615	# 9	4	2	81	43	8	147	2.6	52.3	23.8	NO	NO	NO	3			16	5		24	YES	YES	YES
	% 6.1	2.7	1.4	55.1	29.3	5.4	100.0							12.5			66.7	20.8		100.0			
E616	# 1			8	3		12	2.7	51.6	24.7	2.7	NO	NO					1		1	0.0%	YES	YES
	% 8.3			66.7	25.0		100.0											100.0		100.0			
E717	# 35	8	5	3		1	52	11.3	3.9	1.8	NO	NO	1.8								YES	YES	0.0%
	% 67.3	15.4	9.6	5.8		1.9	100.0													100.0			

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

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

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

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

Level of Goal Attainment for 2010:    81.5 percent

Level of Goal Attainment for 2011:    84.6 percent

Level of Goal Attainment for 2012:    82.1 percent

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

Agency Director: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E718	# 127	45	18	5			195	11.5	3.2	1.2	NO	0.6	1.2	9	1	3	2			15	YES	81.3%	0.0%
	% 65.1	23.1	9.2	2.6			100.0							60.0	6.7	20.0	13.3			100.0			
E819	# 31	14	4	2	15	1	67	11.7	3.9	0.6	NO	0.9	NO	3	1			4	1	9	YES	76.9%	YES
	% 46.3	20.9	6.0	3.0	22.4	1.5	100.0							33.3	11.1			44.4	11.1	100.0			
E820	# 35	40	11	11	55	4	156	25.4	5.4	3.4	NO	NO	NO	4	2	2	3		1	12	YES	YES	YES
	% 22.4	25.6	7.1	7.1	35.3	2.6	100.0							33.3	16.7	16.7	25.0		8.3	100.0			
E821	# 1	2		1	9	1	14	27.0	13.4	18.8								1		1			
	% 7.1	14.3		7.1	64.3	7.1	100.0				12.7	6.3	NO					100.0		100.0	53.0%	53.0%	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 2010:    81.5 percent  
 Level of Goal Attainment for 2011:    84.6 percent  
 Level of Goal Attainment for 2012:    82.1 percent

## Vocational Rehabilitation, Department of

Agency Director: Barbara G. Hollis

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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			8	2		19	6.4	41.6	11.8	6.4	NO	1.3								0.0%	YES	89.0%
	% 47.4			42.1	10.5		100.0																
E2	# 169	54	1	282	192	8	706	9.5	34.6	18.8	1.9	NO	NO	15	4	31	20	2	2	74	80.0%	YES	YES
	% 23.9	7.6	0.1	39.9	27.2	1.1	100.0							20.3	5.4	41.9	27.0	2.7	2.7	100.0			
E3	# 18	2		15	3	1	39	6.7	31.6	15.4	1.6	NO	7.7	1			1			2	76.1%	YES	50.0%
	% 46.2	5.1		38.5	7.7	2.6	100.0							50.0			50.0			100.0			
E5	# 19	14		89	27	3	152	6.7	61.3	10.9	NO	2.7	NO	1	1		4	2	1	9			
	% 12.5	9.2		58.6	17.8	2.0	100.0							11.1	11.1		44.4	22.2	11.1	100.0	YES	95.6%	YES
E6	# 2	3		57	26	1	89	3.1	61.8	10.9	NO	NO	NO		2		7	6		15			
	% 2.2	3.4		64.0	29.2	1.1	100.0								13.3		46.7	40.0		100.0	YES	YES	YES
E8	# 15	5	2	5	7		34	21.6	14.8	14.4	6.9	0.1	NO	1		1				2	68.1%	99.3%	YES
	% 44.1	14.7	5.9	14.7	20.6		100.0							50.0		50.0				100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    86.8 percent  
 Level of Goal Attainment for 2011:    85.7 percent  
 Level of Goal Attainment for 2012:    86.6 percent

## Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa R. Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	3.4	31.5	38.3	3.4 *	NO	38.3								0.0% *	YES	0.0%
	% 50.0			50.0			100.0																
E2	# 18	23	1	10	8		60	7.9	42.1	17.7	NO	25.4	4.4	9	10		6	6		31	YES	39.7%	75.1%
	% 30.0	38.3	1.7	16.7	13.3		100.0							29.0	32.3		19.4	19.4		100.0			
E3 and E5	# 3				2		5	13.2	28.0	22.4	13.2 *	28.0	NO								0.0% *	0.0%	YES
	% 60.0				40.0		100.0																
E6	#			3	2		5	0.2	69.7	17.6	0.2 *	9.7 *	NO				1			1	0.0% *	86.1% *	YES
	%			60.0	40.0		100.0										100.0			100.0			
E8	# 3	2		2	1		8	21.4	12.2	21.9	NO	NO	9.4 *	1			1	1		3	YES	YES	57.1% *
	% 37.5	25.0		25.0	12.5		100.0							33.3			33.3	33.3		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    75.7 percent  
 Level of Goal Attainment for 2011:    69.4 percent  
 Level of Goal Attainment for 2012:    71.5 percent

## Winthrop University (Page 1 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted 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	#	27			25	1		53	1.9	42.6	5.3	1.9	NO	3.4	2			3			5			
	%	50.9			47.2	1.9		100.0							40.0			60.0			100.0	0.0%	YES	35.8%
C3	#	35	3	4	22		3	67	4.1	25.0	1.0	NO	NO	1.0	2		1	3		1	7			*
	%	52.2	4.5	6.0	32.8		4.5	100.0							28.6		14.3	42.9		14.3	100.0	YES	YES	0.0%
C4	#	42	1	3	51	3	5	105	1.8	39.0	3.2	0.8	NO	0.2	4			9		4	17			*
	%	40.0	1.0	2.9	48.6	2.9	4.8	100.0							23.5			52.9		23.5	100.0	55.6%	YES	90.6%
C5	#	18	2	4	37	6	4	71	2.6	47.8	4.7	NO	NO	NO	1		1	2	1	1	6			
	%	25.4	2.8	5.6	52.1	8.5	5.6	100.0							16.7		16.7	33.3	16.7	16.7	100.0	YES	YES	YES
C6 and C7	#	5		3	29	1	1	39	2.5	48.6	6.9	2.5	NO	4.5			1	4			5			*
	%	12.8		7.7	74.4	2.6	2.6	100.0									20.0	80.0			100.0	0.0%	YES	37.7%
C8 and C9	#	33	4	3	22	1	3	66	4.5	33.6	3.1	NO	0.3	1.6	8	1		8		1	18			*
	%	50.0	6.1	4.5	33.3	1.5	4.5	100.0							44.4	5.6		44.4		5.6	100.0	YES	99.1%	48.4%
E1	#	3			5			8	2.7	43.8	13.7	2.7	NO	13.7										*
	%	37.5			62.5			100.0														0.0%	YES	0.0%
E2	#	35	4	1	70	16	6	132	4.0	43.9	12.1	1.0	NO	0.0		1		12	4	1	18			
	%	26.5	3.0	0.8	53.0	12.1	4.5	100.0								5.6		66.7	22.2	5.6	100.0	75.0%	YES	YES
E3	#	18	2	1	15	5	1	42	5.2	26.3	10.6	0.4	NO	NO			1	1		2				*
	%	42.9	4.8	2.4	35.7	11.9	2.4	100.0										50.0	50.0		100.0	92.3%	YES	YES

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

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

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

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

Level of Goal Attainment for 2010:    84.4 percent

Level of Goal Attainment for 2011:    86.3 percent

Level of Goal Attainment for 2012:    86.2 percent

## Winthrop University (Page 2 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 9	2	1	1	1		14	15.4	1.1	4.3	1.1	NO	NO			1				1	92.9%	YES	YES
	% 64.3	14.3	7.1	7.1	7.1		100.0									100.0				100.0			
E5	#			24	6	2	32	1.9	56.5	14.3	1.9	NO	NO				3		1	4	0.0%	YES	YES
	%			75.0	18.8	6.3	100.0									75.0			25.0	100.0			
E6	# 1			58	11	2	72	5.8	59.6	12.0	5.8	NO	NO	1			6		1	8	0.0%	YES	YES
	% 1.4			80.6	15.3	2.8	100.0							12.5			75.0		12.5	100.0			
E7	# 29	5		5			39	26.7	3.7	0.8			*	2			1			3			*
	% 74.4	12.8		12.8			100.0				13.9	NO	0.8	66.7			33.3			100.0	47.9%	YES	0.0%
E8	# 25	14		7	41	3	90	19.4	12.6	17.6	3.8	4.8	NO	6	3			1	10				
	% 27.8	15.6		7.8	45.6	3.3	100.0							60.0	30.0			10.0	100.0	80.4%	61.9%	YES	

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

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

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

Level of Goal Attainment for 2010:    84.4 percent

Level of Goal Attainment for 2011:    86.3 percent

Level of Goal Attainment for 2012:    86.2 percent

## Workers' Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Cathy Floyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2012							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2011 - 09/30/2012							6 % OF Goals Met Based on Adjusted Availability		
	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			5	3.6	26.4	4.3	3.6 *	NO	4.3				1			1	0.0% *	YES	0.0% *
	% 20.0		20.0	60.0			100.0										100.0			100.0			
E2 and E3	# 4	2		17	9		32	4.4	42.6	12.8	NO	NO	NO								YES	YES	YES
	% 12.5	6.3		53.1	28.1		100.0																
E5	#			3			3	1.4	68.1	13.3	1.4 *	NO	13.3 *								0.0% *	YES	0.0% *
	%			100.0			100.0																
E6	#			3	2		5	6.7	46.5	29.1	6.7 *	NO	NO								0.0% *	YES	YES
	%			60.0	40.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2010:    100.0 percent  
 Level of Goal Attainment for 2011:    100.0 percent  
 Level of Goal Attainment for 2012:    100.0 percent

# **SECTION VI**



## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Accident Fund, State	24	Comptroller General, Office of	43
Adjutant General's Office	25	Consumer Affairs, Department of	44
Agriculture, Department of	26	Corrections, Department of	45-46
Aiken Technical College	99	Criminal Justice Academy	47
Alcohol & Other Drug Abuse Services, Department of	27	Deaf and Blind, School for the	48
Archives and History, Department of	28	Denmark Technical College	101
Arts Commission	29	Disabilities & Special Needs (Statewide)	49
Auditor, Office of the State	30	Education, Department of	50
Blind, South Carolina Commission for the	31	Education Lottery	51
Budget and Control Board	32	Educational Television (ETV)	52
Central Carolina Technical College	100	Election Commission, State	53
Citadel, The	33-34	Employment Security Commission	54
Clemson University	35-37	Financial Institutions, Board Of	55
Coastal Carolina University	38-39	Florence-Darlington Technical College	102
College of Charleston	40-41	Forestry Commission	56
Commerce, Department of	42	Francis Marion University	57

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Governor's Office	58	Lieutenant Governor's Office	72
Governor's School for the Arts & Humanities	59	Low Country, Technical College of the	110
Governor's School for Science & Mathematics	60	Medical University Hospital Authority	73-75
Greenville Technical College	103	Medical University of South Carolina	76-78
Health & Environmental Control, Department of	61	Mental Health, Department of	79-80
Health and Human Services, Department of	62	Midlands Technical College	105
Higher Education, Commission on	63	Motor Vehicles, Department of	81
Horry-Georgetown Technical College	104	Museum, State	82
Indigent Defense	64	Natural Resources, Department of	83
Insurance, Department of	65	Northeastern Technical College	106
John de la Howe School	66	Orangeburg-Calhoun Technical College	107
Juvenile Justice, Department of	67	Parks, Recreation and Tourism	84
Labor, Licensing and Regulation, Department of	68	Patriot's Point	85
Lander University	69	Piedmont Technical College	108
Law Enforcement Division, State (SLED)	70	Ports Authority, State	86
Library, State	71	Probation, Parole & Pardon Services, Department of	87

## Index of State Agencies' Workforce

<b>Agency:</b>	<b>Page #:</b>	<b>Agency:</b>	<b>Page #:</b>
Public Safety, Department of	88	University of South Carolina (Total System)	117--120
Public Service Commission	89	Vocational Rehabilitation, Department of	121
Regulatory Staff, Office of	90	Williamsburg Technical College	113
Revenue, Department of	91	Wil Lou Gray Opportunity School	122
Santee Cooper, (Public Service Authority)	92	Winthrop University	123-124
Secretary of State	93	Worker's Compensation Commission	125
Social Services, Department of	94-95	York Technical College	114
South Carolina State University	96-97		
Spartanburg Community College	109		
Technical & Comprehensive Education, State Board for	98		
Transportation, Department of	115		
Treasurer's Office, State	116		
Tri-County Technical College	111		
Trident Technical College	112		