

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



FEBRUARY 1, 2010

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



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

Post Office Drawer 4490

Columbia, South Carolina 29240

Jesse Washington, Jr., Commissioner

Telephone: 803-737-7800

E-Mail: Jesse@schac.state.sc.us

www.state.sc.us/schac

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Acknowledgements:

Several staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Jacquelin Brown and Sarah Crouch, EEO Consultants; Stephanie Price, Administrative Assistant; and Mary Dunlap Snead, Division Director.

MEMORANDUM

TO: The Honorable Mark Sanford The Honorable Andre Bauer The Honorable Bobby Harrell
 Governor of the State of South Carolina Lieutenant Governor of South Carolina Speaker of the House

FROM: _____
 Jesse Washington, Jr., Commissioner

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

DATE: February 1, 2010

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

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

In keeping with these requirements, it is my pleasure to present to you the 2010 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

Copy: Legislative Printing and Information Technology Resources
 Agency Heads

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2008 through September 30th, 2009 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 52-58 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 WITH AFFIRMATIVE ACTION PLANS
PENDING APPROVAL

The agencies listed below have submitted plans that are in the review process or have been requested to make revisions.

Commission on Higher Education
Criminal Justice Academy
Governor's School for Arts and Humanities
Lander University

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

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

SECTION II

Report Summary

This report includes employment data by race, gender, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC. In Section IV we included a total of 91 agencies and their subdivisions to reflect the few agencies that report to SCHAC by multiple locations.

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

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

In terms of race and gender 97.1 percent of the state government's workforce was comprised of either white or black employees. Slightly less than three percent of the state's workforce identified belonging to other racial/ethnic groups. Overall, white employees comprised of 63.6 percent of the state government workforce and black employees accounted for 33.5 percent; females comprised 56.5 percent and males 43.5 percent.

During the time period covered in this report the total number of state government employees declined to 62,878, a decrease of 2,644 employees, or a four percent reduction. However, there were new hires and promotions within many of the state agencies. You can review the hiring and promotion activity on each agency's chart in Section # VI of this report.

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

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

Analysis by *Race* of weighted mean salary for employees in Executive Job Category
 (only compares white and black employees)

<u>Year</u>	<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
2006	\$69,621	\$62,878	\$6,743
2007	\$72,517	\$64,382	\$8,135
2008	\$73,748	\$64,979	\$8,769
2009	\$72,985	\$65,350	\$7,635

Analysis by *Gender* of weighted mean salary for employees in Executive Job Category

<u>Year</u>	<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
2006	\$72,297	\$63,993	\$8,304
2007	\$74,929	\$66,688	\$8,241
2008	\$76,164	\$67,676	\$8,488
2009	\$75,257	\$67,651	\$7,606

Even though the example of the salary differences shown in the Executive category is of concern, it is the first sign of the gap narrowing. We realize that a more in depth analysis would accompany any finding of unlawful discrimination.

The majority of employees included within the agencies' Executives Job Groups receive annual salaries that would fall within the three highest pay bands (bands 8, 9, and 10). On the next few pages tables and charts depict the state's pay bands and salaries along with the number of employees receiving those salaries by race and sex. The Total number of employees in salary bands 8, 9, and 10 only increased by 17, however, during this reporting period with attrition rates and , or , expansions, agencies actually had 127 opportunities to hire or promote employees into the Executives Group.

Below the Chart shows the breakdown of those new hire/promotions.

<u>White males</u>	<u>Black Males</u>	<u>White Females</u>	<u>Black Females</u>	<u>All Others</u>
52	8	45	17	5

Report Highlights

- Five agencies, the Art Commission, Department of Commerce, Lieutenant Governor’s Office, Secretary of State, and the Worker’s Compensation Commission achieved 100 percent of their goals. They are commended for achieving this level.
- An overall review of state government indicates that in spite of the challenging economic times 42 percent of the agencies showed an increase in the percentage of their projected EEO goals. The vast majority, 94.5 percent, of agencies achieved 70 percent or greater.
- State government does still have five agencies failing to achieve at least 70 percent of their goals: the Forestry Commission (68.5%), Patriots Point (68.5%), Parks, Recreation & Tourism (67.5%), The Citadel (61.6%), and Lander University (54.3%). Forestry, Patriots Point and PRT made small gains since last year but The Citadel and Lander fell further behind in their EEO goal attainment.
- In summary, many of the same conclusions reached in last year’s report still are present. Overall a review of the total race/sex composition of state government’s workforce is similar to the state’s labor force numbers. However, the black and female representation begins to decline as you reach the higher salaried level positions.

- The Charts on the next pages indicate evidence of the “glass ceiling” concept. For example, black employees composed over 33 percent of state government but less than 13 percent of jobs in the top three salary bands. Likewise, females composed over 56 percent of state government jobs but only slightly over 37 percent of the top salaries jobs.
- The examination of the Executives Job Group did reveal a slight closing of the salary gap comparing average salaries by race and sex. Still, there is a significant difference in pay between white and black employees and male and female employees at this level.

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

BAND	MINIMUM	MIDPOINT	MAXIMUM
01	\$15,080.00	\$20,313.00	\$25,546.00
02	\$16,806.00	\$23,950.00	\$31,095.00
03	\$20,450.00	\$29,145.00	\$37,840.00
04	\$24,881.00	\$35,457.00	\$46,033.00
05	\$30,274.00	\$43,144.00	\$56,015.00
06	\$36,840.00	\$52,500.00	\$68,160.00
07	\$44,825.00	\$63,877.00	\$82,930.00
08	\$54,540.00	\$77,723.00	\$100,907.00
09	\$66,360.00	\$94,567.00	\$122,775.00
10	\$80,743.00	\$115,063.00	\$149,383.00

Effective: July 24, 2009

Source: South Carolina State Office of Human Resources

TABLE II

STATE OF SOUTH CAROLINA
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN PAY BAND--ALL AGENCIES
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS

BAND	WHITE		BLACK MALE		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		TOTAL
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	NUMBER	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
00	5148	46.55	459	4.15	515	4.65	4077	36.87	572	5.17	286	2.58	11057
01	66	9.95	136	20.51	0	0.00	89	13.42	358	53.99	7	1.05	663
02	1042	22.36	1188	25.49	34	0.27	516	11.07	1856	39.83	23	0.48	4659
03	1775	16.69	1580	14.86	65	0.65	3392	31.91	3392	31.91	138	1.29	10629
04	3033	22.80	1775	13.34	108	0.81	4436	33.36	3822	28.74	123	0.91	13297
05	3495	31.45	1087	9.78	89	0.69	4023	36.20	2304	20.73	114	1.01	11112
06	2455	36.10	554	8.14	79	1.15	2594	38.14	1029	15.13	89	1.30	6800
07	1620	47.13	206	5.99	49	1.42	1199	34.88	331	9.63	32	0.92	3437
08	544	54.94	60	6.06	12	1.20	296	29.89	70	7.07	8	0.80	990
09	98	56.32	10	5.74	6	3.43	49	28.16	7	4.02	4	1.99	174
10	35	58.33	3	5.00	2	3.32	10	16.66	6	10.00	4	6.66	60
TOTAL	19311	30.71	7058	11.22	959	1.51	20681	32.89	14034	22.31	835	1.32	62878

Source: SC State Office of Human Resources September 8, 2009

TABLE III-- Page 1 of 2

**Number and Percent Change by Race and Sex
Between September 2008 and 2009
South Carolina Pay Bands**

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2008	5344	47.59	489	4.31	505	4.45	4138	36.49	582	5.13	283	2.50	11341
2009	5148	46.55	459	4.15	515	4.65	4077	36.87	572	5.17	286	2.58	11057
Change	-196	-1.04	-30	-0.16	+10	+0.20	-61	0.38	-10	+0.04	+3	+0.08	-284
01													
2008	64	8.82	149	20.52	0	0.00	94	12.95	403	55.51	16	2.20	726
2009	66	9.95	136	20.51	0	0.00	89	13.42	358	53.99	07	1.05	663
Change	+2	+1.13	-13	-0.01	0	0.00	-5	+0.47	-45	-1.52	-9	-1.15	-63
02													
2008	1035	21.28	1268	26.07	36	0.74	552	11.35	1945	40.00	27	0.56	4863
2009	1042	22.36	1188	25.49	34	0.27	516	11.07	1856	39.83	23	0.48	4659
Change	+7	+1.08	-80	-0.58	2	-0.47	-36	-0.28	-89	-0.17	-4	-0.08	-204
03													
2008	1696	15.21	1603	14.38	61	0.55	3674	32.96	3987	35.76	127	1.14	11148
2009	1775	16.69	1580	14.86	65	0.65	3392	31.91	3392	31.91	138	1.29	10629
Change	+79	+1.48	-23	+0.48	+4	+0.10	-282	-1.06	-595	-3.85	+11	+0.15	-519
04													
2008	3299	23.42	1892	13.43	111	0.79	4700	33.36	3968	28.16	119	0.84	14089
2009	3033	22.80	1775	13.34	108	0.81	4436	33.36	3822	28.74	123	0.91	13297
Change	-266	-0.62	-117	-0.09	-03	+0.02	-264	0.00	-146	+0.58	+4	+0.07	-792
05													
2008	3567	31.01	1119	9.73	81	0.70	4241	36.87	2372	20.62	123	1.07	11503
2009	3495	31.45	1087	9.78	89	0.69	4023	36.20	2304	20.73	114	1.01	11112
Change	-72	+0.44	-32	+0.05	+8	-0.01	-218	-0.67	-68	+0.11	-9	-0.06	-391

TABLE III -- Page 2 of 2

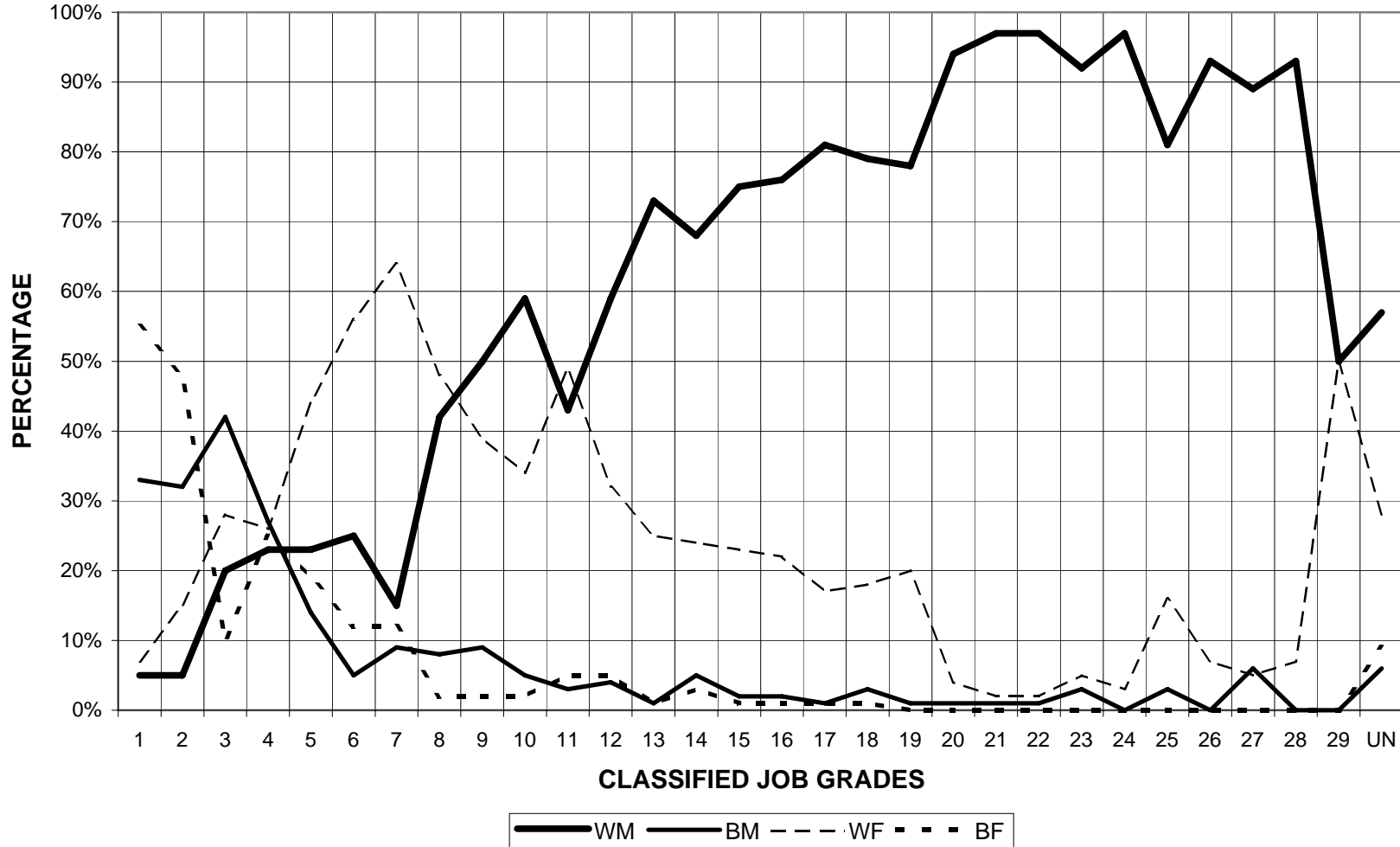
Number and Percent Change by Race and Sex
Between September 2008 and 2009
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	%	#	%	#	%	#	%	#	%		
06													
2008	2586	36.56	572	8.09	78	1.10	2713	38.35	1032	14.59	93	1.31	7074
2009	2455	36.10	554	8.14	79	1.15	2594	38.14	1029	15.13	89	1.30	6800
Change	-131	-0.46	-18	+0.05	+1	+0.05	-119	-0.21	-3	+0.54	-4	0.01	-274
07													
2008	1701	48.09	221	6.25	48	1.36	1214	34.32	324	9.16	29	0.82	3537
2009	1620	47.13	206	5.99	49	1.42	1199	34.88	331	9.63	32	0.92	3437
Change	-81	-0.96	-15	-0.26	+1	+0.06	-15	+0.56	+7	+0.27	+3	+0.10	-100
08													
2008	565	55.72	66	6.51	13	1.28	293	28.90	69	6.80	8	0.79	1014
2009	544	54.94	60	6.06	12	1.20	296	29.89	70	7.07	8	0.80	990
Change	-21	-0.78	-6	-0.45	-1	-0.08	+3	+0.99	+1	+0.47	0.0	+0.01	-24
09													
2008	95	57.93	10	6.10	5	3.05	45	27.44	7	4.27	2	1.22	164
2009	98	56.32	10	5.74	6	3.43	49	28.16	7	4.02	4	1.99	174
Change	+3	-1.61	0	-0.36	+1	+0.38	+4	+0.72	0	-0.25	+2	+0.77	+10
10													
2008	37	58.73	2	3.17	4	6.35	9	14.29	9	14.29	6	9.52	63
2009	35	58.33	3	5.00	2	3.32	10	16.66	6	10.00	4	6.66	60
Change	-2	-0.04	+1	+1.83	-2	-3.03	+1	+2.37	-3	-4.29	-2	-2.86	-3
Total													
2008	19989	30.51	7391	11.28	942	1.44	21673	33.08	14695	22.43	832	1.27	65522
2009	19311	30.71	705	11.22	959	1.51	20681	32.89	14034	22.31	835	1.32	62878
Change	-678	+0.20	-333	-0.06	+17	+0.07	-992	-0.19	-661	-0.12	+3	+0.05	-2644

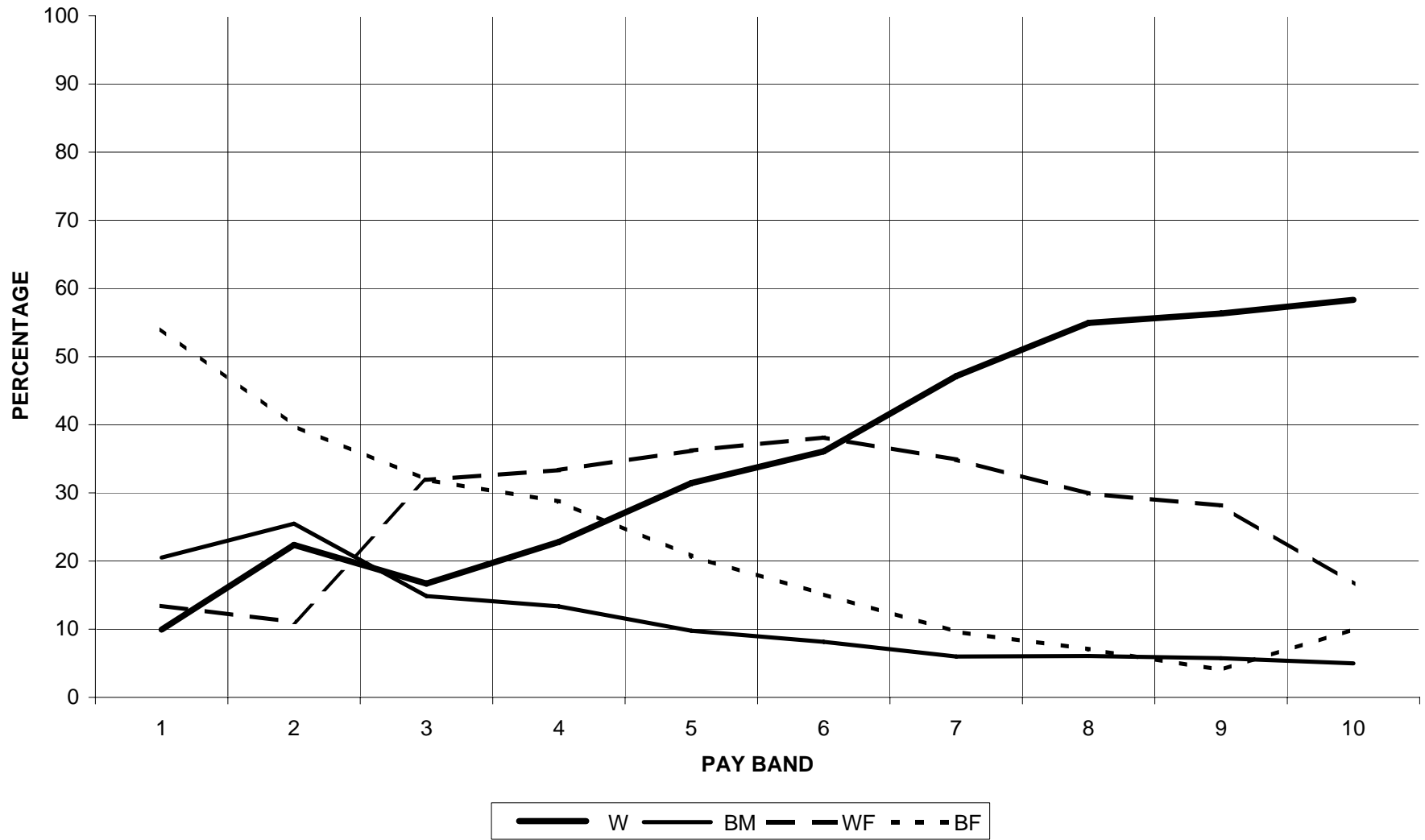
LINE GRAPH DEPICTING STATE EMPLOYMENT BY JOB GRADE, RACE AND SEX

March, 1972

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



**LINE GRAPH DEPICTING STATE EMPLOYMENT BY PAY BAND
SEPTEMBER 8, 2009**



Representation by Race State Government Workforce (Chart A) and Top Three Pay Bands Workforce (Chart B)

Chart A

Percent Composition of State Government Workforce by Race

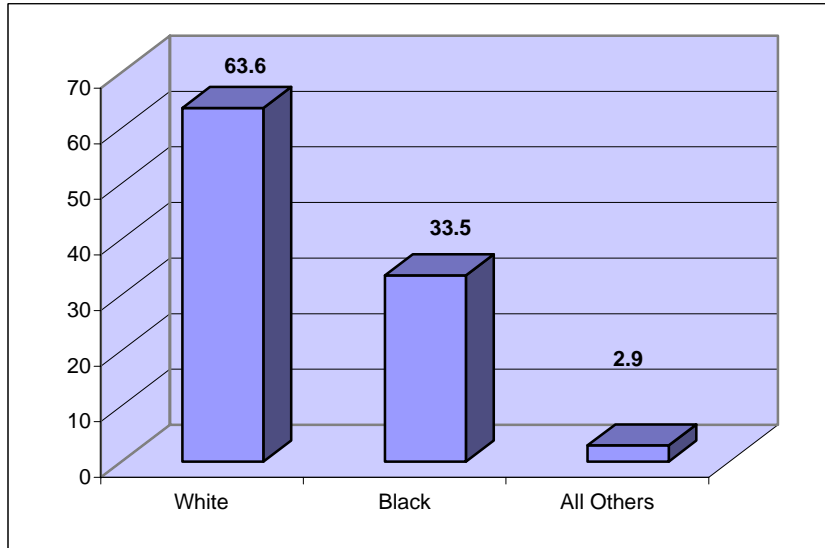
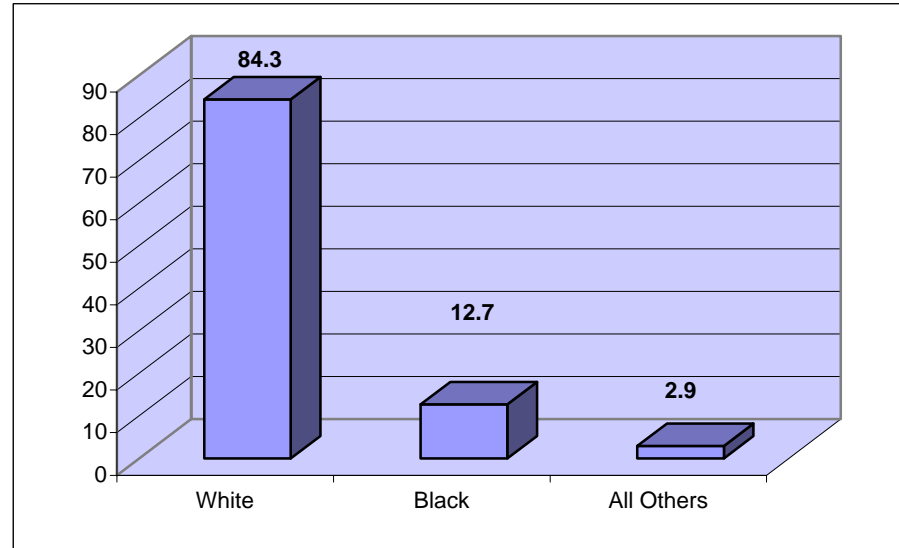


Chart B

Percent of Employee Representation in Top Three Pay Bands by Race



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

Representation by Gender State Government Workforce (Chart A) and Top Three Pay Bands Workforce (Chart B)

Chart A

Percent Composition of State Government Workforce by Gender

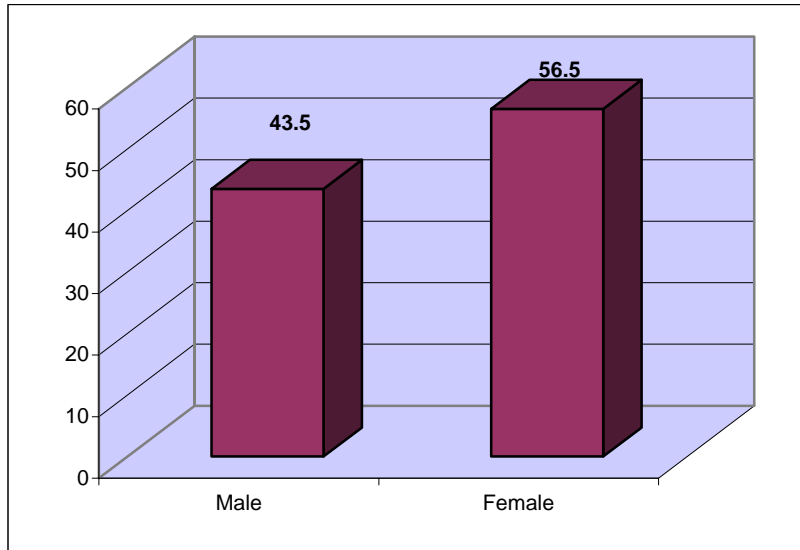
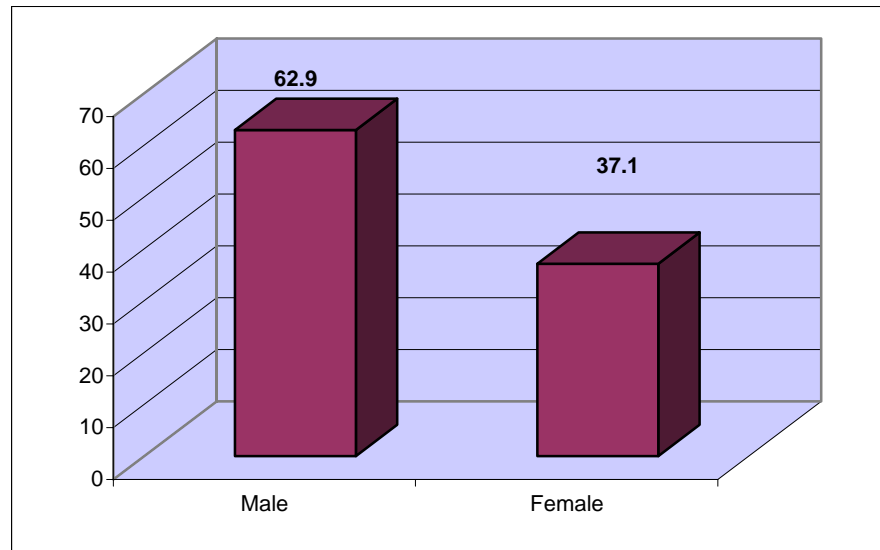


Chart B

Percent of Employee Representation in Top Three Pay Bands by

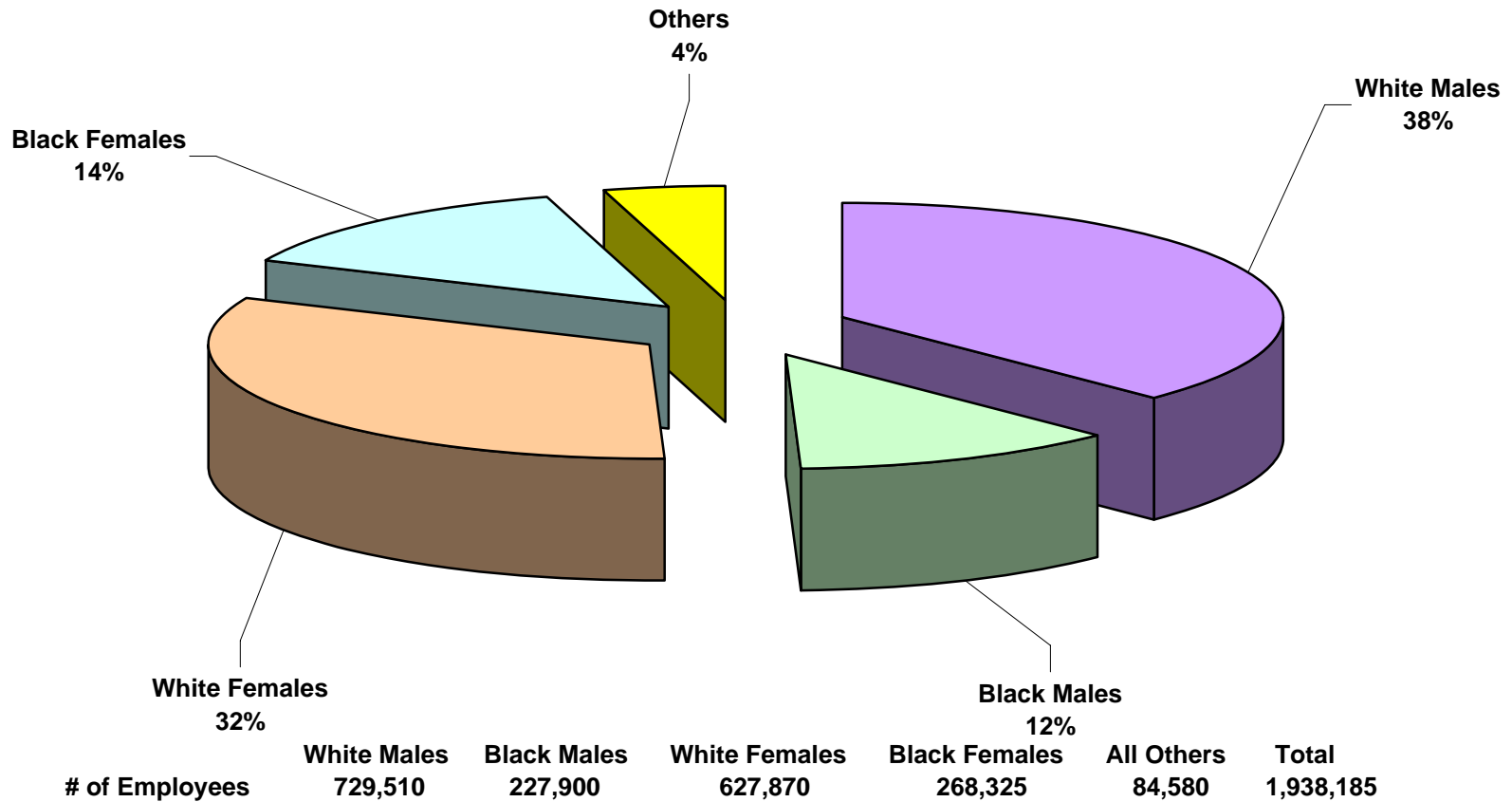


Note: Percentages may not add up to exactly 100% due to rounding

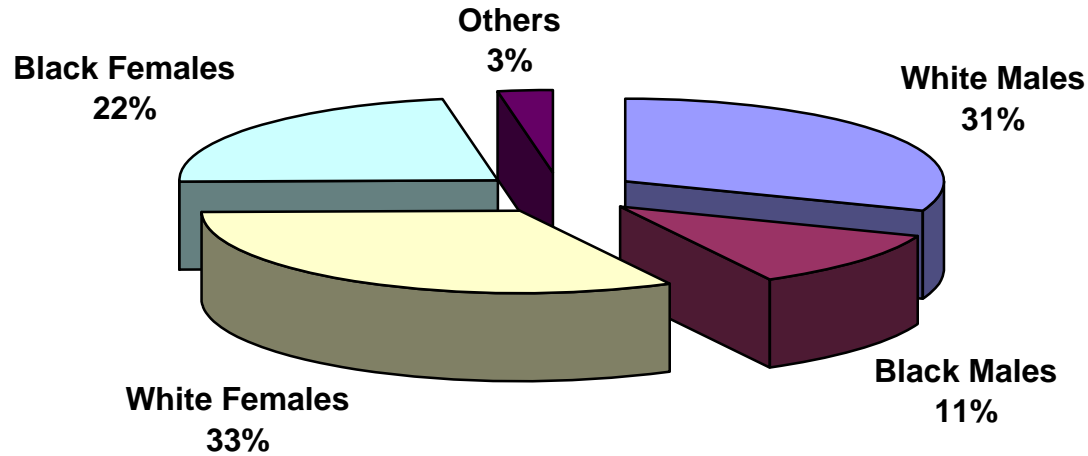
SECTION III

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

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



**Composition of State Government Workforce by Race and Sex
September 30, 2009**



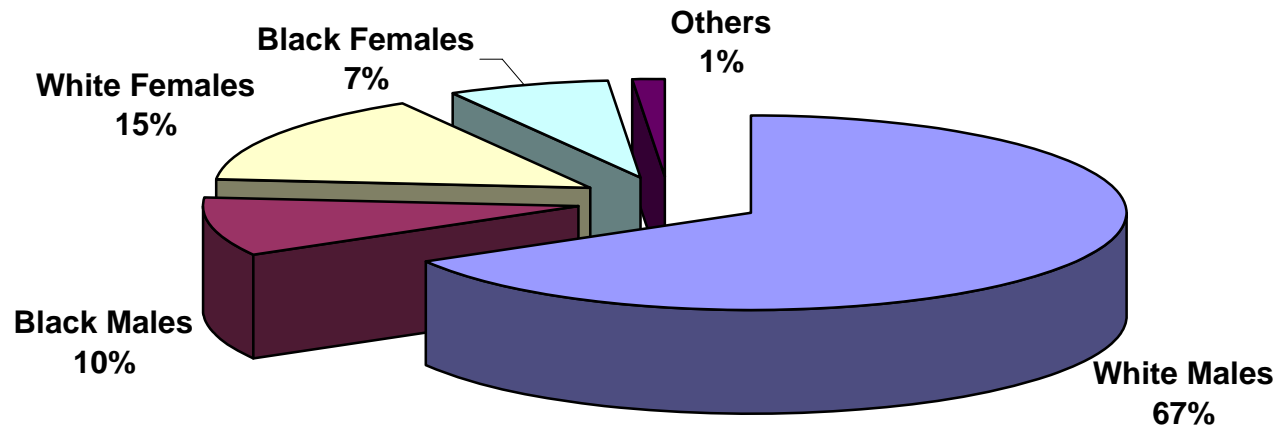
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19101	7045	20234	13964	1745	62089
Average Salary	\$51,577	\$35,255	\$43,352	\$32,499	\$53,881	\$43,312

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

HEADS OF AGENCIES INCLUDED IN THIS REPORT
September 30, 2009



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	48	7	11	5	1	72
Average Salary	\$107,770	\$105,840	\$89,009	\$97,874	\$105,000	\$101,099

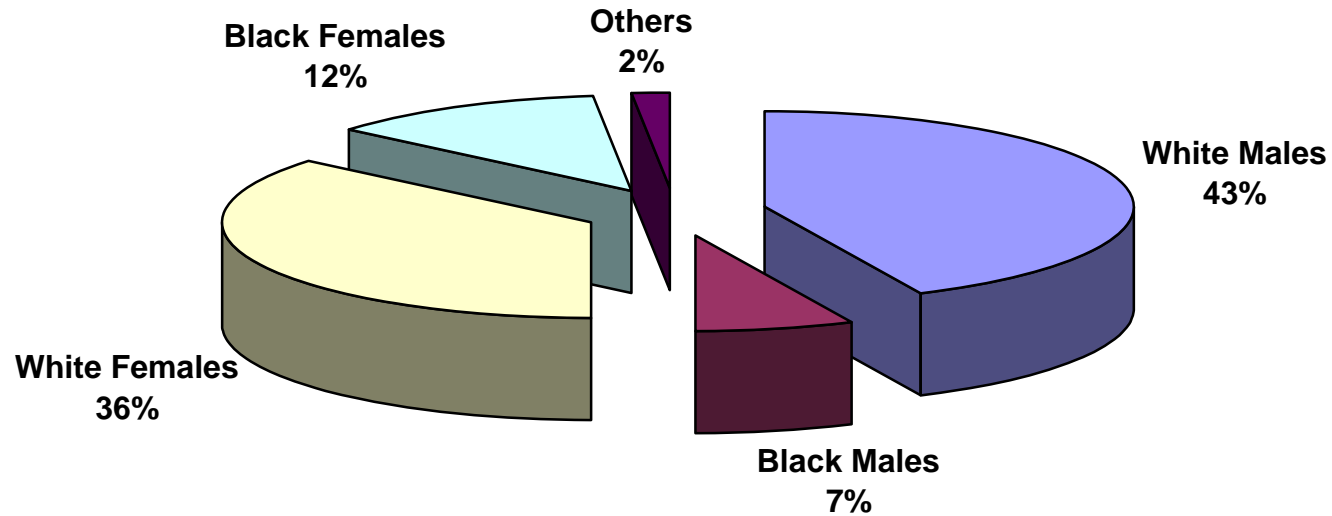
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E1: EXECUTIVES

September 30, 2009



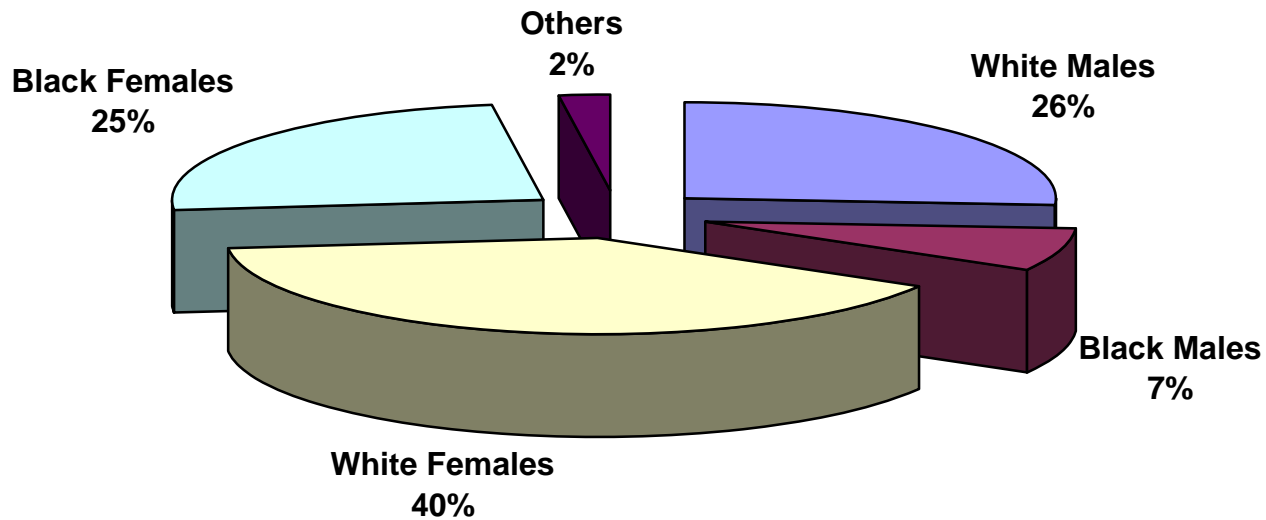
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	990	159	837	278	39	2303
Average Salary	\$76,217	\$69,231	\$69,163	\$63,101	\$76,355	\$70,813

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E2: PROFESSIONALS
September 30, 2009



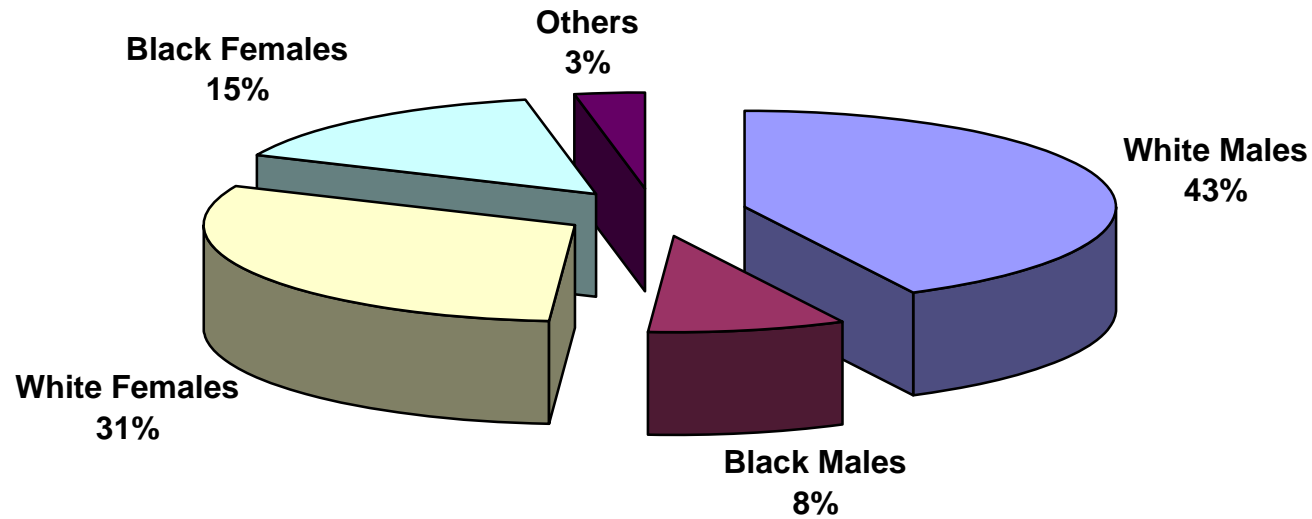
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5767	1585	8844	5421	477	22094
Average Salary	\$51,856	\$42,164	\$44,485	\$37,969	\$50,135	\$45,322

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E3: TECHNICIANS
September 30, 2009



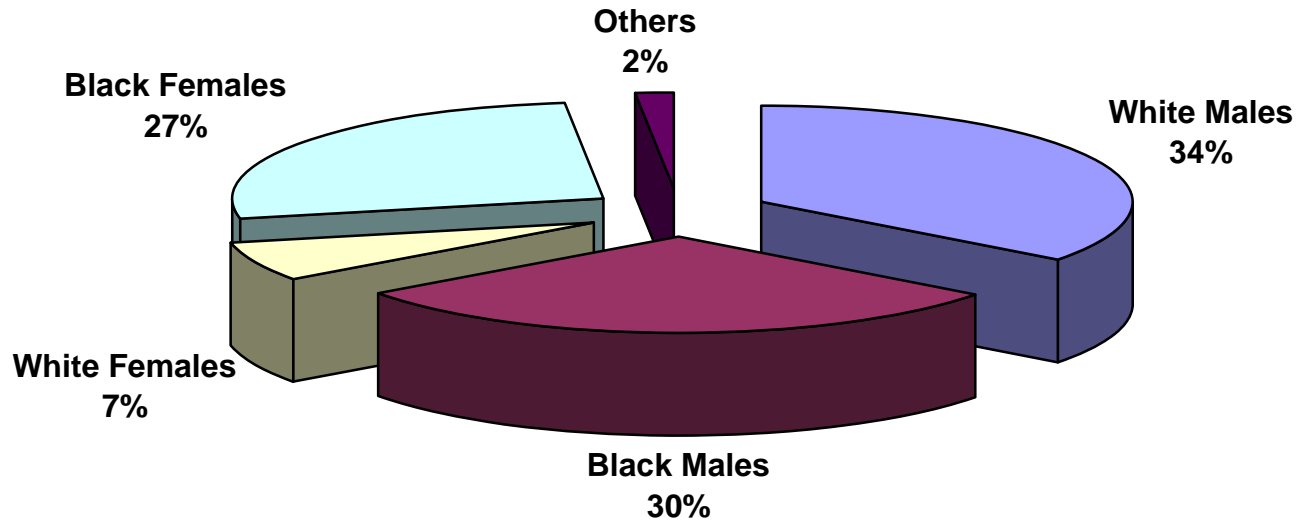
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1635	324	1172	588	120	3839
Average Salary	\$40,326	\$37,892	\$37,323	\$33,106	\$41,943	\$38,118

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2009



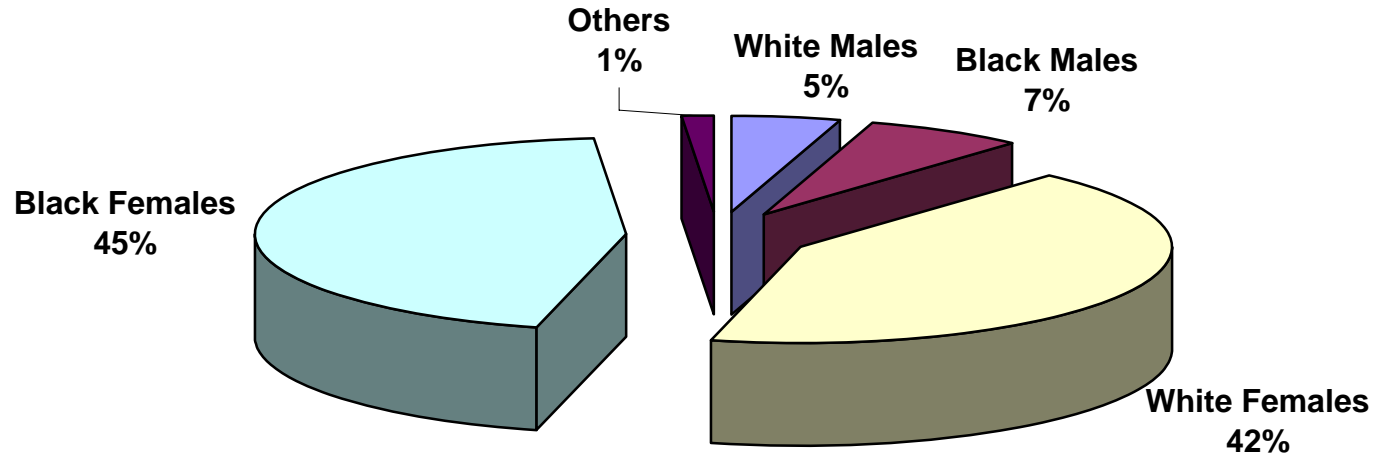
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2326	1943	438	1752	116	6575
Average Salary	\$33,417	\$30,776	\$31,563	\$29,117	\$30,484	\$31,071

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E5: PARAPROFESSIONALS
September 30, 2009



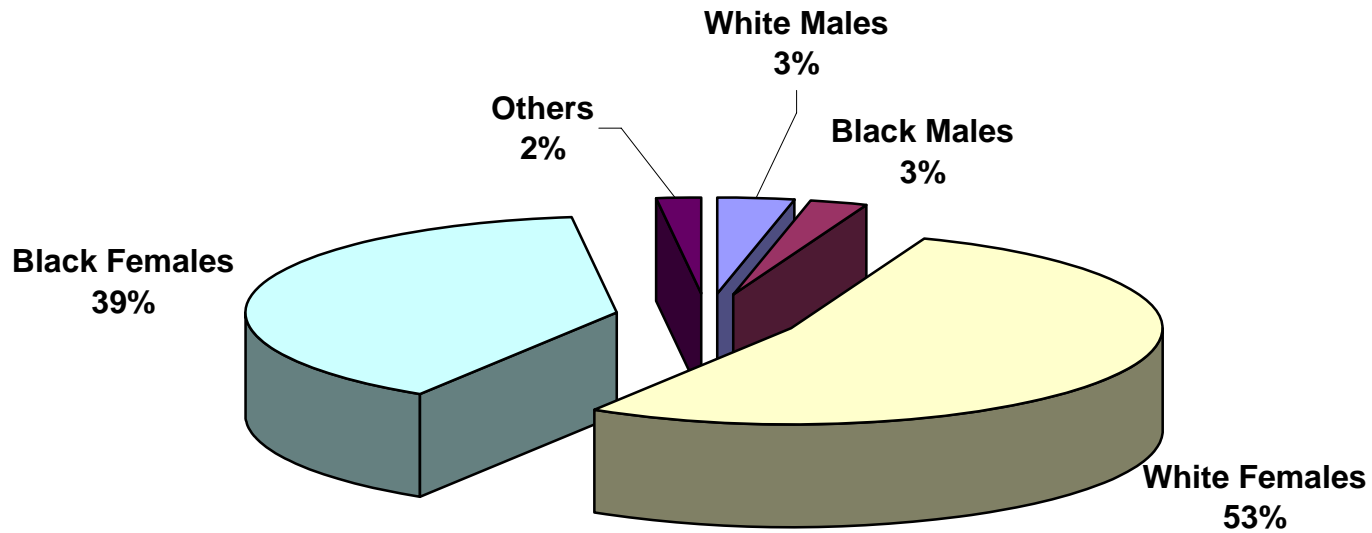
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	284	429	2585	2727	80	6105
Average Salary	\$28,012	\$23,463	\$30,504	\$24,794	\$26,580	\$26,670

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E6: SECRETARIAL/CLERICAL
September 30, 2008



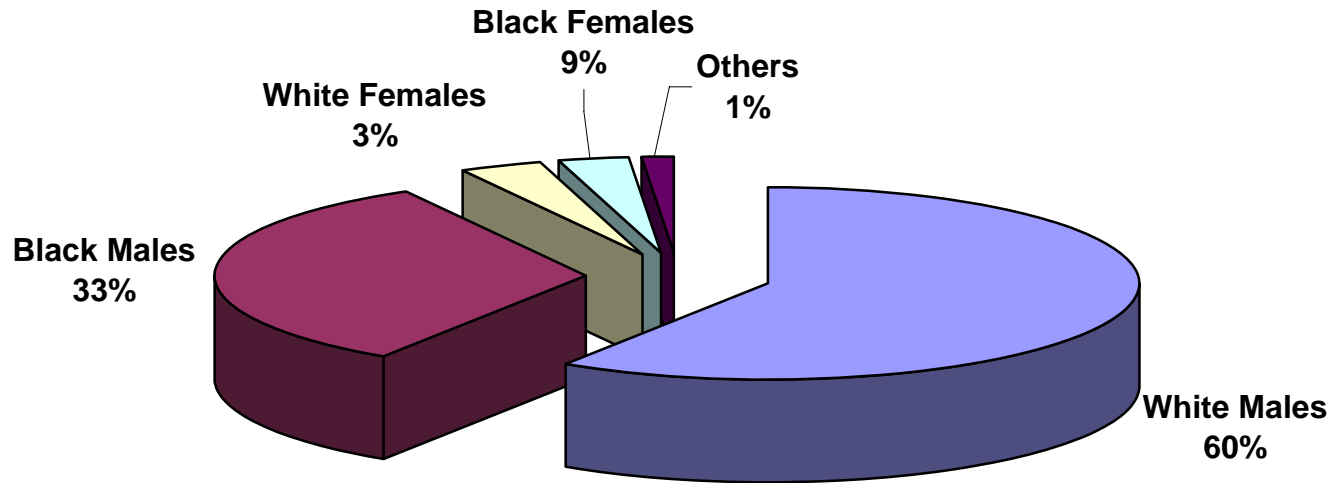
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	156	116	2435	1802	87	4596
Average Salary	\$25,574	\$24,774	\$25,626	\$24,889	\$24,548	\$25,082

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E7: SKILLED CRAFT
September 30, 2009



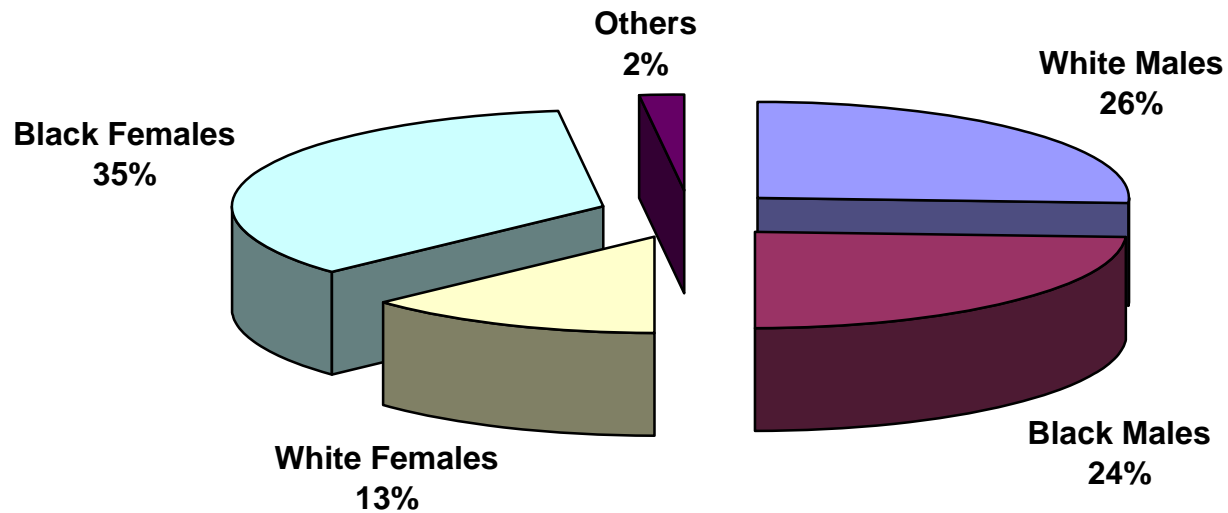
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2803	1562	164	155	62	4746
Average Salary	\$31,581	\$28,933	\$27,967	\$25,841	\$30,089	\$28,882

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

E8: SERVICE MAINTENANCE
September 30, 2009



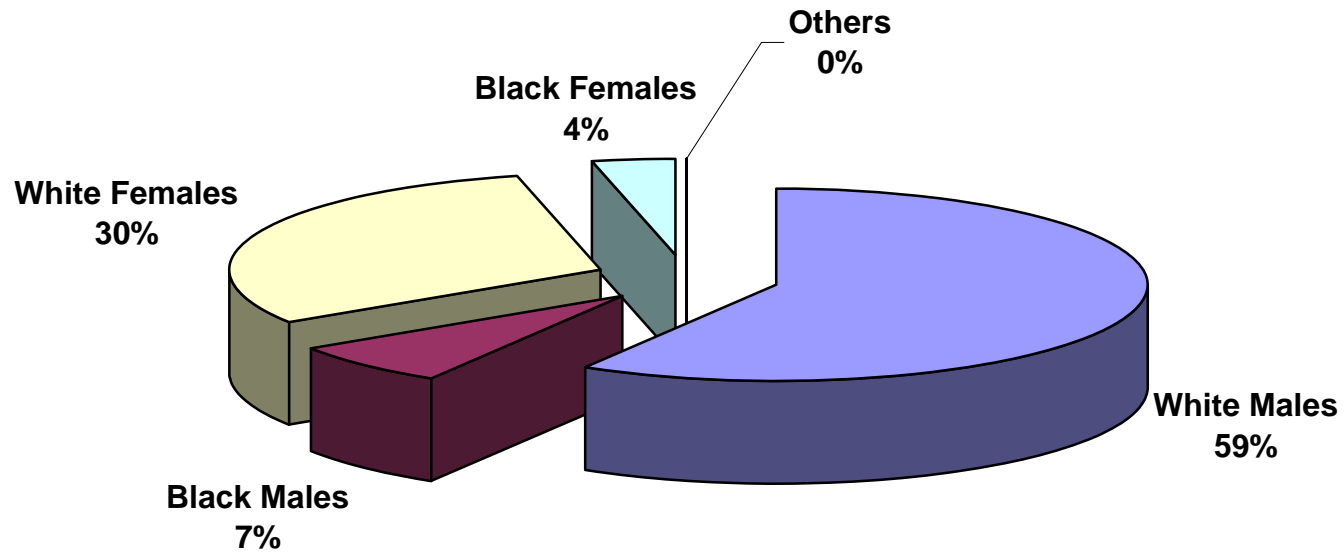
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	572	540	287	775	44	2218
Average Salary	\$28,832	\$23,875	\$24,348	\$20,779	\$23,078	\$24,182

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C1: EXECUTIVE (NON-ACADEMIC)
 September 30, 2009



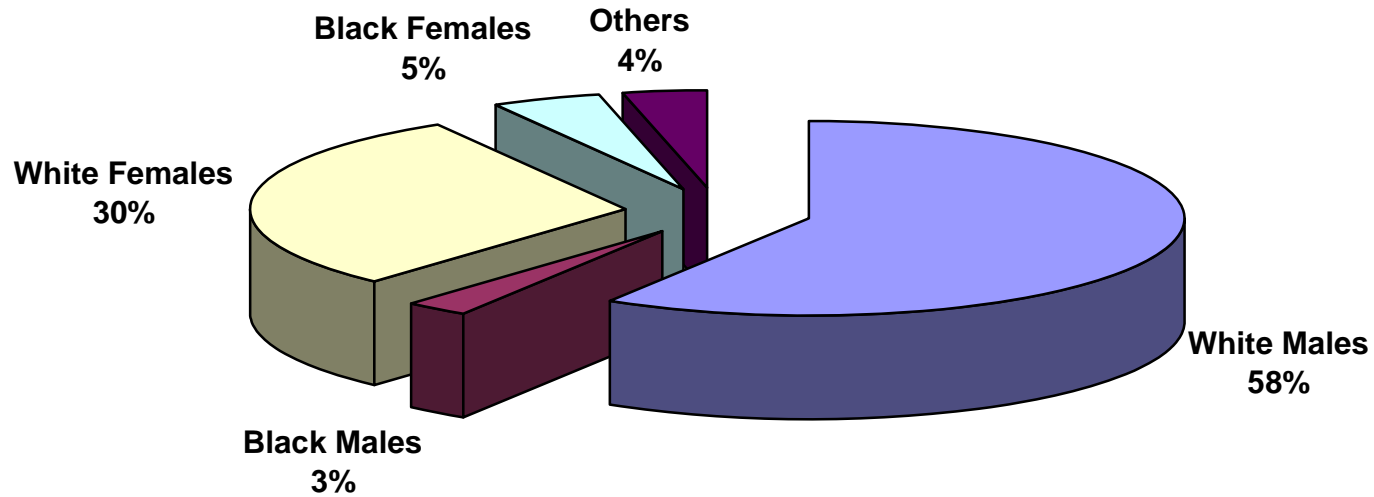
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	48	6	25	3	0	82
Average Salary	\$154,358	\$129,528	\$117,709	\$118,135	\$0	\$140,040

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C2: EXECUTIVE (ACADEMIC)
September 30, 2009



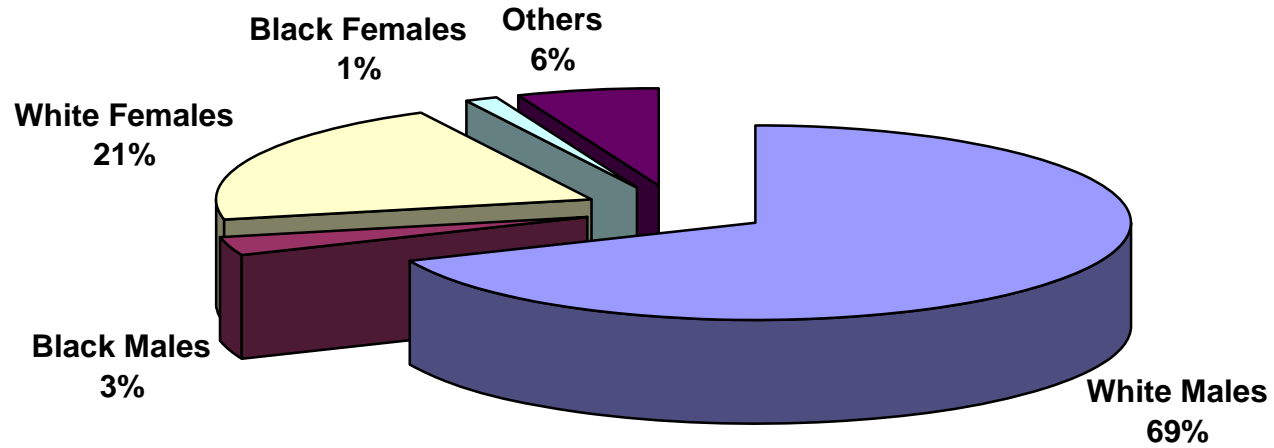
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	301	14	152	25	18	510
Average Salary	\$119,090	\$101,654	\$97,493	\$76,476	\$129,320	\$109,751

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C3: PROFESSORS
September 30, 2009



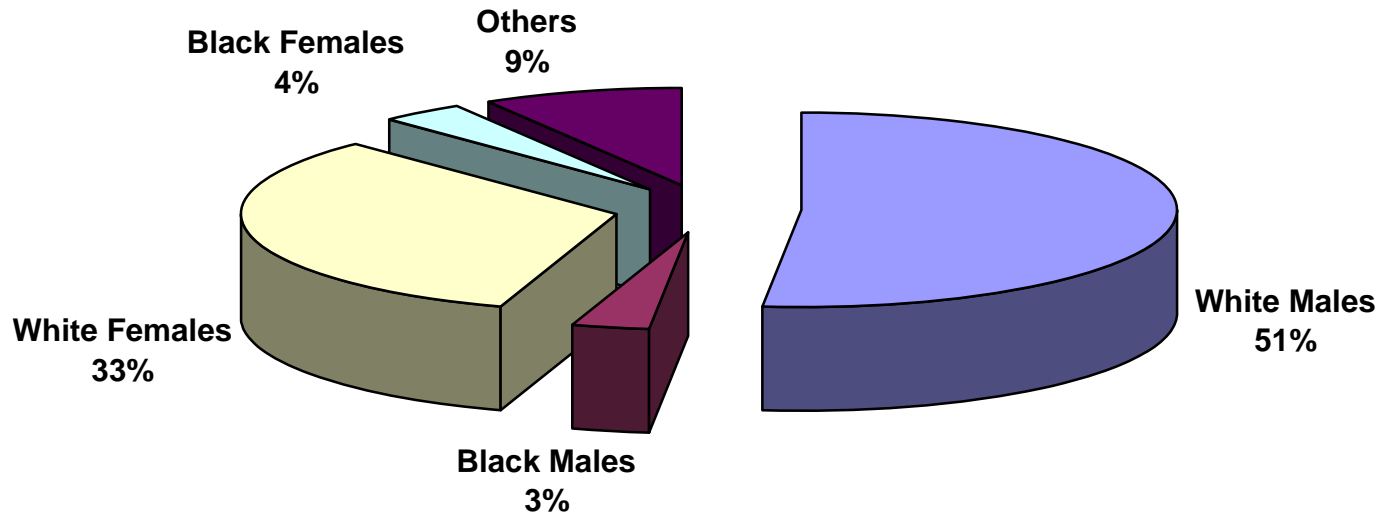
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	914	38	278	18	82	1330
Average Salary	\$103,597	\$84,661	\$93,519	\$92,187	\$109,721	\$100,610

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2009



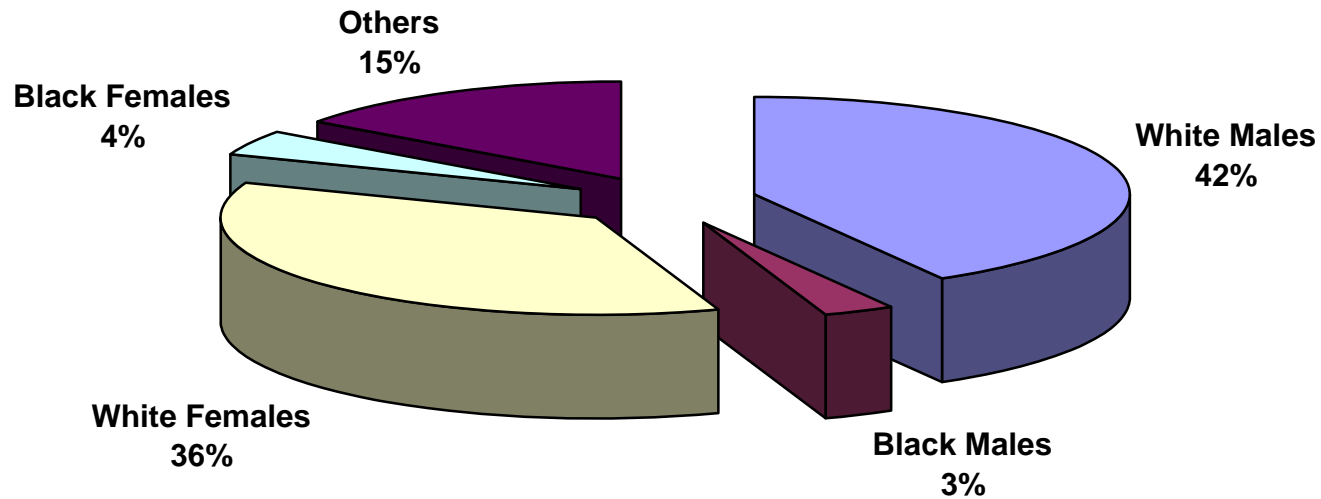
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	745	48	477	51	124	1445
Average Salary	\$74,434	\$75,396	\$70,249	\$69,072	\$73,207	\$72,472

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C5: ASSISTANT PROFESSORS
September 30, 2009



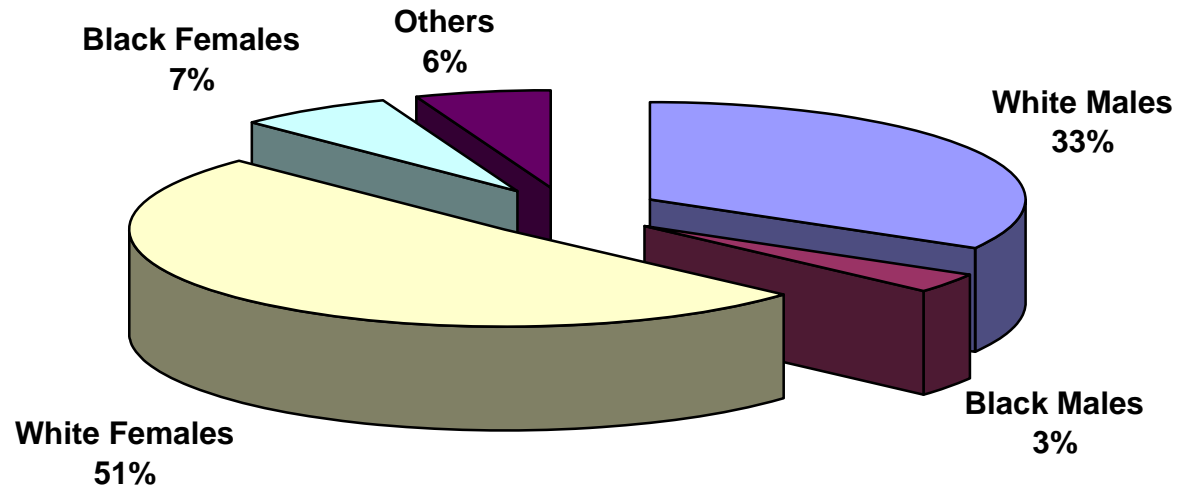
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	805	59	696	79	289	1928
Average Salary	\$61,992	\$63,437	\$58,561	\$61,409	\$67,399	\$62,560

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C6: INSTRUCTORS
September 30, 2009



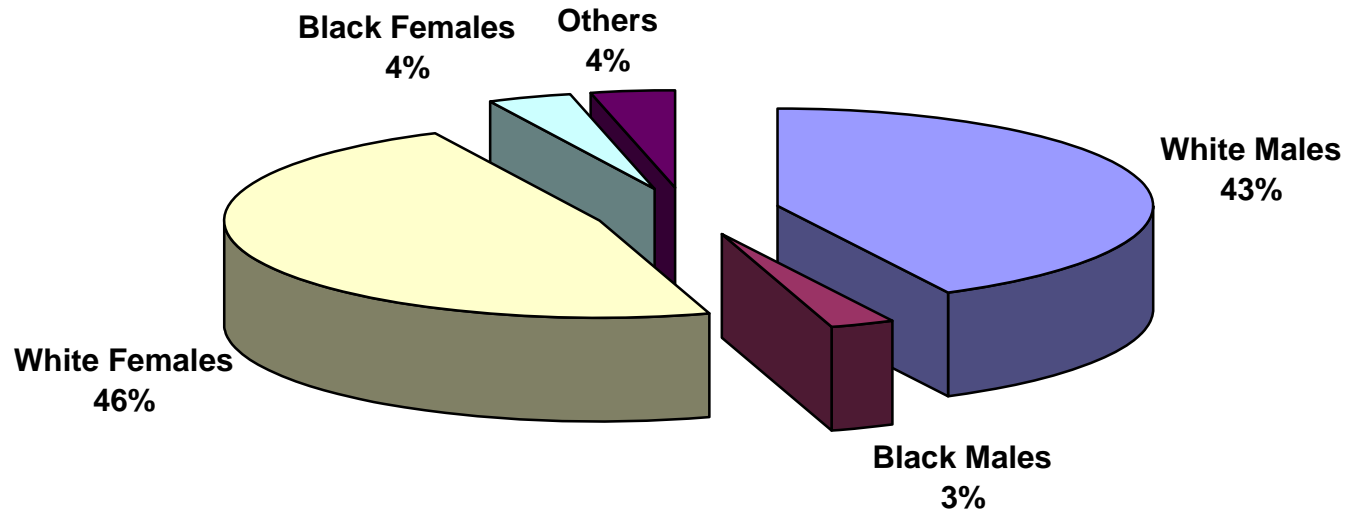
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	323	32	494	66	56	971
Average Salary	\$48,109	\$45,458	\$48,523	\$48,806	\$50,302	\$48,240

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C7: LECTURERS
September 30, 2009



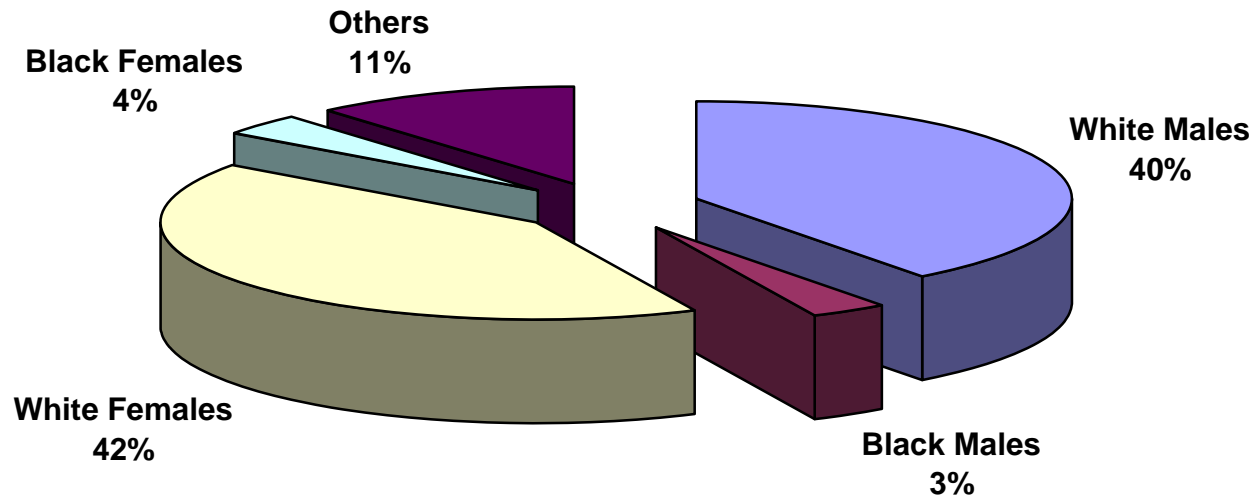
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	186	12	207	16	16	437
Average Salary	\$63,845	\$61,381	\$53,782	\$51,818	\$49,531	\$56,071

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C8: OTHER (ACADEMIC)
September 30, 2009



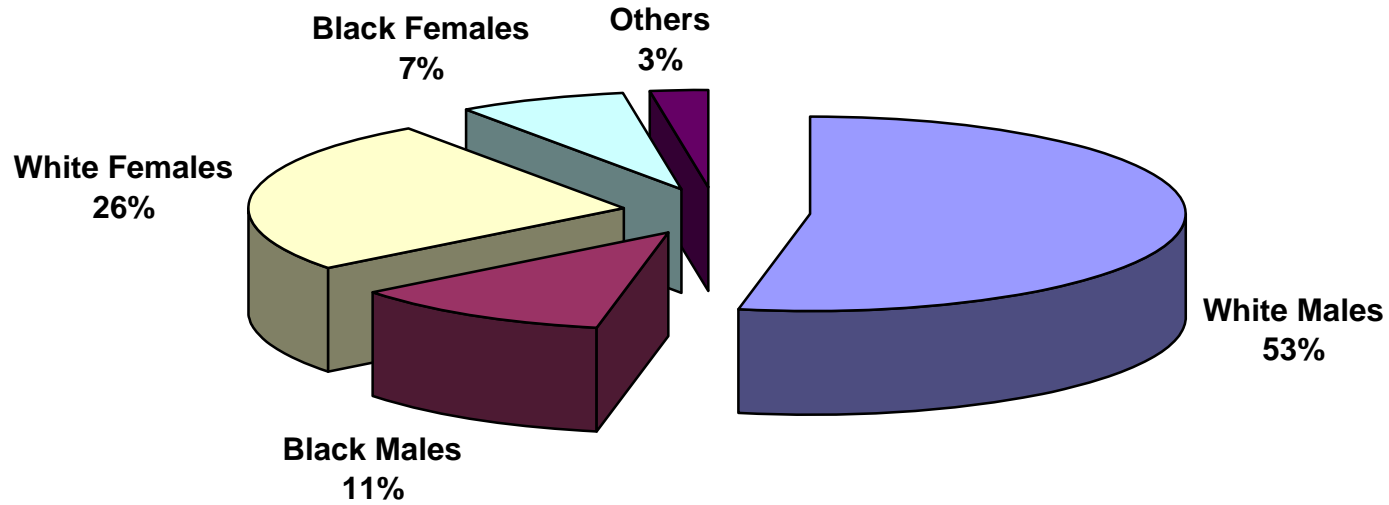
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	200	16	211	18	57	502
Average Salary	\$70,001	\$66,743	\$62,415	\$59,975	\$70,520	\$65,931

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

C9: OTHER (NON-ACADEMIC)
September 30, 2009



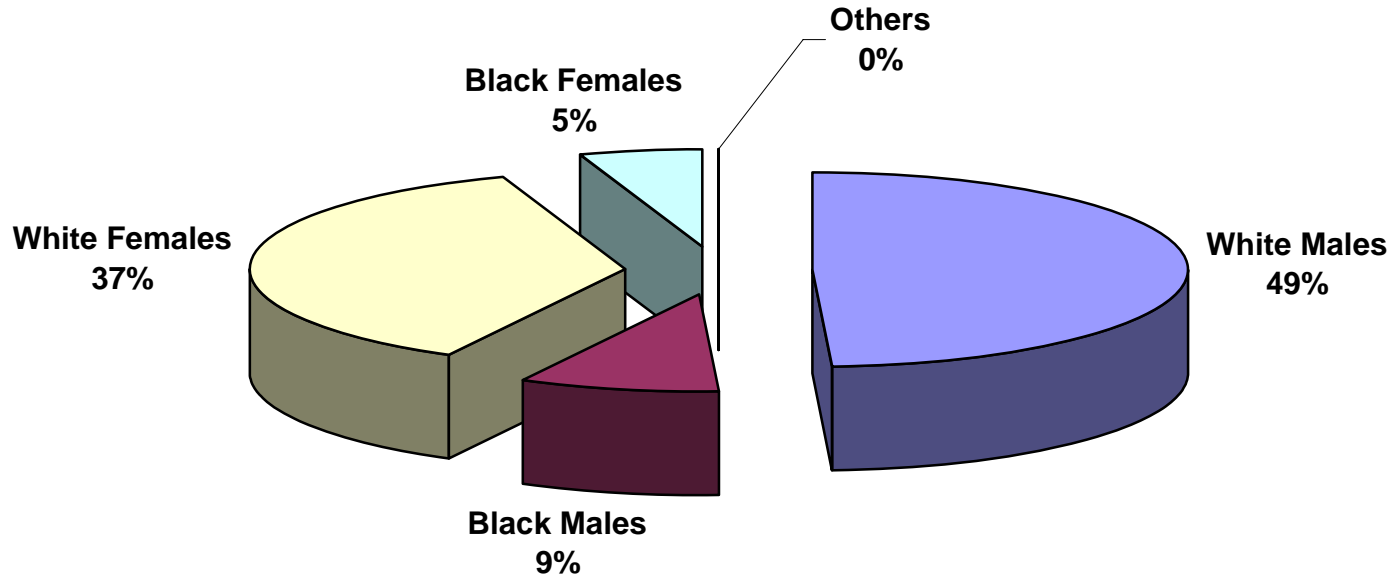
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	422	91	206	56	21	796
Average Salary	\$72,124	\$74,439	\$60,740	\$57,172	\$55,532	\$64,001

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

T1: EXECUTIVES (NON ACADEMIC)
September 30, 2009



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	28	5	21	3	0	57
Average Salary	\$123,438	\$122,068	\$118,779	\$113,784	\$0	\$119,517

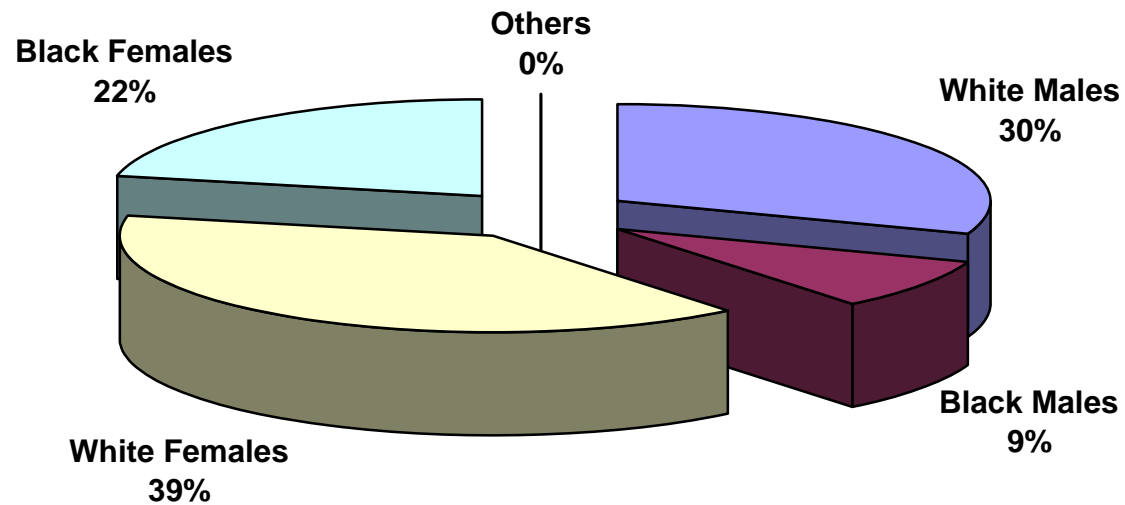
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

T2: EXECUTIVES (ACADEMIC)

September 30, 2009



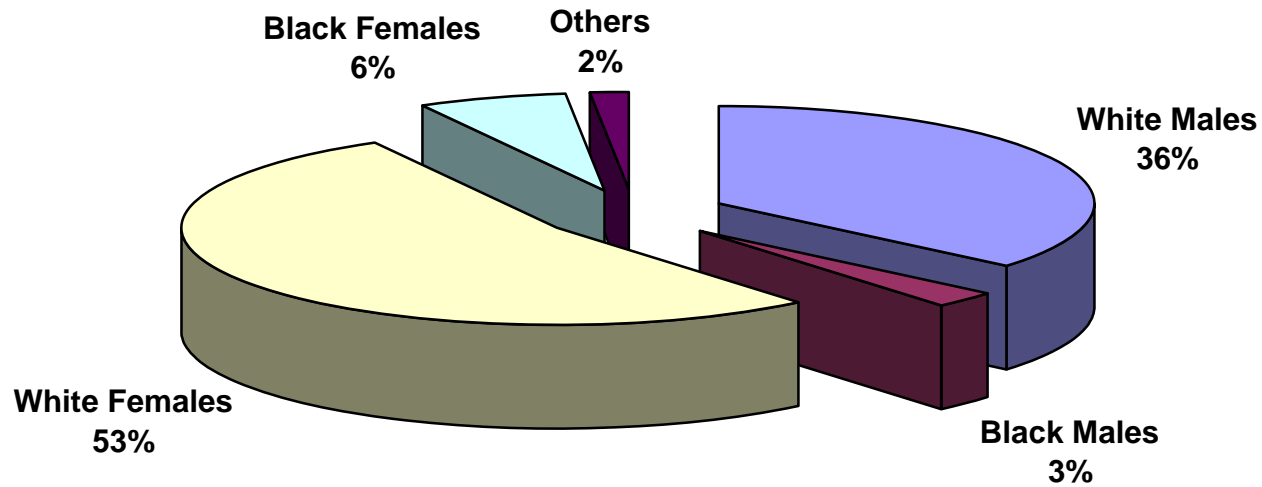
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	7	2	9	5	0	23
Average Salary	\$85,049	\$70,941	\$85,935	\$85,025	\$0	\$84,160

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2009



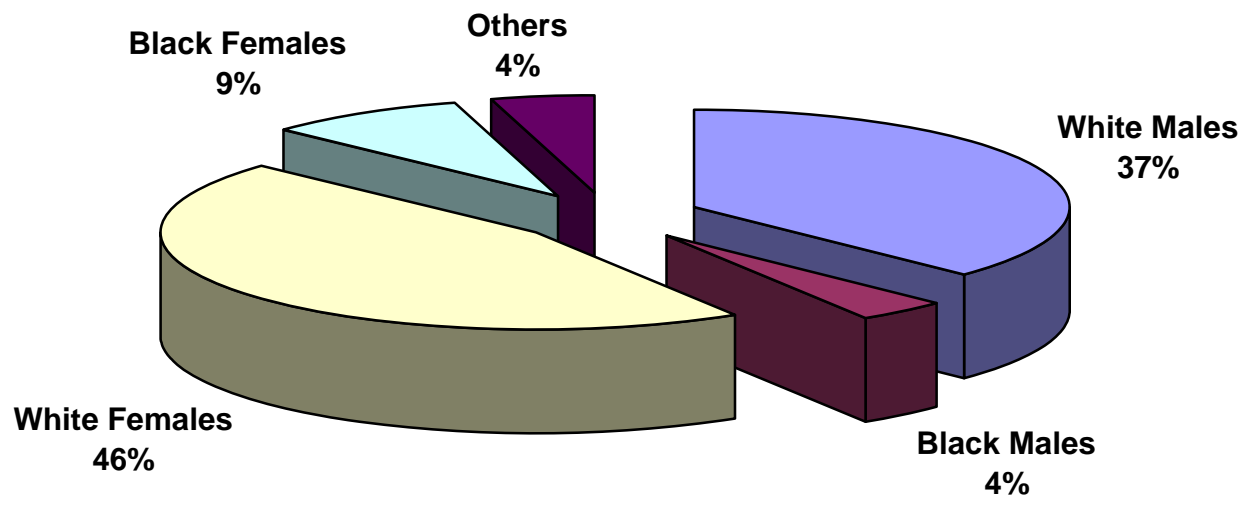
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	85	7	125	15	4	236
Average Salary	\$52,710	\$44,185	\$50,076	\$46,576	\$58,663	\$50,442

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

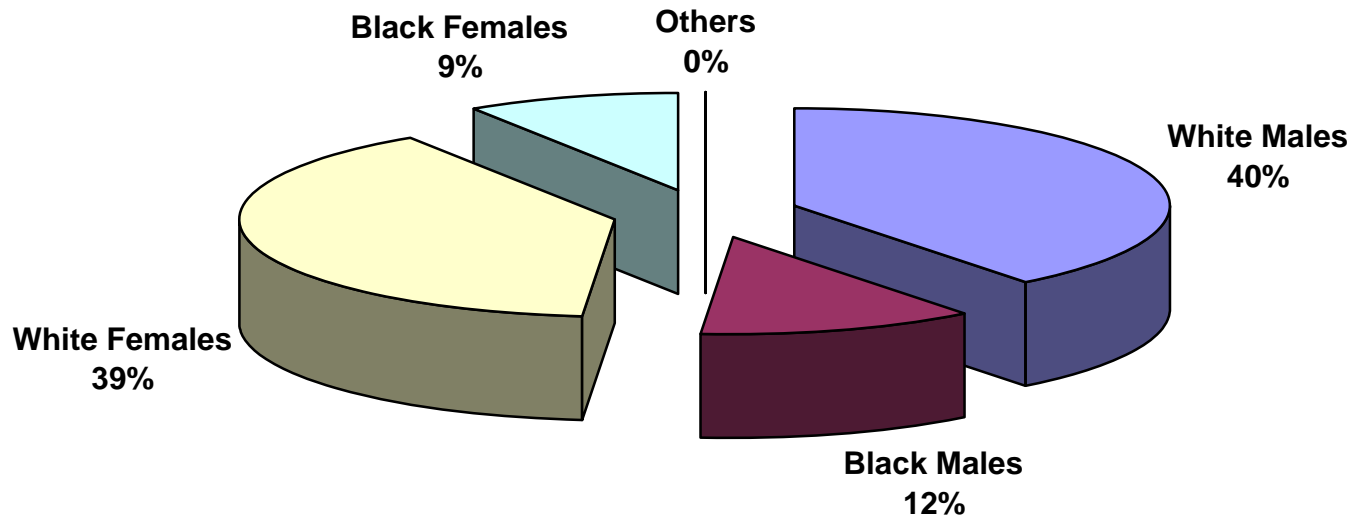
T4: FACULTY/TEACHING
 September 30, 2009



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	443	46	547	103	52	1191
Average Salary	\$45,619	\$43,139	\$46,064	\$45,044	\$46,170	\$45,207

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

T5: FACULTY/NON-TEACHING
September 30, 2009



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	13	4	13	3	0	33
Average Salary	\$75,289	\$64,361	\$73,547	\$55,477	\$0	\$67,169

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

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

Figures are for 09/30/09 except in the "Other" category, where 08/30/09 was the latest date available

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

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

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

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

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

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

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

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

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

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

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

Step 1: Add together all percentage figures in Section 6 of the agency charts. Wherever a 0* appears, it is not included in the calculation and counts neither for nor 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.

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	24	25	FINANCIAL INSTITUTIONS, BOARD OF	90.4	31
1	COMMERCE, DEPARTMENT OF	100.0	107	26	EDUCATION, STATE DEPARTMENT OF	89.8	944
1	LIEUTENANT GOVERNOR'S OFFICE	100.0	40	27	GOVERNOR'S SCHOOL FOR ARTS & HUMANITIE:	89.5	74
1	SECRETARY OF STATE	100.0	25	28	USC - UPSTATE	89.1	489
1	WORKERS' COMPENSATION COMMISSION	100.0	46	29	TECHNICAL COLLEGE OF THE LOW COUNTRY	89.0	143
2	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	98.6	1850	30	SECOND INJURY FUND	88.7	21
3	TRIDENT TECHNICAL COLLEGE	97.7	659	31	CORRECTIONS, DEPARTMENT OF	88.1	6019
4	INSURANCE, DEPARTMENT OF	96.8	84	32	PUBLIC SERVICE COMMISSION	88.0	31
5	ACCIDENT FUND, STATE	96.2	72	33	USC - AIKEN CAMPUS	87.9	358
6	REVENUE, DEPARTMENT OF	96.0	641	34	SOCIAL SERVICES, DEPARTMENT OF	87.4	3679
7	ALCOHOL & OTHER DRUG ABUSE SERVICES	95.9	36	35	ELECTION COMMISSION, STATE	87.1	18
8	GREENVILLE TECHNICAL COLLEGE	95.1	670	36	HEALTH AND ENVIRONMENTAL CONTROL (DHEC)	87.0	3781
9	MIDLANDS TECHNICAL COLLEGE	94.8	573	36	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	87.0	172
10	EDUCATIONAL TELEVISION COMMISSION	94.5	185	37	VOCATIONAL REHABILITATION DEPARTMENT	86.8	1112
11	AIKEN TECHNICAL COLLEGE	94.3	132	38	USC - REGIONAL CAMPUSES	86.7	283
11	GOVERNOR'S OFFICE	94.3	217	39	HIGHER EDUCATION, COMMISSION ON	86.3	54
12	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	93.5	1092	40	BLIND, COMMISSION FOR THE	86.1	107
13	TRANSPORTATION, DEPARTMENT OF	93.4	5069	41	LABOR, LICENSING, & REGULATIONS	85.7	389
13	USC - BEAUFORT CAMPUS	93.4	133	42	YORK TECHNICAL COLLEGE	85.3	305
14	SPARTANBURG COMMUNITY COLLEGE	93.0	287	43	HORRY-GEORGETOWN TECHNICAL COLLEGE	84.9	295
15	BUDGET AND CONTROL BOARD, STATE	92.6	1038	44	MENTAL HEALTH, DEPARTMENT OF STATEWIDE	84.3	4265
16	MOTOR VEHICLES, DEPARTMENT OF	92.5	1198	45	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.2	5467
17	DEAF & BLIND, SCHOOL FOR THE	92.4	347	46	NATURAL RESOURCES, DEPARTMENT OF	84.0	708
18	TREASURER, STATE	92.3	59	47	CENTRAL CAROLINA TECHNICAL COLLEGE	83.8	191
19	CONSUMER AFFAIRS, DEPARTMENT OF	92.2	35	47	LAW ENFORCEMENT DIVISION, STATE (SLED)	83.8	503
19	PIEDMONT TECHNICAL COLLEGE	92.2	269	48	FRANCIS MARION UNIVERSITY	83.4	486
20	COMPTRROLLER GENERAL	91.6	45	49	TECHNICAL AND COMPREHENSIVE EDUCATION	83.3	71
21	EMPLOYMENT SECURITY COMMISSION	91.3	882	50	MUSEUM COMMISSION	82.3	37
22	TRI-COUNTY TECHNICAL COLLEGE	91.2	315	51	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.8	2919
23	JUVENILE JUSTICE, DEPARTMENT OF	91.1	1407	52	INDIGENT DEFENSE, COMMISSION ON	81.5	64
24	SOUTH CAROLINA EDUCATION LOTTERY	90.8	132	53	UNIVERSITY OF SOUTH CAROLINA (USC) TOTAL	81.3	5755

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
54	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.2	234
55	CLEMSON UNIVERSITY	80.8	3803
56	NORTHEASTERN TECHNICAL COLLEGE	80.6	80
57	AUDITOR, STATE	80.0	33
58	AGRICULTURE, DEPARTMENT OF	79.9	128
58	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	79.9	33
59	OPPORTUNITY SCHOOL, WIL LOU GRAY	79.4	58
60	WILLIAMSBURG TECHNICAL COLLEGE	78.1	66
61	WINTHROP UNIVERSITY	77.4	840
62	ADJUTANT GENERAL	77.2	126
63	DISABILITIES AND SPECIAL NEEDS, DEPARTMENT OF	77.1	2064
64	ARCHIVES AND HISTORY, DEPARTMENT OF	76.4	49
65	COASTAL CAROLINA UNIVERSITY	75.5	921
66	DENMARK TECHNICAL COLLEGE	75.2	105
66	JOHN DE LA HOWE	75.2	75
67	USC - COLUMBIA CAMPUS	75.0	4123
68	PROBATION, PAROLE AND PARDON	74.7	669
69	CRIMINAL JUSTICE ACADEMY	74.3	113
70	LIBRARY, STATE	73.8	40
71	REGULATORY STAFF, OFFICE OF	73.0	66
72	PORTS AUTHORITY, STATE	72.5	547
73	COLLEGE OF CHARLESTON	72.1	1334
74	SOUTH CAROLINA STATE UNIVERSITY	72.0	664
75	PUBLIC SAFETY, DEPARTMENT OF	71.3	1361
76	FORESTRY COMMISSION	69.7	357
77	PATRIOT'S POINT	68.5	64
78	PARKS, RECREATION, & TOURISM, DEPARTMENT OF	67.5	403
79	CITADEL, THE	61.6	649
80	LANDER UNIVERSITY	54.3	339

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
5	ACCIDENT FUND, STATE	96.2	72	11	GOVERNOR'S OFFICE	94.3	217
62	ADJUTANT GENERAL	77.2	126	58	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	79.9	33
58	AGRICULTURE, DEPARTMENT OF	79.9	128	27	GOVERNOR'S SCHOOL FOR ARTS & HUMANITIES	89.5	74
11	AIKEN TECHNICAL COLLEGE	94.3	132	8	GREENVILLE TECHNICAL COLLEGE	95.1	670
7	ALCOHOL & OTHER DRUG ABUSE SERVICES	95.9	36	36	HEALTH AND ENVIRONMENTAL CONTROL	87.0	3781
64	ARCHIVES AND HISTORY, DEPARTMENT OF	76.4	49	12	HEALTH AND HUMAN SERVICES, DEPARTMENT	93.5	1092
1	ARTS COMMISSION	100.0	24	39	HIGHER EDUCATION, COMMISSION ON	86.3	54
57	AUDITOR, STATE	80.0	33	43	HORRY-GEORGETOWN TECHNICAL COLLEGE	84.9	295
40	BLIND, COMMISSION FOR THE	86.1	107	52	INDIGENT DEFENSE, COMMISSION ON	81.5	64
15	BUDGET AND CONTROL BOARD, STATE	92.6	1038	4	INSURANCE, DEPARTMENT OF	96.8	84
47	CENTRAL CAROLINA TECHNICAL COLLEGE	83.8	191	66	JOHN DE LA HOWE	75.2	75
79	CITADEL, THE	61.6	649	23	JUVENILE JUSTICE, DEPARTMENT OF	91.1	1407
55	CLEMSON UNIVERSITY	80.8	3803	41	LABOR, LICENSING, & REGULATIONS	85.7	389
65	COASTAL CAROLINA UNIVERSITY	75.5	921	80	LANDER UNIVERSITY	54.3	339
73	COLLEGE OF CHARLESTON	72.1	1334	47	LAW ENFORCEMENT DIVISION, STATE (SLED)	83.8	503
1	COMMERCE, DEPARTMENT OF	100.0	107	70	LIBRARY, STATE	73.8	40
20	COMPTROLLER GENERAL	91.6	45	1	LIEUTENANT GOVERNOR'S OFFICE	100.0	40
19	CONSUMER AFFAIRS, DEPARTMENT OF	92.2	35	45	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.2	5467
31	CORRECTIONS, DEPARTMENT OF	88.1	6019	51	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.8	2919
69	CRIMINAL JUSTICE ACADEMY	74.3	113	44	MENTAL HEALTH, DEPARTMENT OF (STATEWIDE)	84.3	4265
17	DEAF & BLIND, SCHOOL FOR THE	92.4	347	9	MIDLANDS TECHNICAL COLLEGE	94.8	573
66	DENMARK TECHNICAL COLLEGE	75.2	105	16	MOTOR VEHICLES, DEPARTMENT OF	92.5	1198
63	DISABILITIES AND SPECIAL NEEDS, DEPARTMENT OF	77.1	2064	50	MUSEUM COMMISSION	82.3	37
26	EDUCATION, STATE DEPARTMENT OF	89.8	944	46	NATURAL RESOURCES, DEPARTMENT OF	84.0	708
10	EDUCATIONAL TELEVISION COMMISSION	94.5	185	56	NORTHEASTERN TECHNICAL COLLEGE	80.6	80
35	ELECTION COMMISSION, STATE	87.1	18	59	OPPORTUNITY SCHOOL, WIL LOU GRAY	79.4	58
21	EMPLOYMENT SECURITY COMMISSION	91.3	882	36	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	87.0	172
25	FINANCIAL INSTITUTIONS, BOARD OF	90.4	31	78	PARKS, RECREATION, & TOURISM, DEPARTMENT	67.5	403
54	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.2	234	77	PATRIOT'S POINT	68.5	64
76	FORESTRY COMMISSION	69.7	357	19	PIEDMONT TECHNICAL COLLEGE	92.2	269
48	FRANCIS MARION UNIVERSITY	83.4	486	72	PORTS AUTHORITY, STATE	72.5	547

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
68	PROBATION, PAROLE AND PARDON	74.7	669
75	PUBLIC SAFETY, DEPARTMENT OF	71.3	1361
32	PUBLIC SERVICE COMMISSION	88.0	31
71	REGULATORY STAFF, OFFICE OF	73.0	66
6	REVENUE, DEPARTMENT OF	96.0	641
2	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	98.6	1850
30	SECOND INJURY FUND	88.7	21
1	SECRETARY OF STATE	100.0	25
34	SOCIAL SERVICES, DEPARTMENT OF (STATEWIDE)	87.4	3679
24	SOUTH CAROLINA EDUCATION LOTTERY	90.8	132
74	SOUTH CAROLINA STATE UNIVERSITY	72.0	664
14	SPARTANBURG COMMUNITY COLLEGE	93.0	287
49	TECHNICAL AND COMPREHENSIVE EDUCATION,	83.3	71
29	TECHNICAL COLLEGE OF THE LOW COUNTRY	89.0	143
13	TRANSPORTATION, DEPARTMENT OF	93.4	5069
18	TREASURER, STATE	91.7	59
22	TRI-COUNTY TECHNICAL COLLEGE	92.3	315
3	TRIDENT TECHNICAL COLLEGE	97.7	659
53	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYST	81.3	5755
33	USC - AIKEN CAMPUS	87.9	358
13	USC - BEAUFORT CAMPUS	93.4	133
67	USC - COLUMBIA CAMPUS	75.0	4123
38	USC - REGIONAL CAMPUSES	86.7	283
28	USC - UPSTATE	89.1	489
37	VOCATIONAL REHABILITATION DEPARTMENT	86.8	1112
60	WILLIAMSBURG TECHNICAL COLLEGE	78.1	66
61	WINTHROP UNIVERSITY	77.4	840
1	WORKERS' COMPENSATION COMMISSION	100.0	46
42	YORK TECHNICAL COLLEGE	85.3	305

PERCENTAGE LEVEL OF GOAL ATTAINMENT

**Chart C: Agency Size (Highest to Lowest)
15-100**

**Chart D: Agency Size (Highest to Lowest)
101-500**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	24	1	COMMERCE, DEPARTMENT OF	100.0	107
1	LIEUTENANT GOVERNOR'S OFFICE	100.0	40	2	EDUCATIONAL TELEVISION COMMISSION	94.5	185
1	SECRETARY OF STATE	100.0	25	3	GOVERNOR'S OFFICE	94.3	217
1	WORKERS' COMPENSATION COMMISSION	100.0	46	3	AIKEN TECHNICAL COLLEGE	94.3	132
2	INSURANCE, DEPARTMENT OF	96.8	84	4	USC - BEAUFORT CAMPUS	93.4	133
3	ACCIDENT FUND, STATE	96.2	72	5	SPARTANBURG COMMUNITY COLLEGE	93.0	287
4	ALCOHOL & OTHER DRUG ABUSE SERVICES	95.9	36	6	DEAF & BLIND, SCHOOL FOR THE	92.4	347
5	TREASURER, STATE	92.3	59	7	PIEDMONT TECHNICAL COLLEGE	92.2	269
6	CONSUMER AFFAIRS, DEPARTMENT OF	92.2	35	8	TRI-COUNTY TECHNICAL COLLEGE	91.2	315
7	COMPROLLER GENERAL	91.6	45	9	SOUTH CAROLINA EDUCATION LOTTERY	90.8	132
8	FINANCIAL INSTITUTIONS, BOARD OF	90.4	31	10	USC - UPSTATE	89.1	489
9	GOVERNOR'S SCHOOL FOR THE ARTS & HUMANITIES	89.5	74	11	TECHNICAL COLLEGE OF THE LOW COUNTRY	89.0	143
10	SECOND INJURY FUND	88.7	21	12	USC - AIKEN CAMPUS	87.9	358
11	PUBLIC SERVICE COMMISSION	88.0	31	13	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	87.0	172
12	ELECTION COMMISSION, STATE	87.1	18	14	USC - REGIONAL CAMPUSES	86.7	283
13	HIGHER EDUCATION, COMMISSION ON	86.3	54	15	BLIND, COMMISSION FOR THE	86.1	107
14	TECHNICAL AND COMPREHENSIVE EDUCATION,	83.3	71	16	LABOR, LICENSING, & REGULATIONS	85.7	389
15	MUSEUM COMMISSION	82.3	37	17	YORK TECHNICAL COLLEGE	85.3	305
16	INDIGENT DEFENSE, COMMISSION ON	81.5	64	18	HORRY-GEORGETOWN TECHNICAL COLLEGE	84.9	295
17	NORTHEASTERN TECHNICAL COLLEGE	80.6	80	19	CENTRAL CAROLINA TECHNICAL COLLEGE	83.8	191
18	AUDITOR, STATE	80.0	33	20	FRANCIS MARION UNIVERSITY	83.4	486
19	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	79.9	33	21	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.2	234
20	OPPORTUNITY SCHOOL, WIL LOU GRAY	79.4	58	22	AGRICULTURE, DEPARTMENT OF	79.9	128
21	WILLIAMSBURG TECHNICAL COLLEGE	78.1	66	23	ADJUTANT GENERAL	77.2	126
22	ARCHIVES AND HISTORY, DEPARTMENT OF	76.4	49	24	DENMARK TECHNICAL COLLEGE	75.2	105
23	JOHN DE LA HOWE	75.2	75	25	CRIMINAL JUSTICE ACADEMY	74.3	113
24	LIBRARY, STATE	73.8	40	26	FORESTRY COMMISSION	69.7	357
25	REGULATORY STAFF, OFFICE OF	73.0	66	27	PARKS, RECREATION, & TOURISM, DEPARTMEN	67.5	403
26	PATRIOT'S POINT	68.5	64	28	LANDER UNIVERSITY	54.3	339

PERCENTAGE LEVEL OF GOAL ATTAINMENT

**Chart E: Agency Size (Highest to Lowest)
501-1000**

**Chart F: Agency Size (Highest to Lowest)
1001 and UP**

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	TRIDENT TECHNICAL COLLEGE	97.7	659	1	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	98.6	1850
2	REVENUE, DEPARTMENT OF	96.0	641	2	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	93.5	1092
3	GREENVILLE TECHNICAL COLLEGE	95.1	670	3	TRANSPORTATION, DEPARTMENT OF	93.4	5069
4	MIDLANDS TECHNICAL COLLEGE	94.8	573	4	BUDGET AND CONTROL BOARD, STATE	92.6	1038
5	EMPLOYMENT SECURITY COMMISSION	91.3	882	5	MOTOR VEHICLES, DEPARTMENT OF	92.5	1198
6	EDUCATION, STATE DEPARTMENT OF	89.8	944	6	JUVENILE JUSTICE, DEPARTMENT OF	91.1	1407
7	NATURAL RESOURCES, DEPARTMENT OF	84.0	708	7	CORRECTIONS, DEPARTMENT OF	88.1	6019
8	LAW ENFORCEMENT DIVISION, STATE (SLED)	83.8	503	8	SOCIAL SERVICES, DEPARTMENT OF	87.4	3679
9	WINTHROP UNIVERSITY	77.4	840	9	HEALTH AND ENVIRONMENTAL CONTROL	87.0	3781
10	COASTAL CAROLINA UNIVERSITY	75.5	921	10	VOCATIONAL REHABILITATION DEPARTMENT	86.8	1112
11	PROBATION, PAROLE AND PARDON	74.7	669	11	MENTAL HEALTH, DEPARTMENT OF	84.3	4265
12	PORTS AUTHORITY, STATE	72.5	547	12	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.2	5467
13	SOUTH CAROLINA STATE UNIVERSITY	72.0	664	13	MEDICAL UNIVERSITY OF SOUTH CAROLINA	81.8	2919
14	CITADEL, THE	61.6	649	14	UNIVERSITY OF SOUTH CAROLINA (USC) TOTAL	81.3	5755
				15	CLEMSON UNIVERSITY	80.8	3803
				16	DISABILITIES AND SPECIAL NEEDS, DEPARTMENT OF	77.1	2064
				17	USC - COLUMBIA CAMPUS	75.0	4123
				18	COLLEGE OF CHARLESTON	72.1	1334
				19	PUBLIC SAFETY, DEPARTMENT OF	71.3	1361

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

RANKING	AGENCY	PERCENT EMPLOYEES	# OF EMPLOYEES
1	FRANCIS MARION UNIVERSITY	83.4	486
2	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MUSC)	81.8	2919
3	UNIVERSITY OF SOUTH CAROLINA USC TOTAL SYSTEM	81.3	5755
4	CLEMSON UNIVERSITY	80.8	3803
5	WINTHROP UNIVERSITY	77.4	840
6	COASTAL CAROLINA UNIVERSITY	75.5	921
7	COLLEGE OF CHARLESTON	72.1	1334
8	SOUTH CAROLINA STATE UNIVERSITY	72.0	664
9	CITADEL, THE	61.6	649
10	LANDER UNIVERSITY	54.3	339

Chart H
Percentage Level Goal Attainment
Ranked from Highest to Lowest
Among Technical Colleges

RANKING	AGENCY	PERCENT EMPLOYEES	# OF EMPLOYEES
1	TRIDENT TECHNICAL COLLEGE	97.7	659
2	GREENVILLE TECHNICAL COLLEGE	95.1	670
3	MIDLANDS TECHNICAL COLLEGE	94.8	573
4	AIKEN TECHNICAL COLLEGE	94.3	132
5	SPARTANBURG COMMUNITY COLLEGE	93.0	287
6	PIEDMONT TECHNICAL COLLEGE	92.2	269
7	TRI-COUNTY TECHNICAL COLLEGE	91.2	315
8	TECHNICAL COLLEGE OF THE LOW COUNTRY	89.0	143
9	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	87.0	172
10	YORK TECHNICAL COLLEGE	85.3	305
11	HORRY-GEORGETOWN TECHNICAL COLLEGE	84.9	295
12	CENTRAL CAROLINA TECHNICAL COLLEGE	83.8	191
13	TECHNICAL AND COMPREHENSIVE EDUCATION	83.3	71
14	FLORENCE-DARLINGTON TECHNICAL COLLEGE	81.2	234
15	NORTHEASTERN TECHNICAL COLLEGE	80.6	80
16	WILLIAMSBURG TECHNICAL COLLEGE	78.1	66
17	DENMARK TECHNICAL COLLEGE	75.2	105

SECTION V

Explanation of Agency Charts

Pages 59 through 173 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2008 through September 30, 2009). 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 may be subdivided into two or more categories. Goals would then be established for the larger group. A general description of the kinds of jobs assigned to each EEO code follows:

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

Includes all unclassified employees whose assignments require primary responsibility for management of the institution, or a customarily recognized area or subdivision thereof. Includes persons who work in non-academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivisions, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent 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 persons who work in academic administrative support positions requiring the performance of work directly related to management policies or general business operations of the institution, department or subdivision, etc. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise discretion and independent 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 persons with academic rank, Research Associates, Teaching Associates and kindred workers.

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes persons who work in positions requiring the performance of work directly related to management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary 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 people who work in positions that require the performance of work directly related to the management of the institution or division. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise high level decision making and highly independent 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, 2009. 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. Please note that percentages may not add up to exactly 100% due to rounding.

Column Three: Adjusted Availability

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

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

Column Four: Underutilization

These figures are a comparison of the Adjusted Availability (Column Three) percentages, and the actual workforce (Column Two) percentages. If the current workforce is less than the Adjusted Availability, then underutilization exists. The underutilization is expressed as a percentage (percentages are rounded to the nearest 0.1%). 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 10/01/08 – 9/30/2009

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2006 and September 30, 2007. The information was obtained and calculated in the same manner as the information in Column Two. Again, percentages may not add up to exactly 100% due to rounding. Transactions counted in Column Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Column Six: Goals Met

When an agency has achieved the Adjusted Availability displayed on the form for a race/sex group, a YES is indicated in the appropriate block. If not, the percentage (%) achieved is displayed. The overall percentage of the goals achieved is noted at the bottom of each agency's chart. (See Page 45 to determine how to calculate.)

The percentage of goals achieved is calculated by dividing the percentage employed (in Column Two) by the percentage available (in Column Three). Because the calculation is based on the exact percentage in column 2 and not the rounded percentage shown on the chart, there may be some minor variations between the total shown and the total obtained by performing the same calculation on a calculator using the figures from the printed chart.

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

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2	2		9	5.6	26.8	6.2	5.6	4.6	NO								0.0%	82.8%	YES
	% 55.6			22.2	22.2		100.0																
E2	# 9	2		14	12	2	39	4.1	39.7	16.1	NO	3.8	NO				5	1	1	7	YES	90.4%	YES
	% 23.1	5.1		35.9	30.8	5.1	100.0										71.4	14.3	14.3	100.0			
E3	# 3	2		2			7	10.7	21.1	5.7	NO	NO	5.7								YES	YES	0.0%
	% 42.9	28.6		28.6			100.0																*
E5	# 1			6	7	1	15	4.7	45.0	16.2	NO	5.0	NO								YES	88.9%	YES
	% 6.7			40.0	46.7	6.7	100.0																
E6	# 1			1	1		2	3.6	54.3	18.9	3.6	4.3	NO								0.0%	92.1%	YES
	% 50.0			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 2007: 91.2 percent

Level of Goal Attainment for 2008: 95.7 percent

Level of Goal Attainment for 2009: 96.2 percent

Adjutant General Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Robert Faulk and Alicia Koon

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	2					11	3.8	31.3	5.3	NO	31.3	5.3	2						2	YES	0.0%	0.0%
	% 81.8	18.2					100.0							100.0						100.0			
E2	# 38	5	1	17	5	1	67	6.5	34.8	11.4	NO	9.4	3.9	6	1	1		1	1	10	YES	73.0%	65.8%
	% 56.7	7.5	1.5	25.4	7.5	1.5	100.0							60.0	10.0	10.0		10.0	10.0	100.0			
E3	# 5			3			8	4.0	34.1	16.0	4.0	NO	16.0								0.0%	YES	0.0%
	% 62.5			37.5			100.0																
E4	# 6	4					10	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	0.0%
	% 60.0	40.0					100.0																
E5 and E6	# 1			10	1		12	1.2	61.2	11.9	1.2	NO	3.6	1						1	0.0%	YES	69.7%
	% 8.3			83.3	8.3		100.0							100.0						100.0			
E7	# 11	2					13	17.8	3.8	1.6	2.4	3.8	1.6	1	1					2	86.5%	0.0%	0.0%
	% 84.6	15.4					100.0							50.0	50.0					100.0			
E8	# 2	1		1	1		5	18.1	15.8	23.5	NO	NO	3.5								YES	YES	85.1%
	% 40.0	20.0		20.0	20.0		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 72.4 percent

Level of Goal Attainment for 2008: 68.3 percent

Level of Goal Attainment for 2009: 77.2 percent

Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	5.5	35.6	7.1	5.5 *	NO	NO								0.0% *	YES	YES
	% 100.0			100.0	100.0		100.0																
E2	# 21	4		13	4		42	7.5	33.7	16.8	NO	NO	NO	1						1	YES	YES	YES
	% 100.0	100.0		100.0	100.0		100.0							100.0						100.0	YES	YES	YES
E3 and E5	# 29	4		15	7		55	6.8	32.0	21.3	NO	NO	NO	2						2	YES	YES	YES
	% 100.0	100.0		100.0	100.0		100.0							100.0						100.0	YES	YES	YES
E6	#			3	1		4	0.8	57.8	17.7	0.8 *	NO	NO								0.0% *	YES	YES
	%			100.0	100.0		100.0																
E7 and E8	# 6	4		2			12	21.3	10.0	10.1	NO	NO	10.1								YES	YES	0.0%
	% 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 2007: 74.3 percent

Level of Goal Attainment for 2008: 81.5 percent

Level of Goal Attainment for 2009: 92.3 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		1		1	5	18.7	22.5	5.6	NO	2.5	5.6								YES	88.9%	0.0%	
	% 40.0	20.0		20.0		20.0	100.0																	
E2	# 6	2		9	11		28	4.8	39.1	14.5	NO	7.0	NO					1		1	YES	82.1%	YES	
	% 21.4	7.1		32.1	39.3		100.0											100.0		100.0				
E3 and E5	# 1			1	1		3	4.4	25.3	0.8	4.4	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 2007: 95.4 percent

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 95.9 percent

Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1	2		4	5.3	34.7	7.4	5.3	9.7	NO								0.0%	72.0%	YES
	% 25.0			25.0	50.0		100.0																
E2	# 27	1		12	8		48	3.6	39.1	6.4	1.5	14.1	NO								58.3%	63.9%	YES
	% 56.3	2.1		25.0	16.7		100.0																
E3	# 3			1			4	5.7	41.1	12.0	5.7	16.1	12.0								0.0%	60.8%	0.0%
	% 75.0			25.0			100.0																
E5	# 1			1			1	1.3	31.4	4.7	1.3	NO	4.7								0.0%	YES	0.0%
	% 100.0			100.0			100.0																
E6	# 1		2	2			5	9.3	35.3	19.4	9.3	NO	19.4								0.0%	YES	0.0%
	% 20.0		40.0	40.0			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 80.7 percent

Level of Goal Attainment for 2008: 83.9 percent

Level of Goal Attainment for 2009: 81.9 percent

Arts Commission

Agency Director: Ken May
EEO Officer: Mary K. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	4.1	32.8	6.2	4.1	NO	6.2				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E2	# 1			11	3		15	5.1	40.0	11.8	5.1	NO	NO								0.0%	YES	YES
	% 6.7			73.3	20.0		100.0																
E3 and E5	# 1			3	1		5	3.8	50.5	8.9	3.8	NO	NO								0.0%	YES	YES
	% 20.0			60.0	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 2007: 100.0 percent

Level of Goal Attainment for 2008: 96.0 percent

Level of Goal Attainment for 2009: 100.0 percent

Auditor, State

Agency Director: Richard H. Gilbert, Jr., CPA

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	4	1	1	14	5.1	36.9	15.8	5.1 *	8.3	8.7								0.0% *	77.5%	44.9%
	% 50.0		7.1	28.6	7.1	7.1	100.0																
E2	# 8	1		5	2		16	4.4	41.3	19.8	NO	10.0	7.3								YES	75.8%	63.1%
	% 50.0	6.3		31.3	12.5		100.0																
E5 and E6	#			2	1		3	6.0	67.5	4.5	6.0 *	0.8 *	NO								0.0%	98.8% *	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 2007: 78.5 percent
 Level of Goal Attainment for 2008: 70.6 percent
 Level of Goal Attainment for 2009: 80.0 percent

Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	3		8	5.6	28.1	8.0	NO	15.6	NO								YES	44.5%	YES
	% 37.5	12.5		12.5	37.5		100.0																
E2	# 7	10	1	17	31		66	8.6	37.2	20.7	NO	11.4	NO	2			1	2		5	YES	69.4%	YES
	% 10.6	15.2	1.5	25.8	47.0		100.0							40.0			20.0	40.0		100.0			
E3	# 4	1		8	15		28	2.7	61.2	12.5	NO	32.6	NO								YES	46.7%	YES
	% 14.3	3.6		28.6	53.6		100.0																
E5 and E6	# 4	1					5	7.2	16.7	9.0	NO	16.7	9.0								YES	0.0%	0.0%
	% 80.0	20.0					100.0																
E7 and E8	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 89.4 percent

Level of Goal Attainment for 2008: 85.1 percent

Level of Goal Attainment for 2009: 86.1 percent

Financial Institutions, Board of

Agency Director: Converse A. Chellis III, CPA

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	2.4	42.5	5.5	2.4	9.2	5.5								0.0%	78.4%	0.0%
	% 66.7			33.3			100.0										2			2			
E2	# 10	3		8	3		24	5.6	45.3	8.9	NO	12.0	NO				100.0			100.0	YES	73.5%	YES
	% 41.7	12.5		33.3	12.5		100.0																
E5 and E6	#			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 2007: 87.4 percent

Level of Goal Attainment for 2008: 89.1 percent

Level of Goal Attainment for 2009: 90.4 percent

Budget and Control Board

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 12	2		6	1		21	7.0	17.4	2.2	NO	NO	NO								YES	YES	YES
	% 57.1	9.5		28.6	4.8		100.0																
E2A	# 53	5	1	27	4		90	4.6	26.9	5.2	NO	NO	0.8				3			3	YES	YES	84.6%
	% 58.9	5.6	1.1	30.0	4.4		100.0										100.0			100.0			
E2B	# 98	12	2	67	20		199	4.7	29.3	6.2	NO	NO	NO	2	2		4	4		12	YES	YES	YES
	% 49.2	6.0	1.0	33.7	10.1		100.0							16.7	16.7		33.3	33.3		100.0			
E2C	# 64	9	1	75	22	2	173	5.3	32.6	8.6	0.1	NO	NO	4	2	1	10	1		18	98.1%	YES	YES
	% 37.0	5.2	0.6	43.4	12.7	1.2	100.0							22.2	11.1	5.6	55.6	5.6		100.0			
E2D	# 37	14	2	85	62		200	4.6	43.2	11.2	NO	0.7	NO	5	2	1	5	8		21	YES	98.4%	YES
	% 18.5	7.0	1.0	42.5	31.0		100.0							23.8	9.5	4.8	23.8	38.1		100.0			
E3	# 67	12	2	34	18	3	136	8.0	23.5	6.9	NO	NO	NO	8	1	1	3			13	YES	YES	YES
	% 49.3	8.8	1.5	25.0	13.2	2.2	100.0							61.5	7.7	7.7	23.1			100.0			
E5	# 3	2		34	12		51	1.6	67.5	11.7	NO	0.8	NO				2	1		3	YES	98.8%	YES
	% 5.9	3.9		66.7	23.5		100.0										66.7	33.3		100.0			
E6	# 4	7	1	22	21	1	56	5.1	53.6	12.8	NO	14.3	NO				2	1		3	YES	73.3%	YES
	% 7.1	12.5	1.8	39.3	37.5	1.8	100.0										66.7	33.3		100.0			
E7	# 54	19		1			74	18.8	2.6	1.7	NO	1.2	1.7	1	1					2	YES	53.8%	0.0%
	% 73.0	25.7		1.4			100.0							50.0	50.0					100.0			
E8	# 12	13		4	9		38	22.0	14.9	11.5	NO	4.4	NO		1			2	1	4	YES	70.5%	YES
	% 31.6	34.2		10.5	23.7		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 2007: 83.9 percent
 Level of Goal Attainment for 2008: 93.1 percent
 Level of Goal Attainment for 2009: 92.6 percent

The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Bridgette M. Beasley

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	#	24	1	1	3			29	2.6	45.1	7.2	NO	34.8	7.2	1		1	1			3	YES	22.8%	0.0%
	%	82.8	3.4	3.4	10.3			100.0								33.3		33.3	33.3			100.0		
C3	#	28		1	11		1	41	2.4	43.6	9.1	2.4	16.8	9.1	3						3	0.0%	61.5%	0.0%
	%	68.3		2.4	26.8		2.4	100.0								100.0						100.0		
C4	#	30	1	3	14	4	1	53	2.6	44.5	9.5	0.7	18.1	2.0	5			1	1		7	73.1%	59.3%	78.9%
	%	56.6	1.9	5.7	26.4	7.5	1.9	100.0								71.4		14.3	14.3		100.0			
C5 and C6	#	57	1	3	21	2	3	87	3.9	43.8	11.0				10		1	4	1	1	17	28.2%	55.0%	20.9%
	%	65.5	1.1	3.4	24.1	2.3	3.4	100.0				2.8	19.7	8.7		58.8		5.9	23.5	5.9	5.9	100.0		
C8 and C9	#	38	5	1	11	1		56	5.5	27.4	2.3	NO	7.8	0.5	10			2			12	YES	71.5%	78.3%
	%	67.9	8.9	1.8	19.6	1.8		100.0								83.3			16.7			100.0		
E2	#	39	8	1	61	12	3	124	5.9	41.3	13.3	NO	NO	3.6	5			5			10	YES	YES	72.9%
	%	31.5	6.5	0.8	49.2	9.7	2.4	100.0								50.0			50.0			100.0		
E3 and E5	#	28	1		25	13	1	68	3.8	39.3	17.3				5			6	2		13	39.5%	93.6%	YES
	%	41.2	1.5		36.8	19.1	1.5	100.0				2.3	2.5	NO		38.5			46.2	15.4		100.0		
E4	#	12	3					15	12.6	13.5	5.4	NO	13.5	5.4	4						4	YES	0.0%	0.0%
	%	80.0	20.0					100.0								100.0						100.0		
E6	#	3		1	36	14		54	2.1	63.7	15.6	2.1	NO	NO				1	1		2	0.0%	YES	YES
	%	5.6		1.9	66.7	25.9		100.0										50.0	50.0			100.0		

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

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

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

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

Level of Goal Attainment for 2007: 68.3 percent

Level of Goal Attainment for 2008: 65.5 percent

Level of Goal Attainment for 2009: 61.6 percent

Clemson University (Page 1 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	6.4	26.5	4.4	6.4	NO	4.4								0.0%	YES	0.0%
	%	50.0			50.0			100.0																
C2	#	17	1	2	9	2		31	3.6	29.5	6.8	0.4	0.5	0.3	1						1	88.9%	98.3%	95.6%
	%	54.8	3.2	6.5	29.0	6.5		100.0							100.0						100.0			
C3	#	265	6	31	64	1	2	369	2.6	21.4	1.9	1.0	4.1	1.6	1	1					2	61.5%	80.8%	15.8%
	%	71.8	1.6	8.4	17.3	0.3	0.5	100.0							50.0	50.0					100.0			
C4	#	142	7	24	67	2	9	251	2.4	24.2	2.4	NO	NO	1.6				2			2	YES	YES	33.3%
	%	56.6	2.8	9.6	26.7	0.8	3.6	100.0										100.0			100.0			
C5	#	129	5	32	79	7	17	269	2.7	26.2	2.7	0.8	NO	0.1	10		4	2		1	17			
	%	48.0	1.9	11.9	29.4	2.6	6.3	100.0							58.8		23.5	11.8		5.9	100.0	70.4%	YES	96.3%
C7	#	127	7	2	147	6	9	298	3.2	29.7	4.2	0.9	NO	2.2	12	1					13			
	%	42.6	2.3	0.7	49.3	2.0	3.0	100.0							92.3	7.7					100.0	71.9%	YES	47.6%
C8	#	73		2	40	2	2	119	3.4	32.0	4.0	3.4	NO	2.3	4			1			5			
	%	61.3		1.7	33.6	1.7	1.7	100.0							80.0			20.0			100.0	0.0%	YES	42.5%
C9	#	136	27	3	84	23	3	276	5.0	29.7	9.0	NO	NO	0.7	14	6	2	2	2	1	27			
	%	49.3	9.8	1.1	30.4	8.3	1.1	100.0							51.9	22.2	7.4	7.4	7.4	3.7	100.0	YES	YES	92.2%
E1	#	92	8		82	6	2	190	4.2	37.2	7.7	0.0	NO	4.5	5	1		7		2	15			
	%	48.4	4.2		43.2	3.2	1.1	100.0							33.3	6.7		46.7		13.3	100.0	YES	YES	41.6%

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 2007: 83.0 percent

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 85	10	5	255	34	7	396	2.4	60.5	8.6	NO	NO	0.0	5			10		1	16			
	% 21.5	2.5	1.3	64.4	8.6	1.8	100.0							31.3			62.5		6.3	100.0	YES	YES	YES
E22	# 20	1		60	6		87	2.1	62.2	4.4	1.0	NO	NO	2			3	1		6	52.4%*	YES	YES
	% 23.0	1.1		69.0	6.9		100.0							33.3			50.0	16.7		100.0			
E23	# 33	3		90	12	4	142	3.0	62.1	10.6	0.9	NO	2.1	2			11	1	1	15	70.0%	YES	80.2%
	% 23.2	2.1		63.4	8.5	2.8	100.0							13.3			73.3	6.7	6.7	100.0			
E24	# 38		1	18			57	6.1	40.6	8.6	6.1	9.0	8.6								0.0%	77.8%	0.0%
	% 66.7		1.8	31.6			100.0																
E25	# 75	2	1	45	5		128	2.8	28.4	3.5	1.2	NO	NO				4			4	57.1%	YES	YES
	% 58.6	1.6	0.8	35.2	3.9		100.0										100.0			100.0			
E31	# 75	8	1	70	12	4	170	4.3	33.5	6.0	NO	NO	NO	2			2			4	YES	YES	YES
	% 44.1	4.7	0.6	41.2	7.1	2.4	100.0							50.0			50.0			100.0			
E32	# 68	7	1	38	4	2	120	6.4	33.2	7.4	0.6	1.5	4.1	2			2			4	90.6%	95.5%*	44.6%
	% 56.7	5.8	0.8	31.7	3.3	1.7	100.0							50.0			50.0			100.0			
E4	# 36	1		6	1		44	5.4	10.3	1.6	3.1	NO	NO	7			1			8	42.6%	YES	YES
	% 81.8	2.3		13.6	2.3		100.0							87.5			12.5			100.0			
E51	# 6	2	1	244	31	1	285	1.0	82.5	8.0	0.3	NO	NO				14	1		15	70.0%*	YES	YES
	% 2.1	0.7	0.4	85.6	10.9	0.4	100.0										93.3	6.7		100.0			

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

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

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

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

Level of Goal Attainment for 2007: 83.0 percent

Level of Goal Attainment for 2008: 80.9 percent

Level of Goal Attainment for 2009: 84.9 percent

Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 12	9		32	20		73	16.2	55.5	8.5	3.9	11.7	NO								75.9%	78.9%	YES
	% 16.4	12.3		43.8	27.4		100.0																
E6	# 10	5		88	16	1	120	0.8	72.3	6.9	NO	NO	NO	2	1			2		5	YES	YES	YES
	% 8.3	4.2		73.3	13.3	0.8	100.0							40.0	20.0			40.0		100.0			
E7	# 143	14	4	3			164	9.2	6.6	0.3			*	11	1		1			13			*
	% 87.2	8.5	2.4	1.8			100.0				0.7	4.8	0.3	84.6	7.7		7.7			100.0	92.4%	27.3%	0.0%
E8	80	28		47	56	1	212	6.5	9.9	7.0	NO	NO	NO	8	1		1	2		12	YES	YES	YES
	37.7	13.2		22.2	26.4	0.5	100.0							66.7	8.3		8.3	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 2007: 79.3 percent
 Level of Goal Attainment for 2008: 80.9 percent
 Level of Goal Attainment for 2009: 84.9 percent

Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 3			1			4	3.9	33.0	6.4	3.9 *	8.0 *	6.4 *								0.0%	75.8%	0.0%
	% 75.0			25.0			100.0																
C2	# 4			1	1		6	3.9	29.4	7.3	3.9 *	12.7 *	NO				1		1	0.0%	56.8%	YES	
	% 66.7			16.7	16.7		100.0										100.0		100.0				
C3	# 37		1	16			54	3.0	32.2	4.2	3.0	2.6	4.2	4					4	0.0%	91.9%	0.0%	
	% 68.5		1.9	29.6			100.0							100.0					100.0				
C4	# 44	2	2	28	1	3	80	3.1	34.4	5.0	0.6 *	NO	3.7	8	1		7		2	18	80.6%	YES	26.0%
	% 55.0	2.5	2.5	35.0	1.3	3.8	100.0							44.4	5.6		38.9		11.1	100.0			
C5	# 52	3	8	39	3	4	109	2.4	28.6	2.9	NO	NO	0.1 *	10		2	3		2	17	YES	YES	96.6%
	% 47.7	2.8	7.3	35.8	2.8	3.7	100.0							58.8		11.8	17.6		11.8	100.0			
C6	# 8		2	7		1	18	3.6	31.5	4.8	3.6 *	NO	4.8 *								0.0%	YES	0.0%
	% 44.4		11.1	38.9		5.6	100.0																
C7 and C8	# 51	1	1	45	1	1	100	2.9	33.0	4.3	1.9	NO	3.3	10			18	1		29			
	% 51.0	1.0	1.0	45.0	1.0	1.0	100.0							34.5			62.1	3.4		100.0	34.5%	YES	23.3%
C9	# 29	9	1	9	2		50	9.0	19.6	1.7	NO	1.6 *	NO	6	1		4			11	YES	91.8%	YES
	% 58.0	18.0	2.0	18.0	4.0		100.0							54.5	9.1		36.4			100.0			
E2	# 58	3	1	109	10		181	5.2	43.1	7.6	3.5	NO	2.1	13			23	3		39			
	% 32.0	1.7	0.6	60.2	5.5		100.0							33.3			59.0	7.7		100.0	32.7%	YES	72.4%

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

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

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

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

Level of Goal Attainment for 2007: 74.9 percent

Level of Goal Attainment for 2008: 73.2 percent

Level of Goal Attainment for 2009: 75.5 percent

Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	2	1	19	2	1	65	3.1	22.8	6.0	0.0	NO	2.9	5	1		3	1		10	YES	YES	51.7%	
	% 61.5	3.1	1.5	29.2	3.1	1.5	100.0							50.0	10.0		30.0	10.0		100.0				
E4	# 19	1			3		23	6.1	8.1	3.2	1.8	*	8.1	6		1	1			8	70.5%	*	0.0%	YES
	% 82.6	4.3			13.0		100.0							75.0		12.5	12.5			100.0				
E5	# 1			46	3		50	0.5	78.3	4.2	0.5	*	NO				1			1	0.0%	*	YES	YES
	% 2.0			92.0	6.0		100.0										100.0			100.0				
E6	# 4			41	7		52	0.5	79.0	6.7	0.5	*	*	1			14	1	1	17	0.0%	*	99.7%	*
	% 7.7			78.8	13.5		100.0							5.9			82.4	5.9	5.9	100.0				
E7	# 33	4	1				38	7.7	4.9	1.6	NO		*	1						1	YES	0.0%	0.0%	
	% 86.8	10.5	2.6				100.0							100.0						100.0				
E8	# 46	17	1	12	14	1	91	19.9	13.8	6.4	1.2	0.6	*	18	2	1	1	3	1	26	94.0%	*	95.7%	YES
	% 50.5	18.7	1.1	13.2	15.4	1.1	100.0							69.2	7.7	3.8	3.8	11.5	3.8	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 2007: 74.9 percent

Level of Goal Attainment for 2008: 73.2 percent

Level of Goal Attainment for 2009: 75.5 percent

College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	#	30	5		44	6		85	5.1	37.4	11.0	NO	NO	3.9	3			4	1		8	YES	YES	64.5%
	%	35.3	5.9		51.8	7.1		100.0						37.5				50.0	12.5		100.0			
C2	#	3		1	8			12	6.2	41.2	10.2	6.2	NO	10.2			1			1	0.0%	YES	0.0%	
	%	25.0		8.3	66.7			100.0								100.0								
C3	#	88	3	4	31	1		127	3.4	32.4	2.1	1.0	8.0	1.3	7			3	1	11	70.6%	75.3%	38.1%	
	%	69.3	2.4	3.1	24.4	0.8		100.0						63.6				27.3	9.1	100.0				
C4	#	75	4	7	58	7	7	158	3.9	38.0	3.2	1.4	1.3	NO	11	1	1	5		2	20	64.1%	96.6%	YES
	%	47.5	2.5	4.4	36.7	4.4	4.4	100.0						55.0	5.0	5.0	25.0		10.0	100.0				
C5	#	76	3	11	61	5	9	165	6.0	45.7	12.9	4.2	8.7	9.9	13		3	7	1	3	27	30.0%	81.0%	23.3%
	%	46.1	1.8	6.7	37.0	3.0	5.5	100.0						48.1		11.1	25.9	3.7	11.1	100.0				
C6	#	24		1	43	2	3	73	5.6	46.2	12.3	5.6	NO	9.6	5			3		8	0.0%	YES	22.0%	
	%	32.9		1.4	58.9	2.7	4.1	100.0						62.5			37.5			100.0				
C8 and C9	#	35	4	1	21	1	1	63	5.9	35.3	5.9	NO	2.0	4.3	2	1	1	3		7	YES	94.3%	27.1%	
	%	55.6	6.3	1.6	33.3	1.6	1.6	100.0						28.6	14.3	14.3	42.9			100.0				
E2	#	77	15	3	155	37	4	291	3.0	41.1	12.2	NO	NO	NO	9	1	2	25	2	1	40	YES	YES	YES
	%	26.5	5.2	1.0	53.3	12.7	1.4	100.0						22.5	2.5	5.0	62.5	5.0	2.5	100.0				
E3	#	26	5	1	14	7	1	54	5.9	31.8	8.1	NO	5.9	NO	5			4		9	YES	81.4%	YES	
	%	48.1	9.3	1.9	25.9	13.0	1.9	100.0						55.6			44.4			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 2007: 75.5 percent

Level of Goal Attainment for 2008: 73.7 percent

Level of Goal Attainment for 2009: 72.1 percent

College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 20	15	1	1	10		47	18.2	9.0	9.7	NO	6.9	NO	4	3		1			8	YES	23.3%	YES
	% 42.6	31.9	2.1	2.1	21.3		100.0							50.0	37.5		12.5			100.0			
E5	# 5	1		47	23	3	79	3.8	50.8	18.3	2.5	NO	NO				5			5	34.2%	YES	YES
	% 6.3	1.3		59.5	29.1	3.8	100.0										100.0			100.0			
E6	# 4	5		22	24	1	56	2.9	64.2	13.0	NO	24.9	NO	1	1		5			7	YES	61.2%	YES
	% 7.1	8.9		39.3	42.9	1.8	100.0							14.3	14.3		71.4			100.0			
E7	# 17	52		1	2		72	19.1	10.4	10.4	NO	9.0	7.6	2	4				1	7	YES	13.5%	26.9%
	% 23.6	72.2		1.4	2.8		100.0							28.6	57.1				14.3	100.0			
E8	# 6	12		2	31	1	52	23.5	13.0	12.8	0.4	9.2	NO	2	1			1		4	98.3%	29.2%	YES
	% 11.5	23.1		3.8	59.6	1.9	100.0							50.0	25.0			25.0		100.0			

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

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

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

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

Level of Goal Attainment for 2007: 75.5 percent

Level of Goal Attainment for 2008: 73.7 percent

Level of Goal Attainment for 2009: 72.1 percent

Department of Commerce

Agency Director: Joe E. Taylor Jr.

EEO Officer: Inez Benjamin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11			7	2		20	3.1	24.6	3.2	3.1 *	NO	NO				1	1		2	0.0% *	YES	YES
	% 55.0			35.0	10.0		100.0										50.0	50.0		100.0			
E2	# 22	3	2	35	14	2	78	3.7	37.0	6.2	NO	NO	NO	2			4	1	1	8	YES	YES	YES
	% 28.2	3.8	2.6	44.9	17.9	2.6	100.0							25.0			50.0	12.5	12.5	100.0			
E3	# 3			2			5	5.9	24.9	4.6	5.9 *	NO	4.6 *				1			1	0.0% *	YES	0.0% *
	% 60.0			40.0			100.0										100.0			100.0			
E5	#	1		3			4	5.0	46.0	16.8	NO	NO	16.8 *								YES	YES	0.0% *
	%	25.0		75.0			100.0																
E7	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 95.0 percent
 Level of Goal Attainment for 2008: 95.3 percent
 Level of Goal Attainment for 2009: 100.0 percent

Comptroller General

Agency Director: Richland Eckstrom

EEO Officer: Clarissa Adams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			5	2		12	3.1	32.8	6.8	3.1 *	NO	NO	2					1	3	0.0% *	YES	YES
	% 41.7			41.7	41.7		100.0							66.7					33.3	100.0			
E2	# 2	1		7	3		13	4.7	35.8	8.9	NO	NO	NO	1			1			2	YES	YES	YES
	% 15.4	7.7		53.8	23.1		100.0							50.0			50.0		100.0				
E3	# 4	2		1	1		8	7.9	23.6	6.4	NO	11.1	NO								YES	53.0% *	YES
	% 50.0	25.0		12.5	12.5		100.0																
E5	# 4			3	4		11	4.8	43.0	16.2	4.8 *	15.7	NO	2						2	0.0% *	63.5%	YES
	% 36.4			27.3	36.4		100.0							100.0						100.0			
E6	# 1						1	2.7	63.7	17.0	2.7 *	63.7 *	17.0 *								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 2007: 98.9 percent
 Level of Goal Attainment for 2008: 95.1 percent
 Level of Goal Attainment for 2009: 91.6 percent

Consumer Affairs

Agency Director: Brandolyn Thomas Pinkston

EEO Officer: Herbert Walker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	NO	NO	3.7								YES	YES	0.0%
	% 50.0	25.0		25.0			100.0																
E2	# 5	2		10	6		23	4.9	31.1	6.3	NO	NO	NO								YES	YES	YES
	% 21.7	8.7		43.5	26.1		100.0																
E3, E5 and E6	# 1			2	5		8	2.6	54.9	15.4	2.6	29.9	NO								0.0%	45.5%	YES
	% 12.5			25.0	62.5		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 98.0 percent

Level of Goal Attainment for 2008: 97.0 percent

Level of Goal Attainment for 2009: 92.2 percent

Corrections, Department of (Page 1 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	# 63	19	2	5	14	1	104	5.2	22.6	5.2	NO	17.8	NO	5	1			1		7	YES	21.2%	YES
	% 60.6	18.3	1.9	4.8	13.5	1.0	100.0							71.4	14.3			14.3		100.0			
E1B	# 60	26	2	26	15	1	130	4.6	25.7	5.2	NO	5.7	NO	6	1		1	2		10	YES	77.8%	YES
	% 46.2	20.0	1.5	20.0	11.5	0.8	100.0							60.0	10.0		10.0	20.0		100.0			
E2A	# 62	22	8	59	27	11	189	6.0	36.8	9.9	NO	5.6	NO	17	4	2	15	6	3	47	YES	84.8%	YES
	% 32.8	11.6	4.2	31.2	14.3	5.8	100.0							36.2	8.5	4.3	31.9	12.8	6.4	100.0			
E2B	# 126	74	4	143	158	1	506	6.6	37.7	16.1	NO	9.4	NO	13	3	1	20	19		56	YES	75.1%	YES
	% 24.9	14.6	0.8	28.3	31.2	0.2	100.0							23.2	5.4	1.8	35.7	33.9		100.0			
E2C	# 48	41	3	46	95	1	234	4.4	48.1	19.5	NO	28.4	NO	7	5		4	7		23	YES	41.0%	YES
	% 20.5	17.5	1.3	19.7	40.6	0.4	100.0							30.4	21.7		17.4	30.4		100.0			
E3A	# 18	5		18	13	5	59	4.8	35.9	11.1	NO	5.4	NO	2	3		6	6	1	18	YES	85.0%	YES
	% 30.5	8.5		30.5	22.0	8.5	100.0							11.1	16.7		33.3	33.3	5.6	100.0			
E3B	# 8	5		63	68	5	149	3.6	45.3	27.0	0.2	3.0	NO		1		11	16	3	31	94.4%*	93.4%	YES
	% 5.4	3.4		42.3	45.6	3.4	100.0								3.2		35.5	51.6	9.7	100.0			
E4A	# 113	247	5	24	122		511	26.4	9.5	20.9	NO	4.8	NO	3	24	1	2	14		44	YES	49.5%	YES
	% 22.1	48.3	1.0	4.7	23.9		100.0							6.8	54.5	2.3	4.5	31.8		100.0			
E4B	# 219	406	22	88	389	3	1127	25.9	9.4	25.9	NO	1.6	NO	30	38	7	8	54		137	YES	83.0%	YES
	% 19.4	36.0	2.0	7.8	34.5	0.3	100.0							21.9	27.7	5.1	5.8	39.4		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 2007: 86.6 percent

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 88.1 percent

Corrections, Department of (Page 2 of 2)

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 648	728	36	153	796	18	2379	25.9	9.4	25.9	NO	3.0	NO	390	286	17	62	179	7	941	YES	68.1%	YES
	% 27.2	30.6	1.5	6.4	33.5	0.8	100.0							41.4	30.4	1.8	6.6	19.0	0.7	100.0			
E5	# 15	18		84	65	3	185	4.2	51.3	16.3	NO	5.9	NO	4	3	1	13	10		31	YES	88.5%	YES
	% 8.1	9.7		45.4	35.1	1.6	100.0							12.9	9.7	3.2	41.9	32.3		100.0			
E6	# 7	2	1	57	51	1	119	5.1	44.8	20.4	3.4	NO	NO	1			13	7		21	33.3%	YES	YES
	% 5.9	1.7	0.8	47.9	42.9	0.8	100.0							4.8			61.9	33.3		100.0			
E7	# 77	27	1	4	7		116	15.1	4.1	1.8	NO	0.7	NO	13	7	1	1	1		23	YES	82.9%	YES
	% 66.4	23.3	0.9	3.4	6.0		100.0							56.5	30.4	4.3	4.3	4.3		100.0			
E8A	# 40	13	1	7	15		76	11.2	26.6	15.3	NO	17.4	NO	5	1					7	YES	34.6%	YES
	% 52.6	17.1	1.3	9.2	19.7		100.0							71.4	14.3					100.0			
E8B	# 21	35	5	18	51	5	135	11.5	25.8	32.8	NO	12.5	NO	9	12		15	17		53	YES	51.6%	YES
	% 15.6	25.9	3.7	13.3	37.8	3.7	100.0							17.0	22.6		28.3	32.1		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 2007: 86.6 percent

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 88.1 percent

Criminal Justice Academy

Agency Director: Hubert F. Harrell

EEO Officer: Florence O. McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2				2	1	5	4.3	34.6	5.1	4.3 *	34.6	NO								0.0% *	0.0%	YES
	% 40.0				40.0	20.0	100.0																
E2	# 13	5		22	3		43	5.6	38.5	11.2	NO	NO	4.2	1	1					2	YES	YES	62.5%
	% 30.2	11.6		51.2	7.0		100.0							50.0	50.0					100.0			
E2A	# 4	2		5	1		12	4.3	32.6	7.4	NO	NO	NO	2						2	YES	YES	YES
	% 33.3	16.7		41.7	8.3		100.0							100.0						100.0			
E2B	# 20	1	1	5	3	1	31	5.5	28.0	8.9	2.3 *	11.9	NO								58.2% *	57.5%	YES
	% 64.5	3.2	3.2	16.1	9.7	3.2	100.0																
E5 and E6	#			3	1		4	1.0	68.7	14.2	1.0 *	NO	NO								0.0% *	YES	YES
	%			75.0	25.0		100.0																
E7	# 11	2		2			15	39.6	3.7	11.1	26.3	NO	11.1								33.6%	YES	0.0%
	% 73.3	13.3		13.3			100.0																
E8	#	1		2			3	29.0	2.8	41.7	NO	NO	41.7								YES	YES	0.0%
	%	33.3		66.7			100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: **First Year of Reporting**
 Level of Goal Attainment for 2008: 93.5 percent
 Level of Goal Attainment for 2009: 74.3 percent

Deaf and Blind, School for the

Interim President: Maggie Park

EEO Officer: Cindy Gass

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		3	2		7	5.8	33.0	9.6	NO	NO	NO								YES	YES	YES
	% 14.3	14.3		42.9	28.6		100.0																
E2	# 39	5		122	18		184	4.6	47.5	11.8	1.9	NO	2.0			1	9		2	12	58.7%	YES	83.1%
	% 21.2	2.7		66.3	9.8		100.0								8.3	75.0		16.7	100.0				
E3	# 4			3	1		8	5.6	30.6	10.1	5.6	NO	NO								0.0%	YES	YES
	% 50.0			37.5	12.5		100.0																
E5	# 5	7		43	46		101	7.4	42.4	19.3	0.5	NO	NO			1	2		3		93.2%	YES	YES
	% 5.0	6.9		42.6	45.5		100.0								33.3	66.7		100.0					
E6	#			16	3		19	0.4	69.7	10.2	0.4	NO	NO								0.0%	YES	YES
	%			84.2	15.8		100.0																
E7	# 9						9	8.9	5.1	1.4	8.9	5.1	1.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
E8	# 3	4		3	9		19	18.7	35.8	13.0	NO	20.0	NO			1			1		YES	44.1%	YES
	% 15.8	21.1		15.8	47.4		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 2007: 93.6 percent
 Level of Goal Attainment for 2008: 91.8 percent
 Level of Goal Attainment for 2009: 92.4 percent

Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 26	5		18	3		52	12.0	33.5	19.9	2.4	NO	14.1	3	1		4	1		9	80.0%	YES	29.1%
	% 50.0	9.6		34.6	5.8		100.0							33.3	11.1		44.4	11.1		100.0			
E2	# 43	19	1	126	104	7	300	12.5	30.0	29.8	6.2	NO	NO	9	4		20	16		49	50.4%	YES	YES
	% 14.3	6.3	0.3	42.0	34.7	2.3	100.0							18.4	8.2		40.8	32.7		100.0			
E3	# 18	4	1	56	36	4	119	21.3	39.1	39.9	17.9	NO	9.6	1			19	13	1	34	16.0%	YES	75.9%
	% 15.1	3.4	0.8	47.1	30.3	3.4	100.0							2.9			55.9	38.2	2.9	100.0			
E4 and E7	# 29	9		1	1		40	7.7	2.3	8.1	NO	NO	5.6	2	2					4	YES	YES	30.9%
	% 72.5	22.5		2.5	2.5		100.0							50.0	50.0					100.0			
E5	# 29	192	4	96	957	6	1284	12.4	30.6	56.7	NO	23.1	NO	13	72	1	41	347		474	YES	24.5%	YES
	% 2.3	15.0	0.3	7.5	74.5	0.5	100.0							2.7	15.2	0.2	8.6	73.2		100.0			
E6	# 1	1		40	49	2	93	2.1	55.2	22.1	1.0	12.2	NO				1	2		3	52.4%*	77.9%	YES
	% 1.1	1.1		43.0	52.7	2.2	100.0										33.3	66.7		100.0			
E8	# 19	32		25	96	4	176	22.4	9.2	16.6	4.2	NO	NO	3	1		3	2		9	81.3%	YES	YES
	% 10.8	18.2		14.2	54.5	2.3	100.0							33.3	11.1		33.3	22.2		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 81.5 percent

Level of Goal Attainment for 2008: 76.9 percent

Level of Goal Attainment for 2009: 77.1 percent

Education, Department of

Agency Director: Dr. James H. Rex

EEO Officer: Michael E. Addison

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11	2		12	4		29	5.1	38.0	11.3	NO	NO	NO	1			1	1		3	YES	YES	YES
	% 37.9	6.9		41.4	13.8		100.0							33.3			33.3	33.3		100.0			
E2A	# 50	10		103	38	6	207	5.8	41.2	14.8	1.0	NO	NO	4	1		8			13	82.8%	YES	YES
	% 24.2	4.8		49.8	18.4	2.9	100.0							30.8	7.7		61.5			100.0			
E2B	# 22	4	1	24	18		69	4.3	30.3	7.1	NO	NO	NO	8	1		2	1		12	YES	YES	YES
	% 31.9	5.8	1.4	34.8	26.1		100.0							66.7	8.3		16.7	8.3		100.0			
E2C	# 47	3		32	23		105	7.5	21.8	5.0	4.6	NO	NO	8			4	2		14	38.7%	YES	YES
	% 44.8	2.9		30.5	21.9		100.0							57.1			28.6	14.3		100.0			
E3	# 15	4		8	6		33	5.6	32.6	7.8	NO	8.4	NO	5	3			1		9	YES	74.2%	YES
	% 45.5	12.1		24.2	18.2		100.0							55.6	33.3			11.1		100.0			
E5	#	1		23	14	2	40	7.4	34.4	18.2	4.9	NO	NO					2		2	33.8%	YES	YES
	%	2.5		57.5	35.0	5.0	100.0											100.0		100.0			
E6	# 1	1		38	20		60	1.4	56.3	26.6	NO	NO	NO				1	1		2	YES	YES	YES
	% 1.7	1.7		63.3	33.3		100.0										50.0	50.0		100.0			
E7	# 253	107	8	30	3		401	17.2	3.1	2.6	NO	NO	1.9	44	4	2	2			52	YES	YES	26.9%
	% 63.1	26.7	2.0	7.5	0.7		100.0							84.6	7.7	3.8	3.8			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 2007: 90.7 percent
 Level of Goal Attainment for 2008: 84.5 percent
 Level of Goal Attainment for 2009: 89.8 percent

South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Mary Margret Hopkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	1		17	3.1	24.3	3.4	NO	NO	NO				1			1	YES	YES	YES
	% 35.3	23.5		35.3	5.9		100.0										100.0			100.0			
E2	# 16	9	2	27	16	3	73	5.2	32.3	6.7	NO	NO	NO				2	3	1	6	YES	YES	YES
	% 21.9	12.3	2.7	37.0	21.9	4.1	100.0										33.3	50.0	16.7	100.0			
E3	# 5	2		2	3		12	5.0	31.5	8.2	NO	14.8	NO								YES	53.0%	YES
	% 41.7	16.7		16.7	25.0		100.0																
E5	# 2	1		12	8		23	6.2	45.7	8.7	1.9	NO	NO				4			4	69.4%	YES	YES
	% 8.7	4.3		52.2	34.8		100.0										100.0			100.0			
E6	# 1	1		2	3		7	1.0	72.2	14.3	NO	43.6	NO					1		1	YES	39.6%	YES
	% 14.3	14.3		28.6	42.9		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 2007: 94.7 percent

Level of Goal Attainment for 2008: 94.3 percent

Level of Goal Attainment for 2009: 90.8 percent

Educational Television

Agency Director: David Crouch

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			4			7	5.7	16.9	4.1	5.7 *	NO	4.1								0.0% *	YES	0.0% *
	% 42.9			57.1			100.0										1			1	YES	99.5% *	YES
E2A	# 46	6	1	13	4		70	5.8	18.7	5.0	NO	0.1	NO				100.0			100.0	YES	99.5% *	YES
	% 65.7	8.6	1.4	18.6	5.7		100.0																
E2B	# 11	3		9	4		27	4.5	22.4	4.6	NO	NO	NO							100.0	YES	YES	YES
	% 40.7	11.1		33.3	14.8		100.0																
E2C	# 6	1		7	5	1	20	6.0	21.4	3.0	1.0 *	NO	NO	1						1	83.3% *	YES	YES
	% 30.0	5.0		35.0	25.0	5.0	100.0							100.0						100.0			
E3	# 24	7	1	9	2		43	6.4	17.3	7.6	NO	NO	2.9								YES	YES	61.8%
	% 55.8	16.3	2.3	20.9	4.7		100.0																
E5 and E6	# 2	1		8	4		15	9.9	43.3	17.0	3.2 *	NO	NO								67.7% *	YES	YES
	% 13.3	6.7		53.3	26.7		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 2007: 82.4 percent
 Level of Goal Attainment for 2008: 96.1 percent
 Level of Goal Attainment for 2009: 94.5 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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			3	2		7	5.8	21.3	4.8	5.8 *	NO	NO								0.0% *	YES	YES
	% 28.6			42.9	28.6		100.0																
E3, E5 and E6	# 4	2		4	1		11	5.2	44.1	17.1	NO	7.7 *	8.0 *								YES	82.5% *	53.2% *
	% 36.4	18.2		36.4	9.1		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 98.5 percent
 Level of Goal Attainment for 2008: 87.2 percent
 Level of Goal Attainment for 2009: 87.1 percent

Employment Security Commission

Agency Director: Roosevelt T. Halley

EEO Officer: Jamie D. Suber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 4	1					5	7.4	35.8	16.0	NO	35.8	16.0								YES	0.0%	0.0%	
	% 80.0	20.0					100.0																	
E2A	# 54	36	2	112	107	16	327	6.8	40.7	25.9	NO	6.4	NO	8	6	2	20	13	6	55	YES	84.3%	YES	
	% 16.5	11.0	0.6	34.3	32.7	4.9	100.0							14.5	10.9	3.6	36.4	23.6	10.9	100.0				
E2B and E4	# 30	22	1	75	64	2	194	9.2	37.6	26.4	NO	NO	NO	7	4		13	7		31	YES	YES	YES	
	% 15.5	11.3	0.5	38.7	33.0	1.0	100.0							22.6	12.9		41.9	22.6		100.0				
E2C	# 41	15	1	54	36		147	8.4	36.1	24.0	NO	NO	NO	6	1	1	3	4	1	16	YES	YES	YES	
	% 27.9	10.2	0.7	36.7	24.5		100.0							37.5	6.3	6.3	18.8	25.0	6.3	100.0				
E2D	# 19	7		23	10		59	7.5	35.4	16.7	NO	NO	NO	2	1		5	1		9	YES	YES	YES	
	% 32.2	11.9		39.0	16.9		100.0							22.2	11.1		55.6	11.1		100.0				
E3	# 37	8	1	11	16		73	10.8	24.0	10.3	NO	8.9	NO	5			1			6	YES	62.9%	YES	
	% 50.7	11.0	1.4	15.1	21.9		100.0							83.3			16.7			100.0				
E6 and E7	# 5	3		43	26		77	5.0	52.2	17.0	1.1	NO	NO	2	3		16	9	1	31	78.0%	YES	YES	
	% 6.5	3.9		55.8	33.8		100.0							6.5	9.7		51.6	29.0	3.2	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 2007: 91.3 percent

Level of Goal Attainment for 2008: 91.3 percent

Level of Goal Attainment for 2009: 91.3 percent

Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lisa K. McCloud

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11		1	1	2		15	4.5	33.8	1.6	4.5	27.1	NO	2						2	0.0%	19.8%	YES
	% 73.3		6.7	6.7	13.3		100.0							100.0						100.0			
E2,E2A and E2B	# 55	2		19			76	2.3	16.7	6.0	NO	NO	6.0	4						4	YES	YES	0.0%
	% 72.4	2.6		25.0			100.0							100.0						100.0			
E3	# 27	1		2			30	6.5	3.0	2.3	3.2	NO	2.3	2						2	50.8%	YES	0.0%
	% 90.0	3.3		6.7			100.0							100.0						100.0			
E4	# 151	14	1	3			169	8.1	1.0	0.9	NO	NO	0.9	1						1	YES	YES	0.0%
	% 89.3	8.3	0.6	1.8			100.0							100.0						100.0			
E5	#			6	1		7	3.2	61.2	13.2	3.2	NO	NO								0.0%	YES	YES
	%			85.7	14.3		100.0																
E6	# 3			31	3		37	5.7	35.3	22.3	5.7	NO	14.2				1			1	0.0%	YES	36.3%
	% 8.1			83.8	8.1		100.0										100.0			100.0			
E7	# 14	5		2			21	0.1	12.2	0.1	NO	2.7	0.1								YES	77.9%	0.0%
	% 66.7	23.8		9.5			100.0																
E8	# 2						2	38.9	13.8	12.1	38.9	13.8	12.1								0.0%	0.0%	0.0%
	% 100.0						100.0																

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

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

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

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

Level of Goal Attainment for 2007: 66.9 percent
 Level of Goal Attainment for 2008: 69.5 percent
 Level of Goal Attainment for 2009: 69.7 percent

Governor's Office

Agency Director: John Shackelford

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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		8	5		19	5.2	28.9	19.3	NO	NO	NO	1	1		1			3	YES	YES	YES
	% 21.1	10.5		42.1	26.3		100.0							33.3	33.3		33.3			100.0			
E2 and E2A	# 11	3		31	14		59	5.9	33.1	13.4	0.8	NO	NO	1			1	2		4	86.4%	YES	YES
	% 18.6	5.1		52.5	23.7		100.0							25.0			25.0	50.0		100.0			
E2B	# 11	5		42	42	1	101	15.9	28.3	12.3	10.9	NO	NO	2	4		9	5	2	22	31.4%	YES	YES
	% 10.9	5.0		41.6	41.6	1.0	100.0							9.1	18.2		40.9	22.7	9.1	100.0			
E3	# 2	1		2	1		6	10.8	24.4	7.7	NO	NO	NO		1					1	YES	YES	YES
	% 33.3	16.7		33.3	16.7		100.0								100.0					100.0			
E5,E6 and E8	# 5	3		13	11		32	5.8	41.9	17.9	NO	1.3	NO	1			2			3	YES	96.9%	YES
	% 15.6	9.4		40.6	34.4		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 2007: 94.8 percent

Level of Goal Attainment for 2008: 94.2 percent

Level of Goal Attainment for 2009: 94.3 percent

Governor's School for Arts and Humanities

President: Bruce Halverson
EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1			2	8.7	40.6	9.3	8.7	NO	9.3								0.0%	YES	0.0%
	% 50.0			50.0			100.0				*						1	1	1	3	*		
E2	# 22	2		21	6		51	4.2	52.1	6.4	0.3	10.9	NO	33.3			33.3	33.3		100.0	92.9%	79.1%	YES
	% 43.1	3.9		41.2	11.8		100.0																
E4, E5, E6, E7 and	# 6	2		7	6		21	2.8	61.4	6.7	NO	28.1	NO								YES	54.2%	YES
	% 28.6	9.5		33.3	28.6		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 87.5 percent
Level of Goal Attainment for 2008: 91.4 percent
Level of Goal Attainment for 2009: 89.5 percent

Governor's School for Science and Mathematics

President: Dr. Murray W. Brockman

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 7	2		5	1		15	6.7	35.4	14.0	NO	2.1	7.3				2			2	YES	94.1%	47.9%
	% 46.7	13.3		33.3	6.7		100.0										100.0			100.0			
C6	# 6		2	4	1	1	14	5.9	41.2	14.9	5.9	12.6	7.8								0.0%	69.4%	47.7%
	% 42.9		14.3	28.6	7.1	7.1	100.0																
E3, E5 and E6	#			3	1		4	3.3	56.4	13.9	3.3	NO	NO								0.0%	YES	YES
	%			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 2007: 86.4 percent

Level of Goal Attainment for 2008: 77.2 percent

Level of Goal Attainment for 2009: 79.9 percent

Health and Environmental Control, Department of

Agency Director: Earl Hunter

EEO Officer: Quentin Chavis

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 150	12	5	120	28	1	316	2.0	30.1	5.8	NO	NO	NO	1	1		1			3	YES	YES	YES
	% 47.5	3.8	1.6	38.0	8.9	0.3	100.0							33.3	33.3		33.3			100.0			
E2A	# 7		2	452	63	3	527	1.7	65.4	10.4	1.7	NO	NO	2			10	7		19	0.0%	YES	YES
	% 1.3		0.4	85.8	12.0	0.6	100.0							10.5			52.6	36.8		100.0			
E2B	# 353	38	10	320	108	11	840	5.7	30.8	6.7	1.2	NO	NO	2	1		1			4	78.9%	YES	YES
	% 42.0	4.5	1.2	38.1	12.9	1.3	100.0							50.0	25.0		25.0			100.0			
E2C	# 246	54	10	389	192	19	910	8.0	35.1	27.2	2.1	NO	6.1	7	3	1	22	5	2	40	73.8%	YES	77.6%
	% 27.0	5.9	1.1	42.7	21.1	2.1	100.0							17.5	7.5	2.5	55.0	12.5	5.0	100.0			
E3	# 48	16	5	67	38	8	182	3.9	42.6	13.9	NO	5.8	NO		1		3	1		5	YES	86.4%	YES
	% 26.4	8.8	2.7	36.8	20.9	4.4	100.0								20.0		60.0	20.0		100.0			
E5	# 4	3		174	111	3	295	1.3	66.5	15.8	0.3	7.5	NO		1		3	1		5	76.9%*	88.7%	YES
	% 1.4	1.0		59.0	37.6	1.0	100.0								20.0		60.0	20.0		100.0			
E6	# 5	8		383	251	23	670	1.9	57.6	19.9	0.7	0.4	NO	1	1		7	2	1	12	63.2%	99.3%	YES
	% 0.7	1.2		57.2	37.5	3.4	100.0							8.3	8.3		58.3	16.7	8.3	100.0			
E7	# 20	15	1	5	3		44	17.7	12.0	14.2	NO	0.6	7.4			1	1	2		4	YES	95.0%*	47.9%
	% 45.5	34.1	2.3	11.4	6.8		100.0									25.0	25.0	50.0		100.0			
E8	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 87.5 percent

Level of Goal Attainment for 2008: 87.1 percent

Level of Goal Attainment for 2009: 87.0 percent

Health and Human Services, Department of

Agency Director: Emma Forkner

EEO Officer: Joyce Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	3		20	7		37	7.0	28.9	17.2	NO	NO	NO				2	2		4	YES	YES	YES
	% 18.9	8.1		54.1	18.9		100.0										50.0	50.0		100.0			
E2A	# 22	10		83	59	1	175	5.5	38.4	28.8	NO	NO	NO				2	2		4	YES	YES	YES
	% 12.6	5.7		47.4	33.7	0.6	100.0										50.0	50.0		100.0			
E2B	# 36	24	2	306	279	11	658	5.6	38.8	24.1	2.0	NO	NO	5	4		23	23	1	56	64.3%	YES	YES
	% 5.5	3.6	0.3	46.5	42.4	1.7	100.0							8.9	7.1		41.1	41.1	1.8	100.0			
E3	# 16	5		4	5	2	32	7.5	22.8	10.4	NO	10.3	NO	2			1			3	YES	54.8%	YES
	% 50.0	15.6		12.5	15.6	6.3	100.0							66.7			33.3			100.0			
E5	# 2	5		23	40	1	71	4.9	45.4	14.5	NO	13.0	NO		1		1	4	1	7	YES	71.4%	YES
	% 2.8	7.0		32.4	56.3	1.4	100.0								14.3		14.3	57.1	14.3	100.0			
E6	# 1	6	1	53	58		119	4.4	48.1	20.9	NO	3.6	NO		1		7	5		13	YES	92.5%	YES
	% 0.8	5.0	0.8	44.5	48.7		100.0								7.7		53.8	38.5		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 92.1 percent

Level of Goal Attainment for 2008: 91.7 percent

Level of Goal Attainment for 2009: 93.5 percent

Commission on Higher Education

Agency Director: Dr. Garrison Walters

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	2		4	1		10	5.4	39.0	13.0	NO	NO	3.0								YES	YES	76.9%
	% 30.0	20.0		40.0	10.0		100.0																
E2	# 5	6		19	8	1	39	6.6	33.2	10.8	NO	NO	NO								YES	YES	YES
	% 12.8	15.4		48.7	20.5	2.6	100.0																
E5 and E6	#	1	1		3		5	6.0	47.7	17.0	NO	47.7	NO								YES	0.0%	YES
	%	20.0	20.0		60.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 89.1 percent
 Level of Goal Attainment for 2008: 100.0 percent
 Level of Goal Attainment for 2009: 86.3 percent

Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Jeffrey L. Smith

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability			
	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			13	4		34	2.9	30.8	4.2	2.9	NO	NO	1			7	3		11	0.0%*	YES	YES
	%	50.0			38.2	11.8		100.0						9.1			63.6	27.3		100.0				
E2	#	9			10	1	1	21	4.9	27.6	6.8	4.9	NO	2.0			3			3	0.0%	YES	70.6%*	
	%	42.9			47.6	4.8	4.8	100.0									100.0			100.0				
E5	#	2			5	2		9	6.0	47.7	17.0	6.0	NO	NO	1			2		3	0.0%*	YES	YES	
	%	22.2			55.6	22.2		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 2007: 97.3 percent
 Level of Goal Attainment for 2008: 74.4 percent
 Level of Goal Attainment for 2009: 81.5 percent

Insurance, Department of

Agency Director: Scott Richardson

EEO Officer: Benjamin Duncan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7	3		8	3	1	22	2.4	30.1	5.1	NO	NO	NO				1	1		2	YES	YES	YES
	% 31.8	13.6		36.4	13.6	4.5	100.0										50.0	50.0		100.0			
E2	# 15	5		15	7	1	43	2.3	31.0	8.0	NO	NO	NO	2	1		1	1		5	YES	YES	YES
	% 34.9	11.6		34.9	16.3	2.3	100.0							40.0	20.0		20.0	20.0		100.0			
E3, E5 and E6	#	1	1	6	11		19	2.1	44.5	21.5	NO	12.9	NO								YES	71.0%	YES
	%	5.3	5.3	31.6	57.9		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 2007: 88.8 percent

Level of Goal Attainment for 2008: 96.8 percent

Level of Goal Attainment for 2009: 96.8 percent

John de la Howe School

Agency Director: Mark S. Williamson

EEO Officer: Angelee T. Williams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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		5	5.9	24.3	22.0	5.9 *	24.3	NO								0.0% *	0.0%	YES
	% 20.0				80.0		100.0																
E2 and E3	# 10	6	2	5	24		47	2.0	56.2	21.0	NO	45.6	NO		1	1	2	10		14	YES	18.9%	YES
	% 21.3	12.8	4.3	10.6	51.1		100.0								7.1	7.1	14.3	71.4		99.9			
E5 and E6	#			7	4		11	0.8	66.2	17.1	0.8 *	2.6 *	NO				1			1	0.0% *	96.1% *	YES
	%			63.6	36.4		100.0										100.0			100.0			
E7 and E8	# 5	1		2	4		12	22.5	13.2	20.7	14.2	NO	NO								36.9%	YES	YES
	% 41.7	8.3		16.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 70.2 percent

Level of Goal Attainment for 2008: 74.6 percent

Level of Goal Attainment for 2009: 75.2 percent

Juvenile Justice, Department of

Agency Director: William Byars, Jr.

EEO Officer: Clara Rentz

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	2		4	1		12	2.5	17.3	1.8	NO	NO	NO	1						1	YES	YES	YES
	% 41.7	16.7		33.3	8.3		100.0							100.0						100.0			
E2	# 93	67	2	149	169	5	485	6.4	43.0	18.5	NO	12.3	NO	3	4	1	8	6		22	YES	71.4%	YES
	% 19.2	13.8	0.4	30.7	34.8	1.0	100.0							13.6	18.2	4.5	36.4	27.3		100.0			
E3	# 2	1		4	2		9	4.6	35.8	14.3	NO	NO	NO				2	1		3	YES	YES	YES
	% 22.2	11.1		44.4	22.2		100.0										66.7	33.3		100.0			
E4	# 45	274	2	48	349	3	721	22.0	15.2	26.2	NO	8.5	NO	7	31	3	2	29	1	73	YES	44.1%	YES
	% 6.2	38.0	0.3	6.7	48.4	0.4	100.0							9.6	42.5	4.1	2.7	39.7	1.4	100.0			
E5	# 1	4		22	19		46	5.0	48.4	17.1	NO	0.6	NO					2		2	YES	98.8%	YES
	% 2.2	8.7		47.8	41.3		100.0											100.0		100.0			
E6	#	3		32	33		68	4.6	47.2	20.1	0.2	0.1	NO					2		2	95.7%	99.8%	YES
	%	4.4		47.1	48.5		100.0											100.0		100.0			
E7	# 18	6					24	62.6	1.0	1.0	37.6	1.0	1.0								39.9%	0.0%	0.0%
	% 75.0	25.0					100.0																
E8	# 2	5		5	26	4	42	19.7	12.5	24.6	7.8	0.6	NO		1		1	3		5	60.4%	95.2%	YES
	% 4.8	11.9		11.9	61.9	9.5	100.0								20.0		20.0	60.0		100.0			

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

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

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

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

Level of Goal Attainment for 2007: 88.3 percent

Level of Goal Attainment for 2008: 87.0 percent

Level of Goal Attainment for 2009: 91.1 percent

Labor, Licensing and Regulation, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	2	1	4	2		15	6.0	24.0	12.0	NO	NO	NO	1				1		2	YES	YES	YES
	% 40.0	13.3	6.7	26.7	13.3		100.0							50.0				50.0		100.0			
E2A	# 39	3	1	27	7		77	7.3	24.2	12.0	3.4	NO	2.9	3			2	3		8	53.4%	YES	75.8%
	% 50.6	3.9	1.3	35.1	9.1		100.0							37.5			25.0	37.5		100.0			
E2B	# 91	14		38	21	1	165	8.5	29.5	12.1	NO	6.5	NO	9	3		5	6		23	YES	78.0%	YES
	% 55.2	8.5		23.0	12.7	0.6	100.0							39.1	13.0		21.7	26.1		100.0			
E3	# 7	2		2	4	1	16	11.1	21.6	16.9	NO	9.1	NO	2					1	3	YES	57.9%	YES
	% 43.8	12.5		12.5	25.0	6.3	100.0							66.7					33.3	100.0			
E5	# 1	4		45	29	2	81	5.4	47.0	23.2	0.5	NO	NO				7	5	3	15	90.7%*	YES	YES
	% 1.2	4.9		55.6	35.8	2.5	100.0										46.7	33.3	20.0	100.0			
E6	#	1		14	13	1	29	5.5	50.4	18.5	2.1	2.1	NO				3	4		7	61.8%*	95.8%*	YES
	%	3.4		48.3	44.8	3.4	100.0										42.9	57.1		100.0			
E7 and E8	# 4	2					6	29.3	6.1	22.5	NO	6.1	22.5		2					2	YES	0.0%*	0.0%*
	% 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 2007: 86.4 percent
 Level of Goal Attainment for 2008: 86.3 percent
 Level of Goal Attainment for 2009: 85.7 percent

Lander University

President: Dr. Daniel Ball
EEO Officer: Chris Newton

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	#	11			9	1		21	5.9	36.7	9.3	5.9	NO	4.5				3			3			*
	%	52.4			42.9	4.8		100.0							100.0			100.0			100.0	0.0%	YES	51.6%
C2 and C3	#	19		1	12		1	33	2.4	35.2	6.6	2.4	NO	6.6	1			1			2	0.0%	YES	0.0%
	%	57.6		3.0	36.4		3.0	100.0							50.0			50.0			100.0	0.0%	YES	0.0%
C4	#	11		1	9		1	22	5.7	43.4	8.2	5.7	2.5	8.2	1						1	0.0%		0.0%
	%	50.0		4.5	40.9		4.5	100.0							100.0						100.0	0.0%	94.2%	0.0%
C5	#	24		1	19	2		46	5.6	51.6	11.0	5.6	10.3	6.7	4			1			5	0.0%	80.0%	39.1%
	%	52.2		2.2	41.3	4.3		100.0							80.0			20.0			100.0	0.0%	80.0%	39.1%
C6, C7 and C9	#	20			23		1	44	6.5	45.2	14.2	6.5	NO	14.2	3			4			7	0.0%	YES	0.0%
	%	45.5			52.3		2.3	100.0							42.9			57.1			100.0	0.0%	YES	0.0%
E2	#	14	1		29	3		47	5.1	47.7	12.3	3.0	NO	5.9	2			6	1		9	41.2%	YES	52.0%
	%	29.8	2.1		61.7	6.4		100.0							22.2			66.7	11.1		100.0	41.2%	YES	52.0%
E3 and E4	#	15	2		5		1	23	12.0	23.2	7.1	3.3	1.5	7.1	1	1		1		1	4	72.5%	93.5%	0.0%
	%	65.2	8.7		21.7		4.3	100.0							25.0	25.0		25.0		25.0	100.0	72.5%	93.5%	0.0%
E5 and E6	#	4	1		41			46	2.3	51.2	22.7	0.1	NO	22.7	1	1		10			12	95.7%	YES	0.0%
	%	8.7	2.2		89.1			100.0							8.3	8.3		83.3			100.0	95.7%	YES	0.0%
E7	#	24	1	1	1			27	12.6	1.9	1.4	8.9	NO	1.4								29.4%	YES	0.0%
	%	88.9	3.7	3.7	3.7			100.0														29.4%	YES	0.0%
E8	#	12	6		3	8	1	30	25.7	10.6	9.9	5.7	0.6	NO	2	1					3	77.8%	94.3%	YES
	%	40.0	20.0		10.0	26.7	3.3	100.0							66.7	33.3					100.0	77.8%	94.3%	YES

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

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

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

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

4.

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

Level of Goal Attainment for 2007: 62.1 percent

Level of Goal Attainment for 2008: 61.8 percent

Level of Goal Attainment for 2009: 54.3 percent

Law Enforcement Division, State

Agency Director: Reginald I. Lloyd

EEO Officer: Lynn Hutto

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	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	2	4	1		24	19.6	9.3	3.0	15.4	NO	NO	2						2	21.4%	YES	YES
	% 66.7	4.2	8.3	16.7	4.2		100.0							100.0						100.0			
E2A	# 50	6	1	16	7	1	81	16.3	15.6	4.2	8.9	NO	NO								45.4%	YES	YES
	% 61.7	7.4	1.2	19.8	8.6	1.2	100.0													100.0			
E2B	# 22	6		29	8	1	66	4.9	32.9	6.5	NO	NO	NO	1						1	YES	YES	YES
	% 33.3	9.1		43.9	12.1	1.5	100.0							100.0						100.0			
E3	# 9	4	1	39	13	3	69	7.0	35.1	13.0	1.2	NO	NO								82.9%	YES	YES
	% 13.0	5.8	1.4	56.5	18.8	4.3	100.0																
E4A	# 47	12	1	6	7		73	14.5	8.6	2.1	NO	0.4	NO	2			1			3	YES	95.3%	YES
	% 64.4	16.4	1.4	8.2	9.6		100.0							66.7			33.3			100.0			
E4B	# 83	20	2	29	6	1	141	14.9	9.0	3.2	0.7	NO	NO								95.3%	YES	YES
	% 58.9	14.2	1.4	20.6	4.3	0.7	100.0																
E5	# 3	2		21	3		29	3.2	51.7	27.2	NO	NO	16.9								YES	YES	37.9%
	% 10.3	6.9		72.4	10.3		100.0																
E6	#			9	8		17	7.0	37.2	30.0	7.0	NO	NO								0.0%	YES	YES
	%			52.9	47.1		100.0																
E7 and E8	# 2				1		3	42.6	5.3	11.3	42.6	5.3	NO								0.0%	0.0%	YES
	% 66.7				33.3		100.0																

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

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

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

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

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 83.5 percent

Level of Goal Attainment for 2009: 83.8 percent

South Carolina State Library

Agency Director: David S. Goble

EEO Officer: Leesa M. Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 4	1		17	2		24	2.7	54.2	8.4	NO	NO	0.1				3			3	YES	YES	98.8%
	% 16.7	4.2		70.8	8.3		100.0										100.0			100.0			
E3 and E5	# 1	1		5	3		10	5.4	49.6	13.6	NO	NO	NO								YES	YES	YES
	% 10.0	10.0		50.0	30.0		100.0																
E6	# 5				1		6	16.7	30.4	25.4	16.7	30.4	8.7								0.0%	0.0%	65.7%
	% 83.3				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 2007: 73.9 percent
 Level of Goal Attainment for 2008: 84.8 percent
 Level of Goal Attainment for 2009: 73.8 percent

Lieutenant Governor's Office

Agency Director: Andre' Bauer

EEO Officer: Trina Poole

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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			6	2		11	2.6	8.5	5.1	2.6 *	NO	NO								0.0% *	YES	YES
	% 27.3			54.5	18.2		100.0																
E2	# 8	2		8	8		26	4.8	11.7	5.6	NO	NO	NO								YES	YES	YES
	% 30.8	7.7		30.8	30.8		100.0																
E3,E4,E5	# 1	1		1			3	3.9	5.3	0.1	NO	NO	0.1 *								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 2007: 92.6 percent
 Level of Goal Attainment for 2008: 100.0 percent
 Level of Goal Attainment for 2009: 100.0 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 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
C1	#	2					2	2.6	17.8	1.9	2.6	17.8	1.9											0.0%	0.0%	0.0%
	%	100.0					100.0																			
C2	#	29			2		31	2.4	28.9	3.2	2.4	22.4	3.2				1			1			0.0%	22.5%	0.0%	
	%	93.5			6.5		100.0										100.0			100.0						
C3	#	203	3	19	62	1	4	292	0.1	27.3	2.4	NO	6.1	2.1	3	1		3		7			YES	77.7%	12.5%	
	%	69.5	1.0	6.5	21.2	0.3	1.4	100.0							42.9	14.3		42.9		100.0						
C4	#	121	3	22	75	3	6	230	2.1	28.2	2.4				3		3	2		8			61.9%	YES	54.2%	
	%	52.6	1.3	9.6	32.6	1.3	2.6	100.0				0.8	NO	1.1	37.5		37.5	25.0		100.0						
C5	#	237	15	71	220	13	31	587	2.1	29.8	2.6	NO	NO	0.4	25		10	23	2	7	67		YES	YES	84.6%	
	%	40.4	2.6	12.1	37.5	2.2	5.3	100.0							37.3		14.9	34.3	3.0	10.4	100.0					
C6	#	50	3	9	117	9	7	195	2.3	41.0	4.3	0.8	NO	NO	11	1	4	22	2	4	44	65.2%	YES	YES		
	%	25.6	1.5	4.6	60.0	4.6	3.6	100.0							25.0	2.3	9.1	50.0	4.5	9.1	100.0					
C8	#	9	3	5	10		3	30	2.2	35.9	3.7						1	2		4			YES	92.8%	0.0%	
	%	30.0	10.0	16.7	33.3		10.0	100.0				NO	2.6	3.7			25.0	50.0		25.0	100.0					
E1A	#	18			15	2		35	3.4	38.4	4.3				1					1			0.0%	YES	YES	
	%	51.4			42.9	5.7		100.0				3.4	NO	NO	100.0					100.0						
E1B	#	27	2	1	53	9	2	94	3.4	38.4	4.3				4		1	4		9			61.8%	YES	YES	
	%	28.7	2.1	1.1	56.4	9.6	2.1	100.0				1.3	NO	NO	44.4		11.1	44.4		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 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Medical University of South Carolina (Page 2 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	# 42	6	3	230	44	10	335	2.9	49.8	9.2	1.1	NO	NO	1			19	2	2	24	62.1%	YES	YES
	% 12.5	1.8	0.9	68.7	13.1	3.0	100.0							4.2			79.2	8.3	8.3	100.0			
E2B	# 1			6			7	0.9	69.2	8.7	0.9	NO	8.7								0.0%	YES	0.0%
	% 14.3			85.7			100.0																
E2C	# 10	5		62	24	2	103	4.6	36.5	18.1	NO	NO	NO	1	2		6		1	10	YES	YES	YES
	% 9.7	4.9		60.2	23.3	1.9	100.0							10.0	20.0		60.0		10.0	100.0			
E2D	# 25	4	1	18	8	1	57	8.6	34.1	1.4	1.6	2.5	NO	4						4	81.4%	92.7%	YES
	% 43.9	7.0	1.8	31.6	14.0	1.8	100.0							100.0						100.0			
E2F	# 3	1	1	3			8	6.1	10.9	0.3	NO	NO	0.3				1			1	YES	YES	0.0%
	% 37.5	12.5	12.5	37.5			100.0										100.0			100.0			
E2G	# 11	3		45	4	2	65	4.6	67.3	7.9	0.0	NO	1.7	1			8		1	10	YES	YES	78.5%
	% 16.9	4.6		69.2	6.2	3.1	100.0							10.0			80.0		10.0	100.0			
E3A	# 14	3	1	10	4	1	33	4.6	36.2	11.0	NO	5.9	NO	3		1	1			5	YES	83.7%	YES
	% 42.4	9.1	3.0	30.3	12.1	3.0	100.0							60.0		20.0	20.0			100.0			
E3B	# 8	3		2	1		14	8.3	36.2	11.0	NO	21.9	3.9								YES	39.5%	64.5%
	% 57.1	21.4		14.3	7.1		100.0																
E3C	# 3	6	2	12	4		27	4.9	65.1	7.3	NO	20.7	NO			1				1	YES	68.2%	YES
	% 11.1	22.2	7.4	44.4	14.8		100.0									100.0				100.0			

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

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

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

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

Level of Goal Attainment for 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Medical University of South Carolina (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
E3D	# 1	1		16	3	1	22	1.4	81.0	11.8	NO	8.3	NO											YES	89.8%	YES
	% 4.5	4.5		72.7	13.6	4.5	100.0																			
E3E	# 6	2		13	7	1	29	4.9	53.4	20.9	NO	8.6	NO			2	3	2				7	YES	83.9%	YES	
	% 20.7	6.9		44.8	24.1	3.4	100.0									28.6	42.9	28.6				100.0				
E3F	# 8	1	6	30	3	3	51	2.8	41.2	5.4	0.8	NO	NO			1	6					7	71.4%*	YES	YES	
	% 15.7	2.0	11.8	58.8	5.9	5.9	100.0									14.3	85.7					100.0				
E4A	# 32	13	1	9	2		57	17.3	10.6	5.4	NO	NO	1.9	3			1					4	YES	YES	64.8%	
	% 56.1	22.8	1.8	15.8	3.5		100.0							75.0			25.0					100.0				
E5A	# 2	2	1	23	13		41	1.8	74.3	12.2	NO	18.2	NO				1					1	YES	75.5%	YES	
	% 4.9	4.9	2.4	56.1	31.7		100.0										100.0					100.0				
E6A	# 19	5	2	183	106	6	321	1.7	77.8	15.9	0.1	20.8	NO	2			15	6	1		24	94.1%*	73.3%	YES		
	% 5.9	1.6	0.6	57.0	33.0	1.9	100.0							8.3			62.5	25.0	4.2		100.0					
E6B	# 3	5		2	8	2	20	9.6	45.0	27.6	NO	35.0	NO										YES	22.2%	YES	
	% 15.0	25.0		10.0	40.0	10.0	100.0																			
E7A	# 75	45	6		3		129	29.1	3.1	4.5	NO	3.1	2.2	3	1							4	YES	0.0%	51.1%	
	% 58.1	34.9	4.7		2.3		100.0							75.0	25.0							100.0				
E8A	# 8	20			41		69	28.7	12.2	17.2	NO	12.2	NO		1			1				2	YES	0.0%	YES	
	% 11.6	29.0			59.4		100.0								50.0			50.0				100.0				
E8B	# 4	13		1	17		35.0	56.2	13.7	13.9				2	2			1				5				
	% 11.4	37.1		2.9	48.6		100.0				19.1	10.8	NO	40.0	40.0			20.0				100.0	66.0%	21.2%	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 2007: 79.2 percent

Level of Goal Attainment for 2008: 81.7 percent

Level of Goal Attainment for 2009: 81.8 percent

Medical University Hospital Authority (Page 1 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	YES	NO	
E101	#	6			5			11	2.6	26.7	0.5	2.6	NO	0.5								0.0%	YES	0.0%
	%	54.5			45.5			100.0																
E102	#	10	2		21			33	1.9	23.0	2.1	NO	NO	2.1	3			1			4	YES	YES	0.0%
	%	30.3	6.1		63.6			100.0							75.0			25.0			100.0			
E204	#	64	5	4	87	8	2	170	3.0	33.0	5.6	0.1	NO	0.9	4	1	1	8		1	15	96.7%	YES	83.9%
	%	37.6	2.9	2.4	51.2	4.7	1.2	100.0							26.7	6.7	6.7	53.3		6.7	100.0			
E206	#	23	2	1	88	28	4	146	4.3	30.9	7.5	2.9	NO	NO	3			7	1	2	13	32.6%	YES	YES
	%	15.8	1.4	0.7	60.3	19.2	2.7	100.0							23.1			53.8	7.7	15.4	100.0			
E208	#	6			107	8	1	122	0.5	69.3	8.4	0.5	NO	1.8	2			20	1	1	24	0.0%	YES	78.6%
	%	4.9			87.7	6.6	0.8	100.0							8.3			83.3	4.2	4.2	100.0			
E209	#	8	2		13			23	2.8	50.2	7.7	NO	50.2	NO	1			2			3	YES	0.0%	YES
	%	34.8	8.7		56.5			100.0							33.3			66.7			100.0			
E215	#	14	3		40	10	1	68	5.6	42.1	20.0	1.2	NO	5.3	1			1	1		3	78.6%	YES	73.5%
	%	20.6	4.4		58.8	14.7	1.5	100.0							33.3			33.3	33.3		100.0			
E224	#	23	1	3	90	29	9	156	2.9	51.8	10.0	1.6	NO	NO	2			1	1		4	44.8%	YES	YES
	%	14.7	1.3	1.9	57.7	18.6	5.8	100.0							50.0			25.0	25.0		100.0			
E225	#	97	5	4	236	24	6	372	2.4	47.6	6.0	1.1	NO	NO	7	1		32	2	1	43	54.2%	YES	YES
	%	26.1	1.3	1.1	63.4	6.5	1.6	100.0							16.3	2.3		74.4	4.7	2.3	100.0			
E227	#	144	5	16	1461	139	91	1856	0.1	69.2	9.0	NO	NO	1.5	48	4	4	510	39	26	631	YES	YES	83.3%
	%	7.8	0.3	0.9	78.7	7.5	4.9	100.0							7.6	0.6	0.6	80.8	6.2	4.1	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 2007: 83.7 percent

Level of Goal Attainment for 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 percent

Medical University Hospital Authority (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 09/30/2008							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E330	# 54	8	2	19	8	3	94	5.7	24.3	4.1	NO	4.1	NO	5	1		4			10	YES	83.1%	YES
	% 57.4	8.5	2.1	20.2	8.5	3.2	100.0							50.0	10.0		40.0			100.0			
E331	# 10	3		30	19	3	65	3.0	57.6	13.1	NO	11.4	NO	2	2		15	6	4	29	YES	80.2%	YES
	% 15.4	4.6		46.2	29.2	4.6	100.0							6.9	6.9		51.7	20.7	13.8	100.0			
E333	# 83	49	12	191	391	21	747	3.8	30.8	46.9	NO	5.2	NO	68	21	4	166	129	11	399	YES	83.1%	YES
	% 11.1	6.6	1.6	25.6	52.3	2.8	100.0							17.0	5.3	1.0	41.6	32.3	2.8	100.0			
E334	# 55	13	4	115	22	3	212	1.4	59.9	9.7	NO	5.7	NO	8			11	1	2	22	YES	90.5%	YES
	% 25.9	6.1	1.9	54.2	10.4	1.4	100.0							36.4			50.0	4.5	9.1	100.0			
E447	# 24	33	3	3	10	1	74	15.1	8.8	3.2	NO	4.7	NO	2	3					5	YES	46.6%	YES
	% 32.4	44.6	4.1	4.1	13.5	1.4	100.0							40.0	60.0					100.0			
E550	# 4			32	53	4	93	5.3	24.9	37.7	5.3	NO	NO	1			7	5		13	0.0%	YES	YES
	% 4.3			34.4	57.0	4.3	100.0							7.7			53.8	38.5		100.0			
E551	# 33	9	2	52	39	5	140	2.6	48.6	22.6	NO	11.5	NO	6	3	2	18	4	1	34	YES	76.3%	YES
	% 23.6	6.4	1.4	37.1	27.9	3.6	100.0							17.6	8.8	5.9	52.9	11.8	2.9	100.0			
E552	# 15	15	1	25	23		79	7.8	42.8	15.8	NO	11.2	NO	3	1	1	8	2		15	YES	73.8%	YES
	% 19.0	19.0	1.3	31.6	29.1		100.0							20.0	6.7	6.7	53.3	13.3		100.0			
E660	# 40	19	3	251	444	27	784	2.7	37.2	33.7	0.3	5.2	NO	16	8	4	75	79	7	189	88.9%	86.0%	YES
	% 5.1	2.4	0.4	32.0	56.6	3.4	100.0							8.5	4.2	2.1	39.7	41.8	3.7	100.0			

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

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

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

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

Level of Goal Attainment for 2007: 83.7 percent

Level of Goal Attainment for 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 percent

Medical University Hospital Authority (Page 3 of 3)

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2008							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E772	# 39	22	5		2		68	15.4	5.9	0.1	NO	5.9	0.1	4						4	YES	0.0%	7.2%
	% 57.4	32.4	7.4		2.9		100.0							100.0						100.0			
E880	# 23	38	3	10	79	1	154	7.9	24.8	40.4	NO	18.3	NO	2	2			1		5	YES	26.2%	YES
	% 14.9	24.7	1.9	6.5	51.3	0.6	100.0							40.0	40.0			20.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
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NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2007: 83.7 percent

Level of Goal Attainment for 2008: 86.6 percent

Level of Goal Attainment for 2009: 84.2 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 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 3			1	3	1	8	7.9	32.0	12.3	7.9	19.5	NO								0.0%*	39.1%	YES
	% 37.5			12.5	37.5	12.5	100.0																
E1B	# 57	9		58	32	1	157	9.0	34.6	10.4	3.3	NO	NO		1		5			6	63.3%	YES	YES
	% 36.3	5.7		36.9	20.4	0.6	100.0								16.7		83.3			100.0			
E2A	# 61	22	13	169	109	18	392	1.8	52.1	9.9	NO	9.0	NO	6	3	1	15	9	3	37	YES	82.7%	YES
	% 15.6	5.6	3.3	43.1	27.8	4.6	100.0							16.2	8.1	2.7	40.5	24.3	8.1	100.0			
E2B	# 164	141	5	505	481	20	1316	10.9	38.2	25.1	0.2	NO	NO	6	5	2	41	22	3	79	98.2%	YES	YES
	% 12.5	10.7	0.4	38.4	36.6	1.5	100.0							7.6	6.3	2.5	51.9	27.8	3.8	100.0			
E2C	# 62	25	5	232	94	6	424	6.8	36.7	13.0	0.9	NO	NO		2		18	10	2	32	86.8%	YES	YES
	% 14.6	5.9	1.2	54.7	22.2	1.4	100.0								6.3		56.3	31.3	6.3	100.0			
E3A	# 3	1	1	35	32	2	74	5.4	44.1	36.3	4.0	NO	NO		1		3	8		12	25.9%	YES	YES
	% 4.1	1.4	1.4	47.3	43.2	2.7	100.0								8.3		25.0	66.7		100.0			
E3B	# 32	4		43	22	1	102	7.5	27.0	9.8	3.6	NO	NO	4			1	2		7	52.0%	YES	YES
	% 31.4	3.9		42.2	21.6	1.0	100.0							57.1			14.3	28.6		100.0			
E4A	# 20	61	5	4	21		111	29.6	8.4	9.6	NO	4.8	NO	6	16			2		24	YES	42.9%	YES
	% 18.0	55.0	4.5	3.6	18.9		100.0							25.0	66.7			8.3		100.0			
E5A	# 22	97	7	35	326	4	491	8.9	20.3	56.2	NO	13.2	NO	4	20	3	4	43		74	YES	35.0%	YES
	% 4.5	19.8	1.4	7.1	66.4	0.8	100.0							5.4	27.0	4.1	5.4	58.1		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 2007: 83.8 percent

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 84.8 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 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	# 18	54	1	128	214	5	420	7.5	50.4	21.1	NO	19.9	NO	3	14		2	25	1	45	YES	60.5%	YES
	% 4.3	12.9	0.2	30.5	51.0	1.2	100.0							6.7	31.1		4.4	55.6	2.2	100.0			
E6A	# 1	6		148	169	3	327	0.3	72.3	14.2	NO	27.0	NO		1		2	3		6	YES	62.7%	YES
	% 0.3	1.8		45.3	51.7	0.9	100.0								16.7		33.3	50.0		100.0			
E6B	# 1	2		44	46		93	1.1	60.2	15.4	NO	12.9	NO				3	1		4	YES	78.6%	YES
	% 1.1	2.2		47.3	49.5		100.0										75.0	25.0		100.0			
E7A and E7B	# 64	26	2	2			94	19.2	3.2	1.7	NO	1.1	1.7	1						1	YES	65.6%	0.0%
	% 68.1	27.7	2.1	2.1			100.0							100.0						100.0			
E8A,B and C	# 24	84	3	18	128	1	258	24.3	11.2	18.4	NO	4.2	NO	2	1		4	7		14	YES	62.5%	YES
	% 9.3	32.6	1.2	7.0	49.6	0.4	100.0							14.3	7.1		28.6	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 2007: 83.8 percent

Level of Goal Attainment for 2008: 86.8 percent

Level of Goal Attainment for 2009: 84.8 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Sherry M. Wilson

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		3	1		9	4.5	26.1	4.9	NO	NO	NO								YES	YES	YES
	% 44.4	11.1		33.3	44.4		100.0																
E2	# 61	10		105	66	2	244	5.1	41.2	8.7	1.0	NO	NO	5			5	1		11	80.4%	YES	YES
	% 25.0	4.1		43.0	27.0	0.8	100.0							45.5			45.5	9.1		100.0			
E3	# 9	4		7	5		25	5.5	33.8	10.9	NO	5.8	NO	1			1			2	YES	82.8%	YES
	% 36.0	16.0		28.0	20.0		100.0							50.0			50.0			100.0			
E5	# 6	3		42	37	1	89	0.7	72.3	11.3	NO	25.1	NO				1	1		2	YES	65.3%	YES
	% 6.7	3.4		47.2	41.6	1.1	100.0										50.0	50.0		100.0			
E6	# 29	19	3	385	368	17	821	6.3	41.5	25.2	4.0	NO	NO	3	4		15	5	1	28	36.5%	YES	YES
	% 3.5	2.3	0.4	46.9	44.8	2.1	100.0							10.7	14.3		53.6	17.9	3.6	100.0			
E7	# 4	1					5	18.8	2.6	1.7	NO	2.6	1.7								YES	0.0%	0.0%
	% 80.0	20.0					100.0																
E8	# 4			1			5	27.0	12.5	9.3	NO	12.5	NO								YES	0.0%	YES
	% 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 2007: 90.3 percent

Level of Goal Attainment for 2008: 88.8 percent

Level of Goal Attainment for 2009: 92.5 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Susan Worthy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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			6	3.3	24.8	5.0	3.3	NO	5.0				1			1	0.0%	YES	0.0%
	% 33.3			66.7			100.0										100.0			100.0			
E2 and E3	# 12	1		8	3		24	5.5	27.4	5.7	1.3	NO	NO								76.4%	YES	YES
	% 50.0	4.2		33.3	12.5		100.0																
E4, E7 and E8	# 1			1	5		7	16.5	12.1	28.0	16.5	NO	NO								0.0%	YES	YES
	% 14.3			14.3	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 2007: 78.8 percent

Level of Goal Attainment for 2008: 85.7 percent

Level of Goal Attainment for 2009: 82.3 percent

Natural Resources, Department of

Agency Director: John E. Frampton

EEO Officer: Terri McGee

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 29	2		9	1		41	4.7	26.4	6.3	NO	4.4	3.9	2						2			
	% 70.7	4.9		22.0	2.4		100.0							100.0						100.0	YES	83.3%	38.1%
E2A	# 27	6		52	18	1	104	3.8	38.3	11.4	NO	NO	NO	1			3	2	1	7			
	% 26.0	5.8		50.0	17.3	1.0	100.0							14.3			42.9	28.6	14.3	100.0	YES	YES	YES
E2B	# 109	7	3	37	1		157	3.7	21.9	1.7	NO	NO	1.1	2			1			3			
	% 69.4	4.5	1.9	23.6	0.6		100.0							66.7			33.3			100.0	YES	YES	35.3%
E3	# 90	5	2	13	2	1	113	3.1	15.8	1.2	NO	4.3	NO	4			2			6			
	% 79.6	4.4	1.8	11.5	1.8	0.9	100.0							66.7			33.3			100.0	YES	72.8%	YES
E4A	# 148	14	1	10	1		174	2.1	6.1	7.4	NO	0.4	6.8		1					1			*
	% 85.1	8.0	0.6	5.7	0.6		100.0								100.0					100.0	YES	93.4%	8.1%
E4B	# 42	4		4	1		51	9.2	5.6	1.0	1.4	NO	NO	7						7		*	
	% 82.4	7.8		7.8	2.0		100.0							100.0						100.0	84.8%	YES	YES
E6	# 3			28	12		43	5.2	47.3	17.0	5.2	NO	NO				3	1		4			
	% 7.0			65.1	27.9		100.0										75.0	25.0		100.0	0.0%	YES	YES
E7	# 13	7		2	3		25	16.8	6.1	3.4	NO	NO	NO	18			9	4	1	32			
	% 52.0	28.0		8.0	12.0		100.0							56.3			28.1	12.5	3.1	100.0	YES	YES	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 89.7 percent

Level of Goal Attainment for 2008: 87.5 percent

Level of Goal Attainment for 2009: 84.0 percent

SC Department of Parks, Recreation and Tourism

Agency Director: Chad Prosser
EEO Officer: Pamela R. Benjamin

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	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	4.0	30.7	7.9	4.0	NO	NO								0.0%	YES	YES
	% 50.0			33.3	16.7		100.0																
E2	# 30		1	24	5		60	4.4	36.8	11.1	4.4	NO	2.8				1			1	0.0%	YES	74.8%
	% 50.0		1.7	40.0	8.3		100.0										100.0			100.0			
E2A,B,C and D	# 94	7		19			120	62.0	13.2	21.4	56.2	NO	21.4	7	1		2			10	9.4%	YES	0.0%
	% 78.3	5.8		15.8			100.0							70.0	10.0		20.0			100.0			
E3 and E4	# 2			1		2	5	2.6	33.6	3.1	2.6	13.6	3.1								0.0%	59.5%	0.0%
	% 40.0			20.0		40.0	100.0																
E5 and E5A	# 17	5	1	47	18	1	89	9.6	39.6	14.6	4.0	NO	NO	1		1	3			5	58.3%	YES	YES
	% 19.1	5.6	1.1	52.8	20.2	1.1	100.0							20.0		20.0	60.0			100.0			
E6	# 3			6	4		13	1.3	45.5	26.6	1.3	NO	NO								0.0%	YES	YES
	% 23.1			46.2	30.8		100.0																
E7	# 46	3	1	3	2		55	16.7	11.0	8.3	11.2	5.5	4.7	1						1	32.9%	50.0%	43.4%
	% 83.6	5.5	1.8	5.5	3.6		100.0							100.0						100.0			
E8	# 26	15		5	3		49	23.9	13.7	12.8	NO	3.5	6.7	1	1		1			3	YES	74.5%	47.7%
	% 53.1	30.6		10.2	6.1		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 2007: 81.2 percent

Level of Goal Attainment for 2008: 75.0 percent

Level of Goal Attainment for 2009: 67.5 percent

Patriots Point

Agency Director: Richard Trammell

EEO Officer: Judith McClinton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	# 8			7	1		16	3.7	43.3	10.1	3.7 *	NO	3.8 *								0.0% *	YES *	62.4% *
	% 50.0			43.8	6.3		100.0																
E3, E5 and E6	# 3			3		1	7	1.5	55.0	19.1	1.5 *	12.1 *	19.1	1			1			2	0.0% *	78.0% *	0.0%
	% 42.9			42.9		14.3	100.0							100.0			100.0			100.0			
E4	#	1		2	1		4	3.4	39.5	4.2	NO	NO	NO								YES	YES	YES
	%	25.0		50.0	25.0		100.0																
E7	# 19	9		1			29	15.0	6.8	4.0	NO	3.4 *	4.0	2	1					3	YES	50.0% *	0.0%
	% 65.5	31.0		3.4			100.0							66.7	33.3					100.0			
E8	# 1	4			3		8	23.4	12.6	17.8	NO	12.6	NO		1			1		2	YES	0.0%	YES
	% 12.5	50.0			37.5		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 2007: 61.4 percent

Level of Goal Attainment for 2008: 66.8 percent

Level of Goal Attainment for 2009: 68.5 percent

Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: Steve Connor

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1	#	8			2			10	3.3	21.1	3.6	3.3	1.1	3.6	3			1			4	0.0%	94.8%	0.0%	
	%	80.0			20.0			100.0							75.0			25.0			100.0				
E2	#	42	8	1	18	1		70	5.2	29.0	6.2	NO	3.3	4.8	7			2			9	YES	88.6%	22.6%	
	%	60.0	11.4	1.4	25.7	1.4		99.9							77.8			22.2			100.0				
E3	#	12	4	1	9	1	1	28	10.0	24.0	13.2	NO	NO	9.6	2	1		2		1	6	YES	YES	27.3%	
	%	42.9	14.3	3.6	32.1	3.6	3.6	100.1							33.3	16.7		33.3		16.7	100.0				
E4	#	19	14		9	15		57	22.3	16.8	17.3	NO	1.0	NO	8	10		1	3		22	YES	94.0%	YES	
	%	33.3	24.6		15.8	26.3		100.0							36.4	45.5		4.5	13.6		100.0				
E5	#	25	9		5	2		41	18.5	9.2	7.9	NO	NO	3.0	2	1				3	YES	YES	62.0%		
	%	61.0	22.0		12.2	4.9		100.1							66.7	33.3					100.0				
E6	#	4			23	17		44	11.2	30.3	20.8	11.2	NO	NO		1		3	1		5	0.0%	YES	YES	
	%	9.1			52.3	38.6		100.0								20.0		60.0	20.0		100.0				
E7A	#	63	14	1		1		79	20.9	0.5	2.1	3.2	0.5	0.8	7	1					8	84.7%	0.0%	61.9%	
	%	79.7	17.7	1.3		1.3		100.0							87.5	12.5					100.0				
E7B	#	103	66	3	8	3	1	184	51.1	2.2	4.9	15.2	NO	3.3	9	6		1		1	17	70.3%	YES	32.7%	
	%	56.0	35.9	1.6	4.3	1.6	0.5	99.9							52.9	35.3		5.9		5.9	100.0				
E7C	#	25	9					34	24.3	6.5	7.1	NO	6.5	7.1	2					2	YES	0.0%	0.0%		
	%	73.5	26.5					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 2007: 71.5 percent

Level of Goal Attainment for 2008: 76.0 percent

Level of Goal Attainment for 2009: 72.5 percent

Probation, Parole & Pardon Services, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 6	3	1	2	6		18	8.4	23.7	28.6	NO	12.6	NO								YES	46.8%	YES	
	% 33.3	16.7	5.6	11.1	33.3		100.0																	
E2 and E2A	# 186	85	7	143	108	2	531	20.1	20.7	19.8	4.1	NO	NO	1	1			4		6	79.6%	YES	YES	
	% 35.0	16.0	1.3	26.9	20.3	0.4	100.0							16.7	16.7			66.7		100.0				
E3	# 4	4		8		2	18	7.4	30.9	14.4	NO	NO	14.4								YES	YES	0.0%	
	% 22.2	22.2		44.4		11.1	100.0																	
E5	# 1			64	30	2	97	10.9	38.9	24.2	10.9	NO	NO					1		1	0.0%	YES	YES	
	% 1.0			66.0	30.9	2.1	100.0											100.0		100.0				
E6 and E8	# 3			1	1		5	22.7	21.1	14.7	22.7	1.1	NO								0.0%	94.8%	YES	
	% 60.0			20.0	20.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2007: 87.9 percent
 Level of Goal Attainment for 2008: 77.0 percent
 Level of Goal Attainment for 2009: 74.7 percent

South Carolina Department of Public Safety

Agency Director: Mark A. Keel

EEO Officer: W. Alex Belk

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
		%																						
E1	#	6	2		1			9	3.8	29.5	2.7	NO	18.4	2.7	2	1					3			*
	%	66.7	22.2		11.1			100.0							66.7	33.3					100.0	YES	37.6%	0.0%
E2A	#	19	7		26	9	1	62	4.2	38.7	9.2	NO	NO	NO	1			2			3			
	%	30.6	11.3		41.9	14.5	1.6	100.0							33.3			66.7			100.0	YES	YES	YES
E2B	#	218	42	7	4	5		276	20.6	8.5	3.0	5.4	7.1	1.2	38	8	1				47			
	%	79.0	15.2	2.5	1.4	1.8		100.0							80.9	17.0	2.1				100.0	73.8%	16.5%	60.0%
E2C	#	10	2	1	25	11	2	51	5.9	41.4	12.6	2.0	NO	NO				1	1	1	3			
	%	19.6	3.9	2.0	49.0	21.6	3.9	100.0										33.3	33.3	33.3	100.0	66.1%	YES	YES
E3	#	34	12	1	63	28	1	139	9.0	32.1	8.9	0.4	NO	NO	4	4		14	5		27			*
	%	24.5	8.6	0.7	45.3	20.1	0.7	100.0							14.8	14.8		51.9	18.5		100.0	95.6%	YES	YES
E4	#	607	84	17	19	10		737	15.1	8.9	3.2	3.7	6.3	1.8	9	3			1		13			
	%	82.4	11.4	2.3	2.6	1.4		100.0							69.2	23.1			7.7		100.0	75.5%	29.2%	43.8%
E5	#				23	14		37	0.7	71.8	10.8	0.7	9.6	NO									*	
	%				62.2	37.8		100.0														0.0%	86.6%	YES
E6	#	3			11	7		21	6.7	36.6	33.0	6.7	NO	NO										
	%	14.3			52.4	33.3		100.0														0.0%	YES	YES
E7	#	12	5	1				18	33.8	7.5	2.5	6.0	7.5	2.5	1		1				2			*
	%	66.7	27.8	5.6				100.0							50.0		50.0				100.0	82.2%	0.0%	0.0%
E8	#	5	5		1			11	24.1	15.8	14.4	NO	6.7	14.4		1					1		*	
	%	45.5	45.5		9.1			100.0								100.0					100.0	YES	57.6%	0.0%

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

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

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

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

4.

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

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 73.0 percent

Level of Goal Attainment for 2009: 71.3 percent

Public Service Commission

Agency Director: Charles L. A. Terreni

EEO Officer: Carolyn C. Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1	3		8	4.2	26.3	6.5	4.2 *	13.8	NO								0.0% *	47.5%	YES
	% 50.0			12.5	37.5		100.0																
E2	# 5			9	3		17	2.7	35.4	8.8	2.7 *	NO	NO								0.0% *	YES	YES
	% 29.4			52.9	17.6		100.0																
E3 and E5	# 1	1		3	1		6	7.5	52.5	22.8	NO	2.5 *	6.1 *								YES	95.2% *	73.2% *
	% 16.7	16.7		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 2007: 82.3 percent
 Level of Goal Attainment for 2008: 88.0 percent
 Level of Goal Attainment for 2009: 88.0 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			5			8	6.1	21.7	6.4	6.1	NO	6.4								0.0%	YES	0.0%
	% 37.5			62.5			100.0																
E2	# 17	2	1	21	2	1	44	5.7	34.6	11.8	1.2	NO	7.3	2			4			6	78.9%	YES	38.1%
	% 38.6	4.5	2.3	47.7	4.5	2.3	100.0							33.3			66.7			100.0			
E3	# 7			1			8	3.3	28.6	16.3	3.3	16.1	16.3								0.0%	43.7%	0.0%
	% 87.5			12.5			100.0																
E5	#			4	1		5	0.2	61.0	20.8	0.2	NO	0.8				1			1	0.0%	YES	96.2%
	%			80.0	20.0		100.0										100.0			100.0			
E6	#			1			1	1.3	61.0	20.8	1.3	NO	20.8								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 89.3 percent

Level of Goal Attainment for 2008: 78.1 percent

Level of Goal Attainment for 2009: 73.0 percent

SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	1	12	3		36	5.7	33.5	9.4	0.1	0.2	1.1								98.2%	99.4%	88.3%
	% 50.0	5.6	2.8	33.3	8.3		100.0																
E2	# 136	20	3	141	44	4	348	5.2	38.2	15.6	NO	NO	3.0	19	2	1	21	9		52	YES	YES	80.8%
	% 39.1	5.7	0.9	40.5	12.6	1.1	100.0							36.5	3.8	1.9	40.4	17.3		100.0			
E3	# 22	6	1	16	6	3	54	7.5	34.3	12.8	NO	4.7	1.7	4		1		1		6	YES	86.3%	86.7%
	% 40.7	11.1	1.9	29.6	11.1	5.6	100.0							66.7		16.7		16.7		100.0			
E5	# 7	6		49	37		99	2.6	44.8	26.4	NO	NO	NO	2	1		8	5		16	YES	YES	YES
	% 7.1	6.1		49.5	37.4		100.0							12.5	6.3		50.0	31.3		100.0			
E6	# 4	8		54	36	2	104	4.8	37.8	28.4	NO	NO	NO	1	2		9	10	1	23	YES	YES	YES
	% 3.8	7.7		51.9	34.6	1.9	100.0							4.3	8.7		39.1	43.5	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 2007: 95.4 percent

Level of Goal Attainment for 2008: 96.5 percent

Level of Goal Attainment for 2009: 96.0 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability			
	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	1		4			22	3.8	16.4	3.6	NO	NO	3.6									YES	YES	0.0%
	% 77.3	4.5		18.2			100.0																	
E2	# 303	33	6	137	26	3	508	6.3	13.3	3.0	NO	NO	NO	22	3		11	1	1	38	YES	YES	YES	
	% 59.6	6.5	1.2	27.0	5.1	0.6	100.0							57.9	7.9		28.9	2.6	2.6	100.0				
E3	# 107	14		29	10	2	162	7.9	15.8	5.0	NO	NO	NO	3	2		1			6	YES	YES	YES	
	% 66.0	8.6		17.9	6.2	1.2	100.0							50.0	33.3		16.7			100.0				
E6	# 34	15	1	113	30	1	194	6.5	52.2	10.0	NO	NO	NO	1	1		7	1		10	YES	YES	YES	
	% 17.5	7.7	0.5	58.2	15.5	0.5	100.0							10.0	10.0		70.0	10.0		100.0				
E7	# 685	184	4	27	18	2	920	13.0	2.9	2.6	NO	NO	0.6	52	16			3		71	YES	YES	76.9%	
	% 74.5	20.0	0.4	2.9	2.0	0.2	100.0							73.2	22.5			4.2		100.0				
E8	# 10	18		10	6		44	20.0	13.5	12.2	NO	NO	NO	3	2		1	1		7	YES	YES	YES	
	% 22.7	40.9		22.7	13.6		100.0							42.9	28.6		14.3	14.3		100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2007: 99.0 percent
 Level of Goal Attainment for 2008: 98.2 percent
 Level of Goal Attainment for 2009: 98.6 percent

Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	9.0	36.0	9.0	9.0	11.0	NO								0.0%	69.4%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 3	1		4	1		9	4.4	39.3	19.7	NO	NO	8.6	1						1	YES	YES	56.3%
	% 33.3	11.1		44.4	11.1		99.9							100.0						100.0			
E5	#			3	3		6	2.5	55.0	17.6	2.5	5.0	NO					1		1	0.0%	90.9%	YES
	%			50.0	50.0		100.0											100.0		100.0			
E6	#	1		1			2	1.3	61.0	20.8	NO	11.0	20.8								YES	82.0%	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 2007: 88.5 percent

Level of Goal Attainment for 2008: 89.5 percent

Level of Goal Attainment for 2009: 88.7 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	3.4	29.6	4.5	3.4	NO	4.5								0.0%	YES	0.0%
	%			100.0			100.0																
E2	#	2		5			7	7.3	32.3	12.4	7.3	NO	12.4	1						1	0.0%	YES	0.0%
	%	28.6		71.4			100.0							100.0						100.0			
E5 and E6	#	1		11	3		15	3.8	53.6	16.8	3.8	NO	NO								0.0%	YES	YES
	%	6.7		73.3	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 2007: 80.0 percent
 Level of Goal Attainment for 2008: 100.0 percent
 Level of Goal Attainment for 2009: 100.0 percent

Social Services, Department of (Page 1 of 2)

Agency Director: Kathleen M. Hayes, PhD
EEO Officer: Annette G. Lance

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	#	6	3		4	5		18	4.1	33.2	8.2	NO	11.0	NO		2		1	2		5	YES	66.9%	YES
	%	33.3	16.7		22.2	27.8		100.0								40.0		20.0	40.0		100.0			
E1B	#	15	3		7	15		40	6.7	43.5	17.7	NO	26.0	NO		2		3		5	YES	40.2%	YES	
	%	37.5	7.5		17.5	37.5		100.0								40.0		60.0		100.0				
E2 and E2A	#	50	23	1	80	267		421	4.3	4.5	14.4	NO	NO	NO	20	9		31	25		85	YES	YES	YES
	%	11.9	5.5	0.2	19.0	63.4		100.0							23.5	10.6		36.5	29.4		100.0			
E2B	#	120	54	3	245	280	4	706	5.1	37.2	29.4	NO	2.5	NO	11	9		20	15	1	56	YES	93.3%	YES
	%	17.0	7.6	0.4	34.7	39.7	0.6	100.0							19.6	16.1		35.7	26.8	1.8	100.0			
E2C	#	130	110	2	602	945	16	1805	5.1	40.2	33.2	NO	6.8	NO	9	7		110	131	2	259	YES	83.1%	YES
	%	7.2	6.1	0.1	33.4	52.4	0.9	100.0							3.5	2.7		42.5	50.6	0.8	100.0			
E3	#	30	7	2	27	10	1	77	5.0	28.1	9.3	NO	NO	NO	1		1				2	YES	YES	YES
	%	39.0	9.1	2.6	35.1	13.0	1.3	100.0							50.0		50.0				100.0			
E5A	#	1	5		73	36	1	116	5.0	56.9	20.6	0.7	NO	NO				10	15		25	86.0%	YES	YES
	%	0.9	4.3		62.9	31.0	0.9	100.0										40.0	60.0		100.0			
E5B	#	2			15	73		90	4.4	32.4	43.7	4.4	15.7	NO	1			4	8		13	0.0%	51.5%	YES
	%	2.2			16.7	81.1		100.0							7.7			30.8	61.5		100.0			
E6A	#	5	7		213	162	1	388	1.0	69.0	15.7	NO	14.1	NO	1	1		7	9		18	YES	79.6%	YES
	%	1.3	1.8		54.9	41.8	0.3	100.0							5.6	5.6		38.9	50.0		100.0			
E6B	#		2		3	10		15	5.6	47.6	28.5	NO	27.6	NO				2	4		6	YES	42.0%	YES
	%		13.3		20.0	66.7		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 2007: 86.2 percent

Level of Goal Attainment for 2008: 88.7 percent

Level of Goal Attainment for 2009: 87.4 percent

Social Services, Department of (Page 2 of 2)

Agency Director: Kathleen M. Hayes, PhD

EEO Officer: Annette G. Lance

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
E8	#	2	1					3	49.1	0.0	0.0	15.8	0.0	0.0	1								1	67.8%	0.0%	0.0%
	%	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 2007: 86.2 percent

Level of Goal Attainment for 2008: 88.7 percent

Level of Goal Attainment for 2009: 87.4 percent

South Carolina State University (Page 1 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	10	1			7			19																	
	%	5.3	52.6	5.3			36.8			100.0	5.9	37.6	11.6												YES	0.0%	YES
C2	#	1	7	2			10			20								1		1					YES	0.0%	YES
	%	5.0	35.0	10.0			50.0			100.0	13.6	29.1	16.0					100.0		100.0					YES	0.0%	YES
C3	#	11	17	6	3		7	1		45															YES	23.1%	YES
	%	24.4	37.8	13.3	6.7		15.6	2.2		100.0	14.5	29.0	14.5												YES	23.1%	YES
C4	#	9	20	1	7		10	3		50															YES	41.9%	YES
	%	18.0	40.0	2.0	14.0		20.0	6.0		100.0	10.8	33.4	15.8												YES	41.9%	YES
C5	#	9	23	9	8		38	4		91				1	3		1	5		10					YES	23.8%	YES
	%	9.9	25.3	9.9	8.8		41.8	4.4		100.0	8.3	37.0	16.3	10.0	30.0		10.0	50.0		100.0					YES	23.8%	YES
C6	#	7	9	1	4		15			36					1					1					YES	29.1%	YES
	%	19.4	25.0	2.8	11.1		41.7			100.0	6.5	38.2	12.3		100.0					100.0					YES	29.1%	YES
C7	#		5		3		11	1		20								1		1					YES	26.3%	YES
	%		25.0		15.0		55.0	5.0		100.0	6.1	57.1	16.2					100.0		100.0					YES	26.3%	YES
C8	#	6	7		2		2			17				1	3					4					YES	30.3%	97.5%
	%	35.3	41.2		11.8		11.8			100.0	8.2	38.9	12.1	25.0	75.0					100.0					YES	30.3%	97.5%
C9	#	5	20	2	2		12			41					1					1					YES	22.0%	YES
	%	12.2	48.8	4.9	4.9		29.3			100.0	8.3	22.3	7.0		100.0					100.0					YES	22.0%	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 2007: 71.0 percent

Level of Goal Attainment for 2008: 72.4 percent

Level of Goal Attainment for 2009: 72.0 percent

South Carolina State University (Page 2 of 2)

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	# 1	31	1	4	96	3	136	8.9	35.4	18.1	NO	32.5	NO		2			2		4	YES	8.2%	YES
	% 0.7	22.8	0.7	2.9	70.6	2.2	100.0								50.0			50.0		100.0			
E3	# 2	11	1		23	1	38	9.5	30.0	14.2	NO	30.0	NO			1		1		2	YES	0.0%	YES
	% 5.3	28.9	2.6		60.5	2.6	100.0								50.0		50.0		100.0				
E4	#	15			15		30	14.2	16.0	5.9	NO	16.0	NO		3			2		5	YES	0.0%	YES
	%	50.0			50.0		100.0								60.0			40.0		100.0			
E5	#	2		1	35		38	7.2	44.0	19.9	1.9	41.4	NO								73.6%	5.9%	YES
	%	5.3		2.6	92.1		100.0																
E6	#	5		3	44		52	4.8	47.4	20.9	NO	41.6	NO					1		1	YES	12.2%	YES
	%	9.6		5.8	84.6		100.0											100.0		100.0			
E7	#	1	2				3	12.1	13.8	8.3	NO	13.8	8.3								YES	0.0%	0.0%
	%	33.3	66.7				100.0																
E8	#	17		1	10		28	18.3	20.3	19.7	NO	16.7	NO					3		3	YES	17.7%	YES
	%	60.7		3.6	35.7		100.0											100.0		100.0			

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

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

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

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

Level of Goal Attainment for 2007: 71.0 percent

Level of Goal Attainment for 2008: 72.4 percent

Level of Goal Attainment for 2009: 72.0 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. Barry W. Russell

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	1		6	4.2	42.0	20.9	4.2	NO	4.2								0.0%	YES	79.9%
	% 16.7		16.7	50.0	16.7		100.0																
E2	# 11	1	1	18	9	1	41	6.2	33.6	8.9	3.8	NO	NO								38.7%	YES	YES
	% 26.8	2.4	2.4	43.9	22.0	2.4	100.0																
E3 and E5	# 5	3	1	9	1		19	2.7	51.9	13.2	NO	4.5	7.9								YES	91.3%	40.2%
	% 26.3	15.8	5.3	47.4	5.3		100.0																
E6	#			4			4	7.3	54.6	15.5	7.3	NO	15.5								0.0%	YES	0.0%
	%			100.0			100.0																
E7	# 1						1	10.2	2.0	1.1	10.2	2.0	1.1								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 2007: 87.8 percent

Level of Goal Attainment for 2008: 93.0 percent

Level of Goal Attainment for 2009: 83.3 percent

Aiken Technical College

President: Dr. Susan Winsor

EEO Officer: Sylvia Byrd

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			2			5	3.7	47.8	15.2	3.7	7.8	15.2	1						1	0.0%	83.7%	0.0%
	% 60.0			40.0			100.0							100.0						100.0			
T3, T4 and T5	# 21	2	2	22	8	5	60	3.5	37.0	12.3	0.2	0.3	NO	3			4	2	1	10	94.3%	99.2%	YES
	% 35.0	3.3	3.3	36.7	13.3	8.3	100.0							30.0			40.0	20.0	10.0	100.0			
E2 and E3	# 11	3		21	9		44	8.0	34.8	13.2	1.2	NO	NO				4			4	85.0%	YES	YES
	% 25.0	6.8		47.7	20.5		100.0										100.0			100.0			
E5 and E6	# 2	1		8	8		19	1.1	56.1	20.6	NO	14.0	NO					1		1	YES	75.0%	YES
	% 10.5	5.3		42.1	42.1		100.0											100.0		100.0			
E7 and E8	# 2	2					4	22.0	7.8	7.0	NO	7.8	7.0								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 2007: 92.3 percent

Level of Goal Attainment for 2008: 96.6 percent

Level of Goal Attainment for 2009: 94.3 percent

Central Carolina Technical College

President: Tim Hardee

EEO Officer: RONALDA STOVER

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
T1 and T2	# 1			4			5	4.7	41.4	11.3	4.7	NO	11.3											0.0%*	YES	0.0%*
	% 20.0			80.0			100.0																			
T3 and T4	# 39	3		52	6		100	3.0	33.9	4.4	NO	NO	NO	6			9	1			16	YES	YES	YES		
	% 39.0	3.0		52.0	6.0		100.0							37.5			56.3	6.3		100.0						
T5 and E2	# 6		1	17	9	1	34	6.8	32.9	18.5	6.8	NO	NO	1			3	3		7	0.0%	YES	YES			
	% 17.6		2.9	50.0	26.5	2.9	100.0							14.3			42.9	42.9		100.0						
E3, E4 and E5	# 4			11	3	2	20	6.0	45.7	9.2	6.0	NO	NO	1						1	2	0.0%	YES	YES		
	% 20.0			55.0	15.0	10.0	100.0							50.0						50.0	100.0					
E6	#			17	4		21	3.8	54.5	26.1	3.8	NO	7.1				4			4	0.0%*	YES	72.8%			
	%			81.0	19.0		100.0										100.0			100.0						
E7 and E8	# 5	2		2	2		11	21.5	0.8	2.7	3.3	NO	NO									84.7%*	YES	YES		
	% 45.5	18.2		18.2	18.2		100.0																			
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2007: 86.2 percent
 Level of Goal Attainment for 2008: 92.9 percent
 Level of Goal Attainment for 2009: 83.8 percent

Denmark Technical College

President: Dr. Walt Tobin, Interim President

EEO Officer: Tonya M. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1	1	1		5		8	21.0	15.1	26.7	8.5 *	15.1	NO	1		1		1		3	59.5% *	0.0%	YES
	% 12.5	12.5	12.5		62.5		100.0							33.3		33.3		33.3		100.0			
T3 and T4	# 4	8	3	3	15	2	35	21.6	14.3	19.2	NO	5.7	NO					1		1	YES	60.1%	YES
	% 11.4	22.9	8.6	8.6	42.9	5.7	100.0											100.0		100.0			
E2	#	8			9	1	18	17.1	18.2	37.2	NO	18.2	NO					1		1	YES	0.0%	YES
	%	44.4			50.0	5.6	100.0											100.0		100.0			
E3, E5 and E6	# 2	3		5	23		33	4.8	45.0	34.1	NO	29.8	NO	1						1	YES	33.8%	YES
	% 6.1	9.1		15.2	69.7		100.0							100.0						100.0			
E4, E7 and E8	#	6			5		11	29.2	4.4	14.5	NO	4.4 *	NO								YES	0.0% *	YES
	%	54.5			45.5		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 77.1 percent

Level of Goal Attainment for 2008: 80.8 percent

Level of Goal Attainment for 2009: 75.2 percent

Florence Darlington Technical College

President: Dr. Charles Gould

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	1		2	1		9	8.5	34.7	16.3	NO	12.5	5.2	1			1			2	YES	64.0%	68.1%
	% 55.6	11.1		22.2	11.1		100.0							50.0			50.0			100.0			
T3, T4 and T5	# 40	3	5	37	14	2	101	7.8	30.1	11.0	4.8	NO	NO				2	1		3	38.5%	YES	YES
	% 39.6	3.0	5.0	36.6	13.9	2.0	100.0										66.7	33.3		100.0			
E2	# 14	2		29	18	1	64	8.7	36.6	20.8	5.6	NO	NO				1	1		2	35.6%	YES	YES
	% 21.9	3.1		45.3	28.1	1.6	100.0										50.0	50.0		100.0			
E5 and E6	# 2			18	13	1	34	5.2	58.5	26.6	NO	5.6	NO								YES	90.4%	YES
	% 5.9			52.9	38.2	2.9	100.0																
E3, E7 and E8	# 12	7		5	1	1	26	23.1	14.7	17.6	NO	NO	13.8						1	1	YES	YES	21.6%
	% 46.2	26.9		19.2	3.8	3.8	100.0												100.0	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 82.0 percent

Level of Goal Attainment for 2008: 80.0 percent

Level of Goal Attainment for 2009: 81.2 percent

Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Curtis Harkness

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 12	3		12	6		33	4.4	40.2	6.3	NO	3.8	NO	1			5			6	YES	90.5%	YES
	% 36.4	9.1		36.4	18.2		100.0							16.7			83.3			100.0			
T3 and T4	# 124	7	3	169	24	5	332	1.8	35.2	4.0	NO	NO	NO	10			17	3	1	31	YES	YES	YES
	% 37.3	2.1	0.9	50.9	7.2	1.5	100.0							32.3			54.8	9.7	3.2	100.0			
T5 and E2	# 29	5	1	79	24	2	140	3.8	40.9	7.8	0.2	NO	NO	2	1		7	4		14	94.7%	YES	YES
	% 20.7	3.6	0.7	56.4	17.1	1.4	100.0							14.3	7.1		50.0	28.6		100.0			
E3, E4 and E5	# 18	2	3	48	17	2	90	4.3	51.0	6.4	2.1	NO	NO	1			5			6	51.2%	YES	YES
	% 20.0	2.2	3.3	53.3	18.9	2.2	100.0							16.7			83.3			100.0			
E6	# 1	1		22	10		34	0.5	78.9	6.6	NO	14.2	NO				2	1		3	YES	82.0%	YES
	% 2.9	2.9		64.7	29.4		100.0										66.7	33.3		100.0			
E7 and E8	# 25	4	1	6	5		41	10.5	13.8	5.2	0.7	NO	NO	1		1				2	93.3%	YES	YES
	% 61.0	9.8	2.4	14.6	12.2		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 2007: 97.8 percent

Level of Goal Attainment for 2008: 96.5 percent

Level of Goal Attainment for 2009: 95.1 percent

Horry - Georgetown Technical College

President: H. Neyle Wilson

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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		4			10	10.9	42.3	14.3	0.9	2.3	14.3								91.7%	94.6%	0.0%
	% 50.0	10.0		40.0			100.0																
T3 and T4	# 56	3	1	66	8	3	137	1.6	36.7	2.2	NO	NO	NO	3			6			9	YES	YES	YES
	% 40.9	2.2	0.7	48.2	5.8	2.2	100.0							33.3			66.7			100.0			
T5 and E2	# 9	4		24	13		50	6.7	42.0	11.1	NO	NO	NO	2			5	3		10	YES	YES	YES
	% 18.0	8.0		48.0	26.0		100.0							20.0			50.0	30.0		100.0			
E3 and E5	# 10	2		16	5		33	1.1	46.7	6.4	NO	NO	NO				1	1		2	YES	YES	YES
	% 30.3	6.1		48.5	15.2		100.0										50.0	50.0		100.0			
E6	# 1	1		21	5	1	29	1.0	65.0	6.2	NO	NO	NO				2	1		3	YES	YES	YES
	% 3.4	3.4		72.4	17.2	3.4	100.0										66.7	33.3		100.0			
E7 and E8	# 19	3		14			36	19.7	11.6	8.3	11.4	NO	8.3	1						1	42.1%	YES	0.0%
	% 52.8	8.3		38.9			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 2007: 88.0 percent

Level of Goal Attainment for 2008: 87.2 percent

Level of Goal Attainment for 2009: 84.9 percent

Technical College of the Low Country

President: Thomas Leitzel

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
T1 and E1	# 2	1		4	1		8	3.6	30.2	11.2	NO	NO	NO	1						1		YES	YES	YES	
	% 25.0	12.5		50.0	12.5		100.0							100.0						100.0					
T3 and T4	# 13	3	1	29	4		50	6.0	39.8	1.6	0.0	NO	NO				1	1		2		YES	YES	YES	
	% 26.0	6.0	2.0	58.0	8.0		100.0										50.0	50.0		100.0					
T5 and E2	# 5	1	1	18	7		32	8.7	38.7	16.3	5.6	NO	NO	1	3		1	1		6		35.6%	YES	YES	
	% 15.6	3.1	3.1	56.3	21.9		100.0							16.7	50.0		16.7	16.7		100.0					
E3 and E5	# 4	1		7	4	2	18	5.1	43.9	20.4	NO	5.0	NO				1		1	2		YES	88.6%	YES	
	% 22.2	5.6		38.9	22.2	11.1	100.0										50.0		50.0	100.0					
E6	#			9	11		20	1.0	50.7	31.3	1.0	5.7	NO				2	1		3		0.0%	88.8%	YES	
	%			45.0	55.0		100.0										66.7	33.3		100.0					
E4, E7 and E8	# 5	7		3			15	17.6	12.0	9.7	NO	NO	9.7				1			1		YES	YES	0.0%	
	% 33.3	46.7		20.0			100.0										100.0			100.0					
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2007: 88.4 percent

Level of Goal Attainment for 2008: 86.5 percent

Level of Goal Attainment for 2009: 89.0 percent

Midlands Technical College

President: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 4	2		5	3		14	6.9	39.9	20.4	NO	4.2	NO								YES	89.5%	YES	
	% 28.6	14.3		35.7	21.4		100.0																	
T3 and T4	# 82	6	2	110	21	5	226	3.8	36.4	7.8	1.1	NO	NO	4			5	2	1	12	71.1%	YES	YES	
	% 36.3	2.7	0.9	48.7	9.3	2.2	100.0							33.3			41.7	16.7	8.3	100.0				
T5 and E2	# 26	10		58	48	4	146	6.5	39.7	19.9	NO	0.0	NO	1			4	6	2	13	YES	YES	YES	
	% 17.8	6.8		39.7	32.9	2.7	100.0							7.7			30.8	46.2	15.4	100.0				
E3	# 20	9		18	6	1	54	9.9	31.5	12.0	NO	NO	0.9	2			1			3	YES	YES	92.5%	
	% 37.0	16.7		33.3	11.1	1.9	100.0							66.7			33.3			100.0				
E4 and E5	# 4	4		27	15	1	51	5.2	50.3	17.9	NO	NO	NO				2	2		4	YES	YES	YES	
	% 7.8	7.8		52.9	29.4	2.0	100.0										50.0	50.0		100.0				
E6	# 1	2		27	17	3	50	1.4	70.8	15.7	NO	16.8	NO	1						1	YES	76.3%	YES	
	% 2.0	4.0		54.0	34.0	6.0	100.0							100.0						100.0				
E7	# 12	1			1		14	13.7	4.2	4.2	6.6	4.2	NO	2						2	51.8%	0.0%	YES	
	% 85.7	7.1			7.1		100.0							100.0						100.0				
E8	# 7	6		3	2		18	23.7	14.2	9.5	NO	NO	NO								YES	YES	YES	
	% 38.9	33.3		16.7	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 2007: 95.5 percent
Level of Goal Attainment for 2008: 97.5 percent
Level of Goal Attainment for 2009: 94.8 percent

Northeastern Technical College

President: Ron Bartley
EEO Officer: Sharon Thurman

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	# 4	1		3			8	7.0	33.7	5.6	NO	NO	5.6	2	1					3	YES	YES	0.0%
	% 50.0	12.5		37.5			100.0							66.7	33.3					100.0			
T3 and T4	# 13		1	15	1		30	3.0	44.1	28.8	3.0	NO	25.5	1			1			2	0.0%	YES	11.5%
	% 43.3		3.3	50.0	3.3		100.0							50.0			50.0			100.0			
T5, E2, E3 and E5	# 3	1		11	10		25	6.2	41.7	14.3	2.2	NO	NO								64.5%	YES	YES
	% 12.0	4.0		44.0	40.0		100.0																
E6	# 1			7	1		9	0.5	74.4	12.2	NO	NO	1.1								YES	YES	91.0%
	% 11.1			77.8	11.1		100.0																
E7 and E8	# 4				4		8	40.0	3.7	11.8	40.0	3.7	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 2007: 83.5 percent
Level of Goal Attainment for 2008: 83.0 percent
Level of Goal Attainment for 2009: 80.6 percent

Orangeburg-Calhoun Technical College

President: Dr. Anne S. Cook

EEO Officer: Marie Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 2	1		6			9	6.7	39.8	21.6	NO	NO	21.6				1			1	YES	YES	0.0%
	% 22.2	11.1		66.7			100.0										100.0			100.0			
T3 and T4	# 24	3		36	12	1	76	8.8	28.3	9.8	4.9	NO	NO	1				2	3	33.3	44.3%	YES	YES
	% 31.6	3.9		47.4	15.8	1.3	100.0											66.7	100.0				
T5 and E2	# 3	3		12	7		25	12.8	30.1	20.4	0.8	NO	NO		1					1	93.8%	YES	YES
	% 12.0	12.0		48.0	28.0		100.0								100.0					100.0			
E3, E4 and E5	# 4	1		11	4		20	10.8	32.9	15.2	5.8	NO	NO	1						1	46.3%	YES	YES
	% 20.0	5.0		55.0	20.0		100.0							100.0						100.0			
E6	#			17	6		23	2.0	57.6	27.4	2.0	NO	1.3				1	1	2		0.0%	YES	95.3%
	%			73.9	26.1		100.0										50.0	50.0	100.0				
E7 and E8	# 7	8		1	3		19	38.4	2.0	15.0	NO	NO	NO								YES	YES	YES
	% 36.8	42.1		5.3	15.8		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 2007: 85.8 percent
 Level of Goal Attainment for 2008: 85.3 percent
 Level of Goal Attainment for 2009: 87.0 percent

Piedmont Technical College

President: Dr. Ray Brooks

EEO Officer: James R. Smith

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability			
																								WM
T1 and T2	# 1			4			5	3.2	36.9	7.4	3.2	NO	7.4				1				1	0.0%*	YES	0.0%*
	% 20.0			80.0			100.0										100.0				100.0			
T3 and T4	# 45	4	5	61	6		121	1.9	28.2	6.1	NO	NO	1.1	6			10				16	YES	YES	82.0%
	% 37.2	3.3	4.1	50.4	5.0		100.0							37.5			62.5				100.0			
T5 and E2	# 12	3		36	16		67	4.0	36.8	15.0	NO	NO	NO	1			8	4			13	YES	YES	YES
	% 17.9	4.5		53.7	23.9		100.0							7.7			61.5	30.8			100.0			
E3, E4 and E5	# 11	1		23	2		37	2.8	51.0	6.3	0.1	NO	0.9	1			1				2	96.4%*	YES	85.7%*
	% 29.7	2.7		62.2	5.4		100.0							50.0			50.0				100.0			
E6	# 2	1		12	10		25	2.1	71.9	10.2	NO	23.9	NO				2	1			3	YES	66.8%	YES
	% 8.0	4.0		48.0	40.0		100.0										66.7	33.3			100.0			
E7	# 7	1		1			9	30.8	2.3	0.8	19.7	NO	0.8									36.0%	YES	0.0%
	% 77.8	11.1		11.1			100.0																	
E8	# 1	3			1		5	22.5	15.4	10.2	NO	15.4	NO	1							1	YES	0.0%*	YES
	% 20.0	60.0			20.0		100.0							100.0							100.0			
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2007: 93.4 percent

Level of Goal Attainment for 2008: 93.4 percent

Level of Goal Attainment for 2009: 92.2 percent

Spartanburg Community College

President: Dr. Para M. Jones

EEO Officer: Regina J. Eaker

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	43.3	4.1	NO	4.8	4.1								YES	88.9%	0.0%	
	% 53.8	7.7		38.5			100.0																	
T3 and T4	# 35	7	3	61	6	5	117	3.7	42.5	4.6	NO	NO	NO	2			9			11	YES	YES	YES	
	% 29.9	6.0	2.6	52.1	5.1	4.3	100.0							18.2			81.8			100.0				
T5 and E2	# 16	4		33	10		63	3.2	42.3	15.7	NO	NO	NO	3	2		5			10	YES	YES	YES	
	% 25.4	6.3		52.4	15.9		100.0							30.0	20.0		50.0			100.0				
E3, E5 and E6	# 9	1		42	21		73	3.6	56.0	19.0				1			4	3		8				
	% 12.3	1.4		57.5	28.8		100.0				2.2	NO	NO	12.5			50.0	37.5		100.0	38.9%	YES	YES	
E4, E7 and E8	# 15	3	1	1	1		21	10.7	6.5	4.7	NO	1.7	NO								YES	73.8%	YES	
	% 71.4	14.3	4.8	4.8	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 2007: 96.3 percent

Level of Goal Attainment for 2008: 94.7 percent

Level of Goal Attainment for 2009: 93.0 percent

Tri-County Technical College

President: Ronnie L. Booth

EEO Officer: Sharon Colcolough

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	# 4	1		1			6	3.8	42.5	3.1	NO	25.8	3.1	1						1	YES	39.3%	0.0%
	% 66.7	16.7		16.7			100.0							100.0						100.0			
T3	# 16	1	1	25	2		45	1.1	32.7	2.4	NO	NO	NO				1			1	YES	YES	YES
	% 35.6	2.2	2.2	55.6	4.4		100.0										100.0			100.0			
T4	# 23	3		49	3	2	80	1.1	31.0	2.4	NO	NO	NO	2			12	1		15	YES	YES	YES
	% 28.8	3.8		61.3	3.8	2.5	100.0							13.3			80.0	6.7		100.0			
T5 and E2	# 26	1		47	17	1	92	3.1	44.4	11.9				7			8	4		19			
	% 28.3	1.1		51.1	18.5	1.1	100.0				2.0	NO	NO	36.8			42.1	21.1		100.0	35.5%	YES	YES
E3 and E5	# 7	1		22	2	1	33	2.1	47.7	6.0	NO	NO	NO	1						1	YES	YES	YES
	% 21.2	3.0		66.7	6.1	3.0	100.0							100.0						100.0			
E6	#			34	8	2	44	0.5	79.3	7.3	0.5	2.0	NO				2			2	0.0%	97.5%	YES
	%			77.3	18.2	4.5	100.0										100.0			100.0			
E4, E7 and E8	# 7	1		6	1		15	10.9	18.4	4.4	4.2	NO	NO		1		1			2	61.5%	YES	YES
	% 46.7	6.7		40.0	6.7		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 2007: 90.1 percent

Level of Goal Attainment for 2008: 91.6 percent

Level of Goal Attainment for 2009: 91.2 percent

Trident Technical College

President: Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	2		8	2		17	4.7	41.1	12.7	NO	NO	0.9				1			1	YES	YES	92.9%
	% 29.4	11.8		47.1	11.8		100.0										100.0			100.0			
T3 and T4	# 128	11	2	141	20	2	304	2.8	37.4	4.8	NO	NO	NO	10	2		10	2		24	YES	YES	YES
	% 42.1	3.6	0.7	46.4	6.6	0.7	100.0							41.7	8.3		41.7	8.3		100.0			
T5 and E2	# 34	14	1	60	36	3	148	6.7	38.0	11.6	NO	NO	NO	6	3		3	7		19	YES	YES	YES
	% 23.0	9.5	0.7	40.5	24.3	2.0	100.0							31.6	15.8		15.8	36.8		100.0			
E3 and E5	# 23	8	1	51	20	4	107	2.9	40.0	11.8	NO	NO	NO	2	1	1	5	3		12	YES	YES	YES
	% 21.5	7.5	0.9	47.7	18.7	3.7	100.0							16.7	8.3	8.3	41.7	25.0		100.0			
E4	# 9	8		2	1		20	11.7	10.9	3.5	NO	0.9	NO	5	1		2			8	YES	91.7%	YES
	% 45.0	40.0		10.0	5.0		100.0							62.5	12.5		25.0			100.0			
E6	# 1	1		10	15		27	2.5	47.2	23.4	NO	10.2	NO				2	3		5	YES	78.4%	YES
	% 3.7	3.7		37.0	55.6		100.0										40.0	60.0		100.0			
E7 and E8	# 19	8	1	6	1	1	36	24.8	7.9	2.7	2.6	NO	NO	2			1	1		4	89.5%	YES	YES
	% 52.8	22.2	2.8	16.7	2.8	2.8	100.0							50.0			25.0	25.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 99.0 percent

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 97.7 percent

Williamsburg Technical College

President: Dr. Cheryl Cox
EEO Officer: Will M. Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	# 3	1		1	1		6	16.3	20.6	25.9	NO	3.9	9.2					1		100.0	100.0	YES	81.1%	64.5%
	% 50.0	16.7		16.7	16.7		100.0																	
T3 and T4	# 7	2		6	4		19	26.3	25.1	18.9	15.8	NO	NO				1			1	39.9%	YES	YES	
	% 36.8	10.5		31.6	21.1		100.0										100.0			100.0				
E2	# 1	3		2	5		11	15.1	25.4	29.0	NO	7.2	NO	1						1	YES	71.7%	YES	
	% 9.1	27.3		18.2	45.5		100.0							100.0						100.0				
E3 and E5	# 2	1	4	5			12	8.5	39.3	26.3	0.2	NO	26.3				1			1	97.6%	YES	0.0%	
	% 16.7	8.3	33.3	41.7			100.0										100.0			100.0				
E6	#			9	2		11	2.1	58.3	19.2	2.1	NO	1.0				1			1	0.0%	YES	94.8%	
	%			81.8	18.2		100.0										100.0			100.0				
E7 and E8	# 2	5					7	51.6	4.2	17.3	NO	4.2	17.3	1	1					2	YES	0.0%	0.0%	
	% 28.6	71.4					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 2007: 76.2 percent
Level of Goal Attainment for 2008: 77.9 percent
Level of Goal Attainment for 2009: 78.1 percent

York Technical College

President: Greg Rutherford

EEO Officer: Edwina Roseboro-Barnes

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1, T2 and E1	# 6			3	1		10	5.3	39.5	12.5	5.3	9.5	2.5									0.0%	75.9%	80.0%
	% 60.0			30.0	10.0		100.0																	
T3 and T4	# 49	8	6	53	9	1	126	4.1	31.9	6.1	NO	NO	NO	3		2	3	2		10	YES	YES	YES	
	% 38.9	6.3	4.8	42.1	7.1	0.8	100.0							30.0		20.0	30.0	20.0		100.0				
T5 and E2	# 11	5		42	22	2	82	4.7	40.7	12.9	NO	NO	NO	1	3		1	2	1	8	YES	YES	YES	
	% 13.4	6.1		51.2	26.8	2.4	100.0							12.5	37.5		12.5	25.0	12.5	100.0				
E3 and E5	# 7			20	5	1	33	3.2	45.9	11.5				1						1	YES	YES	YES	
	% 21.2			60.6	15.2	3.0	100.0				3.2	NO	NO	100.0						100.0	0.0%	YES	YES	
E6	#			10	10	2	22	0.8	73.0	13.0	0.8	27.5	NO				2			2	0.0%		YES	
	%			45.5	45.5	9.1	100.0										100.0			100.0		62.3%	YES	
E4, E7 and E8	# 18	3		7	4		32	19.9	9.9	11.4	10.5	NO	NO	1	1		1			3	47.2%	YES	YES	
	% 56.3	9.4		21.9	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 2007: 81.6 percent

Level of Goal Attainment for 2008: 81.2 percent

Level of Goal Attainment for 2009: 85.3 percent

Transportation, Department of

Agency Director: H. B. Limehouse

EEO Officer: Darlene M. Rikard

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14	1	1	3	1		20	7.6	15.2	4.3	2.6	0.2	NO	1						1	65.8%	98.7%	YES
	% 70.0	5.0	5.0	15.0	5.0		100.0							100.0						100.0			
E2 Non-Engineers	# 151	26	7	129	87	4	404	7.1	20.9	5.8	0.7	NO	NO	12	1		9	7	1	30	90.1%	YES	YES
	% 37.4	6.4	1.7	31.9	21.5	1.0	100.0							40.0	3.3		30.0	23.3	3.3	100.0			
E2 Engineers	# 557	75	22	93	21	8	776	7.4	5.5	0.6	NO	NO	NO	67	8	4	12	2	1	94	YES	YES	YES
	% 71.8	9.7	2.8	12.0	2.7	1.0	100.0							71.3	8.5	4.3	12.8	2.1	1.1	100.0			
E4,E5 Non-Engineers	# 163	32	5	109	66	3	378	8.7	23.0	5.9	0.2	NO	NO	15	4		4	3		26	97.7%	YES	YES
	% 43.1	8.5	1.3	28.8	17.5	0.8	100.0							57.7	15.4		15.4	11.5		100.0			
E3,E5 Engineers	# 300	55	9	71	14		449	6.5	26.0	4.3	NO	10.2	1.2	31	3		9	3		46	YES	60.8%	72.1%
	% 66.8	12.2	2.0	15.8	3.1		100.0							67.4	6.5		19.6	6.5		100.0			
E6	# 1	3		93	50	2	149	1.2	65.3	19.2	NO	2.9	NO				6	3		9	YES	95.6%	YES
	% 0.7	2.0		62.4	33.6	1.3	100.0										66.7	33.3		100.0			
E7	# 1437	1075	31	87	130	1	2761	30.8	3.0	2.0	NO	NO	NO	218	105	5	12	3		343	YES	YES	YES
	% 52.0	38.9	1.1	3.2	4.7		100.0							63.6	30.6	1.5	3.5	0.9		100.0			
E8	# 36	15		52	28	1	132	18.7	22.4	10.5	7.3	NO	NO	3	3		4			10	61.0%	YES	YES
	% 27.3	11.4		39.4	21.2	0.8	100.0							30.0	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
 WF = White Female BF = Black Female OF = Other Female # = Number

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

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

Level of Goal Attainment for 2007: 90.9 percent
 Level of Goal Attainment for 2008: 92.6 percent
 Level of Goal Attainment for 2009: 93.4 percent

State Treasurer's Office

Agency Director: Converse A. Chellis III, CPA

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			5	2	1	13	3.2	31.2	6.8	3.2 *	NO	NO								0.0% *	YES	YES
	% 38.5			38.5	38.5	7.7	100.0																
E2	# 6	2		15	5		28	4.7	40.8	12.5	NO	NO	NO	1	1					2	YES	YES	YES
	% 21.4	7.1		53.6	17.9		100.0							50.0	50.0					100.0			
E3	# 2	1		1	2		6	5.4	26.5	15.8	NO	9.8 *	NO								YES	63.0% *	YES
	% 33.3	16.7		16.7	33.3		100.0																
E5	# 1			3	3		7	4.9	41.4	15.9	4.9 *	NO	NO					1		1	0.0% *	YES	YES
	% 14.3			42.9	42.9		100.0											100.0		100.0			
E6	# 1	1		1	2		5	2.9	53.6	23.3	NO	33.6	NO								YES	37.3%	YES
	% 20.0	20.0		20.0	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 2007: 97.5 percent

Level of Goal Attainment for 2008: 94.0 percent

Level of Goal Attainment for 2009: 92.3 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	# 9	1		2			12	3.4	41.7	7.4	NO	25.0	7.4	1						1	YES	40.0%	0.0%
	% 75.0	8.3		16.7			100.0							100.0						100.0			
C2	# 96	4	15	56	3	8	182	3.4	71.7	7.4	1.2	40.9	5.8	4		1	3			8	64.7%	43.0%	21.6%
	% 52.7	2.2	8.2	30.8	1.6	4.4	100.0							50.0		12.5	37.5			100.0			
C3	# 237	6	35	64	7	2	351	2.3	33.2	2.9	0.6	15.0	0.9	12		3	2	1	1	19	73.9%	54.8%	69.0%
	% 67.5	1.7	10.0	18.2	2.0	0.6	100.0							63.2		15.8	10.5	5.3	5.3	100.0			
C4	# 205	10	52	142	15	20	444	2.3	33.2	2.9	0.0	1.2	NO	20	3	10	18	2	3	56	YES	96.4%	YES
	% 46.2	2.3	11.7	32.0	3.4	4.5	100.0							35.7	5.4	17.9	32.1	3.6	5.4	100.0			
C5	# 164	13	68	178	11	36	470	2.3	33.2	2.9	NO	NO	0.6	12	1	11	15	1	1	41	YES	YES	79.3%
	% 34.9	2.8	14.5	37.9	2.3	7.7	100.0							29.3	2.4	26.8	36.6	2.4	2.4	100.0			
C6	# 106	7	7	134	13	26	293	2.3	33.2	2.9	NO	NO	NO	8	2		21	2	11	44	YES	YES	YES
	% 36.2	2.4	2.4	45.7	4.4	8.9	100.0							18.2	4.5		47.7	4.5	25.0	100.0			
C7	# 13		1	12			26	2.3	33.2	2.9	2.3	NO	2.9								0.0%	YES	0.0%
	% 50.0		3.8	46.2			100.0																
C825	# 8			1			9	2.3	33.2	2.9	2.3					1				1	0.0%		
	% 88.9			11.1			100.0									100.0				100.0		33.4%	0.0%
C826	# 22	1	2	48	1	4	78	1.0	64.4	4.5	NO	2.9	3.2	1		1	4	1		7	YES	95.5%	28.9%
	% 28.2	1.3	2.6	61.5	1.3	5.1	100.0							14.3		14.3	57.1	14.3		100.0			

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

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

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

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

Level of Goal Attainment for 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

Level of Goal Attainment for 2009: 81.3 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	# 126	4	25	111	10	15	291	2.3	33.5	2.9	0.9	NO	NO	21		9	16		2	48			
	% 43.3	1.4	8.6	38.1	3.4	5.2	100.0							43.8		18.8	33.3		4.2	100.0	60.9%	YES	YES
C927	# 86	19	6	29	9	1	150	5.6	25.2	1.3	NO	5.9	NO	11	4	3	3	2		23			
	% 57.3	12.7	4.0	19.3	6.0	0.7	100.0							47.8	17.4	13.0	13.0	8.7		100.0	YES	76.6%	YES
C930	# 57	2	7	55	5	10	136	2.7	27.2	2.9	1.2	NO	NO	2		2	14	2	4	24			
	% 41.9	1.5	5.1	40.4	3.7	7.4	100.0							8.3		8.3	58.3	8.3	16.7	100.0	55.6%	YES	YES
E22	# 125	7	8	103	13	12	268	6.7	35.0	8.1	4.1	NO	3.2	6			4	2		12			
	% 46.6	2.6	3.0	38.4	4.9	4.5	100.0							50.0			33.3	16.7		100.0	38.8%	YES	60.5%
E23	# 155	22	28	242	55	18	520	10.6	28.7	10.6	6.4	NO	0.0	9	1	3	17	8	2	40			
	% 29.8	4.2	5.4	46.5	10.6	3.5	100.0							22.5	2.5	7.5	42.5	20.0	5.0	100.0	39.6%	YES	YES
E24	# 31	2	4	27	5		69	5.4	35.3	10.5	2.5	NO	3.3				2	3		5			
	% 44.9	2.9	5.8	39.1	7.2		100.0										40.0	60.0		100.0	53.7%	YES	68.6%
E25	# 29	7	4	192	34	21	287	7.3	42.7	14.5	4.9	NO	2.7	4			15	1	1	21			
	% 10.1	2.4	1.4	66.9	11.8	7.3	100.0							19.0			71.4	4.8	4.8	100.0	32.9%	YES	81.4%
E26	# 81	14	6	259	79	14	453	12.1	32.0	21.0	9.0	NO	3.6	8	3	1	33	11	3	59			
	% 17.9	3.1	1.3	57.2	17.4	3.1	100.0							13.6	5.1	1.7	55.9	18.6	5.1	100.0	25.6%	YES	82.9%
E37	# 74	14	17	21	5	3	134	5.9	26.9	5.3	NO	11.2	1.6	6	1		1			8			
	% 55.2	10.4	12.7	15.7	3.7	2.2	100.0							75.0	12.5		12.5			100.0	YES	58.4%	69.8%

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 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.2 percent

Level of Goal Attainment for 2009: 81.3 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 54	12	3	70	22	11	172	8.4	30.2	18.1	1.4	NO	5.3	2	1		5	3	2	13	83.3%	YES	70.7%
	% 31.4	7.0	1.7	40.7	12.8	6.4	100.0							15.4	7.7		38.5	23.1	15.4	100.0			
E39	# 4		1	14	8	3	30	7.7	24.8	33.9	7.7	NO	7.2				3	2	1	6	0.0%	YES	78.8%
	% 13.3		3.3	46.7	26.7	10.0	100.0										50.0	33.3	16.7	100.0			
E4	# 37	14	13	9	3	1	77	20.0	7.6	3.4	1.8	NO	NO	3	2	3	1			9	91.0%	YES	YES
	% 48.1	18.2	16.9	11.7	3.9	1.3	100.0							33.3	22.2	33.3	11.1			100.0			
E511	# 34	8	4	275	106	25	452	1.3	65.8	16.8	NO	5.0	NO	2			15	9	3	29	YES	92.4%	YES
	% 7.5	1.8	0.9	60.8	23.5	5.5	100.0							6.9			51.7	31.0	10.3	100.0			
E512	# 17	2	2	55	21	9	106	4.4	50.3	16.6	2.5	NO	NO	2			8		1	11	43.2%	YES	YES
	% 16.0	1.9	1.9	51.9	19.8	8.5	100.0							18.2			72.7		9.1	100.0			
E613	# 8	1	2	2	2	1	16	31.4	7.2	11.5	25.1	NO	NO	1		1	1			3	20.1%	YES	YES
	% 50.0	6.3	12.5	12.5	12.5	6.3	100.0							33.3		33.3	33.3			100.0			
E614	# 1	2		3	1		7	5.2	32.3	23.6	NO	NO	9.3	1			1			2	YES	YES	60.6% *
	% 14.3	28.6		42.9	14.3		100.0							50.0			50.0			100.0			
E615	# 13	6	1	117	59	20	216	2.6	52.3	23.8	NO	NO	NO	2	1		11	6	3	23	YES	YES	YES
	% 6.0	2.8	0.5	54.2	27.3	9.3	100.0							8.7	4.3		47.8	26.1	13.0	100.0			
E616	# 1			5	1	1	8	2.7	51.6	24.7	2.7 *	NO	12.2 *	1						1	0.0% *	YES	50.6% *
	% 12.5			62.5	12.5	12.5	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 2007: 81.2 percent

Level of Goal Attainment for 2008: 83.3 percent

Level of Goal Attainment for 2009: 81.3 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E717	# 38	6	6	3		1	54	11.3	3.9	1.8	0.2	NO	1.8	3	2					5	98.2%	YES	0.0%
	% 70.4	11.1	11.1	5.6		1.9	100.0							60.0	40.0					100.0			
E718	# 118	51	15	3	1	1	189	11.5	3.2	1.2	NO	1.6	0.7	11	5	2				18	YES	50.0%	41.7%
	% 62.4	27.0	7.9	1.6	0.5	0.5	100.0							61.1	27.8	11.1				100.0			
E819	# 24	14	3	3	4	1	49	11.7	3.9	0.6	NO	NO	NO					1	1		YES	YES	YES
	% 49.0	28.6	6.1	6.1	8.2	2.0	100.0											100.0	100.0				
E820	# 35	53	8	9	69	8	182	25.4	5.4	3.4	NO	0.5	NO	6	1			5	3	15	YES	90.7%	YES
	% 19.2	29.1	4.4	4.9	37.9	4.4	100.0							40.0	6.7			33.3	20.0	100.0			
E821	# 1	4	1	3	14	1	24	27.0	13.4	18.8							1	1		2			
	% 4.2	16.7	4.2	12.5	58.3	4.2	100.0				10.3	0.9	NO				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 2007: 81.2 percent
 Level of Goal Attainment for 2008: 83.2 percent
 Level of Goal Attainment for 2009: 81.3 percent

USC - Aiken (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	#	14		1	4			19	3.4	41.7	7.4	3.4	20.6	7.4										
	%	73.7		5.3	21.1			100.0														0.0%	50.6%	0.0%
C3	#	13		6	3			22	2.3	33.2	2.9	2.3	19.6	2.9	1		1			2	0.0%	41.0%	0.0%	
	%	59.1		27.3	13.6			100.0							50.0		50.0			100.0				
C4	#	16	1	5	11	1	2	36	2.3	33.2	2.9	NO	2.6	0.1	2		4			6	YES	92.2%	96.6%	
	%	44.4	2.8	13.9	30.6	2.8	5.6	100.0							33.3		66.7			100.0				
C5	#	12		5	18	3	4	42	2.3	33.2	2.9	2.3	NO	NO	2		1	1		5	0.0%	YES	YES	
	%	28.6		11.9	42.9	7.1	9.5	100.0							40.0		20.0	20.0	20.0	100.0				
C6	#	15	1		19	3	5	43	2.3	33.2	2.9	0.0	NO	NO	2	1		1	1	2	7	YES	YES	YES
	%	34.9	2.3		44.2	7.0	11.6	100.0							28.6	14.3		14.3	14.3	28.6	100.0			
C8 and C9	#	12	2		6	1		21	4.8	25.9	1.7	NO	NO	NO	1				1		2	YES	YES	YES
	%	57.1	9.5		28.6	4.8		100.0							50.0				50.0		100.0			
E2	#	16	4	1	43	11		75	8.4	33.2	13.0	3.1	NO	NO	1		5	1	1	8	63.1%	YES	YES	
	%	21.3	5.3	1.3	57.3	14.7		100.0							12.5		62.5	12.5	12.5	100.0				
E3 and E4	#	11	2	2	3	1		19	8.0	16.0	3.1	NO	0.2	NO	2	1		1		4	YES	98.8%	YES	
	%	57.9	10.5	10.5	15.8	5.3		100.0							50.0	25.0		25.0		100.0				
E5	#	1			32	3	1	37	0.5	67.4	13.4	0.5	NO	5.3								0.0%	YES	60.4%
	%	2.7			86.5	8.1	2.7	100.0																

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

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

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

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

Level of Goal Attainment for 2007: 91.3 percent

Level of Goal Attainment for 2008: 90.6 percent

Level of Goal Attainment for 2009: 87.9 percent

University of South Carolina - Beaufort (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	#	6			4		3	13	3.4	41.7	7.4	3.4	10.9	7.4								0.0%	73.9%	0.0%
	%	46.2			30.8		23.1	100.0																
C3	#	4			1			5	2.3	33.2	2.9	2.3	13.2	2.9			1			1	0.0%	60.2%	0.0%	
	%	80.0			20.0			100.0									100.0			100.0				
C4	#	6		3	4			13	2.3	33.2	2.9	2.3	2.4	2.9		1				1	0.0%	92.8%	0.0%	
	%	46.2		23.1	30.8			100.0								100.0				100.0				
C5	#	7	1	1	5		1	15	2.3	33.2	2.9	NO	NO	2.9	1		2			3	YES	YES	0.0%	
	%	46.7	6.7	6.7	33.3		6.7	100.0				NO	NO	2.9	33.3		66.7			100.0				
C6	#	4			7		2	13	2.3	33.2	2.9	2.3	NO	2.9			2		2	4	0.0%	YES	0.0%	
	%	30.8			53.8		15.4	100.0									50.0		50.0	100.0				
C8 and C9	#	6		1	6			13	2.3	46.3	3.9	2.3	0.1	3.9			2			2	0.0%	99.8%	0.0%	
	%	46.2		7.7	46.2			100.0									100.0			100.0				
E2	#	8	1		16	5	1	31	5.6	23.1	14.7	2.4	NO	NO	2		1	1		4	57.1%	YES	YES	
	%	25.8	3.2		51.6	16.1	3.2	100.0							50.0		25.0	25.0		100.0				
E3 and E5	#	2			5	2		9	0.5	39.6	23.0	0.5	NO	0.8			1			1	0.0%	YES	96.5%	
	%	22.2			55.6	22.2		100.0									100.0			100.0				
E4	#	6		1				7	3.8	0.5	0.5	3.8	0.5	0.5	1					1	0.0%	0.0%	0.0%	
	%	85.7		14.3				100.0							100.0					100.0				

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

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

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

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

Level of Goal Attainment for 2007: 87.6 percent

Level of Goal Attainment for 2008: 93.8 percent

Level of Goal Attainment for 2009: 93.4 percent

University of South Carolina - Beaufort (Page 2 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6				4	1		5	1.9	64.2	9.6	1.9	NO	NO				2			2	0.0%	YES	YES
E7	1	2	1		1		5	2.1	6.5	0.3	NO	6.5	NO								YES	0.0%	YES
E8	1	2			1		4	14.7	8.4	9.6	NO	8.4	NO								YES	0.0%	YES

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

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

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

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

Level of Goal Attainment for 2007: 87.6 percent

Level of Goal Attainment for 2008: 93.8 percent

Level of Goal Attainment for 2009: 93.4 percent

USC - Columbia Campus (Page 1 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 7	1		1			9	3.4	41.7	7.4	NO	30.6	7.4	1						1	YES	26.6%	0.0%
	% 77.8	11.1		11.1			100.0							100.0						100.0			
C2	# 60	2	13	38	3	5	121	3.4	41.7	7.4	1.7	10.3	4.9	4		1	2			7	50.0%	75.3%	33.8%
	% 49.6	1.7	10.7	31.4	2.5	4.1	100.0							57.1		14.3	28.6			100.0			
C3	# 198	5	33	41	3	2	282	2.3	33.2	2.9	0.5	18.7	1.8	10		3		1	1	15	78.3%	43.7%	37.9%
	% 70.2	1.8	11.7	14.5	1.1	0.7	100.0							66.7		20.0		6.7	6.7	100.0			
C4	# 155	8	44	105	10	15	337	4.2	31.3	6.3	1.8	0.1	3.3	16	3	8	11	2	3	43	57.1%	99.7%	47.6%
	% 46.0	2.4	13.1	31.2	3.0	4.5	100.0							37.2	7.0	18.6	25.6	4.7	7.0	100.0			
C5	# 106	8	52	114	8	27	315	2.3	33.2	2.9	NO	NO	0.4	5	1	10	9		1	26	YES	YES	86.2%
	% 33.7	2.5	16.5	36.2	2.5	8.6	100.0							19.2	3.8	38.5	34.6		3.8	100.0			
C6	# 43	1	4	52	3	16	119	2.3	33.2	2.9	1.5	NO	0.4	5	1		9		6	21	34.8%	YES	86.2%
	% 36.1	0.8	3.4	43.7	2.5	13.4	100.0							23.8	4.8		42.9		28.6	100.0			
C7	# 13		1	12			26	2.3	33.2	2.9	2.3	NO	2.9								0.0%	YES	0.0%
	% 50.0		3.8	46.2			100.0																
C825	# 8			1			9	2.3	33.2	3.0	2.3					1				1	0.0%		0.0%
	% 88.9			11.1			100.0									100.0				100.0		33.4%	0.0%
C826	# 17	1	1	37		4	60	1.0	64.4	4.5	NO	2.7	4.5	1		1	1			3	YES	95.8%	0.0%
	% 28.3	1.7	1.7	61.7		6.7	100.0							33.3		33.3	33.3			100.0			

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

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

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

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

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 78.4 percent

Level of Goal Attainment for 2009: 75.0 percent

USC - Columbia Campus (Page 2 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C829	# 124	4	25	108	10	15	286	2.3	33.5	2.9	0.9	NO	NO	21	9	15		2	47				
	% 43.4	1.4	8.7	37.8	3.5	5.2	100.0							44.7		19.1	31.9		4.3	100.0	60.9%	YES	YES
C927	# 55	15	5	21	8		104	5.7	25.0	1.2	NO	4.8	NO	9	4	2	2	2		19			
	% 52.9	14.4	4.8	20.2	7.7		100.0							47.4	21.1	10.5	10.5	10.5		100.0	YES	80.8%	YES
C930	# 54	2	6	50	5	10	127	2.7	27.4	2.9	1.1	NO	NO	2		2	14	2	4	24			
	% 42.5	1.6	4.7	39.4	3.9	7.9	100.0							8.3		8.3	58.3	8.3	16.7	100.0	59.3%	YES	YES
E22	# 111	6	7	93	13	12	242	6.9	32.2	8.4				6			3	2		11			
	% 45.9	2.5	2.9	38.4	5.4	5.0	100.0				4.4	NO	3.0	54.5			27.3	18.2		100.0	36.2%	YES	64.3%
E23	# 132	22	26	205	51	18	454	11.7	28.5	10.3				7	1	1	14	8	2	33			
	% 29.1	4.8	5.7	45.2	11.2	4.0	100.0				6.9	NO	NO	21.2	3.0	3.0	42.4	24.2	6.1	100.0	41.0%	YES	YES
E24	# 30	1	4	22	5		62	5.7	33.6	10.9							2	3		5			
	% 48.4	1.6	6.5	35.5	8.1		100.0				4.1	NO	2.8				40.0	60.0		100.0	28.1%	YES	74.3%
E25	# 22	6	4	152	31	20	235	8.1	41.4	15.2				3			12	1	1	17			
	% 9.4	2.6	1.7	64.7	13.2	8.5	100.0				5.5	NO	2.0	17.6			70.6	5.9	5.9	100.0	32.1%	YES	86.8%
E26	# 60	6	5	197	54	12	334	13.0	31.3	22.3				5	1	1	24	8	2	41			
	% 18.0	1.8	1.5	59.0	16.2	3.6	100.0				11.2	NO	6.1	12.2	2.4	2.4	58.5	19.5	4.9	100.0	13.8%	YES	72.6%
E37	# 62	14	16	21	5	3	121	6.2	27.0	5.6				4	1		1			6			
	% 51.2	11.6	13.2	17.4	4.1	2.5	100.0				NO	9.6	1.5	66.7	16.7		16.7			100.0	YES	64.4%	73.2%

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

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

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

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

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

Level of Goal Attainment for 2007: 79.3 percent

Level of Goal Attainment for 2008: 78.4 percent

Level of Goal Attainment for 2009: 75.0 percent

USC - Columbia Campus (Page 3 of 3)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	# 44	11	3	61	20	11	150	9.0	28.3	19.1	1.7	NO	5.8	2	1		5	3	2	13	81.1%	YES	69.6%
	% 29.3	7.3	2.0	40.7	13.3	7.3	100.0							15.4	7.7		38.5	23.1	15.4	100.0			
E39	# 4		1	14	8	3	30	7.9	25.2	33.6	7.9	NO	6.9				3	2	1	6	0.0%	YES	79.5%
	% 13.3		3.3	46.7	26.7	10.0	100.0										50.0	33.3	16.7	100.0			
E4	# 24	9	10	6	2	1	52	24.8	7.9	4.3	7.5	NO	0.5	2		2				4	69.8%	YES	88.4%
	% 46.2	17.3	19.2	11.5	3.8	1.9	100.0							50.0		50.0				100.0			
E511	# 28	7	4	208	93	24	364	1.5	64.3	18.0	NO	7.2	NO	2			10	7	3	22			
	% 7.7	1.9	1.1	57.1	25.5	6.6	100.0							9.1			45.5	31.8	13.6	100.0	YES	88.8%	YES
E512	# 13	2	2	36	15	6	74	5.7	45.3	19.3	3.0	NO	NO	2			7		1	10			
	% 17.6	2.7	2.7	48.6	20.3	8.1	100.0							20.0			70.0		10.0	100.0	47.4%	YES	YES
E6	# 23	8	3	102	55	19	210	31.4	7.2	11.5	27.6	NO	NO	5	1	1	10	5	2	24	12.1%	YES	YES
	% 11.0	3.8	1.4	48.6	26.2	9.0	100.0							20.8	4.2	4.2	41.7	20.8	8.3	100.0			
E717	# 31	6	5	3		1	46	11.7	4.2	1.9	NO	NO	1.9	3	2					5			
	% 67.4	13.0	10.9	6.5		2.2	100.0							60.0	40.0					100.0	YES	YES	0.0%
E718	# 98	42	12	2		1	155	11.6	2.7	1.4	NO	1.4	1.4	9	4	2				15			
	% 63.2	27.1	7.7	1.3		0.6	100.0							60.0	26.7	13.3				100.0	YES	48.1%	0.0%
E8	# 26	55	9	5	64	8	167	27.5	4.7	3.7	NO	1.7	NO	1			1	5	3	10			
	% 15.6	32.9	5.4	3.0	38.3	4.8	100.0							10.0			10.0	50.0	30.0	100.0	YES	63.8%	YES

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

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

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

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

Level of Goal Attainment for 2007: 79.3 percent
Level of Goal Attainment for 2008: 78.4 percent
Level of Goal Attainment for 2009: 75.0 percent

University of South Carolina - Upstate (Page 1 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	#	12	2		9		23	3.4	41.7	7.4	NO	2.6	7.4				1			1	YES	93.8%	0.0%
	%	52.2	8.7		39.1		100.0											100.0			100.0		
C3	#	10	1	1	13	1	26	2.3	33.2	2.9	NO	NO	NO								YES	YES	YES
	%	38.5	3.8	3.8	50.0	3.8	100.0																
C4	#	14			16	4	35	2.3	33.2	2.9	2.3	NO	NO	1		1	2			4	0.0%	YES	YES
	%	40.0			45.7	11.4	100.0							25.0		25.0	50.0			100.0			
C5	#	25	3	7	27		64	2.3	33.2	2.9	NO	NO	2.9	4			3			7	YES	YES	0.0%
	%	39.1	4.7	10.9	42.2		100.0							57.1			42.9			100.0			
C6	#	22	1		42	6	71	2.3	33.2	2.9	0.9	NO	NO				9			9	60.9%	YES	YES
	%	31.0	1.4		59.2	8.5	100.0										100.0			100.0			
C8 and C9	#	19	1	1	12	1	35	4.1	36.2	2.4	1.2	1.9	NO	1		1	3			5	70.7%	94.8%	YES
	%	54.3	2.9	2.9	34.3	2.9	100.0							20.0		20.0	60.0			100.0			
E2	#	25	2	1	59	9	98	3.8	47.6	8.0	1.8	NO	NO	1	1	1	6	1		10	52.6%	YES	YES
	%	25.5	2.0	1.0	60.2	9.2	100.0							10.0	10.0	10.0	60.0	10.0		100.0			
E3	#	9	1		5	2	17	5.0	40.4	6.8	NO	11.0	NO								YES	72.8%	YES
	%	52.9	5.9		29.4	11.8	100.0																
E4	#	4	3	1	2		10	9.0	11.0	1.6	NO	NO	1.6		1	1				2	YES	YES	0.0%
	%	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 2007: 90.5 percent

Level of Goal Attainment for 2008: 88.6 percent

Level of Goal Attainment for 2009: 89.1 percent

University of South Carolina - Upstate (Page 2 of 2)

President: Harris Pastides

EEO Officer: Bobby Gist

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	# 4			37	7	1	49	0.5	74.1	6.6	0.5	NO	NO				4			4	0.0%	YES	YES
	% 8.2			75.5	14.3	2.0	100.0										100.0			100.0			
E6	#			6	2	1	9	1.3	69.6	8.8	1.3	2.9	NO						1	1	0.0%	95.8%	YES
	%			66.7	22.2	11.1	100.0												100.0	100.0			
E7	# 14	1					15	5.8	2.5	0.7	NO		0.7	2					2		YES		0.0%
	% 93.3	6.7					100.0							100.0					100.0				
E8	# 22	6	2	6	1		37	11.4	7.4	0.8	NO	NO	NO	4	1				5		YES	YES	YES
	% 59.5	16.2	5.4	16.2	2.7		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 2007: 90.5 percent

Level of Goal Attainment for 2008: 88.6 percent

Level of Goal Attainment for 2009: 89.1 percent

Vocational Rehabilitation, Department of

Agency Director: Barbara Hollis

EEO Officer: Eric S. Moore

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	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		8	3	2	23	6.4	41.6	11.8	2.1 *	6.8	NO					1		1	67.2% *	83.7%	YES
	% 39.1	4.3		34.8	13.0	8.7	100.0											100.0		100.0			
E2	# 184	60	3	338	188	6	779	9.5	34.6	18.8	1.8	NO	NO	21	10	1	44	40	1	117	81.1%	YES	YES
	% 23.6	7.7	0.4	43.4	24.1	0.8	100.0							17.9	8.5	0.9	37.6	34.2	0.9	100.0			
E3	# 22	2		11	7		42	6.7	31.6	15.4	1.9 *	5.4	NO	2			5	3		10	71.6% *	82.9%	YES
	% 52.4	4.8		26.2	16.7		100.0							20.0			50.0	30.0		100.0			
E4	# 21	9		86	35	1	152	6.0	48.9	15.7	0.1 *	NO	NO	4	2		8	1		15	98.3% *	YES	YES
	% 13.8	5.9		56.6	23.0	0.7	100.0							26.7	13.3		53.3	6.7		100.0			
E5	# 4	2		47	14	3	70	3.1	61.8	10.9	0.2 *	NO	NO	2	2		14	3	1	22	93.5% *	YES	YES
	% 5.7	2.9		67.1	20.0	4.3	100.0							9.1	9.1		63.6	13.6	4.5	100.0			
E6	# 18	12	1	2	2		35	21.6	14.8	14.4	NO	9.1	8.7	3						3	YES	38.5%	39.6%
	% 51.4	34.3	2.9	5.7	5.7		100.0							100.0						100.0			
E7	# 2	1		3	5		11	13.7	26.4	19.1	4.6 *	NO	NO	1						1	66.4% *	YES	YES
	% 18.2	9.1		27.3	45.5		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 2007: 84.7 percent
 Level of Goal Attainment for 2008: 85.6 percent
 Level of Goal Attainment for 2009: 86.8 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa Rae Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted Availability		
	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	# 9	7		7	8		31	7.9	42.1	17.7	NO	19.5	NO	1	5			4		10	YES	53.7%	YES
	% 29.0	22.6		22.6	25.8		100.0							10.0	50.0			40.0		100.0			
E3 and E5	# 2	1			1		4	13.2	28.0	22.4	NO	28.0	NO								YES	0.0%	YES
	% 50.0	25.0			25.0		100.0																
E6	#			4	2		6	0.2	69.7	17.6	0.2 *	3.0 *	NO								0.0% *	95.7% *	YES
	%			66.7	33.3		100.0																
E8	# 4	3		2	2		11	21.4	12.2	21.9	NO	NO	3.7 *		1					1	YES	YES	83.1% *
	% 36.4	27.3		18.2	18.2		100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 78.0 percent
 Level of Goal Attainment for 2008: 84.4 percent
 Level of Goal Attainment for 2009: 79.4 percent

Winthrop University (Page 1 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Cheryl Southworth

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted 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	#	30			24		54	1.9	42.6	5.3	1.9	NO	5.3	2			1			3	0.0%	YES	0.0%
	%	55.6			44.4		100.0							66.7			33.3			100.0			
C3	#	26	3	4	18		52	4.1	25.0	1.0	NO	NO	1.0	1			3			4	YES	YES	0.0%
	%	50.0	5.8	7.7	34.6		100.0							25.0			75.0			100.0			
C4	#	47	1	3	39	3	95	1.8	39.0	3.2	0.7	NO	NO	5	1		4	1		11	61.1%	YES	YES
	%	49.5	1.1	3.2	41.1	3.2	100.0							45.5	9.1		36.4	9.1		100.0			
C5	#	29	1	3	42	6	85	2.6	47.8	4.7	1.4	NO	NO	3		1	7	1	1	13		YES	YES
	%	34.1	1.2	3.5	49.4	7.1	100.0							23.1		7.7	53.8	7.7	7.7	100.0			
C6 and C7	#	6		2	28	2	40	2.5	48.6	6.9	2.5	NO	1.9	2		1				3	0.0%	YES	72.5%
	%	15.0		5.0	70.0	5.0	100.0							66.7		33.3				100.0			
C8 and C9	#	27	4	2	31	3	71	4.5	33.6	3.1	NO	NO	NO	1	1		3	1	1	7	YES	YES	YES
	%	38.0	5.6	2.8	43.7	4.2	100.0							14.3	14.3		42.9	14.3	14.3	100.0			
E1	#	6			3		9	2.7	43.8	13.7	2.7	10.5	13.7								0.0%	76.0%	0.0%
	%	66.7			33.3		100.0																
E2	#	31	5		77	19	136	4.0	43.9	12.1	0.3	NO	NO	2			7	3	1	13	92.5%	YES	YES
	%	22.8	3.7		56.6	14.0	100.0							15.4			53.8	23.1	7.7	100.0			
E3	#	20	3		17	3	44	5.2	26.3	10.6	NO	NO	3.8	2			1			3	YES	YES	64.2%
	%	45.5	6.8		38.6	6.8	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 2007: 76.8 percent

Level of Goal Attainment for 2008: 87.3 percent

Level of Goal Attainment for 2009: 77.4 percent

Winthrop University (Page 2 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2009							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							6 % OF Goals Met Based on Adjusted 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	# 11	1			2		14	15.4	1.1	4.3	8.3	1.1	NO	2	1					3	46.1%	0.0%	YES
	% 78.6	7.1			14.3		100.0							66.7	33.3					100.0			
E5	# 1			24	7		32	1.9	56.5	14.3	1.9	NO	NO				1		1	2	0.0%	YES	YES
	% 3.1			75.0	21.9		100.0										50.0		50.0	100.0			
E6	#			69	14	1	84	5.8	59.6	12.0	5.8	NO	NO				9	1	10	100.0	0.0%	YES	YES
	%			82.1	16.7	1.2	100.0										90.0	10.0	100.0				
E7	# 28	5		4			37	26.7	3.7	0.8	13.2	NO	0.8	2					2	100.0	50.6%	YES	0.0%
	% 75.7	13.5		10.8			100.0													100.0			
E8	# 23	11		10	40	3	87	19.4	12.6	17.6	6.8	1.1	NO	2	1		4	4	1	12	64.9%	91.3%	YES
	% 26.4	12.6		11.5	46.0	3.4	100.0							16.7	8.3		33.3	33.3	8.3	100.0			

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

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

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

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

Level of Goal Attainment for 2007: 76.8 percent

Level of Goal Attainment for 2008: 87.3 percent

Level of Goal Attainment for 2009: 77.4 percent

Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Kristi M. Hornsby

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2009							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2008 - 09/30/2009							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	3.6	26.4	4.3	3.6 *	NO	4.3 *								0.0% *	YES	0.0% *
E2 and E3	# 5	2	1	17	9		34	4.4	42.6	12.8	NO	NO	NO	1		1	1			3	YES	YES	YES
E5	#			2			2	1.4	68.1	13.3	1.4 *	NO	13.3 *								0.0% *	YES	0.0% *
E6	#			4	2		6	6.7	46.5	29.1	6.7 *	NO	NO								0.0% *	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2007: 100.0 percent
 Level of Goal Attainment for 2008: 99.8 percent
 Level of Goal Attainment for 2009: 100.0 percent

SECTION VII

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