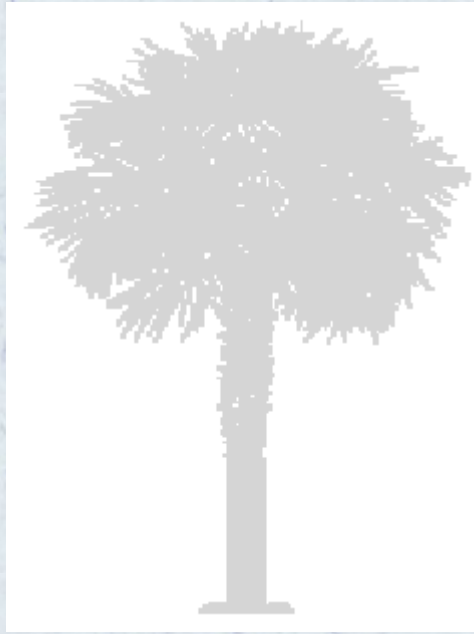


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN  
SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 1, 2017**

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



**SOUTH CAROLINA HUMAN AFFAIRS COMMISSION**

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**South Carolina Human Affairs Board of Commissioners**

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**Acknowledgement:**

Several Staff members at the Human Affairs Commission provided essential analysis and support towards the preparation of this report. The principals were Stephanie T. Price, Erin E. Wilson and Sheila S. Gibbs EEO Consultants.

**MEMORANDUM**

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

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

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

DATE:       February 1, 2017

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

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

In keeping with these requirements, it is my pleasure to present to you the 2017 Report to the General Assembly that examines the progress state government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

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

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

Copy: Legislative Printing and Information Technology Resources; Agency Heads

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**Commission Members**

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# SECTION I

## INTRODUCTION

This report covers the period of October 1<sup>st</sup>, 2015 through September 30<sup>th</sup>, 2016 and is based primarily on the employment data collected by the Human Affairs Commission (SCHAC) from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

### What is Affirmative Action?

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

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

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

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

An AAP approved by SCHAC means only that the plan meets our standards for an acceptable planning document. If the plan is not followed, the state employer 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, and techniques for recruiting, hiring and promoting without discriminating, and other issues.

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

**Exempt Agencies:**

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

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



## **Affirmative Action Plan Components**

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

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

Each plan approved by SCHAC contains the following information:

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

### **Job Group Analysis**

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

### **Availability Analysis**

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

## **Determining Underutilization**

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

**AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS**

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

Accident Fund, State	Governor's School for Science and Mathematics
Adjutant General's Office	Greenville Technical College
Administration, Department of	Health and Environmental Control
Agriculture, Department of	Health and Human Services, Department
Aiken Technical College	Higher Education, Commission on
Alcohol and Other Drug Abuse Services	Horry-Georgetown Technical College
Archives and History, Department of	Indigent Defense
Arts Commission	Insurance, Department of
Attorney General's Office	John de la Howe School
Auditor's Office, State	Juvenile Justice, Department of
Blind, Commission for the	Labor, Licensing and Regulation, Department of
Central Carolina Technical College	Lander University
Citadel, The	Law Enforcement Division, State
Clemson University	Library, State
Coastal Carolina University	Lieutenant Governor's Office
College of Charleston	Low Country, Technical College of the
Commerce, Department of	Medical University Hospital
Comptroller General's Office	Medical University of South Carolina
Consumer Affairs, Office of	Mental Health, Department of
Corrections, Department of	Midlands Technical College
Criminal Justice, Academy	Motor Vehicles, Department of
Deaf and Blind, School for the	Museum Commission
Denmark Technical College	Natural Resources, Department of
Disabilities and Special Needs, Department of	Northeastern Technical College
Education, Department of	Office of Regulatory Staff
Education Lottery, South Carolina	Orangeburg-Calhoun Technical College
Educational Television Commission	Parks, Recreation and Tourism, Department of
Election Commission, State	Patriot's Point
Employment Security Commission	Piedmont Technical College
Financial Institutions, South Carolina Board of	Ports Authority, State
Fiscal Accountability Authority, State	Probation, Pardon and Parole, Department of
Florence-Darlington Technical College	Public Employee Benefits Authority
Forestry Commission	Public Safety, Department of
Francis Marion University	Public Service Commission
Governor's School for Arts and Humanities	Retirement Investment Systems
	Revenue, Department of

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

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

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

- Housing Finance and Development Authority, South Carolina

# SECTION II

## Report Summary

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

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

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

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

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred. Of the 90 agencies (including colleges and universities) 88 or 97.8 percent achieved at least a level of 70 percent of their goals with four agencies reaching 100 percent. In addition over 54.4 percent, or 49 agencies, showed an increase in their goal achievement compared to the previous year. Housing, Finance and Development was exempted from reporting this year.

In the course of the time period covered in this report the total number of state government employees was 63,607. This number includes colleges and universities.

We have listed what SCHAC refers to as *State Government's Top Ten* list. The Top Ten had the highest goal attainment for this reporting period and includes four agencies; the Arts Commission, Higher Education, State Museum and Secretary of State which achieved 100 percent of their goals. Unfortunately, all agencies are not making progress and we have also included those agencies that failed to achieve at least 70 percent of their goals. (*See chart for rankings pg. 38*)

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

During this reporting period, there were 63,607 women and men employed by the state government; 43.2 percent were men and 56.8 percent were women; 31.1 percent were White Males; 32.5 percent were White Females; 10.0 percent were Black or African American Males; 22.2 percent were Black or African American Females; and 4.2 percent reported races/ethnic origins other than White or Black.

## Report Highlights

- During the last reporting period of October 2014 to September 2015, there were approximately 67,347 men and women employed by state government. During the current reporting period, there are approximately 63,607 men and women employed by state government. There was a 3,740 difference or approximately a 5.6 percent decrease in total workforce.
- The Composition of State Government's workforce decreased across the board. Each race and sex category experienced a decrease in workforce. Though there was a decrease in workforce, there was a slight increase in salary.
- In 2016, The South Carolina General Assembly approved a 3.25 percent cost of living increase for most state employees. This cost of living increase was made effective July 1, 2016. This bill would explain the slight increase in salary during this reporting period.
- Last year's report showed that 4 agencies failed to achieve at least 70% of their goals. This year only 2 agencies failed to achieve that benchmark. The two agencies failing to achieve at least 70 percent of their goals are: The Citadel (67.5%) and Lander University (69.8%)
- In Higher Education black employees' representation slightly increased from the previous year at 17.4 percent to 17.8 percent of the workforce among State Colleges and Universities. Males represented 45.6 percent of total employees, while females represented 54.4 percent of total employees. Black females encompassed 11.7 percent of the total workforce whereas white females encompassed 39.9 percent of the total workforce, which remained the same from last year's report.
- State government has thirty-one agencies achieving over 90 percent of their goals with four agencies achieving 100 percent of their goals. This is an increase from the one agency that achieved 100 percent of its goals last year.
- On July 21, 2014, Executive Order 13672 was signed. This Order amended two earlier executive orders to extend protection against discrimination in hiring and employment to additional classes. It prohibited discrimination in the civilian federal workforce on the basis of gender identity and in hiring federal contractors on the basis of both sexual orientation and gender identity. This order does not pertain to most SC State agencies, just those that are federal contractors.



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

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

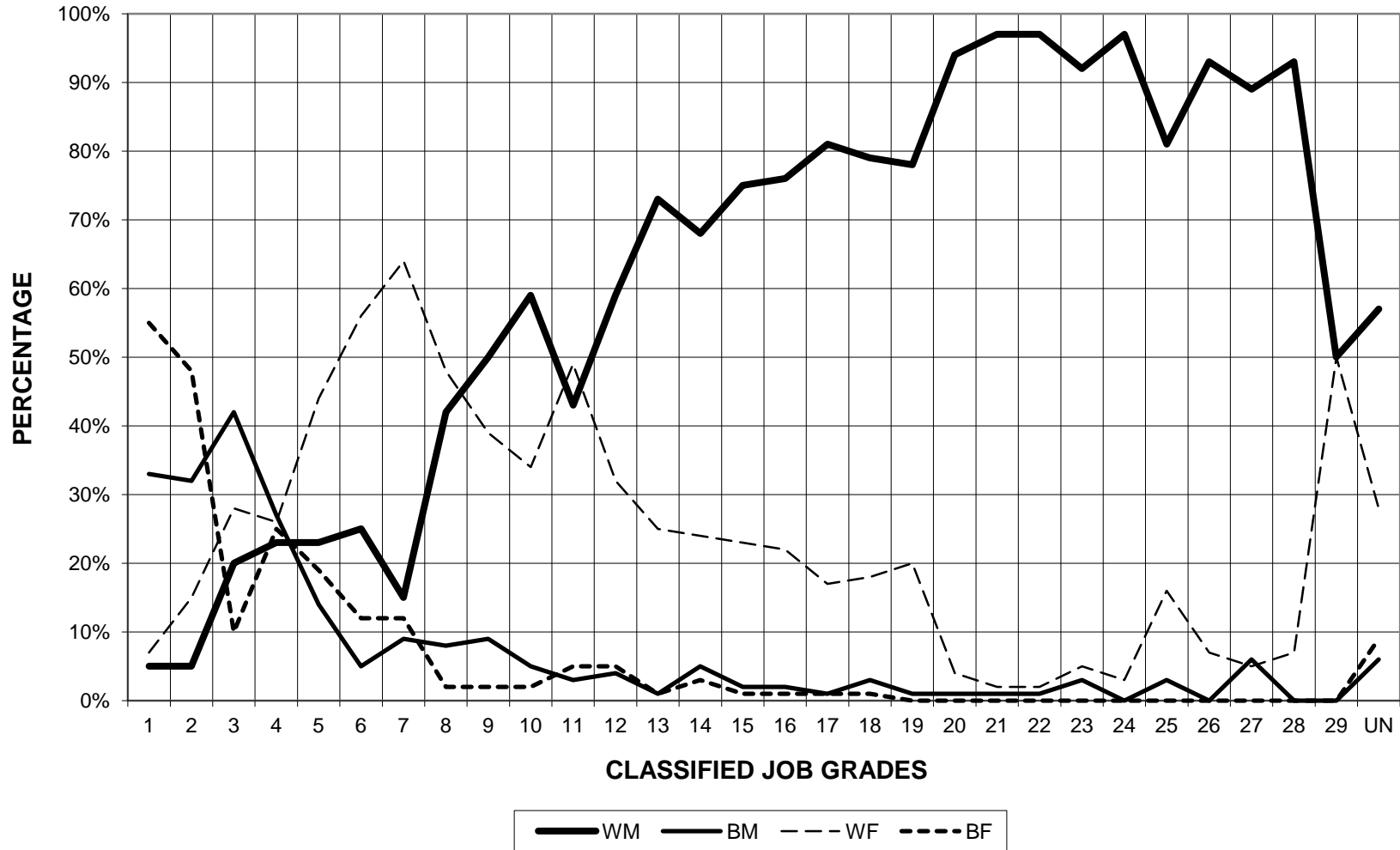
Effective July 1, 2016

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

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

March, 1972

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



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

Chart A

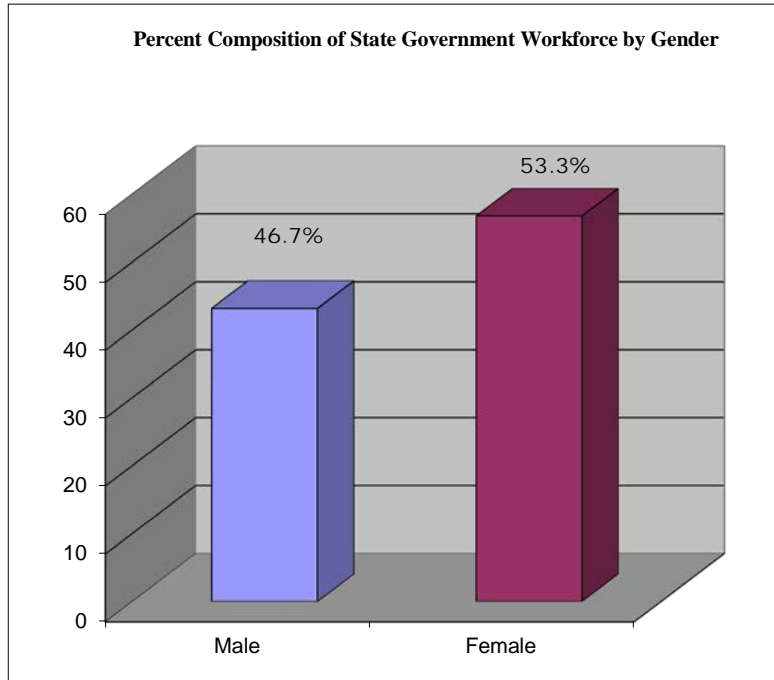
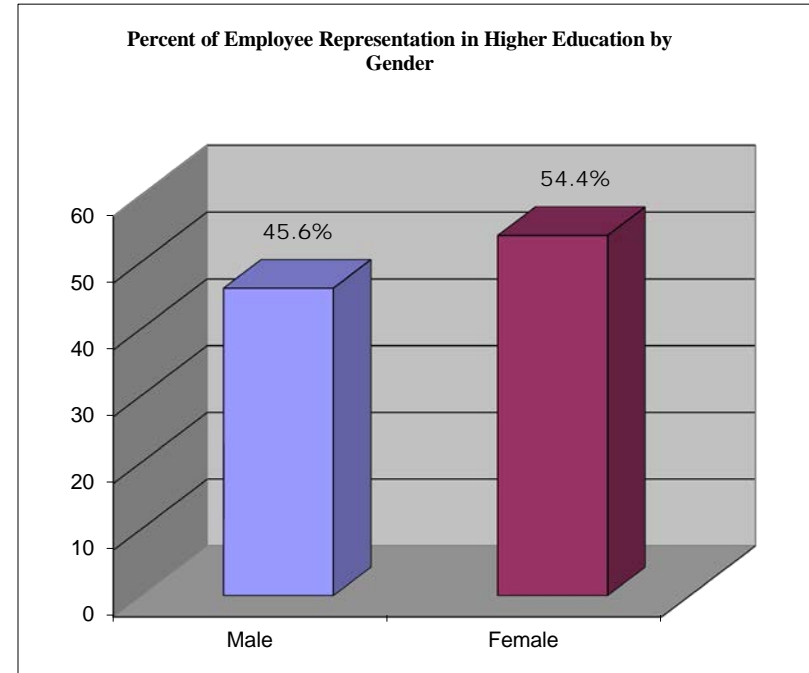


Chart B



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

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

Chart A

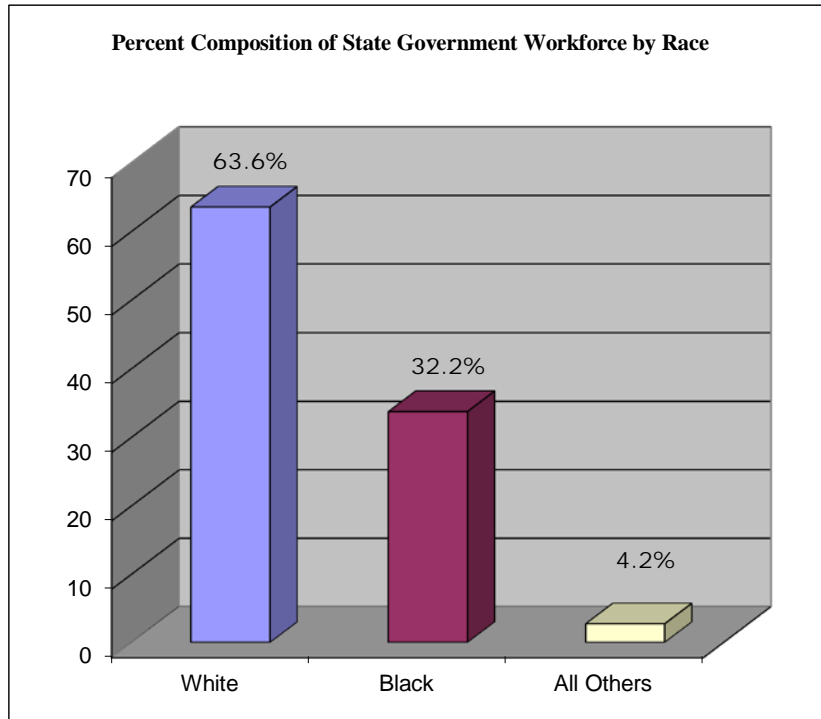
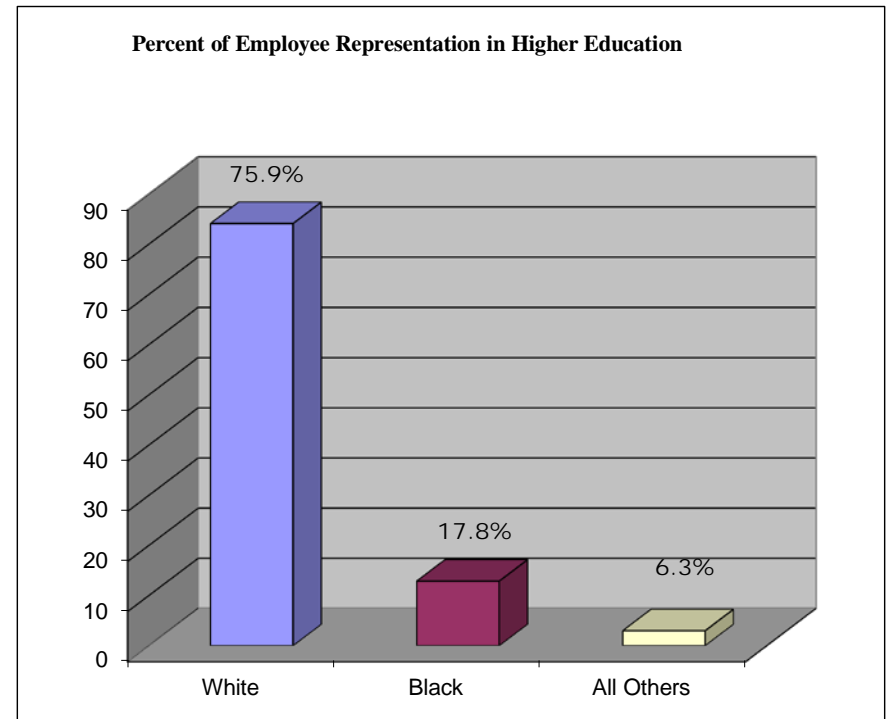


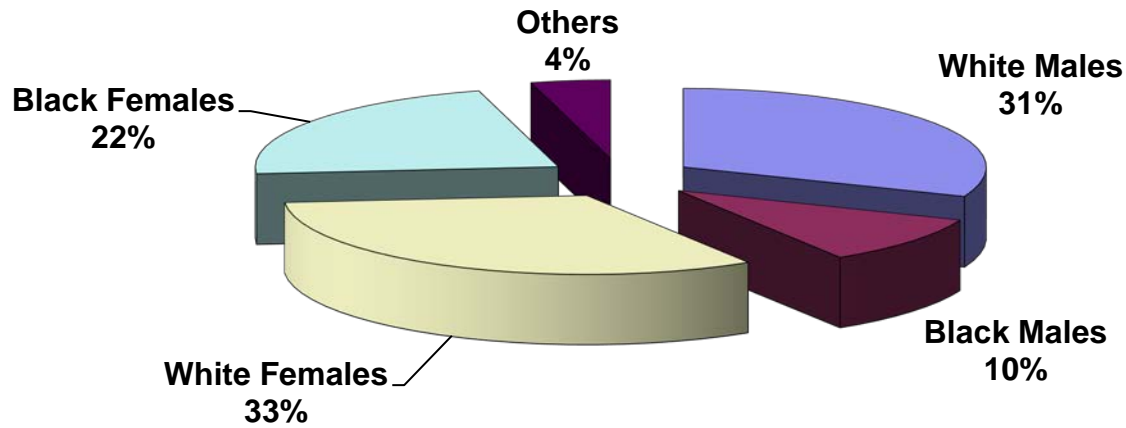
Chart B



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

# SECTION III

**Composition of State Government Workforce by Race and Sex  
September 30, 2016**



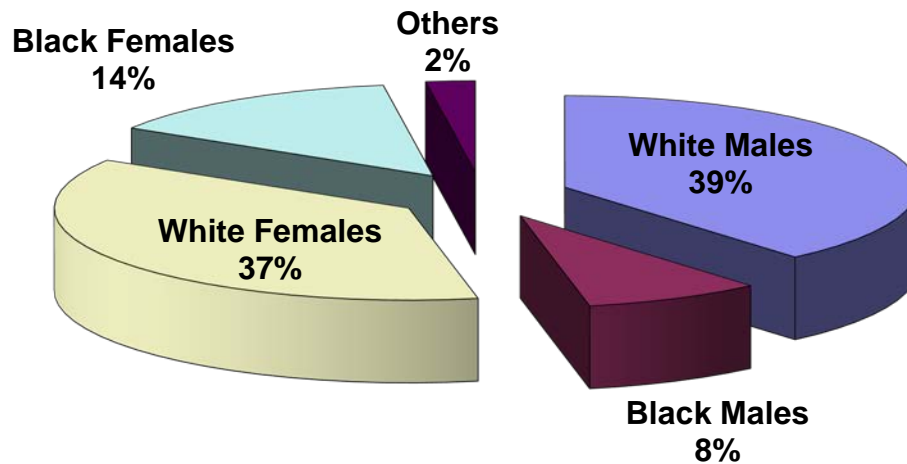
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19787	6344	20670	14114	2692	63607
Average Salary	\$75,308	\$67,983	\$67,820	\$59,982	\$71,026	\$68,424

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**E1: EXECUTIVES**  
**September 30, 2016**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1828	382	1740	659	106	4715
Average Salary	\$81,130	\$72,765	\$73,743	\$66,067	\$76,299	\$74,000

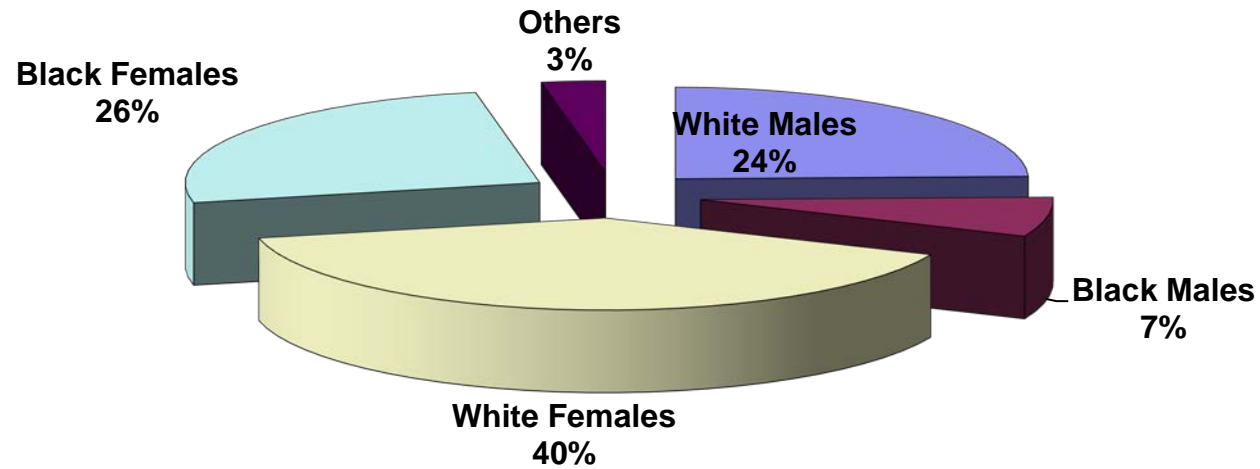
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

## E2: PROFESSIONALS

September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5708	1617	9277	5948	675	23225
Average Salary	\$57,498	\$47,910	\$50,052	\$44,172	\$53,644	\$50,655

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

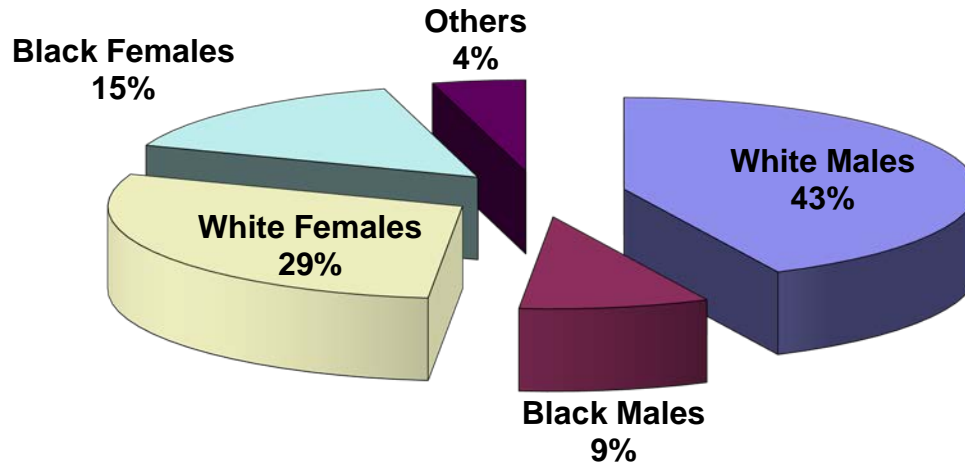
Source of data: SC State Government, Human Resources System.

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available



### E3: TECHNICIANS

September 30, 2016



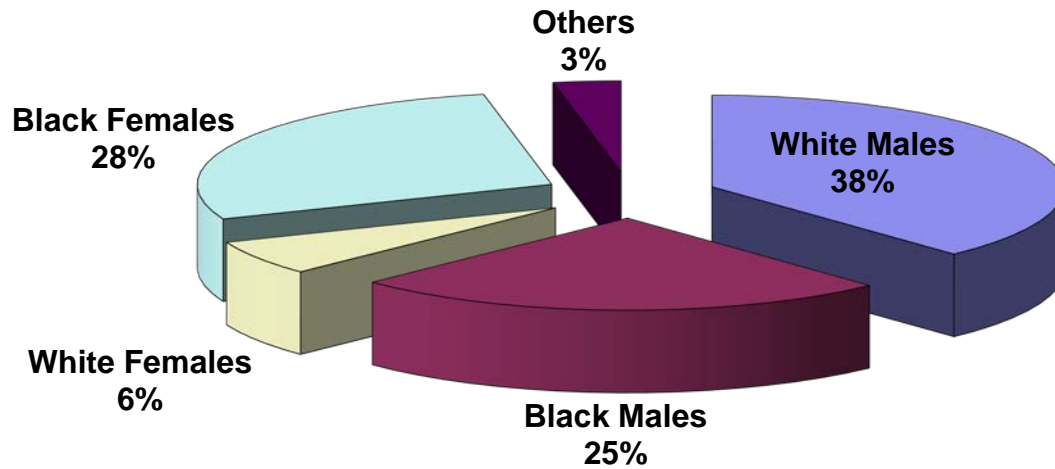
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1381	279	939	485	137	3221
Average Salary	\$44,269	\$40,749	\$42,171	\$38,401	\$44,581	\$42,034

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**E4: PROTECTIVE SERVICES**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1877	1216	301	1384	152	4930
Average Salary	\$38,132	\$35,810	\$36,717	\$32,302	\$36,344	\$35,861

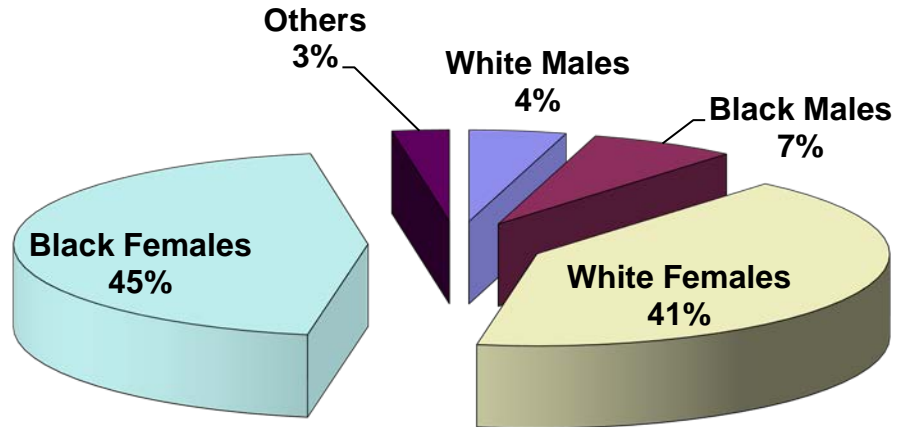
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

## E5: PARAPROFESSIONALS

September 30, 2016



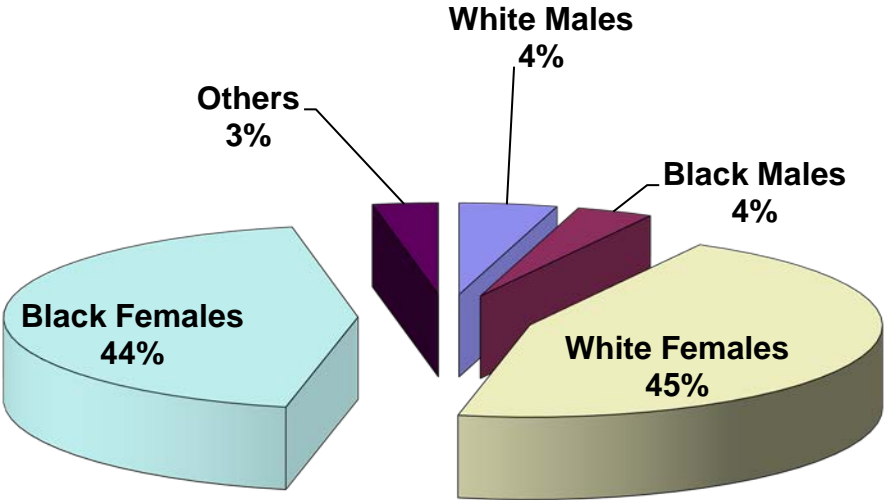
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	247	375	2317	2491	145	5575
Average Salary	\$30,044	\$28,906	\$33,607	\$30,604	\$30,414	\$30,715

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

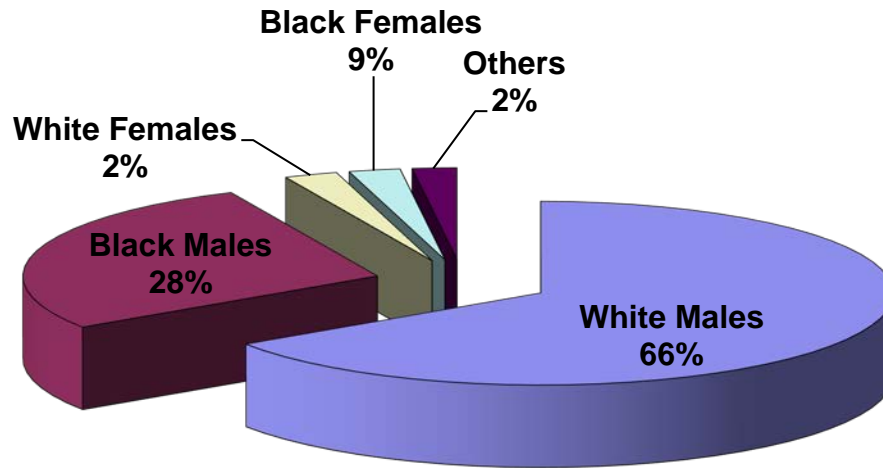
**E6: SECRETARIAL/CLERICAL**  
**September 30, 2016**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	145	114	1470	1421	97	3247
Average Salary	\$27,559	\$27,361	\$28,637	\$28,237	\$27,622	\$27,883

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**E7: SKILLED CRAFT**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2946	1240	109	105	91	4491
Average Salary	\$37,428	\$34,567	\$34,041	\$31,465	\$36,271	\$34,754

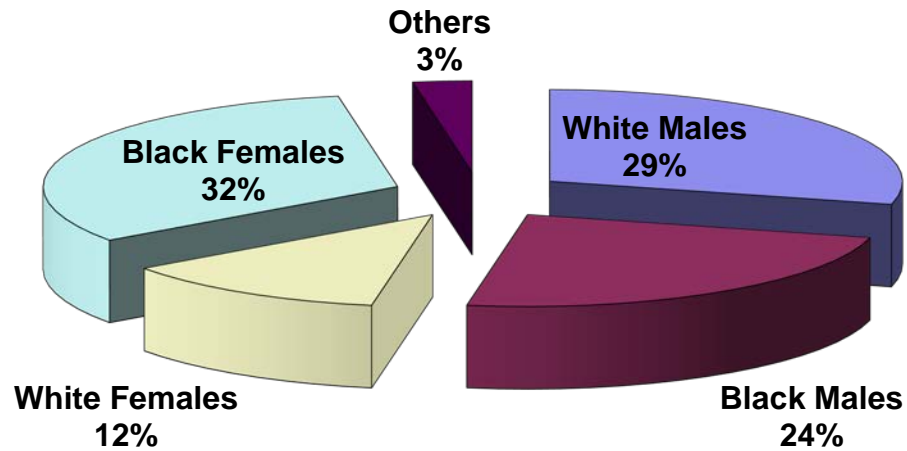
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

## E8: SERVICE MAINTENANCE

September 30, 2016



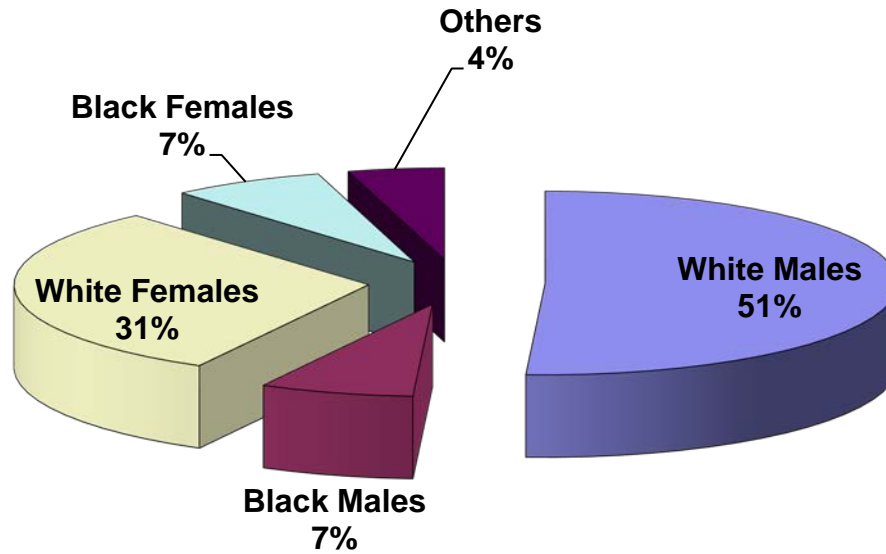
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	594	484	252	659	55	2044
Average Salary	\$31,048	\$26,141	\$28,158	\$23,919	\$24,672	\$26,787

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**C1: EXECUTIVE (NON-ACADEMIC)**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	58	8	35	8	5	114
Average Salary	\$188,227	\$140,892	\$161,202	\$122,791	\$191,838	\$160,990

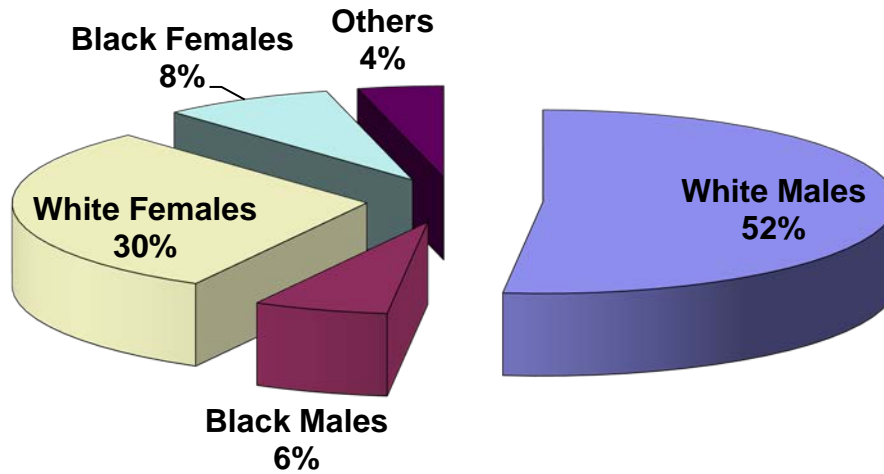
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

## C2: EXECUTIVE (ACADEMIC)

September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	185	22	108	28	14	357
Average Salary	\$130,313	\$109,630	\$104,434	\$85,717	\$178,657	\$121,750

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

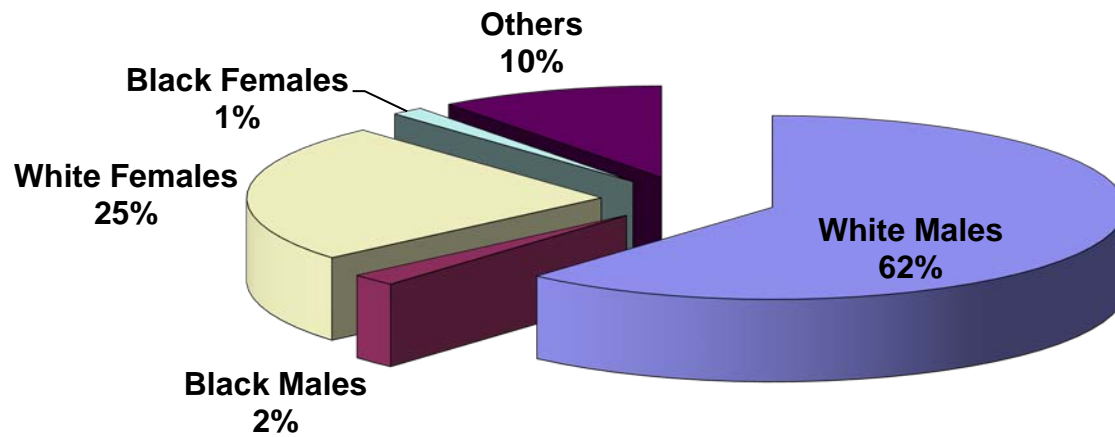
Source of data: SC State Government, Human Resources System.

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available



### C3: PROFESSORS

September 30, 2016



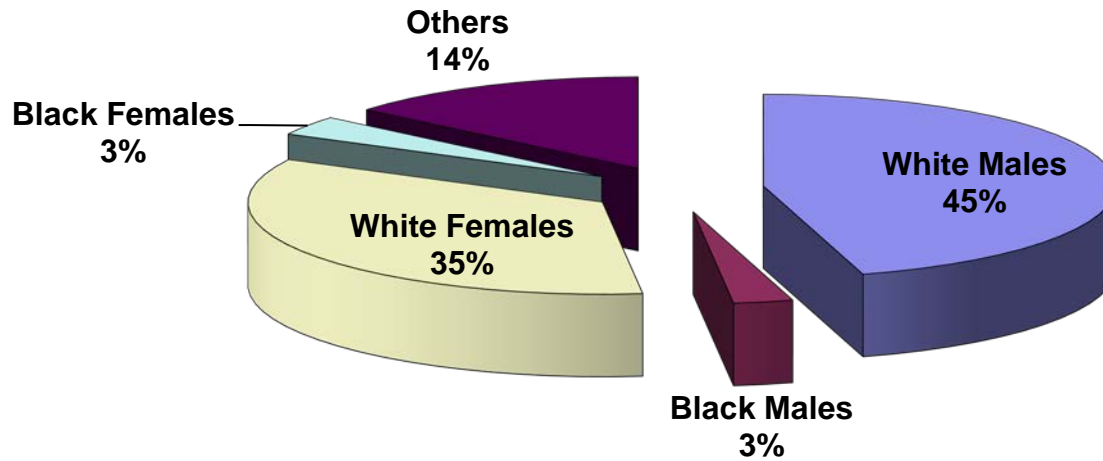
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1,031	36	411	25	172	1675
Average Salary	\$120,797	\$96,300	\$105,695	\$110,378	\$119,729	\$110,580

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**C4: ASSOCIATE PROFESSORS**  
September 30, 2016



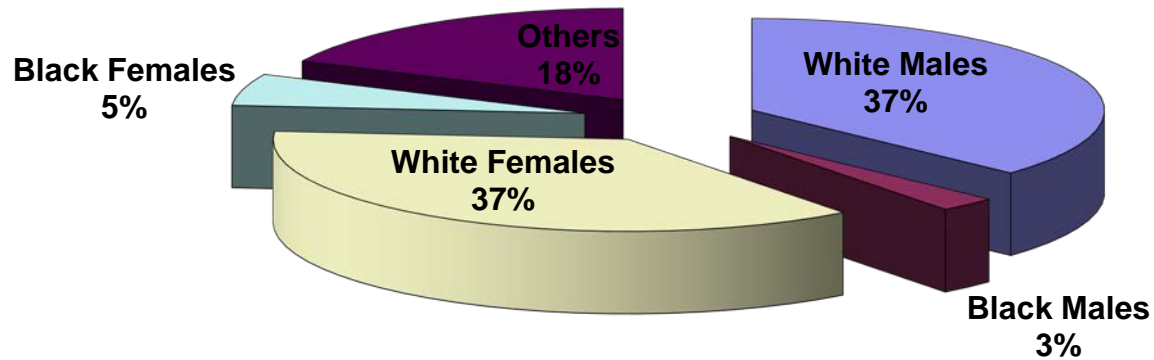
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	840	50	637	63	257	1847
Average Salary	\$82,010	\$87,210	\$76,842	\$76,470	\$89,746	\$82,456

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**C5: ASSISTANT PROFESSORS**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	716	51	711	108	349	1935
Average Salary	\$71,467	\$69,399	\$66,705	\$69,792	\$78,344	\$71,141

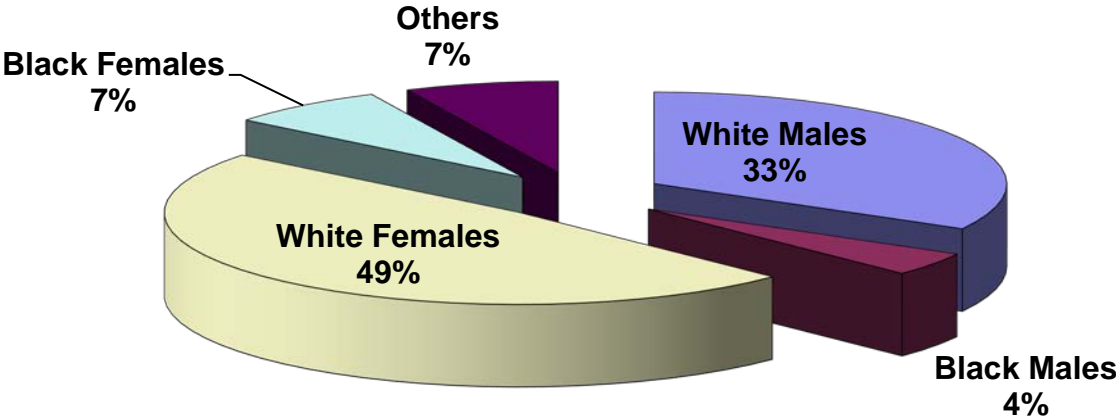
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**C6: INSTRUCTORS**

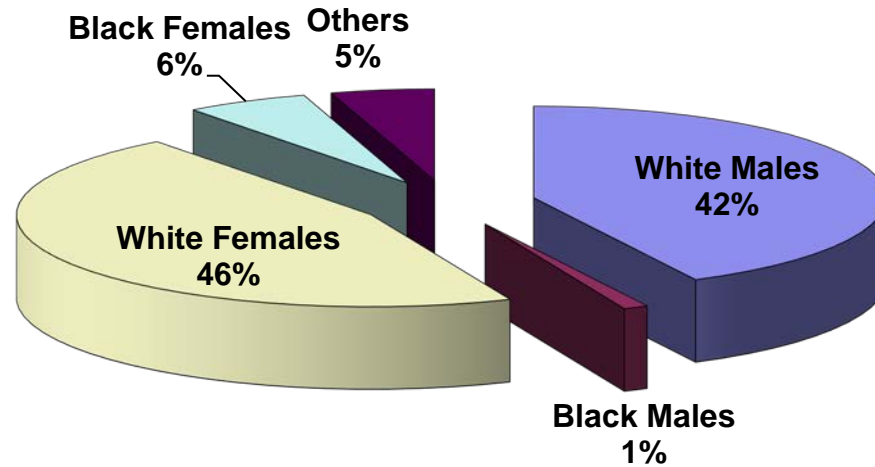
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	430	54	627	94	91	1296
Average Salary	\$52,986	\$47,232	\$53,169	\$47,948	\$52,370	\$50,741

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

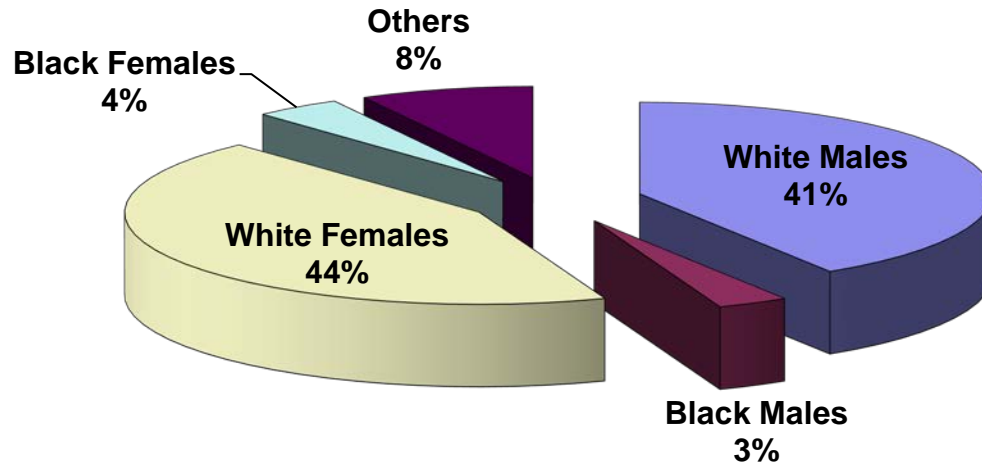
**C7: LECTURERS**  
**September 30, 2016**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	189	5	205	25	21	445
Average Salary	\$60,667	\$58,766	\$52,756	\$47,635	\$56,209	\$55,207

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**C8: OTHER (ACADEMIC)**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	114	9	122	11	22	278
Average Salary	\$91,449	\$77,217	\$78,450	\$71,498	\$71,393	\$78,001

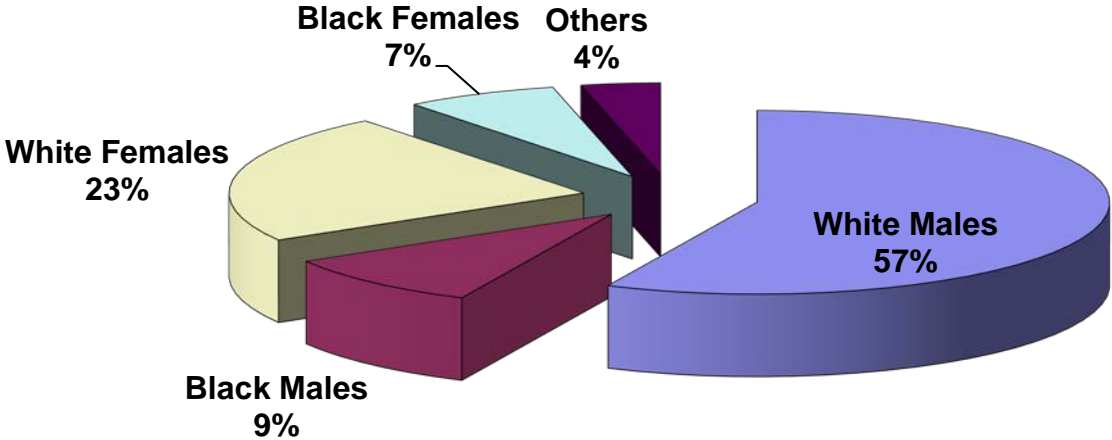
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

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

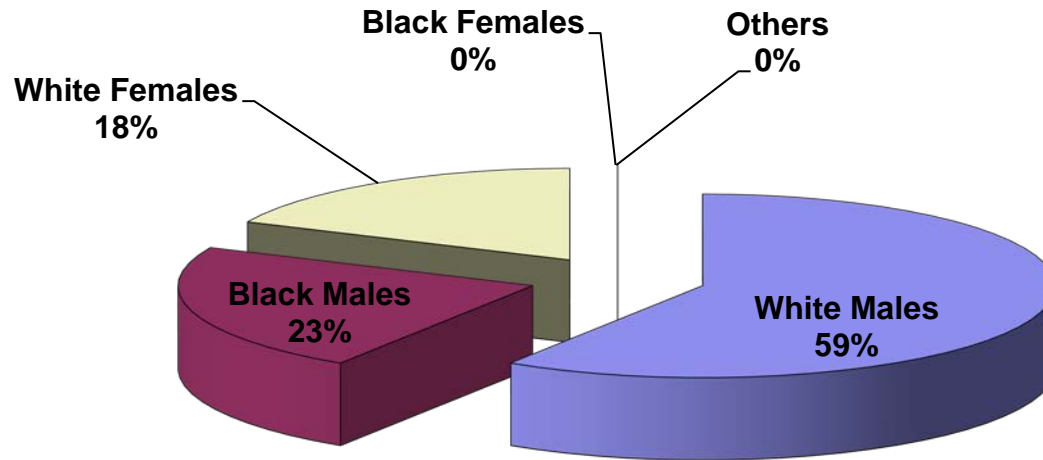
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	441	74	178	54	28	775
Average Salary	\$88,000	\$105,057	\$63,132	\$77,958	\$79,997	\$82,829

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**T1: EXECUTIVES (NON ACADEMIC)**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	13	5	4	0	0	22
Average Salary	\$148,105	\$143,539	\$135,865	\$0	\$0	\$142,503

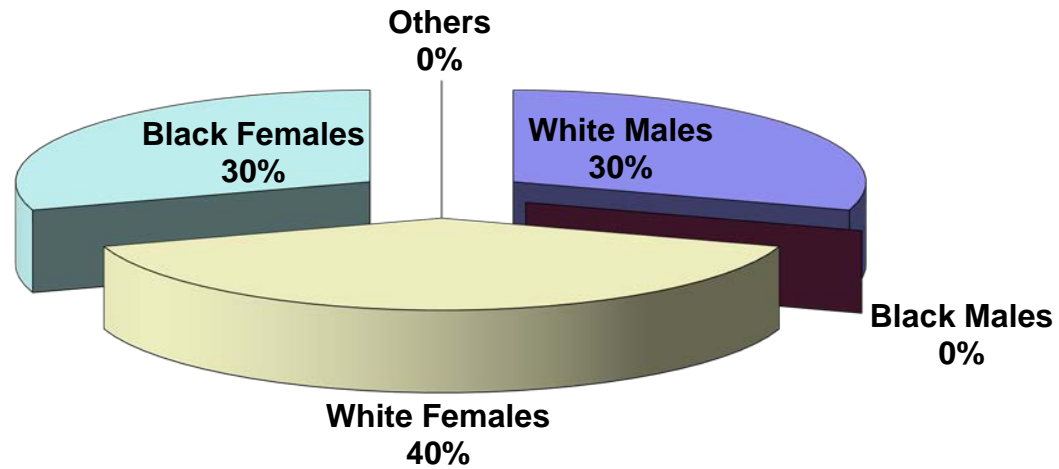
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available



**T2: EXECUTIVES (ACADEMIC)**  
**September 30, 2016**



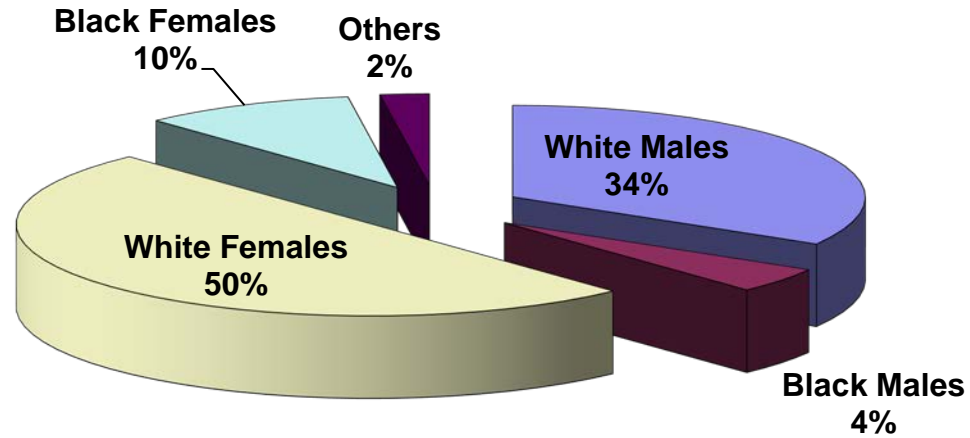
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	3	0	4	3	0	10
Average Salary	\$88,514	\$0	\$90,266	\$105,238	\$0	\$94,672

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

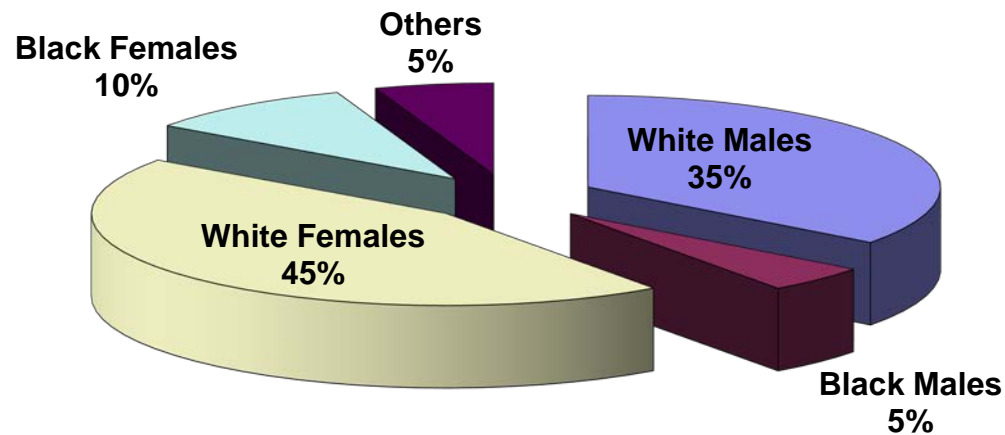
**T3: FACULTY/ADMINISTRATIVE**  
September 30, 2016



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	45	6	67	13	3	134
Average Salary	\$57,576	\$54,510	\$54,070	\$52,355	\$53,007	\$54,304

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**T4: FACULTY/TEACHING**  
**September 30, 2016**



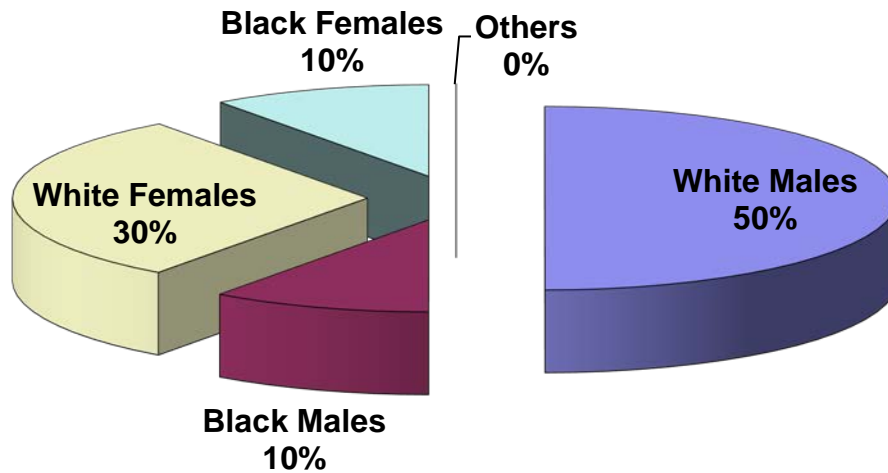
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	313	42	397	86	48	886
Average Salary	\$50,039	\$47,580	\$50,343	\$49,076	\$48,361	\$49,080

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

**T5: FACULTY/NON-TEACHING**  
**September 30, 2016**



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	5	1	3	1	0	10
Average Salary	\$79,511	\$76,098	\$71,989	\$47,609	\$0	\$68,801

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 09/30/16 except in the "Other" category, where 10/30/15 was the latest date available

# SECTION IV

## STATUS OF AFFIRMATIVE ACTION PROGRAMS

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

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

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

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

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

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

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

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

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

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

This is the percentage of goals achieved.

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

**(TOP TEN)**

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

**(Achieving less than 70%)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	71	Lander University	69.8
1	Higher Education, Commission on	100.0	72	Citadel, The	67.5
1	Museum Commission	100.0			
1	Secretary of State	100.0			
2	Trident Technical College	99.0			
3	Santee Cooper	98.5			
4	Williamsburg Technical College	97.2			
5	Educational Television Commission	96.9			
6	Orangeburg-Calhoun Technical College	96.7			
7	Labor, Licensing and Regulation, Dept.	96.4			
8	York Technical College	96.1			
9	Midlands Technical College	95.8			
9	Vocational Rehabilitation, Department of	95.8			
10	Revenue, Department of	95.4			

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	24	Treasurer's Office, State	89.8
1	Higher Education, Commission on	100.0	25	Greenville Technical College	89.7
1	Museum Commission	100.0	26	Deaf and Blind, School of	89.3
1	Secretary of State	100.0	27	Attorney General's Office	88.5
2	Trident Technical College	99.0	28	Alcohol and other Drug Abuse Services	88.4
3	Santee Cooper	98.5	29	Health and Environmental Control	88.0
4	Williamsburg Technical College	97.2	30	Central Carolina Technical College	87.9
5	Educational Television Commission	96.9	31	Public Employee Benefit Authority	87.6
6	Orangeburg-Calhoun Technical College	96.7	32	Blind, Commission for the	86.8
7	Labor, Licensing and Regulation, Dept.	96.4	33	Regulatory Staff, Office of	86.5
8	York Technical College	96.1	34	Library, State	86.4
9	Midlands Technical College	95.8	35	Law Enforcement Division, State	86.3
9	Vocational Rehabilitation, Department of	95.8	36	Administration, Department of	85.9
10	Revenue, Department of	95.4	37	Public Safety, Department of	85.8
11	Education Lottery, South Carolina	94.4	37	Retirement Systems	85.8
11	Motor Vehicles, Department of	94.4	38	Consumer Affairs, Office of	85.7
12	Piedmont Technical College	94.2	38	Corrections, Department of	85.7
12	Social Services, Department of	94.2	39	Technical College of the Low Country	85.5
13	Commerce, Department of	93.6	40	College of Charleston	85.4
14	Education, Department of	93.2	41	Wil Lou Gray Opportunity School	84.9
15	Archives and History, Department of	92.8	42	Technical and Comprehensive	84.8
16	Employment and Workforce	92.6	43	Tri-County Technical College	84.7
17	Comptroller General's Office	92.2	44	Insurance, Department of	84.5
17	Election Commission, State	92.2	45	Indigent Defense	84.4
18	Disabilities & Special Needs, Dept. of	92.0	46	Mental Health, Department of	83.9
19	Horry-Georgetown Technical College	91.9	46	Workers' Compensation	83.9
20	Aiken Technical College	91.8	47	Winthrop University	83.5
21	Governor's School for Arts & Humanities	91.7	48	Florence-Darlington Technical College	83.4
22	Health and Human Services, Department	91.5	49	Criminal Justice, Academy	83.3
22	Spartanburg Community College	91.5	50	Medical University Hospital	83.2
23	Public Service Commission	90.9	51	Adjutant General's Office	83.1



**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Listed by Highest to Lowest

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

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
52	Financial Institutions, SC Board of	83.0		*Housing, Finance and Development	<i>Exempt</i>
52	Juvenile Justice, Department of	83.0			
52	Medical University of South Carolina	83.0			
53	John de la Howe School	82.5			
54	Accident Fund, State	82.4			
54	Revenue and Fiscal Affairs	82.4			
55	Probation, Pardon and Parole Department	82.3			
56	Fiscal Accountability Authority, State	82.2			
57	Coastal Carolina University	81.0			
57	Governor's School for Science & Math	81.0			
58	Forestry Commission	80.2			
58	University of South Carolina	80.2			
59	Lieutenant Governor's Office	80.0			
60	Natural Resources, Department of	79.2			
61	Transportation, Department of	78.3			
62	Ports Authority, State	77.8			
63	Parks, Recreation & Tourism, Dept. of	77.4			
64	Auditor's Office, State	76.8			
65	Agriculture, Department of	75.4			
66	Denmark Technical College	75.2			
66	Northeastern Technical College	75.2			
67	Francis Marion University	73.6			
68	Patriot's Point	73.4			
69	South Carolina State University	71.3			
70	Clemson University	71.0			
71	Lander University	69.8			
72	Citadel, The	67.5			

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
54	Accident Fund, State	82.4	48	Florence-Darlington Technical College	83.4
51	Adjutant General's Office	83.1	58	Forestry Commission	80.2
36	Administration, Department of	85.9	67	Francis Marion University	73.6
65	Agriculture, Department of	75.4	21	Governor's School for Arts & Humanities	91.7
20	Aiken Technical College	91.8	57	Governor's School for Science & Math	81.0
28	Alcohol and other Drug Abuse Services	88.4	25	Greenville Technical College	89.7
15	Archives and History, Department of	92.8	29	Health and Environmental Control	88.0
1	Arts Commission	100.0	22	Health and Human Services, Department	91.5
27	Attorney General's Office	88.5	1	Higher Education, Commission on	100.0
64	Auditor's Office, State	76.8	19	Horry-Georgetown Technical College	91.9
32	Blind, Commission for the	86.8	45	Indigent Defense	84.4
30	Central Carolina Technical College	87.9	44	Insurance, Department of	84.5
72	Citadel, The	67.5	53	John de la Howe School	82.5
70	Clemson University	71.0	52	Juvenile Justice, Department of	83.0
57	Coastal Carolina University	81.0	7	Labor, Licensing and Regulation, Dept.	96.4
40	College of Charleston	85.4	71	Lander University	69.8
13	Commerce, Department of	93.6	35	Law Enforcement Division, State	86.3
17	Comptroller General's Office	92.2	34	Library, State	86.4
38	Consumer Affairs, Office of	85.7	59	Lieutenant Governor's Office	80.0
38	Corrections, Department of	85.7	50	Medical University Hospital	83.2
49	Criminal Justice, Academy	83.3	52	Medical University of South Carolina	83.0
26	Deaf and Blind, School of	89.3	46	Mental Health, Department of	83.9
66	Denmark Technical College	75.2	9	Midlands Technical College	95.8
18	Disabilities & Special Needs, Dept. of	92.0	11	Motor Vehicles, Department of	94.4
14	Education, Department of	93.2	1	Museum Commission	100.0
11	Education Lottery, South Carolina	94.4	60	Natural Resources, Department of	79.2
5	Educational Television Commission	96.9	66	Northeastern Technical College	75.2
17	Election Commission, State	92.2	6	Orangeburg-Calhoun Technical College	96.7
16	Employment and Workforce	92.6	63	Parks, Recreation & Tourism, Dept. of	77.4
52	Financial Institutions, SC Board of	83.0	68	Patriot's Point	73.4
56	Fiscal Accountability Authority, State	82.2	12	Piedmont Technical College	94.2

**PERCENTAGE LEVEL OF GOAL ATTAINMENT**

Alphabetical Order  
Chart C (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
62	Ports Authority, State	77.8		*Housing, Finance and Development	<i>Exempt</i>
55	Probation, Pardon and Parole Department	82.3			
31	Public Employee Benefit Authority	87.6			
37	Public Safety, Department of	85.8			
23	Public Service Commission	90.9			
33	Regulatory Staff, Office of	86.5			
37	Retirement Systems	85.8			
10	Revenue, Department of	95.4			
54	Revenue and Fiscal Affairs	82.4			
3	Santee Cooper	98.5			
1	Secretary of State	100.0			
12	Social Services, Department of	94.2			
69	South Carolina State University	71.3			
22	Spartanburg Community College	91.5			
39	Technical College of the Low Country	85.5			
42	Technical and Comprehensive	84.8			
61	Transportation, Department of	78.3			
24	Treasurer's Office, State	89.8			
43	Tri-County Technical College	84.7			
2	Trident Technical College	99.0			
58	University of South Carolina	80.2			
9	Vocational Rehabilitation, Department of	95.8			
4	Williamsburg Technical College	97.2			
41	Wil Lou Gray Opportunity School	84.9			
47	Winthrop University	83.5			
46	Workers' Compensation	83.9			
8	York Technical College	96.1			

<b>CHART D</b>			<b>CHART D</b>		
<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities</b>			<b>Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges</b>		
<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>	<b>RANKING</b>	<b>AGENCY</b>	<b>PERCENT</b>
1	COLLEGE OF CHARLESTON	85.4	1	TRIDENT TECHNICAL COLLEGE	99.0
2	WINTHROP UNIVERSITY	83.5	2	WILLIAMSBURG TECHNICAL COLLEGE	97.2
3	MEDICAL UNIVERSITY OF SOUTH CAROLINA	83.0	3	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	96.7
4	COASTAL CAROLINA UNIVERSITY	81.0	4	YORK TECHNICAL COLLEGE	96.1
5	UNIVERSITY OF SOUTH CAROLINA	80.2	5	MIDLANDS TECHNICAL COLLEGE	95.8
6	FRANCIS MARION UNIVERSITY	73.6	6	PIEDMONT TECHNICAL COLLEGE	94.2
7	SOUTH CAROLINA STATE UNIVERSITY	71.3	7	HORRY-GEORGETOWN TECHNICAL COLLEGE	91.9
8	CLEMSON UNIVERSITY	71.0	8	AIKEN TECHNICAL COLLEGE	91.8
9	LANDER UNIVERSITY	69.8	9	SPARTANBURG COMMUNITY COLLEGE	91.5
10	CITADEL, THE	67.5	10	GREENVILLE TECHNICAL COLLEGE	89.7
			11	CENTRAL CAROLINA TECHNICAL COLLEGE	87.9
			12	LOW COUNTRY, TECHNICAL COLLEGE OF THE	85.5
			13	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE BOARD FOR	84.8
			14	TRI-COUNTY TECHNICAL COLLEGE	84.7
			15	FLORENCE-DARLINGTON TECHNICAL COLLEGE	83.4
			16	NORTHEASTERN TECHNICAL COLLEGE	75.2
			16	DENMARK TECHNICAL COLLEGE	75.2

# SECTION V

## Explanation of Agency Charts

Pages 51 through 156 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2015 through September 30, 2016). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

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

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

#### E1) Executives:

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

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

#### E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:\*

C4) Associate Professors:\*

C5) Assistant Professors:\*

C6) Instructors:\*

C7) Lecturers:\*

\*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors, instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive



officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

### **Column Two: Workforce Totals**

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2016. For purposes of the report, the following race/sex categories are used:

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

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

### **Column Three: Adjusted Availability**

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

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. The availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. If you add the availability percentages and subtract from 100, you will have the availability for white males and all other racial groups not depicted on this form. Historically, there has not been a pattern of underutilization of white males in employer workforces.

### **Column Four: Underutilization**

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

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

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

**Column Five: New Hires and Promotions 10/01/15 – 09/30/16**

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2015 and September 30, 2016. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

**Column Six: Goals Met**

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

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

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

# SECTION VI

## State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 5			2			7																	
	% 71.4			28.6			100.0	5.0	24.9	5.4	5.0	NO	5.4								0.0%	YES	0.0%	
E2	# 6			27	5	2	40										10		1	12				
	% 15.0			67.5	12.5	5.0	100.0	2.6	39.8	17.6	2.6	NO	5.1	8.3			83.3		8.3	100.0	0.0%	YES	71.0%	
E3	# 2	1		1			4																	
	% 50.0	25.0		25.0			100.0	7.4	18.7	6.1	NO	NO	6.1							100.0	YES	YES	0.0%	
E5 and E6	#			7	8	1	16										2	1	3					
	%			43.8	50.0	6.3	100.0	5.0	49.7	23.9	5.0	5.9	NO				66.7	33.3	100.0	0.0%	88.1%	YES		
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2014:    85.7 percent  
 Level of Goal Attainment for 2015:    80.1 percent  
 Level of Goal Attainment for 2016:    82.4 percent

## Adjutant General's Office

Agency Director: MG Robert E. Livingston Jr.

EEO Officer: Robert L. Faulk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		2			12	5.1	25.3	5.8	NO	8.6	5.8	1						1			*
	% 75.0	8.3		16.7			100.0							100.0						100.0	YES	66.0%	0.0%
E2	# 32	5		25	3		65	4.6	36.5	12.1	NO	NO	7.5	4			2	1		7			
	% 49.2	7.7		38.5	4.6		100.0							57.1			28.6	14.3		100.0	YES	YES	38.0%
E3	# 5			2			7	4.3	29.3	22.3	4.3	0.7	22.3				1			1		*	*
	% 71.4			28.6			100.0										100.0			100.0	0.0%	97.6%	0.0%
E4	# 3	3					6	12.5	11.1	4.7	NO	11.1	4.7								YES	0.0%	0.0%
	% 50.0	50.0					100.0															*	*
E5 and E6	# 1			4	1		6	4.3	53.1	18.9	4.3	NO	2.2				1			1		*	*
	% 16.7			66.7	16.7		100.0										100.0			100.0	0.0%	YES	88.4%
E7	# 9	2					11	14.7	7.8	2.2	NO	7.8	2.2	1						1		*	*
	% 81.8	18.2					100.0							100.0						100.0	YES	0.0%	0.0%
E8	# 1			1	1		3	7.0	34.4	35.6	7.0	1.1	2.3								0.0%	96.8%	93.5%
	% 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 2014:    79.8 percent  
 Level of Goal Attainment for 2015:    68.5 percent  
 Level of Goal Attainment for 2016:    83.1 percent

## Department of Administration

Agency Director: Marcia S. Adams

EEO Officer: Devon Mossel

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 47	6	2	29	16	2	102	6.5	22.6	6.1	0.6	NO	NO	11	5	1	8	6	1	32	90.8%	YES	YES	
	% 46.1	5.9	2.0	28.4	15.7	2.0	100.0							34.4	15.6	3.1	25.0	18.8	3.1	100.0				
E2A	# 24	4	2	14	4	1	49	6.3	28.2	9.7	NO	NO	1.5	6	2		7	3		18			*	
	% 49.0	8.2	4.1	28.6	8.2	2.0	100.0							33.3	11.1		38.9	16.7		100.0	YES	YES	84.5%	
E2B	# 38	3	1	21	9	1	73	7.0	30.9	13.0			*	5	2		5	7		19			*	
	% 52.1	4.1	1.4	28.8	12.3	1.4	100.0				2.9	2.1	0.7	26.3	10.5		26.3	36.8		100.0	58.6%	93.2%	94.6%	
E2C	# 36	4	1	44	28	2	115	7.8	23.3	11.0				6	2	1	6	4		19				
	% 31.3	3.5	0.9	38.3	24.3	1.7	100.0				4.3	NO	NO	31.6	10.5	5.3	31.6	21.1		100.0	44.9%	YES	YES	
E2D	# 20	13		67	70	5	175	7.5	38.4	19.9	0.1	*	0.1	5	2		14	11		32	98.7%	*	99.7%	YES
	% 11.4	7.4		38.3	40.0	2.9	100.0							15.6	6.3		43.8	34.4		100.0				
E3	# 26	13	2	10	16		67	9.9	19.9	8.3				4	3		2	1		10				
	% 38.8	19.4	3.0	14.9	23.9		100.0				NO	5.0	NO	40.0	30.0		20.0	10.0		100.0	YES	74.9%	YES	
E5 and E6	# 3	5	1	21	19	1	50	7.3	47.9	15.4				1	2		8	6		17				
	% 6.0	10.0	2.0	42.0	38.0	2.0	100.0				NO	5.9	NO	5.9	11.8		47.1	35.3		100.0	YES	87.7%	YES	
E7	# 49	18		1			68	15.9	4.9	2.8				5	5					10				
	% 72.1	26.5		1.5			100.0				NO	3.4	2.8	50.0	50.0					100.0	YES	30.6%	0.0%	
E8	# 21	9		3	6		39	23.7	11.9	11.0	0.6	*		6						6	97.5%	*		YES
	% 53.8	23.1		7.7	15.4		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 2014:  
 Level of Goal Attainment for 2015: **First Year of Reporting**  
 Level of Goal Attainment for 2016: 85.9 percent



## Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen A. Pierce

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			3			10	4.0	28.7	5.3	4.0	NO	5.3								0.0%	YES	0.0%
	% 70.0			30.0			100.0																
E2	# 21	1	1	27	5	1	56	5.7	33.9	11.4	3.9	NO	2.5	3			7	1		11	31.6%	YES	78.1%
	% 37.5	1.8	1.8	48.2	8.9	1.8	100.0							27.3			63.6	9.1		100.0			
E3 and E5	# 22	5	1	9	3	2	42	9.4	20.8	16.2	NO	NO	9.1			1	2			3	YES	YES	43.8%
	% 52.4	11.9	2.4	21.4	7.1	4.8	100.0									33.3	66.7			100.0			
E6	#			4			4	0.6	64.4	20.2	0.6	NO	20.2								0.0%	YES	0.0%
	%			100.0			100.0																
E7 and E8	# 8	3					11	18.1	14.0	4.1	NO	14.0	4.1	4						4	YES	0.0%	0.0%
	% 72.7	27.3					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 2014:    89.3 percent  
 Level of Goal Attainment for 2015:    77.5 percent  
 Level of Goal Attainment for 2016:    75.4 percent

## SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Sara Goldsby (Interim)

EEO Officer: Angela Outing

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	2		6	5.6	19.8	5.5	5.6	NO	NO	1	1		1	1		4	0.0%	YES	YES
	% 33.3			33.3	33.3		100.0							25.0	25.0		25.0	25.0		100.0			
E2	# 6	2		3	7		18	4.4	39.6	12.0	NO	22.9	NO								YES	42.2%	YES
	% 33.3	11.1		16.7	38.9		100.0																
E3	# 1						1	5.1	24.7	5.4	5.1	24.7	5.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    74.0 percent  
 Level of Goal Attainment for 2015:    87.0 percent  
 Level of Goal Attainment for 2016:    88.4 percent

## Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	1		4	4.1	33.8	11.4	4.1	8.8	NO								0.0%	74.0%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 13	1		11	1		26	2.6	33.1	4.6	NO	NO	0.8	2	1		2			5	YES	YES	82.6%
	% 50.0	3.8		42.3	3.8		100.0							40.0	20.0		40.0			100.0			
E3 and E5	# 1			1			2	28.8	29.2	19.7	28.8	29.2	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 2014:    90.9 percent  
 Level of Goal Attainment for 2015:    97.1 percent  
 Level of Goal Attainment for 2016:    92.8 percent

## Arts Commission

Agency Director: Ken May

EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	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	4.8	30.0	7.9	4.8	30.0	NO					1		1	0.0%	*	*	YES
	%	50.0			50.0		100.0											100.0		100.0				
E2	#		1	7	2		10	4.7	38.2	15.5	NO	NO	NO				1		1	YES	YES	YES		
	%		10.0	70.0	20.0		100.0										100.0		100.0					
E3 and E5	#				1		1	0.8	62.8	20.9	0.8	62.8	NO								0.0%	*	*	YES
	%				100.0		100.0																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2014:    100.0 percent  
 Level of Goal Attainment for 2015:    100.0 percent  
 Level of Goal Attainment for 2016:    100.0 percent

## Attorney General's Office

Agency Director: Alan Wilson

EEO Officer: Katie Elliott

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	1	1	13	3.8	25.3	6.4	3.8	9.9	NO	1			1		1	3	0.0%	60.9%	YES
	% 69.2			15.4	7.7	7.7	100.0							33.3			33.3		33.3	100.0			
E2	# 64	5	2	53	5	1	130	5.2	26.3	5.0	1.4	NO	1.2	13	1		14	2		30	73.1%	YES	76.0%
	% 49.2	3.8	1.5	40.8	3.8	0.8	100.0							43.3	3.3		46.7	6.7		100.0			
E3 and E5	# 3	3		32	14	1	53	3.2	61.8	13.3	NO	1.4	NO	2			8	4		14	YES	97.7%	YES
	% 5.7	5.7		60.4	26.4	1.9	100.0							14.3			57.1	28.6		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 2014:    Exempted  
 Level of Goal Attainment for 2015:    90.4 percent  
 Level of Goal Attainment for 2016:    88.5 percent

## Auditor, State

Agency Director: George L. Kennedy III, CPA

EEO Officer: Norma J. Dawkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	1	4		2	17	2.7	41.9	7.1	NO	18.4	7.1	5			1		1	7	YES	56.1%	0.0%
	% 52.9	5.9	5.9	23.5		11.8	100.0							71.4			14.3		14.3	100.0			
E2	# 9	2		11	10		32	2.6	42.1	7.2	NO	7.7	NO	4	1		3	6		14	YES	81.7%	YES
	% 28.1	6.3		34.4	31.3		100.0							28.6	7.1		21.4	42.9		100.0			
E3	#			3			3	0.5	65.1	20.7	0.5	NO	20.7				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2014:    61.1 percent  
 Level of Goal Attainment for 2015:    77.0 percent  
 Level of Goal Attainment for 2016:    76.8 percent

## Commission for the Blind

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		2	2		10	4.5	27.2	5.4	NO	7.2	NO	1			1			2	YES	73.5%	YES
	% 40.0	20.0		20.0	20.0		100.0							50.0			50.0			100.0			
E2	# 4	5	1	15	35		60	9.0	36.7	20.4	0.7	11.7	NO	1	3		2	6		12	92.2%	68.1%	YES
	% 6.7	8.3	1.7	25.0	58.3		100.0							8.3	25.0		16.7	50.0		100.0			
E3 and E5	# 3			5	12		20	2.7	53.2	13.9	2.7	28.2	NO				1	3		4	0.0%	47.0%	YES
	% 15.0			25.0	60.0		100.0										25.0	75.0		100.0			
E7	# 3	1					4	12.0	3.4	1.1	NO	3.4	1.1								YES	0.0%	0.0%
	% 75.0	25.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    86.1 percent  
Level of Goal Attainment for 2015:    85.6 percent  
Level of Goal Attainment for 2016:    86.8 percent

## The Citadel (Page 1 of 2)

Agency Director: Lt. General John W Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	#	33	3	1	15	1	1	54	3.9	31.8	6.7	NO	4.0	4.8	5	1		2		8			
	%	61.1	5.6	1.9	27.8	1.9	1.9	100.0							62.5	12.5		25.0		100.0	YES	87.4%	28.4%
C3	#	42		1	8	1	2	54	3.0	33.0	4.3	3.0	18.2	2.4	1					1	0.0%	44.8%	44.2%
	%	77.8		1.9	14.8	1.9	3.7	100.0							100.0					100.0			
C4	#	33		5	20	3	4	65	3.0	32.5	4.0	3.0	1.7	NO			1			1	0.0%	94.8%	YES
	%	50.8		7.7	30.8	4.6	6.2	100.0									100.0			100.0			
C5 and C6	#	50	2	4	22	1	5	84	5.0	33.6	12.1	2.6	7.4	10.9	7	2		6		16	48.0%	78.0%	9.9%
	%	59.5	2.4	4.8	26.2	1.2	6.0	100.0							43.8	12.5		37.5		6.3	100.0		
C8 and C9	#	45	4	1	12			62	5.6	25.7	2.5	NO	6.3	2.5	6		1	3		11	YES	75.5%	0.0%
	%	72.6	6.5	1.6	19.4			100.0							54.5		9.1	27.3		9.1	100.0		
E2	#	31	2	3	71	17	2	126	3.5	44.9	10.2				6	1	2	7	3	2	21		
	%	24.6	1.6	2.4	56.3	13.5	1.6	100.0				1.9	NO	NO	28.6	4.8	9.5	33.3	14.3	9.5	100.0	45.7%	YES
E3 and E5	#	23	6	1	24	12	1	67	7.1	43.3	11.3				2		1	3		6			
	%	34.3	9.0	1.5	35.8	17.9	1.5	100.0				NO	7.5	NO	33.3		16.7	50.0			100.0	YES	82.7%
E4	#	8	5		1	1		15	13.6	8.9	4.5		*		1	1			1	3		*	
	%	53.3	33.3		6.7	6.7		100.0				NO	2.2	NO	33.3	33.3			33.3		100.0	YES	75.3%
E6	#	2			26	9		37	4.6	61.2	16.2												
	%	5.4			70.3	24.3		100.0				4.6	NO	NO								0.0%	YES

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

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

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

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

Level of Goal Attainment for 2014:    63.3 percent  
 Level of Goal Attainment for 2015:    67.1 percent  
 Level of Goal Attainment for 2016:    67.5 percent



## The Citadel (Page 2 of 2)

Agency Director: Lt. General John W Rosa

EEO Officer: Shawn Edwards

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E7	# 41	15	5				61	15.2	7.2	1.5	NO	7.2	1.5	8		1				9	YES	0.0%	0.0%
	% 67.2	24.6	8.2				100.0							88.9		11.1				100.0			
E8	# 7	13		2	12	2	36	12.1	12.7	15.6	NO	7.1	NO	1	3		1	1	1	7	YES	44.1%	YES
	% 19.4	36.1		5.6	33.3	5.6	100.0							14.3	42.9		14.3	14.3	14.3	100.0			
	#																						
	%																						
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**NOTE:** See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

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

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

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

Level of Goal Attainment for 2014:    63.3 percent  
 Level of Goal Attainment for 2015:    67.1 percent  
 Level of Goal Attainment for 2016:    67.5 percent

## Clemson University (Page 1 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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						7	4.0	35.9	8.5	4.0	35.9	8.5	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
C2	# 36	1	4	12	1	1	55	3.7	35.8	7.2	1.9	14.0	5.4	2		1	1			4	48.6%	60.9%	25.0%
	% 65.5	1.8	7.3	21.8	1.8	1.8	100.0							50.0		25.0	25.0			100.0			
C3	# 197	8	33	58	4	6	306	3.2	32.3	4.4	0.6	13.3	3.1	13	3	4	5	1	1	27	81.3%	58.8%	29.5%
	% 64.4	2.6	10.8	19.0	1.3	2.0	100.0							48.1	11.1	14.8	18.5	3.7	3.7	100.0			
C4	# 145	7	25	84	3	13	277	3.1	32.0	4.0	0.6	1.7	2.9	14		4	9		1	28	80.6%	94.7%	27.5%
	% 52.3	2.5	9.0	30.3	1.1	4.7	100.0							50.0		14.3	32.1		3.6	100.0			
C5	# 103	6	49	70	5	28	261	3.2	31.7	4.2	0.9	4.9	2.3	14		10	16	3	6	49	71.9%	84.5%	45.2%
	% 39.5	2.3	18.8	26.8	1.9	10.7	100.0							28.6		20.4	32.7	6.1	12.2	100.0			
C6 and C7	# 104	3	5	120	11	14	257	3.4	32.9	5.8	2.2	NO	1.5	14		1	15	1	4	35	35.3%	YES	74.1%
	% 40.5	1.2	1.9	46.7	4.3	5.4	100.0							40.0		2.9	42.9	2.9	11.4	100.0			
C8	# 48	1	8	37	1	6	101	2.3	35.3	3.8	1.3	NO	2.8	6		1	2		2	11	43.5%	YES	26.3%
	% 47.5	1.0	7.9	36.6	1.0	5.9	100.0							54.5		9.1	18.2		18.2	100.0			
C9	# 138	20	4	73	17	5	257	4.7	35.0	6.8	NO	6.6	0.2	6	1	1	6	1		15	YES	81.1%	97.1%
	% 53.7	7.8	1.6	28.4	6.6	1.9	100.0							40.0	6.7	6.7	40.0	6.7		100.0			
E1	# 109	15	7	139	18	8	296	4.8	36.1	9.7	NO	NO	3.6	8	2	2	15	3	2	32	YES	YES	62.9%
	% 36.8	5.1	2.4	47.0	6.1	2.7	100.0							25.0	6.3	6.3	46.9	9.4	6.3	100.0			

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

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

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

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

Level of Goal Attainment for 2014:    85.8 percent  
 Level of Goal Attainment for 2015:    72.3 percent  
 Level of Goal Attainment for 2016:    71.0 percent

## Clemson University (Page 2 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	# 118	15	3	373	50	16	575	3.6	45.9	10.9	1.0	NO	2.2	18	1	1	39	6		65			
	% 20.5	2.6	0.5	64.9	8.7	2.8	100.0							27.7	1.5	1.5	60.0	9.2		100.0	72.2%	YES	79.8%
E22	# 29	3	1	52	10	2	97	4.3	46.4	6.1	1.2	NO	NO	3	1		6	2		12			
	% 29.9	3.1	1.0	53.6	10.3	2.1	100.0							25.0	8.3		50.0	16.7		100.0	72.1%	YES	YES
E23	# 34	6	2	108	19	6	175	4.9	39.4	16.8	1.5	NO	5.9	7	2	1	25	6		41			
	% 19.4	3.4	1.1	61.7	10.9	3.4	100.0							17.1	4.9	2.4	61.0	14.6		100.0	69.4%	YES	64.9%
E24	# 36	1		18			55	1.6	54.5	17.8	NO	21.8	17.8	3			2			5			
	% 65.5	1.8		32.7			100.0							60.0			40.0			100.0	YES	60.0%	0.0%
E25	# 116	4	7	81	11	2	221	5.4	31.0	11.1	3.6	NO	6.1	17	1	1	16	2		37			
	% 52.5	1.8	3.2	36.7	5.0	0.9	100.0							45.9	2.7	2.7	43.2	5.4		100.0	33.3%	YES	45.0%
E31	# 44	4	1	24	3	1	77	6.6	21.4	8.6	1.4	NO	4.7	3	1			1		5			
	% 57.1	5.2	1.3	31.2	3.9	1.3	100.0							60.0	20.0			20.0		100.0	78.8%	YES	45.3%
E32	# 74	5	3	30	4	2	118	7.5	22.7	15.9	3.3	NO	12.5	5	1	1	4		1	12			
	% 62.7	4.2	2.5	25.4	3.4	1.7	100.0							41.7	8.3	8.3	33.3		8.3	100.0	56.0%	YES	21.4%
E4	# 36	2	7	5	1		51	11.4	6.0	1.9	7.5	NO	NO	9	1	7	2			19			
	% 70.6	3.9	13.7	9.8	2.0		100.0							47.4	5.3	36.8	10.5			100.0	34.2%	YES	YES
E51	# 6	2	1	139	13	3	164	0.5	69.9	14.0	NO	NO	6.1	2	1	1	19	2	1	26			
	% 3.7	1.2	0.6	84.8	7.9	1.8	100.0							7.7	3.8	3.8	73.1	7.7	3.8	100.0	YES	YES	56.4%

**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 2014:    85.8 percent  
 Level of Goal Attainment for 2015:    72.3 percent  
 Level of Goal Attainment for 2016:    71.0 percent

## Clemson University (Page 3 of 3)

President: James Clements

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E52	# 3	3		19	5	1	31	5.4	52.3	17.3	NO	NO	1.2 *	1			4	1	1	7				*
	% 9.7	9.7		61.3	16.1	3.2	100.0							14.3			57.1	14.3	14.3	100.0	YES	YES	93.1%	
E6	# 5	1		26	10	2	44	1.9	60.1	14.3	NO	1.0 *	NO	1			3			4			*	
	% 11.4	2.3		59.1	22.7	4.5	100.0							25.0			75.0			100.0	YES	98.3%	YES	
E7	# 154	10	4	2			170	11.8	4.9	1.1	5.9	3.7	1.1	13		1				14	50.0%	24.5%	0.0%	
	% 90.6	5.9	2.4	1.2			100.0							92.9		7.1				100.0				
E8	# 53	18	3	32	40	2	148	19.5	16.8	13.9	7.3	NO	NO	10	1	1	6	3	1	22	62.6%	YES	YES	
	% 35.8	12.2	2.0	21.6	27.0	1.4	100.0							45.5	4.5	4.5	27.3	13.6	4.5	100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2014:    85.8 percent  
 Level of Goal Attainment for 2015:    72.3 percent  
 Level of Goal Attainment for 2016:    71.0 percent

## Coastal Carolina University (Page 1 of 2)

President: Dr. David DeCenzo

EEO Officer: Kim Sherefesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	#	7	1		3		11																	
	%	63.6	9.1		27.3		100.0	3.3	38.3	6.7	NO	11.0	6.7								YES	71.3%	0.0%	
C2	#	4			3		7																	
	%	57.1			42.9		100.0	3.7	41.9	8.5	3.7	NO	8.5								0.0%	YES	0.0%	
C3	#	65	2	2	26	2	1	98																
	%	66.3	2.0	2.0	26.5	2.0	1.0	100.0	2.5	32.6	3.2	0.5	6.1	1.2	44.4			44.4		11.1	100.0	80.0%	81.3%	62.5%
C4	#	57	2	6	47	3	3	118																
	%	48.3	1.7	5.1	39.8	2.5	2.5	100.0	2.5	32.4	3.1	0.8	NO	0.6	33.3	4.8		52.4	4.8	4.8	100.0	68.0%	YES	80.6%
C5	#	46	4	7	42	5	1	105																
	%	43.8	3.8	6.7	40.0	4.8	1.0	100.0	2.5	32.4	3.1	NO	NO	NO	22.7	4.5		63.6	9.1	100.0	YES	YES	YES	
C6	#	4		2	4		1	11																
	%	36.4		18.2	36.4		9.1	100.0	3.0	32.3	4.6	3.0	NO	4.6							0.0%	YES	0.0%	
C7 and C8	#	60		1	67	4	3	135																
	%	44.4		0.7	49.6	3.0	2.2	100.0	3.0	34.7	4.8	3.0	NO	1.8	33.3		5.6	47.2	2.8	11.1	100.0	0.0%	YES	62.5%
C9	#	42	5		16	3		66																
	%	63.6	7.6		24.2	4.5		100.0	5.9	27.8	2.3	NO	3.6	NO	66.7			33.3			100.0	YES	87.1%	YES
E2	#	101	5	2	177	16		301																
	%	33.6	1.7	0.7	58.8	5.3		100.0	4.5	40.2	11.2	2.8	NO	5.9	31.3	2.1	4.2	52.1	8.3	2.1	100.0	37.8%	YES	47.3%

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

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

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

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

Level of Goal Attainment for 2014:    83.8 percent  
 Level of Goal Attainment for 2015:    81.7 percent  
 Level of Goal Attainment for 2016:    81.0 percent

## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Kimberly Sherfesee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 37	4	3	23	2		69	3.8	28.5	10.8	NO	NO	7.9	5			3	1		9			
	% 53.6	5.8	4.3	33.3	2.9		100.0							55.6			33.3	11.1		100.0	YES	YES	26.9%
E4	# 25	3		1	1		30	6.4	9.0	1.8	NO	5.7	NO	3	1		1			5			
	% 83.3	10.0		3.3	3.3		100.0							60.0	20.0		20.0			100.0	YES	36.7%	YES
E5	# 6			31	4	4	45	1.0	68.1	10.5	1.0	NO	1.6	2			7			9			
	% 13.3			68.9	8.9	8.9	100.0							22.2			77.8			100.0	0.0%	YES	84.8%
E6	# 2			37	4	1	44	1.7	72.3	8.7	1.7	NO	NO	1			3		1	5			
	% 4.5			84.1	9.1	2.3	100.0							20.0			60.0		20.0	100.0	0.0%	YES	YES
E7	# 47	4	2				53	10.5	3.2	0.2	3.0	3.2	0.2	4						4			
	% 88.7	7.5	3.8				100.0							100.0						100.0	71.4%	0.0%	0.0%
E8	# 54	20	1	12	15	2	104	14.9	11.5	7.8	NO	NO	NO	10	2	1	4	5		22			
	% 51.9	19.2	1.0	11.5	14.4	1.9	100.0							45.5	9.1	4.5	18.2	22.7		100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    83.8 percent  
 Level of Goal Attainment for 2015:    81.7 percent  
 Level of Goal Attainment for 2016:    81.0 percent

## College of Charleston (Page 1 of 2)

President: Glenn F. McConnell

EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	29	4		52	6	5	96						6			2		1	9			
	%	30.2	4.2		54.2	6.3	5.2	100.0	4.1	33.8	8.5	NO	NO	2.2	66.7			22.2		11.1	100.0	YES	YES
C2	#	4	3	1	7			15						2			2			4			
	%	26.7	20.0	6.7	46.7			100.0	2.3	30.4	1.6	NO	NO	1.6	50.0			50.0		100.0	YES	YES	0.0%
C3	#	85	3	9	54	1	3	155						7		1	1		2	11			
	%	54.8	1.9	5.8	34.8	0.6	1.9	100.0	2.1	31.0	2.2	0.2	NO	1.6	63.6		9.1	9.1		18.2	100.0	90.5%	YES
C4	#	88	3	15	62	5	6	179						16		1	5			22			
	%	49.2	1.7	8.4	34.6	2.8	3.4	100.0	3.5	33.3	3.0	1.8	NO	0.2	72.7		4.5	22.7		100.0	48.6%	YES	93.3%
C5	#	54	6	10	49	5	10	134						5		4	5	1	1	16			
	%	40.3	4.5	7.5	36.6	3.7	7.5	100.0	2.4	33.5	3.0	NO	NO	NO	31.3		25.0	31.3	6.3	6.3	100.0	YES	YES
C6	#	16		3	25	1	2	47						1						1			
	%	34.0		6.4	53.2	2.1	4.3	100.0	2.8	32.3	4.0	2.8	NO	1.9	100.0					100.0	0.0%	YES	52.5%
C7	#	4			5	1	1	11									1			1			
	%	36.4			45.5	9.1	9.1	100.0	2.5	32.4	3.1	2.5	NO	NO			100.0			100.0	0.0%	YES	YES
C8 and C9	#	40	6	3	33	6	3	91						7	1		7	3		18			
	%	44.0	6.6	3.3	36.3	6.6	3.3	100.0	4.2	30.0	2.6	NO	NO	NO	38.9	5.6		38.9	16.7		100.0	YES	YES
E2	#	96	15	6	174	45	12	348						23	3	1	30	9	2	68			
	%	27.6	4.3	1.7	50.0	12.9	3.4	100.0	4.3	40.0	10.0	NO	NO	NO	33.8	4.4	1.5	44.1	13.2	2.9	100.0	YES	YES

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

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

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

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

Level of Goal Attainment for 2014:    75.6 percent  
 Level of Goal Attainment for 2015:    80.5 percent  
 Level of Goal Attainment for 2016:    85.4 percent

## College of Charleston (Page 2 of 2)

President: Glenn F. McConnell

EEO Officer: Kimberly A. Gertner

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	# 27	4	1	12	6	1	51	6.9	28.1	9.6	NO	4.6	NO	2			1	2	1	6			
	% 52.9	7.8	2.0	23.5	11.8	2.0	100.0							33.3			16.7	33.3	16.7	100.0	YES	83.6%	YES
E4	# 16	12	3	2	8	2	43	14.0	5.3	5.9	NO	0.6	NO	3	1				1	5			
	% 37.2	27.9	7.0	4.7	18.6	4.7	100.0							60.0	20.0				20.0	100.0	YES	88.7%	YES
E5	# 6	1		34	26	5	72	1.6	61.3	18.4	0.2	14.1	NO	2	1		5	3	1	12			
	% 8.3	1.4		47.2	36.1	6.9	100.0							16.7	8.3		41.7	25.0	8.3	100.0	87.5%	77.0%	YES
E6	# 3	4		9	6	2	24	9.8	46.6	12.7	NO	9.1	NO		1			1		2			
	% 12.5	16.7		37.5	25.0	8.3	100.0								50.0			50.0		100.0	YES	80.5%	YES
E7	# 21	41	4		3		69	17.8	5.7	8.8	NO	5.7	4.5	1	1					2			
	% 30.4	59.4	5.8		4.3		100.0							50.0	50.0					100.0	YES	0.0%	48.9%
E8	# 6	14		1	27		48	12.6	11.9	1.7	NO	9.8	NO										
	% 12.5	29.2		2.1	56.3		100.0														YES	17.6%	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    75.6 percent  
 Level of Goal Attainment for 2015:    80.5 percent  
 Level of Goal Attainment for 2016:    85.4 percent



## Commerce, Department of

Agency Director: Bobby Hitt

EEO Officer: Lori Adler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		14	4		25	3.4	23.9	3.8	NO	NO	NO	4			2			6			
	% 24.0	4.0		56.0	16.0		100.0							66.7			33.3			100.0	YES	YES	YES
E2	# 23	5	1	37	9	1	76	3.7	35.8	7.6	NO	NO	NO	13	3	1	15	5		37			
	% 30.3	6.6	1.3	48.7	11.8	1.3	100.0							35.1	8.1	2.7	40.5	13.5		100.0	YES	YES	YES
E3	# 1	1					2	7.7	14.0	5.7	NO	14.0	5.7								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
E5 and E6	#	1		1	3		5	3.0	55.0	16.8	NO	35.0	NO						1	1			
	%	20.0		20.0	60.0		100.0												100.0	100.0	YES	36.4%	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    100.0 percent  
 Level of Goal Attainment for 2015:    95.6 percent  
 Level of Goal Attainment for 2016:    93.6 percent

## Comptroller General

Agency Director: William E. Gunn

EEO Officer: Allison W. Houpt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			3	1		10	3.0	41.2	10.0	3.0	11.2	0.0								0.0%	72.8%	YES
	% 60.0			30.0	10.0		100.0																
E2	# 4	1		4	2		11	2.1	41.6	6.6	NO	5.2	NO								YES	87.5%	YES
	% 36.4	9.1		36.4	18.2		100.0																
E5	#			2	3		5	2.7	47.0	11.3	2.7	7.0	NO					1		1	0.0%	85.1%	YES
	%			40.0	60.0		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 2014:    89.8 percent  
 Level of Goal Attainment for 2015:    86.1 percent  
 Level of Goal Attainment for 2016:    92.2 percent

## Consumer Affairs

Agency Director: Carolyn Grube Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#			4	2		6	5.9	31.0	7.8	5.9	NO	NO				2	1		3	0.0%*	YES	YES
	%			66.7	33.3		100.0										66.7	33.3		100.0			
E2	#	5	2	9	12		28	3.6	31.0	8.1	NO	NO	NO	1	1		4	6		12	YES	YES	YES
	%	17.9	7.1	32.1	42.9		100.0							8.3	8.3		33.3	50.0		100.0			
E5	#			3	3		3	3.6	49.1	17.5	3.6	49.1	NO				2	2		2	0.0%*	0.0%*	YES
	%			100.0	100.0		100.0										100.0	100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    71.4 percent  
 Level of Goal Attainment for 2015:    85.2 percent  
 Level of Goal Attainment for 2016:    85.7 percent

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

Agency Director: Bryan P. Stirling

EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	# 44	21	2	5	19	1	92	13.9	16.9	18.1	NO	11.5	NO	5	5		3	3	1	17			
	% 47.8	22.8	2.2	5.4	20.7	1.1	100.0							29.4	29.4		17.6	17.6	5.9	100.0	YES	32.0%	YES
E1B	# 65	35	1	25	26	1	153	15.0	18.4	21.2	NO	2.1	4.2	14	5		4	4		27			
	% 42.5	22.9	0.7	16.3	17.0	0.7	100.0							51.9	18.5		14.8	14.8		100.0	YES	88.6%	80.2%
E2A	# 47	8	2	41	25	2	125	9.9	30.8	13.6	3.5	NO	NO	13	1		21	8	2	45			
	% 37.6	6.4	1.6	32.8	20.0	1.6	100.0							28.9	2.2		46.7	17.8	4.4	100.0	64.6%	YES	YES
E2B	# 99	83	3	170	194	12	561	8.6	34.5	23.4	NO	4.2	NO	16	21	1	57	40	4	139			
	% 17.6	14.8	0.5	30.3	34.6	2.1	100.0							11.5	15.1	0.7	41.0	28.8	2.9	100.0	YES	87.8%	YES
E2C	# 41	27	4	34	107	3	216	9.1	32.9	27.2	NO	17.2	NO	7	11	1	10	26	3	58			
	% 19.0	12.5	1.9	15.7	49.5	1.4	100.0							12.1	19.0	1.7	17.2	44.8	5.2	100.0	YES	47.7%	YES
E3A	# 11	4	1	54	33	5	108	10.2	26.5	16.5	6.5	NO	NO	5	1		16	7	4	33			
	% 10.2	3.7	0.9	50.0	30.6	4.6	100.0							15.2	3.0		48.5	21.2	12.1	100.0	36.3%	YES	YES
E3B	# 1	2		18	32	2	55	3.8	35.6	37.6		*			1		6	4	1	12		*	
	% 1.8	3.6		32.7	58.2	3.6	100.0				0.2	2.9	NO				50.0	33.3	8.3	100.0	94.7%	91.9%	YES
E4A	# 113	180	9	29	176	3	510	27.4	3.2	40.1	NO	NO	5.6	32	39	1	6	45	1	124			
	% 22.2	35.3	1.8	5.7	34.5	0.6	100.0							25.8	31.5	0.8	4.8	36.3	0.8	100.0	YES	YES	86.0%
E4B	# 224	285	27	68	334	2	940	28.0	3.0	41.0	NO	NO	5.5	69	64	11	15	70		229			
	% 23.8	30.3	2.9	7.2	35.5	0.2	100.0							30.1	27.9	4.8	6.6	30.6		100.0	YES	YES	86.6%

**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 2014:    87.4 percent  
 Level of Goal Attainment for 2015:    87.2 percent  
 Level of Goal Attainment for 2016:    85.7 percent

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

Agency Director: Bryan P. Stirling

EEO Officer: Kelvin Perry

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	# 359	392	44	94	604	29	1522	28.0	3.1	41.0	2.2	NO	1.3	222	191	33	73	291	19	829	92.1%	YES	96.8%
	% 23.6	25.8	2.9	6.2	39.7	1.9	100.0							26.8	23.0	4.0	8.8	35.1	2.3	100.0			
E5A	# 9	14	1	73	66	4	167	9.2	35.6	24.1	0.8	NO	NO	1	5		10	15	2	33	91.3%	YES	YES
	% 5.4	8.4	0.6	43.7	39.5	2.4	100.0							3.0	15.2		30.3	45.5	6.1	100.0			
E6A	# 6	1		42	53	4	106	9.2	34.2	25.9	8.3	NO	NO		1		15	30	3	49	9.8%	YES	YES
	% 5.7	0.9		39.6	50.0	3.8	100.0								2.0		30.6	61.2	6.1	100.0			
E7A	# 77	27	3		2		109	28.5	4.4	2.0	3.7	4.4	0.2	13	9		1	1	1	25	87.0%	0.0%	90.0%
	% 70.6	24.8	2.8		1.8		100.0							52.0	36.0		4.0	4.0	4.0	100.0			
E8A	# 72	13	2	9	23	1	120	11.3	23.5	17.0	0.5	16.0	NO	17	4	1	1	6		29	95.6%	31.9%	YES
	% 60.0	10.8	1.7	7.5	19.2	0.8	100.0							58.6	13.8	3.4	3.4	20.7		100.0			
E8B	# 36	25	6	22	53	3	145	12.5	22.5	29.1	NO	7.3	NO	14	9	1	6	20	1	51	YES	67.6%	YES
	% 24.8	17.2	4.1	15.2	36.6	2.1	100.0							27.5	17.6	2.0	11.8	39.2	2.0	100.0			
	#																						
	%																						
	#																						
	%																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    87.4 percent  
 Level of Goal Attainment for 2015:    87.2 percent  
 Level of Goal Attainment for 2016:    85.7 percent

## Criminal Justice Academy

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		2	1		8	3.6	29.1	7.2	NO	4.1	NO				1			1	YES	85.9%	YES
	% 50.0	12.5		25.0	12.5		100.0										100.0			100.0			
E2	# 6	5		13	2		26	6.1	24.2	11.7	NO	NO	4.0	1			1			2	YES	YES	65.8%
	% 23.1	19.2		50.0	7.7		100.0							50.0			50.0			100.0			
E2A	# 6	1		1	1		9	4.1	32.2	8.6	NO	21.1	NO								YES	34.5%	YES
	% 66.7	11.1		11.1	11.1		100.0																
E2B	# 30	1		3	2		36	3.8	32.0	6.7	1.0	23.7	1.1	5	1			1		7	73.7%	25.9%	83.6%
	% 83.3	2.8		8.3	5.6		100.0							71.4	14.3			14.3		100.0			
E3	# 1				1		2	4.1	22.9	5.1	4.1	22.9	NO								0.0%	0.0%	YES
	% 50.0				50.0		100.0																
E5	#	1		11	1		13	4.0	54.0	18.0	NO	NO	10.3								YES	YES	42.8%
	%	7.7		84.6	7.7		100.0																
E7 and E8	# 14	2		2	2		20	14.3	5.8	8.7	4.3	NO	NO								69.9%	YES	YES
	% 70.0	10.0		10.0	10.0		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 2014:    82.8 percent  
Level of Goal Attainment for 2015:    74.6 percent  
Level of Goal Attainment for 2016:    83.3 percent

## Deaf and Blind, School for the

Agency Director: Dr. Page McCraw

EEO Officer: Monique Callaham

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		11	2		21	5.1	34.1	7.8	NO	NO	NO				100.0			1			
	% 28.6	9.5		52.4	9.5		100.0										100.0			100.0	YES	YES	YES
E2	# 29	6		91	25	1	152	4.0	47.4	14.3	0.1	NO	NO	2	2		7	5		16	97.5%	YES	YES
	% 19.1	3.9		59.9	16.4	0.7	100.0							12.5	12.5		43.8	31.3		100.0			
E3	# 2			1	1		4	7.7	28.4	5.1	7.7	3.4	NO								0.0%	88.0%	YES
	% 50.0			25.0	25.0		100.0																
E5	# 5	6		37	40	1	89	4.2	48.8	19.2	NO	7.2	NO	1	2		8	3		14	YES	85.2%	YES
	% 5.6	6.7		41.6	44.9	1.1	100.0							7.1	14.3		57.1	21.4		100.0			
E6	#			7	3		10	0.1	76.9	11.2	0.1	6.9	NO								0.0%	91.0%	YES
	%			70.0	30.0		100.0																
E7	# 8			1			9	11.6	10.1	0.2	11.6	NO	0.2								0.0%	YES	0.0%
	% 88.9			11.1			100.0																
E8	# 5	1		4	5		15	14.4	12.3	29.9	7.7	NO	NO	2					1	3	46.5%	YES	YES
	% 33.3	6.7		26.7	33.3		100.0							66.7					33.3	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    89.4 percent  
 Level of Goal Attainment for 2015:    91.9 percent  
 Level of Goal Attainment for 2016:    89.3 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 20	4		28	13		65	5.0	35.6	12.4	NO	NO	NO	2			5			7			
	% 30.8	6.2		43.1	20.0		100.0							28.6			71.4			100.0	YES	YES	YES
E2	# 34	27		119	152	4	336	6.9	39.1	23.2	NO	3.7	NO	9	3		22	30	2	66			
	% 10.1	8.0		35.4	45.2	1.2	100.0							13.6	4.5		33.3	45.5	3.0	100.0	YES	90.5%	YES
E3	# 8	8	2	53	39	4	114	3.0	47.0	27.3	NO	0.5	NO	3	3		9	5	2	22			
	% 7.0	7.0	1.8	46.5	34.2	3.5	100.0							13.6	13.6		40.9	22.7	9.1	100.0	YES	98.9%	YES
E4 and E7	# 24	5			1		30	2.9	1.1	0.2	NO	1.1	NO	2	3			4		9			
	% 80.0	16.7			3.3		100.0							22.2	33.3			44.4		100.0	YES	0.0%	YES
E5	# 18	126	3	92	717	14	970	4.9	24.2	53.5	NO	14.7	NO	7	50	5	55	317	24	458			
	% 1.9	13.0	0.3	9.5	73.9	1.4	100.0							1.5	10.9	1.1	12.0	69.2	5.2	100.0	YES	39.3%	YES
E6	# 2	1		19	35	1	58	1.2	59.8	23.0	NO		NO		1		2	6	1	10			
	% 3.4	1.7		32.8	60.3	1.7	100.0								10.0		20.0	60.0	10.0	100.0	YES	54.8%	YES
E8	# 23	27		15	92	3	160	19.7	13.3	12.2			NO	5	2		2	24		33			
	% 14.4	16.9		9.4	57.5	1.9	100.0				2.8	3.9	NO	15.2	6.1		6.1	72.7		100.0	85.8%	70.7%	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    77.6 percent  
 Level of Goal Attainment for 2015:    92.2 percent  
 Level of Goal Attainment for 2016:    92.0 percent



## Department of Education

Agency Director: Molly Spearman

EEO Officer: Lisa McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13	1		11	7		32	5.5	29.4	14.5	2.4	NO	NO	4			1	2		7	56.4%	YES	YES
	% 40.6	3.1		34.4	21.9		100.0							57.1			14.3	28.6					
E2A	# 36	7	1	117	43	4	208	6.1	38.3	18.3	2.7	NO	NO	9	2		11	9	1	32	55.7%	YES	YES
	% 17.3	3.4	0.5	56.3	20.7	1.9	100.0							28.1	6.3		34.4	28.1	3.1	100.0			
E2B	# 12	6	2	16	11	2	49	8.6	30.2	16.1	NO	NO	NO	2	1		3	3		9	YES	YES	YES
	% 24.5	12.2	4.1	32.7	22.4	4.1	100.0							22.2	11.1		33.3	33.3		100.0			
E2C	# 40	7		30	26	2	105	7.2	30.9	13.0	0.5	2.3	NO	5	1		8	5	1	20	93.1%	92.6%	YES
	% 38.1	6.7		28.6	24.8	1.9	100.0							25.0	5.0		40.0	25.0	5.0	100.0			
E3	# 14	4	3	6	6		33	10.9	20.2	12.2	NO	2.0	NO		3					3	YES	90.1%	YES
	% 42.4	12.1	9.1	18.2	18.2		100.0								100.0					100.0			
E5	#			20	10	1	31	1.3	57.8	23.7	1.3	NO	NO				2		1	3	0.0%	YES	YES
	%			64.5	32.3	3.2	100.0										66.7		33.3	100.0			
E6	#			12	12		24	2.8	56.1	24.6	2.8	6.1	NO	1			1	2	1	5	0.0%	89.1%	YES
	%			50.0	50.0		100.0							20.0			20.0	40.0	20.0	100.0			
E7 and E8	# 249	81	8	29	4		371	20.9	3.2	1.5	NO	NO	0.4	43	8	4	3			58	YES	YES	73.3%
	% 67.1	21.8	2.2	7.8	1.1		100.0							74.1	13.8	6.9	5.2			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 2014:    90.3 percent  
 Level of Goal Attainment for 2015:    92.8 percent  
 Level of Goal Attainment for 2016:    93.2 percent

## South Carolina Education Lottery

Agency Director: William Hogan Brown

EEO Officer: Claire Breedin Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	3	1	4	2		15	3.9	30.0	6.1	NO	3.3	NO	1						1	YES	89.0%	YES
	% 33.3	20.0	6.7	26.7	13.3		100.0							100.0						100.0			
E2	# 20	8		25	11	2	66	5.0	36.1	7.4	NO	NO	NO	1						1	YES	YES	YES
	% 30.3	12.1		37.9	16.7	3.0	100.0							100.0						100.0			
E3	# 4	1		1	2		8	12.7	18.4	6.4	0.2	5.9	NO								98.4%	67.9%	YES
	% 50.0	12.5		12.5	25.0		100.0																
E5	#	3		10	6		19	2.3	55.9	8.4	NO	3.3	NO	1			4	1		6	YES	94.1%	YES
	%	15.8		52.6	31.6		100.0							16.7			66.7	16.7		100.0			
E6	# 1	1		3	1		6	4.4	48.9	25.0	NO	NO	8.3	1						1	YES	YES	66.8%
	% 16.7	16.7		50.0	16.7		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    91.7 percent  
 Level of Goal Attainment for 2015:    92.8 percent  
 Level of Goal Attainment for 2016:    94.4 percent

## Educational Television

Agency Director: Linda O'Bryon  
EEO Officer: Jennifer Lakin Green

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	2		6	4.3	26.0	7.0	4.3	NO	NO					2		2	0.0%	YES	YES
	% 33.3			33.3	33.3		100.0											100.0		100.0			
E2A	# 32	5		9	3		49	9.8	17.4	4.4	NO	NO	NO	6			1			7	YES	YES	YES
	% 65.3	10.2		18.4	6.1		100.0							85.7			14.3			100.0			
E2B	# 4	3		12	3		22	7.1	26.8	7.4	NO	NO	NO				4			4	YES	YES	YES
	% 18.2	13.6		54.5	13.6		100.0										100.0			100.0			
E2C	# 5	1		4	5		15	7.7	20.3	4.8	1.0	NO	NO				1	3		4	87.0%	YES	YES
	% 33.3	6.7		26.7	33.3		100.0										25.0	75.0		100.0			
E3	# 13	3	1	2	3		22	14.4	13.3	2.8	0.8	4.2	NO	1				1		2	94.4%	68.4%	YES
	% 59.1	13.6	4.5	9.1	13.6		100.0							50.0				50.0		100.0			
E5 and E6	# 2			6	2		10	7.3	44.6	19.4	7.3	NO	NO					1		1	0.0%	YES	YES
	% 20.0			60.0	20.0		100.0											100.0		100.0			
E7	# 4						4	12.3	1.4	0.8	12.3	1.4	0.8	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    98.2 percent  
Level of Goal Attainment for 2015:    97.0 percent  
Level of Goal Attainment for 2016:    96.9 percent

## Elections Commission, State

Agency Director: Marci Andino

EEO Officer: Daylin Siber

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	# 3	# 2		# 6	# 1		# 12	5.9	29.4	9.3	NO	NO	1.0 *	# 1	# 1		# 2	# 1		# 5	YES	YES	89.2% *
	% 25.0	% 16.7		% 50.0	% 8.3		100.0							% 20.0	% 20.0		% 40.0	% 20.0		100.0			
E3, E5 and E6	# 3	# 3		# 4	# 1		# 11	8.6	25.1	14.2	NO	NO	5.1 *	# 1			# 2			# 3	YES	YES	64.1% *
	% 27.3	% 27.3		% 36.4	% 9.1		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 2014:    84.5 percent  
 Level of Goal Attainment for 2015:    91.8 percent  
 Level of Goal Attainment for 2016:    92.2 percent

## Employment and Workforce, Department of

Agency Director: Cheryl M. Stanton

EEO Officer: Adrienne Sorenson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		3	2		11							1			1			2			
	% 45.5	9.1		27.3	18.2		100.0	4.4	29.8	6.7	NO	2.5	NO	50.0			50.0			100.0	YES	91.6%	YES
E2A	# 28	18	2	76	75	15	214	3.6	42.6	20.3	NO	7.1	NO	4	4	1	9	11	4	33	YES	83.3%	YES
	% 13.1	8.4	0.9	35.5	35.0	7.0	100.0							12.1	12.1	3.0	27.3	33.3	12.1	100.0			
E2B	# 46	32	2	54	67	6	207	4.8	40.2	23.7	NO	14.1	NO	3	3		6	11	3	26	YES	64.9%	YES
	% 22.2	15.5	1.0	26.1	32.4	2.9	100.0							11.5	11.5		23.1	42.3	11.5	100.0			
E2C	# 26	10	2	30	23	2	93	4.4	33.1	8.3	NO	0.8	NO	1	3	1	4	2	1	12	YES	97.6%	YES
	% 28.0	10.8	2.2	32.3	24.7	2.2	100.0							8.3	25.0	8.3	33.3	16.7	8.3	100.0			
E2D	# 16	5		17	3	2	43	3.9	34.0	7.6	NO	NO	0.6	5			3	1		9	YES	YES	92.1%
	% 37.2	11.6		39.5	7.0	4.7	100.0							55.6			33.3	11.1		100.0			
E3 and E5	# 21	8		3	7		39	9.0	23.0	7.5	NO	15.3	NO	4	4	1	1		1	11	YES	33.5%	YES
	% 53.8	20.5		7.7	17.9		100.0							36.4	36.4	9.1	9.1		9.1	100.0			
E6, E7 and E8	# 3	2		10	6	1	22	4.1	55.7	11.8	NO	10.2	NO				1			1	YES	81.7%	YES
	% 13.6	9.1		45.5	27.3	4.5	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 2014:    89.2 percent  
 Level of Goal Attainment for 2015:    89.9 percent  
 Level of Goal Attainment for 2016:    92.6 percent

## Financial Institutions, Board of

Agency Director: Curtis M. Loftis Jr.

EEO Officer: Alicia Sharpe

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	1		8	10.1	38.4	8.1	10.1	13.4	NO					1		1	0.0%	65.1%	YES
	% 62.5			25.0	12.5		100.0											100.0		100.0			
E2	# 9	4	1	14	2	1	31	3.8	42.7	13.0	NO	NO	6.5	4		1	4			9	YES	YES	50.0%
	% 29.0	12.9	3.2	45.2	6.5	3.2	100.0							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 2014:    91.4 percent  
 Level of Goal Attainment for 2015:    85.8 percent  
 Level of Goal Attainment for 2016:    83.0 percent

## Fiscal Accountability Authority, State

Agency Director: Stephen Gillespie

EEO Officer: Marick Walters

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	2		4			14	4.6	31.0	7.2	NO	2.4	7.2	2						2	YES	92.3%	0.0%
	% 57.1	14.3		28.6			100.0							100.0						100.0			
E2A	# 9	1		2			12	4.2	22.8	3.4	NO	6.1	3.4	1						1	YES	73.2%	0.0%
	% 75.0	8.3		16.7			100.0							100.0						100.0			
E2B	# 16	1		13	3	1	34	4.3	28.3	6.6	1.4	NO	NO	3			1			4	67.4%	YES	YES
	% 47.1	2.9		38.2	8.8	2.9	100.0							75.0			25.0			100.0			
E2C	# 9			13	7		29	3.9	38.0	18.1	3.9	NO	NO	4			7	3		14	0.0%	YES	YES
	% 31.0			44.8	24.1		100.0							28.6			50.0	21.4		100.0			
E2D	# 2	1	1	3	10	1	18	4.6	33.8	22.7	NO	17.1	NO		1			4		5	YES	49.4%	YES
	% 11.1	5.6	5.6	16.7	55.6	5.6	100.0								20.0			80.0		100.0			
E3	#		1	1			2	18.0	15.9	13.6	18.0	NO	13.6								0.0%	YES	0.0%
	%		50.0	50.0			100.0																
E5	#			7	6		13	1.3	61.9	19.3	1.3	8.1	NO					1		1	0.0%	86.9%	YES
	%			53.8	46.2		100.0											100.0		100.0			
E6	#			3	2		5	0.5	65.1	20.7	0.5	5.1	NO				2	1		3	0.0%	92.2%	YES
	%			60.0	40.0		100.0										66.7	33.3		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:  
 Level of Goal Attainment for 2015: **First Year of Reporting**  
 Level of Goal Attainment for 2016: 82.2 percent

## Forestry Commission

Agency Director: Henry E. (Gene) Kodama

EEO Officer: Lynee Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1			5										1			1			
	% 80.0			20.0			100.0	4.0	20.6	3.7	4.0	0.6	3.7				100.0			100.0	0.0%	97.1%	0.0%
E2, E2A and E2B	# 78	2	1	17	3	1	102							10			3		1	14			
	% 76.5	2.0	1.0	16.7	2.9	1.0	100.0	2.9	10.9	2.3	0.9	NO	NO	71.4			21.4		7.1	100.0	69.0%	YES	YES
E3	# 6	1		1			8																
	% 75.0	12.5		12.5			100.0	2.9	4.8	1.5	NO	NO	1.5								YES	YES	0.0%
E4	# 145	9		2			156							10						10			
	% 92.9	5.8		1.3			100.0	15.3	3.2	0.3	9.5	1.9	0.3	100.0						100.0	37.9%	40.6%	0.0%
E5	#			3	1		4										1			1			
	%			75.0	25.0		100.0	0.5	68.1	14.1	0.5	NO	NO				100.0			100.0	0.0%	YES	YES
E6	# 2			29	2		33							1			3			4			
	% 6.1			87.9	6.1		100.0	1.5	37.1	26.6	1.5	NO	20.5	25.0			75.0			100.0	0.0%	YES	22.9%
E7	# 14	3					17							5	1					6			
	% 82.4	17.6					100.0	23.3	1.4	0.4	5.7	1.4	0.4	83.3	16.7					100.0	75.5%	0.0%	0.0%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    60.5 percent  
 Level of Goal Attainment for 2015:    74.0 percent  
 Level of Goal Attainment for 2016:    80.2 percent



## Francis Marion University

President: Dr. Fred Carter

EEO Officer: Demetra Pearson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	#	17	1		14	1		33																
	%	51.5	3.0		42.4	3.0		100.0	4.9	28.3	6.7	1.9	NO	3.7				100.0			100.0	61.2%	YES	44.8%
C2 and C3	#	44	1	1	20	1		67									2			2				
	%	65.7	1.5	1.5	29.9	1.5		100.0	3.7	40.5	6.7	2.2	10.6	5.2			100.0			100.0	40.5%	73.8%	22.4%	
C4 and C5	#	48	2	9	63	4	7	133									11			22				
	%	36.1	1.5	6.8	47.4	3.0	5.3	100.0	3.7	41.1	6.3	2.2	NO	3.3	6	1	4	50.0		100.0	40.5%	YES	47.6%	
C6, C7, C8 and C9	#	15			19	9	1	44									3			9				
	%	34.1			43.2	20.5	2.3	100.0	4.8	34.8	5.1	4.8	NO	NO	5	1		33.3		100.0	0.0%	YES	YES	
E2	#	23	5		29	12		69									4			11				
	%	33.3	7.2		42.0	17.4		100.0	6.1	40.2	15.2	NO	NO	NO	45.5			36.4	18.2	100.0	YES	YES	YES	
E3	#	7	2	1	3	1	1	15												2				
	%	46.7	13.3	6.7	20.0	6.7	6.7	100.0	5.7	30.1	26.3	NO	10.1	19.6	1		1			100.0	YES	66.4%	25.5%	
E4 and E7	#	24	4		3			31									1			5				
	%	77.4	12.9		9.7			100.0	20.4	4.5	2.3	7.5	NO	2.3	3	1		20.0		100.0	63.2%	YES	0.0%	
E5 and E6	#	4	2		29	14		49									6			10				
	%	8.2	4.1		59.2	28.6		100.0	2.7	65.7	16.6	NO	6.5	NO	4			60.0		100.0	YES	90.1%	YES	
E8	#	8	26		2	22		58									1			4				
	%	13.8	44.8		3.4	37.9		100.0	38.9	8.8	11.6	NO	5.4	NO	50.0	25.0		25.0		100.0	YES	38.6%	YES	

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

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

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

Level of Goal Attainment for 2014:    80.1 percent  
 Level of Goal Attainment for 2015:    77.8 percent  
 Level of Goal Attainment for 2016:    73.6 percent

## Governor's School for Arts and Humanities

Agency Director: Cedric Adderley

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		1			3	2.9	32.2	6.0	NO	NO	6.0								YES	YES	0.0%
	% 33.3	33.3		33.3			100.0																
E2	# 20	2		27	6	2	57	5.7	41.2	12.8	2.2	NO	2.3	1	1		3	2	1	8	61.4%	YES	82.0%
	% 35.1	3.5		47.4	10.5	3.5	100.0							12.5	12.5		37.5	25.0	12.5	100.0			
E3, E4, E5, E6, E7, E8	# 9	2	1	6	2		20	8.6	23.7	11.1	NO	NO	1.1	4		1				5	YES	YES	90.1%
	% 45.0	10.0	5.0	30.0	10.0		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 2014:    78.5 percent  
 Level of Goal Attainment for 2015:    85.9 percent  
 Level of Goal Attainment for 2016:    91.7 percent

## Governor's School for Science and Mathematics

President: Dr. Hector Flores

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 13	2	1	7	4		27	5.4	37.4	10.5	NO	11.5	NO	4		1	2			7	YES	69.3%	YES
	% 48.1	7.4	3.7	25.9	14.8		100.0							57.1		14.3	28.6			100.0			
C6	# 20	1	2	9	2	2	36	3.9	40.5	6.2	1.1	15.5	0.6	2			2		1	5	71.8%	61.7%	90.3%
	% 55.6	2.8	5.6	25.0	5.6	5.6	100.0							40.0			40.0		20.0	100.0			
E3, E4, E5 and E6	# 4			6	1	1	12	7.9	29.2	15.1	7.9	NO	6.8	1			2			3	0.0%	YES	55.0%
	% 33.3			50.0	8.3	8.3	100.0							33.3			66.7			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 2014:    94.5 percent  
 Level of Goal Attainment for 2015:    87.8 percent  
 Level of Goal Attainment for 2016:    81.0 percent

## Health and Environmental Control, Department of

Agency Director: Catherine E. Heigel

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 137	13	8	144	43	12	357	2.6	29.7	3.4	NO	NO	NO	34	8	1	52	25	8	128	YES	YES	YES
	% 38.4	3.6	2.2	40.3	12.0	3.4	100.0							26.6	6.3	0.8	40.6	19.5	6.3	100.0			
E2A	# 96	15	4	158	94	11	378	1.2	64.1	14.2	NO	22.3	NO	84	13	3	75	22	4	201	YES	65.2%	YES
	% 25.5	4.0	1.1	41.8	25.0	2.9	100.0							41.8	6.5	1.5	37.3	10.9	2.0	100.0			
E2B	# 200	17	7	139	44	10	417	2.6	22.4	1.8	NO	NO	NO	18	6	3	2		5	34	YES	YES	YES
	% 48.0	4.1	1.7	33.3	10.6	2.4	100.0							52.9	17.6	8.8	5.9		14.7	100.0			
E2C	# 124	39	6	460	222	12	863	4.2	37.3	15.2	NO	NO	NO	4	7	5	87	23	6	132	YES	YES	YES
	% 14.4	4.5	0.7	53.3	25.7	1.4	100.0							3.0	5.3	3.8	65.9	17.4	4.5	100.0			
E3	# 58	13	1	69	41	7	189	3.1	32.6	14.0	NO	NO	NO	24	4	2	17	10	2	59	YES	YES	YES
	% 30.7	6.9	0.5	36.5	21.7	3.7	100.0							40.7	6.8	3.4	28.8	16.9	3.4				
E5	# 4	6	1	167	132	11	321	3.5	58.3	19.2				1	3	1	72	56	9	142	54.3%	89.2%	YES
	% 1.2	1.9	0.3	52.0	41.1	3.4	100.0				1.6	6.3	NO	0.7	2.1	0.7	50.7	39.4	6.3	100.0			
E6	# 5	6	2	240	222	33	508	4.2	55.9	16.0				2	4	2	20	49	4	81	28.6%	84.4%	YES
	% 1.0	1.2	0.4	47.2	43.7	6.5	100.0				3.0	8.7	NO	2.5	4.9	2.5	24.7	60.5	4.9	100.0			
E7 and E8	# 20	15	1	3	2		41	18.1	12.4	15.2				2	3			2		7	YES	58.9%	32.2%
	% 48.8	36.6	2.4	7.3	4.9		100.0				NO	5.1	10.3	28.6	42.9			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 2014:    83.2 percent  
 Level of Goal Attainment for 2015:    89.0 percent  
 Level of Goal Attainment for 2016:    88.0 percent

## Health and Human Services, Department of

Agency Director: Christian Soura

EEO Officer: Eugenia Howard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 21	7		38	29		95	5.5	26.0	6.3	NO	NO	NO				3	3		6			
	% 22.1	7.4		40.0	30.5		100.0										50.0	50.0		100.0	YES	YES	YES
E2A	# 8	4		42	46	2	102	5.3	35.4	19.0	1.4	NO	NO		1		16	4	1	22			
	% 7.8	3.9		41.2	45.1	2.0	100.0								4.5		72.7	18.2	4.5	100.0	73.6%	YES	YES
E2B	# 21	16	1	227	227	10	502	4.8	41.4	21.5	1.6	NO	NO	4	1		22	21	2	50			
	% 4.2	3.2	0.2	45.2	45.2	2.0	100.0							8.0	2.0		44.0	42.0	4.0	100.0	66.7%	YES	YES
E3	# 18	6	1	4	9	4	42	8.4	22.5	8.2	NO	13.0	NO	3	1					4			
	% 42.9	14.3	2.4	9.5	21.4	9.5	100.0							75.0	25.0					100.0	YES	42.2%	YES
E5	# 2	2	1	13	19	2	39	3.4	52.0	14.1	NO	18.7	NO		1		4	4		9			
	% 5.1	5.1	2.6	33.3	48.7	5.1	100.0								11.1		44.4	44.4		100.0	YES	64.0%	YES
E6	#	3		27	24		54	5.2	48.7	20.2	NO	NO	NO				2	4		6			
	%	5.6		50.0	44.4		100.0										33.3	66.7		100.0	YES	YES	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    87.2 percent  
 Level of Goal Attainment for 2015:    87.2 percent  
 Level of Goal Attainment for 2016:    91.5 percent

## Higher Education, Commission on the

Agency Director: Mr. Gary Glenn  
EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1			1		3	4.3	24.0	5.5	NO	24.0	NO		1					1	YES	0.0%	YES
	% 33.3	33.3			33.3		100.0								100.0					100.0			
E2	# 2	2		10	10		24	7.5	32.5	20.5	NO	NO	NO	1			3	1		5	YES	YES	YES
	% 8.3	8.3		41.7	41.7		100.0							20.0			60.0	20.0		100.0			
E5	#		1				1	7.0	14.6	6.9	7.0	14.6	6.9								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 2014:    100.0 percent  
Level of Goal Attainment for 2015:    94.3 percent  
Level of Goal Attainment for 2016:    100.0 percent

## Commission on Indigent Defense

Agency Director: Patton Adams

EEO Officer: Lawrence Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	4.0	23.4	4.5	4.0	23.4	4.5								0.0%	0.0%	0.0%
	% 100.0						100.0																
E2	# 21	1		7	3		32	4.8	27.6	5.2	1.7	5.7	NO	4						4	64.6%	79.3%	YES
	% 65.6	3.1		21.9	9.4		100.0							100.0						100.0			
E3, E5 and E6	# 13			28	9		50	1.7	71.8	9.3	1.7	15.8	NO	3			7	2		12	0.0%	78.0%	YES
	% 26.0			56.0	18.0		100.0							25.0			58.3	16.7		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    74.4 percent  
 Level of Goal Attainment for 2015:    88.3 percent  
 Level of Goal Attainment for 2016:    84.4 percent

## Department of Insurance

Agency Director: Raymond G. Farmer

EEO Officer: Patricia Butler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	3		3	3		24	2.8	27.3	5.8	NO	14.8	NO	3						3	YES	45.8%	YES
	% 62.5	12.5		12.5	12.5		100.0							100.0						100.0			
E2	# 12	8		12	16	2	50	4.3	33.8	10.6	NO	9.8	NO	2			4	1	7	YES	71.0%	YES	
	% 24.0	16.0		24.0	32.0	4.0	100.0							28.6			57.1	14.3	100.0				
E3, E5 and E6	# 1		1	3	5		10	1.8	50.7	15.6	1.8*	20.7	NO					1	1	100.0	0.0%*	59.2%	YES
	% 10.0		10.0	30.0	50.0		100.0											100.0	100.0				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    86.5 percent  
 Level of Goal Attainment for 2015:    84.9 percent  
 Level of Goal Attainment for 2016:    84.5 percent



## John de la Howe School

Agency Director: Dr. Danny Webb

EEO Officer: Deborah H. Daniels

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	3			1		5	1.3	46.9	16.0	NO	46.9	NO	1	1			1		3	YES	0.0%	YES
	% 20.0	60.0			20.0		100.0							33.3	33.3			33.3		100.0			
E2 and E3	# 10	7		7	18		42	2.1	47.6	24.3	NO	30.9	NO	4	5		4	8	1	22	YES	35.1%	YES
	% 23.8	16.7		16.7	42.9		100.0							18.2	22.7		18.2	36.4	4.5	100.0			
E5 and E6	#			2	4		6	1.1	46.3	30.2	1.1	13.0	NO				2			2	0.0%	71.9%	YES
	%			33.3	66.7		100.0										100.0			100.0			
E7 and E8	# 4	3		1	2		10	22.4	8.0	15.9	NO	NO	NO		2					2	YES	YES	YES
	% 40.0	30.0		10.0	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 2014:    67.0 percent  
 Level of Goal Attainment for 2015:    85.7 percent  
 Level of Goal Attainment for 2016:    82.5 percent

## Juvenile Justice, Department of

Agency Director: Sylvia Murray

EEO Officer: Michelle Gettys

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	7		8	10	1	36	5.1	26.8	6.5	NO	4.6	NO	11.1	33.3		22.2	22.2	11.1	100.0	YES	82.8%	YES
	% 27.8	19.4		22.2	27.8	2.8	100.0							11.1	33.3		22.2	22.2	11.1	100.0			
E2	# 71	112	1	158	261	7	610	7.9	39.8	19.8	NO	13.9	NO	15	30		48	57	3	153	YES	65.1%	YES
	% 11.6	18.4	0.2	25.9	42.8	1.1	100.0							9.8	19.6		31.4	37.3	2.0	100.0			
E3	# 11	4		2	7	1	25	9.5	21.1	11.8	NO	13.1	NO	2	1		1	4		8	YES	37.9%	YES
	% 44.0	16.0		8.0	28.0	4.0	100.0							25.0	12.5		12.5	50.0		100.0			
E4	# 23	194	4	9	242		472	21.3	7.0	27.6	NO	5.1	NO	20	116	3	5	129	1	274	YES	27.1%	YES
	% 4.9	41.1	0.8	1.9	51.3		100.0							7.3	42.3	1.1	1.8	47.1	0.4	100.0			
E5	#	2		12	15	1	30	5.0	59.3	14.2	NO	19.3	NO				3	3		6	YES	67.5%	YES
	%	6.7		40.0	50.0	3.3	100.0										50.0	50.0		100.0			
E6	# 1	2		26	30	1	60	1.2	69.6	14.1	NO	26.3	NO				9	1		10	YES	62.2%	YES
	% 1.7	3.3		43.3	50.0	1.7	100.0										90.0	10.0		100.0			
E7	# 14	5					19	13.6	1.3	0.5	NO	1.3	0.5	2	4					6	YES	0.0%	0.0%
	% 73.7	26.3					100.0							33.3	66.7					100.0			
E8	# 9	6	1		24	2	42	17.0	10.7	13.8	2.7	10.7	NO	1	2			6		9	84.1%	0.0%	YES
	% 21.4	14.3	2.4		57.1	4.8	100.0							11.1	22.2			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 2014:    82.3 percent  
 Level of Goal Attainment for 2015:    83.4 percent  
 Level of Goal Attainment for 2016:    83.0 percent

## Labor, Licensing and Regulations, Department of

Agency Director: Emily Farr (Interim)

EEO Officer: Kathryn Britt

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		8	1		14	4.7	25.9	5.2	NO	NO	NO				2			2	YES	YES	YES
	% 28.6	7.1		57.1	7.1		100.0										100.0			100.0			
E2A	# 34	7		18	11		70	5.4	26.2	7.9	NO	0.5	NO	6			5	3		14	YES	98.1%	YES
	% 48.6	10.0		25.7	15.7		100.0							42.9			35.7	21.4		100.0			
E2B	# 66	13	4	52	29	1	165	4.2	33.3	10.7	NO	1.8	NO	23	2	1	14	10	1	51	YES	94.6%	YES
	% 40.0	7.9	2.4	31.5	17.6	0.6	100.0							45.1	3.9	2.0	27.5	19.6	2.0	100.0			
E3	# 9	2	1	5	4		21	6.0	11.0	4.7	NO	NO	NO	2	1	1	2	2		8	YES	YES	YES
	% 42.9	9.5	4.8	23.8	19.0		100.0							25.0	12.5	12.5	25.0	25.0		100.0			
E5	# 1	4		42	33	3	83	7.3	38.6	24.2	2.5	NO	NO	1			6	5		12	65.8%	YES	YES
	% 1.2	4.8		50.6	39.8	3.6	100.0							8.3			50.0	41.7		100.0			
E6	# 1			3			4	9.7	44.7	20.6	9.7	NO	20.6								0.0%	YES	0.0%
	% 25.0			75.0			100.0																
E7 and E8	# 4	1					5	24.9	5.6	5.1	4.9	5.6	5.1	1						1	80.3%	0.0%	0.0%
	% 80.0	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 2014:    88.8 percent  
 Level of Goal Attainment for 2015:    97.4 percent  
 Level of Goal Attainment for 2016:    96.4 percent

# Lander University

President: Dr. Richard E. Cosentino

EEO Officer: Jeannie McCallum

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2016							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							% OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
C1 and E1	#	14			11			25	4.2	32.3	8.6	4.2	NO	8.6	3			1			4	0.0%	YES	0.0%	
	%	56.0			44.0			100.0							75.0			25.0			100.0				
C2 and C3	#	20		2	17		1	41	4.1	36.6	9.5	4.1	NO	7.1							0.0%	YES	25.3%		
	%	48.8		4.9	41.5		2.4	100.0																	
C4 and C8	#	19		2	14		1	36	2.3	35.2	3.2	2.3	*	0.4	4			2			6	0.0%	YES	87.5%	
	%	52.8		5.6	38.9		2.8	100.0							66.7			33.3			100.0				
C5	#	13			15		4	32	2.5	32.4	3.1	2.5	*	3.1	3			5			8	0.0%	YES	0.0%	
	%	40.6			46.9		12.5	100.0							37.5			62.5			100.0				
C6, C7 and C9	#	19	1		28		4	52	4.1	30.8	3.2	2.2	NO	NO	5			6	1		12	46.3%	YES	YES	
	%	36.5	1.9		53.8		7.7	100.0							41.7			50.0	8.3		100.0				
E2	#	17	2		32		4	55	6.1	37.3	14.9	2.5	NO	7.6	9			5	1		15	59.0%	YES	49.0%	
	%	30.9	3.6		58.2		7.3	100.0							60.0			33.3	6.7		100.0				
E3 and E4	#	20	2		8			30	9.8	14.6	6.1	3.1	*	6.1	15	1		6			22	68.4%	YES	0.0%	
	%	66.7	6.7		26.7			100.0							68.2	4.5		27.3			100.0				
E5 and E6	#	30	4		44		5	83	5.4	44.2	19.1	0.6	NO	13.1	6	3		12	1		22	88.9%	YES	31.4%	
	%	36.1	4.8		53.0		6.0	100.0							27.3	13.6		54.5	4.5		100.0				
E7	#	10	1		1			12	13.9	4.9	1.7	5.6	NO	1.7								59.7%	YES	0.0%	
	%	83.3	8.3		8.3			100.0																	
E8	#	11	9		4	10	1	35	22.0	6.7	13.8	NO	NO	NO		2					2	YES	YES	YES	
	%	31.4	25.7		11.4	28.6	2.9	100.0							100.0						100.0				

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

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

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

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

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

Level of Goal Attainment for 2014:    65.8 percent

Level of Goal Attainment for 2015:    71.1 percent

Level of Goal Attainment for 2016:    69.8 percent

## Law Enforcement Division, State

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1	1	2			12	11.7	14.2	3.7	3.4	NO	3.7	1			1			2	70.9%	YES	0.0%
	% 66.7	8.3	8.3	16.7			100.0							50.0			50.0			100.0			
E2A	# 46	8	1	90	19	8	172	10.2	31.8	8.7	5.5	NO	NO	4	1		9	3	1	18	46.1%	YES	YES
	% 26.7	4.7	0.6	52.3	11.0	4.7	100.0							22.2	5.6		50.0	16.7	5.6	100.0			
E2B	# 94	17	3	16	4		134	14.6	9.0	5.6	1.9	NO	2.6	4	2			1		7	87.0%	YES	53.6%
	% 70.1	12.7	2.2	11.9	3.0		100.0							57.1	28.6			14.3		100.0			
E3	# 12			22	12	4	50	6.9	17.2	10.1	6.9	NO	NO	1	1		3	1		6	0.0%	YES	YES
	% 24.0			44.0	24.0	8.0	100.0							16.7	16.7		50.0	16.7		100.0			
E4	# 111	18	4	42	9	3	187	10.2	10.8	5.3	0.6	NO	0.5	20	2	1	1	1	2	27	94.1%	YES	90.6%
	% 59.4	9.6	2.1	22.5	4.8	1.6	100.0							74.1	7.4	3.7	3.7	3.7	7.4	100.0			
E5	# 1	1		23	10		35	4.1	52.1	22.1	1.2	NO	NO				4		1	5	70.7%	YES	YES
	% 2.9	2.9		65.7	28.6		100.0										80.0		20.0	100.0			
E6	# 4	1		17	7		29	2.6	45.0	18.7	NO	NO	NO	5			17	5		27	YES	YES	YES
	% 13.8	3.4		58.6	24.1		100.0							18.5			63.0	18.5		100.0			
E7 and E8	# 4	1	1		1		7	16.8	2.3	3.8	2.5	2.3	NO	1	1			1		3	85.1%	0.0%	YES
	% 57.1	14.3	14.3		14.3		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 2014:    80.2 percent  
Level of Goal Attainment for 2015:    83.0 percent  
Level of Goal Attainment for 2016:    86.3 percent

## South Carolina State Library

Agency Director: Leesa Aiken

EEO Officer: Deborah Pack

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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			22	3		32	2.8	49.0	11.4	2.8	NO	2.0	2			6	2		10	0.0%	YES	82.5%
	% 21.9			68.8	9.4		100.0							20.0			60.0	20.0		100.0			
E3 and E5	# 4	1		2	2		9	5.6	44.7	19.1	NO	22.5	NO	2			1	1		4	YES	49.7%	YES
	% 44.4	11.1		22.2	22.2		100.0							50.0			25.0	25.0		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 2014:    99.3 percent  
 Level of Goal Attainment for 2015:    70.7 percent  
 Level of Goal Attainment for 2016:    86.4 percent

## Lieutenant Governor's Office

Agency Director: Henry McMaster

EEO Officer: Jessica Lovelace

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	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			7	4		15	5.0	35.6	11.4	5.0	NO	NO	1			1			2	0.0%	*	YES	YES
	% 26.7			46.7	26.7		100.0							50.0			50.0			100.0				
E2	# 3			10	6		19	5.3	32.4	22.2	5.3	NO	NO	1					2	3	0.0%		YES	YES
	% 15.8			52.6	31.6		100.0							33.3					66.7	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 2014:    100.0 percent  
 Level of Goal Attainment for 2015:    97.6 percent  
 Level of Goal Attainment for 2016:    80.0 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	# 12	1		12			25	3.9	38.2	1.0	NO	NO	1.0	1			2			3			*
	% 48.0	4.0		48.0			100.0							33.3			66.7			100.0	YES	YES	0.0%
E102	# 11	2		23	2	1	39	2.2	37.5	2.5	NO	NO	NO	1	1		4	2	1	9			
	% 28.2	5.1		59.0	5.1	2.6	100.0							11.1	11.1		44.4	22.2	11.1	100.0	YES	YES	YES
E204	# 30	2	20	44	4	2	102	3.3	37.5	8.4	1.3	NO	4.5	3	1	1	9			14			
	% 29.4	2.0	19.6	43.1	3.9	2.0	100.0							21.4	7.1	7.1	64.3			100.0	60.6%	YES	46.4%
E206	# 15	15	11	227	64	15	347	6.7	29.4	9.9	2.4	NO	NO	20	4	4	33	15	1	77			
	% 4.3	4.3	3.2	65.4	18.4	4.3	100.0							26.0	5.2	5.2	42.9	19.5	1.3	100.0	64.2%	YES	YES
E208	# 12	6	2	80			100	0.7	64.0	7.0	NO	NO	7.0	5			8	1		14			
	% 12.0	6.0	2.0	80.0			100.0							35.7			57.1	7.1		100.0	YES	YES	0.0%
E209	# 10	1		13			24	1.8	48.3	6.4	NO	NO	6.4	2			2			4			
	% 41.7	4.2		54.2			100.0							50.0			50.0			100.0	YES	YES	0.0%
E215	# 11	4		47	17	2	81	6.6	37.9	20.4	1.7	NO	NO	2			1	7		10			
	% 13.6	4.9		58.0	21.0	2.5	100.0							20.0			10.0	70.0		100.0	74.2%	YES	YES
E223	# 55	1	3	86	3	11	159	1.4	38.5	3.9	0.8	NO	2.0	7			7		2	16			
	% 34.6	0.6	1.9	54.1	1.9	6.9	100.0							43.8			43.8		12.5	100.0	42.9%	YES	48.7%
E224	# 26	1	2	80	20	5	134	2.6	45.9	16.3	1.9	NO	1.4	2		1	6	1	1	11			
	% 19.4	0.7	1.5	59.7	14.9	3.7	100.0							18.2		9.1	54.5	9.1	9.1	100.0	26.9%	YES	91.4%

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

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

Level of Goal Attainment for 2014:    84.4 percent  
Level of Goal Attainment for 2015:    82.1 percent  
Level of Goal Attainment for 2016:    83.2 percent



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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E225	# 20	3	3	37	4		67							3		1				4			
	% 29.9	4.5	4.5	55.2	6.0		100.0	3.6	45.5	4.5	NO	NO	NO	75.0		25.0				100.0	YES	YES	YES
E226	# 47	1	1	172	7	3	231							2			23			25			
	% 20.3	0.4	0.4	74.5	3.0	1.3	100.0	2.9	49.6	10.9	2.5	NO	7.9	8.0			92.0			100.0	13.8%	YES	27.5%
E227	# 186	9	25	1975	191	127	2513							57	2	3	462	40	14	578			
	% 7.4	0.4	1.0	78.6	7.6	5.1	100.0	0.8	65.5	10.7	0.4	NO	3.1	9.9	0.3	0.5	79.9	6.9	2.4	100.0	50.0%	YES	71.0%
E228	# 23			103	1	4	131					*		4			14			18		*	
	% 17.6			78.6	0.8	3.1	100.0	0.4	62.1	4.6	0.4	NO	3.8	22.2			77.8			100.0	0.0%	YES	17.4%
E330	# 33	7	1	21	6	4	72										5	1	1	7			
	% 45.8	9.7	1.4	29.2	8.3	5.6	100.0	8.3	17.4	7.1	NO	NO	NO				71.4	14.3	14.3	100.0	YES	YES	YES
E331	# 5	1		34	18	5	63					*					4	8	1	13		*	
	% 7.9	1.6		54.0	28.6	7.9	100.0	1.7	49.1	23.5	0.1	NO	NO				30.8	61.5	7.7	100.0	94.1%	YES	YES
E333	# 101	61	18	294	417	39	930							39	21	2	103	116	11	292			
	% 10.9	6.6	1.9	31.6	44.8	4.2	100.0	7.4	18.8	44.1	0.8	NO	NO	13.4	7.2	0.7	35.3	39.7	3.8	100.0	89.2%	YES	YES
E334	# 57	10	5	117	20	8	217							10	2		21	2		35			
	% 26.3	4.6	2.3	53.9	9.2	3.7	100.0	3.8	52.2	9.2	NO	NO	NO	28.6	5.7		60.0	5.7		100.0	YES	YES	YES
E447	# 14	31	3	3	5		56							4	5	3		1		13			
	% 25.0	55.4	5.4	5.4	8.9		100.0	20.4	12.2	18.6	NO	6.8	9.7	30.8	38.5	23.1		7.7		100.0	YES	44.3%	47.8%

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Level of Goal Attainment for 2014:    84.4 percent  
Level of Goal Attainment for 2015:    82.1 percent  
Level of Goal Attainment for 2016:    83.2 percent

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E550	# 7	1		30	29	2	69	0.4	46.6	34.0	NO	3.1	NO	2			5	6		13			
	% 10.1	1.4		43.5	42.0	2.9	100.0							15.4			38.5	46.2		100.0	YES	93.3%	YES
E551	# 47	12	3	96	38	6	202	3.9	36.4	29.0	NO	NO	10.2	14	3	2	23	3	3	48	YES	YES	64.8%
	% 23.3	5.9	1.5	47.5	18.8	3.0	100.0							29.2	6.3	4.2	47.9	6.3	6.3	100.0			
E552	# 15	15	2	22	35	4	93	12.7	32.7	33.2	NO	9.0	NO	3	3	1	10	11	1	29	YES	72.5%	YES
	% 16.1	16.1	2.2	23.7	37.6	4.3	100.0							10.3	10.3	3.4	34.5	37.9	3.4	100.0			
E660	# 54	36	7	239	437	37	810	4.2	42.0	27.7	NO	12.5	NO	11	13	14	60	100	8	206	YES	70.2%	YES
	% 6.7	4.4	0.9	29.5	54.0	4.6	100.0							5.3	6.3	6.8	29.1	48.5	3.9	100.0			
E772	# 62	27	4	1	3	1	98	12.8	2.3	0.7	NO	1.3	NO	11	1					12	YES	43.5%	YES
	% 63.3	27.6	4.1	1.0	3.1	1.0	100.0							91.7	8.3					100.0			
E880	# 20	31	5	10	57	1	124	24.7	11.4	24.7	NO	3.3	NO	2	10	1	2	8		23	YES	71.1%	YES
	% 16.1	25.0	4.0	8.1	46.0	0.8	100.0							8.7	43.5	4.3	8.7	34.8		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2014:    84.4 percent  
Level of Goal Attainment for 2015:    82.1 percent  
Level of Goal Attainment for 2016:    83.2 percent

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

Agency Director: Dr. David J. Cole

EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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			2			3																	
	% 33.3			66.7			100.0	2.9	45.2	6.7	2.9	NO	6.7								0.0%	YES	0.0%	
C2	# 21		3	5	1	1	31																	
	% 67.7		9.7	16.1	3.2	3.2	100.0	2.1	24.6	2.9	2.1	8.5	NO					1		1	2	0.0%	65.4%	YES
C3	# 213	5	28	83	3	10	342																	
	% 62.3	1.5	8.2	24.3	0.9	2.9	100.0	1.9	25.8	2.5	0.4	1.5	1.6			5	7			1	26	78.9%	94.2%	36.0%
C4	# 165	4	34	122	4	33	362																	
	% 45.6	1.1	9.4	33.7	1.1	9.1	100.0	2.0	25.2	2.4	0.9	NO	1.3	15	1	4	13			4	37	55.0%	YES	45.8%
C5	# 245	13	67	226	19	50	620																	
	% 39.5	2.1	10.8	36.5	3.1	8.1	100.0	2.0	25.4	2.5	NO	NO	NO	31	3	8	32	3	9	86	YES	YES	YES	
C6	# 49		14	118	9	16	206																	
	% 23.8		6.8	57.3	4.4	7.8	100.0	2.1	34.2	3.9	2.1	NO	NO	14	1	7	25	3	4	54	0.0%	YES	YES	
C8	# 8	1	3	15	2	3	32																	
	% 25.0	3.1	9.4	46.9	6.3	9.4	100.0	3.0	28.2	2.9	NO	NO	NO	3	1		1			3	8	YES	YES	YES
E1A	# 14		1	22	3		40																	
	% 35.0		2.5	55.0	7.5		100.0	3.6	33.4	4.8	3.6	NO	NO	1			3	1		5	0.0%	YES	YES	
E1B	# 29	4		91	12	3	139																	
	% 20.9	2.9		65.5	8.6	2.2	100.0	2.7	45.9	3.0	NO	NO	NO	1	1		10			12	YES	YES	YES	

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Level of Goal Attainment for 2014:    77.6 percent  
 Level of Goal Attainment for 2015:    82.7 percent  
 Level of Goal Attainment for 2016:    83.0 percent

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

Agency Director: Dr. David J. Cole

EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	# 63	9	11	296	54	16	449	3.3	53.5	8.5	1.3	NO	NO	12	2		49	10		73	60.6%	YES	YES
	% 14.0	2.0	2.4	65.9	12.0	3.6	100.0							16.4	2.7		67.1	13.7		100.0			
E2B	# 4			68		1	73	1.6	70.6	9.9	1.6	NO	9.9	2			17		1	20	0.0%	YES	0.0%
	% 5.5			93.2		1.4	100.0							10.0			85.0		5.0	100.0			
E2C	# 9	5	1	83	35	10	143	3.0	40.2	22.2	NO	NO	NO	3			19	7	2	31			
	% 6.3	3.5	0.7	58.0	24.5	7.0	100.0							9.7			61.3	22.6	6.5	100.0	YES	YES	YES
E2D	# 31	2	2	16	4	2	57	3.4	37.7	8.5	NO	9.6	1.5	4	1	1	1	1		8	YES	74.5%	82.4%
	% 54.4	3.5	3.5	28.1	7.0	3.5	100.0							50.0	12.5	12.5	12.5	12.5		100.0			
E2E and E2F	# 4	1	1	2			8	3.2	9.9	1.0	NO	NO	1.0								YES	YES	0.0%
	% 50.0	12.5	12.5	25.0			100.0																
E2G	# 4	1	1	25	3		34	1.5	58.4	8.1	NO	NO	NO				7			7			
	% 11.8	2.9	2.9	73.5	8.8		100.0										100.0			100.0	YES	YES	YES
E3A	# 6	2		6	5	1	26	2.7	19.0	8.1	NO	NO	NO	1	2		2	1	2	8			
	% 23.1	7.7		23.1	19.2	3.8	100.0							12.5	25.0		25.0	12.5	25.0	100.0	YES	YES	YES
E3B	# 4	3		3	1	1	12	4.8	23.5	3.1	NO	NO	NO					1		1	YES	YES	YES
	% 33.3	25.0		25.0	8.3	8.3	100.0											100.0		100.0			
E3C	# 3	10	4	9	5	4	35	0.8	47.9	13.6	NO	22.2	NO	1	3		1	3	2	10			
	% 8.6	28.6	11.4	25.7	14.3	11.4	100.0							10.0	30.0		10.0	30.0	20.0	100.0	YES	53.7%	YES

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Level of Goal Attainment for 2014:    77.6 percent  
 Level of Goal Attainment for 2015:    82.7 percent  
 Level of Goal Attainment for 2016:    83.0 percent

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

Agency Director: Dr. David J. Cole

EEO Officer: Michael Vanderhurst

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E3D	#			8	4	1	13																	
	%			61.5	30.8	7.7	100.0	0.5	74.0	2.6	0.5	12.5	NO								0.0%	83.1%	YES	
E3E	#	27	5	5	40	11	9	97	0.2	27.7	4.7	NO	NO	NO			8	3		11				
	%	27.8	5.2	5.2	41.2	11.3	9.3	100.0									72.7	27.3		100.0	YES	YES	YES	
E3F	#	8	1	2	14		2	27	3.6	27.1	2.5	NO	NO	2.5	*	1		1		3				*
	%	29.6	3.7	7.4	51.9		7.4	100.0									33.3		33.3	100.0	YES	YES	0.0%	
E4A	#	45	10	3	7	6	2	73	11.1	11.1	4.6	NO	1.5	NO		10		1	1	2				
	%	61.6	13.7	4.1	9.6	8.2	2.7	100.0								71.4		7.1	7.1	14.3	100.0	YES	86.5%	YES
E5A	#	1	1		18	9	2	31	0.1	68.4	12.1	NO	10.3	NO				2	2	1	5			
	%	3.2	3.2		58.1	29.0	6.5	100.0										40.0	40.0	20.0	100.0	YES	84.9%	YES
E6A	#	15	7	2	133	8	10	175	7.9	46.8	21.1				5	2		33	16	4	60			
	%	8.6	4.0	1.1	76.0	4.6	5.7	100.0				3.9	NO	16.5	8.3	3.3		55.0	26.7	6.7	100.0	50.6%	YES	21.8%
E6B	#	1	2			6	2	11	17.6	23.8	27.0	NO	23.8	NO								YES	0.0%	YES
	%	9.1	18.2			54.5	18.2	100.0																
E7A	#	63	36	5		3		107	20.7	4.6	0.1	NO	4.6	NO	5	4				9				
	%	58.9	33.6	4.7		2.8		100.0							55.6	44.4				100.0	YES	0.0%	YES	
E8A	#	4	7	2	2	20		35	30.9	16.4	16.9				1			2		3				
	%	11.4	20.0	5.7	5.7	57.1		100.0				10.9	10.7	NO	33.3			66.7		100.0	64.7%	34.8%	YES	
E8B	#	7	9	4		15		35	14.5	15.2	39.7	NO		NO	1	4			2	7				
	%	20.0	25.7	11.4		42.9		100.0							14.3	57.1			28.6	100.0	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***

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

Level of Goal Attainment for 2014:    77.6 percent  
 Level of Goal Attainment for 2015:    82.7 percent  
 Level of Goal Attainment for 2016:    83.0 percent

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

Agency Director: John H. Magill

EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 4				3		7				3.2	22.7	3.9								0.0%	0.0%	YES
	% 57.1				42.9		100.0				3.2	22.7	NO										
E1B	# 45	10	1	71	27	5	159	5.6	35.1	14.5	NO	NO	NO	3	3		10	4		20	YES	YES	YES
	% 28.3	6.3	0.6	44.7	17.0	3.1	100.0							15.0	15.0		50.0	20.0		100.0			
E2A	# 48	14	7	168	105	10	352	3.4	48.8	16.5	NO	1.1	NO	6	4	3	34	15		62	YES	97.7%	YES
	% 13.6	4.0	2.0	47.7	29.8	2.8	100.0							9.7	6.5	4.8	54.8	24.2		100.0			
E2B	# 127	137	4	484	552	27	1331	16.3	26.2	33.5	6.0	NO	NO	22	20		130	129	8	309	63.2%	YES	YES
	% 9.5	10.3	0.3	36.4	41.5	2.0	100.0							7.1	6.5		42.1	41.7	2.6	100.0			
E2C	# 81	42	5	211	157	8	504	7.4	38.2	19.0	NO	NO	NO	14	6		32	25	2	79	YES	YES	YES
	% 16.1	8.3	1.0	41.9	31.2	1.6	100.0							17.7	7.6		40.5	31.6	2.5	100.0			
E3A	# 2			20	21	1	44	4.7	47.1	34.9	4.7	1.6	NO				4	9		13	0.0%	96.6%	YES
	% 4.5			45.5	47.7	2.3	100.0										30.8	69.2		100.0			
E3B and E3C	# 14	5		14	16	1	50	9.1	19.3	19.4	NO	NO	NO	3	1		4	7		15	YES	YES	YES
	% 28.0	10.0		28.0	32.0	2.0	100.0							20.0	6.7		26.7	46.7		100.0			
E4A	# 27	51	2	1	22	1	104	18.7	8.4	8.2			7.4	8	15			7		30	YES	11.9%	YES
	% 26.0	49.0	1.9	1.0	21.2	1.0	100.0							26.7	50.0			23.3		100.0			
E5A	# 19	69	5	34	213	3	343	29.8	11.9	40.1	9.7	2.0	NO	17	22	1	18	77	3	138	67.4%	83.2%	YES
	% 5.5	20.1	1.5	9.9	62.1	0.9	100.0							12.3	15.9	0.7	13.0	55.8	2.2	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 2014:    83.3 percent  
 Level of Goal Attainment for 2015:    85.6 percent  
 Level of Goal Attainment for 2016:    83.9 percent

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

Agency Director: John H. Magill

EEO Officer: Zina Hampton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	# 21	60	2	109	245	7	444	10.7	40.3	30.9	NO	15.8	NO	6	15		17	50	3	91	YES	60.8%	YES
	% 4.7	13.5	0.5	24.5	55.2	1.6	100.0							6.6	16.5		18.7	54.9	3.3	100.0			
E6A	# 1	7		118	137	5	268	0.4	58.1	27.8	NO	14.1	NO	1	1		22	15	3	42	YES	75.7%	YES
	% 0.4	2.6		44.0	51.1	1.9	100.0							2.4	2.4		52.4	35.7	7.1	100.0			
E6B	# 2	1		24	39	1	67	0.4	58.8	25.1	NO	23.0	NO				3	10		13	YES	60.9%	YES
	% 3.0	1.5		35.8	58.2	1.5	100.0										23.1	76.9		100.0			
E7A and E7B	# 53	27	4	2			86	18.6	3.3	8.0	NO	1.0	8.0	11	7	2				20	YES	69.7%	0.0%
	% 61.6	31.4	4.7	2.3			100.0							55.0	35.0	10.0				100.0			
E8A, B and C	# 27	87	3	15	85	3	220	27.5	12.8	18.1	NO	6.0	NO	4	15	1	2	17	2	41	YES	53.1%	YES
	% 12.3	39.5	1.4	6.8	38.6	1.4	100.0							9.8	36.6	2.4	4.9	41.5	4.9	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 2014:    83.3 percent  
 Level of Goal Attainment for 2015:    85.6 percent  
 Level of Goal Attainment for 2016:    83.9 percent

## Department of Motor Vehicles

Agency Director: Kevin A. Shwedo

EEO Officer: Devon R. Mosesel

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	15	1		6	3	25							6			1			7			
	%	60.0	4.0		24.0	12.0	100.0	5.3	24.1	4.8	1.3	0.1	NO	85.7			14.3			100.0	75.5%	99.6%	YES
E2	#	48	15	1	100	64	2	230						8	3		11	5	1	28			
	%	20.9	6.5	0.4	43.5	27.8	0.9	100.0	3.7	41.8	30.8	NO	NO	3.0	28.6	10.7		39.3	17.9	3.6	100.0	YES	YES
E3	#	10	1		4	2	1	18									1		1	2			
	%	55.6	5.6		22.2	11.1	5.6	100.0	8.0	26.3	9.4	2.4	4.1	NO				50.0		50.0	100.0	70.0%	84.4%
E5	#	10	7		77	60	5	159						3	2		19	10	1	35			
	%	6.3	4.4		48.4	37.7	3.1	100.0	4.2	36.3	40.2	NO	NO	2.5	8.6	5.7		54.3	28.6	2.9	100.0	YES	YES
E6	#	35	43	2	280	378	16	754						10	24	1	55	77	6	173			
	%	4.6	5.7	0.3	37.1	50.1	2.1	100.0	4.7	38.4	20.4	NO	1.3	NO	5.8	13.9	0.6	31.8	44.5	3.5	100.0	YES	96.6%
E7	#	7					7																
	%	100.0					100.0	10.4	3.3	1.0	10.4	3.3	1.0								0.0%	0.0%	0.0%
E8	#	1	3				4																
	%	25.0	75.0				100.0	21.7	19.0	16.7	NO	19.0	16.7								YES	0.0%	0.0%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2013:    89.0 percent  
 Level of Goal Attainment for 2014:    94.7 percent  
 Level of Goal Attainment for 2015:    94.4 percent



## Museum Commission

Agency Director: William Calloway

EEO Officer: Caroline Collins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2			7	3.8	26.6	7.1	3.8	NO	7.1	2						2	0.0%	YES	0.0%
	% 71.4			28.6			100.0							100.0						100.0			
E2 and E3	# 4			4	2	1	11	3.9	32.1	8.8	3.9	NO	NO				1	1		2	0.0%	YES	YES
	% 36.4			36.4	18.2	9.1	100.0										50.0	50.0		100.0			
E5 and E7	# 4	2	1	4	1	1	13	7.4	13.2	4.4	NO	NO	NO	1	1	1		1		4	YES	YES	YES
	% 30.8	15.4	7.7	30.8	7.7	7.7	100.0							25.0	25.0	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 2014:    81.4 percent  
 Level of Goal Attainment for 2015:    95.0 percent  
 Level of Goal Attainment for 2016:    100.0 percent

## Natural Resources, Department of

Agency Director: Alvin Taylor

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	2		10	2		40											1		1			
	% 65.0	5.0		25.0	5.0		100.0	5.2	25.3	6.0	0.2	0.3	1.0					100.0		100.0	96.2%	98.8%	83.3%
E2A	# 20	2		44	16	1	83							4			7	4		15			
	% 24.1	2.4		53.0	19.3	1.2	100.0	5.1	40.2	14.4	2.7	NO	NO	26.7			46.7	26.7		100.0	47.1%	YES	YES
E2B	# 93	6		34	2		135							6			6			12			
	% 68.9	4.4		25.2	1.5		100.0	4.3	31.4	2.2	NO	6.2	0.7	50.0			50.0			100.0	YES	80.3%	68.2%
E3	# 93	5	3	14	4	1	120							22	1		3	1		27			
	% 77.5	4.2	2.5	11.7	3.3	0.8	100.0	19.4	12.0	3.2	15.2	0.3	NO	81.5	3.7		11.1	3.7		100.0	21.6%	97.5%	YES
E4A	# 154	11		6			171							1						1			
	% 90.1	6.4		3.5			100.0	10.2	0.8	4.3	3.8	NO	4.3	100.0						100.0	62.7%	YES	0.0%
E4B	# 59	4		7	2		72							9			1			10			
	% 81.9	5.6		9.7	2.8		100.0	5.5	3.5	0.0	NO	NO	NO	90.0			10.0			100.0	YES	YES	YES
E6	# 4			17	14		35							1				4		5			
	% 11.4			48.6	40.0		100.0	6.9	43.7	20.9	6.9	NO	NO	20.0				80.0		100.0	0.0%	YES	YES
E7	# 10	5		1	2		18							3	1			1		5			
	% 55.6	27.8		5.6	11.1		100.0	12.4	9.3	13.1	NO	3.7	2.0	60.0	20.0			20.0		100.0	YES	60.2%	84.7%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    83.7 percent  
 Level of Goal Attainment for 2015:    78.2 percent  
 Level of Goal Attainment for 2016:    79.2 percent

## SC Department of Parks, Recreation and Tourism

Agency Director: Duane N. Parrish

EEO Officer: Mary E. Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	4.2	30.8	8.8	4.2	NO	NO								0.0%	YES	YES
	% 50.0			37.5	12.5		100.0																
E2	# 23			23	4	1	51	3.4	36.1	6.8	3.4	NO	NO	1			2			3	0.0%	YES	YES
	% 45.1			45.1	7.8	2.0	100.0							33.3			66.7			100.0			
E2A, B, C and D	# 104	6		16	1		127	7.4	17.4	4.7	2.7	4.8	3.9	22		2	4			28	63.5%	72.4%	17.0%
	% 81.9	4.7		12.6	0.8		100.0							78.6		7.1	14.3			100.0			
E3 and E4	#		1	1			2	7.6	17.8	6.9	7.6	NO	6.9			1				1	0.0%	YES	0.0%
	%		50.0	50.0			100.0									100.0				100.0			
E5 and E5A	# 17	5		45	16		83	4.2	47.3	8.6	NO	NO	NO	1	3		2	1		7	YES	YES	YES
	% 20.5	6.0		54.2	19.3		100.0							14.3	42.9		28.6	14.3		100.0			
E6	# 2			6	1		9	6.1	44.8	21.4	6.1	NO	10.3				3			3	0.0%	YES	51.9%
	% 22.2			66.7	11.1		100.0										100.0			100.0			
E7	# 39	1	1	2	1		44	15.8	4.9	3.3	13.5	0.4	1.0	13						13	14.6%	91.8%	69.7%
	% 88.6	2.3	2.3	4.5	2.3		100.0							100.0						100.0			
E8	# 33	9		1	1		44	19.6	3.4	2.3	NO	1.1	NO	19	1					20	YES	67.6%	YES
	% 75.0	20.5		2.3	2.3		100.0							95.0	5.0					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    65.0 percent  
 Level of Goal Attainment for 2015:    81.4 percent  
 Level of Goal Attainment for 2016:    77.4 percent

## Patriot's Point Authority

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 12	1		9			22	4.1	29.3	5.9	NO	NO	5.9				3			3	YES	YES	0.0%
	% 54.5	4.5		40.9			100.0										100.0			100.0			
E3, E5 and E6	# 4			6		1	11	7.4	34.1	12.0	7.4	NO	12.0	1			1			2	0.0%	YES	0.0%
	% 36.4			54.5		9.1	100.0							50.0			50.0			100.0			
E4	# 3	2		3	2		10	7.5	3.7	36.8	NO	NO	16.8	1						1	YES	YES	54.3%
	% 30.0	20.0		30.0	20.0		100.0							100.0						100.0			
E7	# 20	9					29	18.0	4.1	3.3	NO	4.1	3.3	5	1	1				7	YES	0.0%	0.0%
	% 69.0	31.0					100.0							71.4	14.3	14.3				100.0			
E8	#	4		1	3		8	19.5	2.2	1.3	NO	NO	NO		1					2	YES	YES	YES
	%	50.0		12.5	37.5		100.0								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 2014:    66.7 percent  
 Level of Goal Attainment for 2015:    76.9 percent  
 Level of Goal Attainment for 2016:    73.4 percent

# South Carolina State Ports Authority

Agency Director: James Newsome

EEO Officer: James Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2015							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15			2	1		18	2.9	16.5	1.1	2.9	5.4	NO	2			1	1		4	0.0%*	67.3%*	YES
	% 83.3			11.1	5.6		100.0							50.0			25.0	25.0		100.0			
E2A	# 31	5	1	7	2	1	47	4.6	26.2	5.2	NO	11.3	0.9	4	1			1		6	YES	56.9%	82.7%*
	% 68.0	10.6	2.1	14.9	4.3	2.1	100.0							66.7	16.7			16.7		100.0			
E2B	# 13	1	1	6		1	22	3.2	38.6	7.9	NO	11.3	7.9	5	1				1	7	YES	70.7%	0.0%
	% 59.0	4.5	4.5	27.3		4.5	100.0							71.4	14.3				14.3	100.0			
E3 and E4	# 13	1	1	11		1	27	7.3	15.2	4.5	3.6	NO	4.5	4			2		1	7	50.7%*	YES	0.0%
	% 48.1	3.7	3.7	40.7		3.7	100.0							57.1			28.6		14.3	100.0			
E4A	# 18	5		2	2		27	12.2	8.4	3.8	NO	1.0	NO	3	1			1		5	YES	88.1%	YES
	% 66.7	18.5		7.4	7.4		100.0							60.0	20.0			20.0		100.0			
E4B	# 2	3		2	2		9	22.4	9.5	15.0	NO	NO	NO	1	1					2	YES	YES	YES
	% 22.2	33.3		22.2	22.2		100.0							50.0	50.0					100.0			
E5/E6	# 9	1		25	9	1	45	7.1	49.5	14.3	4.9	NO	NO	2			6	4	1	13	31.0%	YES	YES
	% 20.0	2.2		55.6	20.0	2.2	100.0							15.4			41.2	30.8	7.7	100.0			
E7A	# 13	4		3			20	28.0	1.7	1.3	8.0	NO	1.3		1					1	71.4%	YES	0.0%*
	% 65.0	20.0		15.0			100.0								100.0					100.0			
E7B	# 72	14	2				88	17.1	0.3	2.6	1.2	0.3	2.6	12	1					13	93.0%	0.0%*	0.0%
	% 81.8	15.9	2.3				100.0							66.7	7.7					100.0			
E7C	# 135	66	3	2	2		208	35.7	1.0	0.1	4.0	NO	NO	28	10	3	1			42	88.8%	YES	YES
	% 64.9	31.7	1.4	1.0	1.0		100.0							66.7	23.8	7.1	2.4			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 2013:    61.1 percent  
 Level of Goal Attainment for 2014:    80.4 percent  
 Level of Goal Attainment for 2015:    77.8 percent

## Probation, Parole & Pardon Services, Department of

Agency Director: Jerry B. Adger  
EEO Officer: Patrice Boyd McAdams

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		3	7	1	18	7.7	24.9	9.4	NO	8.2	NO								YES	67.1%	YES
	% 27.8	11.1		16.7	38.9	5.6	100.0																
E2 and E2A	# 147	77	7	141	124	11	507	20.9	14.3	22.1	5.7	NO	NO	18	12	1	20	20		71	72.7%	YES	YES
	% 29.0	15.2	1.4	27.8	24.5	2.2	100.0							25.4	16.9	1.4	28.2	28.2		100.0			
E3	# 3	3	1	4			11	15.2	16.9	12.8	NO	NO	12.8	2	1			1		4	YES	YES	0.0%
	% 27.3	27.3	9.1	36.4			100.0							50.0	25.0			25.0		100.0			
E5	# 2	2		36	25	2	67	10.1	31.7	31.5	7.1	NO	NO				2	3		5	29.7%	YES	YES
	% 3.0	3.0		53.7	37.3	3.0	100.0										40.0	60.0		100.0			
E6 and E8	# 2				1		3	27.5	20.1	18.5	27.5*	20.1*	NO								0.0%*	0.0%*	YES
	% 66.7				33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    80.7 percent  
Level of Goal Attainment for 2015:    80.0 percent  
Level of Goal Attainment for 2016:    82.3 percent

## SC Public Employee Benefit Authority

Agency Director: Peggy G. Boykin, CPA

EEO Officer: Kim Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			9	2		17				5.2	27.1	8.1	2						2	0.0%*	YES	YES
	% 35.3			52.9	11.8		100.0				5.2	NO	NO	100.0						100.0			
E2	# 44	15	1	65	68	5	198	7.6	39.9	21.0	NO	7.1	NO	6	2	1	9	13	2	33	YES	82.2%	YES
	% 22.2	7.6	0.5	32.8	34.3	2.5	100.0							18.2	6.1	3.0	27.3	39.4	6.1	100.0			
E3	# 17	3	1	1	2	2	26	5.7	13.9	6.7	NO	10.1	NO	3	1			1	1	6	YES	27.3%	YES
	% 65.4	11.5	3.8	3.8	7.7	7.7	100.0							50.0	16.7			16.7	16.7	100.0			
E5	# 1			1	2		4	6.3	43.9	22.7	6.3*	18.9*	NO								0.0%*	56.9%*	YES
	% 25.0			25.0	50.0		100.0																
E6	#	1		3	7		11	4.9	37.7	23.0	NO	10.4	NO								YES	72.4%	YES
	%	9.1		27.3	63.6		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 2014:    **Reporting-Not Required**  
 Level of Goal Attainment for 2015:    79.2 percent  
 Level of Goal Attainment for 2016:    87.6 percent

## South Carolina Department of Public Safety

Agency Director: Leroy Smith

EEO Officer: Valerie Watts

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2016							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS -							% OF Goals Met Based on Adjusted Availability				
														10/01/2015 - 09/30/2016											
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1	#	6	4		1	1								1											1
	%	50.0	33.3		8.3	8.3					NO	17.2	NO	100.0							100.0	YES	32.5%	YES	
E2A	#	15	8		27	8								4			7	1						12	
	%	25.9	13.8		46.6	13.8					NO	NO	NO	33.3			58.3	8.3			100.0	YES	YES	YES	
E2B	#	226	43	10	4	6								30	7	2	1							40	
	%	78.2	14.9	3.5	1.4	2.1					NO	7.3	1.2	75.0	17.5	5.0	2.5				100.0	YES	16.1%	63.6%	
E2C	#	12	3		30	15	1							4	2		4	5						15	
	%	19.7	4.9		49.2	24.6	1.6				NO	NO	NO	26.7	13.3		26.7	33.3			100.0	YES	YES	YES	
E3	#	27	10		39	38	1							9	2		9	11	1					32	
	%	23.5	8.7		33.9	33.0	0.9				NO	NO	NO	28.1	6.3		28.1	34.4	3.1		100.0	YES	YES	YES	
E4	#	555	62	13	35	13	1							111	15	6	7	4	1					144	
	%	81.7	9.1	1.9	5.2	1.9	0.1				0.7	3.7	1.9	77.1	10.4	4.2	4.9	2.8	0.7		100.0	92.9%	58.4%	50.0%	
E5	#	1			16	10											2	2						4	
	%	3.7			59.3	37.0					0.7	9.0	NO				50.0	50.0			100.0	0.0%	86.8%	YES	
E6	#	4			9	5								1										1	
	%	22.2			50.0	27.8					4.0	6.7	NO	100.0							100.0	0.0%	88.2%	YES	
E7	#	6	6	1										1	1									2	
	%	46.2	46.2	7.7							NO	4.0	1.2	50.0	50.0						100.0	YES	0.0%	0.0%	
E8	#	5	5		1	2									1		1							2	
	%	38.5	38.5		7.7	15.4					NO	10.9	NO				50.0				100.0	YES	41.4%	YES	

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

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

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

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

Level of Goal Attainment for 2014:      74.0 percent  
Level of Goal Attainment for 2015:      77.1 percent  
Level of Goal Attainment for 2016:      85.8 percent



## Public Service Commission

Agency Director: Jocelyn Boyd  
EEO Officer: Gwen Richardson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			1	1		5	2.7	30.7	6.1	2.7	10.7	NO								0.0%	65.1%	YES
	% 60.0			20.0	20.0		100.0																
E2	# 4		1	11	3		19	3.2	49.6	8.7	3.2	NO	NO								0.0%	YES	YES
	% 21.1		5.3	57.9	15.8		100.0																
E3 and E5	# 1	1		1	1		4	9.3	35.0	17.6	NO	10.0	NO								YES	71.4%	YES
	% 25.0	25.0		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 2014:    89.6 percent  
Level of Goal Attainment for 2015:    94.5 percent  
Level of Goal Attainment for 2016:    90.9 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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		4			9	4.5	22.0	6.8	NO	NO	6.8								YES	YES	0.0%
	% 44.4	11.1		44.4			100.0																
E2	# 18	2		20	6		46	6.4	29.1	13.0	2.1	NO	0.0	6			6	4		16	67.2%	YES	YES
	% 39.1	4.3		43.5	13.0		100.0							37.5			37.5	25.0		100.0			
E3, E5 and E6	# 5	1	2	9	1		18	6.8	32.8	13.2	1.2	NO	7.6	2						2	82.4%	YES	42.4%
	% 27.8	5.6	11.1	50.0	5.6		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    79.2 percent  
 Level of Goal Attainment for 2015:    74.7 percent  
 Level of Goal Attainment for 2016:    86.5 percent

## Retirement Investment System

Agency Director: Michael Hitchcock

EEO Officer: Brittany Storey

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6			1	1		8	3.2	23.2	3.7	3.2	10.7	NO								0.0%	53.9%	YES
	% 75.0			12.5	12.5		100.0																
E2	# 19	1		5	2	1	28	3.5	24.4	5.9	NO	6.5	NO	6	1		2	1		10	YES	73.4%	YES
	% 67.9	3.6		17.9	7.1	3.6	100.0							60.0	10.0		20.0	10.0		100.0			
E5 and E6	#			2	1	1	4	0.2	55.9	29.9	0.2	5.9	4.9					1	1		0.0%	89.4%	83.6%
	%			50.0	25.0	25.0	100.0											100.0	100.0				
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    **Reporting-Not Required**  
 Level of Goal Attainment for 2015:    64.3 percent  
 Level of Goal Attainment for 2016:    85.8 percent

## South Carolina Department of Revenue

Agency Director: Rick Reames

EEO Officer: Angel Stroud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	1	1	14	2		33	5.4	27.7	8.1	2.4	NO	2.0	4						4	55.6%	YES	75.3%
	% 45.5	3.0	3.0	42.4	6.1		100.0							100.0						100.0			
E2	# 137	26	4	153	99	12	431	3.7	36.0	11.9	NO	0.5	NO	32	5	1	23	37	8	106	YES	98.6%	YES
	% 31.8	6.0	0.9	35.5	23.0	2.8	100.0							30.2	4.7	0.9	21.7	34.9	7.5	100.0			
E3	# 16	5	1	12	9	2	45	9.6	16.6	9.9	NO	NO	NO	6	3	1	2		2	14	YES	YES	YES
	% 35.6	11.1	2.2	26.7	20.0	4.4	100.0							42.9	21.4	7.1	14.3		14.3	100.0			
E4	# 4	2		2	1		9	2.0	0.1	9.8	NO	NO	NO	4	2		2	1		9	YES	YES	YES
	% 44.4	22.2		22.2	11.1		100.0							44.4	22.2		22.2	11.1		100.0			
E5	# 11	9		34	27	1	82	3.3	42.0	14.7	NO	0.5	NO	2	6		10	16		34	YES	98.8%	YES
	% 13.4	11.0		41.5	32.9	1.2	100.0							5.9	17.6		29.4	47.1		100.0			
E6	# 10	8		31	34	2	85	6.6	41.1	22.4	NO	4.6	NO	4	2		11	16	2	35	YES	88.8%	YES
	% 11.8	9.4		36.5	40.0	2.4	100.0							11.4	5.7		31.4	45.7	5.7	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    94.5 percent  
 Level of Goal Attainment for 2015:    93.9 percent  
 Level of Goal Attainment for 2016:    95.4 percent

## Revenue and Fiscal Affairs

Agency Director: Frank Rainwater

EEO Officer: Debbie Glenn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016						3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			3			10	3.4	35.6	4.1	3.4	5.6	4.1	1						1	0.0%	84.3%	0.0%
	% 70.0			30.0			100.0							100.0						100.0			
E2	# 16	2	2	22	1	1	44	4.8	29.7	10.6	0.3	NO	8.3	4			3			7	93.8%	YES	21.7%
	% 36.4	4.5	4.5	50.0	2.3	2.3	100.0							57.1			42.9			100.0			
E3	# 9	1		1			11	5.8	8.2	4.2	NO	NO	4.2	1			1			2	YES	YES	0.0%
	% 81.8	9.1		9.1			100.0							50.0			50.0			100.0			
E5 and E6	# 1			2	3		6	1.0	56.0	16.2	1.0	22.7	NO							1	0.0%	59.5%	YES
	% 16.7			33.3	50.0		100.0													100.0			
	# rf																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:  
 Level of Goal Attainment for 2015:    First Year of Reporting  
 Level of Goal Attainment for 2016:    82.4 percent

## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: Laura G. Varn

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 12	1		6			19						*	1	1					2			*
	% 63.2	5.3		31.6			100.0	2.8	18.0	2.0	NO	NO	2.0	50.0	50.0					100.0	YES	YES	0.0%
E2	# 307	42	6	142	29	4	530							60	14		37	7	1	119			
	% 57.9	7.9	1.1	26.8	5.5	0.8	100.0	6.2	20.5	6.7	NO	NO	1.2	50.4	11.8		31.1	5.9	0.8	100.0	YES	YES	82.1%
E3	# 81	12	2	18	8	1	122						*	7	1					8		*	
	% 66.4	9.8	1.6	14.8	6.6	0.8	100.0	10.3	13.3	4.1	0.5	NO	NO	87.5	12.5					100.0	95.1%	YES	YES
E6	# 29	13	1	99	23		165						*	1	4		17	1	1	24		*	
	% 17.6	7.9	0.6	60.0	13.9		100.0	8.1	42.6	11.0	0.2	NO	NO	4.2	16.7		70.8	4.2	4.2	100.0	97.5%	YES	YES
E7	# 587	147	4	23	22	1	784							95	14	3	1	2		115			
	% 74.9	18.8	0.5	2.9	2.8	0.1	100.0	14.5	2.9	1.9	NO	0.0	NO	82.6	12.2	2.6	0.9	1.7		100.0	YES	YES	YES
E8	# 6	9		10	7		32							3			1			4			
	% 18.8	28.1		31.3	21.9		100.0	18.6	12.5	12.4	NO	NO	NO	75.0			25.0			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 2014:    97.0 percent  
 Level of Goal Attainment for 2015:    100.0 percent  
 Level of Goal Attainment for 2016:    98.5 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Tracy Watford

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	1		5	6.4	25.6	11.6	6.4	NO	NO								0.0%	YES	YES
	% 20.0			60.0	20.0		100.0																
E2	# 1			6	3		10	7.4	35.4	8.5	7.4	NO	NO	1			1	1	1	4	0.0%	YES	YES
	% 10.0			60.0	30.0		100.0							25.0			25.0	25.0	25.0	100.0			
E5 and E6	#			8	6	1	15	5.7	41.7	27.2	5.7	NO	NO				4	5	2	11	0.0%	YES	YES
	%			53.3	40.0	6.7	100.0										36.4	45.5	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 2014:    89.9 percent  
 Level of Goal Attainment for 2015:    93.4 percent  
 Level of Goal Attainment for 2016:    100.0 percent

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

Agency Director: V. Susan Alford

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	3		23	26		66	4.1	45.9	11.8	NO	11.1	NO	3	6		10	3		22	YES	75.8%	YES
	% 21.2	4.5		34.8	39.4		100.0							13.6	27.3		45.5	13.6		100.0			
E1B	# 24	6	2	28	30		90	4.0	44.3	11.2	NO	13.2	NO	4	3		5	6		18	YES	70.2%	YES
	% 26.7	6.7	2.2	31.1	33.3		100.0							22.2	16.7		27.8	33.3		100.0			
E2 and E2A	# 50	46	5	175	125	4	405	3.7	38.0	10.6	NO	NO	NO	7	2		20	10		39	YES	YES	YES
	% 12.3	11.4	1.2	43.2	30.9	1.0	100.0							17.9	5.1		51.3	25.6		100.0			
E2B	# 49	44	3	194	160	6	456	4.1	45.3	14.0	NO	2.8	NO	4	1	1	20	16		42	YES	93.8%	YES
	% 10.7	9.6	0.7	42.5	35.1	1.3	100.0							9.5	2.4	2.4	47.6	38.1		100.0			
E2C	# 61	97	1	438	838	20	1455	4.4	45.0	15.5	NO	14.9	NO	20	40		190	288	1	539	YES	66.9%	YES
	% 4.2	6.7	0.1	30.1	57.6	1.4	100.0							3.7	7.4		35.3	53.4	0.2	100.0			
E3	# 16	8	1	13	16		54	4.4	19.2	3.2	NO	NO	NO	1	1	2	5	2	2	13	YES	YES	YES
	% 29.6	14.8	1.9	24.1	29.6		100.0							7.7	7.7	15.4	38.5	15.4	15.4	100.0			
E5	# 20	15		180	150	2	367	1.6	65.6	17.3	NO	16.6	NO	1	25		18	50		94	YES	74.7%	YES
	% 5.4	4.1		49.0	40.9	0.5	100.0							1.1	26.6		19.1	53.2		100.0			
E5B	# 10	13		91	60		174	1.4	54.1	6.0	NO	1.8	NO	1	15		18	33		67	YES	96.7%	YES
	% 5.7	7.5		52.3	34.5		100.0							1.5	22.4		26.9	49.3		100.0			
E6A	# 9	15	2	122	102	18	268	3.8	47.8	10.4	NO	2.3	NO		1		5	11		17	YES	95.2%	YES
	% 3.4	5.6	0.7	45.5	38.1	6.7	100.0								5.9		29.4	64.7		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 2014:    86.2 percent  
 Level of Goal Attainment for 2015:    90.4 percent  
 Level of Goal Attainment for 2016:    94.2 percent



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

Agency Director: V. Susan Alford

EEO Officer: Annette G. Lance

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6B	# 8	5		15	40		68	5.2	42.7	14.6	NO	20.6	NO	1	1		10	9		21	YES	51.8%	YES
	% 11.8	7.4		22.1	58.8		100.0							4.8	4.8		47.6	42.9		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 2014:    86.2 percent  
 Level of Goal Attainment for 2015:    90.4 percent  
 Level of Goal Attainment for 2016:    94.2 percent

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

President: James Clark  
EEO Officer: Ronald York

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2016							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							% OF Goals Met Based on Adjusted 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	#	7			6		13	6.2	21.1	4.1	NO	21.1	NO		3					3	YES	0.0%	YES
	%	53.8			46.2		100.0								100.0					100.0			
C2	#	4	1		7		12	4.6	31.4	9.5	NO	31.4	NO								YES	0.0%	YES
	%	33.3	8.3		58.3		100.0																
C3	#	8	4	4	2		18	4.2	31.7	6.8	NO	9.5	NO								YES	70.0%	YES
	%	44.4	22.2	22.2	11.1		100.0																
C4	#	10	1	2	14	4	31	4.4	32.0	6.9	NO	25.5	NO					2	2		YES	20.3%	YES
	%	32.3	3.2	6.5	45.2	12.9	100.0												100.0	100.0			
C5	#	7	5	1	11	2	26	4.4	32.8	6.8	NO	29.0	NO	1	2	2		4	9		YES	11.6%	YES
	%	26.9	19.2	3.8	42.3	7.7	100.0							11.1	22.2	22.2		44.4	100.0				
C6	#	6		2	4	1	13	3.7	34.8	7.4	NO	19.4	NO		1		1		2		YES	44.3%	YES
	%	46.2		15.4	30.8	7.7	100.0								50.0		50.0		100.0				
C7	#					1	1	8.6	37.7	10.1		*	*								0.0%	0.0%	0.0%
	%					100.0	100.0				8.6	37.7	10.1										
C8	#	2					2	5.6	37.2	11.7	NO	37.2	11.7								YES	0.0%	0.0%
	%	100.0					100.0																
C9	#	14		2	5		21	6.4	27.9	7.6	NO	18.4	NO	1	1		1		3		YES	34.1%	YES
	%	66.7		9.5	23.8		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 2014:    68.5 percent  
Level of Goal Attainment for 2015:    70.6 percent  
Level of Goal Attainment for 2016:    71.3 percent

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

President: James Clark  
EEO Officer: Ronald S. York

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	#	34	2	3	76		115	5.9	38.3	16.2	NO	35.7	NO		3			6	1	10			
	%	29.6	1.7	2.6	66.1		100.0								30.0			60.0	10.0	100.0	YES	6.8%	YES
E3	#	6	1		9		16	9.1	24.0	12.8	NO	24.0	NO	1						1			
	%	37.5	6.3		56.3		100.0							100.0						100.0	YES	0.0%	YES
E4	#	9					9	23.5	7.5	13.8	NO	7.5	13.8		3					3			
	%	100.0					100.0								100.0					100.0	YES	0.0%	0.0%
E5	#				16		16	1.1	58.1	24.3	1.1	58.1	NO					2		2			
	%				100.0		100.0											100.0		100.0	0.0%	0.0%	YES
E6	#	3		1	19		23	1.0	56.7	25.3	NO	52.4	NO					2		2			
	%	13.0		4.3	82.6		100.0											100.0		100.0	YES	7.6%	YES
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    68.5 percent  
Level of Goal Attainment for 2015:    70.6 percent  
Level of Goal Attainment for 2016:    71.3 percent

## Technical & Comprehensive Education, State Board for

Agency Director: Susan Winsor

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	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	2		6	5.2	31.9	7.1	NO	NO	NO								YES	YES	YES
	%	16.7	16.7	33.3	33.3		100.0																
E2	#	13	3	1	24	9	2	52	6.6	31.8	10.2	0.8	NO	NO	2			5		7	87.9%	YES	YES
	%	25.0	5.8	1.9	46.2	17.3	3.8	100.0						28.6			71.4			100.0			
E3 and E5	#	7	1		16	1		25	8.7	36.5	13.8	4.7	NO	9.8	2					2	46.0%	YES	29.0%
	%	28.0	4.0		64.0	4.0		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 2014:    86.5 percent  
 Level of Goal Attainment for 2015:    83.3 percent  
 Level of Goal Attainment for 2016:    84.8 percent

## Aiken Technical College

President: Dr. Forest E. Mahan

EEO Officer: Sylvia Byrd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			1			4	4.4	37.0	15.8	4.4	12.0	15.8								0.0%	67.6%	0.0%
	% 75.0			25.0			100.0																
T3, T4 and T5	# 20	5	1	15	17	1	59	2.3	31.8	12.4	NO	6.4	NO	4	3		1	1		9	YES	79.9%	YES
	% 33.9	8.5	1.7	25.4	28.8	1.7	100.0							44.4	33.3		11.1	11.1		100.0			
E2 and E3	# 10	2		24	9		45	6.2	33.7	8.6	1.8	NO	NO	2	1		5	3		11	71.0%	YES	YES
	% 22.2	4.4		53.3	20.0		100.0							18.2	9.1		45.5	27.3		100.0			
E5 and E6	#	1		9	7		17	2.5	57.7	14.2	NO	4.8	NO				2			2	YES	91.7%	YES
	%	5.9		52.9	41.2		100.0										100.0			100.0			
E7 and E8	# 2	2					4	6.1	2.4	0.0	NO	2.4	0.0								YES	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 2014:    90.9 percent  
 Level of Goal Attainment for 2015:    92.8 percent  
 Level of Goal Attainment for 2016:    91.8 percent

## Central Carolina Technical College

President: Tim Hardee  
EEO Officer: RONALDA STOVER

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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		4			5	3.0	37.1	17.3	NO	NO	17.3							1				*
	%	20.0		80.0			100.0								100.0					100.0	YES	YES	0.0%	
T3 and T4	#	35	6		50	9	4	104	5.1	33.0	6.0	NO	NO	NO	6	3		12	2	1	24			
	%	33.7	5.8		48.1	8.7	3.8	100.0							25.0	12.5		50.0	8.3	4.2	100.0	YES	YES	YES
T5 and E2	#	9	2		14	21	3	49	9.6	31.1	18.5				2	2		4	3	2	13			
	%	18.4	4.1		28.6	42.9	6.1	100.0							15.4	15.4		30.8	23.1	15.4	100.0	42.7%	92.0%	YES
E3, E4 and E5	#	5	4	1	9	2	2	23	14.2	30.2	13.9	NO	NO	5.2		4	1	1	2		8			
	%	21.7	17.4	4.3	39.1	8.7	8.7	100.0								50.0	12.5	12.5	25.0		100.0	YES	YES	62.6%
E6	#				13	8	3	24	0.4	65.0	16.1		*					5	2	1	8		*	
	%				54.2	33.3	12.5	100.0				0.4	10.8	NO				62.5	25.0	12.5	100.0	0.0%	83.4%	YES
E7 and E8	#	8	9		1	12		30	34.4	8.6	8.6									2	2			
	%	26.7	30.0		3.3	40.0		100.0				4.4	5.3	NO						100.0	100.0	87.2%	38.4%	YES
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2014:    88.2 percent  
Level of Goal Attainment for 2015:    86.8 percent  
Level of Goal Attainment for 2016:    87.9 percent

## Denmark Technical College

President: Dr. Leonard A. McIntyre

EEO Officer: Cheryl Washington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1, and T2	#	6			6		12							1				1		2			
	%	50.0			50.0		100.0	5.4	30.8	7.1	NO	30.8	NO	50.0				50.0		100.0	YES	0.0%	YES
T3 and T4	#	2	9	4	2	12	2	31	4.3	31.7	17.6	NO	25.2	NO	1	1				2			
	%	6.5	29.0	12.9	6.5	38.7	6.5	100.0						50.0	50.0					100.0	YES	20.5%	YES
E2 and T5	#	7			16		23	8.5	34.9	25.5	NO	34.9	NO					1		1			
	%	30.4			69.6		100.0											100.0		100.0	YES	0.0%	YES
E3, E5, and E6	#	2	1	1	4	12	20	1.2	61.5	19.0	NO	41.5	NO	1	1			3		5			
	%	10.0	5.0	5.0	20.0	60.0	100.0							20.0	20.0			60.0		100.0	YES	32.5%	YES
E4, E7, and E8	#	3			3		6	29.5	5.7	10.1	NO	5.7	NO										
	%	50.0			50.0		100.0														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 2014:    76.9 percent  
 Level of Goal Attainment for 2015:    65.3 percent  
 Level of Goal Attainment for 2016:    75.2 percent

## Florence-Darlington Technical College

President: Ben Dillard  
EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	3	1	3			12	7.5	40.1	13.7	NO	15.1	13.7	2			1			3	YES	62.3%	0.0%
	% 41.7	25.0	8.3	25.0			100.0							66.7			33.3			100.0			
T3, T4 and T5	# 38	6	4	38	16	2	104	3.6	33.3	5.1	NO	NO	NO	4	1		3	4		12	YES	YES	YES
	% 36.5	5.8	3.8	36.5	15.4	1.9	100.0							33.3	8.3		25.0	33.3		100.0			
E2	# 15	4		31	24	2	76	6.5	32.2	13.0	1.2*	NO	NO	2			7	6	2	17	81.5%*	YES	YES
	% 19.7	5.3		40.8	31.6	2.6	100.0							11.8			41.2	35.3	11.8	100.0			
E5 and E6	# 2	1		15	15	1	34	0.8	65.3	19.1	NO	21.2	NO				2	3		5	YES	67.5%	YES
	% 5.9	2.9		44.1	44.1	2.9	100.0										40.0	60.0		100.0			
E3, E7 and E8	# 18	13		5	1		37	14.0	13.5	6.9	NO	NO	4.2		4					4	YES	YES	39.1%
	% 48.6	35.1		13.5	2.7		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 2014:    77.8 percent  
Level of Goal Attainment for 2015:    84.8 percent  
Level of Goal Attainment for 2016:    83.4 percent



## Greenville Technical College

President: Keith Miller  
EEO Officer: Susan Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
T1, T2 and E1	# 10	1		8	6		25	4.7	33.8	7.6	0.7	1.8	NO	1				1		2	85.1%	*	94.7%	YES	
	% 40.0	4.0		32.0	24.0		100.0							50.0				50.0		100.0					
T3 and T4	# 121	10	4	166	23	9	333	2.8	33.5	4.1	NO	NO	NO	15	1		18	2	2	38	YES	YES	YES		
	% 36.3	3.0	1.2	49.8	6.9	2.7	100.0							39.5	2.6		47.4	5.3	5.3	100.0					
T5 and E2	# 41	6	1	90	31		169	5.2	36.1	13.3	1.6	NO	NO	10	1		7	7		25	69.2%		YES	YES	
	% 24.3	3.6	0.6	53.3	18.3		100.0							40.0	4.0		28.0	28.0		100.0					
E3, E4, and E5	# 32	3	2	39	22	3	101	3.8	45.9	9.0	0.8	*	7.3	5	1		4	3	1	14	78.9%	*	84.1%	YES	
	% 31.7	3.0	2.0	38.6	21.8	3.0	100.0							35.7	7.1		28.6	21.4	7.1	100.0					
E6	# 1			12	11	1	25	0.2	73.7	11.1	0.2	*	25.7	1			3	3		7	0.0%	*	65.1%	YES	
	% 4.0			48.0	44.0	4.0	100.0							14.3			42.9	42.9		100.0					
E7 and E8	# 31	9	1	4	10	1	56	9.4	14.8	5.7	NO		NO	2		1	1		1	5	YES		48.0%	YES	
	% 55.4	16.1	1.8	7.1	17.9	1.8	100.0							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 2014:    87.5 percent  
Level of Goal Attainment for 2015:    91.4 percent  
Level of Goal Attainment for 2016:    89.7 percent

## Horry-Georgetown Technical College

President: H. Neyle Wilson

EEO Officer: Jacquelyne Barrett

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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		4			8	2.8	33.3	6.6	NO	NO	6.6 *	1						1				*
	% 37.5	12.5		50.0			100.0							100.0						100.0	YES	YES	0.0%	
T3 and T4	# 77	7		71	7	4	166	3.2	33.4	4.1	NO	NO	NO	5	2		3	1		11				
	% 46.4	4.2		42.8	4.2	2.4	100.0							45.5	18.2		27.3	9.1		100.0	YES	YES	YES	
T5 and E2	# 16	3		41	13	1	74	2.0	41.0	10.0	NO	NO	NO	6			10	2		18				
	% 21.6	4.1		55.4	17.6	1.4	100.0							33.3			55.6	11.1		100.0	YES	YES	YES	
E3 and E5	# 7	2		11	4	1	25	1.8	28.1	7.1	NO	NO	NO	4			2	1		7				
	% 28.0	8.0		44.0	16.0	4.0	100.0							57.1			28.6	14.3		100.0	YES	YES	YES	
E6	#	1		18	6	1	26	0.2	72.9	2.8	NO	3.7 *	NO				1	1		2			*	
	%	3.8		69.2	23.1	3.8	100.0										50.0	50.0		100.0	YES	94.9%	YES	
E7 and E8	# 20	3	2	10			35	12.8	12.1	6.0	4.2	NO	6.0	5		1	1			7				
	% 57.1	8.6	5.7	28.6			100.0							71.4		14.3	14.3			100.0	67.2%	YES	0.0%	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2014:    85.4 percent  
 Level of Goal Attainment for 2015:    89.1 percent  
 Level of Goal Attainment for 2016:    91.9 percent

## Technical College of the Lowcountry

President: Dr. Richard Gough

EEO Officer: Sona Lyttle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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		6			10	3.7	34.5	10.6	NO	NO	10.6				2			2	YES	YES	0.0%
	% 30.0	10.0		60.0			100.0										100.0			100.0			
T3 and T4	# 13	5	1	30	2		51	2.3	29.3	4.9	NO	NO	1.0	3	1		6	1		11	YES	YES	79.6%
	% 25.5	9.8	2.0	58.8	3.9		100.0							27.3	9.1		54.5	9.1		100.0			
T5 and E2	# 7	2	1	16	11	1	38	7.2	35.0	17.1	1.9	NO	NO	3	2	2	6	2		15	73.6%	YES	YES
	% 18.4	5.3	2.6	42.1	28.9	2.6	100.0							20.0	13.3	13.3	40.0	13.3		100.0			
E3, E5 and E6	# 2			15	10	2	29	2.7	58.0	9.2	2.7	6.3	NO				3	2		5	0.0%	89.1%	YES
	% 6.9			51.7	34.5	6.9	100.0										60.0	40.0		100.0			
E4, E7 and E8	# 6	3		1	1	1	12	9.1	11.3	10.3	NO	3.0	2.0	2	2	1				5	YES	73.5%	80.6%
	% 50.0	25.0		8.3	8.3	8.3	100.0							40.0	40.0	20.0				100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    85.4 percent  
 Level of Goal Attainment for 2015:    91.3 percent  
 Level of Goal Attainment for 2016:    85.5 percent

## Midlands Technical College

Agency Director: Dr. Ronald L. Rhames

EEO Officer: Ian A. MacLean

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	3		8	8		24							2	1	2	3			8			
	% 20.8	12.5		33.3	33.3		100.0	5.4	35.4	12.6	NO	2.1	NO	25.0	12.5	25.0	37.5			100.0	YES	94.1%	YES
T3 and T4	# 87	10	3	101	28	9	238							8		1	6	4	1	20			
	% 36.6	4.2	1.3	42.4	11.8	3.8	100.0	3.7	33.3	7.0	NO	NO	NO	40.0		5.0	30.0	20.0	5.0	100.0	YES	YES	YES
T5 and E2	# 35	14	1	60	50	6	166							8		1	9	12	1	31			
	% 21.1	8.4	0.6	36.1	30.1	3.6	100.0	7.7	32.2	17.4	NO	NO	NO	25.8		3.2	29.0	38.7	3.2	100.0	YES	YES	YES
E3	# 24	7	1	18	8		58							1			2	1		4			
	% 41.4	12.1	1.7	31.0	13.8		100.0	11.7	21.6	13.0	NO	NO	NO	25.0			50.0	25.0		100.0	YES	YES	YES
E4 and E5	# 2	4	1	19	13	2	41										2	1		3			
	% 4.9	9.8	2.4	46.3	31.7	4.9	100.0	4.8	49.4	17.2	NO	3.1	NO				66.7	33.3		100.0	YES	93.7%	YES
E6	# 2	2		22	17	1	44										2	2		4			
	% 4.5	4.5		50.0	38.6	2.3	100.0	1.8	61.6	19.3	NO	11.6	NO				50.0	50.0		100.0	YES	81.2%	YES
E7	# 13				1		14							1				1		2			
	% 92.9				7.1		100.0	3.3	6.7	1.1	3.3	6.7	NO	50.0				50.0		100.0	0.0%	0.0%	YES
E8	# 8	4		5	1		18							1						1			
	% 44.4	22.2		27.8	5.6		100.0	21.6	14.7	14.3	NO	NO	8.7	100.0						100.0	YES	YES	39.2%
	#																						
	%																						

**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 2014:    90.3 percent  
 Level of Goal Attainment for 2015:    90.9 percent  
 Level of Goal Attainment for 2016:    95.8 percent

## Northeastern Technical College

Agency Director: Dr. Ron Bartley

EEO Officer: Donna Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 2	1		4			7	6.0	33.8	6.4	NO	NO	6.4								YES	YES	0.0%
	% 28.6	14.3		57.1			100.0																
T3 and T4	# 11		3	8	5		27	0.9	43.3	33.8	0.9	13.7	15.3	2			1			3	0.0%	68.4%	54.7%
	% 40.7		11.1	29.6	18.5		100.0							66.7			33.3			100.0			
T5, E2, E3, and E5	# 8			12	10		30	5.8	28.5	21.3	5.8	NO	NO				2	2		4	0.0%	YES	YES
	% 26.7			40.0	33.3		100.0										50.0	50.0		100.0			
E6	# 1			5	1	1	8	0.1	73.3	13.3	NO	10.8	0.8						1	1	YES	85.3%	94.0%
	% 12.5			62.5	12.5	12.5	100.0												100.0	100.0			
E7 and E8	# 5				3		8	27.1	5.0	4.4	27.1	5.0	NO								0.0%	0.0%	YES
	% 62.5				37.5		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    81.2 percent  
 Level of Goal Attainment for 2015:    71.0 percent  
 Level of Goal Attainment for 2016:    75.2 percent

## Orangeburg-Calhoun Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			2	1		4	4.0	31.6	15.6	4.0	NO	NO								0.0%	YES	YES
	% 25.0			50.0	25.0		100.0																
T3 and T4	# 21	5		41	16	1	84	4.2	26.6	15.2	NO	NO	NO	1	1		1			3	YES	YES	YES
	% 25.0	6.0		48.8	19.0	1.2	100.0							33.3	33.3		33.3			100.0			
T5 and E2	# 4	2		18	11		35	10.3	26.6	30.7	4.6	NO	NO				1	2		3	55.3%	YES	YES
	% 11.4	5.7		51.4	31.4		100.0										33.3	66.7		100.0			
E3, E4 and E5	# 3	5		8	7		23	5.7	27.0	26.6	NO	NO	NO	1	1					2	YES	YES	YES
	% 13.0	21.7		34.8	30.4		100.0							50.0	50.0					100.0			
E6	#			9	5		14	1.4	54.1	26.7	1.4	NO	NO								0.0%	YES	YES
	%			64.3	35.7		100.0																
E7 and E8	# 8	7		2	2		19	39.9	5.0	10.4	3.1	NO	NO								92.2%	YES	YES
	% 42.1	36.8		10.5	10.5		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 2014:    93.5 percent  
Level of Goal Attainment for 2015:    97.0 percent  
Level of Goal Attainment for 2016:    96.7 percent

## Piedmont Technical College

Agency Director: Dr. Ray L. Brooks

EEO Officer: Alesia L. Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5			2			7	3.1	41.6	9.3	3.1	13.0	9.3								0.0%	68.8%	0.0%
	% 71.4			28.6			100.0																
T3 and T4	# 40	7	4	54	10		115	3.2	34.1	5.3	NO	NO	NO	3	1		5			9	YES	YES	YES
	% 34.8	6.1	3.5	47.0	8.7		100.0							33.3	11.1		55.6			100.0			
T5 and E2	# 17	4		39	13		73	8.7	34.0	17.0	3.2	NO	NO	2			5			7	63.2%	YES	YES
	% 23.3	5.5		53.4	17.8		100.0							28.6			71.4			100.0			
E3, E4, and E5	# 7	1		11	2		21	3.1	33.8	5.3	NO	NO	NO	2						2	YES	YES	YES
	% 33.3	4.8		52.4	9.5		100.0							100.0						100.0			
E6	# 1	1		18	9		29	3.9	62.6	15.6	0.5	0.5	NO								87.2%	99.2%	YES
	% 3.4	3.4		62.1	31.0		100.0																
E7	# 9						9	5.8	0.8	0.1	5.8	0.8	0.1								0.0%	0.0%	0.0%
	% 100.0						100.0																
E8	# 3			1			4	21.4	5.7	5.9	21.4	5.7	NO								0.0%	0.0%	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 2014:    85.3 percent  
 Level of Goal Attainment for 2015:    87.4 percent  
 Level of Goal Attainment for 2016:    94.2 percent

## Spartanburg Community College

President: Henry C. Giles

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 10	1		9	1		21	4.4	43.7	7.7	NO	0.8	2.9				100.0			100.0	YES	98.2%	62.3%
	% 47.6	4.8		42.9	4.8		100.0										100.0			100.0			
T3 and T4	# 46	4	2	61	6	4	123	2.5	36.3	5.5	NO	NO	0.6	2	1		7			10	YES	YES	89.1%
	% 37.4	3.3	1.6	49.6	4.9	3.3	100.0							20.0	10.0		70.0			100.0			
T5 and E2	# 15	4		28	12	2	61	5.7	43.2	9.8	NO	NO	NO	4	1		7	1		13	YES	YES	YES
	% 24.6	6.6		45.9	19.7	3.3	100.0							30.8	7.7		53.8	7.7		100.0			
E3, E5 and E6	# 10		1	37	18		66	1.4	59.0	10.2	1.4	2.9	NO	3			4	1		8	0.0%	95.1%	YES
	% 15.2		1.5	56.1	27.3		100.0							37.5			50.0	12.5		100.0			
E4, E7 and E8	# 21	2	1	1	1		26	6.0	10.6	3.2	NO	6.8	NO	6			1			7	YES	35.8%	YES
	% 80.8	7.7	3.8	3.8	3.8		100.0							85.7			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 2014:    91.7 percent  
 Level of Goal Attainment for 2015:    90.8 percent  
 Level of Goal Attainment for 2016:    91.5 percent



## Tri-County Technical College

President: Dr. Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 4			4			8	2.9	38.3	7.9	2.9	NO	7.9								0.0%	YES	0.0%
	% 50.0			50.0			100.0																
T3	# 12		1	32	3		48	3.0	35.5	3.0	3.0	NO	NO				1			1	0.0%	YES	YES
	% 25.0		2.1	66.7	6.3		100.0										100.0			100.0			
T4	# 35	2	4	46	4	4	95	2.9	35.8	3.0	0.8	NO	NO	4	1	1	12	2	1	21	72.4%	YES	YES
	% 36.8	2.1	4.2	48.4	4.2	4.2	100.0							19.0	4.8	4.8	57.1	9.5	4.8	100.0			
T5 and E2	# 28	4	1	58	12	1	104	6.3	34.2	11.5	2.5	NO	NO	10	3		12	7		32	60.3%	YES	YES
	% 26.9	3.8	1.0	55.8	11.5	1.0	100.0							31.3	9.4		37.5	21.9		100.0			
E3 and E5	# 11			20	7	2	40	6.0	46.7	2.4	6.0	NO	NO	4			6	2		12	0.0%	YES	YES
	% 27.5			50.0	17.5	5.0	100.0							33.3			50.0	16.7		100.0			
E6	# 2			24	7	2	35	0.1	74.3	9.5	0.1	NO	NO				7	2		9	0.0%	92.3%	YES
	% 5.7			68.6	20.0	5.7	100.0										77.8	22.2		100.0			
E4, E7 and E8	# 7	1	1	5	4		18	0.4	14.0	1.5	NO	NO	NO	6				2		8	YES	YES	YES
	% 38.9	5.6	5.6	27.8	22.2		100.0							75.0				25.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    90.4 percent  
 Level of Goal Attainment for 2015:    82.3 percent  
 Level of Goal Attainment for 2016:    84.7 percent

## Trident Technical College

President: Dr. Mary Thornley

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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		7	5		16	3.9	37.9	13.4	NO	NO	NO	1						1			
	% 18.8	6.3		43.8	31.3		100.0							100.0						100.0	YES	YES	YES
T3 and T4	# 116	16	5	145	20	10	312	3.5	33.8	4.6	NO	NO	NO	7		1	9		1	18			
	% 37.2	5.1	1.6	46.5	6.4	3.2	100.0							38.9		5.6	50.0		5.6	100.0	YES	YES	YES
T5 and E2	# 39	16	7	70	46		178	6.8	33.8	20.0	NO	NO	NO	3	2	2	9	4	2	22			
	% 21.9	9.0	3.9	39.3	25.8		100.0							13.6	9.1	9.1	40.9	18.2	9.1	100.0	YES	YES	YES
E3 and E5	# 20	9	2	43	22	5	101	5.0	45.6	10.9	NO	3.0	NO	7	1		2	4		14			
	% 19.8	8.9	2.0	42.6	21.8	5.0	100.0							50.0	7.1		14.3	28.6		100.0	YES	93.4%	YES
E4	# 9	7	1	4	1	1	23	12.8	8.4	4.1	NO	NO	NO	1	1	2	3		1	8			
	% 39.1	30.4	4.3	17.4	4.3	4.3	100.0							12.5	12.5	25.0	37.5		12.5	100.0	YES	YES	YES
E6	# 3	3		16	10	1	33	5.1	56.6	18.9	NO	8.1	NO	1	2		3			6			
	% 9.1	9.1		48.5	30.3	3.0	100.0							16.7	33.3		50.0			100.0	YES	85.7%	YES
E7 and E8	# 14	12	2	4	3	1	36	14.1	9.6	7.4	NO	NO	NO		2		1			3			
	% 38.9	33.3	5.6	11.1	8.3	2.8	100.0								66.7		33.3			100.0	YES	YES	YES
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    98.5 percent  
 Level of Goal Attainment for 2015:    93.3 percent  
 Level of Goal Attainment for 2016:    99.0 percent

## Williamsburg Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 3	2		3	2		10	5.9	27.1	9.7	NO	NO	NO	2	2		1	2		7	YES	YES	YES
	% 30.0	20.0		30.0	20.0		100.0							28.6	28.6		14.3	28.6		100.0			
T3 and T4	# 6	2		8	3		19	3.4	29.8	7.7	NO	NO	NO	1			1			2	YES	YES	YES
	% 31.6	10.5		42.1	15.8		100.0							50.0			50.0			100.0			
E2	# 1			5	2		8	12.5	17.3	21.9	0.0	NO	NO				1			1	YES	YES	YES
	% 12.5			62.5	25.0		100.0										100.0			100.0			
E3, E5, and E6	# 2			9	5		16	10.2	13.9	49.5	NO	NO	18.2		1					1	YES	YES	63.2%
	% 12.5			56.3	31.3		100.0							100.0						100.0			
E7 and E8	# 1	5					6	59.6	3.0	3.3	NO	3.0	3.3								YES	0.0%	0.0%
	% 16.7	83.3					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    85.0 percent  
Level of Goal Attainment for 2015:    93.6 percent  
Level of Goal Attainment for 2016:    97.2 percent

## York Technical College

President: Dr. Gregory F. Rutherford

EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3		1	5	3		12	3.7	36.9	7.5	3.7	NO	NO			1	2			3	0.0%*	YES	YES
	% 25.0		8.3	41.7	25.0		100.0									33.3	66.7			100.0			
T3 and T4	# 41	9	4	43	16	2	115	2.9	32.2	4.1	NO	NO	NO	5	1		7	1		14	YES	YES	YES
	% 35.7	7.8	3.5	37.4	13.9	1.7	100.0							35.7	7.1		50.0	7.1		100.0			
T5 and E2	# 9	5	1	38	23	2	78	4.9	38.9	11.9	NO	NO	NO	1	2	1	5	4		13	YES	YES	YES
	% 11.5	6.4	1.3	48.7	29.5	2.6	100.0							7.7	15.4	7.7	38.5	30.8		100.0			
E3 and E5	# 6			12	7	1	26	3.0	46.6	12.3	3.0*	0.4*	NO	1			1	2	1	5	0.0%*	99.1%*	YES
	% 23.1			46.2	26.9	3.8	100.0							20.0			20.0	40.0	20.0	100.0			
E6	#			8	8	1	17	1.4	68.2	11.6	1.4*	21.1	NO					1		1	0.0%*	69.1%	YES
	%			47.1	47.1	5.9	100.0											100.0		100.0			
E4, E7 and E8	# 18	7		3	9		37	10.7	11.0	8.6	NO	2.9	NO	4	1					5	YES	73.6%	YES
	% 48.6	18.9		8.1	24.3		100.0							80.0	20.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    97.8 percent  
 Level of Goal Attainment for 2015:    95.2 percent  
 Level of Goal Attainment for 2016:    96.1 percent

## Department of Transportation

Agency Director: Christy A. Hall

EEO Officer: Syress Gillens Oliver

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 16	2	1	7			26	6.7	14.0	4.6	NO	NO	4.6	2	1		1			4			
	% 61.5	7.7	3.8	26.9			100.0							50.0	25.0		25.0			100.0	YES	YES	0.0%
E2 Non-Engineers	# 166	37	4	150	104	6	467	3.8	40.3	15.1	NO	8.2	NO	25	6		12	15	2	60			
	% 35.5	7.9	0.9	32.1	22.3	1.3	100.0							41.7	10.0		20.0	25.0	3.3	100.0	YES	79.7%	YES
E2A Engineers	# 535	70	31	88	22	12	758	8.6	9.6	2.6	NO	NO	NO	84	14	10	17	8	4	137			
	% 70.6	9.2	4.1	11.6	2.9	1.6	100.0							61.3	10.2	7.3	12.4	5.8	2.9	100.0	YES	YES	YES
3, E4, E5 Non-Engineers	# 237	6	4	118	50	5	420	4.6	41.5	16.3	3.2	13.4	4.4	8	1	1	12	4	1	27			
	% 56.4	1.4	1.0	28.1	11.9	1.2	100.0							29.6	3.7	3.7	44.4	14.8	3.7	100.0	30.4%	67.7%	73.0%
E3 Engineers	# 291	51	11	54	18		425	20.6	7.5	4.0	8.6	NO	NO	71	16	3	6	4		100			
	% 68.5	12.0	2.6	12.7	4.2		100.0							71.0	16.0	3.0	6.0	4.0		100.0	58.3%	YES	YES
E6	# 2	1		40	19	1	63	3.7	59.8	17.1	2.1	NO	NO	1			8	4		13			
	% 3.2	1.6		63.5	30.2	1.6	100.0							7.7			61.5	30.8		100.0	43.2%	YES	YES
E7	# 1484	835	44	46	86	2	2497	40.1	6.1	4.9	6.7	4.3	1.5	545	260	19	9	15	1	849			
	% 59.4	33.4	1.8	1.8	3.4	0.1	100.0							64.2	30.6	2.2	1.1	1.8	0.1	100.0	83.3%	29.5%	69.4%
E8	# 13	9		43	19		84	24.6	18.5	12.3	13.9	NO	NO	4	2		3	1		10			
	% 15.5	10.7		51.2	22.6		100.0							40.0	20.0		30.0	10.0		100.0	43.5%	YES	YES
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2014:    82.4 percent  
 Level of Goal Attainment for 2015:    74.9 percent  
 Level of Goal Attainment for 2016:    78.3 percent

## State Treasurer's Office

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Alicia Sharpe

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	1		3	1	1	12	3.7	28.1	6.3	NO	3.1	NO	1			1			2	YES	89.0%	YES
	% 50.0	8.3		25.0	8.3	8.3	100.0							50.0			50.0			100.0			
E2	# 15			19	10		44	4.0	41.4	10.7	4.0	NO	NO	4			9	1		14	0.0%	YES	YES
	% 34.1			43.2	22.7		100.0							28.6			64.3	7.1		100.0			
E3	# 3	1		2	3		9	9.1	22.5	10.5	NO	0.3	NO				2	1		3	YES	98.7%	YES
	% 33.3	11.1		22.2	33.3		100.0										66.7	33.3		100.0			
E5 and E6	#	1		2			3	4.9	54.8	16.9	NO	NO	16.9								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 2014:    88.2 percent  
 Level of Goal Attainment for 2015:    86.1 percent  
 Level of Goal Attainment for 2016:    89.8 percent

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

President: Harris Pastides  
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 16	3	1	21		1	42	3.6	40.3	7.7	NO	NO	7.7				2			2	YES	YES	0.0%
	% 38.1	7.1	2.4	50.0		2.4	100.0										100.0			100.0			
C2	# 105	1	11	41	4	5	167	3.6	42.0	8.3	3.0	17.4	5.9	10		2	2			14			
	% 62.9	0.6	6.6	24.6	2.4	3.0	100.0							71.4		14.3	14.3			100.0	16.7%	58.6%	28.9%
C3	# 248	5	55	93	8	11	420	2.5	32.6	3.1	1.3	10.5	1.2	13	1	4	10	1	1	30			
	% 59.0	1.2	13.1	22.1	1.9	2.6	100.0							43.3	3.3	13.3	33.3	3.3	3.3	100.0	48.0%	67.8%	61.3%
C4	# 234	17	59	190	15	35	550	2.5	32.6	3.1	NO	NO	0.4	20	2	14	13	1	5	55			
	% 42.5	3.1	10.7	34.5	2.7	6.4	100.0							36.4	3.6	25.5	23.6	1.8	9.1	100.0	YES	YES	87.1%
C5	# 168	10	57	178	27	49	489	2.6	32.9	3.2	0.6	NO	NO	23		18	18	5	18	82			
	% 34.4	2.0	11.7	36.4	5.5	10.0	100.0							28.0		22.0	22.0	6.1	22.0	100.0	76.9%	YES	YES
C6	# 123	4	18	182	11	27	365	2.5	32.6	3.1	1.4	NO	0.1	21		5	27	1	6	60			*
	% 33.7	1.1	4.9	49.9	3.0	7.4	100.0							35.0		8.3	45.0	1.7	10.0	100.0	44.0%	YES	96.8%
C7	# 22	1		10			33	2.5	32.4	3.1	NO	2.1	3.1	4		3	1		1	9			*
	% 66.7	3.0		30.3			100.0							44.4		33.3	11.1		11.1	100.0	YES	93.5%	0.0%
C825	#			1		1	2	2.8	32.2	4.0	2.8	NO	4.0							100.0	0.0%	YES	0.0%
	%			50.0		50.0	100.0																
C826	# 25	1	1	55	1	5	88	0.8	63.4	4.5	NO	0.9	3.4	3		2	3		1	9			*
	% 28.4	1.1	1.1	62.5	1.1	5.7	100.0							33.3		22.2	33.3		11.1	100.0	YES	98.6%	24.4%

**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 2014:    81.4 percent  
Level of Goal Attainment for 2015:    83.2 percent  
Level of Goal Attainment for 2016:    80.2 percent

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

President: Harris Pastides  
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E829	# 139	6	25	124	17	22	333	2.5	32.6	3.1	0.7	NO	NO	26	1	10	20	6	13	76			
	% 41.7	1.8	7.5	37.2	5.1	6.6	100.0							34.2	1.3	13.2	26.3	7.9	17.1	100.0	72.0%	YES	YES
C927	# 132	24	6	35	14	4	215	6.6	26.1	1.7	NO	9.8	NO	19	7	10	3	4	3	46			
	% 61.4	11.2	2.8	16.3	6.5	1.9	100.0							41.3	15.2	21.7	6.5	8.7	6.5	100.0	YES	62.5%	YES
C930	# 71	4	6	67	13	3	164	3.6	28.8	4.6	1.2	NO	NO	9	1	2	18	2	2	34			
	% 43.3	2.4	3.7	40.9	7.9	1.8	100.0							26.5	2.9	5.9	52.9	5.9	5.9	100.0	66.7%	YES	YES
E202	# 88	12	1	127	31	5	264	6.9	30.1	9.4	2.4	NO	NO	12	3	1	17	10	3	46			
	% 33.3	4.5	0.4	48.1	11.7	1.9	100.0							26.1	6.5	2.2	37.0	21.7	6.5	100.0	65.2%	YES	YES
E203	# 161	27	13	286	77	10	574	5.6	37.4	12.7	0.9	NO	NO	27	5	2	37	6	2	79			
	% 28.0	4.7	2.3	49.8	13.4	1.7	100.0							34.2	6.3	2.5	46.8	7.6	2.5	100.0	83.9%	YES	YES
E204	# 30	6		26	9	2	73	4.7	38.1	10.9	NO	2.5	NO	2	2		1	4	2	11			
	% 41.1	8.2		35.6	12.3	2.7	100.0							18.2	18.2		9.1	36.4	18.2	100.0	YES	93.4%	YES
E205	# 44	9	1	184	74	10	322	6.0	42.8	18.4	3.2	NO	NO	4	3	2	27	10	2	48			
	% 13.7	2.8	0.3	57.1	23.0	3.1	100.0							8.3	6.3	4.2	56.3	20.8	4.2	100.0	46.7%	YES	YES
E206	# 111	25	13	326	124	22	621	12.6	31.6	31.0	8.6	NO	11.0	25	5	5	86	29	10	160			
	% 17.9	4.0	2.1	52.5	20.0	3.5	100.0							15.6	3.1	3.1	53.8	18.1	6.3	100.0	31.7%	YES	64.5%
E307	# 65	9	8	10	1	1	94	4.2	24.0	5.9	NO	13.4	4.8	13		2			1	16			
	% 69.1	9.6	8.5	10.6	1.1	1.1	100.0							81.3		12.5			6.3	100.0	YES	44.2%	18.6%

**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 2014:    81.4 percent  
Level of Goal Attainment for 2015:    83.2 percent  
Level of Goal Attainment for 2016:    80.2 percent



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

President: Harris Pastides  
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E308	# 55	10	8	53	13	7	146	5.9	30.9	17.6	NO	NO	8.7	3	1	3	8		6	21			
	% 37.7	6.8	5.5	36.3	8.9	4.8	100.0							14.3	4.8	14.3	38.1		28.6	100.0	YES	YES	50.6%
E309	# 86	12	11	23	15	5	152	3.4	32.9	24.2	NO	17.8	14.3	2					1	3			
	% 56.6	7.9	7.2	15.1	9.9	3.3	100.0							66.7					33.3	100.0	YES	45.9%	40.9%
E410	# 46	16	4	12	4	2	84	10.7	9.8	5.3	NO	NO	0.5	12	1	2	3	1	1	20			
	% 54.8	19.0	4.8	14.3	4.8	2.4	100.0							60.0	5.0	10.0	15.0	5.0	5.0	100.0	YES	YES	90.6%
E511	# 30	6	2	217	92	14	361	1.6	59.1	24.2	NO	NO	NO	4	4	1	23	12	7	51			
	% 8.3	1.7	0.6	60.1	25.5	3.9	100.0							7.8	7.8	2.0	45.1	23.5	13.7	100.0	YES	YES	YES
E512	# 9	4		29	4	4	50	8.0	50.8	21.2	NO	NO	13.2	1			5		1	7			
	% 18.0	8.0		58.0	8.0	8.0	100.0							14.3			71.4		14.3	100.0	YES	YES	37.7%
E613	# 8	3		3	3	2	19	47.5	13.3	9.6	31.7	NO	NO	2	1		1	1	1	6			
	% 42.1	15.8		15.8	15.8	10.5	100.0							33.3	16.7		16.7	16.7	16.7	100.0	33.3%	YES	YES
E615	# 7	5		55	36	4	107	6.4	50.0	19.4	1.7	NO	NO	3	2		11	9	1	26			
	% 6.5	4.7		51.4	33.6	3.7	100.0							11.5	7.7		42.3	34.6	3.8	100.0	73.4%	YES	YES
E616	#			2	2		4	5.7	54.0	16.5	5.7	4.0	NO								0.0%	92.6%	YES
	%			50.0	50.0		100.0													100.0			
E717	# 44	8	1	4			57	13.3	4.0	2.4	NO	NO	2.4	8						8			
	% 77.2	14.0	1.8	7.0			100.0							100.0						100.0	YES	YES	0.0%

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

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

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

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

Level of Goal Attainment for 2014:    81.4 percent  
Level of Goal Attainment for 2015:    83.2 percent  
Level of Goal Attainment for 2016:    80.2 percent

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

President: Harris Pastides  
EEO Officer: Bobby D. Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E718	# 120	48	9	6	1		184	18.6	3.3	2.1	NO	NO	1.6	12	6	6		1		25			
	% 65.2	26.1	4.9	3.3	0.5		100.0							48.0	24.0	24.0		4.0		100.0	YES	YES	23.8%
E819	# 34	27		3	11		75	24.3	12.8	2.0	NO	8.8	NO	2	8	1	2		1	14			
	% 45.3	36.0		4.0	14.7		100.0							14.3	57.1	7.1	14.3		7.1	100.0	YES	31.3%	YES
E820	# 37	49	3	10	58	4	161	28.2	3.1	1.0	NO	NO	NO	5	9	6	4	11	5	40			
	% 23.0	30.4	1.9	6.2	36.0	2.5	100.0							12.5	22.5	15.0	10.0	27.5	12.5	100.0	YES	YES	YES
E821	#	1	1	1	6		9	22.5	8.9	24.5	11.4	NO	NO			1				1			
	%	11.1	11.1	11.1	66.7		100.0									100.0				100.0	49.3%	YES	YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    81.4 percent  
Level of Goal Attainment for 2015:    83.2 percent  
Level of Goal Attainment for 2016:    80.2 percent

## Vocational Rehabilitation, Department of

Agency Director: Neal Getsinger

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	2		8	4		24	7.3	36.9	23.1	NO	3.6	6.4								YES	90.2%	72.3%
	% 41.7	8.3		33.3	16.7		100.0																
E2	# 173	72	5	310	266	11	837	7.0	37.3	17.6	NO	0.3	NO	21	13	1	45	40	5	125	YES	99.2%	YES
	% 20.7	8.6	0.6	37.0	31.8	1.3	100.0							16.8	10.4	0.8	36.0	32.0	4.0	100.0			
E3	# 18	4	1	17	6	1	47	3.5	32.6	8.3	NO	NO	NO	2		1	2	2		7	YES	YES	YES
	% 38.3	8.5	2.1	36.2	12.8	2.1	100.0							28.6		14.3	28.6	28.6		100.0			
E5	# 16	14		78	30	2	140	1.4	54.7	12.2	NO	NO	NO	1	2		3	3		9	YES	YES	YES
	% 11.4	10.0		55.7	21.4	1.4	100.0							11.1	22.2		33.3	33.3		100.0			
E6	# 6	3		48	28	8	93	0.1	59.9	12.2	NO	8.3	NO				6	3	5	14	YES	86.1%	YES
	% 6.5	3.2		51.6	30.1	8.6	100.0										42.9	21.4	35.7	100.0			
E8	# 24	6	1	6	10		47	12.9	16.5	10.0	0.1	3.7	NO		1			1		2	99.2%	77.6%	YES
	% 51.1	12.8	2.1	12.8	21.3		100.0								50.0			50.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2014:    89.0 percent  
 Level of Goal Attainment for 2015:    94.8 percent  
 Level of Goal Attainment for 2016:    95.8 percent

## Wil Lou Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		2			7	7.8	29.3	8.6	NO	0.7	8.6							100.0	YES	97.6%	0.0%
	% 57.1	14.3		28.6			100.0													100.0			
E2	# 17	24	1	8	13		63	8.7	36.1	19.7	NO	23.4	NO	4	6		2	3		15	YES	35.2%	YES
	% 27.0	38.1	1.6	12.7	20.6		100.0							26.7	40.0		13.3	20.0		100.0			
E3 and E5	# 3	1		2	1		7	4.7	39.4	18.5	NO	10.8	4.2		1					1	YES	72.6%	77.3%
	% 42.9	14.3		28.6	14.3		100.0								100.0					100.0			
E6	# 1			1	1		3	0.5	65.1	20.7	0.5	31.8	NO								0.0%	51.2%	YES
	% 33.3			33.3	33.3		100.0																
E7 and E8	# 3	4		1	5		13	21.7	11.0	12.4	NO	3.3	NO					1		1	YES	70.0%	YES
	% 23.1	30.8		7.7	38.5		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 2014:    75.5 percent  
 Level of Goal Attainment for 2015:    86.4 percent  
 Level of Goal Attainment for 2016:    84.9 percent

## Winthrop University (Page 1 of 2)

President: Dr. Daniel F. Mahony

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted 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	#	28		3	16		47							4			1			5				
	%	59.6		6.4	34.0		100.0	3.4	39.8	7.3	3.4	5.8	7.3	80.0			20.0			100.0	0.0%	85.4%	0.0%	
C3	#	42	2	2	30	2	2	80	1.9	44.1	4.7	NO	6.6	2.2			5			7				
	%	52.5	2.5	2.5	37.5	2.5	2.5	100.0						28.6			71.4			100.0	YES	85.0%	53.2%	
C4	#	24	1	2	37	6	3	73	1.6	40.5	7.7	0.2	*	NO	NO		3			3				
	%	32.9	1.4	2.7	50.7	8.2	4.1	100.0									100.0			100.0	87.5%	YES	YES	
C5	#	24	4	3	47	8	4	90	2.2	36.4	3.3	NO	NO	NO	1	1	1	10		13				
	%	26.7	4.4	3.3	52.2	8.9	4.4	100.0						7.7	7.7	7.7	76.9			100.0	YES	YES	YES	
C6 and C7	#	5	1	2	27	2	1	38	3.5	34.2	9.3	0.9	*	NO	4.0		1		6	1				
	%	13.2	2.6	5.3	71.1	5.3	2.6	100.0							12.5		75.0	12.5		100.0	74.3%	YES	57.0%	
C8 and C9	#	28	6	4	26	5	2	71	5.1	30.7	3.6	NO	NO	NO	6		1	9	4	20				
	%	39.4	8.5	5.6	36.6	7.0	2.8	100.0						30.0		5.0	45.0	20.0		100.0	YES	YES	YES	
E1	#	6			11	2		19	3.7	38.9	8.9	3.7	*	NO	NO		1		1	1	3			
	%	31.6			57.9	10.5		100.0						33.3			33.3	33.3		100.0	0.0%	YES	YES	
E2	#	24	4	1	86	27	3	145	4.1	41.6	11.3	1.3	NO	NO	5	3		25	11	1	45			
	%	16.6	2.8	0.7	59.3	18.6	2.1	100.0						11.1	6.7		55.6	24.4	2.2	100.0	68.3%	YES	YES	
E3	#	21	4	1	11	6		43	7.5	25.4	10.7	NO	NO	NO	3		1	3	3	10				
	%	48.8	9.3	2.3	25.6	14.0		100.0						30.0		10.0	30.0	30.0		100.0	YES	YES	YES	

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

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

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

Level of Goal Attainment for 2014:    82.6 percent  
 Level of Goal Attainment for 2015:    80.0 percent  
 Level of Goal Attainment for 2016:    83.5 percent

## Winthrop University (Page 2 of 2)

President: Daniel F. Mahony  
EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4	# 7	4		2			13							2	3					5			*
	% 53.8	30.8		15.4			100.0	14.0	9.1	4.4	NO	NO	4.4	40.0	60.0					100.0	YES	YES	0.0%
E5	# 3			17	1		21	0.5	62.3	16.3	0.5	NO	11.5				2			2	0.0%	YES	29.4%
	% 14.3			81.0	4.8		100.0										100.0			100.0			
E6	# 2			43	13	2	60	1.9	63.6	15.6	1.9	NO	NO	1			3			4	0.0%	YES	YES
	% 3.3			71.7	21.7	3.3	100.0							25.0			75.0			100.0			
E7	# 27	3	1	3			34	11.6	3.9	1.6	2.8	NO	1.6	2						2	75.9%	YES	0.0%
	% 79.4	8.8	2.9	8.8			100.0							100.0						100.0			
E8	# 24	9	1	9	39	4	86	18.0	9.7	11.7	7.5	NO	NO	4	2			3		9	58.3%	YES	YES
	% 27.9	10.5	1.2	10.5	45.3	4.7	100.0							44.4	22.2			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  
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***If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.***

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

Level of Goal Attainment for 2014:    82.6 percent  
Level of Goal Attainment for 2015:    80.0 percent  
Level of Goal Attainment for 2016:    83.5 percent

## Workers Compensation

Agency Director: Gary Cannon

EEO Officer: Alexa Stuart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2016							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2015 - 09/30/2016							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3	1	1	6	4.9	26.1	6.1	4.9	NO	NO	100.0						100.0	0.0%	YES	YES
	% 16.7			50.0	16.7	16.7	100.0																
E2 and E3	# 6	1		17	6		30	4.5	42.1	14.4	1.2	NO	NO	33.3			1	1		3	73.3%	YES	YES
	% 20.0	3.3		56.7	20.0		100.0										33.3	33.3		100.0			
E5 and E6	# 1		1	6	4		12	9.4	51.1	19.2	9.4	1.1	NO				1			1	0.0%	97.8%	YES
	% 8.3		8.3	50.0	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 2014:    95.3 percent  
 Level of Goal Attainment for 2015:    94.9 percent  
 Level of Goal Attainment for 2016:    83.9 percent

# SECTION VII



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