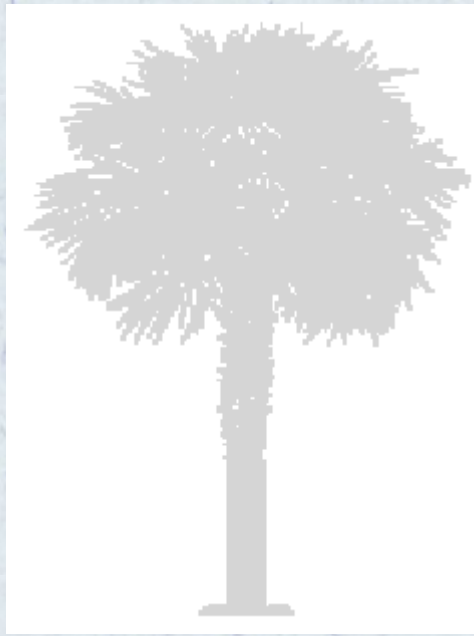


THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN SOUTH CAROLINA STATE GOVERNMENT



FEBRUARY 1, 2017

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



SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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

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

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

Acknowledgements

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SECTION I

INTRODUCTION

This report covers the period of October 1st, 2015 through September 30th, 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
Adjutant General's Office
Administration, Department of
Agriculture, Department of
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Arts Commission
Attorney General's Office
Auditor's Office, State
Blind, Commission for the
Central Carolina Technical College
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Disabilities and Special Needs, Department of
Education, Department of
Education Lottery, South Carolina
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board of
Fiscal Accountability Authority, State
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's School for Science and Mathematics

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

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

Santee Cooper
Secretary of State
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 |

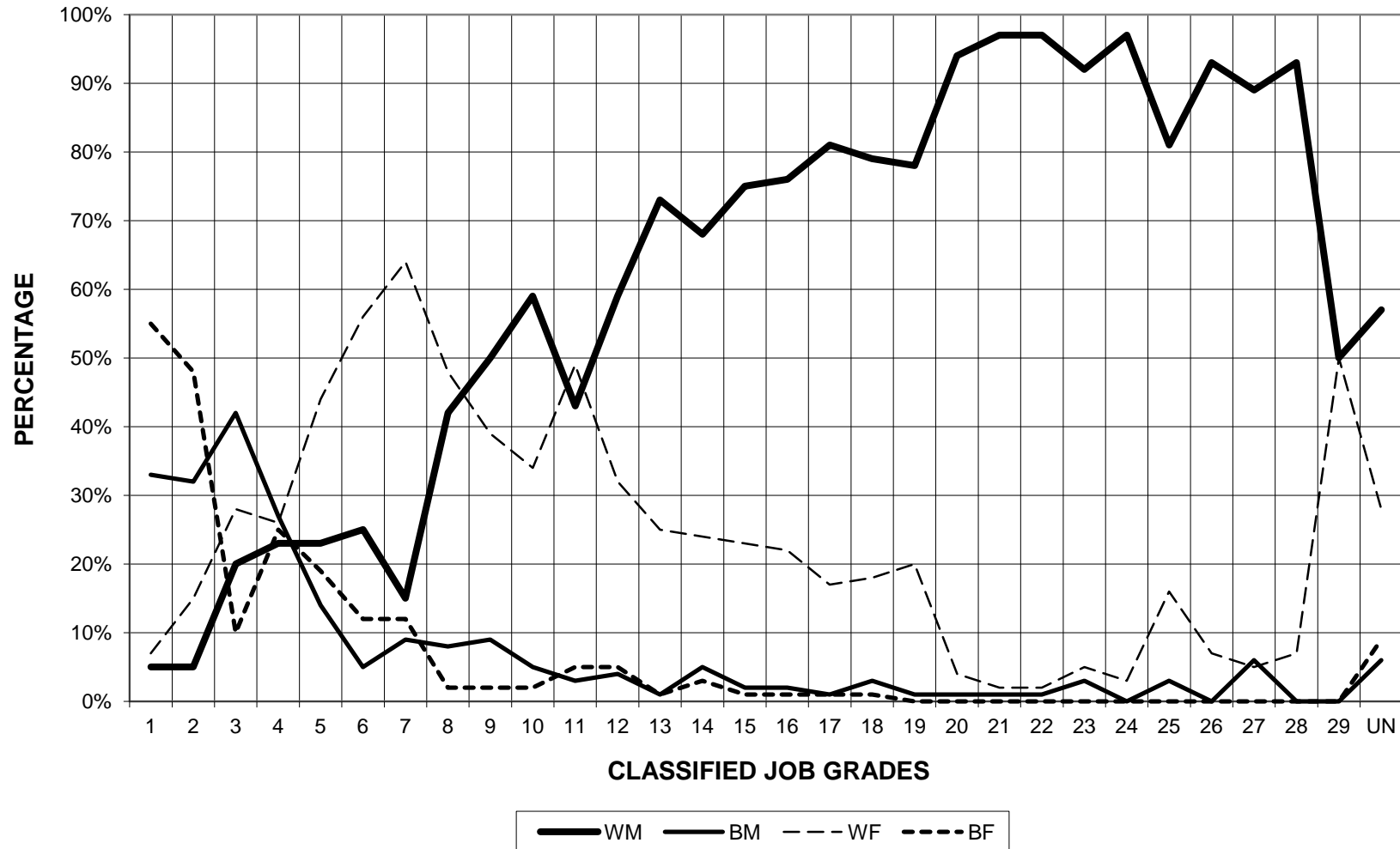
Effective July 1, 2016

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

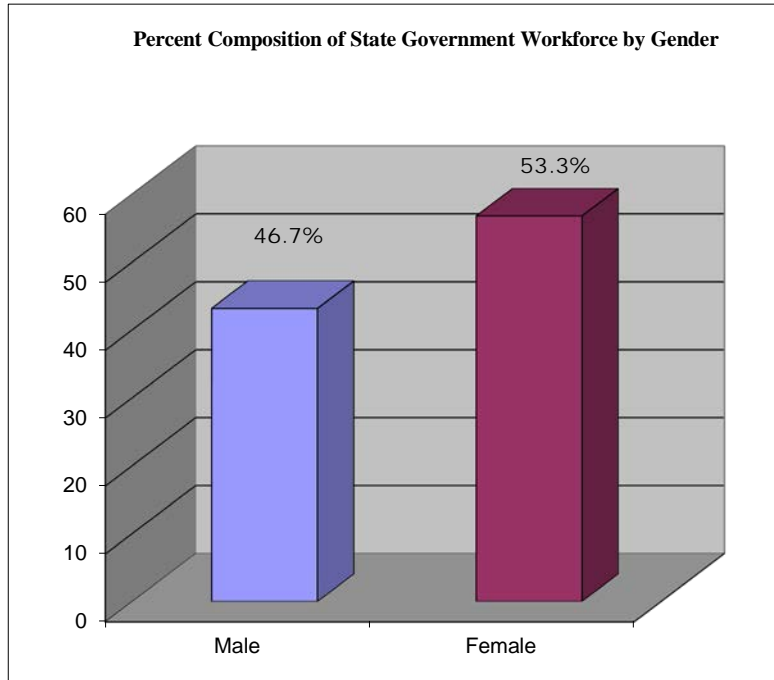
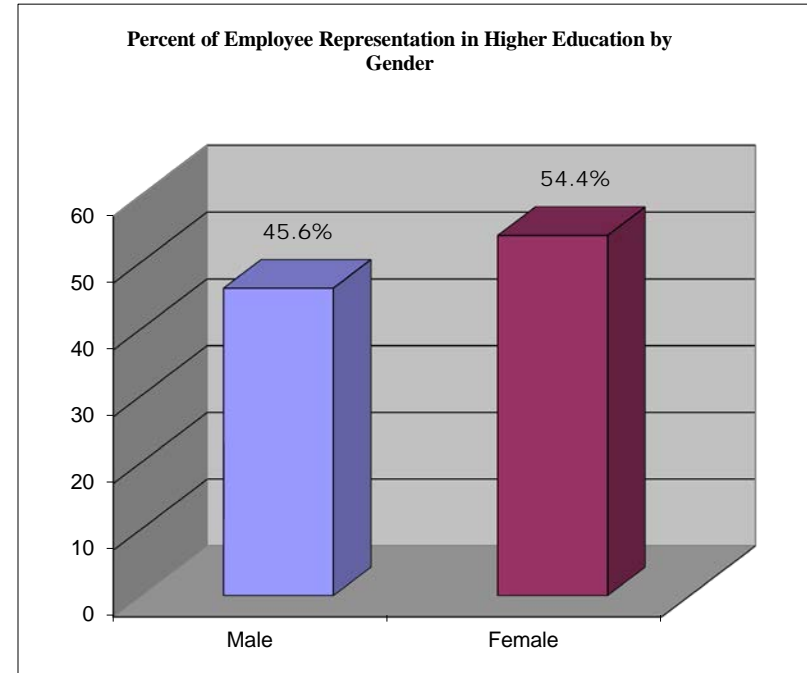


Chart B



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

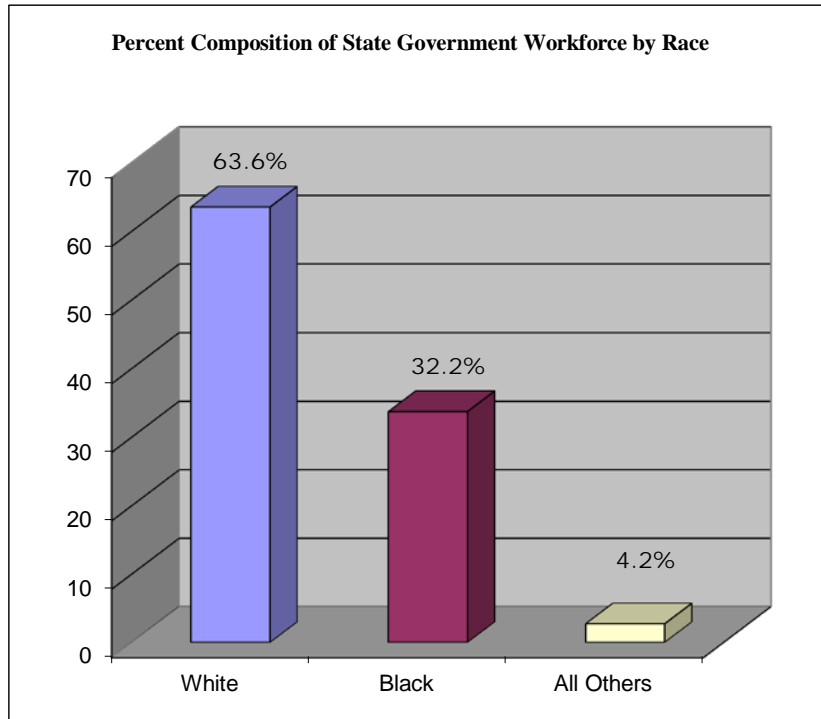
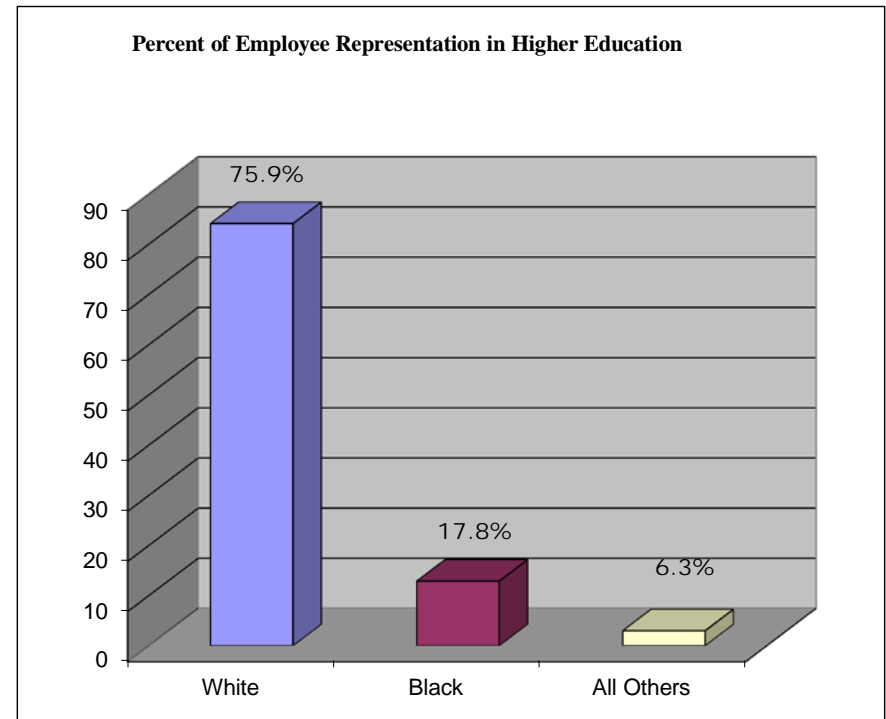


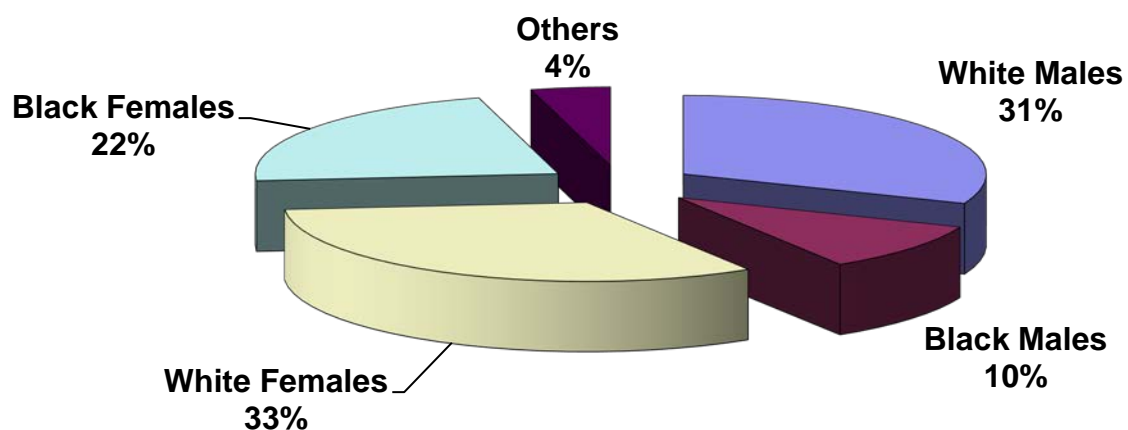
Chart B



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 |

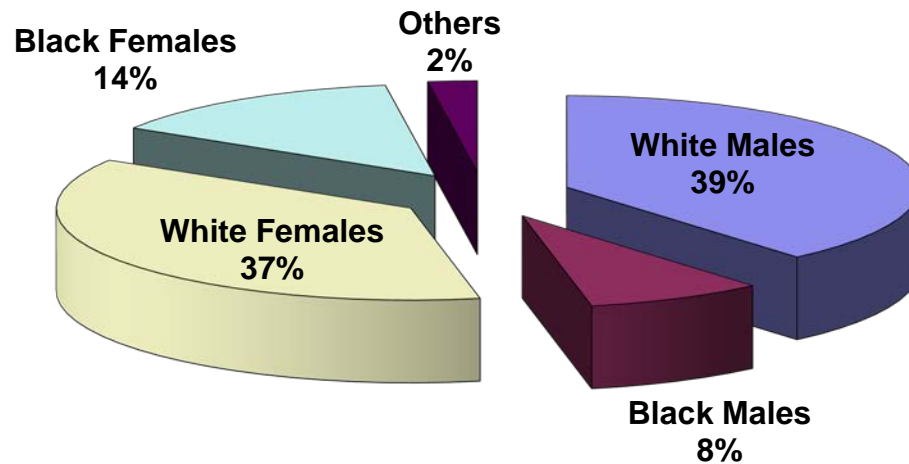
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

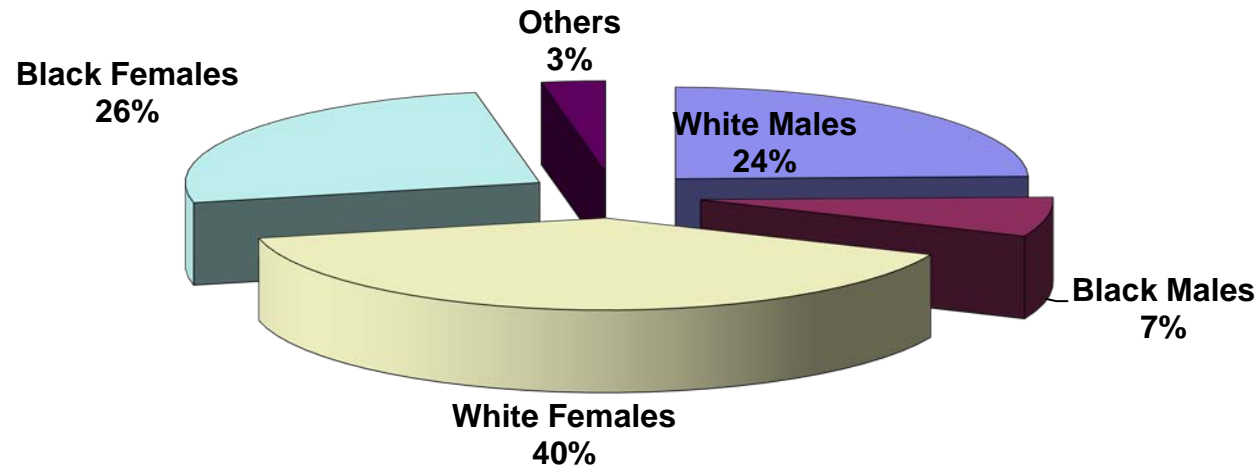
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

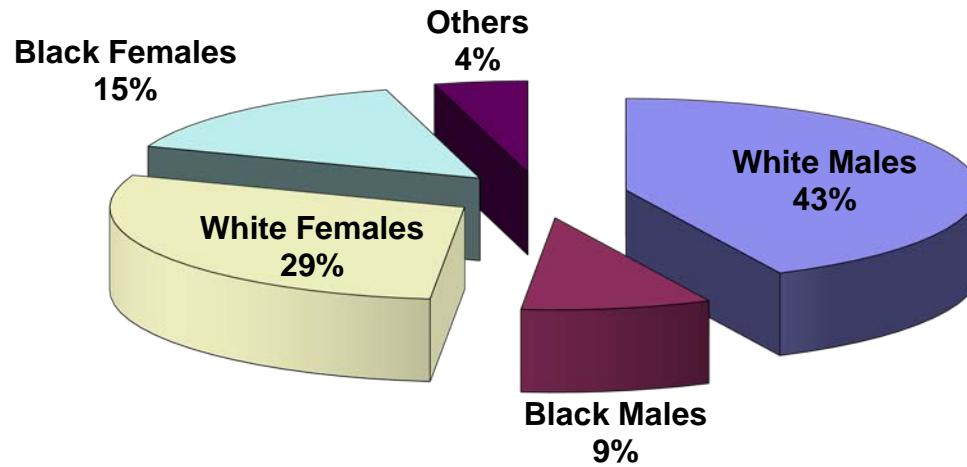
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

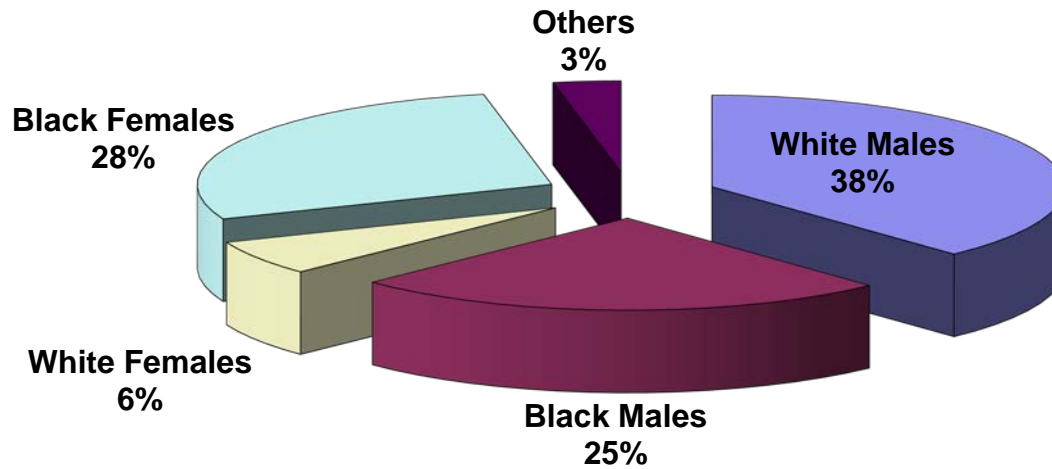
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

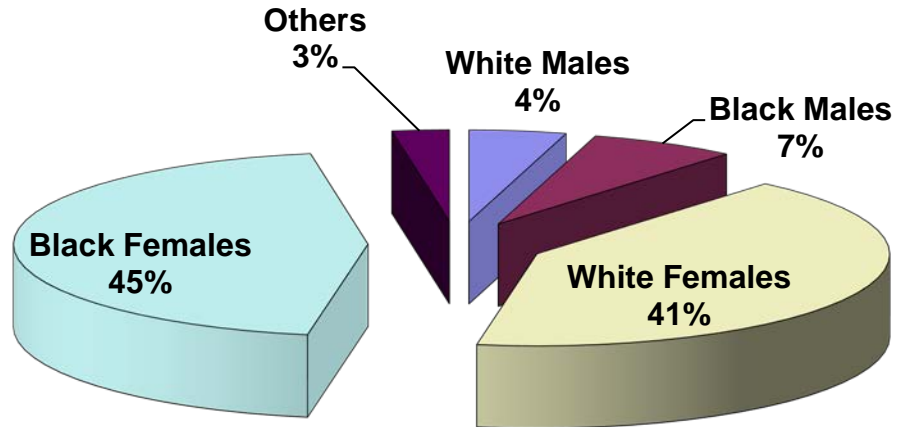
The total of the pie chart percentages may not equal 100 percent due to rounding.

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



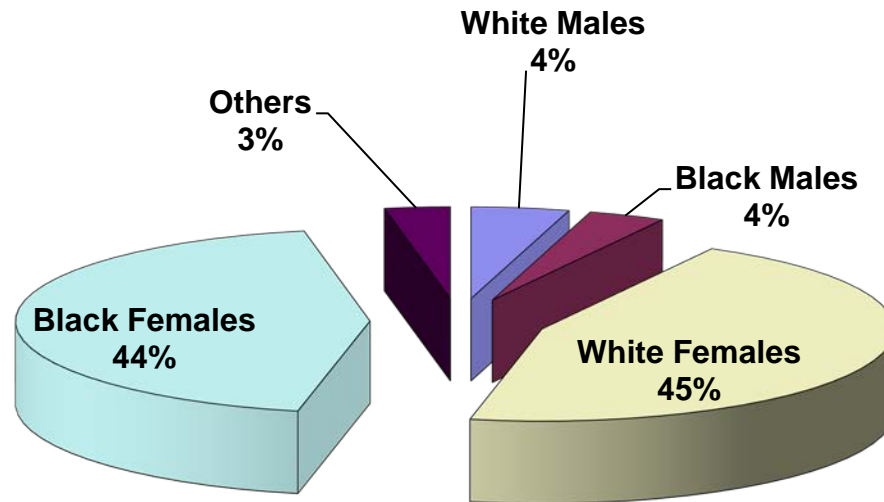
| | White Males | Black Males | White Females | Black Females | Others | Total |
|----------------|-------------|-------------|---------------|---------------|----------|----------|
| # of Employees | 247 | 375 | 2317 | 2491 | 145 | 5575 |
| Average Salary | \$30,044 | \$28,906 | \$33,607 | \$30,604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

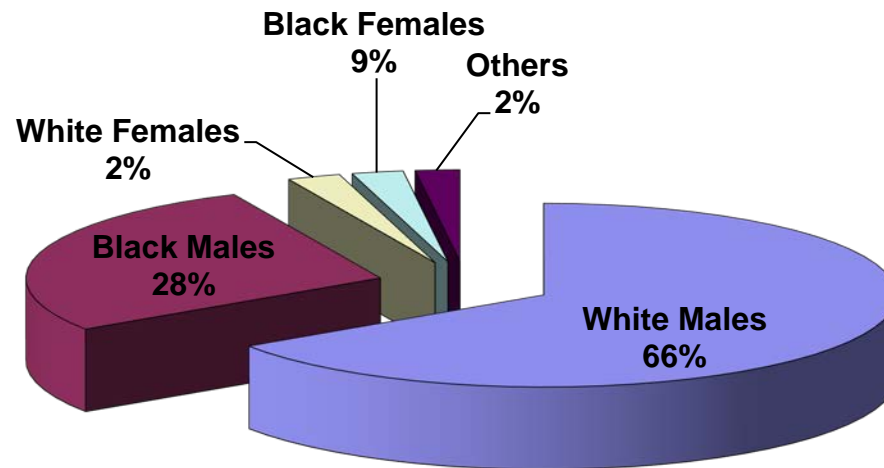
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

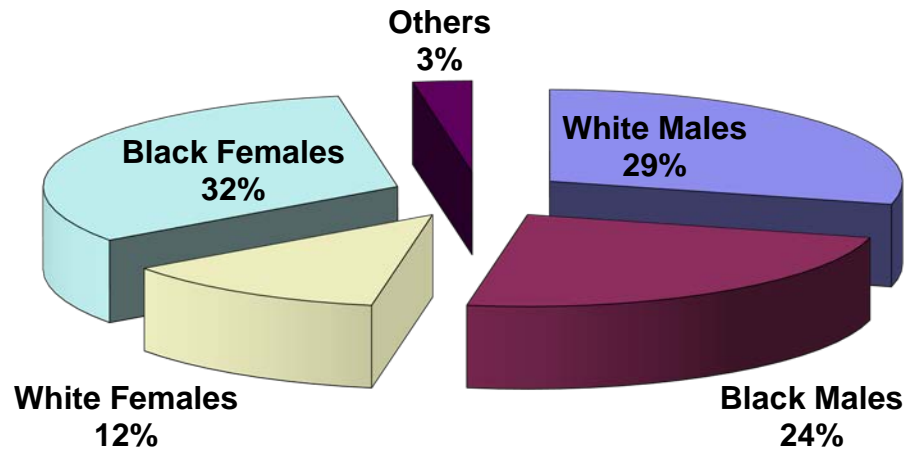
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

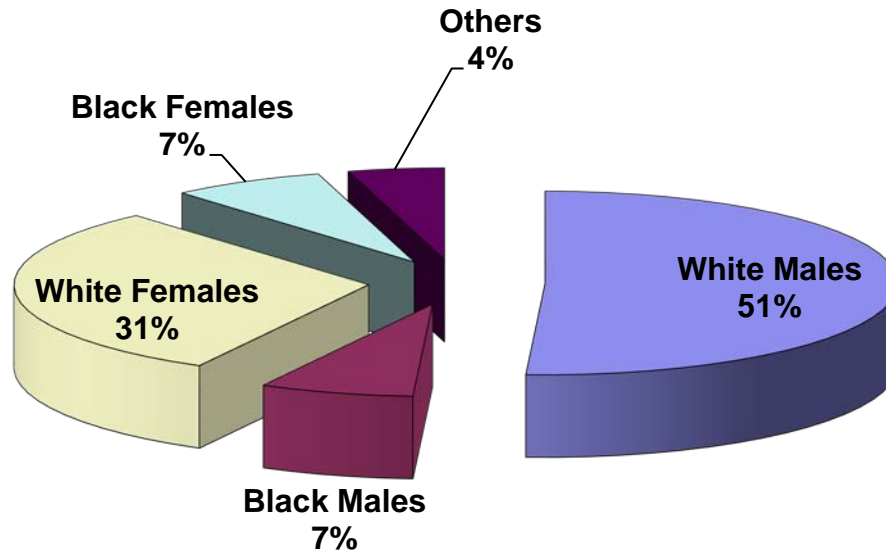
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

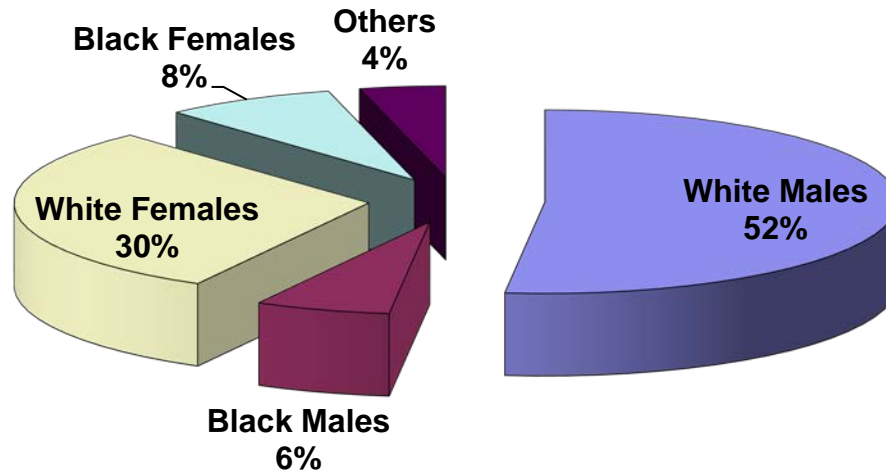
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

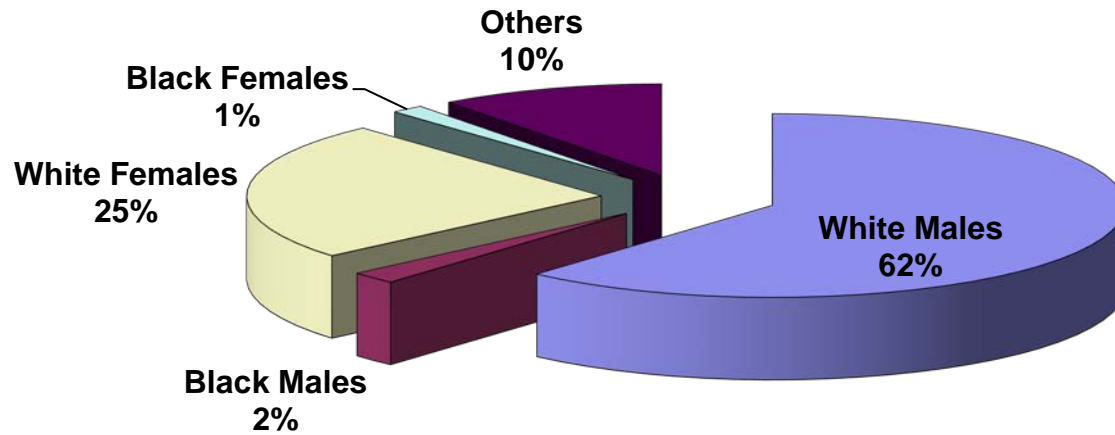
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

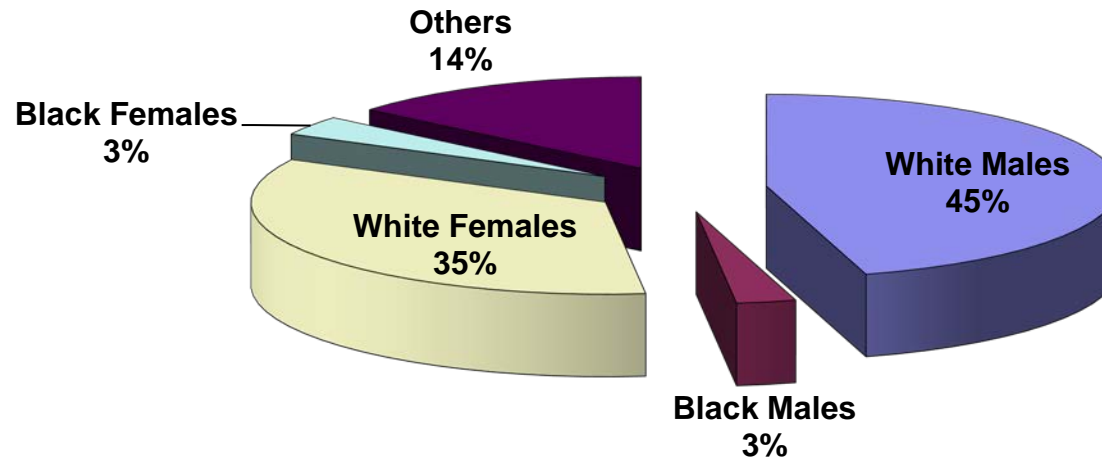
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

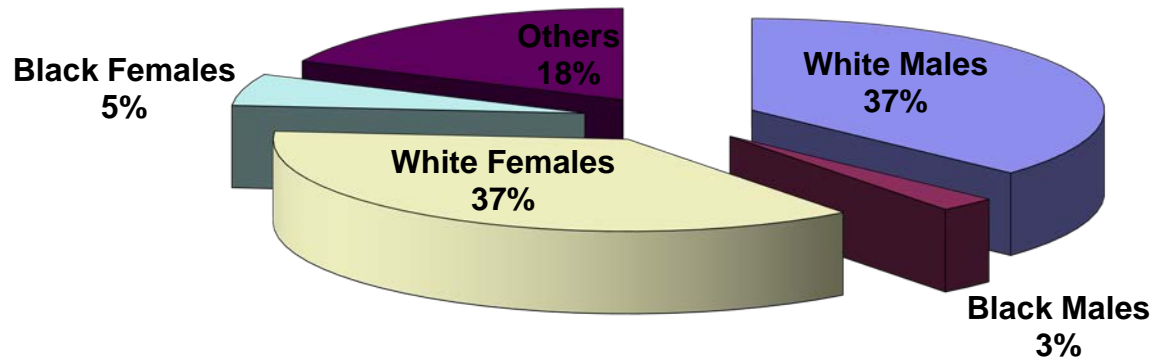
The total of the pie chart percentages may not equal 100 percent due to rounding.

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



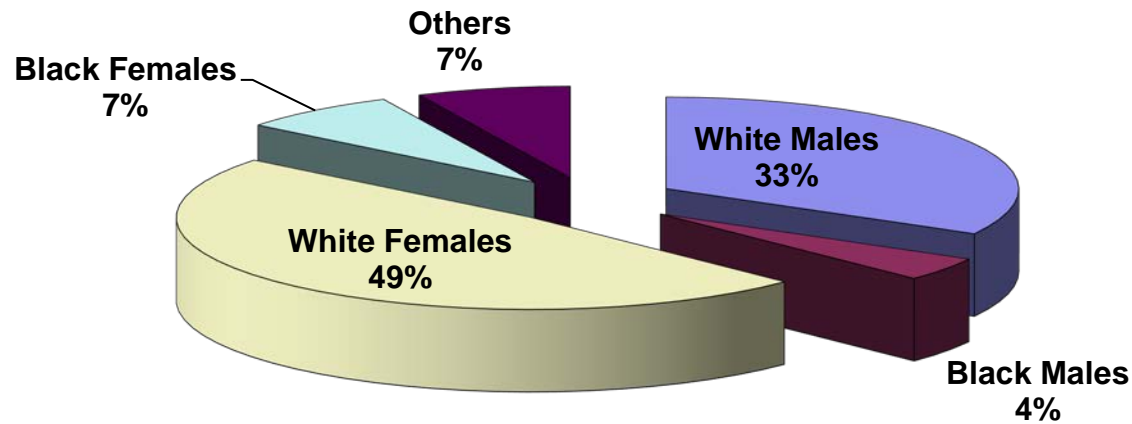
| | White Males | Black Males | White Females | Black Females | Others | Total |
|----------------|-------------|-------------|---------------|---------------|----------|----------|
| # of Employees | 716 | 51 | 711 | 108 | 349 | 1935 |
| Average Salary | \$71,467 | \$69,399 | \$66,705 | \$69,792 | \$78,344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

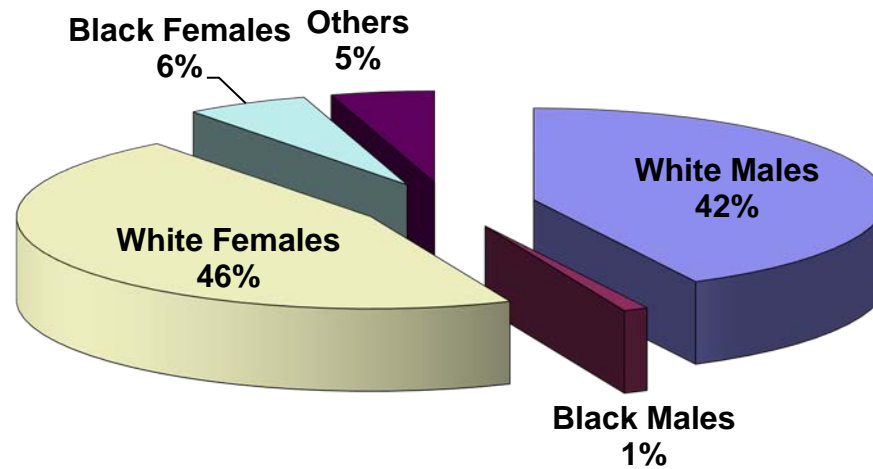
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

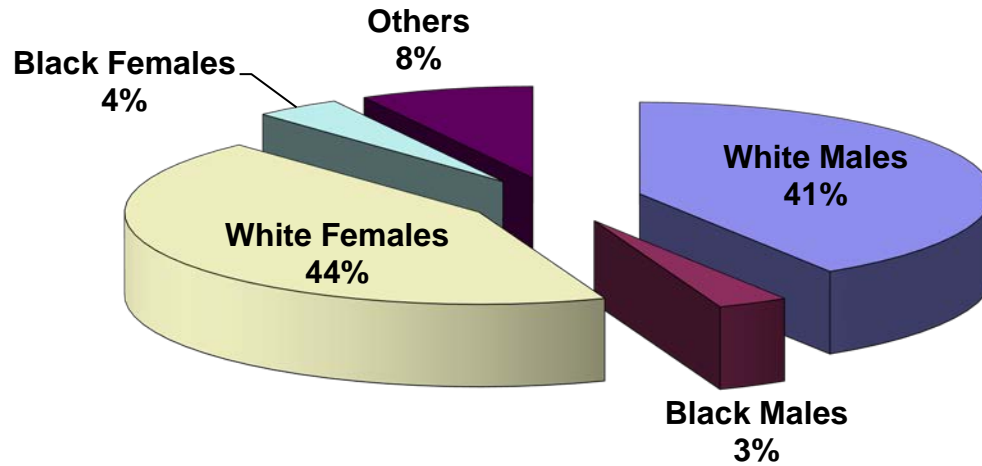
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

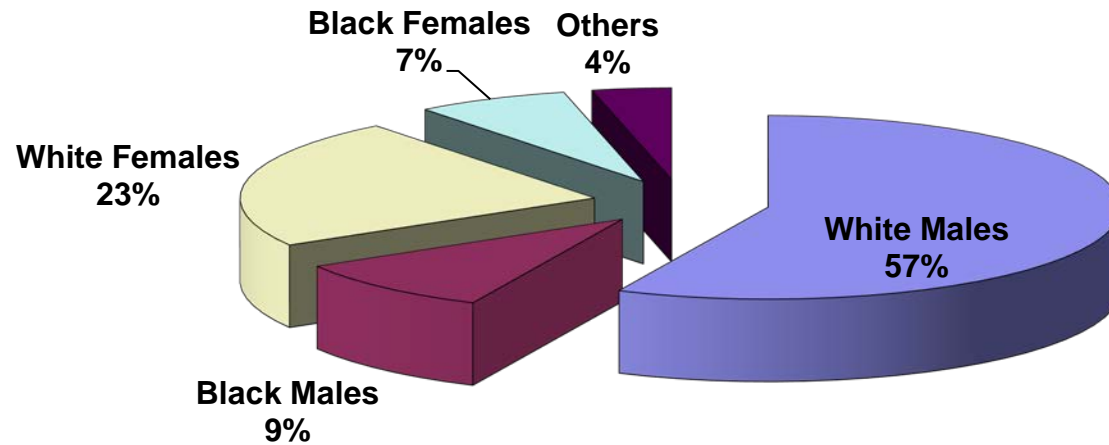
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

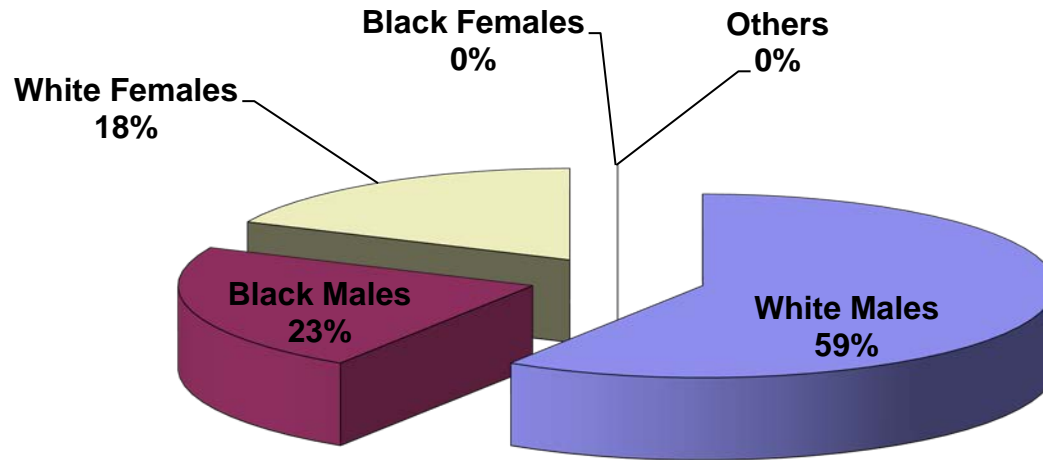
The total of the pie chart percentages may not equal 100 percent due to rounding.

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



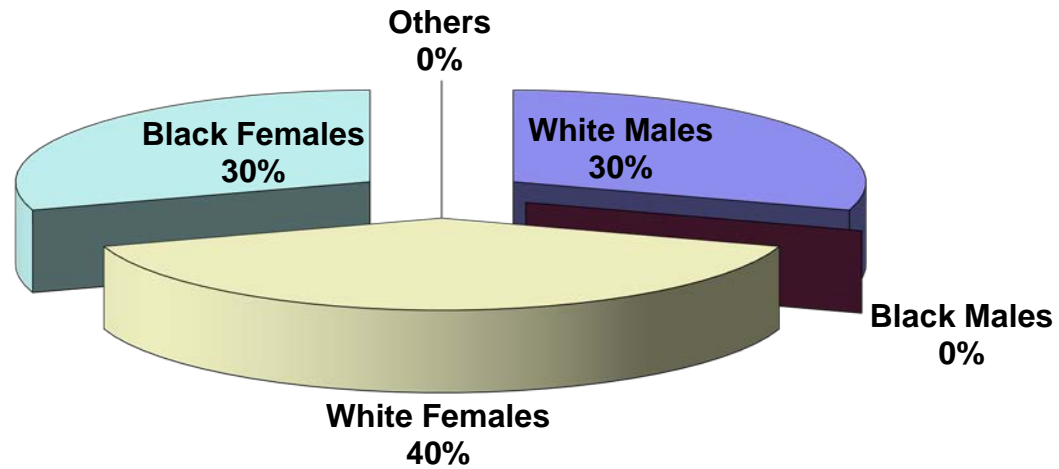
| | White Males | Black Males | White Females | Black Females | Others | Total |
|----------------|-------------|-------------|---------------|---------------|--------|-----------|
| # of Employees | 13 | 5 | 4 | 0 | 0 | 22 |
| Average Salary | \$148,105 | \$143,539 | \$135,865 | \$0 | \$0 | \$142,503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

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 |

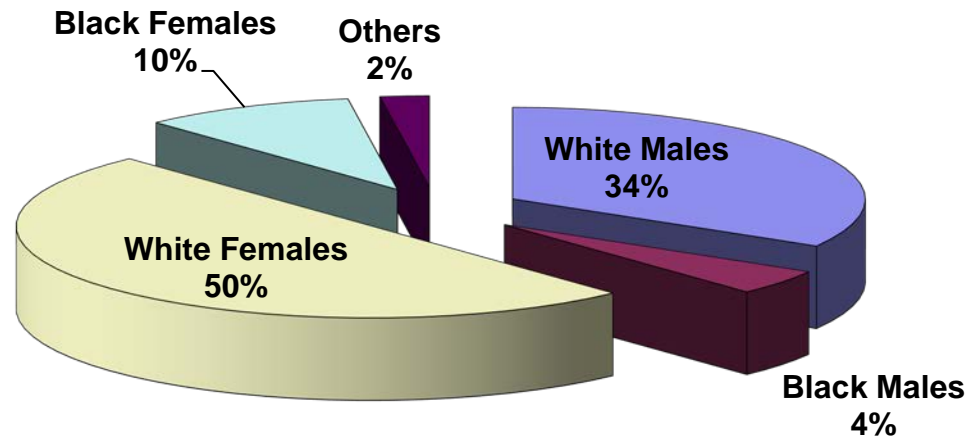
The total of the pie chart percentages may not equal 100 percent due to rounding.

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 |

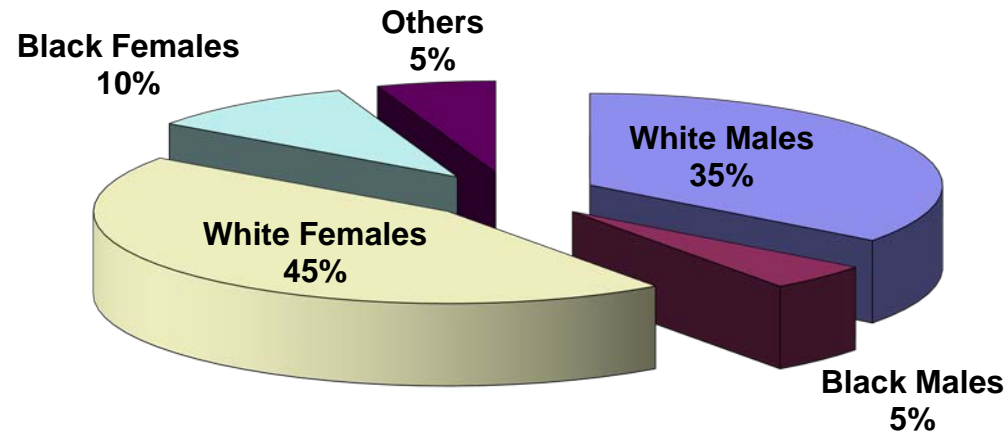
The total of the pie chart percentages may not equal 100 percent due to rounding.

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



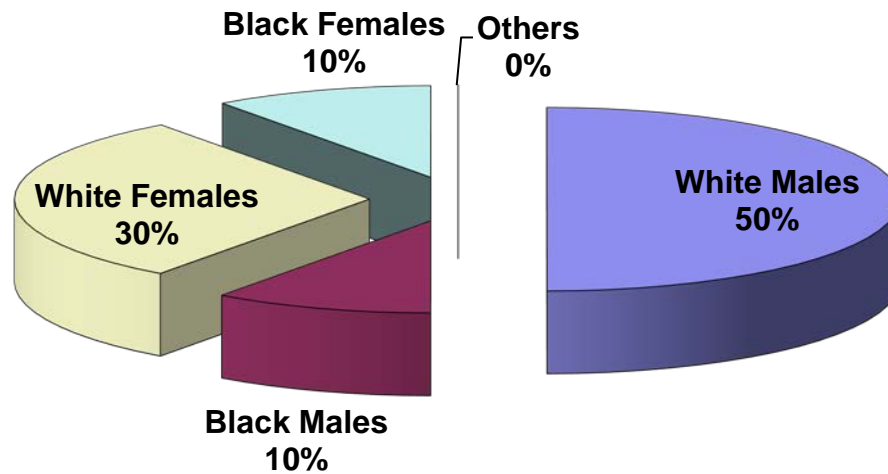
| | White Males | Black Males | White Females | Black Females | Others | Total |
|----------------|-------------|-------------|---------------|---------------|----------|----------|
| # of Employees | 313 | 42 | 397 | 86 | 48 | 886 |
| Average Salary | \$50,039 | \$47,580 | \$50,343 | \$49,076 | \$48,361 | \$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 | | | |
| 55 | Probation, Pardon and Parole Department | 82.3 | | *Housing, Finance and Development | <i>Exempt</i> |
| 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 | | | |

| CHART D | | | CHART D | | |
|---|--------------------------------------|---------|--|--|---------|
| Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Four-Year Colleges and Universities | | | Percentage Level of Goal Attainment Ranked from Highest to Lowest Among Technical Colleges | | |
| RANKING | AGENCY | PERCENT | RANKING | AGENCY | PERCENT |
| 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 | 2 | | | | | | | 3 | 4 | | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|----|------|------|-----|-------|--|------------------|------|-----|-----|---|-----|----|----|------|------|-----|-------|---|-------|-------|
| 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 |
| E1 | # 5 | | | 2 | | | 7 | 5.0 | 24.9 | 5.4 | 5.0 | NO | 5.4 | | | | | | | | 0.0% | YES | 0.0% |
| | % 71.4 | | | 28.6 | | | 100.0 | | | | | | | | | | | | | | | | |
| E2 | # 6 | | | 27 | 5 | 2 | 40 | 2.6 | 39.8 | 17.6 | 2.6 | NO | 5.1 | 1 | | | 10 | | 1 | 12 | 0.0% | YES | 71.0% |
| | % 15.0 | | | 67.5 | 12.5 | 5.0 | 100.0 | | | | | | | 8.3 | | | 83.3 | | 8.3 | 100.0 | | | |
| E3 | # 2 | 1 | | 1 | | | 4 | 7.4 | 18.7 | 6.1 | NO | NO | 6.1 | | | | | | | | YES | YES | 0.0% |
| | % 50.0 | 25.0 | | 25.0 | | | 100.0 | | | | | | | | | | | | | 100.0 | | | |
| E5 and E6 | # | | | 7 | 8 | 1 | 16 | 5.0 | 49.7 | 23.9 | 5.0 | 5.9 | NO | | | | 2 | 1 | 3 | | 0.0% | 88.1% | YES |
| | % | | | 43.8 | 50.0 | 6.3 | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|------|------|---|----|----|-------|------|----|-------|---|-------|-------|
| 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 |
| E1 | # | 9 | 1 | | 2 | | 12 | | | | | | | 1 | | | | | | 1 | | | |
| | % | 75.0 | 8.3 | | 16.7 | | 100.0 | 5.1 | 25.3 | 5.8 | NO | 8.6 | 5.8 | 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 | YES | YES | 38.0% |
| | % | 49.2 | 7.7 | | 38.5 | 4.6 | 100.0 | | | | | | | 57.1 | | | 28.6 | 14.3 | | 100.0 | | | |
| E3 | # | 5 | | | 2 | | 7 | 4.3 | 29.3 | 22.3 | 4.3 | 0.7 | 22.3 | | | | 1 | | | 1 | 0.0% | 97.6% | 0.0% |
| | % | 71.4 | | | 28.6 | | 100.0 | | | | | | | | | | 100.0 | | | 100.0 | | | |
| 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 | 0.0% | YES | 88.4% |
| | % | 16.7 | | | 66.7 | 16.7 | 100.0 | | | | | | | | | | 100.0 | | | 100.0 | | | |
| E7 | # | 9 | 2 | | | | 11 | 14.7 | 7.8 | 2.2 | NO | 7.8 | 2.2 | 1 | | | | | | 1 | YES | 0.0% | 0.0% |
| | % | 81.8 | 18.2 | | | | 100.0 | | | | | | | 100.0 | | | | | | 100.0 | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|-------|------|-----|------|------|-------|---|-------|-------|
| 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 |
| E1 | # | 47 | 6 | 2 | 29 | 16 | 2 | 102 | | | | | | 11 | 5 | 1 | 8 | 6 | 1 | 32 | | | |
| | % | 46.1 | 5.9 | 2.0 | 28.4 | 15.7 | 2.0 | 100.0 | 6.5 | 22.6 | 6.1 | 0.6 | NO | NO | 34.4 | 15.6 | 3.1 | 25.0 | 18.8 | 3.1 | 100.0 | 90.8% | YES |
| E2A | # | 24 | 4 | 2 | 14 | 4 | 1 | 49 | | | | | | 6 | 2 | | 7 | 3 | | 18 | | | |
| | % | 49.0 | 8.2 | 4.1 | 28.6 | 8.2 | 2.0 | 100.0 | 6.3 | 28.2 | 9.7 | NO | NO | 1.5 | 33.3 | 11.1 | | 38.9 | 16.7 | | 100.0 | YES | YES |
| E2B | # | 38 | 3 | 1 | 21 | 9 | 1 | 73 | | | | | | 5 | 2 | | 5 | 7 | | 19 | | | |
| | % | 52.1 | 4.1 | 1.4 | 28.8 | 12.3 | 1.4 | 100.0 | 7.0 | 30.9 | 13.0 | 2.9 | 2.1 | 0.7 | 26.3 | 10.5 | | 26.3 | 36.8 | | 100.0 | 58.6% | 93.2% |
| E2C | # | 36 | 4 | 1 | 44 | 28 | 2 | 115 | | | | | | 6 | 2 | 1 | 6 | 4 | | 19 | | | |
| | % | 31.3 | 3.5 | 0.9 | 38.3 | 24.3 | 1.7 | 100.0 | 7.8 | 23.3 | 11.0 | 4.3 | NO | NO | 31.6 | 10.5 | 5.3 | 31.6 | 21.1 | | 100.0 | 44.9% | YES |
| E2D | # | 20 | 13 | | 67 | 70 | 5 | 175 | | | | | | 5 | 2 | | 14 | 11 | | 32 | | | |
| | % | 11.4 | 7.4 | | 38.3 | 40.0 | 2.9 | 100.0 | 7.5 | 38.4 | 19.9 | 0.1 | 0.1 | NO | 15.6 | 6.3 | | 43.8 | 34.4 | | 100.0 | 98.7% | 99.7% |
| E3 | # | 26 | 13 | 2 | 10 | 16 | | 67 | | | | | | 4 | 3 | | 2 | 1 | | 10 | | | |
| | % | 38.8 | 19.4 | 3.0 | 14.9 | 23.9 | | 100.0 | 9.9 | 19.9 | 8.3 | NO | 5.0 | NO | 40.0 | 30.0 | | 20.0 | 10.0 | | 100.0 | YES | 74.9% |
| E5 and E6 | # | 3 | 5 | 1 | 21 | 19 | 1 | 50 | | | | | | 1 | 2 | | 8 | 6 | | 17 | | | |
| | % | 6.0 | 10.0 | 2.0 | 42.0 | 38.0 | 2.0 | 100.0 | 7.3 | 47.9 | 15.4 | NO | 5.9 | NO | 5.9 | 11.8 | | 47.1 | 35.3 | | 100.0 | YES | 87.7% |
| E7 | # | 49 | 18 | | 1 | | | 68 | | | | | | 5 | 5 | | | | | 10 | | | |
| | % | 72.1 | 26.5 | | 1.5 | | | 100.0 | 15.9 | 4.9 | 2.8 | NO | 3.4 | 2.8 | 50.0 | 50.0 | | | | | 100.0 | YES | 30.6% |
| E8 | # | 21 | 9 | | 3 | 6 | | 39 | | | | | | 6 | | | | | | 6 | | | |
| | % | 53.8 | 23.1 | | 7.7 | 15.4 | | 100.0 | 23.7 | 11.9 | 11.0 | 0.6 | 4.2 | NO | 100.0 | | | | | | 100.0 | 97.5% | 64.7% |

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:

Level of Goal Attainment for 2015:

Level of Goal Attainment for 2016:

First Year of Reporting

85.9 percent

Department of Agriculture

Agency Director: Hugh E. Weathers

EEO Officer: Kathleen A. Pierce

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|-------|-----|-----|--|------|------|------------------|-----|------|---|-------|----|------|------|-----|-------|---|-------|------|-------|
| 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 |
| E1 | # | 7 | | | 3 | | | 10 | | | | | * | | | | | | | | | * | | * |
| | % | 70.0 | | | 30.0 | | | 100.0 | 4.0 | 28.7 | 5.3 | 4.0 | NO | 5.3 | | | | | | | | 0.0% | YES | 0.0% |
| 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 | | | | | | | | * | | * |
| | % | | | | 100.0 | | | 100.0 | | | | | | | | | | | | | | 0.0% | YES | 0.0% |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|-------|------|----|------|------|----|--|-----|------|------------------|-----|------|---|------|------|----|------|------|----|-------|---|-------|------|
| 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 |
| 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 | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|----|------|------|-------|--|------|------|------------------|------|------|---|------|------|----|------|----|-------|---|------|-------|-------|
| 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 | |
| E1 | # | 2 | | | 1 | 1 | | 4 | | | | | | | | | | | | | | | | |
| | % | 50.0 | | | 25.0 | 25.0 | | 100.0 | 4.1 | 33.8 | 11.4 | 4.1 | 8.8 | NO | | | | | | | | 0.0% | 74.0% | YES |
| E2 | # | 13 | 1 | | 11 | 1 | | 26 | 2.6 | 33.1 | 4.6 | | | | 2 | 1 | | 2 | | | 5 | | | |
| | % | 50.0 | 3.8 | | 42.3 | 3.8 | | 100.0 | | | | NO | NO | 0.8 | 40.0 | 20.0 | | 40.0 | | | 100.0 | YES | YES | 82.6% |
| E3 and E5 | # | 1 | | | | 1 | | 2 | 28.8 | 29.2 | 19.7 | | | | | | | | | | | | | |
| | % | 50.0 | | | | 50.0 | | 100.0 | | | | 28.8 | 29.2 | NO | | | | | | | | 0.0% | 0.0% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|------|-------|----|-------|--|------|------|------------------|------|----|---|----|----|-------|----|-------|-------|---|------|-----|
| 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 |
| E1 | # | 1 | | | 1 | | 2 | | | | * | * | | | | | 1 | | | 1 | * | * | |
| | % | 50.0 | | | 50.0 | | 100.0 | 4.8 | 30.0 | 7.9 | 4.8 | 30.0 | NO | | | | 100.0 | | 100.0 | 0.0% | 0.0% | YES | |
| E2 | # | | 1 | 7 | 2 | | 10 | | | | | | | | | | 1 | | 1 | | | | |
| | % | | 10.0 | 70.0 | 20.0 | | 100.0 | 4.7 | 38.2 | 15.5 | NO | NO | NO | | | | 100.0 | | 100.0 | YES | YES | YES | |
| E3 and E5 | # | | | | 1 | | 1 | | | | * | * | | | | | | | | | * | * | |
| | % | | | | 100.0 | | 100.0 | 0.8 | 62.8 | 20.9 | 0.8 | 62.8 | NO | | | | | | | | 0.0% | 0.0% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|---|--------------------------------|-----|-----|------|------|-----|-------|--|------|------|------------------|-----|-----|---|-----|----|------|------|------|-------|---|-------|-------|
| 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 |
| | | # | | | | | | | | | | | | | | | | | | | | | | |
| E1 | # | 9 | | | 2 | 1 | 1 | 13 | | | | | | | 1 | | | 1 | | 1 | 3 | | | |
| | % | 69.2 | | | 15.4 | 7.7 | 7.7 | 100.0 | 3.8 | 25.3 | 6.4 | 3.8 | 9.9 | NO | 33.3 | | | 33.3 | | 33.3 | 100.0 | 0.0% | 60.9% | YES |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|-------|------|------|-------|--|------|------|------------------|----|------|---|------|-----|-------|------|------|-------|---|-----|-------|------|
| 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 | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|----|--|------|------|------------------|-----|------|---|------|------|----|------|------|----|---|-------|-------|------|
| 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 |
| E1 | # | 4 | 2 | | 2 | 2 | | 10 | | | | | | | 1 | | | 1 | | | 2 | | | |
| | % | 40.0 | 20.0 | | 20.0 | 20.0 | | 100.0 | 4.5 | 27.2 | 5.4 | NO | 7.2 | NO | 50.0 | | | 50.0 | | | 100.0 | YES | 73.5% | YES |
| 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 | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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: 86.1 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|----------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|-------|------|------|-------|------|-------|---|-------|-------|-------|
| 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, 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 | YES | 87.4% | 28.4% |
| | % | 61.1 | 5.6 | 1.9 | 27.8 | 1.9 | 1.9 | 100.0 | | | | | | | 62.5 | 12.5 | | 25.0 | | | 100.0 | | | |
| 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 | | 1 | 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 | | 1 | 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 | 1.9 | NO | NO | 6 | 1 | 2 | 7 | 3 | 2 | 21 | 45.7% | YES | YES |
| | % | 24.6 | 1.6 | 2.4 | 56.3 | 13.5 | 1.6 | 100.0 | | | | | | | 28.6 | 4.8 | 9.5 | 33.3 | 14.3 | 9.5 | 100.0 | | | |
| E3 and E5 | # | 23 | 6 | 1 | 24 | 12 | 1 | 67 | 7.1 | 43.3 | 11.3 | NO | 7.5 | NO | 2 | | 1 | 3 | | | 6 | YES | 82.7% | YES |
| | % | 34.3 | 9.0 | 1.5 | 35.8 | 17.9 | 1.5 | 100.0 | | | | | | | 33.3 | | 16.7 | 50.0 | | | 100.0 | | | |
| E4 | # | 8 | 5 | | 1 | 1 | | 15 | 13.6 | 8.9 | 4.5 | NO | 2.2 | NO | 1 | 1 | | | 1 | | 3 | YES | 75.3% | YES |
| | % | 53.3 | 33.3 | | 6.7 | 6.7 | | 100.0 | | | | | | | 33.3 | 33.3 | | | 33.3 | | 100.0 | | | |
| E6 | # | 2 | | | 26 | 9 | | 37 | 4.6 | 61.2 | 16.2 | 4.6 | NO | NO | | | | | | | | 0.0% | YES | YES |
| | % | 5.4 | | | 70.3 | 24.3 | | | | | | | | | | | | | | | | | | |

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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | | | |
|--------------|--------------------------------|------|------|-----|-----|------|-----|--|------|------|------------------|----|-----|---|---|------|------|------|------|------|---|-------|-----|-------|------|---|
| 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 | * |
| E7 | | 41 | 15 | 5 | | | | 61 | | | | | | | | 8 | | 1 | | | | 9 | | | | |
| | % | 67.2 | 24.6 | 8.2 | | | | 100.0 | 15.2 | 7.2 | 1.5 | NO | 7.2 | 1.5 | | 88.9 | | 11.1 | | | | 100.0 | YES | 0.0% | 0.0% | |
| E8 | | 7 | 13 | | 2 | 12 | 2 | 36 | | | | | | | | 1 | 3 | | 1 | 1 | 1 | 7 | | | | |
| | % | 19.4 | 36.1 | | 5.6 | 33.3 | 5.6 | 100.0 | 12.1 | 12.7 | 15.6 | NO | 7.1 | NO | | 14.3 | 42.9 | | 14.3 | 14.3 | 14.3 | 100.0 | YES | 44.1% | YES | |
| | # | | | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | | | |
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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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|-------|-----|------|------|-----|-------|--|------|------|------------------|------|------|---|------|------|------|------|-----|-------|-------|--|-------|-------|
| 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 | # | 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 | | | | | | | | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|------|------|------|-------|--|------|------|------------------|-----|------|---|------|------|------|------|------|-------|---|-------|-------|-------|
| 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 | |
| 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 | 72.2% | YES | 79.8% |
| | % | 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 | | | |
| E22 | # | 29 | 3 | 1 | 52 | 10 | 2 | 97 | 4.3 | 46.4 | 6.1 | 1.2 | NO | NO | 3 | 1 | | 6 | 2 | | 12 | 72.1% | YES | YES |
| | % | 29.9 | 3.1 | 1.0 | 53.6 | 10.3 | 2.1 | 100.0 | | | | | | | 25.0 | 8.3 | | 50.0 | 16.7 | | 100.0 | | | |
| 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 | 69.4% | YES | 64.9% |
| | % | 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 | | | |
| E24 | # | 36 | 1 | | 18 | | | 55 | 1.6 | 54.5 | 17.8 | NO | 21.8 | 17.8 | 3 | | | 2 | | | 5 | YES | 60.0% | 0.0% |
| | % | 65.5 | 1.8 | | 32.7 | | | 100.0 | | | | | | | 60.0 | | | 40.0 | | | 100.0 | | | |
| 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 | 33.3% | YES | 45.0% |
| | % | 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 | | | |
| E31 | # | 44 | 4 | 1 | 24 | 3 | 1 | 77 | 6.6 | 21.4 | 8.6 | 1.4 | NO | 4.7 | 3 | 1 | | | 1 | | 5 | 78.8% | YES | 45.3% |
| | % | 57.1 | 5.2 | 1.3 | 31.2 | 3.9 | 1.3 | 100.0 | | | | | | | 60.0 | 20.0 | | | 20.0 | | 100.0 | | | |
| 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 | 56.0% | YES | 21.4% |
| | % | 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 | | | |
| E4 | # | 36 | 2 | 7 | 5 | 1 | | 51 | 11.4 | 6.0 | 1.9 | 7.5 | NO | NO | 9 | 1 | 7 | 2 | | | 19 | 34.2% | YES | YES |
| | % | 70.6 | 3.9 | 13.7 | 9.8 | 2.0 | | 100.0 | | | | | | | 47.4 | 5.3 | 36.8 | 10.5 | | | 100.0 | | | |
| 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 | YES | YES | 56.4% |
| | % | 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 | | | |

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

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

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

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|-----|-----|------|------|-------|---|-------|-------|-------|
| 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 | |
| E52 | # | 3 | 3 | | 19 | 5 | 1 | 31 | 5.4 | 52.3 | 17.3 | NO | NO | 1.2 | 1 | | | 4 | 1 | 1 | 7 | YES | YES | 93.1% |
| | % | 9.7 | 9.7 | | 61.3 | 16.1 | 3.2 | 100.0 | | | | | | | 14.3 | | | 57.1 | 14.3 | 14.3 | 100.0 | | | |
| E6 | # | 5 | 1 | | 26 | 10 | 2 | 44 | 1.9 | 60.1 | 14.3 | NO | 1.0 | NO | 1 | | | 3 | | | 4 | YES | 98.3% | YES |
| | % | 11.4 | 2.3 | | 59.1 | 22.7 | 4.5 | 100.0 | | | | | | | 25.0 | | | 75.0 | | | 100.0 | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|-----|------|-----|-------|-------|-------|---|-------|--|
| 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 | 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 | | | | | | | | | 4 | | 1 | 9 | | | | |
| | % | 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 | | | | | | | | | 7 | 1 | 1 | 21 | | | | |
| | % | 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 | | | | | | | | | 5 | 1 | 2 | 22 | | | | |
| | % | 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 | | | | | | | | | 12 | | 2 | 36 | | | | |
| | % | 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 | | | | | | | | | | 6 | | 3 | 9 | | | | |
| | % | 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 | | | | | | | | | | 15 | 1 | 2 | 48 | | | | |
| | % | 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 Sherfese

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|-----|---|-------|------|-----|------|------|------|---|-------|-------|-------|
| 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 |
| E3 | # | 37 | 4 | 3 | 23 | 2 | | 69 | | | | | | | 5 | | | 3 | 1 | | 9 | | | |
| | % | 53.6 | 5.8 | 4.3 | 33.3 | 2.9 | | 100.0 | 3.8 | 28.5 | 10.8 | NO | NO | 7.9 | 55.6 | | | 33.3 | 11.1 | | 100.0 | YES | YES | 26.9% |
| E4 | # | 25 | 3 | | 1 | 1 | | 30 | 6.4 | 9.0 | 1.8 | | | | 3 | 1 | | 1 | | | 5 | | | |
| | % | 83.3 | 10.0 | | 3.3 | 3.3 | | 100.0 | | | | NO | 5.7 | NO | 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 | 2 | | | 7 | | | 9 | 0.0% | * | YES |
| | % | 13.3 | | | 68.9 | 8.9 | 8.9 | 100.0 | | | | 1.0 | NO | 1.6 | 22.2 | | | 77.8 | | | 100.0 | | YES | 84.8% |
| E6 | # | 2 | | | 37 | 4 | 1 | 44 | 1.7 | 72.3 | 8.7 | 1.7 | * | NO | 1 | | | 3 | | 1 | 5 | 0.0% | * | YES |
| | % | 4.5 | | | 84.1 | 9.1 | 2.3 | 100.0 | | | | 1.7 | NO | NO | 20.0 | | | 60.0 | | 20.0 | 100.0 | | YES | YES |
| E7 | # | 47 | 4 | 2 | | | | 53 | 10.5 | 3.2 | 0.2 | 3.0 | 3.2 | 0.2 | 4 | | | | | | 4 | 71.4% | 0.0% | 0.0% |
| | % | 88.7 | 7.5 | 3.8 | | | | 100.0 | | | | | | | 100.0 | | | | | | 100.0 | | | * |
| E8 | # | 54 | 20 | 1 | 12 | 15 | 2 | 104 | 14.9 | 11.5 | 7.8 | | | | 10 | 2 | 1 | 4 | 5 | | 22 | | | |
| | % | 51.9 | 19.2 | 1.0 | 11.5 | 14.4 | 1.9 | 100.0 | | | | NO | NO | NO | 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.

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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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|-----|------|------------------|-----|----|---|-------|-----|------|-------|------|------|---|-------|-----|-------|
| 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 | # | 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 | 74.1% |
| C2 | # | 4 | 3 | 1 | 7 | | | 15 | 2.3 | 30.4 | 1.6 | | | | 2 | | | 2 | | | 4 | | | * |
| | % | 26.7 | 20.0 | 6.7 | 46.7 | | | 100.0 | | | | 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 | 27.3% |
| 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 | 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 | 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 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|------|----|------|------|-------|---|-------|-------|-------|
| 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 | |
| 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 | * | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|----|------|---|------|-----|-----|-------|------|-------|---|-------|------|
| 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 |
| E1 | # | 6 | 1 | | 14 | 4 | | 25 | | | | | | 4 | | | 2 | | | 6 | | | |
| | % | 24.0 | 4.0 | | 56.0 | 16.0 | | 100.0 | 3.4 | 23.9 | 3.8 | NO | NO | NO | 66.7 | | | 33.3 | | | 100.0 | YES | YES |
| E2 | # | 23 | 5 | 1 | 37 | 9 | 1 | 76 | 3.7 | 35.8 | 7.6 | | | 13 | 3 | 1 | 15 | 5 | | 37 | | | |
| | % | 30.3 | 6.6 | 1.3 | 48.7 | 11.8 | 1.3 | 100.0 | | | | NO | NO | NO | 35.1 | 8.1 | 2.7 | 40.5 | 13.5 | | 100.0 | YES | YES |
| E3 | # | 1 | 1 | | | | | 2 | 7.7 | 14.0 | 5.7 | | | | | | | | | | | | |
| | % | 50.0 | 50.0 | | | | | 100.0 | | | | NO | 14.0 | 5.7 | | | | | | | | YES | 0.0% |
| E5 and E6 | # | | 1 | | 1 | 3 | | 5 | 3.0 | 55.0 | 16.8 | | | | | | | 1 | | 1 | | | |
| | % | | 20.0 | | 20.0 | 60.0 | | 100.0 | | | | NO | 35.0 | NO | | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|-----|----|------|------|----|-------|--|------|------|------------------|------|-----|---|----|----|-------|----|-------|-------|---|-------|-----|
| 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 |
| E1 | # 6 | | | 3 | 1 | | 10 | | | | | | | | | | | | | | | | |
| | % 60.0 | | | 30.0 | 10.0 | | 100.0 | 3.0 | 41.2 | 10.0 | 3.0 | 11.2 | 0.0 | | | | | | | | 0.0% | 72.8% | YES |
| E2 | # 4 | 1 | | 4 | 2 | | 11 | | | | | | | | | | | | | | | | |
| | % 36.4 | 9.1 | | 36.4 | 18.2 | | 100.0 | 2.1 | 41.6 | 6.6 | NO | 5.2 | NO | | | | | | | | YES | 87.5% | YES |
| E5 | # | | | 2 | 3 | | 5 | | | | | | | | | | | 1 | | 1 | | | |
| | % | | | 40.0 | 60.0 | | 100.0 | 2.7 | 47.0 | 11.3 | 2.7 | 7.0 | NO | | | | 100.0 | | 100.0 | | 0.0% | 85.1% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|------|-------|------|-------|--|------|------|------------------|------|----|---|-----|----|------|-------|----|-------|---|------|-----|
| 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 |
| E1 | # | | | 4 | 2 | | 6 | | | | | | | | | | 2 | 1 | | 3 | | | |
| | % | | | 66.7 | 33.3 | | 100.0 | 5.9 | 31.0 | 7.8 | 5.9 | NO | NO | | | | 66.7 | 33.3 | | 100.0 | 0.0% | YES | YES |
| E2 | # | 5 | 2 | | 9 | 12 | 28 | 3.6 | 31.0 | 8.1 | | | | 1 | 1 | | 4 | 6 | | 12 | | | |
| | % | 17.9 | 7.1 | | 32.1 | 42.9 | 100.0 | | | | NO | NO | NO | 8.3 | 8.3 | | 33.3 | 50.0 | | 100.0 | YES | YES | YES |
| E5 | # | | | | 3 | | 3 | 3.6 | 49.1 | 17.5 | | | | | | | | 2 | | 2 | | | |
| | % | | | | 100.0 | | 100.0 | | | | 3.6 | 49.1 | NO | | | | | 100.0 | | 100.0 | 0.0% | 0.0% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|------|---|-------|-------|-------|
| 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 |
| E1A | # | 44 | 21 | 2 | 5 | 19 | 1 | 92 | | | | | | | 5 | 5 | | 3 | 3 | 1 | 17 | | | |
| | % | 47.8 | 22.8 | 2.2 | 5.4 | 20.7 | 1.1 | 100.0 | 13.9 | 16.9 | 18.1 | NO | 11.5 | NO | 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 | | | | 14 | 5 | | 4 | 4 | | 27 | | | |
| | % | 42.5 | 22.9 | 0.7 | 16.3 | 17.0 | 0.7 | 100.0 | | | | NO | 2.1 | 4.2 | 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 | | | | 13 | 1 | | 21 | 8 | 2 | 45 | | | |
| | % | 37.6 | 6.4 | 1.6 | 32.8 | 20.0 | 1.6 | 100.0 | | | | 3.5 | NO | NO | 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 | | | | 16 | 21 | 1 | 57 | 40 | 4 | 139 | | | |
| | % | 17.6 | 14.8 | 0.5 | 30.3 | 34.6 | 2.1 | 100.0 | | | | NO | 4.2 | NO | 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 | | | | 7 | 11 | 1 | 10 | 26 | 3 | 58 | | | |
| | % | 19.0 | 12.5 | 1.9 | 15.7 | 49.5 | 1.4 | 100.0 | | | | NO | 17.2 | NO | 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 | | | | 5 | 1 | | 16 | 7 | 4 | 33 | | | |
| | % | 10.2 | 3.7 | 0.9 | 50.0 | 30.6 | 4.6 | 100.0 | | | | 6.5 | NO | NO | 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 | | 8.3 | | 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 | | | | 32 | 39 | 1 | 6 | 45 | 1 | 124 | | | |
| | % | 22.2 | 35.3 | 1.8 | 5.7 | 34.5 | 0.6 | 100.0 | | | | NO | NO | 5.6 | 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 | | | | 69 | 64 | 11 | 15 | 70 | | 229 | | | |
| | % | 23.8 | 30.3 | 2.9 | 7.2 | 35.5 | 0.2 | 100.0 | | | | NO | NO | 5.5 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-----|-------|---|-------|-------|
| 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 |
| E4C | # | 359 | 392 | 44 | 94 | 604 | 29 | 1522 | | | | | | | 222 | 191 | 33 | 73 | 291 | 19 | 829 | | | |
| | % | 23.6 | 25.8 | 2.9 | 6.2 | 39.7 | 1.9 | 100.0 | 28.0 | 3.1 | 41.0 | 2.2 | NO | 1.3 | 26.8 | 23.0 | 4.0 | 8.8 | 35.1 | 2.3 | 100.0 | 92.1% | YES | 96.8% |
| E5A | # | 9 | 14 | 1 | 73 | 66 | 4 | 167 | 9.2 | 35.6 | 24.1 | | | | 1 | 5 | | 10 | 15 | 2 | 33 | | | |
| | % | 5.4 | 8.4 | 0.6 | 43.7 | 39.5 | 2.4 | 100.0 | | | | 0.8 | NO | NO | 3.0 | 15.2 | | 30.3 | 45.5 | 6.1 | 100.0 | 91.3% | YES | YES |
| E6A | # | 6 | 1 | | 42 | 53 | 4 | 106 | 9.2 | 34.2 | 25.9 | | | | | 1 | | 15 | 30 | 3 | 49 | | | |
| | % | 5.7 | 0.9 | | 39.6 | 50.0 | 3.8 | 100.0 | | | | 8.3 | NO | NO | | 2.0 | | 30.6 | 61.2 | 6.1 | 100.0 | 9.8% | YES | YES |
| E7A | # | 77 | 27 | 3 | | 2 | | 109 | 28.5 | 4.4 | 2.0 | | | | 13 | 9 | | 1 | 1 | 1 | 25 | | | |
| | % | 70.6 | 24.8 | 2.8 | | 1.8 | | 100.0 | | | | 3.7 | 4.4 | 0.2 | 52.0 | 36.0 | | 4.0 | 4.0 | 4.0 | 100.0 | 87.0% | 0.0% | 90.0% |
| E8A | # | 72 | 13 | 2 | 9 | 23 | 1 | 120 | 11.3 | 23.5 | 17.0 | | * | | 17 | 4 | 1 | 1 | 6 | | 29 | | * | |
| | % | 60.0 | 10.8 | 1.7 | 7.5 | 19.2 | 0.8 | 100.0 | | | | 0.5 | 16.0 | NO | 58.6 | 13.8 | 3.4 | 3.4 | 20.7 | | 100.0 | 95.6% | 31.9% | YES |
| E8B | # | 36 | 25 | 6 | 22 | 53 | 3 | 145 | 12.5 | 22.5 | 29.1 | | | | 14 | 9 | 1 | 6 | 20 | 1 | 51 | | | |
| | % | 24.8 | 17.2 | 4.1 | 15.2 | 36.6 | 2.1 | 100.0 | | | | NO | 7.3 | NO | 27.5 | 17.6 | 2.0 | 11.8 | 39.2 | 2.0 | 100.0 | YES | 67.6% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|----|-------|------|-------|---|-------|-------|-------|
| 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 | |
| E1 | # | 4 | 1 | | 2 | 1 | | 8 | | | | | | | | | 1 | | | | 1 | | | |
| | % | 50.0 | 12.5 | | 25.0 | 12.5 | | 100.0 | 3.6 | 29.1 | 7.2 | NO | 4.1 | NO | | | | 100.0 | | | 100.0 | YES | 85.9% | YES |
| E2 | # | 6 | 5 | | 13 | 2 | | 26 | 6.1 | 24.2 | 11.7 | | | 1 | | | 1 | | | 2 | | | | |
| | % | 23.1 | 19.2 | | 50.0 | 7.7 | | 100.0 | | | | NO | NO | 4.0 | 50.0 | | | 50.0 | | | 100.0 | YES | YES | 65.8% |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|----|------|------|-------|--|------|------|------------------|-----|-----|---|------|----|-------|------|------|-------|---|-------|------|
| 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 |
| E1 | # | 6 | 2 | | 11 | 2 | 21 | | | | | | | | | | 1 | | | 1 | | | |
| | % | 28.6 | 9.5 | | 52.4 | 9.5 | 100.0 | 5.1 | 34.1 | 7.8 | NO | NO | NO | | | | 100.0 | | | 100.0 | YES | YES | YES |
| E2 | # | 29 | 6 | | 91 | 25 | 152 | 4.0 | 47.4 | 14.3 | | * | | 2 | 2 | | 7 | 5 | | 16 | * | | |
| | % | 19.1 | 3.9 | | 59.9 | 16.4 | 100.0 | | | | 0.1 | NO | NO | 12.5 | 12.5 | | 43.8 | 31.3 | | 100.0 | 97.5% | YES | YES |
| E3 | # | 2 | | | 1 | 1 | 4 | 7.7 | 28.4 | 5.1 | | * | * | | | | | | | | * | * | |
| | % | 50.0 | | | 25.0 | 25.0 | 100.0 | | | | 7.7 | 3.4 | NO | | | | | | | | 0.0% | 88.0% | YES |
| E5 | # | 5 | 6 | | 37 | 40 | 89 | 4.2 | 48.8 | 19.2 | | | | 1 | 2 | | 8 | 3 | | 14 | | | |
| | % | 5.6 | 6.7 | | 41.6 | 44.9 | 100.0 | | | | NO | 7.2 | NO | 7.1 | 14.3 | | 57.1 | 21.4 | | 100.0 | YES | 85.2% | YES |
| E6 | # | | | | 7 | 3 | 10 | 0.1 | 76.9 | 11.2 | | * | * | | | | | | | | * | * | |
| | % | | | | 70.0 | 30.0 | 100.0 | | | | 0.1 | 6.9 | NO | | | | | | | | 0.0% | 91.0% | YES |
| E7 | # | 8 | | | 1 | | 9 | 11.6 | 10.1 | 0.2 | | | * | | | | | | | | | | * |
| | % | 88.9 | | | 11.1 | | 100.0 | | | | 11.6 | NO | 0.2 | | | | | | | | 0.0% | YES | 0.0% |
| E8 | # | 5 | 1 | | 4 | 5 | 15 | 14.4 | 12.3 | 29.9 | | | | 2 | | | | | 1 | 3 | | | |
| | % | 33.3 | 6.7 | | 26.7 | 33.3 | 100.0 | | | | 7.7 | NO | NO | 66.7 | | | | | 33.3 | 100.0 | 46.5% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|------|---|-------|-------|-----|
| 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 |
| E1 | # | 20 | 4 | | 28 | 13 | | 65 | | | | | | | 2 | | | 5 | | | 7 | | | |
| | % | 30.8 | 6.2 | | 43.1 | 20.0 | | 100.0 | 5.0 | 35.6 | 12.4 | NO | NO | NO | 28.6 | | | 71.4 | | | 100.0 | YES | YES | YES |
| E2 | # | 34 | 27 | | 119 | 152 | 4 | 336 | 6.9 | 39.1 | 23.2 | | | | 9 | 3 | | 22 | 30 | 2 | 66 | | | |
| | % | 10.1 | 8.0 | | 35.4 | 45.2 | 1.2 | 100.0 | | | | NO | 3.7 | NO | 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 | 3 | | 9 | 5 | 2 | 22 | | | |
| | % | 7.0 | 7.0 | 1.8 | 46.5 | 34.2 | 3.5 | 100.0 | 3.0 | 47.0 | 27.3 | NO | 0.5 | NO | 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 | | | | 2 | 3 | | | 4 | | 9 | | | |
| | % | 80.0 | 16.7 | | | 3.3 | | 100.0 | | | | NO | 1.1 | NO | 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 | | | | 7 | 50 | 5 | 55 | 317 | 24 | 458 | | | |
| | % | 1.9 | 13.0 | 0.3 | 9.5 | 73.9 | 1.4 | 100.0 | | | | NO | 14.7 | NO | 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 | | | | | 1 | | 2 | 6 | 1 | 10 | | | |
| | % | 3.4 | 1.7 | | 32.8 | 60.3 | 1.7 | 100.0 | | | | NO | 27.0 | NO | | 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 | | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|-------|-----|------|------|------|-------|---|-------|-------|
| 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 |
| E1 | # | 13 | 1 | | 11 | 7 | 32 | | | | | | | 4 | | | 1 | 2 | | 7 | | | |
| | % | 40.6 | 3.1 | | 34.4 | 21.9 | 100.0 | 5.5 | 29.4 | 14.5 | 2.4 | NO | NO | 57.1 | | | 14.3 | 28.6 | | | 56.4% | YES | YES |
| E2A | # | 36 | 7 | 1 | 117 | 43 | 208 | 6.1 | 38.3 | 18.3 | 2.7 | NO | NO | 9 | 2 | | 11 | 9 | 1 | 32 | | | |
| | % | 17.3 | 3.4 | 0.5 | 56.3 | 20.7 | 100.0 | | | | | | | 28.1 | 6.3 | | 34.4 | 28.1 | 3.1 | 100.0 | 55.7% | YES | YES |
| E2B | # | 12 | 6 | 2 | 16 | 11 | 49 | 8.6 | 30.2 | 16.1 | NO | NO | NO | 2 | 1 | | 3 | 3 | | 9 | | | |
| | % | 24.5 | 12.2 | 4.1 | 32.7 | 22.4 | 100.0 | | | | | | | 22.2 | 11.1 | | 33.3 | 33.3 | | 100.0 | YES | YES | YES |
| E2C | # | 40 | 7 | | 30 | 26 | 105 | 7.2 | 30.9 | 13.0 | 0.5 | 2.3 | NO | 5 | 1 | | 8 | 5 | 1 | 20 | | | |
| | % | 38.1 | 6.7 | | 28.6 | 24.8 | 100.0 | | | | | | | 25.0 | 5.0 | | 40.0 | 25.0 | 5.0 | 100.0 | 93.1% | 92.6% | YES |
| E3 | # | 14 | 4 | 3 | 6 | 6 | 33 | 10.9 | 20.2 | 12.2 | NO | 2.0 | NO | | 3 | | | | | 3 | | | |
| | % | 42.4 | 12.1 | 9.1 | 18.2 | 18.2 | 100.0 | | | | | | | | 100.0 | | | | | 100.0 | YES | 90.1% | YES |
| E5 | # | | | | 20 | 10 | 31 | 1.3 | 57.8 | 23.7 | 1.3 | NO | NO | | | | 2 | | 1 | 3 | | | |
| | % | | | | 64.5 | 32.3 | 100.0 | | | | | | | | | | 66.7 | | 33.3 | 100.0 | 0.0% | YES | YES |
| E6 | # | | | | 12 | 12 | 24 | 2.8 | 56.1 | 24.6 | 2.8 | 6.1 | NO | 1 | | | 1 | 2 | 1 | 5 | | | |
| | % | | | | 50.0 | 50.0 | 100.0 | | | | | | | 20.0 | | | 20.0 | 40.0 | 20.0 | 100.0 | 0.0% | 89.1% | YES |
| E7 and E8 | # | 249 | 81 | 8 | 29 | 4 | 371 | 20.9 | 3.2 | 1.5 | NO | NO | 0.4 | 43 | 8 | 4 | 3 | | | 58 | | | |
| | % | 67.1 | 21.8 | 2.2 | 7.8 | 1.1 | 100.0 | | | | | | | 74.1 | 13.8 | 6.9 | 5.2 | | | 100.0 | YES | YES | 73.3% |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|-----|---|-------|-------|----|------|------|----|---|-------|-------|-------|
| 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 |
| E1 | # | 5 | 3 | 1 | 4 | 2 | | 15 | | | | | | | 1 | | | | | | 1 | | | |
| | % | 33.3 | 20.0 | 6.7 | 26.7 | 13.3 | | 100.0 | 3.9 | 30.0 | 6.1 | NO | 3.3 | NO | 100.0 | | | | | | 100.0 | YES | 89.0% | YES |
| E2 | # | 20 | 8 | | 25 | 11 | 2 | 66 | 5.0 | 36.1 | 7.4 | | | | 1 | | | | | | 1 | | | |
| | % | 30.3 | 12.1 | | 37.9 | 16.7 | 3.0 | 100.0 | | | | NO | NO | NO | 100.0 | | | | | | 100.0 | YES | YES | YES |
| E3 | # | 4 | 1 | | 1 | 2 | | 8 | | | | | | | | | | | | | | | | |
| | % | 50.0 | 12.5 | | 12.5 | 25.0 | | 100.0 | 12.7 | 18.4 | 6.4 | 0.2 | 5.9 | NO | | | | | | | | 98.4% | 67.9% | YES |
| E5 | # | | 3 | | 10 | 6 | | 19 | 2.3 | 55.9 | 8.4 | | | | | 1 | | 4 | 1 | | 6 | | | |
| | % | | 15.8 | | 52.6 | 31.6 | | 100.0 | | | | NO | 3.3 | NO | | 16.7 | | 66.7 | 16.7 | | 100.0 | YES | 94.1% | YES |
| E6 | # | 1 | 1 | | 3 | 1 | | 6 | 4.4 | 48.9 | 25.0 | | | | | 1 | | | | | 1 | | | |
| | % | 16.7 | 16.7 | | 50.0 | 16.7 | | 100.0 | | | | NO | NO | 8.3 | | 100.0 | | | | | 100.0 | YES | YES | 66.8% |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|-------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|-------|----|-------|-------|-------|-------|---|-------|------|
| 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 |
| E1 | # | 2 | | | 2 | 2 | | 6 | | | | | | | | | | 2 | | 2 | | | |
| | % | 33.3 | | | 33.3 | 33.3 | | 100.0 | 4.3 | 26.0 | 7.0 | 4.3 | NO | NO | | | | 100.0 | | 100.0 | 0.0% | YES | YES |
| E2A | # | 32 | 5 | | 9 | 3 | | 49 | 9.8 | 17.4 | 4.4 | | | | 6 | | | 1 | | 7 | | | |
| | % | 65.3 | 10.2 | | 18.4 | 6.1 | | 100.0 | | | | NO | NO | NO | 85.7 | | | 14.3 | | 100.0 | YES | YES | YES |
| E2B | # | 4 | 3 | | 12 | 3 | | 22 | | | | | | | | | 4 | | 4 | | | | |
| | % | 18.2 | 13.6 | | 54.5 | 13.6 | | 100.0 | 7.1 | 26.8 | 7.4 | NO | NO | NO | | | 100.0 | | 100.0 | YES | YES | YES | |
| E2C | # | 5 | 1 | | 4 | 5 | | 15 | 7.7 | 20.3 | 4.8 | 1.0 | | | | | 1 | 3 | | 4 | 87.0% | YES | YES |
| | % | 33.3 | 6.7 | | 26.7 | 33.3 | | 100.0 | | | | NO | NO | | | | 25.0 | 75.0 | | 100.0 | | | |
| E3 | # | 13 | 3 | 1 | 2 | 3 | | 22 | 14.4 | 13.3 | 2.8 | 0.8 | | | 1 | | | 1 | | 2 | 94.4% | | |
| | % | 59.1 | 13.6 | 4.5 | 9.1 | 13.6 | | 100.0 | | | | | NO | | 50.0 | | | 50.0 | | 100.0 | | 68.4% | YES |
| E5 and E6 | # | 2 | | | 6 | 2 | | 10 | 7.3 | 44.6 | 19.4 | 7.3 | | | | | | 1 | | 1 | 0.0% | YES | YES |
| | % | 20.0 | | | 60.0 | 20.0 | | 100.0 | | | | | NO | NO | | | | 100.0 | | 100.0 | | | |
| E7 | # | 4 | | | | | | 4 | 12.3 | 1.4 | 0.8 | 12.3 | | | 1 | | | | | 1 | | | |
| | % | 100.0 | | | | | | 100.0 | | | | | 1.4 | 0.8 | 100.0 | | | | | 100.0 | 0.0% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|---------------|--------------------------------|------|------|----|------|-----|-------|--|-----|------|------------------|----|----|---|------|------|----|------|------|-------|---|-----|-----|
| 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 |
| E1 and E2 | # | 3 | 2 | | 6 | 1 | | 12 | | | | | | 1 | 1 | | 2 | 1 | | 5 | | | * |
| | % | 25.0 | 16.7 | | 50.0 | 8.3 | | 100.0 | 5.9 | 29.4 | 9.3 | NO | NO | 1.0 | 20.0 | 20.0 | | 40.0 | 20.0 | | 100.0 | YES | YES |
| E3, E5 and E6 | # | 3 | 3 | | 4 | 1 | | 11 | | | | | | | 1 | | 2 | | | 3 | | | * |
| | % | 27.3 | 27.3 | | 36.4 | 9.1 | | 100.0 | 8.6 | 25.1 | 14.2 | NO | NO | 5.1 | | 33.3 | | 66.7 | | | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|---------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|-----|---|------|-----|-------|------|------|-------|---|-------|-------|
| 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 |
| E1 | # 5 | 1 | | 3 | 2 | | 11 | 4.4 | 29.8 | 6.7 | NO | 2.5 | NO | 1 | | | 1 | | | 2 | YES | 91.6% | YES |
| | % 45.5 | 9.1 | | 27.3 | 18.2 | | 100.0 | | | | | | | 50.0 | | | 50.0 | | | 100.0 | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|------|----|------|-------|----|-------|---|-------|-------|
| 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 |
| E1 | # | 5 | | | 2 | 1 | | 8 | | | | * | | | | | | 1 | | 1 | | * | |
| | % | 62.5 | | | 25.0 | 12.5 | | 100.0 | 10.1 | 38.4 | 8.1 | 10.1 | 13.4 | NO | | | | 100.0 | | 100.0 | 0.0% | 65.1% | YES |
| E2 | # | 9 | 4 | 1 | 14 | 2 | 1 | 31 | 3.8 | 42.7 | 13.0 | | | | 4 | | 1 | 4 | | 9 | | | |
| | % | 29.0 | 12.9 | 3.2 | 45.2 | 6.5 | 3.2 | 100.0 | | | | NO | NO | 6.5 | 44.4 | | 11.1 | 44.4 | | 100.0 | YES | YES | 50.0% |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|------|------|------|-----|--|------|------|------------------|------|------|---|-------|------|----|------|-------|----|---|-------|-------|------|
| 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 |
| E1 | # | 8 | 2 | | 4 | | | 14 | 4.6 | 31.0 | 7.2 | NO | 2.4 | 7.2 | 2 | | | | | | 2 | YES | 92.3% | * |
| | % | 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% | * |
| | % | 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:

Level of Goal Attainment for 2016:

First Year of Reporting

82.2 percent

Forestry Commission

Agency Director: Henry E. (Gene) Kodama

EEO Officer: Lynee Rivers

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|-----------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|-----|------|---|------|----|-------|----|-----|-------|---|-------|------|
| 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 |
| 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 | 2.9 | 10.9 | 2.3 | 0.9 | NO | NO | 10 | | | 3 | | 1 | 14 | | | |
| | % 76.5 | 2.0 | 1.0 | 16.7 | 2.9 | 1.0 | 100.0 | | | | | | | 71.4 | | | 21.4 | | 7.1 | 100.0 | 69.0% | YES | YES |
| E3 | # 6 | 1 | | 1 | | | 8 | 2.9 | 4.8 | 1.5 | NO | NO | 1.5 | | | | | | | | YES | YES | 0.0% |
| | % 75.0 | 12.5 | | 12.5 | | | 100.0 | | | | | | | | | | | | | | | | |
| E4 | # 145 | 9 | | 2 | | | 156 | 15.3 | 3.2 | 0.3 | 9.5 | 1.9 | 0.3 | 10 | | | | | | 10 | 37.9% | 40.6% | 0.0% |
| | % 92.9 | 5.8 | | 1.3 | | | 100.0 | | | | | | | 100.0 | | | | | | 100.0 | | | |
| E5 | # | | | 3 | 1 | | 4 | 0.5 | 68.1 | 14.1 | 0.5 | NO | NO | | | | 1 | | | 1 | 0.0% | YES | YES |
| | % | | | 75.0 | 25.0 | | 100.0 | | | | | | | | | | 100.0 | | | 100.0 | | | |
| E6 | # 2 | | | 29 | 2 | | 33 | 1.5 | 37.1 | 26.6 | 1.5 | NO | 20.5 | 1 | | | 3 | | | 4 | 0.0% | YES | |
| | % 6.1 | | | 87.9 | 6.1 | | 100.0 | | | | | | | 25.0 | | | 75.0 | | | 100.0 | | | |
| E7 | # 14 | 3 | | | | | 17 | 23.3 | 1.4 | 0.4 | 5.7 | 1.4 | 0.4 | 5 | 1 | | | | | 6 | 75.5% | 0.0% | 0.0% |
| | % 82.4 | 17.6 | | | | | 100.0 | | | | | | | 83.3 | 16.7 | | | | | 100.0 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|-------------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|------|-------|------|----|---|-------|-------|-------|
| 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 | # | 17 | 1 | | 14 | 1 | | 33 | 4.9 | 28.3 | 6.7 | 1.9 | NO | 3.7 | | | | 1 | | | 1 | 61.2% | YES | 44.8% |
| | % | 51.5 | 3.0 | | 42.4 | 3.0 | | 100.0 | | | | | | | | | | 100.0 | | | 100.0 | | | |
| C2 and C3 | # | 44 | 1 | 1 | 20 | 1 | | 67 | 3.7 | 40.5 | 6.7 | 2.2 | 10.6 | 5.2 | | | | 2 | | | 2 | 40.5% | 73.8% | 22.4% |
| | % | 65.7 | 1.5 | 1.5 | 29.9 | 1.5 | | 100.0 | | | | | | | | | | 100.0 | | | 100.0 | | | |
| C4 and C5 | # | 48 | 2 | 9 | 63 | 4 | 7 | 133 | 3.7 | 41.1 | 6.3 | 2.2 | NO | 3.3 | 6 | 1 | 4 | 11 | | | 22 | 40.5% | YES | 47.6% |
| | % | 36.1 | 1.5 | 6.8 | 47.4 | 3.0 | 5.3 | 100.0 | | | | | | | 27.3 | 4.5 | 18.2 | 50.0 | | | 100.0 | | | |
| C6, C7, C8 and C9 | # | 15 | | | 19 | 9 | 1 | 44 | 4.8 | 34.8 | 5.1 | 4.8 | NO | NO | 5 | 1 | | 3 | | | 9 | 0.0% | YES | YES |
| | % | 34.1 | | | 43.2 | 20.5 | 2.3 | 100.0 | | | | | | | 55.6 | 11.1 | | 33.3 | | | 100.0 | | | |
| E2 | # | 23 | 5 | | 29 | 12 | | 69 | 6.1 | 40.2 | 15.2 | NO | NO | NO | 5 | | | 4 | 2 | | 11 | YES | YES | YES |
| | % | 33.3 | 7.2 | | 42.0 | 17.4 | | 100.0 | | | | | | | 45.5 | | | 36.4 | 18.2 | | 100.0 | | | |
| E3 | # | 7 | 2 | 1 | 3 | 1 | 1 | 15 | 5.7 | 30.1 | 26.3 | NO | 10.1 | 19.6 | 1 | | 1 | | | | 2 | YES | 66.4% | 25.5% |
| | % | 46.7 | 13.3 | 6.7 | 20.0 | 6.7 | 6.7 | 100.0 | | | | | | | 50.0 | | 50.0 | | | | 100.0 | | | |
| E4 and E7 | # | 24 | 4 | | 3 | | | 31 | 20.4 | 4.5 | 2.3 | 7.5 | NO | 2.3 | 3 | 1 | | 1 | | | 5 | 63.2% | YES | 0.0% |
| | % | 77.4 | 12.9 | | 9.7 | | | 100.0 | | | | | | | 60.0 | 20.0 | | 20.0 | | | 100.0 | | | |
| E5 and E6 | # | 4 | 2 | | 29 | 14 | | 49 | 2.7 | 65.7 | 16.6 | NO | 6.5 | NO | 4 | | | 6 | | | 10 | YES | 90.1% | YES |
| | % | 8.2 | 4.1 | | 59.2 | 28.6 | | 100.0 | | | | | | | 40.0 | | | 60.0 | | | 100.0 | | | |
| E8 | # | 8 | 26 | | 2 | 22 | | 58 | 38.9 | 8.8 | 11.6 | NO | 5.4 | NO | 2 | 1 | | 1 | | | 4 | YES | 38.6% | YES |
| | % | 13.8 | 44.8 | | 3.4 | 37.9 | | 100.0 | | | | | | | 50.0 | 25.0 | | 25.0 | | | 100.0 | | | |

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

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|------------------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|----|-----|---|------|------|------|------|------|-------|-------|---|-------|--|
| 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 | |
| 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 | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|-------------------|--------------------------------|------|-----|-----|------|------|-----|--|-----|------|------------------|-----|------|---|------|----|------|------|----|------|---|-------|-------|-------|
| 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 |
| E1 and E2 | # | 13 | 2 | 1 | 7 | 4 | | 27 | | | | | | | 4 | | 1 | 2 | | | 7 | | | |
| | % | 48.1 | 7.4 | 3.7 | 25.9 | 14.8 | | 100.0 | 5.4 | 37.4 | 10.5 | NO | 11.5 | NO | 57.1 | | 14.3 | 28.6 | | | 100.0 | YES | 69.3% | YES |
| C6 | # | 20 | 1 | 2 | 9 | 2 | 2 | 36 | 3.9 | 40.5 | 6.2 | 1.1 | 15.5 | 0.6 | 2 | | | 2 | | 1 | 5 | | | |
| | % | 55.6 | 2.8 | 5.6 | 25.0 | 5.6 | 5.6 | 100.0 | | | | | | | 40.0 | | | 40.0 | | 20.0 | 100.0 | 71.8% | 61.7% | 90.3% |
| E3, E4, E5 and E6 | # | 4 | | | 6 | 1 | 1 | 12 | 7.9 | 29.2 | 15.1 | 7.9 | NO | 6.8 | 1 | | | 2 | | | 3 | | | |
| | % | 33.3 | | | 50.0 | 8.3 | 8.3 | 100.0 | | | | | | | 33.3 | | | 66.7 | | | 100.0 | 0.0% | YES | 55.0% |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|------|---|-------|-------|-------|
| 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 |
| 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 | 1.6 | 6.3 | NO | 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 | | | | | | | 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 | 3.0 | 8.7 | NO | 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 | | | | | | | 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 | NO | 5.1 | 10.3 | 2 | 3 | | | 2 | | 7 | YES | 58.9% | 32.2% |
| | % | 48.8 | 36.6 | 2.4 | 7.3 | 4.9 | | 100.0 | | | | | | | 28.6 | 42.9 | | | 28.6 | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|-----|------|------------------|-----|------|---|------|------|----|------|------|-----|---|-------|-------|-----|
| 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 |
| E1 | # | 21 | 7 | | 38 | 29 | | 95 | | | | | | | | | | 3 | 3 | | 6 | | | |
| | % | 22.1 | 7.4 | | 40.0 | 30.5 | | 100.0 | 5.5 | 26.0 | 6.3 | NO | NO | NO | | | | 50.0 | 50.0 | | 100.0 | YES | YES | YES |
| E2A | # | 8 | 4 | | 42 | 46 | 2 | 102 | 5.3 | 35.4 | 19.0 | | | | | 1 | | 16 | 4 | 1 | 22 | | | |
| | % | 7.8 | 3.9 | | 41.2 | 45.1 | 2.0 | 100.0 | | | | 1.4 | NO | NO | | 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 | | | | 4 | 1 | | 22 | 21 | 2 | 50 | | | |
| | % | 4.2 | 3.2 | 0.2 | 45.2 | 45.2 | 2.0 | 100.0 | | | | 1.6 | NO | NO | 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 | | | | 3 | 1 | | | | | 4 | | | |
| | % | 42.9 | 14.3 | 2.4 | 9.5 | 21.4 | 9.5 | 100.0 | | | | NO | 13.0 | NO | 75.0 | 25.0 | | | | | 100.0 | YES | 42.2% | YES |
| E5 | # | 2 | 2 | 1 | 13 | 19 | 2 | 39 | 3.4 | 52.0 | 14.1 | | | | | 1 | | 4 | 4 | | 9 | | | |
| | % | 5.1 | 5.1 | 2.6 | 33.3 | 48.7 | 5.1 | 100.0 | | | | NO | 18.7 | NO | | 11.1 | | 44.4 | 44.4 | | 100.0 | YES | 64.0% | YES |
| E6 | # | | 3 | | 27 | 24 | | 54 | 5.2 | 48.7 | 20.2 | | | | | | | 2 | 4 | | 6 | | | |
| | % | | 5.6 | | 50.0 | 44.4 | | 100.0 | | | | NO | NO | NO | | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-------|----|------|------|-------|--|------|------|------------------|------|-----|---|-------|----|------|------|----|-------|---|------|------|
| 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 |
| E1 | # | 1 | 1 | | 1 | | 3 | | | | | | | | 1 | | | | | 1 | | | |
| | % | 33.3 | 33.3 | | 33.3 | | 100.0 | 4.3 | 24.0 | 5.5 | NO | 24.0 | NO | | 100.0 | | | | | 100.0 | YES | 0.0% | YES |
| 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 | | | | NO | NO | NO | 20.0 | | | 60.0 | 20.0 | | 100.0 | YES | YES | YES |
| 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 | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
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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: 94.3 percent
Level of Goal Attainment for 2016: 100.0 percent

Commission on Indigent Defense

Agency Director: Patton Adams

EEO Officer: Lisa Campbell

| 1 | 2 | | | | | | | 3 | 4 | | | | 5 | | | | | | | | 6 | | |
|---------------|--------------------------------|-----|----|------|------|----|-------|--|------------------|-----|-----|------|---|-------|----|----|------|------|----|-------|---|-------|------|
| 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 |
| 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 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|------|------|------|------|-------|--|-----|------|------------------|-----|------|---|-------|----|----|------|-------|-------|---|------|-------|-----|
| 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 | |
| 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 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|------|----|---|-------|----|-------|------|-----|-------|---|-------|-----|
| 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 |
| E1 | # | 1 | 3 | | 1 | | 5 | | | | | | | 1 | 1 | | | 1 | | 3 | | | |
| | % | 20.0 | 60.0 | | 20.0 | | 100.0 | 1.3 | 46.9 | 16.0 | NO | 46.9 | NO | 33.3 | 33.3 | | | 33.3 | | 100.0 | YES | 0.0% | YES |
| E2 and E3 | # | 10 | 7 | | 7 | 18 | 42 | 2.1 | 47.6 | 24.3 | | | | 4 | 5 | | 4 | 8 | 1 | 22 | | | |
| | % | 23.8 | 16.7 | | 16.7 | 42.9 | 100.0 | | | | NO | 30.9 | NO | 18.2 | 22.7 | | 18.2 | 36.4 | 4.5 | 100.0 | YES | 35.1% | YES |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|-----|------|------|------|---|-------|-------|------|
| 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 |
| E1 | # | 10 | 7 | | 8 | 10 | 1 | 36 | | | | | | | 1 | 3 | | 2 | 2 | 1 | 9 | | | |
| | % | 27.8 | 19.4 | | 22.2 | 27.8 | 2.8 | 100.0 | 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 |
| E2 | # | 71 | 112 | 1 | 158 | 261 | 7 | 610 | 7.9 | 39.8 | 19.8 | | | | 15 | 30 | | 48 | 57 | 3 | 153 | | | |
| | % | 11.6 | 18.4 | 0.2 | 25.9 | 42.8 | 1.1 | 100.0 | | | | NO | 13.9 | NO | 9.8 | 19.6 | | 31.4 | 37.3 | 2.0 | 100.0 | YES | 65.1% | YES |
| E3 | # | 11 | 4 | | 2 | 7 | 1 | 25 | 9.5 | 21.1 | 11.8 | | | | 2 | 1 | | 1 | 4 | | 8 | | | |
| | % | 44.0 | 16.0 | | 8.0 | 28.0 | 4.0 | 100.0 | | | | NO | 13.1 | NO | 25.0 | 12.5 | | 12.5 | 50.0 | | 100.0 | YES | 37.9% | YES |
| E4 | # | 23 | 194 | 4 | 9 | 242 | | 472 | 21.3 | 7.0 | 27.6 | | | | 20 | 116 | 3 | 5 | 129 | 1 | 274 | | | |
| | % | 4.9 | 41.1 | 0.8 | 1.9 | 51.3 | | 100.0 | | | | NO | 5.1 | NO | 7.3 | 42.3 | 1.1 | 1.8 | 47.1 | 0.4 | 100.0 | YES | 27.1% | YES |
| E5 | # | | 2 | | 12 | 15 | 1 | 30 | 5.0 | 59.3 | 14.2 | | | | | | | 3 | 3 | | 6 | | | |
| | % | | 6.7 | | 40.0 | 50.0 | 3.3 | 100.0 | | | | NO | 19.3 | NO | | | | 50.0 | 50.0 | | 100.0 | YES | 67.5% | YES |
| E6 | # | 1 | 2 | | 26 | 30 | 1 | 60 | 1.2 | 69.6 | 14.1 | | | | | | | 9 | 1 | | 10 | | | |
| | % | 1.7 | 3.3 | | 43.3 | 50.0 | 1.7 | 100.0 | | | | NO | 26.3 | NO | | | | 90.0 | 10.0 | | 100.0 | YES | 62.2% | YES |
| E7 | # | 14 | 5 | | | | | 19 | 13.6 | 1.3 | 0.5 | | * | * | 2 | 4 | | | | | 6 | | * | * |
| | % | 73.7 | 26.3 | | | | | 100.0 | | | | NO | 1.3 | 0.5 | 33.3 | 66.7 | | | | | 100.0 | YES | 0.0% | 0.0% |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-------|------|------|-------|---|-------|------|
| 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 |
| 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 | | | | | | |
| 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 | | | | |
| E2B | # | 66 | 13 | 4 | 52 | 29 | 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 | | | |
| 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 | | | | |
| E5 | # | 1 | 4 | | 42 | 33 | 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 | | | | |
| 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

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

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

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

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

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

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

Level of Goal Attainment for 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

| EEO CHECK: Laura C. Wilson | | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|-----|----|---|------|-----|------|------|------|-------|---|-------|-------|-------|
| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
| 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 | |
| E1 | # | 8 | 1 | 1 | 2 | | 12 | 11.7 | 14.2 | 3.7 | 3.4 | * | | 3.7 | * | 1 | | | 1 | | | 2 | * | |
| | % | 66.7 | 8.3 | 8.3 | 16.7 | | 100.0 | | | | | | | 50.0 | | | 50.0 | | | 100.0 | 70.9% | YES | 0.0% | |
| E2A | # | 46 | 8 | 1 | 90 | 19 | 172 | 10.2 | 31.8 | 8.7 | 5.5 | | | 4 | 1 | | 9 | 3 | 1 | 18 | | | | |
| | % | 26.7 | 4.7 | 0.6 | 52.3 | 11.0 | 100.0 | | | | | | | 22.2 | 5.6 | | 50.0 | 16.7 | 5.6 | 100.0 | 46.1% | YES | YES | |
| E2B | # | 94 | 17 | 3 | 16 | 4 | 134 | 14.6 | 9.0 | 5.6 | 1.9 | | | 4 | 2 | | | 1 | | 7 | | | | |
| | % | 70.1 | 12.7 | 2.2 | 11.9 | 3.0 | 100.0 | | | | | | | 57.1 | 28.6 | | | 14.3 | | 100.0 | 87.0% | YES | 53.6% | |
| E3 | # | 12 | | | 22 | 12 | 4 | 50 | 6.9 | 17.2 | 10.1 | 6.9 | | | 1 | 1 | | 3 | 1 | 6 | | | | |
| | % | 24.0 | | | 44.0 | 24.0 | 8.0 | 100.0 | | | | | | 16.7 | 16.7 | | 50.0 | 16.7 | | 100.0 | 0.0% | YES | YES | |
| E4 | # | 111 | 18 | 4 | 42 | 9 | 3 | 187 | 10.2 | 10.8 | 5.3 | 0.6 | | * | 20 | 2 | 1 | 1 | 1 | 2 | 27 | | * | |
| | % | 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 | 94.1% | YES | 90.6% |
| E5 | # | 1 | 1 | | 23 | 10 | 35 | 4.1 | 52.1 | 22.1 | 1.2 | * | | | | | 4 | | 1 | 5 | * | | | |
| | % | 2.9 | 2.9 | | 65.7 | 28.6 | 100.0 | | | | | | | | | | 80.0 | | 20.0 | 100.0 | 70.7% | YES | YES | |
| E6 | # | 4 | 1 | | 17 | 7 | 29 | 2.6 | 45.0 | 18.7 | | | | 5 | | | 17 | 5 | | 27 | | | | |
| | % | 13.8 | 3.4 | | 58.6 | 24.1 | 100.0 | | | | | | | 18.5 | | | 63.0 | 18.5 | | 100.0 | YES | YES | YES | |
| E7 and E8 | # | 4 | 1 | 1 | | 1 | 7 | 16.8 | 2.3 | 3.8 | 2.5 | * | * | 1 | 1 | | | 1 | | 3 | * | * | | |
| | % | 57.1 | 14.3 | 14.3 | | 14.3 | 100.0 | | | | | | | 33.3 | 33.3 | | | 33.3 | | 100.0 | 85.1% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|----|------|------|----|--|-----|------|------------------|-----|------|---|------|----|----|------|------|----|---|------|-------|-------|
| 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 |
| 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 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|----|----|------|------|-------|--|-----|------|------------------|-----|----|---|------|----|----|------|------|-------|---|------|-----|-----|
| 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 | |
| E1 | # | 4 | | | 7 | 4 | | 15 | | | | | | 1 | | | 1 | | | 2 | | | | |
| | % | 26.7 | | | 46.7 | 26.7 | | 100.0 | 5.0 | 35.6 | 11.4 | 5.0 | NO | NO | 50.0 | | | 50.0 | | | 100.0 | 0.0% | YES | YES |
| 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 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, 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 | 2 | 3 | 4 | 5 | 6 |
|--------------|---|--|------------------|---|---|
| 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 |
| E101 | # 12 1 12 25 % 48.0 4.0 48.0 100.0 | 3.9 38.2 1.0 | NO NO 1.0 | 1 2 3 33.3 66.7 100.0 | YES YES 0.0% |
| E102 | # 11 2 23 39 % 28.2 5.1 59.0 100.0 | 2.2 37.5 2.5 | NO NO NO | 1 1 4 2 1 9 11.1 11.1 44.4 22.2 11.1 100.0 | YES YES YES |
| E204 | # 30 2 20 44 4 2 102 % 29.4 2.0 19.6 43.1 3.9 2.0 100.0 | 3.3 37.5 8.4 | 1.3 NO 4.5 | 3 1 1 9 14 21.4 7.1 7.1 64.3 100.0 | 60.6% YES 46.4% |
| E206 | # 15 15 11 227 64 15 347 % 4.3 4.3 3.2 65.4 18.4 4.3 100.0 | 6.7 29.4 9.9 | 2.4 NO NO | 20 4 4 33 15 1 77 26.0 5.2 5.2 42.9 19.5 1.3 100.0 | 64.2% YES YES |
| E208 | # 12 6 2 80 100 % 12.0 6.0 2.0 80.0 100.0 | 0.7 64.0 7.0 | NO NO 7.0 | 5 8 1 14 35.7 57.1 7.1 100.0 | YES YES 0.0% |
| E209 | # 10 1 13 24 % 41.7 4.2 54.2 100.0 | 1.8 48.3 6.4 | NO NO 6.4 | 2 2 4 50.0 50.0 100.0 | YES YES 0.0% |
| E215 | # 11 4 47 17 2 81 % 13.6 4.9 58.0 21.0 2.5 100.0 | 6.6 37.9 20.4 | 1.7 NO NO | 2 1 7 10 20.0 10.0 70.0 100.0 | 74.2% YES YES |
| E223 | # 55 1 3 86 3 11 159 % 34.6 0.6 1.9 54.1 1.9 6.9 100.0 | 1.4 38.5 3.9 | 0.8 NO 2.0 | 7 7 2 16 43.8 43.8 12.5 100.0 | 42.9% YES 48.7% |
| E224 | # 26 1 2 80 20 5 134 % 19.4 0.7 1.5 59.7 14.9 3.7 100.0 | 2.6 45.9 16.3 | 1.9 NO 1.4 | 2 1 6 1 11 18.2 9.1 54.5 9.1 9.1 100.0 | 26.9% YES 91.4% |

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

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

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

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

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

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|------|---|------|------|-----|------|------|-------|---|-----|-------|-------|
| 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 | |
| E550 | # | 7 | 1 | | 30 | 29 | 2 | 69 | 0.4 | 46.6 | 34.0 | NO | 3.1 | NO | 2 | | | 5 | 6 | | 13 | YES | 93.3% | YES |
| | % | 10.1 | 1.4 | | 43.5 | 42.0 | 2.9 | 100.0 | | | | | | | 15.4 | | | 38.5 | 46.2 | | 100.0 | | | |
| 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.

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

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, 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 | 2 | | | | | | | 3 | 4 | | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|-----|------|------|-----|-----|-------|--|------------------|-----|-----|-----|---|------|------|------|------|------|------|-------|---|-------|-------|
| 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 | # 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 | 2.1 | 24.6 | 2.9 | 2.1 | 8.5 | NO | 1 | | | | 1 | | 2 | 0.0% | 65.4% | YES |
| | % 67.7 | | 9.7 | 16.1 | 3.2 | 3.2 | 100.0 | | | | | | | 50.0 | | | | 50.0 | | 100.0 | | | |
| C3 | # 213 | 5 | 28 | 83 | 3 | 10 | 342 | 1.9 | 25.8 | 2.5 | 0.4 | 1.5 | 1.6 | 13 | | 5 | 7 | | 1 | 26 | 78.9% | 94.2% | 36.0% |
| | % 62.3 | 1.5 | 8.2 | 24.3 | 0.9 | 2.9 | 100.0 | | | | | | | 50.0 | | 19.2 | 26.9 | | 3.8 | 100.0 | | | |
| C4 | # 165 | 4 | 34 | 122 | 4 | 33 | 362 | 2.0 | 25.2 | 2.4 | 0.9 | NO | 1.3 | 15 | 1 | 4 | 13 | | 4 | 37 | 55.0% | YES | 45.8% |
| | % 45.6 | 1.1 | 9.4 | 33.7 | 1.1 | 9.1 | 100.0 | | | | | | | 40.5 | 2.7 | 10.8 | 35.1 | | 10.8 | 100.0 | | | |
| C5 | # 245 | 13 | 67 | 226 | 19 | 50 | 620 | 2.0 | 25.4 | 2.5 | NO | NO | NO | 31 | 3 | 8 | 32 | 3 | 9 | 86 | YES | YES | YES |
| | % 39.5 | 2.1 | 10.8 | 36.5 | 3.1 | 8.1 | 100.0 | | | | | | | 36.0 | 3.5 | 9.3 | 37.2 | 3.5 | 10.5 | 100.0 | | | |
| C6 | # 49 | | 14 | 118 | 9 | 16 | 206 | 2.1 | 34.2 | 3.9 | 2.1 | NO | NO | 14 | 1 | 7 | 25 | 3 | 4 | 54 | 0.0% | YES | YES |
| | % 23.8 | | 6.8 | 57.3 | 4.4 | 7.8 | 100.0 | | | | | | | 25.9 | 1.9 | 13.0 | 46.3 | 5.6 | 7.4 | 100.0 | | | |
| C8 | # 8 | 1 | 3 | 15 | 2 | 3 | 32 | 3.0 | 28.2 | 2.9 | NO | NO | NO | 3 | 1 | | 1 | | 3 | 8 | YES | YES | YES |
| | % 25.0 | 3.1 | 9.4 | 46.9 | 6.3 | 9.4 | 100.0 | | | | | | | 37.5 | 12.5 | | 12.5 | | 37.5 | 100.0 | | | |
| E1A | # 14 | | 1 | 22 | 3 | | 40 | 3.6 | 33.4 | 4.8 | 3.6 | NO | NO | 1 | | | 3 | 1 | | 5 | 0.0% | YES | YES |
| | % 35.0 | | 2.5 | 55.0 | 7.5 | | 100.0 | | | | | | | 20.0 | | | 60.0 | 20.0 | | 100.0 | | | |
| E1B | # 29 | 4 | | 91 | 12 | 3 | 139 | 2.7 | 45.9 | 3.0 | NO | NO | NO | 1 | 1 | | 10 | | | 12 | YES | YES | YES |
| | % 20.9 | 2.9 | | 65.5 | 8.6 | 2.2 | 100.0 | | | | | | | 8.3 | 8.3 | | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|------|------|------|-------|--|-----|------|------------------|-----|------|---|------|------|------|-------|-------|-------|---|-------|-------|
| 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 |
| E2A | # | 63 | 9 | 11 | 296 | 54 | 16 | 449 | | | | | | 12 | 2 | | 49 | 10 | | 73 | | | |
| | % | 14.0 | 2.0 | 2.4 | 65.9 | 12.0 | 3.6 | 100.0 | 3.3 | 53.5 | 8.5 | 1.3 | NO | NO | 16.4 | 2.7 | | 67.1 | 13.7 | | 100.0 | 60.6% | YES |
| E2B | # | 4 | | | 68 | | 1 | 73 | | | | | | 2 | | | 17 | | 1 | 20 | | | |
| | % | 5.5 | | | 93.2 | | 1.4 | 100.0 | 1.6 | 70.6 | 9.9 | 1.6 | NO | 9.9 | 10.0 | | | 85.0 | | 5.0 | 100.0 | 0.0% | YES |
| E2C | # | 9 | 5 | 1 | 83 | 35 | 10 | 143 | | | | | | 3 | | | 19 | 7 | 2 | 31 | | | |
| | % | 6.3 | 3.5 | 0.7 | 58.0 | 24.5 | 7.0 | 100.0 | 3.0 | 40.2 | 22.2 | NO | NO | NO | 9.7 | | | 61.3 | 22.6 | 6.5 | 100.0 | YES | YES |
| E2D | # | 31 | 2 | 2 | 16 | 4 | 2 | 57 | | | | | | 4 | 1 | 1 | 1 | 1 | | 8 | | | * |
| | % | 54.4 | 3.5 | 3.5 | 28.1 | 7.0 | 3.5 | 100.0 | 3.4 | 37.7 | 8.5 | NO | 9.6 | 1.5 | 50.0 | 12.5 | 12.5 | 12.5 | 12.5 | | 100.0 | YES | 74.5% |
| E2E and E2F | # | 4 | 1 | 1 | 2 | | | 8 | | | | | | | | | | | | | | | * |
| | % | 50.0 | 12.5 | 12.5 | 25.0 | | | 100.0 | 3.2 | 9.9 | 1.0 | NO | NO | 1.0 | | | | | | | | YES | YES |
| E2G | # | 4 | 1 | 1 | 25 | 3 | | 34 | | | | | | | | | 7 | | | 7 | | | |
| | % | 11.8 | 2.9 | 2.9 | 73.5 | 8.8 | | 100.0 | 1.5 | 58.4 | 8.1 | NO | NO | NO | | | | 100.0 | | | 100.0 | YES | YES |
| E3A | # | 6 | 2 | | 6 | 5 | 1 | 26 | | | | | | 1 | 2 | | 2 | 1 | 2 | 8 | | | |
| | % | 23.1 | 7.7 | | 23.1 | 19.2 | 3.8 | 100.0 | 2.7 | 19.0 | 8.1 | NO | NO | NO | 12.5 | 25.0 | | 25.0 | 12.5 | 25.0 | 100.0 | YES | YES |
| E3B | # | 4 | 3 | | 3 | 1 | 1 | 12 | | | | | | | | | | 1 | | 1 | | | |
| | % | 33.3 | 25.0 | | 25.0 | 8.3 | 8.3 | 100.0 | 4.8 | 23.5 | 3.1 | NO | NO | NO | | | | | 100.0 | | 100.0 | YES | YES |
| E3C | # | 3 | 10 | 4 | 9 | 5 | 4 | 35 | | | | | | 1 | 3 | | 1 | 3 | 2 | 10 | | | |
| | % | 8.6 | 28.6 | 11.4 | 25.7 | 14.3 | 11.4 | 100.0 | 0.8 | 47.9 | 13.6 | NO | 22.2 | NO | 10.0 | 30.0 | | 10.0 | 30.0 | 20.0 | 100.0 | YES | 53.7% |

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

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*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

Medical University of South Carolina (Page 3 of 3)

Agency Director: Dr. David J. Cole

EEO Officer: Michael Vanderhurst

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|------|------|---|------|-----|------|------|------|-------|---|-------|-------|
| 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 |
| 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 | 0.2 | 27.7 | 4.7 | NO | NO | NO | | | | 8 | 3 | | 11 | YES | YES | YES |
| % | 27.8 | 5.2 | 5.2 | 41.2 | 11.3 | 9.3 | 100.0 | | | | | | | | | | 72.7 | 27.3 | | 100.0 | | | |
| E3F | # | 8 | 1 | 2 | 14 | | 2 | 3.6 | 27.1 | 2.5 | | | * | 1 | | | 1 | | 1 | 3 | YES | YES | * |
| % | 29.6 | 3.7 | 7.4 | 51.9 | | 7.4 | 100.0 | | | | NO | NO | 2.5 | 33.3 | | | 33.3 | | 33.3 | 100.0 | YES | YES | 0.0% |
| E4A | # | 45 | 10 | 3 | 7 | 6 | 73 | 11.1 | 11.1 | 4.6 | NO | 1.5 | NO | 10 | | 1 | 1 | 2 | | 14 | YES | 86.5% | YES |
| % | 61.6 | 13.7 | 4.1 | 9.6 | 8.2 | 2.7 | 100.0 | | | | | | | 71.4 | | 7.1 | 7.1 | 14.3 | | 100.0 | | | |
| E5A | # | 1 | 1 | | 18 | 9 | 31 | 0.1 | 68.4 | 12.1 | NO | 10.3 | NO | | | | 2 | 2 | 1 | 5 | YES | 84.9% | YES |
| % | 3.2 | 3.2 | | 58.1 | 29.0 | 6.5 | 100.0 | | | | | | | | | | 40.0 | 40.0 | 20.0 | 100.0 | | | |
| E6A | # | 15 | 7 | 2 | 133 | 8 | 175 | 7.9 | 46.8 | 21.1 | 3.9 | NO | 16.5 | 5 | 2 | | 33 | 16 | 4 | 60 | 50.6% | YES | 21.8% |
| % | 8.6 | 4.0 | 1.1 | 76.0 | 4.6 | 5.7 | 100.0 | | | | | | | 8.3 | 3.3 | | 55.0 | 26.7 | 6.7 | 100.0 | | | |
| 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 | YES | 0.0% | YES |
| % | 58.9 | 33.6 | 4.7 | | 2.8 | | 100.0 | | | | | | | 55.6 | 44.4 | | | | | 100.0 | | | |
| E8A | # | 4 | 7 | 2 | 2 | 20 | 35 | 30.9 | 16.4 | 16.9 | 10.9 | 10.7 | NO | 1 | | | 2 | | | 3 | 64.7% | 34.8% | YES |
| % | 11.4 | 20.0 | 5.7 | 5.7 | 57.1 | | 100.0 | | | | | | | 33.3 | | | 66.7 | | | 100.0 | | | |
| E8B | # | 7 | 9 | 4 | | 15 | 35 | 14.5 | 15.2 | 39.7 | | | | 1 | 4 | | | 2 | | 7 | | | |
| % | 20.0 | 25.7 | 11.4 | | 42.9 | | 100.0 | | | | NO | 15.2 | NO | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|------|------|-----|------|------|-------|-------|---|-------|-----|
| 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 | |
| E1A | # | 4 | | | 3 | | 7 | 3.2 | 22.7 | 3.9 | 3.2 | 22.7 | NO | | | | | | | | 0.0% | 0.0% | YES | |
| | % | 57.1 | | | 42.9 | | 100.0 | | | | | | | | | | | | | | | | | |
| 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 | NO | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|------|---|------|------|------|------|------|-------|-------|---|-------|------|
| 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 | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|-------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|------|------|-----|------|------|-------|---|-------|-------|
| 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 |
| 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% |
| E2 | # | 48 | 15 | 1 | 100 | 64 | 2 | 230 | 3.7 | 41.8 | 30.8 | | | 8 | 3 | | 11 | 5 | 1 | 28 | | | |
| | % | 20.9 | 6.5 | 0.4 | 43.5 | 27.8 | 0.9 | 100.0 | | | | 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 | 4.2 | 36.3 | 40.2 | | | 3 | 2 | | 19 | 10 | 1 | 35 | | | |
| | % | 6.3 | 4.4 | | 48.4 | 37.7 | 3.1 | 100.0 | | | | 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 | 4.7 | 38.4 | 20.4 | | | 10 | 24 | 1 | 55 | 77 | 6 | 173 | | | |
| | % | 4.6 | 5.7 | 0.3 | 37.1 | 50.1 | 2.1 | 100.0 | | | | NO | 1.3 | NO | 5.8 | 13.9 | 0.6 | 31.8 | 44.5 | 3.5 | 100.0 | YES | 96.6% |
| E7 | # | 7 | | | | | | 7 | 10.4 | 3.3 | 1.0 | | | | | | | | | | | | |
| | % | 100.0 | | | | | | 100.0 | | | | 10.4 | 3.3 | 1.0 | | | | | | | | 0.0% | 0.0% |
| E8 | # | 1 | 3 | | | | | 4 | 21.7 | 19.0 | 16.7 | | | | | | | | | | | | |
| | % | 25.0 | 75.0 | | | | | 100.0 | | | | NO | 19.0 | 16.7 | | | | | | | | 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 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|------|-----|------------------|----|-----|---|------|------|------|------|----|-------|---|-----|------|
| 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 |
| E1 | # 5 | | | 2 | | | 7 | | | | | | | 2 | | | | | | 2 | | | |
| | % 71.4 | | | 28.6 | | | 100.0 | 3.8 | 26.6 | 7.1 | 3.8 | NO | 7.1 | 100.0 | | | | | | 100.0 | 0.0% | YES | 0.0% |
| E2 and E3 | # 4 | | | 4 | 2 | 1 | 11 | | | | | | | | | | 1 | 1 | | 2 | | | |
| | % 36.4 | | | 36.4 | 18.2 | 9.1 | 100.0 | 3.9 | 32.1 | 8.8 | 3.9 | NO | NO | | | | 50.0 | 50.0 | | 100.0 | 0.0% | YES | YES |
| E5 and E7 | # 4 | 2 | 1 | 4 | 1 | 1 | 13 | | | | | | | 1 | 1 | 1 | | 1 | | 4 | | | |
| | % 30.8 | 15.4 | 7.7 | 30.8 | 7.7 | 7.7 | 100.0 | 7.4 | 13.2 | 4.4 | NO | NO | NO | 25.0 | 25.0 | 25.0 | | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|----|------|-------|----|-------|---|-------|-------|
| 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 |
| 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 | 83 | | | | | | | 4 | | | 7 | 4 | | 15 | | | |
| | % | 24.1 | 2.4 | | 53.0 | 19.3 | 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 | 120 | | | | | * | | 22 | 1 | | 3 | 1 | | 27 | | * | |
| | % | 77.5 | 4.2 | 2.5 | 11.7 | 3.3 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|-----------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|------|-----|---|-------|------|-------|-------|------|-------|---|-------|-------|-------|
| 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 | |
| E1 | # | 4 | | | 3 | 1 | | 8 | | | | | | | | | | | | | | | | |
| | % | 50.0 | | | 37.5 | 12.5 | | 100.0 | 4.2 | 30.8 | 8.8 | 4.2 | NO | NO | | | | | | | | 0.0% | YES | YES |
| E2 | # | 23 | | | 23 | 4 | 1 | 51 | 3.4 | 36.1 | 6.8 | | | | 1 | | | 2 | | | 3 | | | |
| | % | 45.1 | | | 45.1 | 7.8 | 2.0 | 100.0 | | | | 3.4 | NO | NO | 33.3 | | | 66.7 | | | 100.0 | 0.0% | YES | YES |
| E2A, B, C and D | # | 104 | 6 | | 16 | 1 | | 127 | 7.4 | 17.4 | 4.7 | | | | 22 | | 2 | 4 | | | 28 | | | |
| | % | 81.9 | 4.7 | | 12.6 | 0.8 | | 100.0 | 2.7 | 4.8 | 3.9 | 2.7 | 4.8 | 3.9 | 78.6 | | 7.1 | 14.3 | | | 100.0 | 63.5% | 72.4% | 17.0% |
| E3 and E4 | # | | | 1 | 1 | | | 2 | 7.6 | 17.8 | 6.9 | | | | | | 1 | | | | 1 | | | |
| | % | | | 50.0 | 50.0 | | | 100.0 | 7.6 | 17.8 | 6.9 | 7.6 | NO | 6.9 | | | 100.0 | | | | 100.0 | 0.0% | YES | 0.0% |
| E5 and E5A | # | 17 | 5 | | 45 | 16 | | 83 | 4.2 | 47.3 | 8.6 | | | | 1 | 3 | | 2 | 1 | | 7 | | | |
| | % | 20.5 | 6.0 | | 54.2 | 19.3 | | 100.0 | | | | NO | NO | NO | 14.3 | 42.9 | | 28.6 | 14.3 | | 100.0 | YES | YES | YES |
| E6 | # | 2 | | | 6 | 1 | | 9 | 6.1 | 44.8 | 21.4 | | | | | | | 3 | | | 3 | | | |
| | % | 22.2 | | | 66.7 | 11.1 | | 100.0 | 6.1 | 44.8 | 21.4 | 6.1 | NO | 10.3 | | | | 100.0 | | | 100.0 | 0.0% | YES | 51.9% |
| E7 | # | 39 | 1 | 1 | 2 | 1 | | 44 | 15.8 | 4.9 | 3.3 | | | | 13 | | | | | | 13 | | | |
| | % | 88.6 | 2.3 | 2.3 | 4.5 | 2.3 | | 100.0 | 13.5 | 0.4 | 1.0 | 13.5 | 0.4 | 1.0 | 100.0 | | | | | | 100.0 | 14.6% | 91.8% | 69.7% |
| E8 | # | 33 | 9 | | 1 | 1 | | 44 | 19.6 | 3.4 | 2.3 | | | | 19 | 1 | | | | | 20 | | | |
| | % | 75.0 | 20.5 | | 2.3 | 2.3 | | 100.0 | | | | NO | 1.1 | NO | 95.0 | 5.0 | | | | | 100.0 | YES | 67.6% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|---------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-------|-------|-------|-------|---|------|-------|
| 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 |
| 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 | | 11 | 7.4 | 34.1 | 12.0 | 7.4 | NO | 12.0 | 1 | | | 1 | | | 2 | 0.0% | YES | 0.0% |
| | % | 36.4 | | | 54.5 | | 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 | | | 1 | | 2 | YES | YES | YES |
| | % | | 50.0 | | 12.5 | 37.5 | 100.0 | | | | | | | | 50.0 | | 50.0 | 100.0 | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

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

Level of Goal Attainment for 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 | 2 | 3 | 4 | 5 | 6 |
|--------------|------------------------------------|--|------------------|---|--|
| EEO CATEGORY | ACTUAL WORKFORCE ON 09/30/2015 | Adjusted Availability% (Qualified Labor Pool) | UNDERUTILIZATION | HIRES AND PROMOTIONS - 10/01/2014 - 09/30/2015 | % OF Goals Met Based on Adjusted Availability |
| | 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 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 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 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 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 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 1 | 71.4% YES 0.0% |
| | % 65.0 20.0 15.0 100.0 | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|------|------|---|-------|------|------|------|------|-----|---|-------|------|------|-----|-------|-----|
| 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 | | | |
| E1 | % | 5 | 2 | | 3 | 7 | 1 | 18 | 27.8 | 11.1 | | 16.7 | 38.9 | 5.6 | 100.0 | 7.7 | 24.9 | 9.4 | NO | 8.2 | NO | | | | YES | 67.1% | YES |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|------|-----|------|------|-------|---|-------|-------|
| 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 |
| E1 | # | 6 | | | 9 | 2 | 17 | | | | | * | | 2 | | | | | | 2 | * | | |
| | % | 35.3 | | | 52.9 | 11.8 | 100.0 | 5.2 | 27.1 | 8.1 | 5.2 | NO | NO | 100.0 | | | | | | 100.0 | 0.0% | YES | YES |
| E2 | # | 44 | 15 | 1 | 65 | 68 | 5 | 198 | 7.6 | 39.9 | 21.0 | | | 6 | 2 | 1 | 9 | 13 | 2 | 33 | | | |
| | % | 22.2 | 7.6 | 0.5 | 32.8 | 34.3 | 2.5 | 100.0 | | | | NO | 7.1 | NO | 18.2 | 6.1 | 3.0 | 27.3 | 39.4 | 6.1 | 100.0 | YES | 82.2% |
| E3 | # | 17 | 3 | 1 | 1 | 2 | 2 | 26 | 5.7 | 13.9 | 6.7 | | | 3 | 1 | | | 1 | 1 | 6 | | | |
| | % | 65.4 | 11.5 | 3.8 | 3.8 | 7.7 | 7.7 | 100.0 | | | | NO | 10.1 | NO | 50.0 | 16.7 | | | 16.7 | 16.7 | 100.0 | YES | 27.3% |
| E5 | # | 1 | | | 1 | 2 | | 4 | 6.3 | 43.9 | 22.7 | * | * | | | | | | | | * | * | |
| | % | 25.0 | | | 25.0 | 50.0 | | 100.0 | | | | 6.3 | 18.9 | NO | | | | | | | 0.0% | 56.9% | YES |
| E6 | # | | 1 | | 3 | 7 | | 11 | 4.9 | 37.7 | 23.0 | | | | | | | | | | | | |
| | % | | 9.1 | | 27.3 | 63.6 | | 100.0 | | | | NO | 10.4 | NO | | | | | | | YES | 72.4% | 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: **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

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|-----|---|------|-----|------|------|-----|-------|---|-------|-------|
| 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 |
| E1 | # | 6 | 4 | | 1 | 1 | 12 | | | | | | | 1 | | | | | | 1 | | | |
| | % | 50.0 | 33.3 | | 8.3 | 8.3 | 100.0 | 5.5 | 25.5 | 5.2 | NO | 17.2 | NO | 100.0 | | | | | | 100.0 | YES | 32.5% | YES |
| E2A | # | 15 | 8 | | 27 | 8 | 58 | 4.9 | 36.1 | 10.7 | NO | NO | NO | 4 | | | 7 | 1 | | 12 | YES | YES | YES |
| | % | 25.9 | 13.8 | | 46.6 | 13.8 | 100.0 | | | | | | | 33.3 | | | 58.3 | 8.3 | | 100.0 | | | |
| E2B | # | 226 | 43 | 10 | 4 | 6 | 289 | 11.7 | 8.7 | 3.3 | NO | 7.3 | 1.2 | 30 | 7 | 2 | 1 | | | 40 | YES | 16.1% | 63.6% |
| | % | 78.2 | 14.9 | 3.5 | 1.4 | 2.1 | 100.0 | | | | | | | 75.0 | 17.5 | 5.0 | 2.5 | | | 100.0 | | | |
| E2C | # | 12 | 3 | | 30 | 15 | 61 | 3.9 | 40.2 | 11.6 | NO | NO | NO | 4 | 2 | | 4 | 5 | | 15 | YES | YES | YES |
| | % | 19.7 | 4.9 | | 49.2 | 24.6 | 100.0 | | | | | | | 26.7 | 13.3 | | 26.7 | 33.3 | | 100.0 | | | |
| E3 | # | 27 | 10 | | 39 | 38 | 115 | 2.2 | 28.5 | 11.5 | NO | NO | NO | 9 | 2 | | 9 | 11 | 1 | 32 | YES | YES | YES |
| | % | 23.5 | 8.7 | | 33.9 | 33.0 | 100.0 | | | | | | | 28.1 | 6.3 | | 28.1 | 34.4 | 3.1 | 100.0 | | | |
| E4 | # | 555 | 62 | 13 | 35 | 13 | 679 | 9.8 | 8.9 | 3.8 | | | | 111 | 15 | 6 | 7 | 4 | 1 | 144 | | | |
| | % | 81.7 | 9.1 | 1.9 | 5.2 | 1.9 | 100.0 | | | | 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 | 27 | 0.7 | 68.3 | 15.4 | | * | | | | | 2 | 2 | | 4 | | * | |
| | % | 3.7 | | | 59.3 | 37.0 | 100.0 | | | | 0.7 | 9.0 | NO | | | | 50.0 | 50.0 | | 100.0 | 0.0% | 86.8% | YES |
| E6 | # | 4 | | | 9 | 5 | 18 | 4.0 | 56.7 | 15.7 | | * | | 1 | | | | | | 1 | | * | |
| | % | 22.2 | | | 50.0 | 27.8 | 100.0 | | | | 4.0 | 6.7 | NO | 100.0 | | | | | | 100.0 | 0.0% | 88.2% | YES |
| E7 | # | 6 | 6 | 1 | | | 13 | 15.9 | 4.0 | 1.2 | NO | | * | 1 | 1 | | | | | 2 | | | * |
| | % | 46.2 | 46.2 | 7.7 | | | 100.0 | | | | | 4.0 | 1.2 | 50.0 | 50.0 | | | | | 100.0 | YES | 0.0% | 0.0% |
| E8 | # | 5 | 5 | | 1 | 2 | 13 | 13.3 | 18.6 | 8.4 | NO | 10.9 | NO | | 1 | | 1 | | | 2 | YES | 41.4% | YES |
| | % | 38.5 | 38.5 | | 7.7 | 15.4 | 100.0 | | | | | | | | 50.0 | | 50.0 | | | 100.0 | | | |

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

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|-----|------|---|----|----|----|----|----|-------|---|------|-------|-----|
| 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 | |
| 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 | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | | | |
|---------------|--------------------------------|------|------|------|------|------|----|--|-----|------|------------------|-----|----|---|---|-------|----|----|------|------|---|-------|-------|-----|-------|---|
| 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 | * |
| E1 | % | 44.4 | 11.1 | | 44.4 | | | 100.0 | 4.5 | 22.0 | 6.8 | NO | NO | 6.8 | | | | | | | | | YES | YES | 0.0% | |
| 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 | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|-----|----|------|------|------|-------|--|------|------|------------------|------|-----|---|------|----|------|-------|----|-------|---|-------|-------|
| 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 |
| 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 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
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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: **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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|-----|------|------|------|-------|---|-------|-------|
| 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 |
| E1 | # | 15 | 1 | 1 | 14 | 2 | 33 | | | | | | | 4 | | | | | | 4 | | | |
| | % | 45.5 | 3.0 | 3.0 | 42.4 | 6.1 | 100.0 | 5.4 | 27.7 | 8.1 | 2.4 | NO | 2.0 | 100.0 | | | | | | 100.0 | 55.6% | YES | 75.3% |
| E2 | # | 137 | 26 | 4 | 153 | 99 | 431 | | | | | | | 32 | 5 | 1 | 23 | 37 | 8 | 106 | | | |
| | % | 31.8 | 6.0 | 0.9 | 35.5 | 23.0 | 100.0 | 3.7 | 36.0 | 11.9 | NO | 0.5 | NO | 30.2 | 4.7 | 0.9 | 21.7 | 34.9 | 7.5 | 100.0 | YES | 98.6% | YES |
| E3 | # | 16 | 5 | 1 | 12 | 9 | 45 | | | | | | | 6 | 3 | 1 | 2 | | 2 | 14 | | | |
| | % | 35.6 | 11.1 | 2.2 | 26.7 | 20.0 | 100.0 | 9.6 | 16.6 | 9.9 | NO | NO | NO | 42.9 | 21.4 | 7.1 | 14.3 | | 14.3 | 100.0 | YES | YES | YES |
| E4 | # | 4 | 2 | | 2 | 1 | 9 | | | | | | | 4 | 2 | | 2 | 1 | | 9 | | | |
| | % | 44.4 | 22.2 | | 22.2 | 11.1 | 100.0 | 2.0 | 0.1 | 9.8 | NO | NO | NO | 44.4 | 22.2 | | 22.2 | 11.1 | | 100.0 | YES | YES | YES |
| E5 | # | 11 | 9 | | 34 | 27 | 82 | | | | | | | 2 | 6 | | 10 | 16 | | 34 | | | |
| | % | 13.4 | 11.0 | | 41.5 | 32.9 | 100.0 | 3.3 | 42.0 | 14.7 | NO | 0.5 | NO | 5.9 | 17.6 | | 29.4 | 47.1 | | 100.0 | YES | 98.8% | YES |
| E6 | # | 10 | 8 | | 31 | 34 | 85 | | | | | | | 4 | 2 | | 11 | 16 | 2 | 35 | | | |
| | % | 11.8 | 9.4 | | 36.5 | 40.0 | 100.0 | 6.6 | 41.1 | 22.4 | NO | 4.6 | NO | 11.4 | 5.7 | | 31.4 | 45.7 | 5.7 | 100.0 | YES | 88.8% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|-----|------|------|-------|--|------|------|------------------|-----|------|---|------|----|----|-------|----|-------|---|-------|-------|
| 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 |
| E1 | # | 7 | | | 3 | | 10 | | | | | * | * | * | 1 | | | | | 1 | * | * | * |
| | % | 70.0 | | | 30.0 | | 100.0 | 3.4 | 35.6 | 4.1 | 3.4 | 5.6 | 4.1 | 100.0 | | | | | | 100.0 | 0.0% | 84.3% | 0.0% |
| E2 | # | 16 | 2 | 2 | 22 | 1 | 1 | 44 | | | * | | | 4 | | | 3 | | | 7 | * | | |
| | % | 36.4 | 4.5 | 4.5 | 50.0 | 2.3 | 2.3 | 100.0 | 4.8 | 29.7 | 10.6 | 0.3 | NO | 8.3 | 57.1 | | | 42.9 | | 100.0 | 93.8% | YES | 21.7% |
| E3 | # | 9 | 1 | | 1 | | | 11 | | | | | * | 1 | | | 1 | | | 2 | | | * |
| | % | 81.8 | 9.1 | | 9.1 | | | 100.0 | 5.8 | 8.2 | 4.2 | NO | NO | 4.2 | 50.0 | | | 50.0 | | 100.0 | YES | YES | 0.0% |
| E5 and E6 | # | 1 | | | 2 | 3 | | 6 | | | * | | | | | | | 1 | | 1 | * | | |
| | % | 16.7 | | | 33.3 | 50.0 | | 100.0 | 1.0 | 56.0 | 16.2 | 1.0 | 22.7 | NO | | | | 100.0 | | 100.0 | 0.0% | 59.5% | YES |
| | # | rf | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
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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:

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

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|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|-----|---|----|------|------|-----|------|-----|-----|---|-------|-----|-------|-----|
| 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 | * |
| 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 | 6.2 | 20.5 | 6.7 | | | | | 60 | 14 | | 37 | 7 | 1 | 119 | | | | |
| | % | 57.9 | 7.9 | 1.1 | 26.8 | 5.5 | 0.8 | 100.0 | | | | 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 | 10.3 | 13.3 | 4.1 | 0.5 | * | NO | NO | 7 | 1 | | | | | 8 | 95.1% | * | YES | YES |
| | % | 66.4 | 9.8 | 1.6 | 14.8 | 6.6 | 0.8 | 100.0 | | | | | | | | 87.5 | 12.5 | | | | | 100.0 | | | | |
| E6 | # | 29 | 13 | 1 | 99 | 23 | | 165 | 8.1 | 42.6 | 11.0 | 0.2 | * | NO | NO | 1 | 4 | | 17 | 1 | 1 | 24 | 97.5% | * | YES | YES |
| | % | 17.6 | 7.9 | 0.6 | 60.0 | 13.9 | | 100.0 | | | | | | | | 4.2 | 16.7 | | 70.8 | 4.2 | 4.2 | 100.0 | | | | |
| E7 | # | 587 | 147 | 4 | 23 | 22 | 1 | 784 | 14.5 | 2.9 | 1.9 | NO | 0.0 | NO | | 95 | 14 | 3 | 1 | 2 | | 115 | | | | |
| | % | 74.9 | 18.8 | 0.5 | 2.9 | 2.8 | 0.1 | 100.0 | | | | | | | | 82.6 | 12.2 | 2.6 | 0.9 | 1.7 | | 100.0 | YES | YES | YES | |
| E8 | # | 6 | 9 | | 10 | 7 | | 32 | 18.6 | 12.5 | 12.4 | NO | NO | NO | | 3 | | | 1 | | | 4 | | | | |
| | % | 18.8 | 28.1 | | 31.3 | 21.9 | | 100.0 | | | | | | | | 75.0 | | | 25.0 | | | 100.0 | YES | YES | YES | |
| | # | | | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | | | |
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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: 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

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|--------------|--------------------------------|----|----|------|------|-----|-------|--|------|------|------------------|----|----|---|----|----|------|------|------|-------|---|-----|-----|
| 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 |
| E1 | # 1 | | | 3 | 1 | | 5 | 6.4 | 25.6 | 11.6 | 6.4 | * | | | | | | | | | 0.0% | * | |
| | % 20.0 | | | 60.0 | 20.0 | | 100.0 | | | | | NO | NO | | | | | | | | | YES | YES |
| E2 | # 1 | | | 6 | 3 | | 10 | 7.4 | 35.4 | 8.5 | 7.4 | * | | | | | 1 | 1 | 1 | 4 | 0.0% | * | |
| | % 10.0 | | | 60.0 | 30.0 | | 100.0 | | | | | NO | NO | 25.0 | | | 25.0 | 25.0 | 25.0 | 100.0 | | YES | YES |
| E5 and E6 | # | | | 8 | 6 | 1 | 15 | 5.7 | 41.7 | 27.2 | 5.7 | * | | | | | 4 | 5 | 2 | 11 | 0.0% | * | |
| | % | | | 53.3 | 40.0 | 6.7 | 100.0 | | | | | NO | NO | | | | 36.4 | 45.5 | 18.2 | 100.0 | | YES | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
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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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|----|------|---|------|------|------|------|------|-------|---|-----|-------|
| 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 |
| E1 | # | 14 | 3 | | 23 | 26 | | 66 | | | | | | 3 | 6 | | 10 | 3 | | 22 | | | |
| | % | 21.2 | 4.5 | | 34.8 | 39.4 | | 100.0 | 4.1 | 45.9 | 11.8 | NO | 11.1 | NO | 13.6 | 27.3 | | 45.5 | 13.6 | | 100.0 | YES | 75.8% |
| E1B | # | 24 | 6 | 2 | 28 | 30 | | 90 | 4.0 | 44.3 | 11.2 | | | 4 | 3 | | 5 | 6 | | 18 | | | |
| | % | 26.7 | 6.7 | 2.2 | 31.1 | 33.3 | | 100.0 | | | | NO | 13.2 | NO | 22.2 | 16.7 | | 27.8 | 33.3 | | 100.0 | YES | 70.2% |
| E2 and E2A | # | 50 | 46 | 5 | 175 | 125 | 4 | 405 | | | | | | 7 | 2 | | 20 | 10 | | 39 | | | |
| | % | 12.3 | 11.4 | 1.2 | 43.2 | 30.9 | 1.0 | 100.0 | 3.7 | 38.0 | 10.6 | NO | NO | NO | 17.9 | 5.1 | | 51.3 | 25.6 | | 100.0 | YES | YES |
| E2B | # | 49 | 44 | 3 | 194 | 160 | 6 | 456 | 4.1 | 45.3 | 14.0 | | | 4 | 1 | 1 | 20 | 16 | | 42 | | | |
| | % | 10.7 | 9.6 | 0.7 | 42.5 | 35.1 | 1.3 | 100.0 | | | | NO | 2.8 | NO | 9.5 | 2.4 | 2.4 | 47.6 | 38.1 | | 100.0 | YES | 93.8% |
| E2C | # | 61 | 97 | 1 | 438 | 838 | 20 | 1455 | 4.4 | 45.0 | 15.5 | | | 20 | 40 | | 190 | 288 | 1 | 539 | | | |
| | % | 4.2 | 6.7 | 0.1 | 30.1 | 57.6 | 1.4 | 100.0 | | | | NO | 14.9 | NO | 3.7 | 7.4 | | 35.3 | 53.4 | 0.2 | 100.0 | YES | 66.9% |
| E3 | # | 16 | 8 | 1 | 13 | 16 | | 54 | 4.4 | 19.2 | 3.2 | | | 1 | 1 | 2 | 5 | 2 | 2 | 13 | | | |
| | % | 29.6 | 14.8 | 1.9 | 24.1 | 29.6 | | 100.0 | | | | NO | NO | NO | 7.7 | 7.7 | 15.4 | 38.5 | 15.4 | 15.4 | 100.0 | YES | YES |
| E5 | # | 20 | 15 | | 180 | 150 | 2 | 367 | 1.6 | 65.6 | 17.3 | | | 1 | 25 | | 18 | 50 | | 94 | | | |
| | % | 5.4 | 4.1 | | 49.0 | 40.9 | 0.5 | 100.0 | | | | NO | 16.6 | NO | 1.1 | 26.6 | | 19.1 | 53.2 | | 100.0 | YES | 74.7% |
| E5B | # | 10 | 13 | | 91 | 60 | | 174 | 1.4 | 54.1 | 6.0 | | | 1 | 15 | | 18 | 33 | | 67 | | | |
| | % | 5.7 | 7.5 | | 52.3 | 34.5 | | 100.0 | | | | NO | 1.8 | NO | 1.5 | 22.4 | | 26.9 | 49.3 | | 100.0 | YES | 96.7% |
| E6A | # | 9 | 15 | 2 | 122 | 102 | 18 | 268 | 3.8 | 47.8 | 10.4 | | | | 1 | | 5 | 11 | | 17 | | | |
| | % | 3.4 | 5.6 | 0.7 | 45.5 | 38.1 | 6.7 | 100.0 | | | | NO | 2.3 | NO | | 5.9 | | 29.4 | 64.7 | | 100.0 | YES | 95.2% |

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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|----|------|------|----|--|-----|------|------------------|----|------|---|-----|-----|----|------|------|----|---|-----|-------|-----|
| 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 | | | |
| E6B | # | WM | BM | OM | WF | BF | OF | TOTAL | BM | WF | BF | BM | WF | BF | WM | BM | OM | WF | BF | OF | TOTAL | BM | WF | BF |
| | % | 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 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|-------|------|------|------|-------|-------|--|------|------|------------------|------|------|---|-------|------|------|-------|----|-------|------|---|------|--|
| 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 | | | | | | | | 3 | | | | | 3 | | | | |
| | % | 53.8 | | | 46.2 | | 100.0 | 6.2 | 21.1 | 4.1 | NO | 21.1 | NO | | 100.0 | | | | | 100.0 | YES | 0.0% | YES | |
| 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 | | 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 | 8.6 | 37.7 | 10.1 | | | | | | | | 0.0% | 0.0% | 0.0% | |
| | % | | | | | 100.0 | 100.0 | | | | | | | | | | | | | | | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|-------|-----|-----|-------|----|-------|--|------|------|------------------|------|------|---|-------|----|----|-------|------|-------|---|------|------|
| 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 |
| E2 | # | 34 | 2 | 3 | 76 | | 115 | | | | | | | | 3 | | | 6 | 1 | 10 | | | |
| | % | 29.6 | 1.7 | 2.6 | 66.1 | | 100.0 | 5.9 | 38.3 | 16.2 | NO | 35.7 | NO | | 30.0 | | | 60.0 | 10.0 | 100.0 | YES | 6.8% | YES |
| E3 | # | 6 | 1 | | 9 | | 16 | 9.1 | 24.0 | 12.8 | | | | 1 | | | | | | 1 | | | |
| | % | 37.5 | 6.3 | | 56.3 | | 100.0 | | | | NO | 24.0 | NO | 100.0 | | | | | | 100.0 | YES | 0.0% | YES |
| E4 | # | 9 | | | | | 9 | 23.5 | 7.5 | 13.8 | | * | | | 3 | | | | | 3 | | * | |
| | % | 100.0 | | | | | 100.0 | | | | NO | 7.5 | 13.8 | | 100.0 | | | | | 100.0 | YES | 0.0% | 0.0% |
| E5 | # | | | | 16 | | 16 | 1.1 | 58.1 | 24.3 | 1.1 | * | | | | | | 2 | | 2 | | * | |
| | % | | | | 100.0 | | 100.0 | | | | | 58.1 | NO | | | | | 100.0 | | 100.0 | 0.0% | 0.0% | YES |
| E6 | # | 3 | | 1 | 19 | | 23 | 1.0 | 56.7 | 25.3 | | | | | | | | 2 | | 2 | | | |
| | % | 13.0 | | 4.3 | 82.6 | | 100.0 | | | | NO | 52.4 | NO | | | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|----|-----|---|----|----|------|----|----|-------|---|-----|-------|
| 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 |
| 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 | 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 | 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. Susan A. Winsor

EEO Officer: Sylvia Byrd

| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|---------------|--------------------------------|------|-----|------|------|-----|-------|--|------|------|------------------|------|------|---|------|----|-------|------|----|-------|-------|---|------|--|
| 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 | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|-----|------|---|-------|------|------|------|-------|-------|---|-------|-------|-------|
| 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 | |
| T1 and T2 | # | 1 | | 4 | | | 5 | | | | | | * | | 1 | | | | | 1 | | | * | |
| | % | 20.0 | | 80.0 | | | 100.0 | 3.0 | 37.1 | 17.3 | NO | NO | 17.3 | | 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 | | | | 5.5 | 2.5 | NO | 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 | 0.4 | 10.8 | NO | | | | 5 | 2 | 1 | 8 | * | | |
| | % | | | | 54.2 | 33.3 | 12.5 | 100.0 | | | | | | | | | | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|----------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|------|------|---|------|------|----|-------|------|-------|---|-------|-----|
| 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 |
| 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 | | | 1 | 1 | | | | | 2 | | | |
| | % | 6.5 | 29.0 | 12.9 | 6.5 | 38.7 | 6.5 | 100.0 | | | | NO | 25.2 | NO | 50.0 | 50.0 | | | | 100.0 | YES | 20.5% | YES |
| E2 and T5 | # | 7 | | | 16 | | 23 | 8.5 | 34.9 | 25.5 | | | | | | | | 1 | | 1 | | | |
| | % | 30.4 | | | 69.6 | | 100.0 | | | | NO | 34.9 | NO | | | | | 100.0 | | 100.0 | YES | 0.0% | YES |
| E3, E5, and E6 | # | 2 | 1 | 1 | 4 | 12 | | 20 | 1.2 | 61.5 | 19.0 | | | 1 | 1 | | | 3 | | 5 | | | |
| | % | 10.0 | 5.0 | 5.0 | 20.0 | 60.0 | | 100.0 | | | | NO | 41.5 | NO | 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 | | * | | | | | | | | | | * | |
| | % | 50.0 | | | 50.0 | | 100.0 | | | | NO | 5.7 | NO | | | | | | | | YES | 0.0% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|-------|----|------|------|------|---|-------|-------|-------|
| 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 |
| T1, T2 and E1 | # | 5 | 3 | 1 | 3 | | | 12 | | | | | | | 2 | | | 1 | | | 3 | | | |
| | % | 41.7 | 25.0 | 8.3 | 25.0 | | | 100.0 | 7.5 | 40.1 | 13.7 | NO | 15.1 | 13.7 | 66.7 | | | 33.3 | | | 100.0 | YES | 62.3% | 0.0% |
| T3, T4 and T5 | # | 38 | 6 | 4 | 38 | 16 | 2 | 104 | 3.6 | 33.3 | 5.1 | | | | 4 | 1 | | 3 | 4 | | 12 | | | |
| | % | 36.5 | 5.8 | 3.8 | 36.5 | 15.4 | 1.9 | 100.0 | | | | NO | NO | NO | 33.3 | 8.3 | | 25.0 | 33.3 | | 100.0 | YES | YES | YES |
| E2 | # | 15 | 4 | | 31 | 24 | 2 | 76 | 6.5 | 32.2 | 13.0 | 1.2 | * | | 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 | | | | | | | 2 | 3 | | 5 | | | |
| | % | 5.9 | 2.9 | | 44.1 | 44.1 | 2.9 | 100.0 | | | | NO | 21.2 | NO | | | | 40.0 | 60.0 | | 100.0 | YES | 67.5% | YES |
| E3, E7 and E8 | # | 18 | 13 | | 5 | 1 | | 37 | 14.0 | 13.5 | 6.9 | | | | | 4 | | | | | 4 | | | |
| | % | 48.6 | 35.1 | | 13.5 | 2.7 | | 100.0 | | | | NO | NO | 4.2 | | 100.0 | | | | | 100.0 | YES | YES | 39.1% |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|----------------|--------------------------------|------|------|-----|------|------|-------|--|-----|------|------------------|-----|------|---|------|-----|------|------|------|-------|---|-------|-------|-----|
| 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 | |
| T1, T2 and E1 | # | 10 | 1 | | 8 | 6 | | 25 | | | | | | 1 | | | | 1 | | 2 | | | | |
| | % | 40.0 | 4.0 | | 32.0 | 24.0 | | 100.0 | 4.7 | 33.8 | 7.6 | 0.7 | 1.8 | NO | 50.0 | | | | 50.0 | | 100.0 | 85.1% | 94.7% | YES |
| 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 | | | |
| | % | 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 | YES | YES | YES |
| T5 and E2 | # | 41 | 6 | 1 | 90 | 31 | | 169 | 5.2 | 36.1 | 13.3 | | NO | NO | 10 | 1 | | 7 | 7 | | 25 | | | |
| | % | 24.3 | 3.6 | 0.6 | 53.3 | 18.3 | | 100.0 | | | | 1.6 | NO | NO | 40.0 | 4.0 | | 28.0 | 28.0 | | 100.0 | 69.2% | YES | YES |
| E3, E4, and E5 | # | 32 | 3 | 2 | 39 | 22 | 3 | 101 | 3.8 | 45.9 | 9.0 | 0.8 | 7.3 | NO | 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 | NO | 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 | | | | | 7.7 | NO | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|------|------|------|----|-------|---|-------|------|
| 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 |
| T1, T2 and E1 | # | 3 | 1 | | 4 | | 8 | | | | | | | 1 | | | | | | 1 | | | |
| | % | 37.5 | 12.5 | | 50.0 | | 100.0 | 2.8 | 33.3 | 6.6 | NO | NO | 6.6 | 100.0 | | | | | | 100.0 | YES | YES | 0.0% |
| T3 and T4 | # | 77 | 7 | | 71 | 7 | 4 | 166 | 3.2 | 33.4 | 4.1 | | | 5 | 2 | | 3 | 1 | | 11 | | | |
| | % | 46.4 | 4.2 | | 42.8 | 4.2 | 2.4 | 100.0 | | | NO | NO | NO | 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 | | | 6 | | | 10 | 2 | | 18 | | | |
| | % | 21.6 | 4.1 | | 55.4 | 17.6 | 1.4 | 100.0 | | | NO | NO | NO | 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 | | | 4 | | | 2 | 1 | | 7 | | | |
| | % | 28.0 | 8.0 | | 44.0 | 16.0 | 4.0 | 100.0 | | | NO | NO | NO | 57.1 | | | 28.6 | 14.3 | | 100.0 | YES | YES | YES |
| E6 | # | | 1 | | 18 | 6 | 1 | 26 | 0.2 | 72.9 | 2.8 | | * | | | | 1 | 1 | | 2 | | * | |
| | % | | 3.8 | | 69.2 | 23.1 | 3.8 | 100.0 | | | NO | 3.7 | NO | | | | 50.0 | 50.0 | | 100.0 | YES | 94.9% | YES |
| E7 and E8 | # | 20 | 3 | 2 | 10 | | 35 | 12.8 | 12.1 | 6.0 | | | | 5 | | 1 | 1 | | | 7 | | | |
| | % | 57.1 | 8.6 | 5.7 | 28.6 | | 100.0 | | | | 4.2 | NO | 6.0 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|------|-----|------|------|-----|--|-----|------|------------------|-----|-----|---|------|------|------|-------|------|----|---|-------|-------|-------|
| 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 |
| T1, T2 and E1 | % | 30.0 | 10.0 | | 60.0 | | | 100.0 | 3.7 | 34.5 | 10.6 | NO | NO | 10.6 | | | | 100.0 | | | 100.0 | YES | YES | 0.0% |
| T3 and T4 | % | 25.5 | 9.8 | 2.0 | 58.8 | 3.9 | | 100.0 | 2.3 | 29.3 | 4.9 | NO | NO | 1.0 | 27.3 | 9.1 | | 54.5 | 9.1 | | 100.0 | YES | YES | 79.6% |
| T5 and E2 | % | 18.4 | 5.3 | 2.6 | 42.1 | 28.9 | 2.6 | 100.0 | 7.2 | 35.0 | 17.1 | 1.9 | NO | NO | 3 | 2 | 2 | 6 | 2 | | 15 | 73.6% | YES | YES |
| E3, E5 and E6 | % | 6.9 | | | 51.7 | 34.5 | 6.9 | 100.0 | 2.7 | 58.0 | 9.2 | 2.7 | 6.3 | NO | | | | 60.0 | 40.0 | | 100.0 | 0.0% | 89.1% | YES |
| E4, E7 and E8 | % | 50.0 | 25.0 | | 8.3 | 8.3 | 8.3 | 100.0 | 9.1 | 11.3 | 10.3 | NO | 3.0 | 2.0 | 40.0 | 40.0 | 20.0 | | | | 100.0 | YES | 73.5% | 80.6% |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|-----|------|---|-------|------|------|------|------|-------|---|------|-------|-------|
| 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 | |
| T1, T2 and E1 | # | 5 | 3 | | 8 | 8 | | 24 | 5.4 | 35.4 | 12.6 | NO | 2.1 | NO | 2 | 1 | 2 | 3 | | | 8 | YES | 94.1% | YES |
| | % | 20.8 | 12.5 | | 33.3 | 33.3 | | 100.0 | | | | | | | 25.0 | 12.5 | 25.0 | 37.5 | | | 100.0 | | | |
| T3 and T4 | # | 87 | 10 | 3 | 101 | 28 | 9 | 238 | 3.7 | 33.3 | 7.0 | NO | NO | NO | 8 | | 1 | 6 | 4 | 1 | 20 | YES | YES | YES |
| | % | 36.6 | 4.2 | 1.3 | 42.4 | 11.8 | 3.8 | 100.0 | | | | | | | 40.0 | | 5.0 | 30.0 | 20.0 | 5.0 | 100.0 | | | |
| T5 and E2 | # | 35 | 14 | 1 | 60 | 50 | 6 | 166 | 7.7 | 32.2 | 17.4 | NO | NO | NO | 8 | | 1 | 9 | 12 | 1 | 31 | YES | YES | YES |
| | % | 21.1 | 8.4 | 0.6 | 36.1 | 30.1 | 3.6 | 100.0 | | | | | | | 25.8 | | 3.2 | 29.0 | 38.7 | 3.2 | 100.0 | | | |
| E3 | # | 24 | 7 | 1 | 18 | 8 | | 58 | 11.7 | 21.6 | 13.0 | NO | NO | NO | 1 | | | 2 | 1 | | 4 | YES | YES | YES |
| | % | 41.4 | 12.1 | 1.7 | 31.0 | 13.8 | | 100.0 | | | | | | | 25.0 | | | 50.0 | 25.0 | | 100.0 | | | |
| E4 and E5 | # | 2 | 4 | 1 | 19 | 13 | 2 | 41 | 4.8 | 49.4 | 17.2 | NO | 3.1 | NO | | | | 2 | 1 | | 3 | YES | 93.7% | YES |
| | % | 4.9 | 9.8 | 2.4 | 46.3 | 31.7 | 4.9 | 100.0 | | | | | | | | | | 66.7 | 33.3 | | 100.0 | | | |
| E6 | # | 2 | 2 | | 22 | 17 | 1 | 44 | 1.8 | 61.6 | 19.3 | NO | 11.6 | NO | | | | 2 | 2 | | 4 | YES | 81.2% | YES |
| | % | 4.5 | 4.5 | | 50.0 | 38.6 | 2.3 | 100.0 | | | | | | | | | | 50.0 | 50.0 | | 100.0 | | | |
| E7 | # | 13 | | | | 1 | | 14 | 3.3 | 6.7 | 1.1 | 3.3 | 6.7 | NO | 1 | | | | 1 | | 2 | 0.0% | 0.0% | YES |
| | % | 92.9 | | | | 7.1 | | 100.0 | | | | | | | 50.0 | | | | 50.0 | | 100.0 | | | |
| E8 | # | 8 | 4 | | 5 | 1 | | 18 | 21.6 | 14.7 | 14.3 | NO | NO | 8.7 | 1 | | | | | | 1 | YES | YES | 39.2% |
| | % | 44.4 | 22.2 | | 27.8 | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------------|--------------------------------|------|------|------|------|------|-------|--|------|------|------------------|------|------|---|----|----|------|------|-------|-------|---|-------|-------|
| 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 |
| T1, T2, and E1 | # 2 | 1 | | 4 | | | 7 | | | | | | | | | | | | | | | | |
| | % 28.6 | 14.3 | | 57.1 | | | 100.0 | 6.0 | 33.8 | 6.4 | NO | NO | 6.4 | | | | | | | | YES | YES | 0.0% |
| T3 and T4 | # 11 | | 3 | 8 | 5 | | 27 | | | | | | | 2 | | | 1 | | | 3 | | | |
| | % 40.7 | | 11.1 | 29.6 | 18.5 | | 100.0 | 0.9 | 43.3 | 33.8 | 0.9 | 13.7 | 15.3 | 66.7 | | | 33.3 | | | 100.0 | 0.0% | 68.4% | 54.7% |
| T5, E2, E3, and E5 | # 8 | | | 12 | 10 | | 30 | | | | | | | | | | 2 | 2 | | 4 | | | |
| | % 26.7 | | | 40.0 | 33.3 | | 100.0 | 5.8 | 28.5 | 21.3 | 5.8 | NO | NO | | | | 50.0 | 50.0 | | 100.0 | 0.0% | YES | YES |
| E6 | # | 1 | | 5 | 1 | 1 | 8 | | | | | | | | | | | | 1 | 1 | | | |
| | % | 12.5 | | 62.5 | 12.5 | 12.5 | 100.0 | 0.1 | 73.3 | 13.3 | NO | 10.8 | 0.8 | | | | | | 100.0 | 100.0 | YES | 85.3% | 94.0% |
| E7 and E8 | # 5 | | | | 3 | | 8 | | | | | | | | | | | | | | | | |
| | % 62.5 | | | | 37.5 | | 100.0 | 27.1 | 5.0 | 4.4 | 27.1 | 5.0 | NO | | | | | | | | 0.0% | 0.0% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | | |
|---------------|--------------------------------|------|------|----|------|------|-------|--|------|------|------------------|-----|----|---|------|------|----|------|------|-------|---|-------|-----|-----|-----|
| 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 | | |
| 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 | | | | |
| | % | 25.0 | 6.0 | | 48.8 | 19.0 | 1.2 | 100.0 | | | | | | | 33.3 | 33.3 | | 33.3 | | | 100.0 | YES | YES | YES | |
| T5 and E2 | # | 4 | 2 | | 18 | 11 | | 35 | 10.3 | 26.6 | 30.7 | 4.6 | NO | NO | | | | 1 | 2 | | 3 | | | | |
| | % | 11.4 | 5.7 | | 51.4 | 31.4 | | 100.0 | | | | | | | | | | 33.3 | 66.7 | | 100.0 | 55.3% | YES | YES | |
| E3, E4 and E5 | # | 3 | 5 | | 8 | 7 | | 23 | 5.7 | 27.0 | 26.6 | NO | NO | NO | 1 | 1 | | | | | 2 | | | | |
| | % | 13.0 | 21.7 | | 34.8 | 30.4 | | 100.0 | | | | | | | 50.0 | 50.0 | | | | | 100.0 | YES | YES | YES | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|----------------|--------------------------------|-----|-----|------|------|----|-------|--|------|------|------------------|------|-----|---|------|----|------|----|----|-------|---|-------|------|
| 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 |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|---------------|--------------------------------|------|-----|-----|------|------|-----|--|-----|------|------------------|-----|-----|---|------|------|----|-------|------|----|---|------|-------|-------|
| 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 |
| T1, T2 and E1 | # | 10 | 1 | | 9 | 1 | | 21 | | | | | | | | | | 1 | | | 1 | | | |
| | % | 47.6 | 4.8 | | 42.9 | 4.8 | | 100.0 | 4.4 | 43.7 | 7.7 | NO | 0.8 | 2.9 | | | | 100.0 | | | 100.0 | YES | 98.2% | 62.3% |
| T3 and T4 | # | 46 | 4 | 2 | 61 | 6 | 4 | 123 | 2.5 | 36.3 | 5.5 | NO | NO | | 2 | 1 | | 7 | | | 10 | | | |
| | % | 37.4 | 3.3 | 1.6 | 49.6 | 4.9 | 3.3 | 100.0 | | | | NO | NO | 0.6 | 20.0 | 10.0 | | 70.0 | | | 100.0 | YES | YES | 89.1% |
| T5 and E2 | # | 15 | 4 | | 28 | 12 | 2 | 61 | 5.7 | 43.2 | 9.8 | NO | NO | NO | 4 | 1 | | 7 | 1 | | 13 | | | |
| | % | 24.6 | 6.6 | | 45.9 | 19.7 | 3.3 | 100.0 | | | | NO | NO | NO | 30.8 | 7.7 | | 53.8 | 7.7 | | 100.0 | YES | YES | YES |
| 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 | | | | 1.4 | 2.9 | NO | 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 | | | | NO | 6.8 | NO | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|---------------|--------------------------------|------|-----|-----|------|------|-----|--|-----|------|------------------|-----|-----|---|------|-----|-----|-------|------|-----|-------|---|-------|------|
| 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 |
| 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 | | | |
| | % | 26.9 | 3.8 | 1.0 | 55.8 | 11.5 | 1.0 | 100.0 | | | | | | | 31.3 | 9.4 | | 37.5 | 21.9 | | 100.0 | 60.3% | YES | YES |
| E3 and E5 | # | 11 | | | 20 | 7 | 2 | 40 | 6.0 | 46.7 | 2.4 | 6.0 | NO | NO | 4 | | | 6 | 2 | | 12 | | | |
| | % | 27.5 | | | 50.0 | 17.5 | 5.0 | 100.0 | | | | | | | 33.3 | | | 50.0 | 16.7 | | 100.0 | 0.0% | YES | YES |
| E6 | # | 2 | | | 24 | 7 | 2 | 35 | 0.1 | 74.3 | 9.5 | 0.1 | 5.7 | 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 | | | |
| | % | 38.9 | 5.6 | 5.6 | 27.8 | 22.2 | | 100.0 | | | | | | | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|---------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|-----|---|-------|------|------|------|------|-------|-------|---|-------|-----|
| 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 | |
| T1, T2 and E1 | # | 3 | 1 | | 7 | 5 | | 16 | 3.9 | 37.9 | 13.4 | NO | NO | NO | 1 | | | | | | 1 | YES | YES | YES |
| | % | 18.8 | 6.3 | | 43.8 | 31.3 | | 100.0 | | | | | | | 100.0 | | | | | | 100.0 | | | |
| T3 and T4 | # | 116 | 16 | 5 | 145 | 20 | 10 | 312 | 3.5 | 33.8 | 4.6 | NO | NO | NO | 7 | | 1 | 9 | | 1 | 18 | YES | YES | YES |
| | % | 37.2 | 5.1 | 1.6 | 46.5 | 6.4 | 3.2 | 100.0 | | | | | | | 38.9 | | 5.6 | 50.0 | | 5.6 | 100.0 | | | |
| 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 | YES | YES | YES |
| | % | 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 | | | |
| 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 | YES | 93.4% | YES |
| | % | 19.8 | 8.9 | 2.0 | 42.6 | 21.8 | 5.0 | 100.0 | | | | | | | 50.0 | 7.1 | | 14.3 | 28.6 | | 100.0 | | | |
| E4 | # | 9 | 7 | 1 | 4 | 1 | 1 | 23 | 12.8 | 8.4 | 4.1 | NO | NO | NO | 1 | 1 | 2 | 3 | | 1 | 8 | YES | YES | YES |
| | % | 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 | | | |
| E6 | # | 3 | 3 | | 16 | 10 | 1 | 33 | 5.1 | 56.6 | 18.9 | NO | 8.1 | NO | 1 | 2 | | 3 | | | 6 | YES | 85.7% | YES |
| | % | 9.1 | 9.1 | | 48.5 | 30.3 | 3.0 | 100.0 | | | | | | | 16.7 | 33.3 | | 50.0 | | | 100.0 | | | |
| E7 and E8 | # | 14 | 12 | 2 | 4 | 3 | 1 | 36 | 14.1 | 9.6 | 7.4 | NO | NO | NO | | 2 | | 1 | | | 3 | YES | YES | YES |
| | % | 38.9 | 33.3 | 5.6 | 11.1 | 8.3 | 2.8 | 100.0 | | | | | | | | 66.7 | | 33.3 | | | 100.0 | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|----------------|--------------------------------|------|------|----|------|------|----|--|------|------|------------------|-----|-----|---|------|-------|----|-------|-------|----|---|-----|------|-------|
| 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 |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|----------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|------|------|-------|------|---|------|-------|-----|
| 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 |
| T1, T2, and E1 | # | 3 | | 1 | 5 | 3 | | 12 | 3.7 | 36.9 | 7.5 | 3.7 | * | | | | 1 | 2 | | | 3 | * | | |
| | % | 25.0 | | 8.3 | 41.7 | 25.0 | | 100.0 | | | | | NO | NO | | | 33.3 | 66.7 | | | 100.0 | 0.0% | YES | YES |
| T3 and T4 | # | 41 | 9 | 4 | 43 | 16 | 2 | 115 | 2.9 | 32.2 | 4.1 | NO | NO | NO | 5 | 1 | | 7 | 1 | | 14 | | | |
| | % | 35.7 | 7.8 | 3.5 | 37.4 | 13.9 | 1.7 | 100.0 | | | | | | | 35.7 | 7.1 | | 50.0 | 7.1 | | 100.0 | YES | YES | YES |
| 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 | | | |
| | % | 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 | YES | YES | YES |
| E3 and E5 | # | 6 | | | 12 | 7 | 1 | 26 | 3.0 | 46.6 | 12.3 | 3.0 | * | * | 1 | | | 1 | 2 | 1 | 5 | * | * | |
| | % | 23.1 | | | 46.2 | 26.9 | 3.8 | 100.0 | | | | | 0.4 | NO | 20.0 | | | 20.0 | 40.0 | 20.0 | 100.0 | 0.0% | 99.1% | YES |
| E6 | # | | | | 8 | 8 | 1 | 17 | 1.4 | 68.2 | 11.6 | 1.4 | * | | | | | | 1 | | 1 | * | | |
| | % | | | | 47.1 | 47.1 | 5.9 | 100.0 | | | | | 21.1 | NO | | | | | 100.0 | | 100.0 | 0.0% | 69.1% | YES |
| E4, E7 and E8 | # | 18 | 7 | | 3 | 9 | | 37 | 10.7 | 11.0 | 8.6 | NO | | NO | 4 | 1 | | | | | 5 | | | |
| | % | 48.6 | 18.9 | | 8.1 | 24.3 | | 100.0 | | | | | | | 80.0 | 20.0 | | | | | 100.0 | YES | 73.6% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|-------------------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|------|------|---|------|------|-----|------|------|-----|---|-------|-------|-------|
| 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 |
| E1 | # | 16 | 2 | 1 | 7 | | | 26 | | | | | | | 2 | 1 | | 1 | | | 4 | | | |
| | % | 61.5 | 7.7 | 3.8 | 26.9 | | | 100.0 | 6.7 | 14.0 | 4.6 | NO | NO | 4.6 | 50.0 | 25.0 | | 25.0 | | | 100.0 | YES | YES | 0.0% |
| E2 Non-Engineers | # | 166 | 37 | 4 | 150 | 104 | 6 | 467 | | | | | | | 25 | 6 | | 12 | 15 | 2 | 60 | | | |
| | % | 35.5 | 7.9 | 0.9 | 32.1 | 22.3 | 1.3 | 100.0 | 3.8 | 40.3 | 15.1 | NO | 8.2 | NO | 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 | | | | | | | 84 | 14 | 10 | 17 | 8 | 4 | 137 | | | |
| | % | 70.6 | 9.2 | 4.1 | 11.6 | 2.9 | 1.6 | 100.0 | 8.6 | 9.6 | 2.6 | NO | NO | NO | 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 | | | | | | | 8 | 1 | 1 | 12 | 4 | 1 | 27 | | | |
| | % | 56.4 | 1.4 | 1.0 | 28.1 | 11.9 | 1.2 | 100.0 | 4.6 | 41.5 | 16.3 | 3.2 | 13.4 | 4.4 | 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 | | | | | | | 71 | 16 | 3 | 6 | 4 | | 100 | | | |
| | % | 68.5 | 12.0 | 2.6 | 12.7 | 4.2 | | 100.0 | 20.6 | 7.5 | 4.0 | 8.6 | NO | NO | 71.0 | 16.0 | 3.0 | 6.0 | 4.0 | | 100.0 | 58.3% | YES | YES |
| E6 | # | 2 | 1 | | 40 | 19 | 1 | 63 | | | | | | | 1 | | | 8 | 4 | | 13 | | | |
| | % | 3.2 | 1.6 | | 63.5 | 30.2 | 1.6 | 100.0 | 3.7 | 59.8 | 17.1 | 2.1 | NO | NO | 7.7 | | | 61.5 | 30.8 | | 100.0 | 43.2% | YES | YES |
| E7 | # | 1484 | 835 | 44 | 46 | 86 | 2 | 2497 | | | | | | | 545 | 260 | 19 | 9 | 15 | 1 | 849 | | | |
| | % | 59.4 | 33.4 | 1.8 | 1.8 | 3.4 | 0.1 | 100.0 | 40.1 | 6.1 | 4.9 | 6.7 | 4.3 | 1.5 | 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 | | | | | | | 4 | 2 | | 3 | 1 | | 10 | | | |
| | % | 15.5 | 10.7 | | 51.2 | 22.6 | | 100.0 | 24.6 | 18.5 | 12.3 | 13.9 | NO | NO | 40.0 | 20.0 | | 30.0 | 10.0 | | 100.0 | 43.5% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|----|------|------|-----|--|-----|------|------------------|-----|-----|---|------|----|----|------|------|----|---|------|-------|------|
| 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 |
| E1 | # | 6 | 1 | | 3 | 1 | 1 | 12 | | | | | | | 1 | | | 1 | | | 2 | | | |
| | % | 50.0 | 8.3 | | 25.0 | 8.3 | 8.3 | 100.0 | 3.7 | 28.1 | 6.3 | NO | 3.1 | NO | 50.0 | | | 50.0 | | | 100.0 | YES | 89.0% | YES |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|------|------|-----|-------|--|-----|------|------------------|-----|------|---|------|-----|------|-------|-----|-------|---|-------|-------|-------|
| 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 | # | 16 | 3 | 1 | 21 | | 1 | 42 | | | | | | | | | | | | 2 | | | | |
| | % | 38.1 | 7.1 | 2.4 | 50.0 | | 2.4 | 100.0 | 3.6 | 40.3 | 7.7 | NO | NO | 7.7 | | | | 100.0 | | | 100.0 | YES | YES | 0.0% |
| C2 | # | 105 | 1 | 11 | 41 | 4 | 5 | 167 | 3.6 | 42.0 | 8.3 | | | | 10 | | 2 | 2 | | | 14 | | | |
| | % | 62.9 | 0.6 | 6.6 | 24.6 | 2.4 | 3.0 | 100.0 | | | | 3.0 | 17.4 | 5.9 | 71.4 | | 14.3 | 14.3 | | | 100.0 | 16.7% | 58.6% | 28.9% |
| C3 | # | 248 | 5 | 55 | 93 | 8 | 11 | 420 | | | | | | | 13 | 1 | 4 | 10 | 1 | 1 | 30 | | | |
| | % | 59.0 | 1.2 | 13.1 | 22.1 | 1.9 | 2.6 | 100.0 | 2.5 | 32.6 | 3.1 | 1.3 | 10.5 | 1.2 | 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 | | | | | | | 20 | 2 | 14 | 13 | 1 | 5 | 55 | | | |
| | % | 42.5 | 3.1 | 10.7 | 34.5 | 2.7 | 6.4 | 100.0 | 2.5 | 32.6 | 3.1 | NO | NO | 0.4 | 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 | | | | | | | 23 | | 18 | 18 | 5 | 18 | 82 | | | |
| | % | 34.4 | 2.0 | 11.7 | 36.4 | 5.5 | 10.0 | 100.0 | 2.6 | 32.9 | 3.2 | 0.6 | NO | NO | 28.0 | | 22.0 | 22.0 | 6.1 | 22.0 | 100.0 | 76.9% | YES | YES |
| C6 | # | 123 | 4 | 18 | 182 | 11 | 27 | 365 | | | | | | * | 21 | | 5 | 27 | 1 | 6 | 60 | | | * |
| | % | 33.7 | 1.1 | 4.9 | 49.9 | 3.0 | 7.4 | 100.0 | 2.5 | 32.6 | 3.1 | 1.4 | NO | 0.1 | 35.0 | | 8.3 | 45.0 | 1.7 | 10.0 | 100.0 | 44.0% | YES | 96.8% |
| C7 | # | 22 | 1 | | 10 | | | 33 | | | | | * | 4 | | 3 | 1 | | 1 | 9 | | | * | |
| | % | 66.7 | 3.0 | | 30.3 | | | 100.0 | 2.5 | 32.4 | 3.1 | NO | 2.1 | 3.1 | 44.4 | | 33.3 | 11.1 | | 11.1 | 100.0 | YES | 93.5% | 0.0% |
| C825 | # | | | | 1 | | 1 | 2 | | | * | | * | | | | | | | | | * | * | |
| | % | | | | 50.0 | | 50.0 | 100.0 | 2.8 | 32.2 | 4.0 | 2.8 | NO | 4.0 | | | | | | | 100.0 | 0.0% | YES | 0.0% |
| C826 | # | 25 | 1 | 1 | 55 | 1 | 5 | 88 | | | | | * | 3 | | 2 | 3 | | 1 | 9 | | | * | |
| | % | 28.4 | 1.1 | 1.1 | 62.5 | 1.1 | 5.7 | 100.0 | 0.8 | 63.4 | 4.5 | NO | 0.9 | 3.4 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|-----|------|------|-----|--|------|------|------------------|-----|------|---|------|------|------|------|------|-------|---|-------|-------|-------|
| 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 |
| 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 | 72.0% | YES | YES |
| | % | 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 | | | |
| 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 | YES | 62.5% | YES |
| | % | 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 | | | |
| 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 | 66.7% | YES | YES |
| | % | 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 | | | |
| 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 | 65.2% | YES | YES |
| | % | 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 | | | |
| 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 | 83.9% | YES | YES |
| | % | 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 | | | |
| E204 | # | 30 | 6 | | 26 | 9 | 2 | 73 | 4.7 | 38.1 | 10.9 | NO | 2.5 | NO | 2 | 2 | | 1 | 4 | 2 | 11 | YES | 93.4% | YES |
| | % | 41.1 | 8.2 | | 35.6 | 12.3 | 2.7 | 100.0 | | | | | | | 18.2 | 18.2 | | 9.1 | 36.4 | 18.2 | 100.0 | | | |
| 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 | 46.7% | YES | YES |
| | % | 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 | | | |
| 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 | 31.7% | YES | 64.5% |
| | % | 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 | | | |
| E307 | # | 65 | 9 | 8 | 10 | 1 | 1 | 94 | 4.2 | 24.0 | 5.9 | NO | 13.4 | 4.8 | 13 | | 2 | | | 1 | 16 | YES | 44.2% | 18.6% |
| | % | 69.1 | 9.6 | 8.5 | 10.6 | 1.1 | 1.1 | 100.0 | | | | | | | 81.3 | | 12.5 | | 6.3 | 100.0 | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|------|------|---|-------|------|------|------|------|-------|---|-------|-------|
| 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 |
| E308 | # | 55 | 10 | 8 | 53 | 13 | 7 | 146 | | | | | | 3 | 1 | 3 | 8 | | 6 | 21 | | | |
| | % | 37.7 | 6.8 | 5.5 | 36.3 | 8.9 | 4.8 | 100.0 | 5.9 | 30.9 | 17.6 | NO | NO | 8.7 | 14.3 | 4.8 | 14.3 | 38.1 | | 28.6 | 100.0 | YES | YES |
| E309 | # | 86 | 12 | 11 | 23 | 15 | 5 | 152 | | | | | | 2 | | | | | 1 | 3 | | | |
| | % | 56.6 | 7.9 | 7.2 | 15.1 | 9.9 | 3.3 | 100.0 | 3.4 | 32.9 | 24.2 | NO | 17.8 | 14.3 | 66.7 | | | | | 33.3 | 100.0 | YES | 45.9% |
| E410 | # | 46 | 16 | 4 | 12 | 4 | 2 | 84 | | | | | * | 12 | 1 | 2 | 3 | 1 | 1 | 20 | | | * |
| | % | 54.8 | 19.0 | 4.8 | 14.3 | 4.8 | 2.4 | 100.0 | 10.7 | 9.8 | 5.3 | NO | NO | 0.5 | 60.0 | 5.0 | 10.0 | 15.0 | 5.0 | 5.0 | 100.0 | YES | YES |
| E511 | # | 30 | 6 | 2 | 217 | 92 | 14 | 361 | | | | | | 4 | 4 | 1 | 23 | 12 | 7 | 51 | | | |
| | % | 8.3 | 1.7 | 0.6 | 60.1 | 25.5 | 3.9 | 100.0 | 1.6 | 59.1 | 24.2 | NO | NO | NO | 7.8 | 7.8 | 2.0 | 45.1 | 23.5 | 13.7 | 100.0 | YES | YES |
| E512 | # | 9 | 4 | | 29 | 4 | 4 | 50 | | | | | | 1 | | | 5 | | 1 | 7 | | | |
| | % | 18.0 | 8.0 | | 58.0 | 8.0 | 8.0 | 100.0 | 8.0 | 50.8 | 21.2 | NO | NO | 13.2 | 14.3 | | | 71.4 | | 14.3 | 100.0 | YES | YES |
| E613 | # | 8 | 3 | | 3 | 3 | 2 | 19 | | | | | | 2 | 1 | | 1 | 1 | 1 | 6 | | | |
| | % | 42.1 | 15.8 | | 15.8 | 15.8 | 10.5 | 100.0 | 47.5 | 13.3 | 9.6 | 31.7 | NO | NO | 33.3 | 16.7 | | 16.7 | 16.7 | 16.7 | 100.0 | 33.3% | YES |
| E615 | # | 7 | 5 | | 55 | 36 | 4 | 107 | | | | | | 3 | 2 | | 11 | 9 | 1 | 26 | | | |
| | % | 6.5 | 4.7 | | 51.4 | 33.6 | 3.7 | 100.0 | 6.4 | 50.0 | 19.4 | 1.7 | NO | NO | 11.5 | 7.7 | | 42.3 | 34.6 | 3.8 | 100.0 | 73.4% | YES |
| E616 | # | | | | 2 | 2 | | 4 | | | * | * | | | | | | | | | * | * | |
| | % | | | | 50.0 | 50.0 | | 100.0 | 5.7 | 54.0 | 16.5 | 5.7 | 4.0 | NO | | | | | | | 100.0 | 0.0% | 92.6% |
| E717 | # | 44 | 8 | 1 | 4 | | | 57 | | | | | | 8 | | | | | | 8 | | | |
| | % | 77.2 | 14.0 | 1.8 | 7.0 | | | 100.0 | 13.3 | 4.0 | 2.4 | NO | NO | 2.4 | 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|------|------|------|------|-----|--|------|------|------------------|------|-----|---|------|------|-------|------|------|-------|---|-------|-------|-------|
| 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 |
| E718 | # | 120 | 48 | 9 | 6 | 1 | | 184 | 18.6 | 3.3 | 2.1 | NO | NO | 1.6 | 12 | 6 | 6 | | 1 | | 25 | YES | YES | 23.8% |
| | % | 65.2 | 26.1 | 4.9 | 3.3 | 0.5 | | 100.0 | | | | | | | 48.0 | 24.0 | 24.0 | | 4.0 | | 100.0 | | | |
| E819 | # | 34 | 27 | | 3 | 11 | | 75 | 24.3 | 12.8 | 2.0 | NO | 8.8 | NO | 2 | 8 | 1 | 2 | | 1 | 14 | YES | 31.3% | YES |
| | % | 45.3 | 36.0 | | 4.0 | 14.7 | | 100.0 | | | | | | | 14.3 | 57.1 | 7.1 | 14.3 | | 7.1 | 100.0 | | | |
| E820 | # | 37 | 49 | 3 | 10 | 58 | 4 | 161 | 28.2 | 3.1 | 1.0 | NO | NO | NO | 5 | 9 | 6 | 4 | 11 | 5 | 40 | YES | YES | YES |
| | % | 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 | | | |
| E821 | # | | 1 | 1 | 1 | 6 | | 9 | 22.5 | 8.9 | 24.5 | 11.4 | NO | NO | | | 1 | | | | 1 | 49.3% | YES | YES |
| | % | | 11.1 | 11.1 | 11.1 | 66.7 | | 100.0 | | | | | | | | | 100.0 | | | 100.0 | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |

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

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

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

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

Level of Goal Attainment for 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|------|-----|------|------|----|--|------|------|------------------|-----|-----|---|----|------|----|----|------|----|-------|---|-------|-------|
| 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 |
| E1 | % | 10 | 2 | | 8 | 4 | | 24 | 7.3 | 36.9 | 23.1 | NO | 3.6 | 6.4 | | | | | | | | YES | 90.2% | 72.3% |
| 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 |
| 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 |
| E5 | % | 16 | 14 | | 78 | 30 | 2 | 140 | 1.4 | 54.7 | 12.2 | NO | NO | NO | 1 | 2 | | 3 | 3 | | 9 | YES | YES | YES |
| 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 |
| 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 | 2 | | | | | | | 3 | 4 | | | | 5 | | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|------|------|----|-------|--|------------------|------|-----|------|---|------|-------|----|------|-------|----|-------|---|-------|-------|
| 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 |
| 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 | | | | | | | | | | | | | | | | |
| 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
|--------------|--------------------------------|------|-----|-----|------|------|-------|--|------|------|------------------|-----|-----|---|------|------|-------|------|-----|-------|---|-------|-------|
| 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 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 | 80 | | | | | | | 2 | | | 5 | | | 7 | | | |
| | % | 52.5 | 2.5 | 2.5 | 37.5 | 2.5 | 100.0 | 1.9 | 44.1 | 4.7 | NO | 6.6 | 2.2 | 28.6 | | | 71.4 | | | 100.0 | YES | 85.0% | 53.2% |
| C4 | # | 24 | 1 | 2 | 37 | 6 | 73 | | | | | | | | | | 3 | | | 3 | | * | |
| | % | 32.9 | 1.4 | 2.7 | 50.7 | 8.2 | 100.0 | 1.6 | 40.5 | 7.7 | 0.2 | NO | NO | | | | 100.0 | | | 100.0 | 87.5% | YES | YES |
| C5 | # | 24 | 4 | 3 | 47 | 8 | 90 | | | | | | | 1 | 1 | 1 | 10 | | | 13 | | | |
| | % | 26.7 | 4.4 | 3.3 | 52.2 | 8.9 | 100.0 | 2.2 | 36.4 | 3.3 | NO | NO | NO | 7.7 | 7.7 | 7.7 | 76.9 | | | 100.0 | YES | YES | YES |
| C6 and C7 | # | 5 | 1 | 2 | 27 | 2 | 38 | | | | | | | | 1 | | 6 | 1 | | 8 | | * | |
| | % | 13.2 | 2.6 | 5.3 | 71.1 | 5.3 | 100.0 | 3.5 | 34.2 | 9.3 | 0.9 | NO | 4.0 | | 12.5 | | 75.0 | 12.5 | | 100.0 | 74.3% | YES | 57.0% |
| C8 and C9 | # | 28 | 6 | 4 | 26 | 5 | 71 | | | | | | | 6 | | 1 | 9 | 4 | | 20 | | | |
| | % | 39.4 | 8.5 | 5.6 | 36.6 | 7.0 | 100.0 | 5.1 | 30.7 | 3.6 | NO | NO | NO | 30.0 | | 5.0 | 45.0 | 20.0 | | 100.0 | YES | YES | YES |
| E1 | # | 6 | | | 11 | 2 | 19 | | | | | | | 1 | | | 1 | 1 | | 3 | | * | |
| | % | 31.6 | | | 57.9 | 10.5 | 100.0 | 3.7 | 38.9 | 8.9 | 3.7 | NO | NO | 33.3 | | | 33.3 | 33.3 | | 100.0 | 0.0% | YES | YES |
| E2 | # | 24 | 4 | 1 | 86 | 27 | 145 | | | | | | | 5 | 3 | | 25 | 11 | 1 | 45 | | | |
| | % | 16.6 | 2.8 | 0.7 | 59.3 | 18.6 | 100.0 | 4.1 | 41.6 | 11.3 | 1.3 | NO | NO | 11.1 | 6.7 | | 55.6 | 24.4 | 2.2 | 100.0 | 68.3% | YES | YES |
| E3 | # | 21 | 4 | 1 | 11 | 6 | 43 | | | | | | | 3 | | 1 | 3 | 3 | | 10 | | | |
| | % | 48.8 | 9.3 | 2.3 | 25.6 | 14.0 | 100.0 | 7.5 | 25.4 | 10.7 | NO | NO | NO | 30.0 | | 10.0 | 30.0 | 30.0 | | 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: 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

| EEO Officer: Lisa Stewart | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------|--------------------------------|------|------|-----|------|------|-------|--|------|------|------------------|----|------|---|------|----|-------|------|----|-------|---|-----|-------|
| 1 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | |
| 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 |
| 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 | | | | * | | | | | | 2 | | | 2 | * | | |
| | % | 14.3 | | | 81.0 | 4.8 | 100.0 | 0.5 | 62.3 | 16.3 | 0.5 | NO | 11.5 | | | | 100.0 | | | 100.0 | 0.0% | YES | 29.4% |
| E6 | # | 2 | | | 43 | 13 | 60 | | | | | | | 1 | | | 3 | | | 4 | | | |
| | % | 3.3 | | | 71.7 | 21.7 | 100.0 | 1.9 | 63.6 | 15.6 | 1.9 | NO | NO | 25.0 | | | 75.0 | | | 100.0 | 0.0% | YES | YES |
| E7 | # | 27 | 3 | 1 | 3 | | 34 | | | | * | | * | 2 | | | | | | 2 | * | | * |
| | % | 79.4 | 8.8 | 2.9 | 8.8 | | 100.0 | 11.6 | 3.9 | 1.6 | 2.8 | NO | 1.6 | 100.0 | | | | | | 100.0 | 75.9% | YES | 0.0% |
| E8 | # | 24 | 9 | 1 | 9 | 39 | 86 | | | | | | | 4 | 2 | | | 3 | | 9 | | | |
| | % | 27.9 | 10.5 | 1.2 | 10.5 | 45.3 | 100.0 | 18.0 | 9.7 | 11.7 | 7.5 | NO | NO | 44.4 | 22.2 | | | 33.3 | | 100.0 | 58.3% | 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: 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 | 2 | | | | | | | 3 | | | 4 | | | 5 | | | | | | | 6 | | | |
|--------------|--------------------------------|------|-----|-----|------|------|------|--|-----|------|------------------|-----|-----|---|-------|----|----|-------|------|----|---|-------|-------|-----|
| 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 |
| E1 | # | 1 | | | 3 | 1 | 1 | 6 | | | | | | | 1 | | | | | | 1 | | | |
| | % | 16.7 | | | 50.0 | 16.7 | 16.7 | 100.0 | 4.9 | 26.1 | 6.1 | 4.9 | NO | NO | 100.0 | | | | | | 100.0 | 0.0% | YES | YES |
| E2 and E3 | # | 6 | 1 | | 17 | 6 | | 30 | | | | | | | 1 | | | 1 | 1 | | 3 | | | |
| | % | 20.0 | 3.3 | | 56.7 | 20.0 | | 100.0 | 4.5 | 42.1 | 14.4 | 1.2 | NO | NO | 33.3 | | | 33.3 | 33.3 | | 100.0 | 73.3% | YES | YES |
| E5 and E6 | # | 1 | | 1 | 6 | 4 | | 12 | | | | | | | | | | 1 | | | 1 | | | |
| | % | 8.3 | | 8.3 | 50.0 | 33.3 | | 100.0 | 9.4 | 51.1 | 19.2 | 9.4 | 1.1 | NO | | | | 100.0 | | | 100.0 | 0.0% | 97.8% | YES |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
| | % | | | | | | | | | | | | | | | | | | | | | | | |
| | # | | | | | | | | | | | | | | | | | | | | | | | |
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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: 95.3 percent
Level of Goal Attainment for 2015: 94.9 percent
Level of Goal Attainment for 2016: 83.9 percent

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