

SOUTH CAROLINA HUMAN AFFAIRS COMMISSION

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MEMORANDUM

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

FROM: _____

 Jesse Washington, Jr., Commissioner

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

DATE: February 1, 2004

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

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

In keeping with these requirements, it is my pleasure to present to you the 2004 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

As I am now in my fourth year as Commissioner of the State Human Affairs Commission (SCHAC), I feel that it is the appropriate time to reevaluate state government agencies’ affirmative action plans to determine whether a particular plan should be retained, revised or exempted. SCHAC regulations and procedures require that plans be designed to meet the standards in our manual, The Blueprint.

These standards are consistent with the principles of merit and fairness, as well as, federal standards and judicial interpretation. I believe that by applying these principles we can at the same time actively pursue an inclusive government workforce and a strong economy for us all.

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

Copy: Legislative Printing and Information Technology Resources
 Agency and Commission Heads

ABOUT THIS REPORT

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

What is Affirmative Action?

Affirmative action is a process or management tool used by employers to eliminate the current and lingering effects of prior discrimination. It is a process that is used to achieve equal employment opportunity for all race/sex groups in a workforce through educational, training and/or recruitment programs. Affirmative Action has been upheld by the U.S. Supreme Court as a permissible method to reach the goal of fair employment and is not to be used as a quota system for a preference program. In fact, affirmative action programs should, when implemented correctly, eliminate preference.

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

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

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

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

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

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

Exempt Agencies:

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

Thirteen (13) state agencies have been exempted from SCHAC's affirmative action reporting requirements. Exemptions can be granted to agencies that achieve availability for minorities and women at all levels of their workforces and exhibit the principles of equal employment opportunity. Even though SCHAC continues to monitor these agencies, they are not required to submit written AAPs or progress reports when in an exempt status.

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

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

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

New census data based on the EEO Categories will be available in the Spring of 2004. Therefore, all previously exempted agencies will be re-evaluated during the next reporting period.

What is an Affirmative Action Plan?

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 53 - 59 for more detailed explanations of the guidelines used for this report.

STATUS OF AFFIRMATIVE ACTION PLANS APPROVED AGENCIES

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. Each plan approved by the Commission was constructed according to standards contained in [The Blueprint](#).

Adjutant General's Office
Agriculture, Department of
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Auditor's Office, State
Blind, Commission for the
Budget and Control Board
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Corrections, Department of
Deaf and Blind, School for the
Disabilities and Special Needs, Department of
Education, Department of
Education Lottery, SC
Educational Television Commission
Employment Security Commission
Executive Policy and Programs, Office of
Forestry Commission
Francis Marion University
Governor's School for Arts and Humanities
Governor's School for Science and Mathematics
Health and Environmental Control
Health and Human Services, Department of
John de la Howe School
Juvenile Justice, Department of
Labor, Licensing and Regulation, Department of
Lander University
Law Enforcement Division, State
Library, State

Medical University Hospital Authority
Medical University of South Carolina
Mental Health, Department of
Natural Resources, Dept. of
Parks, Recreation and Tourism
Ports Authority, State
Probation, Parole and Pardon Services
Public Safety, Department of
Public Service Authority (Santee Cooper)
Public Service Commission
Revenue, Department of
Second Injury Fund
Social Services, Department of
South Carolina State University
Technical and Comprehensive Education, State Board for
Technical College, Aiken
Technical College, Central Carolina
Technical College, Florence-Dalington
Technical College, Greenville
Technical College, Horry-Georgetown
Technical College, Northeastern
Technical College, Piedmont
Technical College, Trident
Transportation, Department of
Treasurer's Office, State
University of South Carolina (Total System)
Vocational Rehabilitation, Department of
Winthrop University
Workers' Compensation Commission

STATUS OF AFFIRMATIVE ACTION PLANS
PENDING APPROVAL AGENCIES

The agencies listed below are in the process of revising or developing affirmative action plans in accordance with Section 1-13-110 of the South Carolina Code of Laws of 1997, as amended, but have not yet been approved. They may have had plans approved in the past, but have not completed updated plans.

Citadel, The
Motor Vehicles, Department of
Museum, State
Patriots Point
Secretary of State
Technical College, Denmark
Technical College, Midlands
Technical College, Orangeburg-Calhoun
Technical College, Spartanburg
Technical College, Tri-County
Technical College, York

STATUS OF AFFIRMATIVE ACTION PROGRAMS

Level of Goal Attainment

The charts on pages 8 through 14 depict the level of goal attainment achieved by non-exempt agencies.

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

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

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

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

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

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

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

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

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

LEVEL OF GOAL ATTAINMENT: This was calculated by adding the percentages of goals achieved and dividing by the total number of goals established. If an agency achieved the adjusted availability percentage, it was credited with reaching 100 percent. Wherever a 0* was indicated, that particular goal was not calculated for, nor against the agency, and is not included in the calculation.

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SANTEE COOPER	100	1712	28	FLORENCE-DARLINGTON TECH COLLEGE	87.7	244
1	COMMERCE, DEPT. OF	100	101	29	SECRETARY OF STATE	87.6	26
1	ARCHIVES AND HISTORY	100	62	30	DHEC: STATEWIDE	87.4	4583
2	MUSEUM COMMISSION	99.6	33	31	TREASURER'S OFFICE	87.2	55
3	CENTRAL CAROLINA TECHNICAL COLLEGE	98.9	192	32	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	178
4	REVENUE, DEPT. OF	97.6	551	32	ADJUTANT GENERAL'S OFFICE	86.9	131
4	GOVERNOR'S SCHOOL SCIENCE & MATH	97.6	30	33	JOHN DE LA HOWE	86.8	95
5	TRI-COUNTY TECH COLLEGE	96.9	262	34	JUVENILE JUSTICE, DEPT OF	86.6	1412
6	MIDLANDS TECHNICAL COLLEGE	96.7	564	35	BUDGET AND CONTROL BOARD	86.2	1151
7	YORK TECHNICAL COLLEGE	96.4	272	36	AUDITOR, STATE	85.7	46
8	SPARTANBURG TECHNICAL COLLEGE	96.3	241	37	USC - AIKEN	85.3	324
9	PIEDMONT TECHNICAL COLLEGE	96.1	263	38	TRANSPORTATION, DEPT. OF	85	4836
10	GOVERNOR'S SCHOOL ARTS - HUMANITIES	95.5	69	39	FRANCIS MARION UNIVERSITY	84.9	421
10	EMPLOYMENT SECURITY COMMISSION	95.5	1048	40	EDUCATIONAL TELEVISION	84.7	217
10	AIKEN TECHNICAL COLLEGE	95.5	126	41	DISABILITIES AND SPECIAL NEEDS, DEPT. OF	84.6	2507
11	GOVERNOR'S OFFICE	95.3	233	42	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.4	4122
12	TRIDENT TECHNICAL COLLEGE	94.4	572	43	LABOR, LICENCING, & REGULATIONS	83.7	388
13	TECH AND COMP EDUCATION BOARD	94.3	100	44	COASTAL CAROLINA UNIVERSITY	83.4	644
14	VOCATIONAL REHABILITATION	93.6	1063	45	USC - TOTAL SYSTEM	82.4	5614
15	MOTOR VEHICLES, DEPARTMENT OF	93.4	1007	46	DENMARK TECHNICAL COLLEGE	82.2	101
16	DEAF & BLIND, SCHOOL FOR THE	93.2	394	47	SOCIAL SERVICES, DEPT. OF	82	3637
17	USC - SPARTANBURG	92.8	423	48	LAW ENFORCEMENT DIVISION, SLED	81.9	519
17	BLIND, COMMISSION FOR THE	92.8	111	49	WINTHROP UNIVERSITY	81.7	769
18	EDUCATION, DEPT. OF	92.4	935	50	NATURAL RESOURCES, DEPT. OF	81	703
19	HEALTH AND HUMAN SERVICES	91.6	1130	51	PUBLIC SERVICE COMMISSION	80.5	73
20	OPPORTUNITY SCHOOL, WIL LOU GRAY	90.8	59	51	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.5	2753
21	ALCOHOL & OTHER DRUG SRVS	90.7	63	51	CLEMSON UNIVERSITY	80.5	3667
22	PROBATION, PAROLE AND PARDON	90.2	745	52	USC - COLUMBIA	80	4535
23	NORTHEASTERN TECHNICAL COLLEGE	90	78	52	LANDER UNIVERSITY	80	309
23	CORRECTIONS, DEPT OF	90	5811	53	SECOND INJURY FUND	79.9	21
24	HORRY-GEORGETOWN TECH COLLEGE	89.3	273	54	PUBLIC SAFETY, DEPT. OF	79.6	1529
25	SOUTH CAROLINA EDUCATION LOTTERY	89.1	139	55	COLLEGE OF CHARLESTON	79.4	1162
25	GREENVILLE TECHNICAL COLLEGE	89.1	633	56	LIBRARY, STATE	78.9	40
26	MENTAL HEALTH, DEPT. OF	88.9	5144	57	PORTS AUTHORITY, STATE	77.2	576
27	WORKERS' COMPENSATION	87.8	49	58	PARKS, REC, & TOURISM, DEPT. OF	76.9	457
27	USC - REGIONAL CAMPUSES	87.8	332	59	PATRIOT'S POINT	74.6	67

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
60	AGRICULTURE, DEPARTMENT OF	71.2	140				
61	SOUTH CAROLINA STATE UNIVERSITY	70.8	679				
62	FORESTRY COMMISSION	63.9	373				
63	CITADEL, THE	63.4	612				

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
32	ADJUTANT GENERAL'S OFFICE	86.9	131	56	LIBRARY, STATE	78.9	40
60	AGRICULTURE, DEPT. OF	71.2	140	42	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.4	4122
10	AIKEN TECHNICAL COLLEGE	95.5	126	51	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.5	2753
21	ALCOHOL & OTHER DRUG SRVS	90.7	63	26	MENTAL HEALTH, DEPT. OF	88.9	5144
1	ARCHIVES AND HISTORY	100	62	6	MIDLANDS TECHNICAL COLLEGE	96.7	564
36	AUDITOR, STATE	85.7	46	15	MOTOR VEHICLES, DEPARTMENT OF	93.4	1007
17	BLIND, COMMISSION FOR THE	92.8	111	2	MUSEUM COMMISSION	99.6	33
35	BUDGET AND CONTROL BOARD	86.2	1151	50	NATURAL RESOURCES, DEPT. OF	81	703
3	CENTRAL CAROLINA TECHNICAL COLLEGE	98.9	192	23	NORTHEASTERN TECHNICAL COLLEGE	90	78
63	CITADEL	63.4	612	20	OPPORTUNITY SCHOOL, WIL LOU GRAY	90.8	59
51	CLEMSON UNIVERSITY	80.5	3667	32	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	178
44	COASTAL CAROLINA UNIVERSITY	83.4	644	58	PARKS, REC, & TOURISM, DEPT. OF	76.9	457
55	COLLEGE OF CHARLESTON	79.4	1162	59	PATRIOT'S POINT	74.6	67
1	COMMERCE, DEPT. OF	100	101	9	PIEDMONT TECHNICAL COLLEGE	96.1	263
23	CORRECTIONS, DEPT OF	90	5811	57	PORTS AUTHORITY, STATE	77.2	576
16	DEAF & BLIND, SCHOOL FOR THE	93.2	394	22	PROBATION, PAROLE AND PARDON	90.2	745
46	DENMARK TECHNICAL COLLEGE	82.2	101	54	PUBLIC SAFETY, DEPT. OF	79.6	1529
30	DHEC: STATEWIDE	87.4	4583	51	PUBLIC SERVICE COMMISSION	80.5	73
41	DISABILITIES & SPECIAL NEEDS, DEPT. OF	84.6	2507	4	REVENUE, DEPT. OF	97.6	551
18	EDUCATION, DEPT. OF	92.4	935	1	SANTEE COOPER	100	1712
40	EDUCATIONAL TELEVISION	84.7	217	53	SECOND INJURY FUND	79.9	21
10	EMPLOYMENT SECURITY COMMISSION	95.5	1048	29	SECRETARY OF STATE	87.6	26
28	FLORENCE-DARLINGTON TECH COLLEGE	87.7	244	47	SOCIAL SERVICES, DEPT. OF	82	3637
62	FORESTRY COMMISSION	63.9	373	25	SOUTH CAROLINA EDUCATION LOTTERY	89.1	139
39	FRANCIS MARION UNIVERSITY	84.9	421	61	SOUTH CAROLINA STATE UNIVERSITY	70.8	679
11	GOVERNOR'S OFFICE	95.3	233	8	SPARTANBURG TECHNICAL COLLEGE	96.3	241
10	GOVERNOR'S SCHOOL ARTS - HUMANITIES	95.5	69	13	TECH AND COMP EDUCATION BOARD	94.3	100
4	GOVERNOR'S SCHOOL SCIENCE & MATH	97.6	30	38	TRANSPORTATION, DEPT. OF	85	4836
25	GREENVILLE TECHNICAL COLLEGE	89.1	633	31	TREASURER'S OFFICE	87.2	55
19	HEALTH AND HUMAN SERVICES	91.6	1130	5	TRI-COUNTY TECH COLLEGE	96.9	262
24	HORRY-GEORGETOWN TECH COLLEGE	89.3	273	12	TRIDENT TECHNICAL COLLEGE	94.4	572
33	JOHN DE LA HOWE	86.8	95	37	USC - AIKEN	85.3	324
34	JUVENILE JUSTICE, DEPT OF	86.6	1412	52	USC - COLUMBIA	80	4535
43	LABOR, LICENCING, & REGULATIONS	83.7	388	27	USC - REGIONAL CAMPUSES	87.8	332
52	LANDER UNIVERSITY	80	309	17	USC - SPARTANBURG	92.8	423
48	LAW ENFORCEMENT DIVISION, SLED	81.9	519	45	USC - TOTAL SYSTEM	82.4	5614

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart C: Agency Size (Highest to Lowest)

15 - 100

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARCHIVES AND HISTORY	100	62
2	MUSEUM COMMISSION	99.6	33
3	GOVERNOR'S SCHOOL SCIENCE & MATH	97.6	30
4	GOVERNOR'S SCHOOL ARTS - HUMANITIES	95.5	69
5	TECH AND COMP EDUCATION BOARD	94.3	100
6	OPPORTUNITY SCHOOL, WIL LOU GRAY	90.8	59
7	ALCOHOL & OTHER DRUG SRVS	90.7	63
8	NORTHEASTERN TECHNICAL COLLEGE	90	78
9	WORKERS' COMPENSATION	87.8	49
10	SECRETARY OF STATE	87.6	26
11	TREASURER'S OFFICE	87.2	55
12	JOHN DE LA HOWE	86.8	95
13	AUDITOR, STATE	85.7	46
14	PUBLIC SERVICE COMMISSION	80.5	73
15	SECOND INJURY FUND	79.9	21
16	LIBRARY, STATE	78.9	40
17	PATRIOT'S POINT	74.6	67

Chart D: Agency Size (Highest to Lowest)

101 - 500

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	COMMERCE, DEPT. OF	100	101
2	CENTRAL CAROLINA TECHNICAL COLLEGE	98.9	192
3	TRI-COUNTY TECH COLLEGE	96.9	262
4	YORK TECHNICAL COLLEGE	96.4	272
5	SPARTANBURG TECHNICAL COLLEGE	96.3	241
6	PIEDMONT TECHNICAL COLLEGE	96.1	263
7	AIKEN TECHNICAL COLLEGE	95.5	126
8	GOVERNOR'S OFFICE	95.3	233
9	DEAF & BLIND, SCHOOL FOR THE	93.2	394
10	USC - SPARTANBURG	92.8	423
10	BLIND, COMMISSION FOR THE	92.8	111
11	HORRY-GEORGETOWN TECH COLLEGE	89.3	273
12	SOUTH CAROLINA EDUCATION LOTTERY	89.1	139
13	USC - REGIONAL CAMPUSES	87.8	332
14	FLORENCE-DARLINGTON TECH COLLEGE	87.7	244
15	ORANGEBURG-CALHOUN TECH COLLEGE	86.9	178
15	ADJUTANT GENERAL'S OFFICE	86.9	131
16	USC - AIKEN	85.3	324
17	FRANCIS MARION UNIVERSITY	84.9	421
18	EDUCATIONAL TELEVISION	84.7	217
19	LABOR, LICENCING, & REGULATIONS	83.7	388
20	DENMARK TECHNICAL COLLEGE	82.2	101
21	LANDER UNIVERSITY	80	309
22	PARKS, REC, & TOURISM, DEPT. OF	76.9	457
23	AGRICULTURE, DEPT. OF	71.2	140
24	FORESTRY COMMISSION	63.9	373

PERCENTAGE LEVEL OF GOAL ATTAINMENT (CONTINUED)

Chart E: Agency Size (Highest to Lowest)

501 - 1000

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	REVENUE, DEPT. OF	97.6	551
2	MIDLANDS TECHNICAL COLLEGE	96.7	564
3	TRIDENT TECHNICAL COLLEGE	94.4	572
4	EDUCATION, DEPT. OF	92.4	935
5	PROBATION, PAROLE AND PARDON	90.2	745
6	GREENVILLE TECHNICAL COLLEGE	89.1	633
7	COASTAL CAROLINA UNIVERSITY	83.4	644
8	LAW ENFORCEMENT DIVISION, SLED	81.9	519
9	WINTHROP UNIVERSITY	81.7	769
10	NATURAL RESOURCES, DEPT. OF	81	703
11	PORTS AUTHORITY, STATE	77.2	576
12	SOUTH CAROLINA STATE UNIVERSITY	70.8	679
13	CITADEL	63.4	612

Chart F: Agency Size (Highest to Lowest)

1001 and UP

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SANTEE COOPER	100	1712
2	EMPLOYMENT SECURITY COMMISSION	95.5	1048
3	VOCATIONAL REHABILITATION	93.6	1063
4	MOTOR VEHICLES, DEPARTMENT OF	93.4	1007
5	HEALTH AND HUMAN SERVICES	91.6	1130
6	CORRECTIONS, DEPT OF	90	5811
7	MENTAL HEALTH, DEPT. OF	88.9	5144
8	DHEC: STATEWIDE	87.4	4583
9	JUVENILE JUSTICE, DEPT OF	86.6	1412
10	BUDGET AND CONTROL BOARD	86.2	1151
11	TRANSPORTATION, DEPT. OF	85	4836
12	DISABILITIES AND SPECIAL NEEDS, DEPT. OF	84.6	2507
13	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	84.4	4122
14	USC - TOTAL SYSTEM	82.4	5614
15	SOCIAL SERVICES, DEPT. OF	82	3637
16	MEDICAL UNIVERSITY OF SOUTH CAROLINA	80.5	2753
16	CLEMSON UNIVERSITY	80.5	3667
17	USC - COLUMBIA	80	4535
18	PUBLIC SAFETY, DEPT. OF	79.6	1529
19	COLLEGE OF CHARLESTON	79.4	1162

CHART G

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	FRANCIS MARION UNIVERSITY	84.9	421
2	COASTAL CAROLINA UNIVERSITY	83.4	644
3	UNIVERSITY OF SOUTH CAROLINA	82.4	5614
4	WINTHROP UNIVERSITY	81.7	769
5	MUSC	80.5	2753
5	CLEMSON UNIVERSITY	80.5	3667
6	LANDER UNIVERSITY	80	309
7	COLLEGE OF CHARLESTON	79.4	1162
8	S. C. STATE UNIVERSITY	70.8	679
9	CITADEL	63.4	612

CHART H

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	CENTRAL CAROLINA TECH	98.9	192
2	TRI-COUNTY TECH	96.9	262
3	MIDLANDS TECH	96.7	564
4	YORK TECH	96.4	272
5	SPARTANBURG TECH	96.3	241
6	PIEDMONT TECH	96.1	263
7	AIKEN TECH	95.5	126
8	TRIDENT TECH	94.4	572
9	TECH AND COMP EDUC, BOARD	94.3	100
10	NORTHEASTERN TECH	90	78
11	HORRY-GEORGETOWN TECH	89.3	273
12	GREENVILLE TECH	89.1	633
13	FLORENCE-DARLINGTON TECH	87.7	244
14	ORANGEBURG-CALHOUN TECH	86.9	178
15	DENMARK TECH	82.2	101

Report Summary

This is the fourth consecutive reporting period that the size of state government has decreased. Bottom line statistics show little change in the overall distribution of employees by race or gender. The table on pages 24 and 25 depict the changes in the state's workforce from last year's report to this year's by race/gender and pay band.

- ✍ White males decreased by 482 positions, black males decreased by 182 positions, and black females decreased by 410 positions. White females lost the greatest number of positions. They decreased by 758 positions. This represented 42 percent of the decrease and compares disproportionately to the 34 percent representation of white females in state government. The proportion of the decrease for white males, black males and black females was similar or less than their overall percent representation; all other race groups increased their representation slightly.
- ✍ However, there were hiring and promotion opportunities in state government and those are reflected on each agency's chart in Section VI of this report. For example the table below shows the new hires and promotions that occurred in the top job categories in the agencies. These positions would include jobs such as Executive, Officials/Administrators or College and University Administrators/ Deans/ Department Heads, etc. White males were the only group hired at a rate greater than the Civilian Labor Force estimates for South Carolina.

Executive/Administrator New Hires or Promotions

White Males	Black Males	All Other Males	White Females	Black Females	All Other Females	Totals
75	19	2	49	24	0	169
44%	11%	1%	29%	14%		

- ✍ The line graphs on pages 17 and 18 show a forward shift in the distribution of state employees by pay bands. We should note that there were 29 pay bands in 1972 and ten pay bands in 2003. However, black males and females continue to plateau in the lowest pay bands; and white females in the mid-level pay bands.
- ✍ The bar graphs on pages 19 and 20 compare the overall distribution of state employees by race and gender to the distribution of state employees in the top three pay bands.
- ✍ In fourteen of the twenty-two EEO categories depicted on the pie charts, (pages 31 - 52), white males had the highest average salary. White females had the highest in the clerical and the paraprofessional's; black females

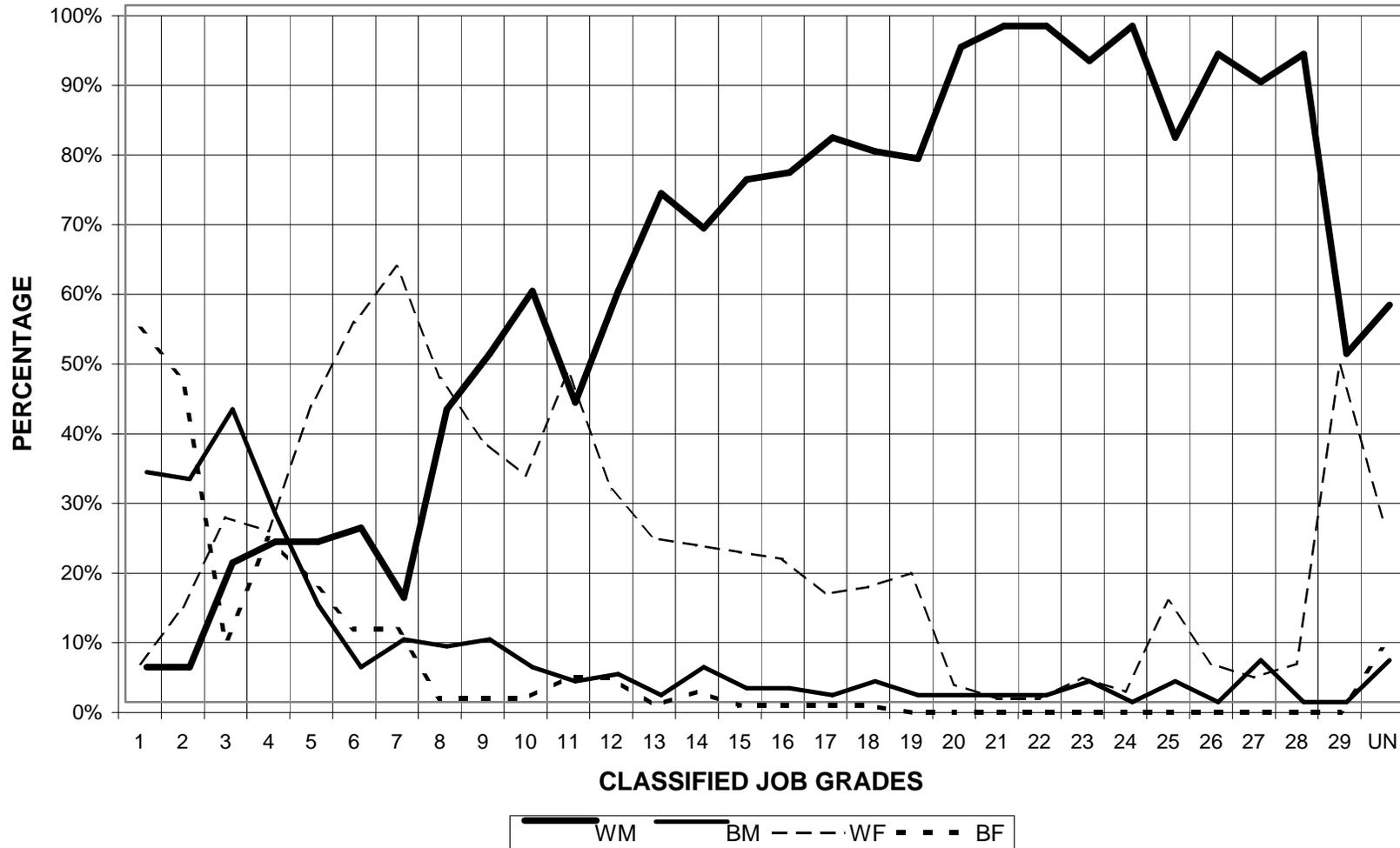
had the highest in the technical college executive categories; and there were five categories where other race groups had the highest average salary.

✍ The charts on the next pages, along with the disparities depicted on the pie charts, indicate a need for further “glass ceiling” studies. Agencies should insure that any discrepancies in salaries are legitimate and non-discriminatory.

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

March, 1972

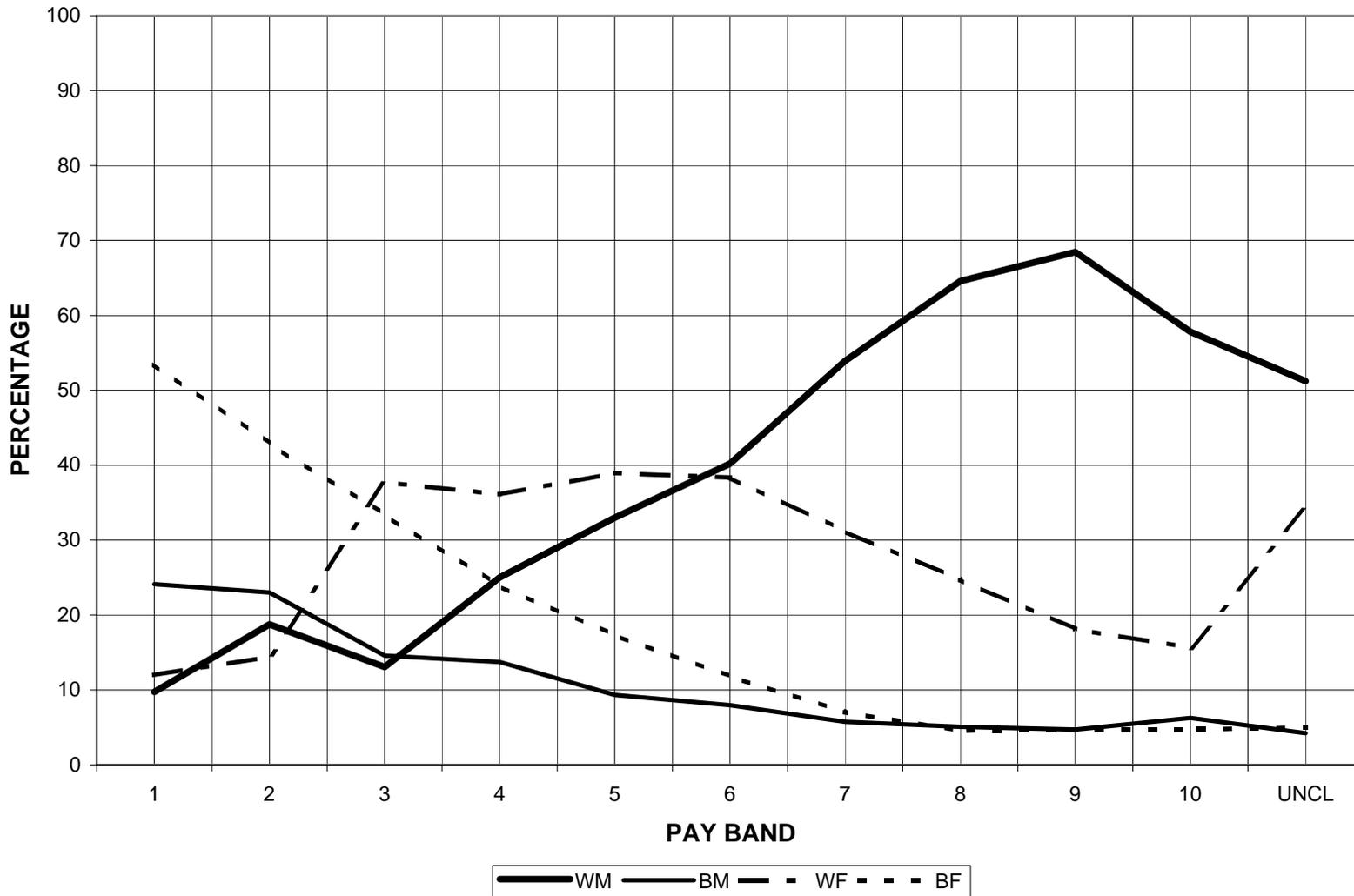
Data Source: Bureau of Urban and Regional Affairs, University of South Carolina,
Provided by the South Carolina Human Affairs Commission



LINE GRAPH DEPICTING STATE EMPLOYMENT BY PAY BAND, RACE AND SEX

SEPTEMBER 30, 2003

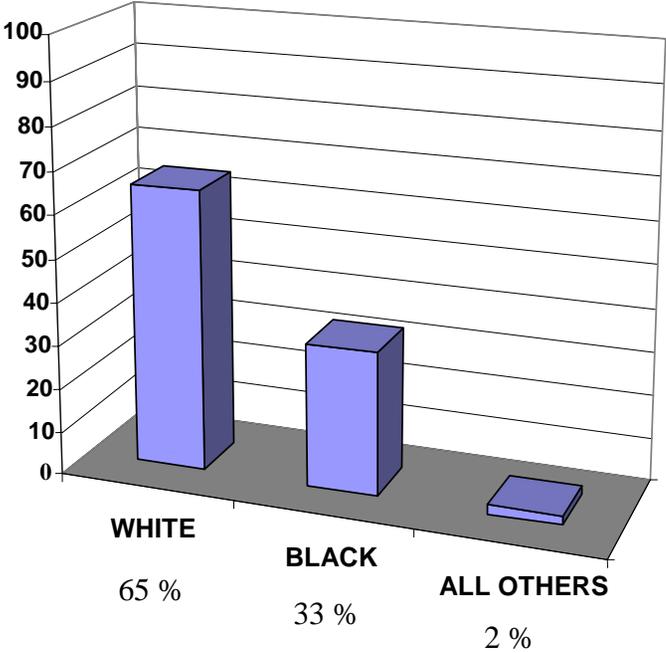
Data Source: South Carolina State Office of Human Resources



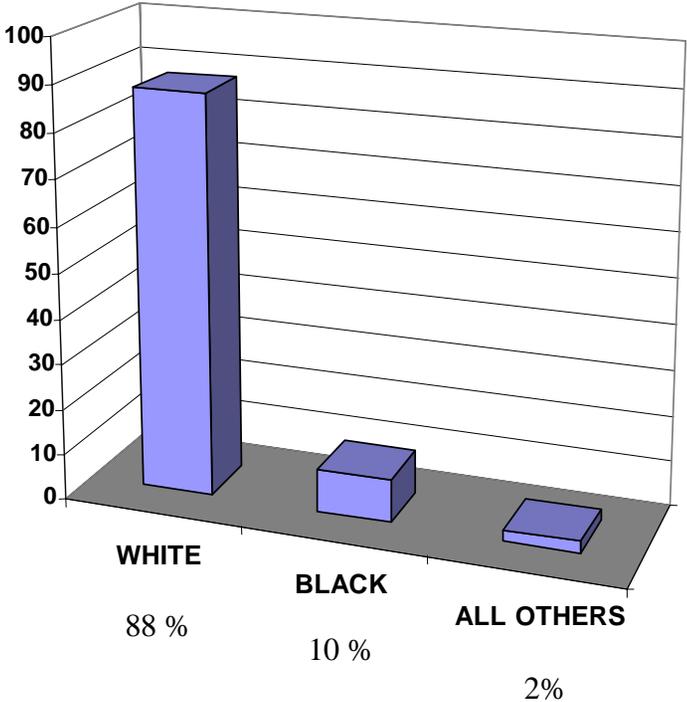
Distribution of State Government Employees by Race and in Top Three Pay Bands

Source: State of South Carolina Human Resource Information System

Distribution in State Government by Race



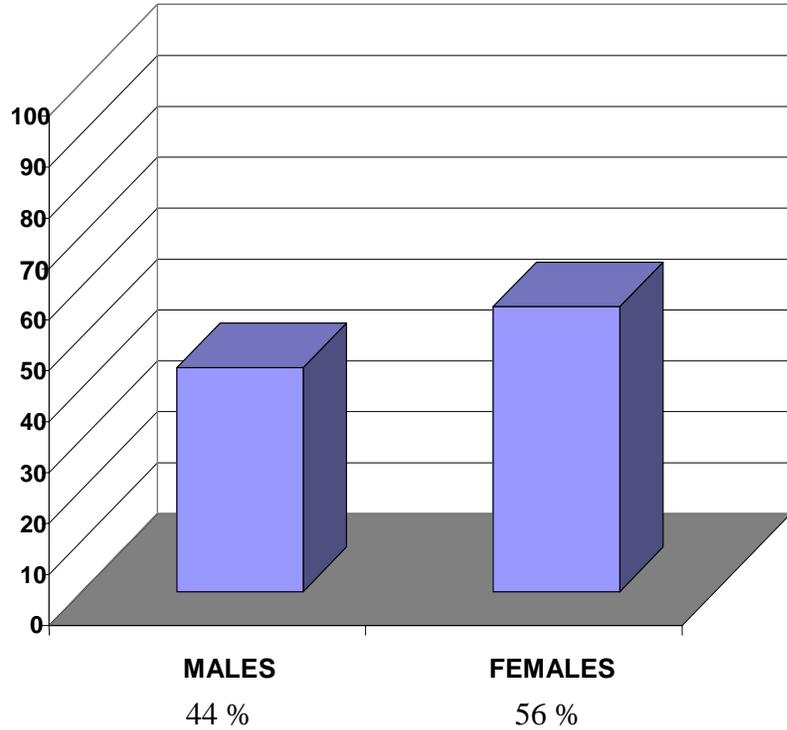
Distribution in Top 3 Pay Bands by Race



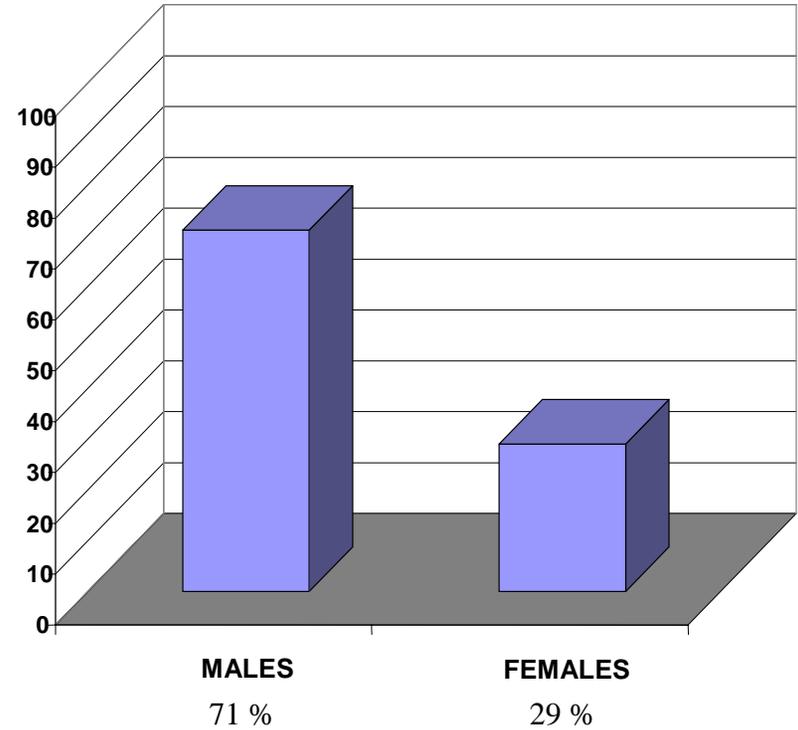
Distribution of State Government Employees by Gender and in Top Three Pay Bands

Source: State of South Carolina Human Resource Information System

Distribution in State Government by Gender



Distribution in Top 3 Pay Bands by Gender



Over the next several years, South Carolina state government will have an opportunity to make significant changes in the workforce. With the advent of the state's TERI program, thousands of employees have chosen to enroll and will be leaving state government.

Many of the employees leaving state government will be vacating professional and administrative level positions.

The challenge for state government is to take advantage of this opportunity and make equal employment opportunity a reality.

The State Human Affairs Commission presented five proposals to state agencies two years ago. Today they seem even more relevant than they did then. One of the proposals addressed the impact of the state's TERI program and included the following points.

Training: This requires that agencies plan ahead to identify the current employees who may be promotable with training and experience. Training also requires that agencies' managers and supervisors are knowledgeable about employment laws and methods for preventing and eliminating discrimination. *The Human Affairs Commission provides such training.*

Recruitment: This is an essential component of any Affirmative Action Program. It is important that state agencies begin now to review their recruitment procedures to insure that they are reaching a diverse applicant pool. *Only with a diverse applicant pool can we ensure equal opportunity in the selection process.*

Selection: The final component in securing a more diverse workforce is in the selection process. Agencies should ensure that their selection processes do not adversely impact any group of employees. *With a fair selection process and successful training and recruitment programs in place, the end result will be a talented and diverse state government.*

Effective 6/2/01

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

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 10,712	\$ 16,485	\$ 22,259
02	\$ 14,644	\$ 20,869	\$ 27,094
03	\$ 17,819	\$ 25,394	\$ 32,969
04	\$ 21,679	\$ 30,893	\$ 40,108
05	\$ 26,378	\$ 37,591	\$ 48,804
06	\$ 32,099	\$ 45,742	\$ 59,386
07	\$ 39,055	\$ 55,654	\$ 72,254
08	\$ 47,519	\$ 67,717	\$ 87,915
09	\$ 57,817	\$ 82,392	\$106,967
10	\$ 70,348	\$100,248	\$130,149

Table II

Office of Human Resources

STATE OF SOUTH CAROLINA
EMPLOYMENT WITHIN PAY BANDS

Run Date 10/1/03

BAND	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0	4966	51.23	409	4.21	351	3.61	3316	34.12	479	4.94	172	1.77	9693
1	124	9.71	308	24.13	4	0.31	153	11.99	682	53.44	5	0.38	1276
2	1030	18.75	1264	23.01	25	0.45	793	14.43	2357	42.91	23	0.41	5492
3	1580	13.05	1764	14.57	50	0.4	4567	37.73	4042	33.39	99	0.81	12102
4	3185	24.99	1749	13.72	82	0.64	4597	36.08	3042	23.87	86	0.66	12741
5	3549	32.98	1003	9.32	73	0.66	4192	38.95	1864	17.32	79	0.73	10760
6	2648	40.2	523	7.94	59	0.89	2526	38.35	778	11.81	52	0.78	6586
7	1722	53.93	183	5.73	44	1.36	994	31.13	225	7.04	25	0.77	3193
8	523	64.56	41	5.06	5	0.61	200	24.69	37	4.56	4	0.49	810
9	102	68.45	7	4.69	4	2.68	27	18.12	7	4.69	2	1.34	149
10	37	57.81	4	6.25	7	10.93	10	15.62	3	4.68	3	4.68	64
TOTAL	19466	30.96	7255	11.54	704	1.11	21375	34	13516	21.49	550	0.86	62866

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

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex
September 2002 and 2003
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2002	5040	51.7	426	4.37	335	3.42	3272	33.56	523	5.36	151	1.54	9747
2003	4966	51.23	409	4.21	351	3.61	3316	34.12	479	4.94	172	1.77	9693
Change	-74	-0.47	-17	-0.16	+16	+0.19	+44	+0.56	-44	-0.42	+21	+0.23	-54
01													
2002	135	9.76	356	25.74	4	0.28	161	11.64	721	52.13	6	0.42	1383
2003	124	9.71	308	24.13	4	0.31	153	11.99	682	53.44	5	0.38	1276
Change	-11	-0.05	-48	-1.61	0	+0.03	-8	+0.35	-39	+1.31	-1	-0.04	-107
02													
2002	1072	18.49	1317	22.72	24	0.41	864	14.9	2495	43.04	24	0.41	5796
2003	1030	18.75	1264	23.01	25	0.45	793	14.43	2357	42.91	23	0.41	5492
Change	-42	+0.26	-53	+0.29	+1	+0.04	-71	-0.47	-138	-0.13	-1	0	-304
03													
2002	1638	12.73	1757	13.65	55	0.41	5037	39.14	4268	33.17	111	0.85	12866
2003	1580	13.05	1764	14.57	50	0.4	4567	37.73	4042	33.39	99	0.81	12102
Change	-58	+0.32	+7	+10.92	-5	-0.01	-470	-1.41	-226	+0.22	-12	-0.04	-764
04													
2002	3246	25.05	1785	13.78	74	0.56	4726	36.48	3037	23.44	85	0.65	12953
2003	3185	24.99	1749	13.72	82	0.64	4597	36.08	3042	23.87	86	0.66	12741
Change	-61	-0.06	-36	-0.06	+8	+0.08	-129	-0.4	+5	+0.43	+1	+0.01	-212
05													
2002	3745	33.61	1028	9.22	66	0.59	4389	39.39	1842	16.53	71	0.63	11141
2003	3549	32.98	1003	9.32	73	0.66	4192	38.95	1864	17.32	79	0.73	10760
Change	-196	-0.63	-25	+0.01	+7	+0.07	-197	-0.44	+22	+0.79	+8	+0.10	-381

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex
Between September 2002 and 2003
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
06													
2002	2673	40.75	531	8.09	53	0.8	2487	37.92	762	11.61	52	0.78	6558
2003	2648	40.2	523	7.94	59	-0.89	2526	38.35	778	11.81	52	0.78	6586
Change	-25	-0.55	-8	-0.15	+6	+0.09	+39	+0.43	+16	+0.20	0	0	+28
07													
2002	1723	54.37	182	5.74	45	1.41	962	30.35	232	7.32	25	0.78	3169
2003	1722	53.93	183	5.73	44	1.36	994	31.13	225	7.04	25	0.77	3193
Change	-1	-0.44	+1	-0.01	-1	-0.05	+32	+0.78	-7	-0.28	0	-0.01	+24
08													
2002	535	64.84	40	4.84	9	1.08	200	24.24	37	4.48	4	0.48	825
2003	523	64.56	41	5.06	5	0.61	200	24.69	37	4.56	4	0.49	810
Change	-12	-0.28	+1	+0.22	-4	-0.47	0	+0.45	0	+0.08	0	+0.01	-15
09													
2002	100	68.49	11	7.53	2	1.36	24	16.43	7	4.79	2	1.36	146
2003	102	68.45	7	4.69	4	2.68	27	18.12	7	4.69	2	1.34	149
Change	+2	-0.04	-4	-2.84	+2	+1.32	+3	+1.69	0	-0.10	0	-0.02	+3
10													
2002	41	59.42	4	5.79	7	10.13	11	15.94	2	2.89	4	5.79	69
2003	37	57.81	4	6.25	7	10.93	10	15.62	3	4.68	3	4.68	64
Change	-4	-1.61	0	+0.46	0	+0.80	-1	-0.32	+1	+1.79	-1	-1.11	-5
Total													
2002	19948	30.85	7437	11.5	674	1.03	22133	34.23	13926	21.53	535	0.82	64653
2003	19466	30.96	7255	11.54	704	1.11	21375	34	13516	21.49	550	0.86	62866
Change	-482	+0.11	-182	+0.04	+30	+0.08	-758	-0.23	-410	-0.04	+15	+0.04	-1787

Run Date: 10/1/03

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

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		TOTAL
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2	4	40	1	10	1	10	4	40					10
2-3	3	37.5					5	62.5					8
3-4	2	66.66					1	33.33					3
4-5	29	74.35	1	2.56	2	5.12	6	15.38			1	2.56	39
5-6	3	60					2	40					5
6-7	3	60	1	20			1	20					5
7-8							1	100					1
8-9							1	100					1
9-10													
10-11	9	90					1	10					10
11-12	6	30	5	25			2	10	7	35			20
12-13	3	2.54	29	24.57	1	0.84	9	7.62	76	64.4			118
13-14	24	11.26	46	21.59	2	0.93	18	8.45	118	55.39	5	2.33	213
14-15	47	13.42	72	20.57			50	14.28	180	51.42	1	0.28	350
15-16	125	24.9	110	21.91	4	0.78	92	18.32	170	33.86	1	0.19	502
16-17	166	16.55	215	21.43	4	0.39	153	15.25	462	46.06	3	0.28	1003
17-18	196	12.61	242	15.57	10	0.63	322	20.72	775	49.87	9	0.57	1554
18-19	145	8.37	215	12.41	1	0.05	590	34.06	765	44.16	16	0.92	1732
19-20	236	13.28	218	12.26	7	0.38	554	31.17	751	42.26	11	0.61	1777
20-21	377	15.47	500	20.52	11	0.44	649	26.64	880	36.12	19	0.77	2436
21-22	364	16.82	353	16.31	9	0.4	689	31.83	728	33.64	21	0.96	2164
22-23	389	16.35	375	15.76	16	0.66	816	34.3	767	32.24	16	0.67	2379
23-24	475	17.69	501	18.65	17	0.62	755	28.11	907	33.78	30	1.1	2685
24-25	408	20.19	294	14.55	18	0.88	716	35.44	570	28.21	14	0.68	2020
25-26	491	21.65	395	17.42	20	0.87	744	32.81	602	26.55	15	0.65	2267
26-27	612	22.05	452	16.28	15	0.53	949	34.19	728	26.23	19	0.67	2775

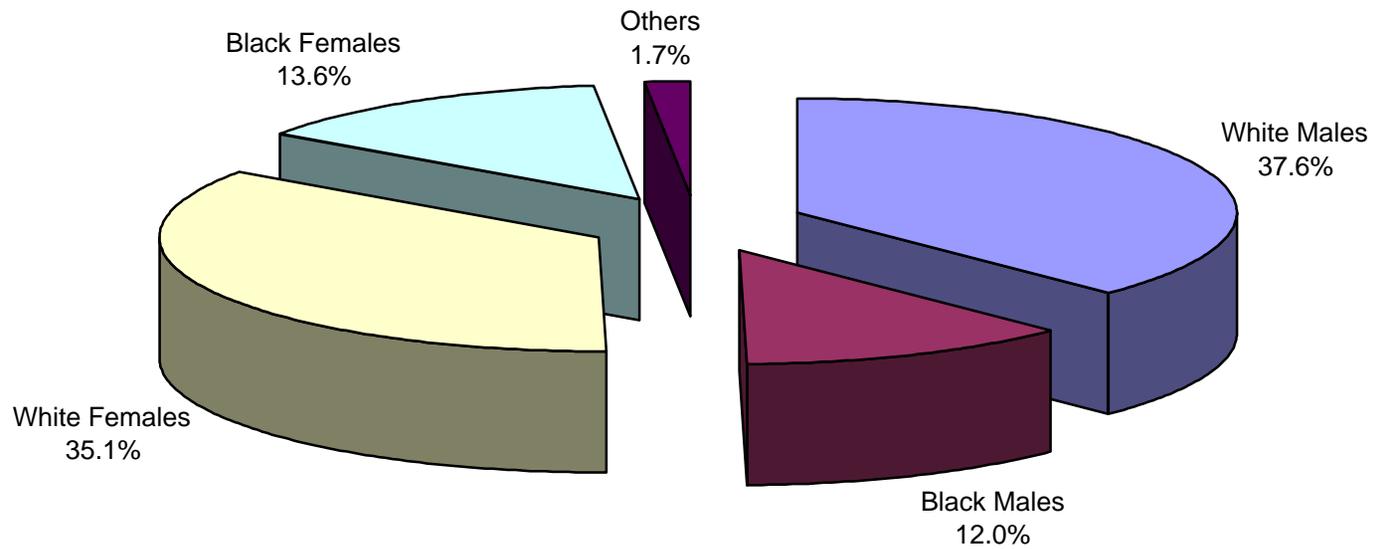
Continued

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

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
27-28	517	24.02	370	17.19	10	0.45	752	34.94	487	22.63	16	0.73	2152
28-29	540	25.08	237	11	17	0.78	776	36.04	569	26.42	14	0.64	2153
29-30	423	23.83	254	14.3	8	0.44	683	38.47	396	22.3	11	0.61	1775
30-31	472	26.72	206	11.66	19	1.06	706	39.97	346	19.59	17	0.95	1766
31-32	547	31.29	192	10.98	14	0.79	640	36.61	347	19.85	8	0.45	1748
32-33	470	27.87	193	11.44	10	0.58	693	41.1	307	18.2	13	0.76	1686
33-34	440	34.53	126	9.89	6	0.46	447	35.08	241	18.91	14	1.08	1274
34-35	445	31.94	134	9.61	9	0.64	568	40.77	229	16.43	8	0.56	1393
35-36	385	30.1	109	8.52	13	1.01	567	44.33	196	15.32	9	0.69	1279
36-37	466	36.29	118	9.19	11	0.85	503	39.17	176	13.7	10	0.76	1284
37-38	439	36.19	114	9.39	6	0.49	483	39.81	159	13.1	12	0.98	1213
38-39	340	35.45	68	7.09	7	0.72	419	43.69	123	12.82	2	0.2	959
39-40	300	35.29	55	6.47	8	0.93	351	41.29	131	15.41	5	0.58	850
40-41	418	39.35	85	8	11	1.02	428	40.3	109	10.26	11	1.03	1062
41-42	312	40.99	65	8.54	5	0.65	285	37.45	87	11.43	7	0.91	761
42-43	315	40.64	60	7.74	12	1.54	289	37.29	86	11.09	13	1.67	775
43-44	270	39.47	54	7.89	9	1.31	272	39.76	74	10.81	5	0.72	684
44-45	269	38.76	52	7.49	10	1.43	292	42.07	65	9.36	6	0.86	694
45-46	332	43.74	44	5.79	11	1.44	295	38.86	72	9.48	5	0.65	759
46-47	291	44.63	38	5.82	6	0.91	255	39.11	56	8.58	6	0.92	652
47-48	236	42.44	37	6.65	3	0.52	220	39.56	54	9.71	6	1.06	556
48-49	313	45.03	35	5.03	7	0.99	271	38.99	58	8.34	11	1.57	695
49-50	219	41.71	35	6.66	5	0.95	206	39.23	55	10.47	5	0.95	525
50 UP	6590	54.48	549	4.53	349	2.88	3844	31.78	607	5.01	155	1.27	12094
TOTAL	19466	30.96	7255	11.54	704	1.11	21375	34	13516	21.49	550	0.86	62866

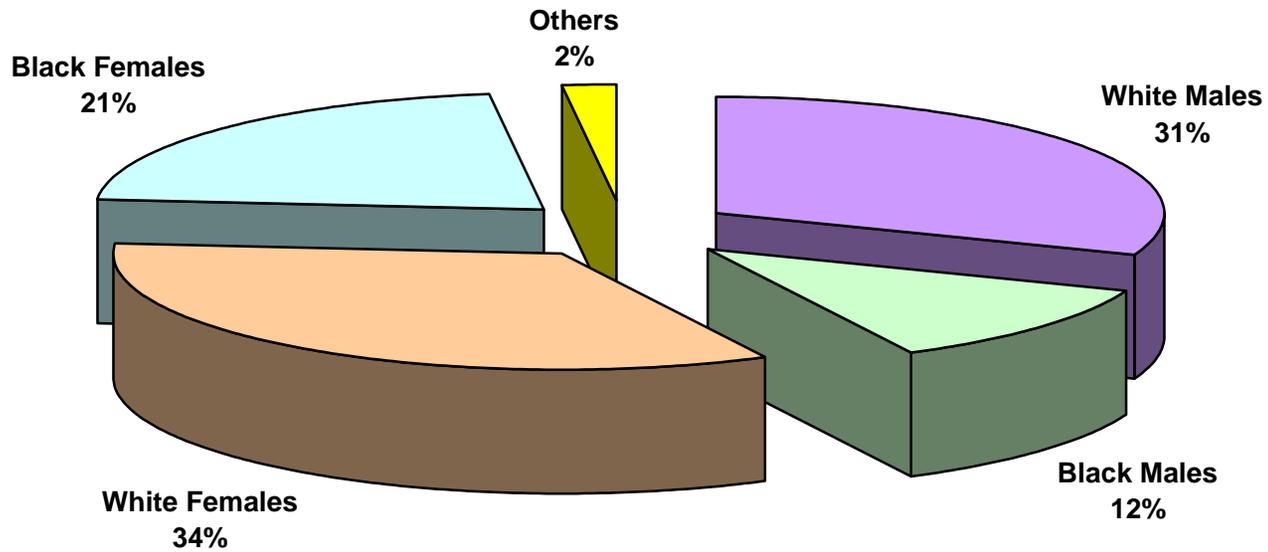
DISTRIBUTION OF SOUTH CAROLINA'S CIVILIAN LABOR FORCE 2001

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



SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Composition of State Government Workforce by Race and Sex October 1, 2003

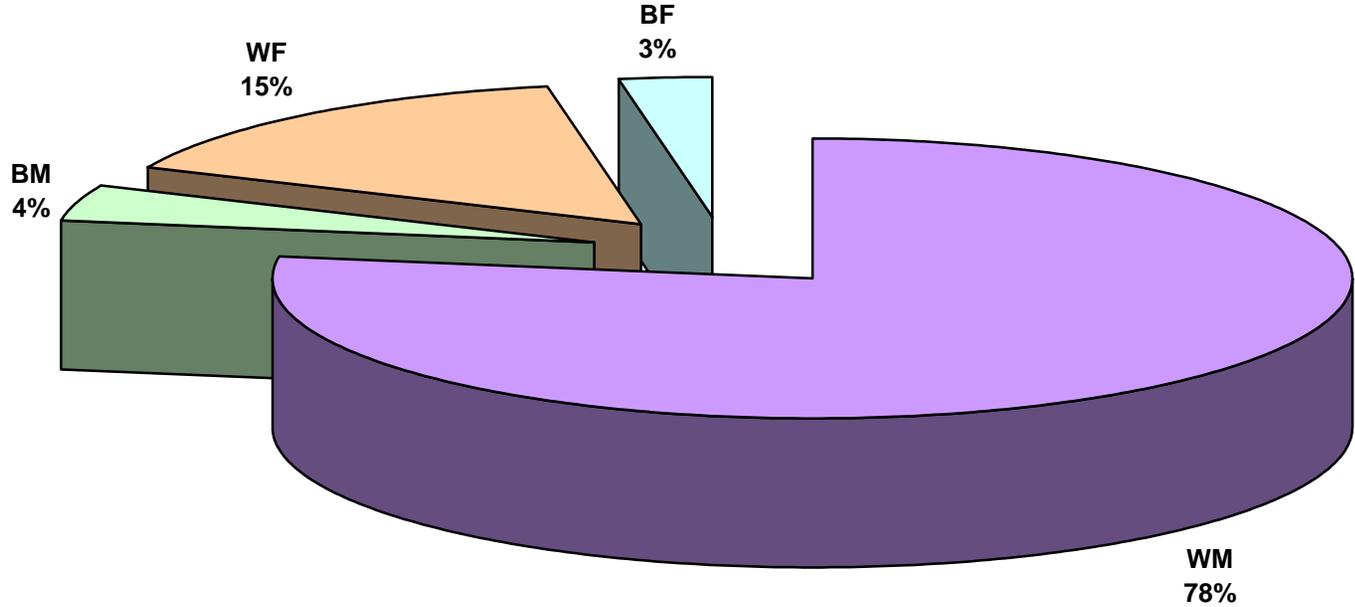


# of Employees	White Males	Black Males	White Females	Black Females	All Others	Total
	19,466	7,255	21,375	13,516	1,254	62,866

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

Source of data: SC State Government, Human Resources System

AGENCY HEADS SEPTEMBER 30, 2003

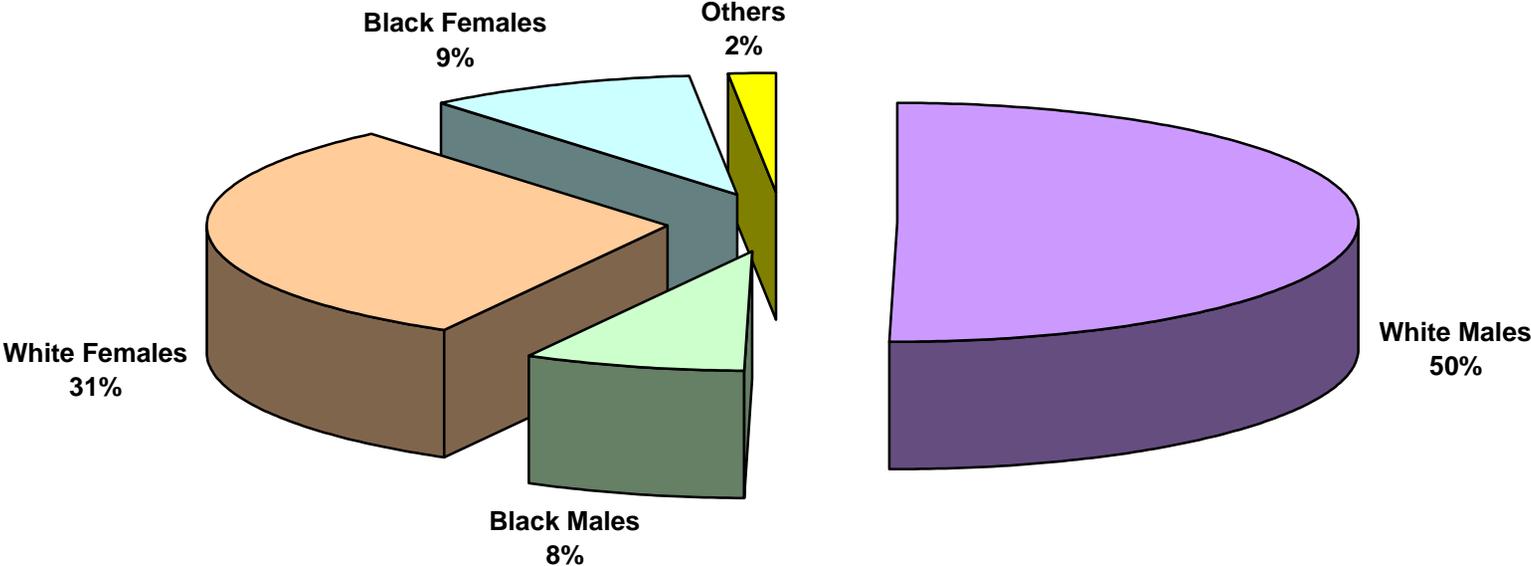


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	55	3	11	2	0	71

*Includes Agency Heads from State agencies with 15 or more employees.

E1: EXECUTIVES

September 30, 2003

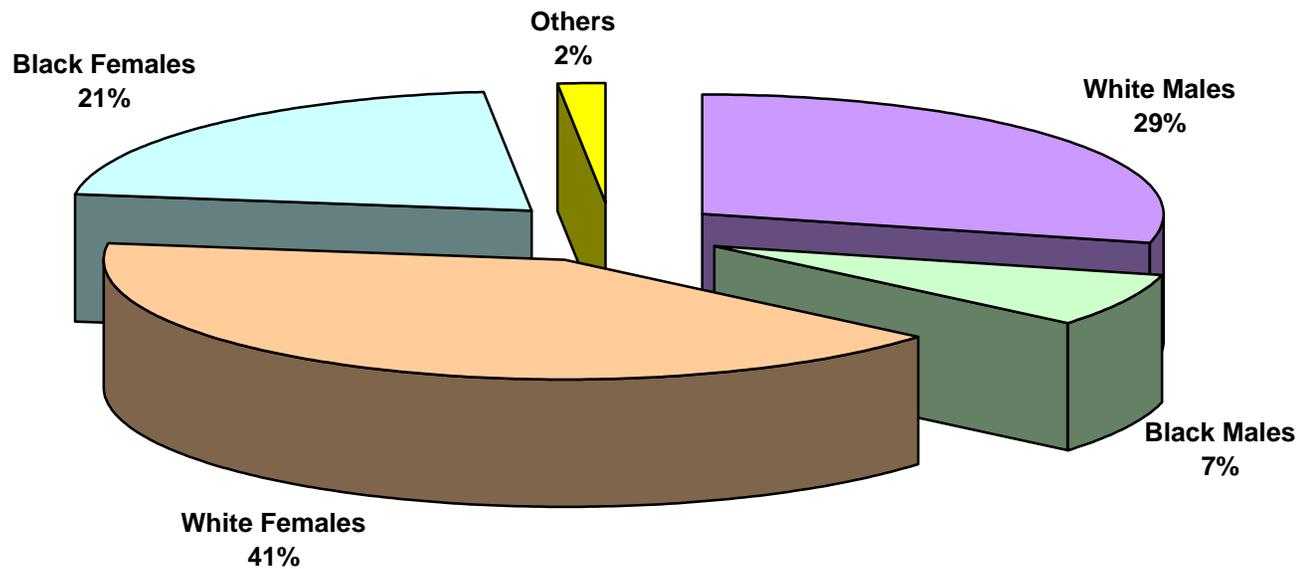


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	985	148	608	180	35	1,956
Average Salary	\$65,677	\$58,908	\$59,063	\$54,550	\$60,209	

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

Source of data: SC State Government, Human Resources System

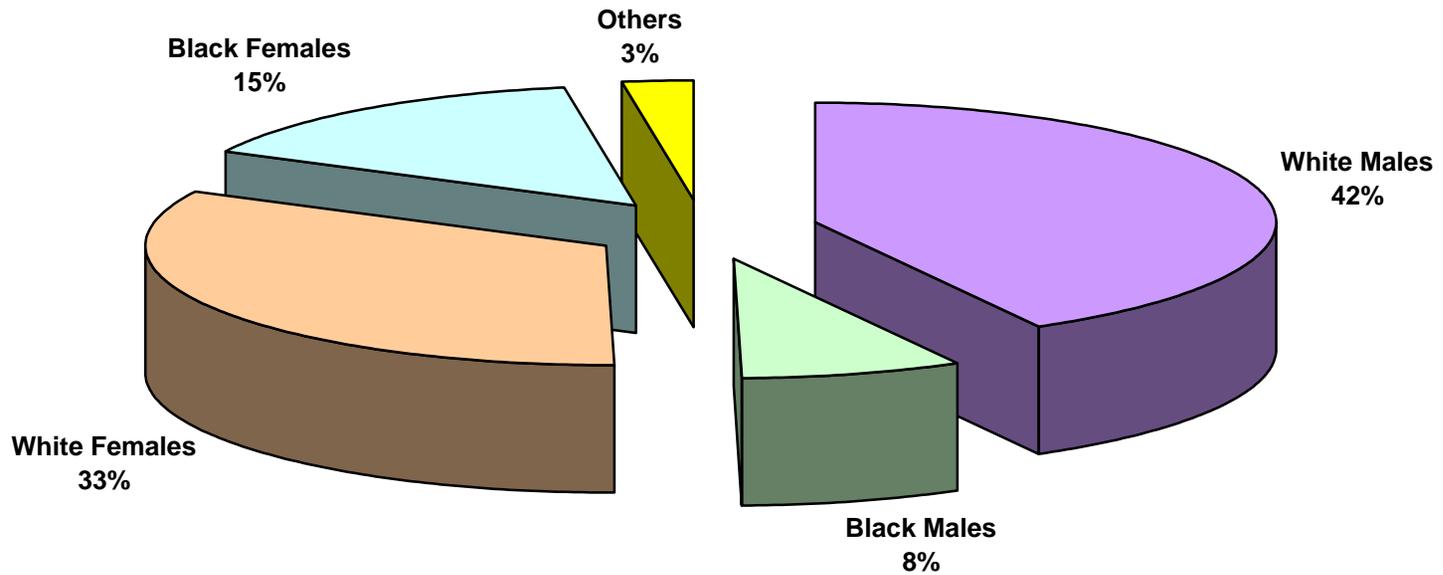
E2: PROFESSIONALS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	6,253	1,584	8,897	4,587	364	21,685
Average Salary	\$44,881	\$36,067	\$37,717	\$32,722	\$48,791	

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

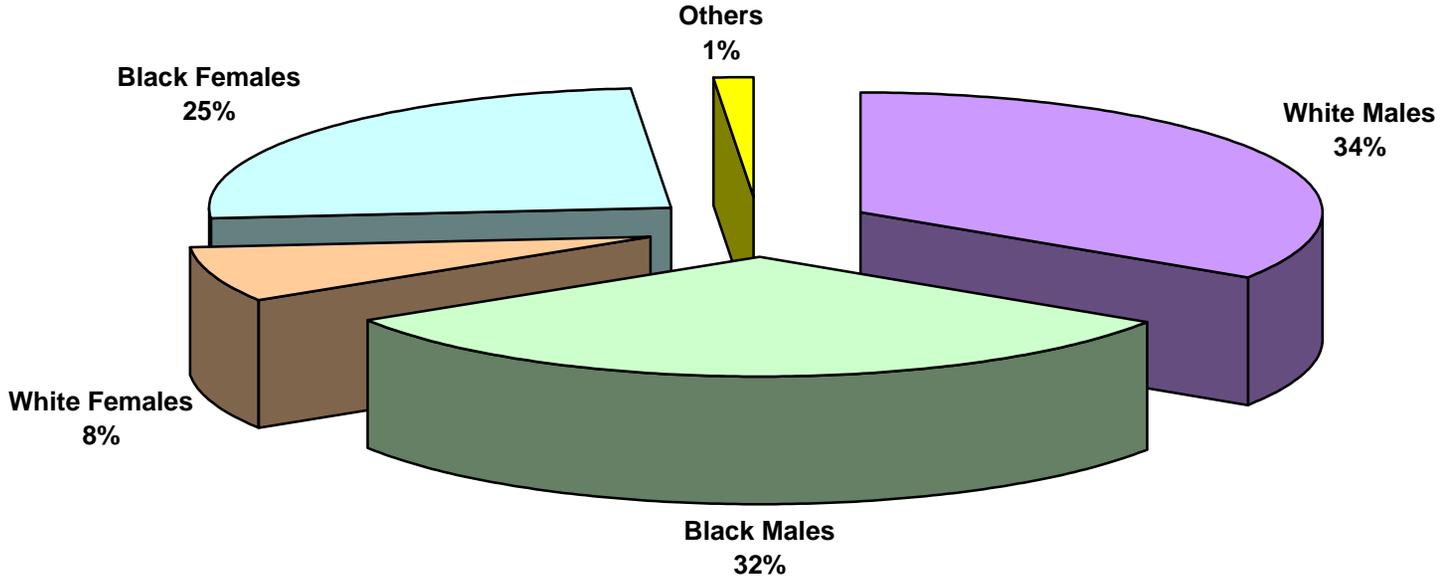
E3: TECHNICIANS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,673	312	1,318	593	101	3,997
Average Salary	\$34,389	\$31,759	\$32,136	\$27,954	\$32,052	

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

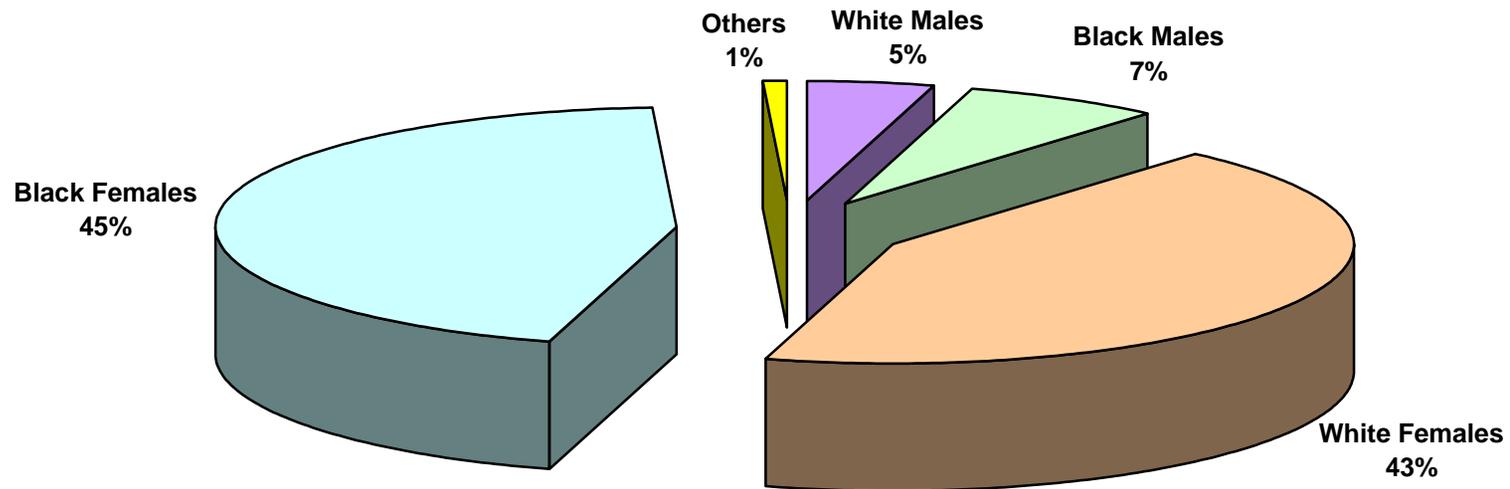
E4: PROTECTIVE SERVICES
 September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,153	1,999	476	1,573	85	6,286
Average Salary	\$29,374	\$25,942	\$26,898	\$24,226	\$25,816	

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

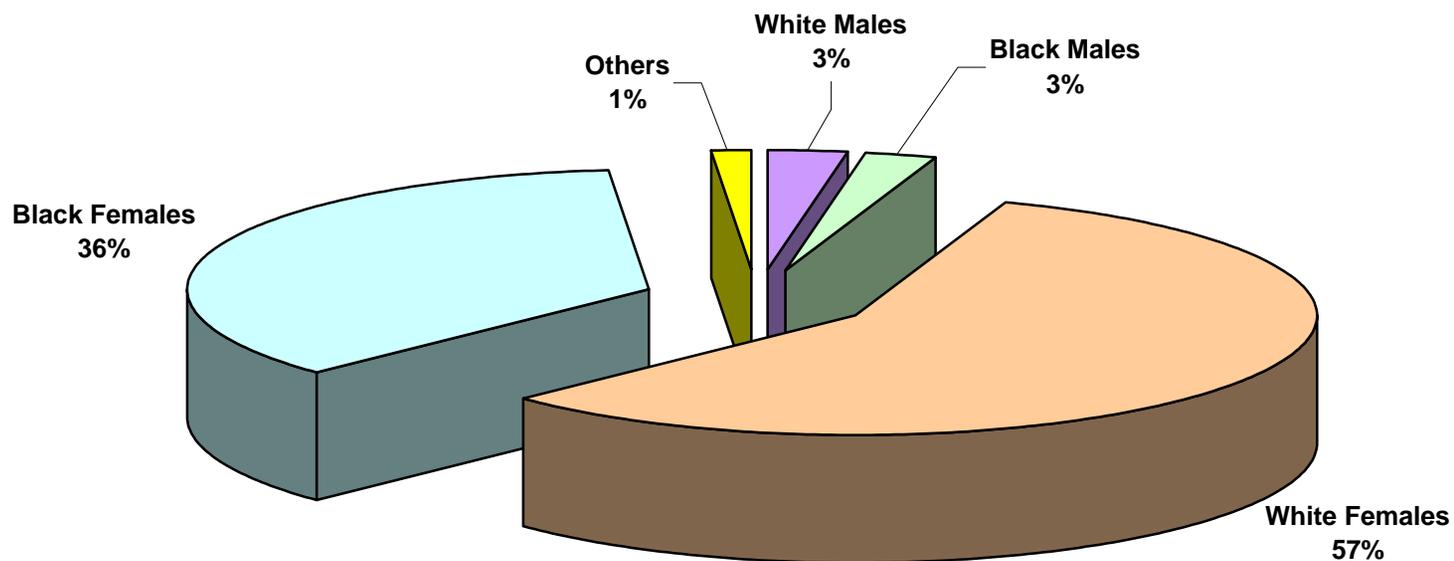
E5: PARAPROFESSIONALS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	282	421	2,683	2,780	52	6,218
Average Salary	\$23,766	\$20,592	\$26,835	\$21,325	\$23,328	

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

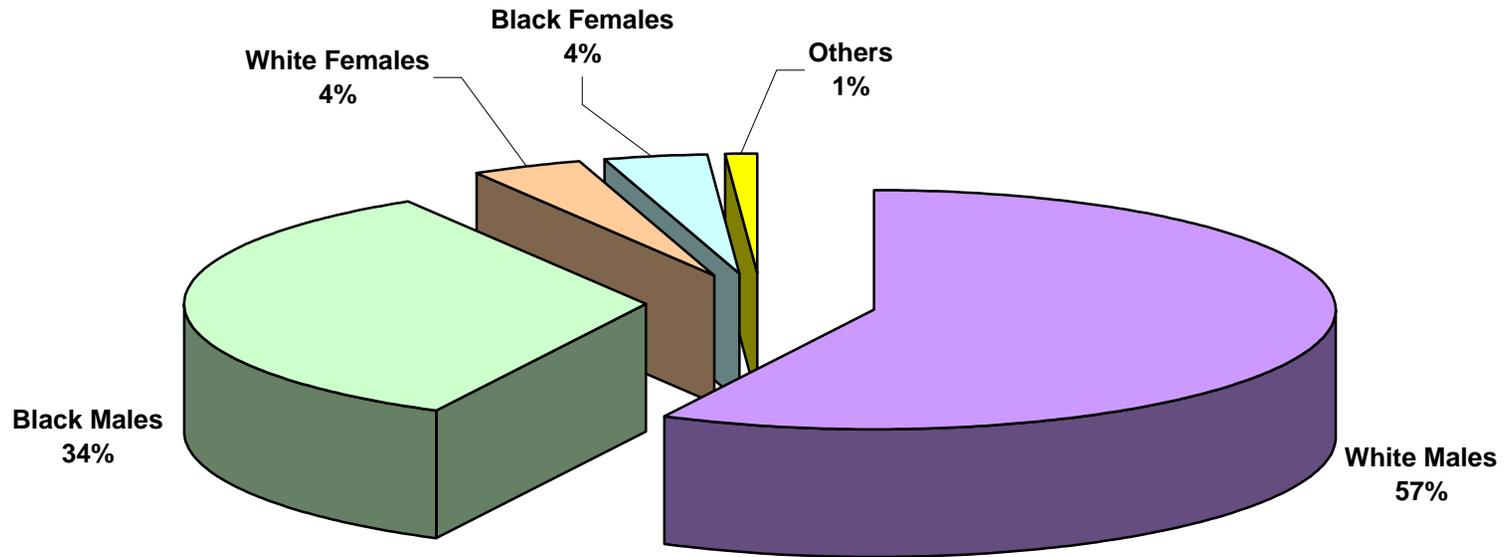
E6: SECRETARIAL/CLERICAL
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	171	154	3,467	2,177	78	6,047
Average Salary	\$21,714	\$21,356	\$22,317	\$21,564	\$21,071	

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

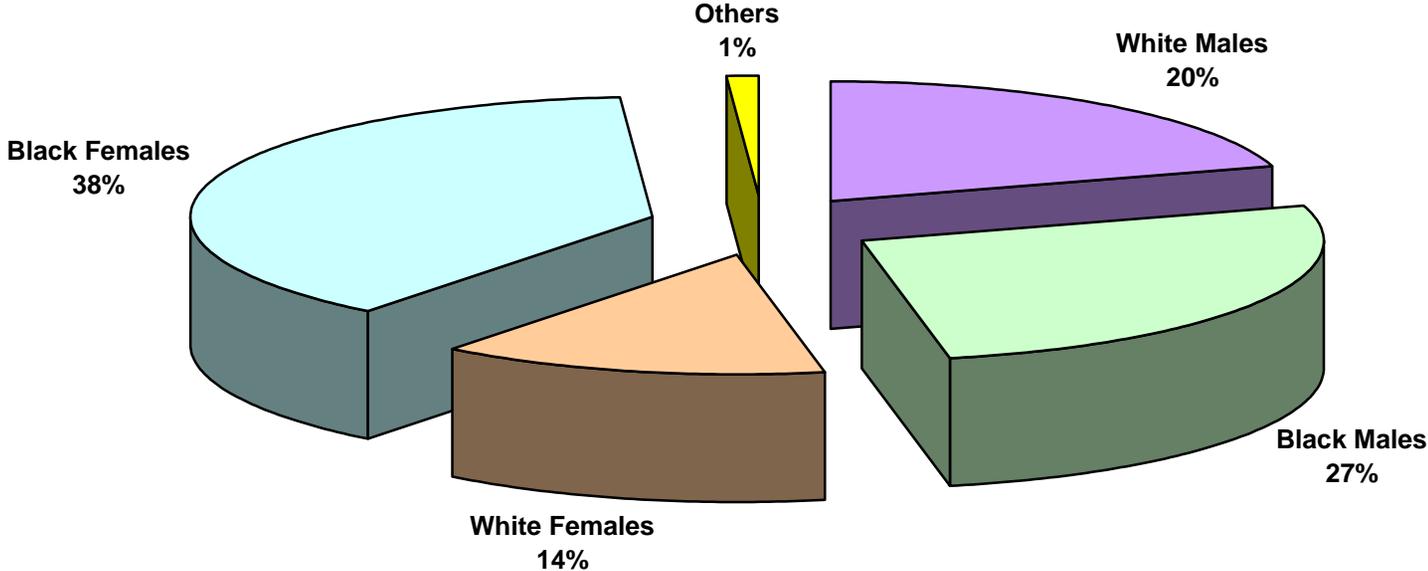
E7: SKILLED CRAFT
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	2,709	1,600	187	172	47	4,715
Average Salary	\$27,317	\$24,922	\$21,891	\$21,578	\$23,432	

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

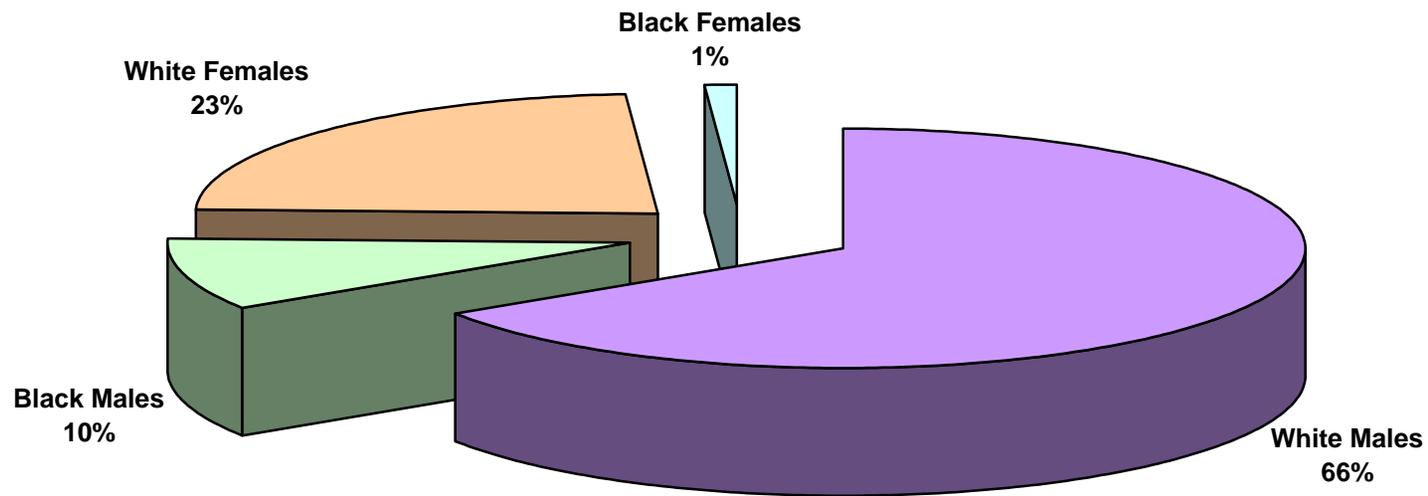
E8: SERVICE/MAINTENANCE
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	511	672	346	968	26	2,523
Average Salary	\$23,065	\$19,393	\$19,896	\$17,128	\$20,518	

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

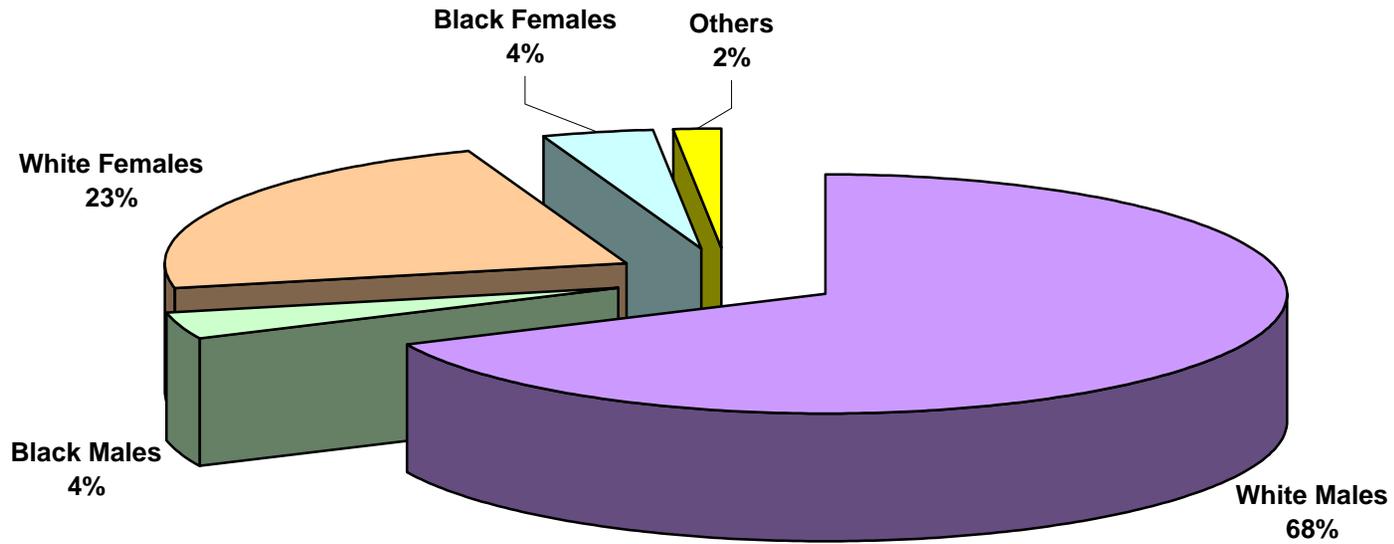
C1: EXECUTIVE/NON-ACADEMIC
 September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	54	8	19	1	0	82
Average Salary	\$112,443	\$101,466	\$94,287	\$69,615		

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

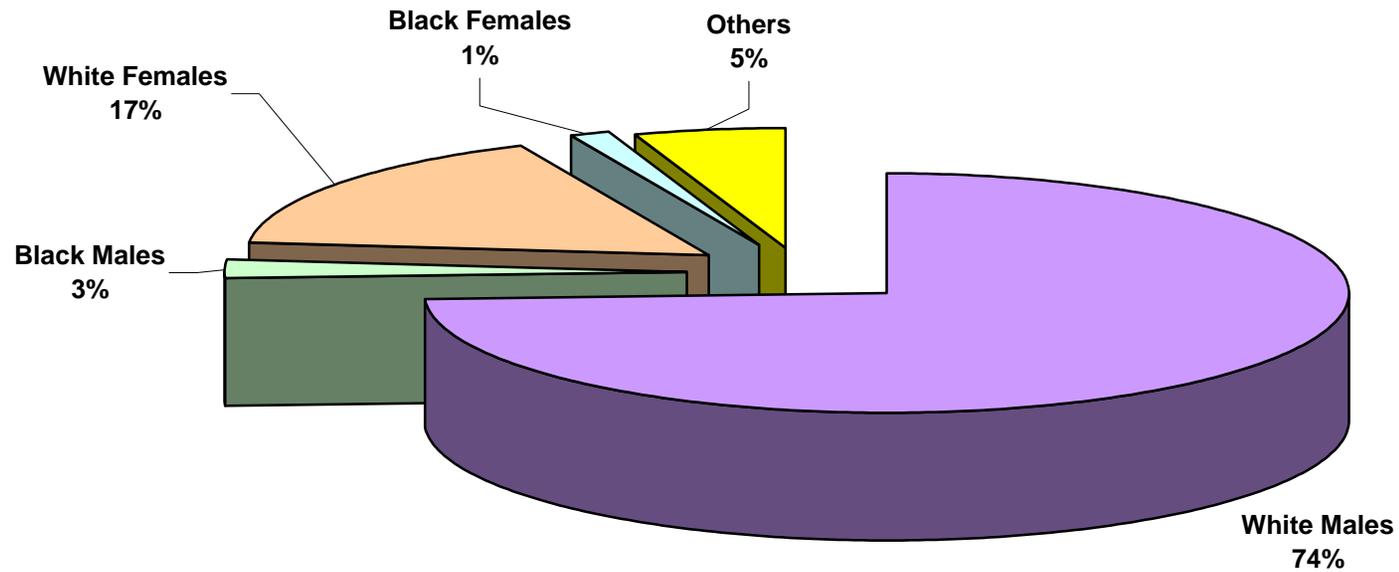
C2: EXECUTIVE/ACADEMIC
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	324	18	109	18	8	477
Average Salary	\$97,451	\$87,433	\$79,243	\$68,825	\$123,669	

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

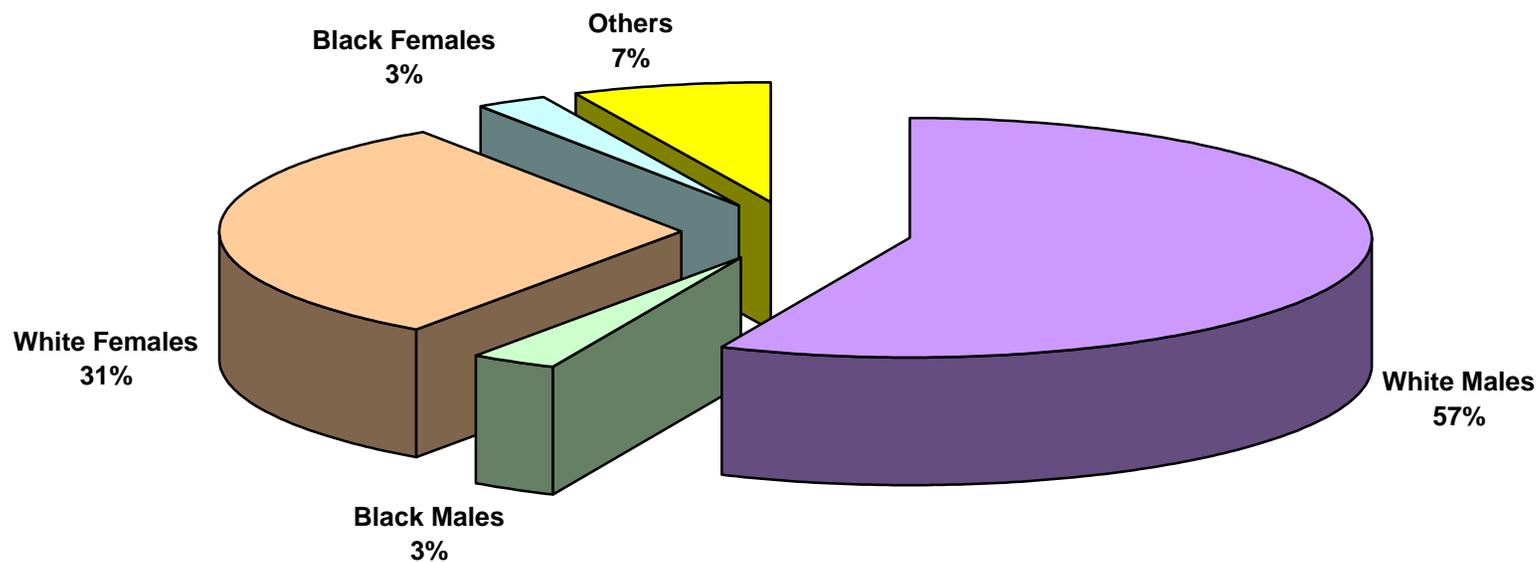
C3: PROFESSORS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	1,092	38	246	20	78	1,474
Average Salary	\$83,473	\$68,269	\$74,978	\$69,940	\$81,864	

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

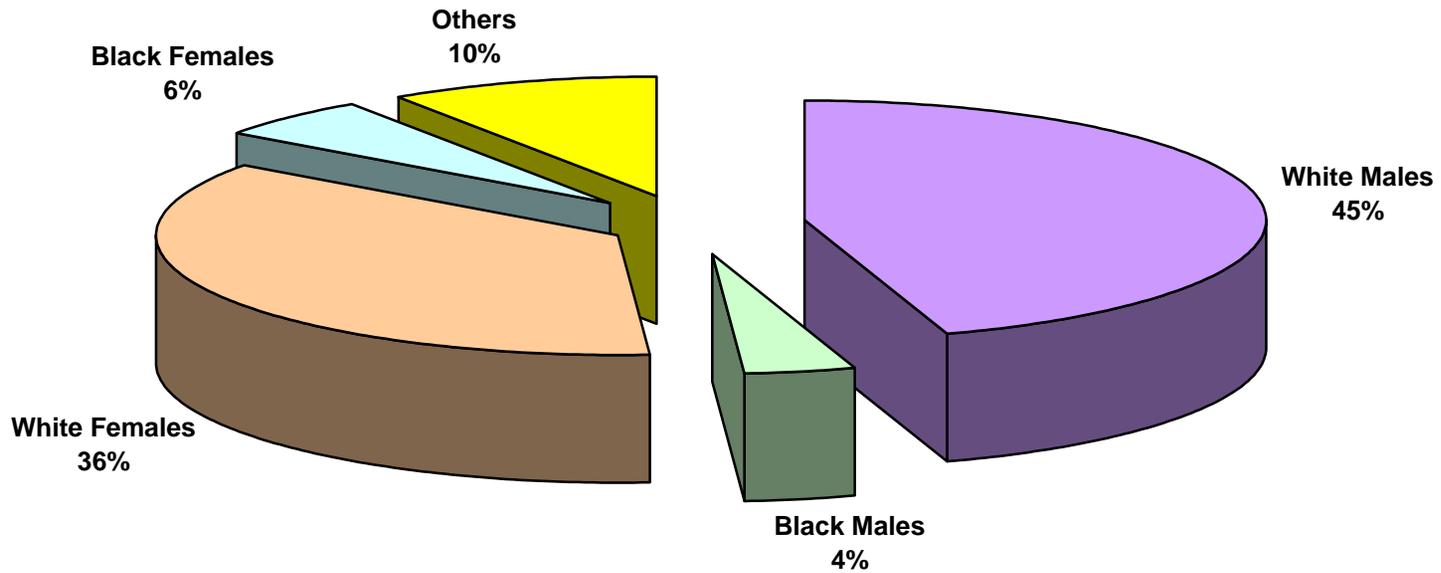
C4: ASSOCIATE PROFESSORS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	738	40	402	34	89	1,303
Average Salary	\$61,892	\$57,001	\$59,558	\$59,384	\$64,470	

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

C5: ASSISTANT PROFESSORS
September 30, 2003

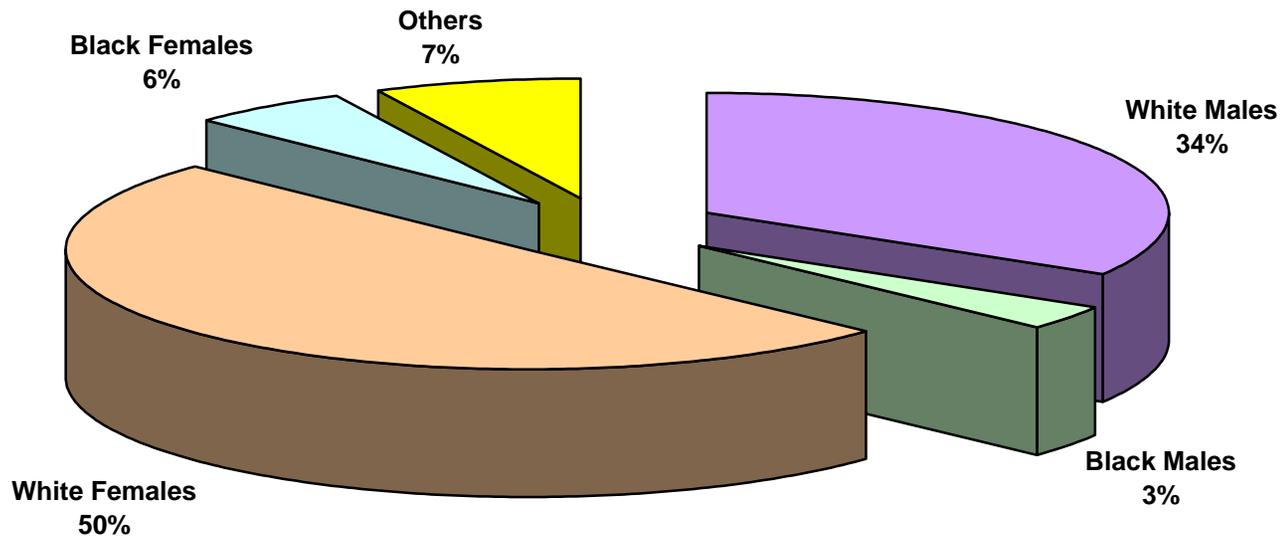


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	630	54	502	78	133	1,397
Average Salary	\$52,711	\$52,600	\$48,867	\$48,094	\$54,773	

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

Source of data: SC State Government, Human Resources System

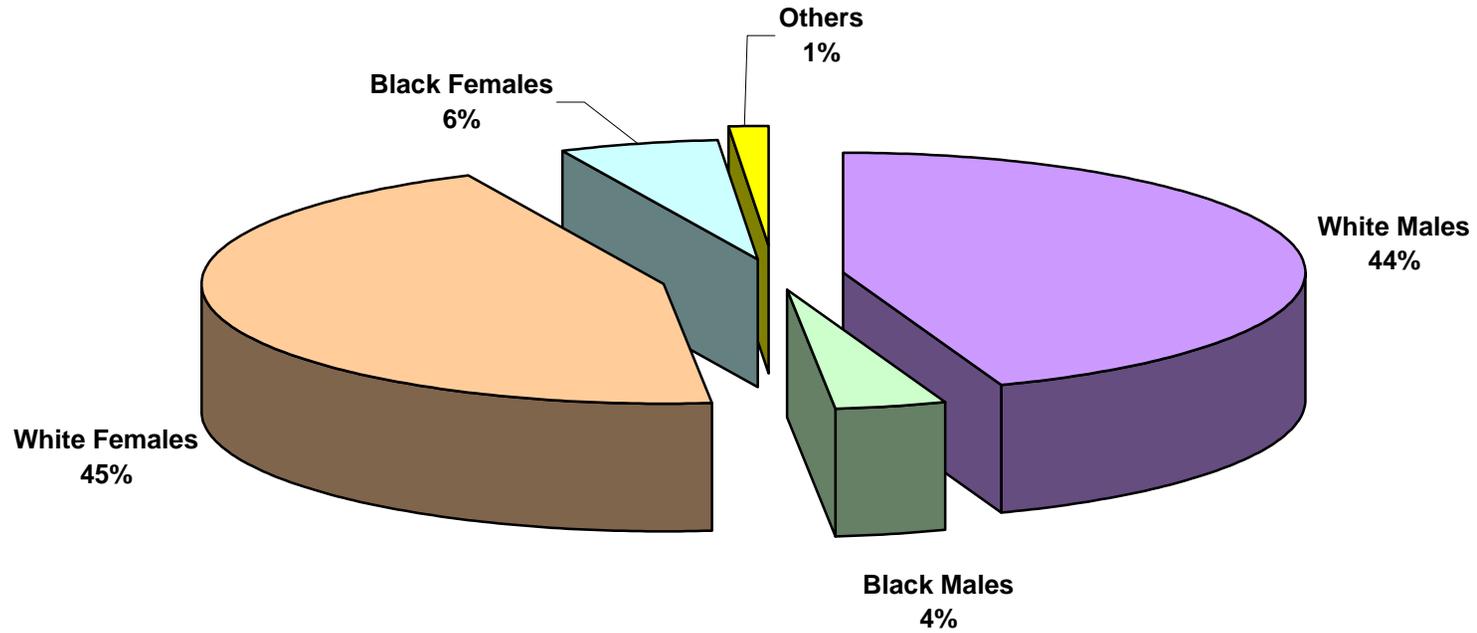
C6: INSTRUCTORS
September 30, 2003



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	179	17	267	30	38	531
Average Salary	\$46,929	\$46,081	\$42,036	\$42,164	\$39,701	

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

C7: LECTURERS
September 30, 2003

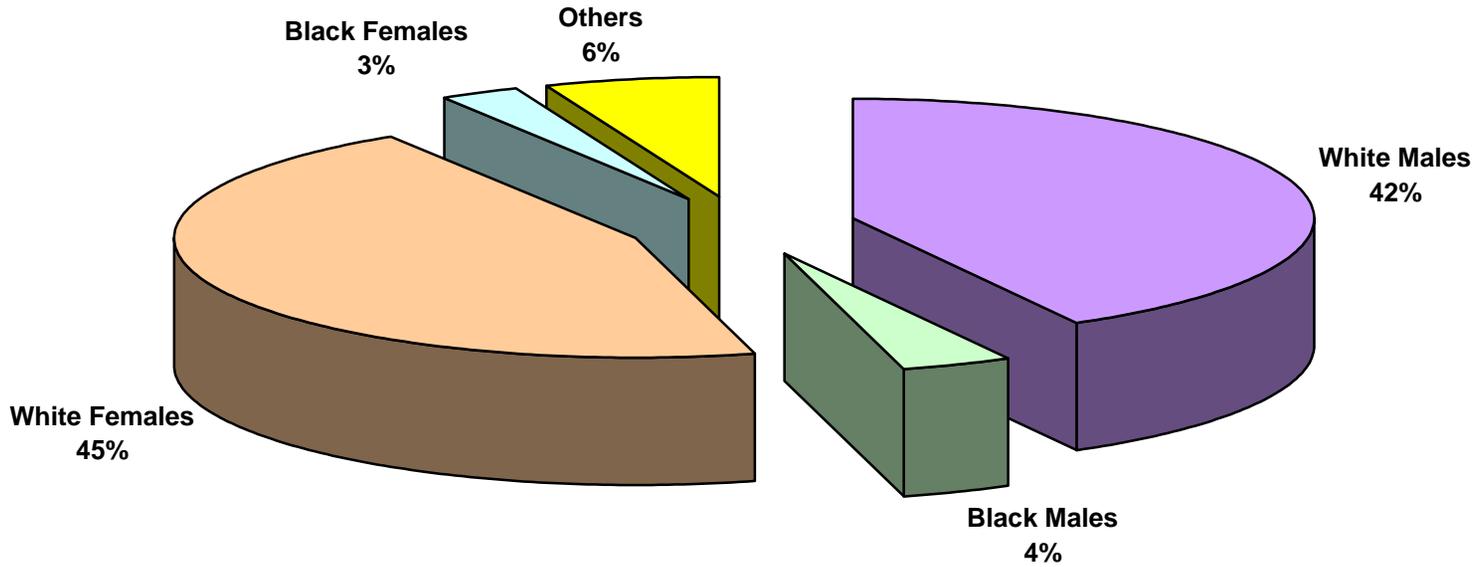


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	129	12	130	16	4	291
Average Salary	\$57,459	\$53,119	\$44,436	\$44,479	\$51,670	

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

Source of data: SC State Government, Human Resources System

C8: OTHER ACADEMIC
September 30, 2003

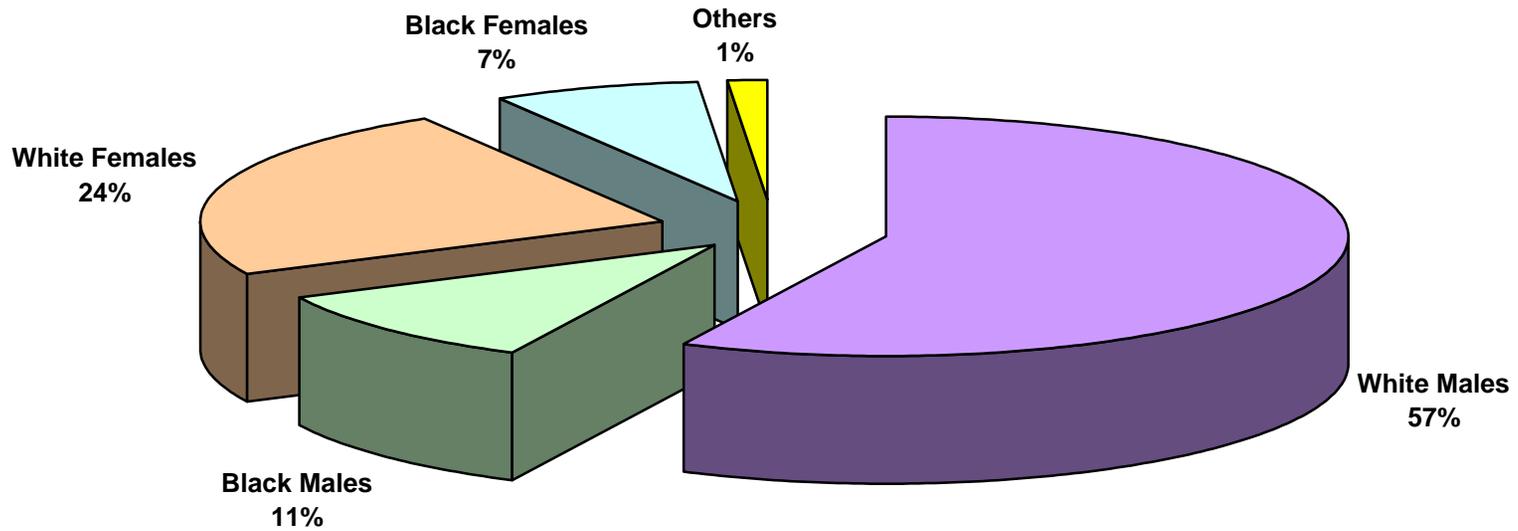


	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	215	21	232	15	31	514
Average Salary	\$64,130	\$51,912	\$52,622	\$42,816	\$52,097	

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

Source of data: SC State Government, Human Resources System

C9: OTHER NON-ACADEMIC
September 30, 2003



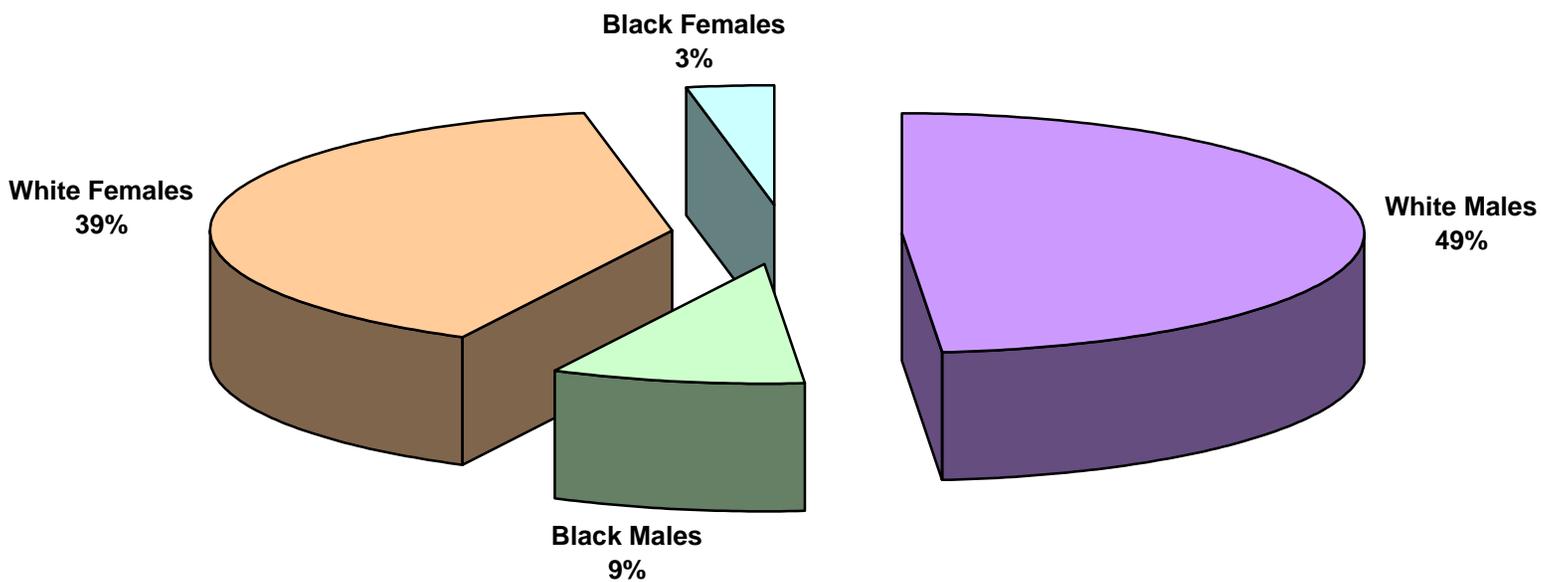
	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	338	63	140	43	8	592
Average Salary	\$58,097	\$57,228	\$48,368	\$40,662	\$39,795	

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

T1: EXECUTIVES/INSTITUTIONAL OFFICERS

September 30, 2003

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	32	6	26	2	0	66
Average Salary	\$106,572	\$90,934	\$100,557	\$112,179		

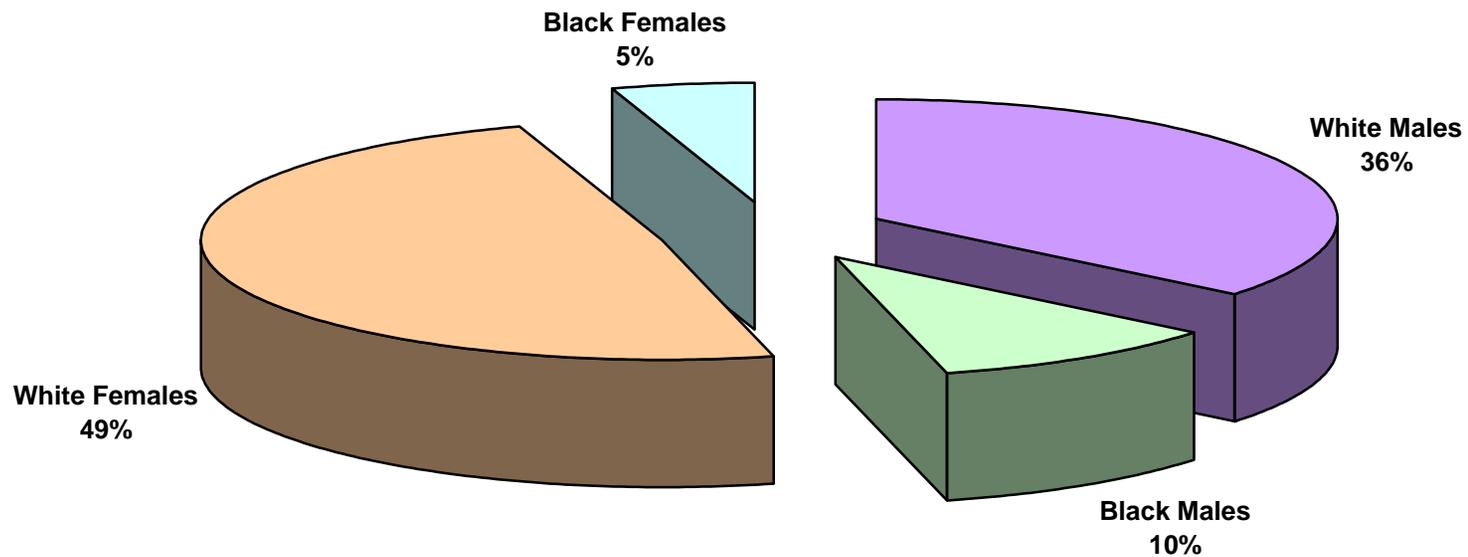
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T2: MANAGEMENT LEVEL II/EDUCATIONAL PERSONNEL

September 30, 2003

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	14	4	19	2	0	39
Average Salary	\$71,590	\$71,487	\$70,169	\$67,108		

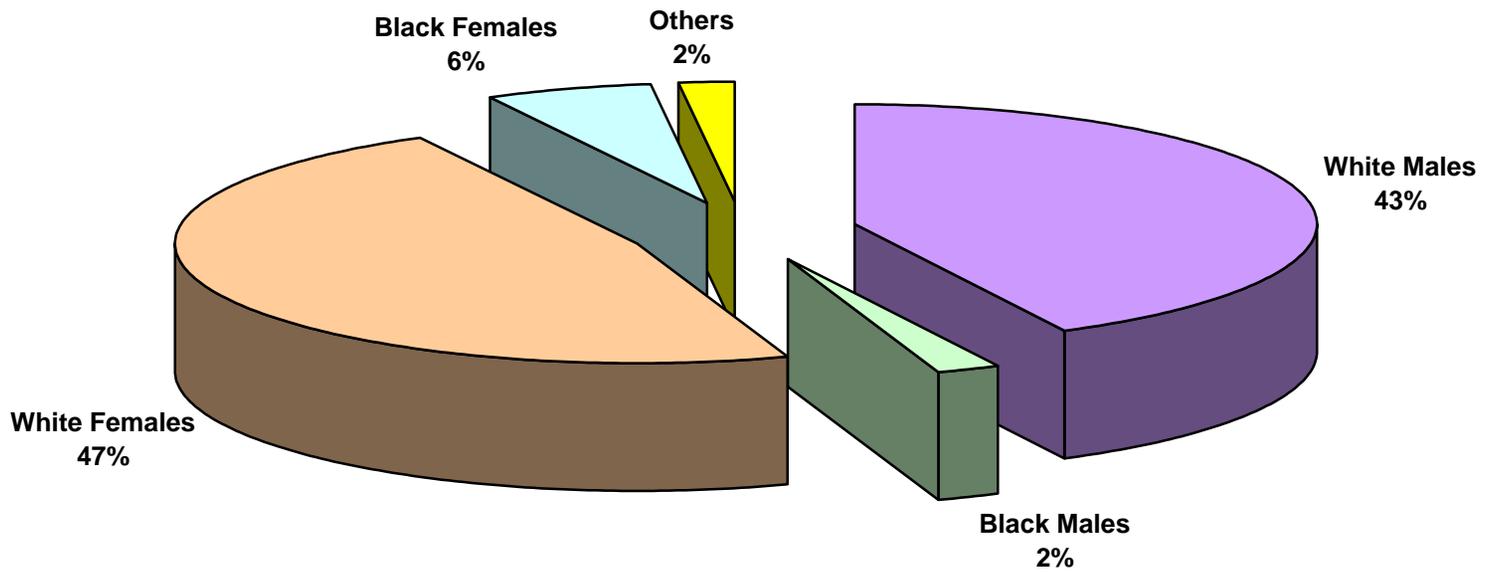
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T3: FACULTY/ADMINISTRATIVE/TEACHING

September 30, 2003

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	132	7	147	18	6	310
Average Salary	\$44,107	\$40,604	\$42,071	\$37,423	\$44,152	

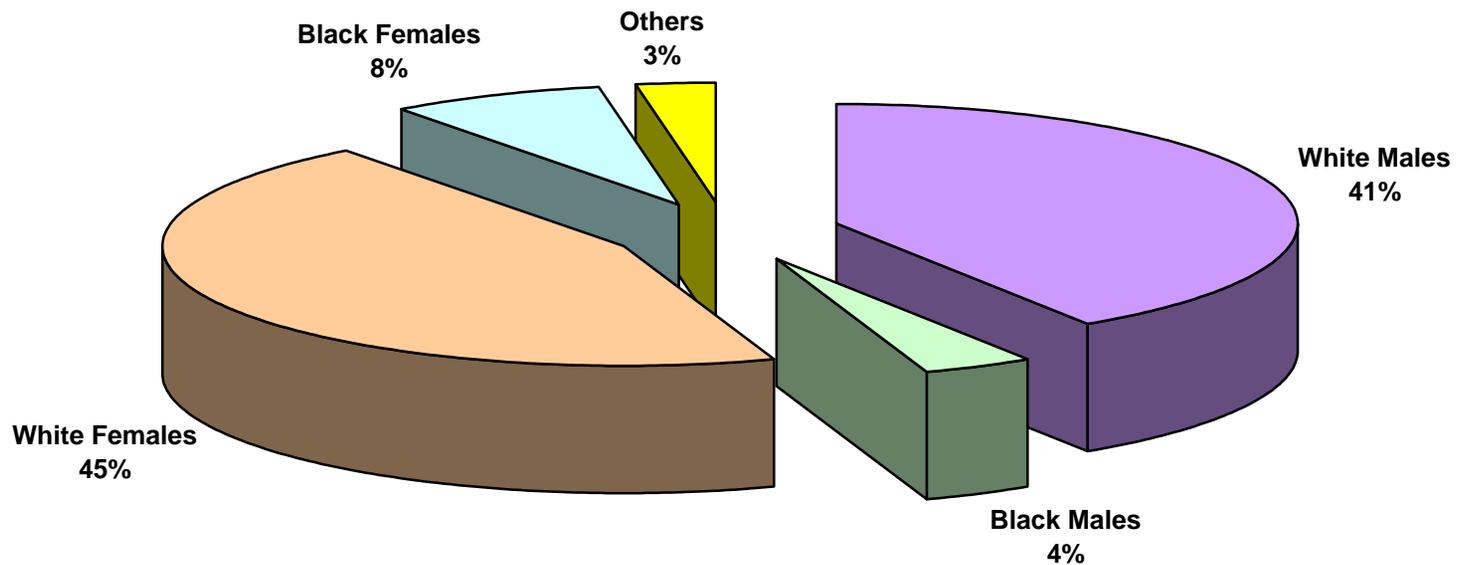
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T4: FACULTY/TEACHING

September 30, 2003

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	564	53	621	104	37	1,379
Average Salary	\$39,828	\$37,808	\$38,701	\$36,795	\$37,267	

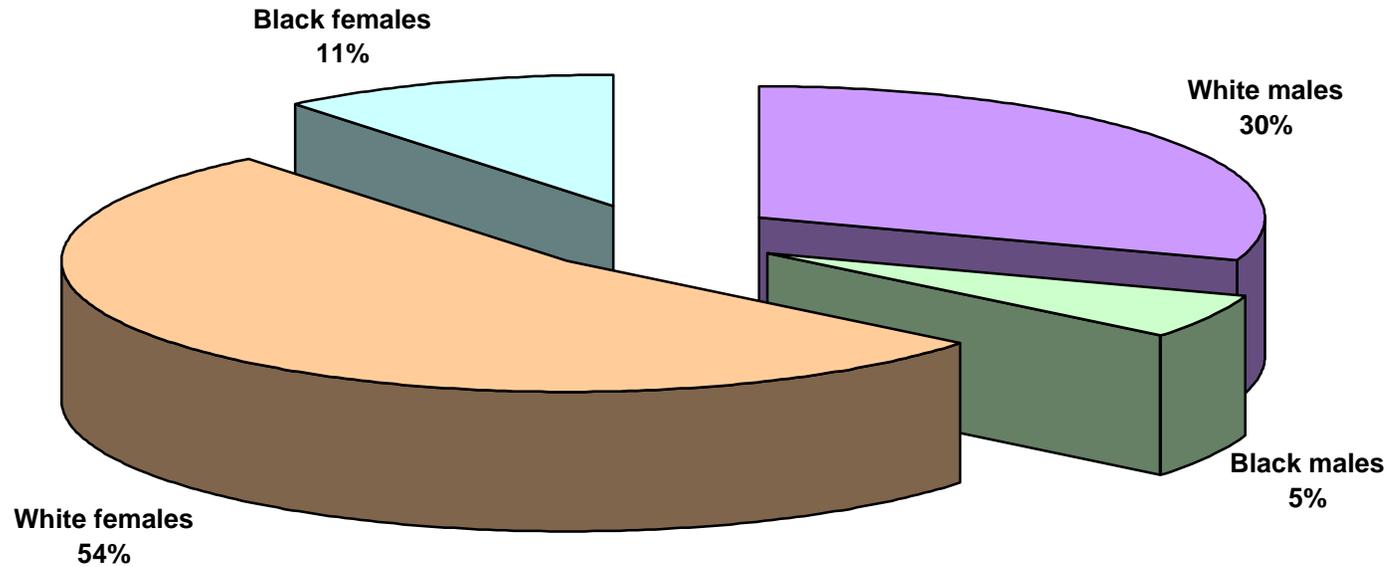
The total of the pie chart percentages may not equal 100 percent due to rounding.

Source of data: SC State Government, Human Resources System

T5: PROFESSIONAL/EDUCATIONAL PERSONNEL

September 30, 2003

(This category is used by the Technical Education Colleges)



	White Males	Black Males	White Females	Black Females	All Others	Total
# of Employees	17	3	30	6	0	56
Average Salary	\$63,164	\$58,837	\$59,178	\$47,394		

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

Source of data: SC State Government, Human Resources System

Understanding the Report

Pages 61 through 270 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2002 through September 30, 2003). 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.

Section One: Equal Employment Opportunity (EEO) Category Codes

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

E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:*

C4) Associate Professors:*

C5) Assistant Professors:*

C6) Instructors:*

C7) Lecturers:*

*C3 through C7 includes all unclassified employees whose specific purpose is to provide instruction, research, or public service as a principal activity (or activities), and who hold academic titles of professors, associate professors, assistant professors, instructors, lecturers or the equivalent of any one of these academic ranks. Included in this category are deans and executive officers of academic departments (chairperson, head or the equivalent) if their principal activity is instructional. Student teachers and research assistants are not included.

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

Includes unclassified employees whose assignments require very broad executive management and policy-making responsibility on institution-wide areas. Includes persons who work in positions requiring the performance of work directly related to management of policies or general business operations of the institution. It is assumed that assignments in this category customarily and regularly require the incumbent to exercise broad policy making, high level decision making, and very independent and discretionary judgement. They also direct the work of high level professions. Includes officers

holding such titles as President, Executive Vice-President, Vice-President Education, Vice-President Business, Vice-President Student Affairs and Vice-President Development.

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

Section Two: Workforce Totals

The information provided in Section Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of September 30, 2003. For purposes of the report, the following race/sex categories are used:

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

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

Section Three: Adjusted Availability

Availability is an estimate of the percentage of the workforce you reasonably could expect to be employed based on the employer's analysis of the qualified labor pool. Availability estimates are reported for three groups: black males, white females and black females. Availability is established for any minority group exceeding two percent of the relevant labor market. In the 1990 census data, no other minority group met the two percent threshold. The Availability is then adjusted to a rate that is within 90.0 percent of what would be expected (a fluctuation of 10 percent). The Availability adjustment is to allow for the possibility that the current workforce disparities may not be statistically significant. Historically, there has not been a pattern of underutilization of white males in employer workforces. However, to determine the availability of white males, one can total the availability percentages shown in Column 3 for any EEO category and subtract the total from 100 percent; the difference will be white male availability (must be adjusted down by ten percent).

Section 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.

Section Four: Underutilization

These figures are a comparison of the Adjusted Availability (Section Three) percentages, and the actual workforce (Section 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.

Section Five: New Hires and Promotions 10/01/02 – 9/30/2003

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2002 and September 30, 2003. The information was obtained and calculated in the same manner as the information in Section Two. Transactions counted in Section Five include positions filled by means of new hires, internal promotions, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

Section Six: Goals Met

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

The percentage of goals achieved is calculated by dividing the percent employed (in Section Two) by the percent available (in Section #3).

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

Note: This year's availability estimates are based on the 1990 Census Data, EEO Special File. The 2000 Census Data, EEO Special File is not available yet.

For your information, we have included workforce data on some State Agencies that had only limited information available this year. More complete information will be available next year.

Adjutant General's Office

Agency Director: Major General Stanhope S. Spears

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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		10																	
	%	80			20		100	4.6	26	6.4	4.6*	6*	6.4*								0*	76.9*	0*	
E2	#	28	4		10	3	45							3			2			5				
	%	62.2	8.9		22.2	6.7	100	4.2	24.3	8	No	2.1*	1.3*	60			40			100	Yes	91.4*	83.8*	
E3	#	5			2		7																	
	%	71.4			28.6		100	3.9	28.5	2.2	3.9*	No	2.2*								0*	Yes	0*	
E4	#	11	6	1	1	1	20																	
	%	55	30	5	5	5	100	18.2	4.6	6.3	No	No	1.3*								Yes	Yes	79.4*	
E5 and E6 Combined	#	3			15	3	21										1			1				
	%	14.3			71.4	14.3	100	2.8	64.9	20.2	2.8*	No	5.9				100			100	0*	Yes	70.8	
E7	#	16	3				19																	
	%	84.2	15.8				100	19.5	2.7	1.8	3.7*	2.7*	1.8*								81*	0*	0*	
E8	#	6	1		1	1	9																	
	%	66.7	11.1		11.1	11.1	100	14.6	4.4	19.6	3.5*	No	8.5*								76*	Yes	56.6*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 86.7 percent
 Level of Goal Attainment for 2002: 88.4 percent
 Level of Goal Attainment for 2003: 86.9 percent

Agriculture, Department of

Agency Director: Charles Sharpe, Commissioner

EEO Officer: Clarissa Adams

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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						1			2			3			
	%	60			30	10		100	2.1	30.4	3.6	2.1*	0.4*	No	33.3		66.7			100	0*	98.7*	Yes
E2	#	21	1		17	1		40							1					1			
	%	52.5	2.5		42.5	2.5		100	5.7	29.9	6.2	3.2	No	3.7		100				100	43.8	Yes	40.3
E3 and E5 Combined	#	29	3		22	9		63						2			1	2		5			
	%	46	4.8		34.9	14.3		100	5.3	28.4	6.9	0.5*	No	No	40		20	40		100	90.6*	Yes	Yes
E6	#				12	1		13															
	%				92.3	7.7		100	3.8	48.2	15.1	3.8*	No	7.4*							0*	Yes	51*
E7 and E8 Combined	#	8	5		1			14															
	%	57.1	35.7		7.2			100	11.4	24.2	9.4	No	17	9.4							Yes	29.8	0
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 80.4 percent
 Level of Goal Attainment for 2002: 78.1 percent
 Level of Goal Attainment for 2003: 73.4 percent

Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Rozita Jones

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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	4		11						1						1			
	%	36.4	9.1		18.2	36.3		100		3.3	33.4	5.4	No	15.2	No					100		Yes	54.5
E2 and E3 Combined	#	14	4		13	17		48						3	1			3	7				
	%	29.2	8.3		27.1	35.4		100		3.7	32.2	10.4	No	5.1	No	42.9	14.2		42.9	100	Yes	84.2	Yes
E5 and E6 Combined	#				1	3		4										1	1				
	%				25	75		100		3.8	28.8	10.9	3.8*	3.8*	No			100	100		0*	86.8*	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 92 percent
 Level of Goal Attainment for 2002: 95.9 percent
 Level of Goal Attainment for 2003: 90.7 percent

Archives and History, Department of

Agency Director: Rodger E. Stroup

EEO Officer: J. Patrick Austin

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3																	
	%	66.7			33.3		100	7.2	29.9	9.9	7.2*	No	9.9*									0*	Yes	0*
E2	#	30	2		12	7	51										1			1				
	%	58.8	3.9		23.5	13.7	100	3.3	23	10.9	No	No	No				100			100	Yes	Yes	Yes	
E3	#	2			2		4																	
	%	50			50		100	8.6	20.7	13.3	8.6*	No	13.3*								0*	Yes	0*	
E5 and E6 Combined	#				2	2	4										1			1				
	%				50	50	100	3.6	48.3	14.6	3.6*	No	No				100			100	0*	Yes	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 81.6 percent
 Level of Goal Attainment for 2002: 99 percent
 Level of Goal Attainment for 2003: 100 percent

Auditor, State

Agency Director: Thomas L. Wagner

EEO Officer: R. Kenneth Harrill

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	14		1	3	1	1	20						2						2			
	%	70		5	15	5	5	100	3.4	39	6.9	3.4*	24	1.9*	100					100	0*	38.5	72.5*
E2	#	8	1		7	5		21						3			1			4			
	%	38.1	4.8		33.3	23.8		100	4.1	44.4	10.7	No	11.1	No	75		25			100	Yes	75	Yes
E5	#				1	1		2															
	%				50	50		100	2.1	50.2	16.9	2.1*	0.2*	No							0*	99.6*	Yes
E6	#				3			3															
	%				100			100	0.9	54.5	30.5	0.9*	No	30.5*							0*	Yes	0*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 74 percent
 Level of Goal Attainment for 2002: 87 percent
 Level of Goal Attainment for 2003: 85.7percent

Blind, Commission for the

Agency Director: Dr. Nell Carney

EEO Officer: Lisa McCloud

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶			
																								WM
E1	#	2	1		2	4		9				No	4.6*	No		1		2	2		5			
	%	22.2	11.1		22.2	44.4		100	6.2	26.8	14.2				20			40	40		100	Yes	82.8*	Yes
E2	#	12	9	1	16	24		62				No	12.9	No		1		3	2		6			
	%	19.4	14.5	1.6	25.8	38.7		100	6.2	38.7	15				16.7			50	33.3		100	Yes	66.7	Yes
E3	#	2	1		2	1		6				No	No	No					1		1			
	%	33.3	16.7		33.3	16.7		100	6.2	22.3	5.8								100		100	Yes	Yes	Yes
E5 and E6 Combined	#			11	17			28				2.5*	22.1	No				1			1			
	%			39.3	60.7			100	2.5	61.4	25							100			100	0*	64	Yes
E7 and E8 Combined	#	4	2					6				No	13.7*	9.3*										
	%	66.7	33.3					100	19.6	13.7	9.3											Yes	0*	0*
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 80 percent
 Level of Goal Attainment for 2002: 84.3 percent
 Level of Goal Attainment for 2003: 92.8 percent

Budget and Control Board (Page 1 of 2)

Agency Director: Frank Fusco

EEO Officer: Caroline Agardy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	16	1		3	1		21																
	%	76.2	4.7		14.3	4.8		100	4.4	17.5	2.9	No	3.2*	No								Yes	81.7*	Yes
E2A	#	66	2		23	1		92						3			1			4				
	%	71.7	2.2		25	1.1		100	4.2	24.4	3.6	2	No	2.5	75		25			100	52.4	Yes	30.6	
E2B	#	88	10	3	51	6	2	160						15		1	7	1		24				
	%	55	6.3	1.8	31.9	3.8	1.3	100	4.2	28.2	6.2	No	No	2.5	62.5		4.2	29.2	4.2	100	Yes	Yes	61.3	
E2C	#	84	5	1	60	19	1	170						5			8	1		14				
	%	49.4	2.9	0.6	35.3	11.2	0.6	100	4.3	38.5	13.3	1.4	3.2	2.1	36		57	7		100	67.4	91.7	84.2	
E2D	#	37	10	1	105	51	1	205						12	2	1	12	7	1	35				
	%	18	49	0.5	51.2	24.9	0.5	100	5.1	40	11.3	0.2*	No	No	34.3	5.7	2.9	34.3	20	2.8	100	96.1*	Yes	Yes
E3	#	77	20	3	48	22	2	172						4	3		3	1		11				
	%	44.8	11.6	1.7	27.9	12.8	1.2	100	4.4	22	6.3	No	No	No	36.3	27.3		27.3	9.1	100	Yes	Yes	Yes	
E5	#		2		51	19		72									2	3		5				
	%		2.8		70.8	26.4		100	1.5	46.2	11.2	No	No	No			40	60		100	Yes	Yes	Yes	
E6	#	13	15	1	42	27		98						3			1			4				
	%	13.3	15.3	1	42.9	27.5		100	6	44.1	16.7	No	1.2	No	75		25			100	Yes	97.3	Yes	
E7	#	69	26		2	1		98						7	1					6				
	%	70.4	26.5		2	1		100	23	11.7	15.2	No	9.7	14.2	87.5	12.5				100	Yes	17.1	6.6	

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.

Budget and Control Board (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	17	15	1	7	23		63						2	4					6			
	%	27	23.8	1.6	11.1	36.5		100	18.8	8.9	11.1	No	No	No	33.3	66.7				100	Yes	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 86.8 percent
 Level of Goal Attainment for 2002: 88 percent
 Level of Goal Attainment for 2003: 86.2 percent

The Citadel (Page 1 of 2)

Agency Director: John S. Grinalds

EEO Officer: Roberta Tracy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	16			3		19							1						1			
	%	84.2			15.8		100	6.1	31.5	5.7	6.1	15.7	5.7	100						100	0	50.2	0
C3	#	34	1	1	6		43							4						4			
	%	79.1	2.3	2.3	14		100	3.2	32.4	4.2	0.9*	18.4	4.2	100						100	71.9*	43.2	0
C4	#	37		2	13		54							5					1	6			
	%	68.5		3.7	24.1		100	2.9	34.1	4	2.9	10	4	83.3					16.7	100	0	70.7	0
C5	#	9	2		13	2	26							3			4			7			
	%	34.6	7.7		50	7.7	100	2.2	41.3	4.1	No	No	No	42.9			57.1			100	Yes	Yes	Yes
C8 and C9 Combined	#	27	1	1	2	2	33							6				1	7				
	%	81.8	3	3	6.1	6.1	100	7.6	19.5	1	4.6	13.4	No	85.7				14.3		100	39.5	31.3	Yes
E1	#	26	1		6	2	35							2			3	1	6				
	%	74.3	2.9		17.1	5.7	100	6	33.3	10.1	3.1	16.2	4.4	33.3			50	16.7		100	48.3	51.4	56.4
E2	#	48	2	2	59	10	123							14			12	2	1	29			
	%	39	1.6	1.6	48	8.1	100	5	42	11.6	3.4	No	3.5	48.3			41.4	6.9	3.4	100	32	Yes	69.8
E3 and E5 Combined	#	30	2	1	22	5	61							10			8	2	1	21			
	%	49.2	3.3	1.6	36.1	8.2	100	4.1	46	15.4	0.8*	9.9	7.2	47.6			38.1	9.5	4.8	100	80.5*	78.5	53.2
E4	#	6	4		1		11							5	2					7			
	%	54.5	36.4		9.1		100	16	8.4	3.7	No	No	3.7*	71.4	28.6					100	Yes	Yes	0*

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

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

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

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

The Citadel (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#	2	7		49	19	1	78						1			16	2		19			
	%	2.6	9		62.8	24.4	1.3	100	2.2	63.8	16.2	No	1*	No	5.3		84.2	10.5		100	Yes	98.4*	Yes
E7	#	42	27	1	3	3		76						8	5					13			
	%	55.3	35.5	1.3	3.9	3.9		100	19.2	10.4	5.2	No	6.5	1.3*	61.5	38.5				100	Yes	37.5	75*
E8	#	8	17		2	26		53						1	4			3		8			
	%	15.1	32.1		3.8	49.1		100	18.4	12.6	27.8	No	8.8	No	12.5	50			37.5	100	Yes	30.2	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 63.1 percent
 Level of Goal Attainment for 2002: 66.4 percent
 Level of Goal Attainment for 2003: 63.4 percent

Clemson University (Page 1 of 3)

Agency Director: James F. Barker

EEO Officer: Byron A. Wiley

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	4			1		5																
	%	80			20		100	3.4	35.1	6.1	3.4*	15.1*	6.1*								0*	57*	0*
C2	#	43	1	3	6	2	55							2		1	3	1		7			
	%	78.2	1.8	5.5	10.9	3.6	100	4.2	37.7	6.8	2.4	26.8	3.2	28.6		14.3	42.9	14.3		100	42.9	28.9	52.9
C3	#	274	4	22	50	6	3	359						15		2	7			24			
	%	76.3	1.1	6.1	13.9	1.7	0.8	100	2	25.6	2.1	0.9	11.7	0.4	62.5		8.3	29.2		100	55	54.3	81
C4	#	143	6	12	61	3	2	227						10	1	1	8		1	21			
	%	63	2.6	5.3	26.9	1.3	0.9	100	2	28.4	2.1	No	1.5	0.8	47.6	4.8	4.8	38.1		4.8	100	Yes	94.7
C5	#	114	3	25	60	7	10	219						15		6	10	1	2	34			
	%	52.1	1.4	11.4	27.4	3.2	4.6	100	1.9	38.1	2.7	0.5	10.7	No	44.1		17.6	29.4	2.9	5.9	100	73.7	71.9
C6	#	2	1				3							1						1			
	%	66.7	33.3				100	1.6	48.4	3.7	No	48.4	3.7*	100						100	Yes	0	0*
C7	#	85	5	2	98	4	1	195						15	3		14	1		33			
	%	43.6	2.6	1	50.3	2.1	0.5	100	2.1	42.4	3.4	No	No	1.3	45.5	9.1		42.4	3	100	Yes	Yes	61.8
C8	#	37	1	2	32	1	3	76						6			8	1	1	16			
	%	48.7	1.3	2.6	42.1	1.3	3.9	100	2	46.2	5.3	0.7*	4.1	4	37.5			50	6.3	6.3	100	65	91.1
C9	#	140	17	3	65	21	1	247						33	7	3	23	6	1	73			
	%	56.7	6.9	1.2	26.3	8.5	0.4	100	3.8	37.9	3.6	No	11.6	No	45.2	9.6	4.1	31.5	8.2	1.4	100	Yes	69.4

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.

Clemson University (Page 2 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	79	5		48	6	1	139						2			1			3			
	%	56.8	3.6		34.5	4.3	0.7	100	3.9	37.1	5.6	0.3*	2.6	1.3	66.7			33.3		100	92.3*	93	76.8
E21	#	85	10	2	217	19	2	335						4			8	1	2	15			
	%	25.4	3	0.6	64.8	5.7	0.6	100	2	57.6	3.8	No	No	No	26.7			53.3	6.7	13.3	100	Yes	Yes
E22	#	20	2	1	57	5		85						2		1	5			8			
	%	23.5	2.4	1.2	67.1	5.9		100	2.7	50.6	3.9	0.3*	No	No	25		12.5	62.5		100	88.9*	Yes	Yes
E23	#	58	3	2	79	8	2	152						5	1		11			17			
	%	38.2	2	1.3	52	5.3	1.3	100	2.3	41.3	6.5	0.3*	No	1.2	29.4	5.9		64.7		100	87*	Yes	81.5
E24	#	74	1	2	21			98						4			2			6			
	%	75.5	1	2	21.4			100	6.4	22.9	1.3	5.4	1.5	1.3	66.7			33.3		100	15.6	93.4	0
E25	#	56	4		25	2		87						2			6			8			
	%	64.4	4.6		28.7	2.3		100	2.8	24.4	6.3	No	No	4	25		75			100	Yes	Yes	36.5
E31	#	81	11	1	94	12	1	200						8	1		4	1		14			
	%	40.5	5.5	0.5	47	6	0.5	100	3.2	46.1	5.1	No	No	No	57.1	7.1		28.6	7.1		100	Yes	Yes
E32	#	73	6	1	42	3	2	127						1			3		1	5			
	%	57.5	4.7	0.8	33.1	2.4	1.6	100	4.6	23.3	4.8	No	No	2.4	20		60		20	100	Yes	Yes	50
E4	#	44	4		4	5	1	58						6	2					8			
	%	75.9	6.9		6.9	8.6	1.7	100	4.5	8	1	No	1.1*	No	75	25				100	Yes	86.3*	Yes

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

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

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

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

Clemson University (Page 3 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E51	#	3	1		247	37	3	291									13			13			
	%	1	0.3		84.9	12.7	1	100	2.6	63.9	5.5	2.3	No	No			100			100	11.5	Yes	Yes
E52	#	29	8		42	29		108						5			3	2		10			
	%	26.9	7.4		38.9	26.9		100	6.4	46.3	9.4	No	7.4	No	50		30	20		100	Yes	84	Yes
E6	#	9	4		120	28	4	165						2			9	1		12			
	%	5.5	2.4		72.7	17	2.4	100	2.7	61.4	6.1	0.3*	No	No	16.7		75	8.3		100	88.9*	Yes	Yes
E7	#	184	18	4	8	2		216						17	3	1	2			23			
	%	85.2	8.3	1.9	3.7	0.9		100	7.3	6.2	1.1	No	2.5	0.2*	73.9	13	4.3	8.7		100	Yes	59.7	81.8*
E8	#	49	38		54	78	1	220						8	4		3	4		19			
	%	22.3	17.3		24.5	35.5	0.5	100	10.6	19.5	7.8	No	No	No	42.1	21.1		15.8	21.1	100	Yes	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 81.7 percent
 Level of Goal Attainment for 2002: 81.2 percent
 Level of Goal Attainment for 2003: 80.5 percent

Coastal Carolina University (Page 1 of 2)

Agency Director: Ronald R. Ingle

EEO Officer: Janis W. Chessen

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#	2			3		5							1			1			2			
	%	40			60		100	4.7	33.7	5.3	4.7*	No	5.3*	50			50			100	0*	Yes	0*
C2	#	7			3		10							1						1			
	%	70			30		100	3.1	37.3	4.8	3.1*	7.3*	4.8	100						100	0*	80.4	0*
C3	#	32		1	11	1	45							1			1			2			
	%	71.1		2.2	24.4	2.2	100	1.9	27.5	0.7	1.9*	3.1	No	50			50			100	0*	88.7	Yes
C4	#	37	1	1	15		54							4			2			6			
	%	68.5	1.9	1.9	27.8		100	1.6	34	1.6	No	6.2	1.6*	66.7			33.3			100	Yes	81.8	0*
C5	#	39	2	1	30	1	75							10	1		7		2	20			
	%	52	2.7	1.3	40	1.3	100	2.3	33.2	2	No	No	0.7*	50	5		35		10	100	Yes	Yes	65*
C6	#	11	1	2	15		30										1			1			
	%	36.7	3.3	6.7	50		100	1.3	17.8	1.4	No	No	1.4*				100			100	Yes	Yes	0*
C7 and C8 Combined	#	16	1	1	10		28							7			3			10			
	%	57.1	3.6	3.6	35.7		100	2.2	41.7	7	No	6	7	70			30			100	Yes	85.6	0
C9	#	22	6	1	9	1	39							5	2	1	4	1		13			
	%	56.4	15.4	2.6	23.1	2.6	100	8.9	17.2	1.4	No	No	No	38.5	15.4	7.7	30.8	7.7		100	Yes	Yes	Yes
E1	#	7			4		11																
	%	63.6			36.4		100	4.2	32.9	4.5	4.2*	No	4.5*								0*	Yes	0*

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

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

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

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

Coastal Carolina University (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	42	1		50	8		101						6			5	1		12			
	%	41.6	1		49.5	7.9		100	4.6	39.7	9.3	3.6	No	1.4	50			41.7	8.3		100	21.7	Yes
E3	#	23	1		15	2		41						2			2			4			
	%	56.1	2.4		36.6	4.9		100	5.3	29.6	7.4	2.9	No	2.5	50			50		100	45.3	Yes	66.2
E4	#	8	4		1	1		14						1	2		1	1		5			
	%	57.1	28.6		7.1	7.1		100	6	10	1	No	2.9*	No	20	40		20	20	100	Yes	71*	Yes
E5	#	2			59	1		62									7	1		8			
	%	3.2			95.2	1.6		100	1	69.6	6	1*	No	4.4			87.5	12.5		100	0*	Yes	26.7
E6	#	2			40	6		48									4			4			
	%	4.2			83.3	12.5		100	0.3	80	7.9	0.3	No	No			100			100	0*	Yes	Yes
E7	#	20	2	1				23						6		1				7			
	%	87	8.7	4.3				100	10.4	4.6	0.7	1.7*	4.6	0.7*	85.7		14.3			100	83.7*	0	0*
E8	#	23	15		11	9		58						6	5		2	5		18			
	%	39.7	25.9		19	15.5		100	21.5	13.1	13.8	No	No	No	33.3	27.8		11.1	27.8	100	Yes	Yes	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 82.8 percent
Level of Goal Attainment for 2002: 77.4 percent
Level of Goal Attainment for 2003: 83.4 percent

College of Charleston (Page 1 of 2)

Agency Director: Lee Higdon

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
																								WM
C1 and E1 Combined	#	20	2	1	26	3		52							4	1		8	1		14			
	%	38.5	3.8	1.9	50	5.8		100	5	35.7	9.8	1.2*	No	4	28.6	7.1		57.1	7.1		100	76*	Yes	59.2
C2	#	23	2		11			36																
	%	63.9	5.6		30.6			100	3	29.8	3.3	No	No	0								Yes	Yes	0
C3	#	78	4	2	17			101							1	2		2			5			
	%	77.2	4	2	16.8			100	4.5	29.9	1	0.5*	13.1	1	20	40		40			100	88.9*	56.2	0
C4	#	75	3	7	48	2	1	136							5		1	9	1		16			
	%	55.1	2.2	5.1	35.3	1.5	0.7	100	2.2	37.8	1.6	No	2.5	0.1*	31.3		6.3	56.3	6.3		100	Yes	93.4	93.8*
C5	#	66	6	7	62	5	9	155							26	2	3	13	1	6	51			
	%	42.6	3.9	4.5	40	3.2	5.8	100	2.4	41.3	3.1	No	1.3	No	51	3.9	5.9	25.5	2	11.8	100	Yes	96.9	Yes
C6	#	21			36	2	3	62							3					1	4			
	%	33.9			58.1	3.2	4.8	100	3.2	45.1	3.1	3.2	No	No	75					25	100	0	Yes	Yes
C8 and C9 Combined	#	32	5		25	2		64							1	2		7	2		12			
	%	50	7.8		39.1	3.1		100	5.9	35.9	6.3	No	No	3.2	8.3	16.7		58.3	16.7		100	Yes	Yes	49.2
E2	#	58	9	3	102	24	1	197							8	2	1	25			36			
	%	29.4	4.6	1.5	51.8	12.2	0.5	100	5.8	39.4	12.7	1.2	No	0.5*	22.2	5.6	2.8	69.4			100	79.3	Yes	96.1*
E3	#	27	5	3	12	8		55							4						4			
	%	49.1	9.1	5.5	21.8	14.5		100	4	34.2	16.7	No	12.4	2.2	100						100	Yes	63.7	86.8

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

College of Charleston (Page 2 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	15	22	1	5	5	1	49						7	10	1	4	2	1	25			
	%	30.6	44.9	2	10.2	10.2	2	100	14	11.8	4.7	No	1.6*	No	28	40	4	16	8	4	100	Yes	86.4*
E5	#	6	3		42	22	1	74						2			8	1	2	13			
	%	8.1	4.1		56.8	29.7	1.4	100	4.8	49.9	18.2	0.7*	No	No	15.4			61.5	7.7	15.4	100	85.4*	Yes
E6	#	3	7		32	26	2	70									8	2		10			
	%	4.3	10		45.7	37.1	2.9	100	6.1	49.3	12	No	3.6	No			80	20		100	Yes	92.7	Yes
E7	#	13	41		1			55							1					1			
	%	23.6	74.5		1.8			100	21.7	12	8.5	No	10.2	8.5		100				100	Yes	15	0
E8	#	6	22		1	27		56							3		1	6		10			
	%	10.7	39.3		1.8	48.2		100	23	11.5	22.6	No	9.7	No		30		10	60	100	Yes	15.7	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 74.1 percent
 Level of Goal Attainment for 2002: 77.3 percent
 Level of Goal Attainment for 2003: 79.4 percent

Commerce, Department of

Agency Director: Robert A. Faith

EEO Officer: Eleanor C. Odom

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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			10						2	1		3			6			
	%	60	10		30			100	5	29.6	8.4	No	No	8.4*	33.3	16.7		50		100	Yes	Yes	0*
E2 and E3 Combined	#	30	4	2	33	9		78															
	%	38.5	5.1	2.6	42.3	11.5		100	4.9	29.3	8.3	No	No	No							Yes	Yes	Yes
E5	#		1		6	2		9															
	%		11.1		66.7	22.2		100	2.1	50.2	16.9	No	No	No							Yes	Yes	Yes
E7	#	2	2					4															
	%	50	50					100	31.2	7.6	5.5	No	7.6*	5.5*							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
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If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

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

Level of Goal Attainment for 2001: 90.8 percent
 Level of Goal Attainment for 2002: 89.7 percent
 Level of Goal Attainment for 2003: 100 percent

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

Agency Director: Jon E. Ozmint

EEO Officer: Debbie Rowe

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	84	23	4	4	13		128						9	6	1		4		20			
	%	65.6	18	3.1	3.1	10.2		100	9.9	17.6	6.4	No	14.5	No	45	30	5		20		100	Yes	17.6
E1B	#	78	16	3	23	10	1	131						8	1			2		11			
	%	59.5	12.2	2.3	17.6	7.6	0.8	100	6.3	29.4	9.4	No	11.8	1.8	72.7	9.1			18.2		100	Yes	59.9
E2A	#	57	14	4	66	35	3	179						10	1	2	14	7	1	35			
	%	31.8	7.8	2.2	36.9	19.6	1.7	100	6.1	29.2	12.2	No	No	No	28.6	2.9	5.7	40	20	2.9	100	Yes	Yes
E2B	#	143	74	3	172	129	3	524						9	1		22	9		41			
	%	27.3	14.1	0.6	32.8	24.6	0.6	100	8.9	38.7	19.3	No	5.9	No	22	2.4		53.7	22		100	Yes	84.8
E2C	#	62	50	1	55	91	3	262						1	1		3	8	1	14			
	%	23.7	19.1	0.4	21	34.7	1.1	100	4.8	42.1	17.3	No	21.1	No	7.1	7.1		21.4	57.1	7.1	100	Yes	49.9
E3A	#	13	3	1	17	8	1	43						3			2	1		6			
	%	30.2	7	2.3	39.5	18.6	2.3	100	4.7	37.5	21.9	No	No	3.3	50			33.3	16.7		100	Yes	Yes
E3B	#	5	8		43	65	2	123							1		8	8		17			
	%	4.1	6.5		35	52.8	1.6	100	2.8	50.7	21.9	No	15.7	No		5.9		47.1	47.1		100	Yes	69
E4A	#	121	229	4	35	84	1	474						16	26	1		9		52			
	%	25.5	48.3	0.8	7.4	17.7	0.2	100	25.7	6.3	7.9	No	No	No	30.8	50	1.9		17.3		100	Yes	Yes
E4B	#	227	440	18	98	305	3	1091						35	59	4	16	55		169			
	%	20.8	40.3	1.6	9	28	0.3	100	34.3	10.5	19.3	No	1.5	No	20.7	34.9	2.4	9.5	32.5		100	Yes	85.7

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	511	731	17	166	805	12	2242						292	318	8	70	334	6	1028			
	%	22.8	32.6	0.8	7.4	35.9	0.5	100	36.1	10.4	15.8	3.5	3	No	28.4	30.9	0.8	6.8	32.5	0.6	100	90.3	71.2
E5	#	13	17		88	53	4	175						5			4	6		15			
	%	7.4	9.7		50.3	30.3	2.3	100	3.2	49.8	16.3	No	No	No	33.3			26.7	40		100	Yes	Yes
E6	#	5	6	1	60	70	2	144						1				1		2			
	%	3.5	4.2	0.7	41.7	48.6	1.4	100	2.6	42.7	17.2	No	1	No	50				50		100	Yes	97.7
E7	#	88	16		1	3	1	109						7	1			2	1	11			
	%	80.7	14.7		0.9	2.8	0.9	100	6.5	2.4	0.2	No	1.5	No	63.6	9.1			18.2	9.1	100	Yes	37.5
E8A	#	28	14	1	10	10		63															
	%	44.4	22.2	1.6	15.9	15.9		100	25.8	15.3	11.1	3.6	No	No								86	Yes
E8B	#	20	43	6	11	41	2	123						5	11	2	6	11		35			
	%	16.3	35	4.9	8.9	33.3	1.6	100	17.7	25.8	20.2	No	16.9	No	14.3	31.4	5.7	17.1	31.4	100	Yes	34.5	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 89.8 percent
Level of Goal Attainment for 2002: 90.3 percent
Level of Goal Attainment for 2003: 90 percent

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1A	#	52	6		3	1		62						4						4				
	%	83.9	9.7		4.8	1.6		100	9.4	19	4.3	No	14.2	2.7	100					100	Yes	25.3	37.2	
E1B	#	40	7		14	6	1	68						3	1					4				
	%	58.8	10.3		20.6	8.8	1.5	100	6.2	29.1	8.5	No	8.5	No	75	25				100	Yes	70.8	Yes	
E2A	#	12	1	2	10	4		29						4		2	2	3		11				
	%	41.4	3.4	6.9	34.5	13.8		100	6.9	28.3	10.5	3.5	No	No	36.4		18.2	18.2	27.3	100	49.3	Yes	Yes	
E2B	#	74	26	1	83	41	1	226						4	1		4	2		11				
	%	32.7	11.5	0.4	36.7	18.1	0.4	100	9.5	37.4	18.6	No	0.7	0.5	36.4	9.1		36.4	18.2	100	Yes	98.1	97.3	
E2C	#	30	14	1	18	15	1	79									2	3		5				
	%	38	17.7	1.3	22.8	19	1.3	100	5.5	43.8	17.1	No	21	No			40	60		100	Yes	52.1	Yes	
E3A	#	12	3	1	9	4	1	30						2			1			3				
	%	40	10	3.3	30	13.3	3.3	100	5.9	37.2	19.8	No	7.2	6.5	66.7			33.3		100	Yes	80.6	67.2	
E3B	#	1	1		1	2		5																
	%	20	20		20	40		100	4.2	40.1	34.9	No	20.1	No							Yes	49.9	Yes	
E4A	#	14	11	1	7	4		37						1	1	1				3				
	%	37.8	29.7	2.7	18.9	10.8		100	31.6	8.6	10.2	1.9*	No	No	33.3	33.3	33.3			100	94*	Yes	Yes	
E4B	#	16	22	3	1	15		57							3					3				
	%	28.1	38.6	5.3	1.8	26.3		100	39.2	11.5	20.8	0.6*	9.7	No	100					100	98.5*	15.7	Yes	

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E4C	#		1				1																	
	%		100				100	40.3	12.7	16.9	No	12.7*	16.9*								Yes	0*	0*	
E5	#	1	2		36	11	1	51						1			2	1		4				
	%	2	3.9		70.6	21.6	2	100	3.9	52.9	14.9	No	No	No	25			50	25		100	Yes	Yes	Yes
E6	#	1	1	1	12	6	1	22						1				1		2				
	%	4.5	4.5	4.5	54.5	27.3	4.5	100	3.5	48.1	15.5	No	No	No	50				50		100	Yes	Yes	Yes
E7	#	17	5					22						2						2				
	%	77.3	22.7					100	10.7	4.5	0	No	4.5*	0*	100					100	Yes	0*	0*	
E8A	#	12	5		1	4		22																
	%	54.5	22.7		4.5	18.2		100	27.5	17.7	11.2	4.8	13.2	No							82.5	25.4	Yes	
E8B	#				1		1																	
	%				100		100	23.6	20.5	14.5	23.6*	20.5*	No								0*	0*	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 87.8 percent
Level of Goal Attainment for 2002: 85.2 percent
Level of Goal Attainment for 2003: 85.7 percent

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	9	1		4		14								1			1		2			
	%	64.3	7.1		28.6		100	4	16.8	10.3	No	16.8	No	50				50		100	Yes	0	Yes
E1B	#	11	1		1		13							1						1			
	%	84.6	7.7		7.7		100	4.7	32.7	8.7	No	25	8.7	100						100	Yes	23.5	0
E2A	#	8	1		11	4	24							2			6	1		9	Yes	Yes	Yes
	%	33.3	4.2		45.8	16.7	100	3.1	32.7	11.1	No	No	No	22.2			66.7	11.1		100	Yes	Yes	Yes
E2B	#	21	4		23	15	63										6	1		7			
	%	33.3	6.3		36.5	23.8	100	7.7	47.1	12.7	1.4*	10.6	No				85.7	14.3		100	81.8*	77.5	Yes
E2C	#	11	6		12	7	36																
	%	30.6	16.7		33.3	19.4	100	3.6	51.3	6.6	No	18	No								Yes	64.9	Yes
E3A	#				2		2										1			1			
	%				100		100	3.1	54	16.9	3.1*	No	16.9*				100			100	0*	Yes	0*
E3B	#	2	1		8	7	18										2	1		3			
	%	11.1	5.6		44.4	38.9	100	2.7	54.5	17.3	No	10.1	No				66.7	33.3		100	Yes	81.5	Yes
E4A	#	36	37		21	22	116							7	2		2		11				
	%	31	31.9		18.1	19	100	30	6.5	9.8	No	No	No	63.6	18.2		18.2		100	Yes	Yes	Yes	
E4B	#	88	59	1	47	60	255							16	6		9	8	39				
	%	34.5	23.1	0.4	18.4	23.5	100	30.9	8.3	22.4	7.8	No	No	41	15.4		23.1	20.5	100	74.8	Yes	Yes	

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	188	84	1	65	109	2	449						98	43	1	22	38	1	203			
	%	41.9	18.7	0.2	14.5	24.3	0.4	100	36.6	4.4	23.8	17.9	No	No	48.3	21.2	0.5	10.8	18.7	0.5	100	51.1	Yes
E5	#	4	2		20	4	1	31						1			1	2		4			
	%	12.9	6.5		64.5	12.9	3.2	100	1.8	64.4	5	No	No	No	25			25	50		100	Yes	Yes
E6	#	1			13	10		24															
	%	4.2			54.2	41.7		100	1.5	67.8	5.9	1.5*	13.6	No								0*	79.9
E7	#	19	3					22						1						1			
	%	86.4	13.6					100	2.3	2.3	0.6	No	2.3*	0.6*	100					100	Yes	0*	0*
E8A	#	5	1		3	1		10															
	%	50	10		30	10		100	12.5	15.5	8.8	2.5*	No	No							80*	Yes	Yes
E8B	#	6	5	1	5	8		25						3	3	1	1	1		9			
	%	24	20	4	20	32		100	5.3	34.7	22.3	No	14.7	No	33.3	33.3	11.1	11.1	11.1	100	Yes	57.6	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 88.6 percent
Level of Goal Attainment for 2002: 87.5 percent
Level of Goal Attainment for 2003: 89 percent

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	3	1	3	1	2		10										2		2			
	%	30	10	30	10	20		100	17.5	17.6	6.1	7.5*	7.6*	No				100		100	57.1*	56.8*	Yes
E1B	#	9	2	1		1		13						2				1		3			
	%	69.2	15.4	7.7		7.7		100	10	29.6	9.4	No	29.6	1.7*	66.7			33.3		100	Yes	0	81.9*
E2A	#	8	4	1	8	3		24									1	1		2			
	%	33.3	16.7	4.2	33.3	12.5		100	6.4	29.9	10.9	No	No	No			50	50		100	Yes	Yes	Yes
E2B	#	11	7		17	9		44						3			5			8			
	%	25	15.9		38.6	20.5		100	8.3	48.1	21.4	No	9.5	0.9*	37.5			62.5		100	Yes	80.2	95.8*
E2C	#	5	9		9	19		42						1			1	1		3			
	%	11.9	21.4		21.4	45.2		100	7.3	29.8	19.1	No	8.4	No	33.3			33.3	33.3	100	Yes	71.8	Yes
E3A	#				1			1															
	%				100			100	1.8	41.8	28.3	1.8*	No	28.3*							0*	Yes	0*
E3B	#				8	13		21									2	1		3			
	%				38.1	61.9		100	2.3	39.3	19.4	2.3*	1.2*	No			66.7	33.3		100	0*	96.9*	Yes
E4A	#	16	54	1	1	17		89						1	6			4		11			
	%	18	60.7	1.1	1.1	19.1		100	12	5.7	4.6	No	4.6	No	9.1	54.5		36.4		100	Yes	19.3	Yes
E4B	#	26	87	5	10	50		178						4	11		2	10		27			
	%	14.6	48.9	2.8	5.6	28.1		100	28.8	17.3	18.8	No	11.7	No	14.8	40.7		7.4	37	100	Yes	32.4	Yes

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

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

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

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

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	79	140	5	23	148		395						41	55	1	9	67		173			
	%	20	35.4	1.3	5.8	37.5		100	30.5	19.1	17	No	13.3	No	23.7	31.8	0.6	5.2	38.7		100	Yes	30.4
E5	#	4	3		12	3	1	23						1						1			
	%	17.4	13		52.2	13	4.3	100	4.8	31.8	22.8	No	No	9.8	100					100	Yes	Yes	57
E6	#				8	18		26															
	%				30.8	69.2		100	3.2	14.8	24.9	3.2*	No	No							0*	Yes	Yes
E7	#	12	3			2		17										2		2			
	%	70.6	17.6			11.8		100	9.9	1.7	0.5	No	1.7*	No				100		100	Yes	0*	Yes
E8A	#	4	3		1	1		9															
	%	44.4	33.3		11.1	11.1		100	32.5	6.9	9.8	No	No	No							Yes	Yes	Yes
E8B	#	2	8	3	2	4		19						3	1	2	3		9				
	%	10.5	42.1	15.8	10.5	21.1		100	11.8	18.6	17.8	No	8.1	No	33.3	11.1	22.2	33.3		100	Yes	56.5	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 79.1 percent
 Level of Goal Attainment for 2002: 81.7 percent
 Level of Goal Attainment for 2003: 85.9 percent

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	11	5		4		20						4	2			1		7				
	%	55	25		20		100	12.9	12	11.2	No	12	No	57.1	28.6			14.3		100	Yes	0	Yes
E1B	#	7	3	2	4	1	17						2						2				
	%	41.2	17.6	11.8	23.5	5.9	100	5.8	27.8	13.1	No	4.3*	7.2	100					100	Yes	84.5*	45	
E2A	#	11	4	1	21	11	1	49					1			3	1		5				
	%	22.4	8.2	2	42.9	22.4	2	100	6.5	27	17.2	No	No	20			60	20	100	Yes	Yes	Yes	
E2B	#	14	13	2	23	25		77								5	3		8				
	%	18.2	16.9	2.6	29.9	32.5		100	7.6	31.4	25	No	1.5	No			62.5	37.5	100	Yes	95.2	Yes	
E2C	#	9	12		8	22		51						1					1				
	%	17.6	23.5		15.7	43.1		100	2.4	40.9	23.8	No	25.2	No	100				100	Yes	38.4	Yes	
E3A	#				2	2		4															
	%				50	50		100	2	49.6	18.3	2*	No	No							0*	Yes	Yes
E3B	#	2	3		12	21	1	39						1		4	1		6				
	%	5.1	7.7		30.8	53.8	2.6	100	1.3	63.5	13.6	No	32.7	No	16.7		66.7	16.7	100	Yes	48.5	Yes	
E4A	#	30	68	1	2	16		117					6	14			1		21				
	%	25.6	58.1	0.9	1.7	13.7		100	24	1.5	5.4	No	No	28.6	66.7			4.8	100	Yes	Yes	Yes	
E4B	#	49	112	4	26	76	1	268					12	14	3	4	19		52				
	%	18.3	41.8	1.5	9.7	28.4	0.4	100	38	6.5	13	No	No	23.1	26.9	5.8	7.7	36.5	100	Yes	Yes	Yes	

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E4C	#	138	224	3	39	264	2	670						79	86	2	17	100	1	285			
	%	20.6	33.4	0.4	5.8	39.4	0.3	100	40.3	6.4	7.6	6.9	0.6	No	27.7	30.2	0.7	6	35.1	0.4	100	82.9	90.6
E5	#	2	5		9	19	1	36						1			1	1		3			
	%	5.6	13.9		25	52.8	2.8	100	0.8	40.3	28	No	15.3	No	33.3			33.3	33.3		100	Yes	62
E6	#	2	1		16	20		39															
	%	5.1	2.6		41	51.3		100	0.6	39.2	23.4	No	No	No								Yes	Yes
E7	#	23	2		1	1		27						1						1			
	%	85.2	7.4		3.7	3.7		100	1.7	0.8	0.5	No	No	No	100					100	Yes	Yes	Yes
E8A	#	5	3			3		11															
	%	45.5	27.3			27.3		100	30.3	13.2	12.8	3*	13.2	No							90.1*	0	Yes
E8B	#	5	11	1	4	11	2	34						1	2		2	1		6			
	%	14.7	32.4	2.9	11.8	32.4	5.9	100	28.3	28.8	25.7	No	17	No	16.7	33.3		33.3	16.7	100	Yes	41	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 87.5 percent
Level of Goal Attainment for 2002: 88.7 percent
Level of Goal Attainment for 2003: 88.1 percent

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	9	10	1		2	22							1	3	1				5			
	%	40.9	45.5	4.5		9.1	100	9.4	19	4.3	No	19	No	20	60	20				100	Yes	0	Yes
E1B	#	11	3		4	2	20											1	1				
	%	55	15		20	10	100	6.2	29.1	8.5	No	9.1	No					100	100	Yes	68.7	Yes	
E2A	#	18	4		16	13	2	53						3	1		2	1	1	8			
	%	34	7.5		30.2	24.5	3.8	100	6.9	28.3	10.5	No	No	37.5	12.5		25	12.5	12.5	100	Yes	Yes	Yes
E2B	#	23	24		26	39	2	114						2			2	3		7			
	%	20.2	21.1		22.8	34.2	1.8	100	9.5	37.4	18.6	No	14.6	28.6			28.6	42.9		100	Yes	61	Yes
E2C	#	7	9		8	28	2	54										4	1	5			
	%	13	16.7		14.8	51.9	3.7	100	5.5	43.8	17.1	No	29					80	20	100	Yes	33.8	Yes
E3A	#	1			3	2	6							1						1			
	%	16.7			50	33.3	100	5.9	37.2	19.8	5.9*	No	No	100						100	0*	Yes	Yes
E3B	#		3		14	22	1	40									1	4	5				
	%		7.5		35	55	2.5	100	4.2	40.1	34.9	No	5.1				20	80	100	Yes	87.3	Yes	
E4A	#	25	59	1	4	25	1	115						1	3			2	6				
	%	21.7	51.3	0.9	3.5	21.7	0.9	100	31.6	8.6	10.2	No	5.1	16.7	50			33.3	100	Yes	40.7	Yes	
E4B	#	48	160	5	14	104	2	333						3	25	1	1	18	48				
	%	14.4	48	1.5	4.2	31.2	0.6	100	39.2	11.5	20.8	No	7.3	6.3	52.1	2.1	2.1	37.5	100	Yes	36.5	Yes	

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								6 % OF GOALS MET BASED ON ADJUSTED 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	#	106	282	8	39	284	8	727						74	134	4	22	129	4	367				
	%	14.6	38.8	1.1	5.4	39.1	1.1	100	40.3	12.7	16.9	1.5	7.3	No	20.2	36.5	1.1	6	35.1	1.1	100	96.3	42.5	Yes
E5	#	2	5		11	16		34						1				2		3				
	%	5.9	14.7		32.4	47.1		100	3.9	52.9	14.9	No	20.5	No	33.3				66.7		100	Yes	61.2	Yes
E6	#	1	4		11	16	1	33																
	%	3	12.1		33.3	48.5	3	100	3.5	48.1	15.5	No	14.8	No								Yes	69.2	Yes
E7	#	17	3				1	21						3	1					1	5			
	%	81	14.3				4.8	100	10.7	4.5	0	No	4.5*	0*	60	20				20	100	Yes	0*	0*
E8A	#	2	2	1	5	1		11																
	%	18.2	18.2	9.1	45.5	9.1		100	27.5	17.7	11.2	9.3	No	2.1*								66.2	Yes	81.3*
E8B	#	7	19	1		17		44						1	3		1	6		11				
	%	15.9	43.2	2.3		38.6		100	23.6	20.5	14.5	No	20.5	No	9.1	27.3		9.1	54.5		100	Yes	0	Yes
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 85.5 percent
Level of Goal Attainment for 2002: 86.1 percent
Level of Goal Attainment for 2003: 84.4 percent

Deaf and Blind, School for the

Agency Director: Sheila Breitwiser

EEO Officer: Jennifer M. Lauer

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			3	2		7																
	%	28.6			42.9	28.6		100				5*	No	No								0*	Yes	Yes
E2	#	38	8	2	110	17	2	177						4			15	1		20				
	%	21.5	4.5	1.1	62.1	9.6	1.1	100	3.6	55.3	11.4	No	No	1.8	20		75	5		100	Yes	Yes	84.2	
E3	#	4			4	3		11																
	%	36.4			36.4	27.3		100	3.4	42.8	9	3.4*	6.4*	No								0*	85*	Yes
E5	#	13	12		58	44	2	129						2	2		10	5		19				
	%	10.1	9.3		45	34.1	1.6	100	2.6	67.6	12	No	22.6	No	10.5	10.5	52.6	26.3		100	Yes	66.6	Yes	
E6	#				15	7		22									4			4				
	%				68.2	31.8		100	3.2	58.1	6.4	3.2*	No	No			100			100	0*	Yes	Yes	
E7	#	14	2		1			17																
	%	82.4	11.8		5.9			100	8	12.2	3.9	No	6.3	3.9*							Yes	48.4	0*	
E8	#	9	6		7	9		31						1			1	1		3				
	%	29	19.4		22.6	29		100	17.2	20.9	12.9	No	No	No	33.3		33.3	33.3		100	Yes	Yes	Yes	

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

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

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

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

Level of Goal Attainment for 2001: 89.7 percent
 Level of Goal Attainment for 2002: 90.7 percent
 Level of Goal Attainment for 2003: 93.2 percent

Disabilities and Special Needs, South Carolina Department of -- Statewide

Agency Director: Stan Butkus, Ph.D.

EEO Officer: Wayne D. Blanton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
																								WM
E1	#	41	7		44	29		121				No	3.9	No				4			4			
	%	33.9	5.8		36.4	24		100	5.1	40.3	7.1							100			100	Yes	90.3	Yes
E2	#	54	13	3	134	52	7	263				0.8	No	No	4	3		25	6	2	40			
	%	20.5	4.9	1.1	51	19.8	2.7	100	5.7	38.9	17.8				10	7.5		62.5	15	5	100	86	Yes	Yes
E3	#	27	13	2	69	71	4	186				No	No	No		3		9	13	2	27			
	%	14.5	7	1.1	37.1	38.2	2.2	100	5	36.9	31.7					11.1		33.3	48.1	7.4	100	Yes	Yes	Yes
E4 and E7 Combined	#	43	19	1	1	1		65				No	8.8	1.5*	2						2			
	%	66.2	29.2	1.5	1.5	1.5		100	17.3	10.3	3				100						100	Yes	14.6	50*
E5	#	34	195		122	1124	2	1477				No	24.2	No	2	32		13	132		179			
	%	2.3	13.2		8.3	76.1	0.1	100	11.4	32.5	36.5				1.1	17.9		7.3	73.7		100	Yes	25.5	Yes
E6	#	3	2		74	59	3	141				0.9	1	No				2	1		3			
	%	2.1	1.4		52.5	41.8	2.1	100	2.3	53.5	18.5							66.7	33.3		100	60.9	98.1	Yes
E8	#	28	41		32	150	3	254				2.8	6.4	No	6	6		4	15		31			
	%	11	16.1		12.6	59.1	1.2	100	18.9	19	26.6				19.4	19.4		12.9	48.4		100	85.2	66.3	Yes
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: n/a percent
 Level of Goal Attainment for 2002: 83.5 percent
 Level of Goal Attainment for 2003: 84.6 percent

Disabilities and Special Needs, South Carolina Department of -- Central Office and Midlands

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	18	4		21	12		55									3			3			
	%	32.7	7.3		38.2	21.8		100	4.5	33.4	8.7	No	No	No				100			100	Yes	Yes
E2	#	24	6	2	52	27	6	117						4	3		12	2	2	23			
	%	20.5	5.1	1.7	44.4	23.1	5.1	100	6.4	37.6	18.4	1.3	No	No	17.4	13		52.2	8.7	8.7	100	79.7	Yes
E3	#	12	8	1	19	19	3	62							3		1	4	1	9			
	%	19.4	12.9	1.6	30.6	30.6	4.8	100	5.3	31.9	24.6	No	1.3*	No	33.3		11.1	44.4	11.1	100	Yes	95.9*	Yes
E5	#	2	72		11	268		353							5		1	16		22			
	%	0.6	20.4		3.1	75.9		100	11.8	29.3	40	No	26.2	No	22.7		4.5	72.7		100	Yes	10.6	Yes
E6	#	2	2		18	30	1	53									1			1			
	%	3.8	3.8		34	56.6	1.9	100	3.6	48.6	22.2	No	14.6	No			100			100	Yes	69.9	Yes
E7	#	7	8		1			16						1						1			
	%	43.8	50		6.3			100	16.4	7.5	6.3	No	1.2*	6.3	100					100	Yes	84	0
E8	#	5	15		1	51		72							2			2		4			
	%	6.9	20.8		1.4	70.8		100	18	22.2	29.8	No	20.8	No	50			50		100	Yes	6.3	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 77.1 percent
 Level of Goal Attainment for 2002: 83 percent
 Level of Goal Attainment for 2003: 83.2 percent

Disabilities and Special Needs, South Carolina Department of -- Whitten, Coastal & PeeDee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	23	3		23	17		66																
	%	34.8	4.5		34.8	25.8		100	5.5	45.1	6	1*	10.3	No								81.8*	77.2	Yes
E2	#	30	7	1	82	25	1	146									13	4		17				
	%	20.5	4.8	0.7	56.2	17.1	0.7	100	5.2	39.8	17.4	0.4*	No	0.3*			76.5	23.5		100	92.3*	Yes	98.3*	
E3	#	15	5	1	50	52	1	124									8	9	1	18				
	%	12.1	4	0.8	40.3	41.9	0.8	100	4.8	39.8	34.9	0.8*	No	No			44.4	50	5.6	100	83.3*	Yes	Yes	
E4 and E7 Combined	#	36	11	1		1		49						1						1				
	%	73.5	22.4	2		2		100	17.6	11.3	1.8	No	11.3	No	100					100	Yes	0	Yes	
E5	#	32	123		111	856	2	1124						2	27		12	116		157				
	%	2.8	10.9		9.9	76.2	0.2	100	11.3	33.7	35	0.4	23.8	No	1.3	17.2	7.6	73.9		100	96.5	29.4	Yes	
E6	#	1			56	29	1	87									1	1		2				
	%	1.1			64.4	33.3	1.1	100	1.9	55.2	17.4	1.9	No	No			50	50		100	0	Yes	Yes	
E8	#	23	26		31	99	3	182						6	4		4	13		27				
	%	12.6	14.3		17	54.4	1.6	100	19.2	17.8	25.4	4.9	0.8	No	22.2	14.8	14.8	48.1		100	74.1	95.5	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 78.1 percent
 Level of Goal Attainment for 2002: 82.6 percent
 Level of Goal Attainment for 2003: 82.3 percent

Education, Department of

Agency Director: Inez Tenenbaum

EEO Officer: Michael E. Addison

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	13	3		18	3		37						1			4	1		6			
	%	35.1	8.1		48.6	8.1		100	4.9	36.5	9.5	No	No	1.4*	16.7			66.7	16.7		100	Yes	Yes
E2A	#	47	8	1	96	31	8	191						3	1		7	2	2	15			
	%	24.6	4.2	0.5	50.3	16.2	4.2	100	6.1	36.8	15.4	1.9	No	No	20	6.7		46.7	13.3	13.3	100	68.9	Yes
E2B	#	26	7		33	14		80						1			2	3		6			
	%	32.5	8.8		41.3	17.5		100	5.2	30	9.4	No	No	No	16.7			33.3	50		100	Yes	Yes
E2C	#	50	6	1	27	11		95						2			2			4			
	%	52.6	6.3	1.1	28.4	11.6		100	7.6	22.6	5.4	1.3	No	No	50			50		100	82.9	Yes	Yes
E3	#	6	2		11	6		25						1			1			2			
	%	24	8		44	24		100	5.9	36.3	6.4	No	No	No	50			50		100	Yes	Yes	Yes
E5	#				35	13	1	49									3	1		4			
	%				71.4	26.5	2	100	2	55.3	14.9	2*	No	No				75	25		100	0*	Yes
E6	#	2			38	30	1	71									4	4		8			
	%	2.8			53.5	42.3	1.4	100	2.2	50.4	16.7	2.2	No	No				50	50		100	0	Yes
E7	#	250	105	4	24	3	1	387						30	18	1	4			53			
	%	64.6	27.1	1	6.2	0.8	0.3	100	15.9	3.3	0.9	No	No	0.1*	56.6	34	1.9	7.5		100	Yes	Yes	88.9*
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 90.7 percent
 Level of Goal Attainment for 2002: 89.3 percent
 Level of Goal Attainment for 2003: 92.4 percent

Educational Television (Page 1 of 2)

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3		3			6																
	%	50		50			100	4.5	21.5	2.5	4.5*	No	2.5*								0*	Yes	0*
E2A	#	48	4	1	7	2	62							5						5			
	%	77.4	6.5	1.6	11.3	3.2	100	4.6	23	4.8	No	11.7	1.6*	100						100	Yes	49.1	66.7*
E2B	#	21	2		9	3	35										1			1			
	%	60	5.7		25.7	8.6	100	9.5	26.9	5.9	3.8	1.2*	No				100			100	60	95.5*	Yes
E2C	#	7	7		13	3	31											1		1			
	%	22.6	22.6		41.9	9.7	100	2.4	25	8.6	No	No	No					100		100	Yes	Yes	Yes
E3A	#	23	4		3	1	31																
	%	74.2	12.9		9.7	3.2	100	10.3	18	4.9	No	8.3	1.7*								Yes	53.9	65.3*
E3B	#	7	2		6	1	16							1					1	2			
	%	43.8	12.5		37.5	6.3	100	4.2	31.8	12	No	No	5.7*	50					50	100	Yes	Yes	52.5*
E3C	#	3	1		4	4	12												1	1			
	%	25	8.3		33.3	33.3	100	3	24.4	7.9	No	No	No						100	100	Yes	Yes	Yes

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

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

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

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

Educational Television (Page 2 of 2)

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5 and E6 Combined	#	1	1		8	8		18				No	4.9*	No								Yes	90.1*	Yes
	%	5.6	5.6		44.4	44.4		100	3.8	49.3	16													
E7 and E8 Combined	#	5				1		6				16.4*	20.6	No								0*	0	Yes
	%	83.3				16.7		100	16.4	20.6	9.3													
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 83.8 percent
 Level of Goal Attainment for 2002: 80.2 percent
 Level of Goal Attainment for 2003: 84.7 percent

Employment Security Commission

Agency Director: Roosevelt Halley

EEO Officer: Chena D.Melvin

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	6		1			7						1						1				
	%	85.7		14.3			100	4.6	25.6	4.2	4.6*	11.3*	4.2*	100					100		0*	55.9*	0*
E2A	#	63	41	1	139	108	7	359					7				1	6		14			
	%	17.5	11.4	0.3	38.7	30.1	2	100	5.1	40.8	11.8	No	2.1	No	50		7.1	42.9		100	Yes	94.9	Yes
E2B and E4 Combined	#	32	28	1	106	72	1	240					5	2	1	6	6	1	21				
	%	13.3	11.7	0.4	44.2	30	0.4	100	5.3	39.4	11.2	No	No	No	23.8	9.5	4.8	28.6	28.6	4.8	100	Yes	Yes
E2C	#	65	11	1	65	27		169					1	2		1			4				
	%	38.5	6.5	0.6	38.5	15.9		100	4.5	43.9	10.1	No	5.4	No	25	50		25		100	Yes	87.7	Yes
E2D	#	44	5		28	9		86					4				2		6				
	%	51.1	5.8		32.6	10.5		100	4.9	30.9	5.7	No	No	No	66.7			33.3		100	Yes	Yes	Yes
E3	#	38	8		19	15		80					1			1	1		3				
	%	47.5	10		23.8	18.7		100	5.7	31.6	10.7	No	7.8	No	33.3		33.3	33.3	100	Yes	75.3	Yes	
E6 and E7 Combined	#	5	6		65	30	1	107								1	2		3				
	%	4.6	5.6		60	28	0.9	100	3.7	50.4	15	No	No	No			33.3	66.7	100	Yes	Yes	Yes	
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 95.4 percent
 Level of Goal Attainment for 2002: 95.8 percent
 Level of Goal Attainment for 2003: 95.5 percent

Governor's Office

Agency Director: William E. Gunn

EEO Officer: Tina C. Martin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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		7	5	1	23						1				1		2			
	%	34.8	8.7		30.4	21.7	4.4	100	6.8	25.9	7.4	No	No	No	50				50		100	Yes	Yes
E2A	#	21	3		38	15		77						6			5			11			
	%	27.3	3.9		49.3	19.5		100	4.3	34.9	11.2	0.4*	No	No	54.5			45.5		100	90.7*	Yes	Yes
E2B	#	12	4		44	30		90						1			10	6		17			
	%	13.3	4.5		48.9	33.3		100	3.1	38.8	20.1	No	No	No	5.9			58.8	35.3	100	Yes	Yes	Yes
E3	#	4	1		2	1		8						1						1			
	%	50	12.5		25	12.5		100	4.6	32	5.9	No	7*	No	100					100	Yes	78.1*	Yes
E5 and E6 Combined	#	2	1		19	13		35									3			3			
	%	5.7	2.9		54.3	37.1		100	4.3	58.5	16.2	1.4*	4.2	No				100		100	67.4*	92.8	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 92.7 percent
 Level of Goal Attainment for 2002: 94.6 percent
 Level of Goal Attainment for 2003: 95.3 percent

Governor's School for Arts and Humanities

Agency Director: Dr. Donald Beckie

EEO Officer: William Hall

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % (Qualified Labor Pool) 3			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6		
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C8 and E1 Combined	#	2		5		1	8				3.2*	No	3.7*	1			1			2	0*	Yes	0*
	%	25		62.5		12.5	100							50			50			100			
E2A	#	13	1	15	1	1	31				2.6*	No	No				1			1	55.2*	Yes	Yes
	%	41.9	3.2	48.4	3.2	3.2	100	5.8	42.3	3.2							100			100			
E2B	#	6	3	10	3		22				No	No	No		2		2	1		5			
	%	27.3	13.6	45.5	13.6		100	3.8	44.3	9.3					40		40	20		100	Yes	Yes	Yes
E3, E5, E7 and E8 Combined	#		1	6	1		8				No	No	No								Yes	Yes	Yes
	%		12.5	75	12.5		100	6	47.7	6.9													
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: n/a
 Level of Goal Attainment for 2002: 88.7 percent
 Level of Goal Attainment for 2003: 95.5 percent

Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman

EEO Officer: Ernie L. Boyd, Jr.

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % (Qualified Labor Pool) 3			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6						
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
C6	#	7	1		5	1	1	15				No	0.4*	No		1			1					2			
	%	46.7	6.7		33.3	6.7	6.7	100	2.3	33.7	1.8					50			50					100	Yes	98.8*	Yes
E1 and E2 Combined	#	6			5	1		12				6.8*	No	1.3*		1			2				3				
	%	50			41.7	8.3		100	6.8	31.6	9.6					33.3			66.7				100	0*	Yes	86.5*	
E3, E5 and E6 Combined	#				3			3				4.8*	No	16.4*											0*	Yes	0*
	%				100			100	4.8	44.3	16.4														0*	Yes	0*
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2001: 96.7 percent
 Level of Goal Attainment for 2002: 98.1 percent
 Level of Goal Attainment for 2003: 97.6 percent

Health and Environmental Control, Dept. of -- Statewide

Agency Director: C. Earl Hunter
EEO Officer: Thomas B. Jenkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	195	25	5	126	28		379						5	1		6	5		17			
	%	51.5	6.6	1.3	33.2	7.4		100	5	34.3	7.5	No	1.1	0.1*	29.4	5.9		35.3	29.4		100	Yes	96.8
E2A	#	10		1	709	70	4	794						4		1	86	10	1	102			
	%	1.3		0.1	89.3	8.8	0.5	100	1	72.8	11	1	No	2.2	3.9		1	84.3	9.8	1	100	0	Yes
E2B	#	394	31	12	275	78	10	800						7		1	8	3		19			
	%	49.3	3.9	1.5	34.4	9.8	1.3	100	6.2	22.1	5.1	2.3	No	No	36.8		5.3	42.1	15.8		100	62.9	Yes
E2C	#	235	53	6	432	170	12	908						13	3	1	28	13	4	62			
	%	25.9	5.8	0.7	47.6	18.7	1.3	100	5.7	33.5	11	No	No	No	21	4.8	1.6	45.2	21	6.5	100	Yes	Yes
E3	#	87	26	5	112	43	7	280						7	4	2	7	5	2	27			
	%	31.1	9.3	1.8	40	15.4	2.5	100	4.5	32.2	9.8	No	No	No	25.9	14.8	7.4	25.9	18.5	7.4	100	Yes	Yes
E4, E7 and E8 Combined	#	24	17		11	5		57						3	3	1	4	1		12			
	%	42.1	29.8		19.3	8.8		100	15.2	20.9	8	No	1.6*	No	25	25	8.3	33.3	8.3		100	Yes	92.3*
E5	#	5	4	2	215	134	1	361						1			9	3	1	14			
	%	1.4	1.1	0.6	59.6	37.1	0.3	100	3	55.3	12	1.9	No	No	7.1			64.3	21.4	7.1	100	36.7	Yes
E6	#	4	9		647	328	16	1004							2		44	25	4	75			
	%	0.4	0.9		64.4	32.7	1.6	100	3	51.1	15.9	2.1	No	No		2.7		58.7	33.3	5.4	100	30	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 84.9 percent
Level of Goal Attainment for 2002: 86.8 percent
Level of Goal Attainment for 2003: 87.4 percent

Health and Environmental Control, Dept. of -- Appalachia I District

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			3			5									2	3	1	6			
	%	40			60			100	2.2	44	7.4	2.2*	No	7.4*			33.3	50	16.7	100	0*	Yes	0*
E2A	#			28	1			29						1			4			5			
	%			96.6	3.4			100	0.9	80.5	4.8	0.9*	No	1.4*	20		80			100	0*	Yes	70.8*
E2B	#	7			3	2	1	13															
	%	53.8			23.1	15.4	7.7	100	6.4	24.9	1.5	6.4*	1.8*	No							0*	92.8*	Yes
E2C	#	2	2		24	3		31								11	1		12				
	%	6.5	6.5		77.4	9.7		100	4.2	44.6	5.1	No	No	No		91.7	8.3		100	Yes	Yes	Yes	
E3	#	3			12	3		18									1		1				
	%	16.7			66.7	16.7		100	3.7	41.8	5.6	3.7*	No	No			100		100	0*	Yes	Yes	
E5	#			1	13	2		16															
	%			6.3	81.3	12.5		100	0.7	68.1	2.7	0.7*	No	No							0*	Yes	Yes
E6	#				47	13		60									2		2				
	%				78.3	21.7		100	3.2	70.4	2.1	3.2	No	No			100		100	0	Yes	Yes	
E7	#	2			1	1		4															
	%	50			25	25		100	3.4	5.1	2.9	3.4*	No	No						0*	Yes	Yes	
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 93.6 percent
 Level of Goal Attainment for 2002: 89.9 percent
 Level of Goal Attainment for 2003: 92 percent

Health and Environmental Control, Dept. of -- Appalachia II District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	8			4		12							1						1			
	%	66.7			33.3		100	2.8	22.1	5.5	2.8*	No	5.5*	100						100	0*	Yes	0*
E2A	#				58	4	1	63									11	1	1	13			
	%				92.1	6.3	1.6	100	0.4	77.9	7.5	0.4*	No	1.2*			84.6	7.7	7.7	100	0*	Yes	84*
E2B	#	9			5	4	18																
	%	50			27.8	22.2	100	5.2	25.7	3.6	5.2*	No	No								0*	Yes	Yes
E2C	#	9	1		18	8	1	37									1	1		2			
	%	24.3	2.7		48.6	21.6	2.7	100	3.8	40.6	9.5	1.1*	No	No			50	50		100	71.1*	Yes	Yes
E3	#	3	1		3		1	8						1	1					2			
	%	37.5	12.5		37.5		12.5	100	4.1	36	6.9	No	No	6.9*	50	50				100	Yes	Yes	0*
E5	#				20	8		28															
	%				71.4	28.6		100	0.9	59.3	10.9	0.9*	No	No							0*	Yes	Yes
E6	#				69	13	2	84									1	1		2			
	%				82.1	15.5	2.4	100	4.1	59.1	6.8	4.1	No	No			50	50		100	0	Yes	Yes
E8	#	1						1															
	%	100						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 2001: 85.5 percent
 Level of Goal Attainment for 2002: 82.3 percent
 Level of Goal Attainment for 2003: 84.7 percent

Health and Environmental Control, Dept. of -- Appalachia III District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3			5		8																	
	%	37.5			62.5		100	3.3	34.2	8	3.3*	No	8*									0*	Yes	0*
E2A	#			59	11		70							2			5	1		8				
	%			84.3	15.7		100	1.1	77.1	8.1	1.1*	No	No	25			62.5	12.5		100	0*	Yes	Yes	
E2B	#	14			3		17																	
	%	82.4			17.6		100	3.8	28.1	3.1	3.8*	10.5	3.1*								0*	62.6	0*	
E2C	#	8			23	6	37										2	1		3				
	%	21.6			62.2	16.2	100	3.9	40.3	10.3	3.9	No	No				66.7	33.3		100	0	Yes	Yes	
E3	#	4	1		9	3	17																	
	%	23.5	5.9		52.9	17.6	100	1.9	54.1	13.3	No	1.2*	No								Yes	97.8*	Yes	
E4, E7 and E8 Combined	#	1	1		3		5																	
	%	20	20		60		100	1.6	35.5	2.1	No	No	2.1*								Yes	Yes	0*	
E5	#	1			16	6	23										1			1				
	%	4.3			69.6	26.1	100	3.3	64.3	4.6	3.3*	No	No				100			100	0*	Yes	Yes	
E6	#	1			51	18	3	73									2	3	1	6				
	%	1.4			69.9	24.7	4.1	100	0.7	56.2	6.6	0.7*	No	No			33.3	50	16.7	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 2001: 89.4 percent
 Level of Goal Attainment for 2002: 91.7 percent
 Level of Goal Attainment for 2003: 91.3 percent

Health and Environmental Control, Dept. of -- Catawba District

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3		3			6				2.3*	No	10.4*								0*	Yes	0*
	%	50		50			100	2.3	36.6	10.4	2.3*	No	10.4*								0*	Yes	0*
E2A	#	2		55	4		61				0.4*	No	2.8			3			3		0*	Yes	70.2
	%	3.3		90.2	6.6		100	0.4	74.2	9.4	0.4*	No	2.8			100			100		0*	Yes	70.2
E2B	#	3		5			8				0.9*	No	2.7*								0*	Yes	0*
	%	37.5		62.5			100	0.9	36.2	2.7	0.9*	No	2.7*								0*	Yes	0*
E2C	#	12		13	5		30				1.5*	No	No								0*	Yes	Yes
	%	40		43.3	16.7		100	1.5	38.8	11.6	1.5*	No	No								0*	Yes	Yes
E3	#	3		2			5				2.1*	2*	5.9*								0*	95.2*	0*
	%	60		40			100	2.1	42	5.9	2.1*	2*	5.9*								0*	95.2*	0*
E5	#			12	3		15				0.5*	No	No								0*	Yes	Yes
	%			80	20		100	0.5	47.9	6.2	0.5*	No	No								0*	Yes	Yes
E6	#			38	17		55				2.6	No	No			1	1		2		0	Yes	Yes
	%			69.1	30.9		100	2.6	54.6	8.6	2.6	No	No			50	50		100		0	Yes	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 80.9 percent
 Level of Goal Attainment for 2002: 88.8 percent
 Level of Goal Attainment for 2003: 88.8 percent

Health and Environmental Control, Dept. of -- Edisto District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1	2		5	1		9																
	%	11.1	22.2		55.6	11.1		100	3.6	36.5	11.3	No	No	0.2*								Yes	Yes	98.2*
E2A	#	1			64	2	2	69									8		1	9				
	%	1.4			92.8	2.9	2.9	100	0.5	72.5	15.3	0.5*	No	12.4			88.9		11.1	100	0*	Yes	19	
E2B	#	3	1		4	1		9																
	%	33.3	11.1		44.4	11.1		100	0.7	27.9	8.1	No	No	No							Yes	Yes	Yes	
E2C	#	5	6		10	16	1	38									2			2				
	%	13.2	15.8		26.3	42.1	2.6	100	6.1	31.7	19.9	No	5.4	No			100			100	Yes	83	Yes	
E3	#	1	3		3	1	1	9							2		1			3				
	%	11.1	33.3		33.3	11.1	11.1	100	5.3	34.4	16.3	No	1.1*	5.2*	66.7		33.3			100	Yes	96.8*	68.1*	
E5	#				9	11		20																
	%				45	55		100	11.2	44.4	24	11.2	No	No							0	Yes	Yes	
E6	#		2		22	26		50						1			1		3	5				
	%		4		44	52		100	5.3	44.6	32.8	1.3*	0.6*	No	20		20		60	100	75.5*	98.7*	Yes	
E8	#	1			1			2																
	%	50			50			100	40.9	49.1	0	40.9*	No	0*							0*	Yes	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 73.5 percent
 Level of Goal Attainment for 2002: 83.8 percent
 Level of Goal Attainment for 2003: 87.6 percent

Health and Environmental Control, Dept. of -- Low Country District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1			3		4																	
	%	25			75		100	3.4	21.4	3.9	3.4*	No	3.9*								0*	Yes	0*	
E2A	#	1			29	1	31										3			3				
	%	3.2			93.5	3.2	100	0.2	72.4	10	0.2*	No	6.8				100			100	0*	Yes	32	
E2B	#	6			3	3	12																	
	%	50			25	25	100	7.9	18.1	3.7	7.9*	No	No								0*	Yes	Yes	
E2C	#	9	3		9	4	25							1				1		2				
	%	36	12		36	16	100	6.3	25.7	9.3	No	No	No	50				50		100	Yes	Yes	Yes	
E3	#				3		3																	
	%				100		100	10.2	24.6	12.5	10.2*	No	12.5*								0*	Yes	0*	
E5	#				6	4	10																	
	%				60	40	100	3.3	33.3	33.2	3.3*	No	No								0*	Yes	Yes	
E6	#				30	18	4	52									8		1	9				
	%				57.7	34.6	7.7	100	4.2	31.3	42.6	4.2	No	8			88.9		11.1	100	0	Yes	81.2	
E7	#				2		2																	
	%				100		100	28.6	7.9	21.6	28.6*	No	21.6*								0*	Yes	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 93.4 percent
 Level of Goal Attainment for 2002: 90.2 percent
 Level of Goal Attainment for 2003: 87.5 percent

Health and Environmental Control, Dept. of -- Lower Savannah District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			1	2		5										1		1			
	%	40			20	40		100	5	44.5	13.5	5*	24.5	No				100		100	0*	44.9	Yes
E2A	#			24	3		27										4	1		5			
	%			88.9	11.1		100	0.9	69.3	13	0.9*	No	1.9*				80	20		100	0*	Yes	85.4*
E2B	#	4	1		3	1		9															
	%	44.4	11.1		33.3	11.1		100	4.4	27.9	4.7	No	No	No							Yes	Yes	Yes
E2C	#	2			7	4		13									2	1	1	4			
	%	15.4			53.8	30.8		100	5.7	31.5	12	5.7*	No	No			50	25	25	100	0*	Yes	Yes
E3	#	1	2		4	1		8															
	%	12.5	25		50	12.5		100	3.3	33.1	19.9	No	No	7.4*							Yes	Yes	62.8*
E5	#		1		5	7		13															
	%		7.7		38.5	53.8		100	1.6	46.7	9.6	No	8.2	No							Yes	82.4	Yes
E6	#				29	13	1	43									3	3	1	7			
	%				67.4	30.2	2.3	100	3.7	28.3	19.8	3.7	No	No			42.9	42.9	14.3	100	0	Yes	Yes
E7 and E8 Combined	#	1				1		2															
	%	50				50		100	12.1	36.2	4.2	12.1*	36.2*	No							0*	0*	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 91.9 percent
 Level of Goal Attainment for 2002: 86.5 percent
 Level of Goal Attainment for 2003: 88.2 percent

Health and Environmental Control, Dept. of -- Palmetto District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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		10																	
	%	40	10		50		100	5.6	35.3	7.3	No	No	7.3*									Yes	Yes	0*
E2A	#	2		1	68	5	1	77									4	1		5				
	%	2.6		1.3	88.3	6.5	1.3	100	2.6	68.8	13.3	2.6	No	6.8			80	20		100	0	Yes	48.9	
E2B	#	14	1		11	5	1	32																
	%	43.8	3.1		34.4	15.6	3.1	100	6.5	20.3	5.6	3.4	No	No							47.7	Yes	Yes	
E2C	#	9	3	1	29	25		67									3	1		4				
	%	13.4	4.5	1.5	43.3	37.3		100	6.7	31.3	10.4	2.2	No	No			75	25		100	67.2	Yes	Yes	
E3	#	3	1		1	3		8																
	%	37.5	12.5		12.5	37.5		100	5.3	27.8	8.3	No	15.3	No							Yes	45	Yes	
E5	#				13	5		18																
	%				72.2	27.8		100	3.1	53.2	13.6	3.1*	No	No							0*	Yes	Yes	
E6	#	1	1		46	24	1	73									4	1		5				
	%	1.4	1.4		63	32.9	1.4	100	2.2	51.2	16.5	0.8*	No	No			80	20		100	63.6*	Yes	Yes	
E7 and E8 Combined	#	1	3					4																
	%	25	75					100	9.1	37	14.8	No	37	14.8*							Yes	0	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 87.1 percent
 Level of Goal Attainment for 2002: 86.6 percent
 Level of Goal Attainment for 2003: 79.6 percent

Health and Environmental Control, Dept. of -- Pee Dee District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			3	1		6									2	3	1	6			
	%	33.3			50	16.7		100	5.6	29.1	9.8	5.6*	No	No			33.3	50	16.7	100	0*	Yes	Yes
E2A	#			79	4		83										8		1	9			
	%			95.2	4.8		100	0.7	70.4	11.5	0.7*	No	6.7				88.9		11.1	100	0*	Yes	41.7
E2B	#	10	1		6	2	19																
	%	52.6	5.3		31.6	10.5	100	8.6	30.3	2.7	3.3*	No	No								61.6*	Yes	Yes
E2C	#	7	1	2	21	11	42											4		4			
	%	16.7	2.4	4.8	50	26.2	100	7.1	38.8	14.2	4.7	No	No					100		100	33.8	Yes	Yes
E3	#	4	2		3	3	12																
	%	33.3	16.7		25	25	100	3.3	37.6	17.6	No	12.6	No								Yes	66.5	Yes
E5	#		1		17	15	33										1			1			
	%		3		51.5	45.5	100	1.7	57.1	16.4	No	5.6	No				100			100	Yes	90.2	Yes
E6	#				50	38	1	89									3	2	1	6			
	%				56.2	42.7	1.1	100	2	50.3	23.1	2	No	No			50	33.3	16.7	100	0	Yes	Yes
E7 and E8 Combined	#	1	1		1		3										1			1			
	%	33.3	33.3		33.3		100	0	24.6	12.2	No	No	12.2*				100			100	Yes	Yes	0*
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 86.3 percent
 Level of Goal Attainment for 2002: 85.7 percent
 Level of Goal Attainment for 2003: 85.4 percent

Health and Environmental Control, Dept. of -- Trident District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 3			3	1		7																	
	% 42.9			42.9	14.3		100	4.1	32.3	9	4.1*	No	No								0*	Yes	Yes	
E2A	# 1			60	14		75										6	2		8				
	% 1.3			80	18.7		100	0.6	69.7	13.5	0.6*	No	No				75	25		100	0*	Yes	Yes	
E2B	# 20	3		11	4		38										1			1				
	% 52.6	7.9		28.9	10.5		100	8.3	19.9	4.3	0.4*	No	No				100			100	95.2*	Yes	Yes	
E2C	# 4	2	1	32	9	1	49							2			2			4				
	% 8.2	4.1	2	65.3	18.4	2	100	4.8	33.3	10.9	0.7*	No	No	50			50			100	85.4*	Yes	Yes	
E3	# 4	1		5	4		14							1			3	1		5				
	% 28.6	7.1		35.7	28.6		100	3.5	42.1	20.3	No	6.4*	No	20			60	20		100	Yes	84.8*	Yes	
E5	#			6	21		27										3			3				
	%			22.2	77.8		100	4	48.9	9.6	4	26.7	No				100			100	0	45.4	Yes	
E6	#			46	53	3	102										4	2		6				
	%			45.1	52	2.9	100	9.1	47.3	13	9.1	2.2	No				66.7	33.3		100	0	95.3	Yes	
E7 and E8 Combined	# 2	2		1			5																	
	% 40	40		20			100	27	13.5	2.5	No	No	2.5*								Yes	Yes	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 90.8 percent
 Level of Goal Attainment for 2002: 84.7 percent
 Level of Goal Attainment for 2003: 86 percent

Health and Environmental Control, Dept. of -- Upper Savannah District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3																	
	%	66.7			33.3		100	2.5	31.4	8.4	2.5*	No	8.4*								0*	Yes	0*	
E2A	#				41	6	47										3	1		4				
	%				87.2	12.8	100	1.1	76.7	9.4	1.1*	No	No				75	25		100	0*	Yes	Yes	
E2B	#	6	1		8	1	16																	
	%	37.5	6.3		50	6.3	100	2	24.3	11.8	No	No	5.5*								Yes	Yes	53.4*	
E2C	#	3	3		16	6	28										1			1				
	%	10.7	10.7		57.1	21.4	100	4.2	33.3	14.1	No	No	No				100			100	Yes	Yes	Yes	
E3	#		1		1		2																	
	%		50		50		100	0.6	23.7	6	No	No	6*								Yes	Yes	0*	
E5	#	1			11	2	14							1						1				
	%	7.1			78.6	14.3	100	3.4	66.2	14.8	3.4*	No	0.5*	100						100	0*	Yes	96.6*	
E6	#	1			31	12	44										3	1		4				
	%	2.3			70.5	27.3	100	4.7	50.8	6.7	4.7	No	No				75	25		100	0	Yes	Yes	
E8	#	1					1																	
	%	100					100	7.7	50.6	6.2	7.7*	50.6*	6.2*								0*	0*	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 91.2 percent
Level of Goal Attainment for 2002: 91 percent
Level of Goal Attainment for 2003: 90.6 percent

Health and Environmental Control, Dept. of -- Waccamaw District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E2A	#	2			54	9		65																	
	%	3.1			83.1	13.8		100	0.4	76.4	9.2	0.4*	No	No									0*	Yes	Yes
E2B	#	12	1		7			20						1		1	2				4				
	%	60	5		35			100	1.2	32.6	5	No	No	5	25		25	50			100	Yes	Yes	0	
E2C	#	9	1		20	7	3	40																	
	%	22.5	2.5		50	17.5	7.5	100	2.3	37.6	9.2	No	No	No								Yes	Yes	Yes	
E3	#	3		1	4		1	9									1	1	1	3					
	%	33.3		11.1	44.4		11.1	100	1.1	29.6	1.6	1.1*	No	1.6*			33.3	33.3	33.3	100	0*	Yes	0*		
E5	#				16	11		27											1	1					
	%				59.3	40.7		100	5.3	61.7	4.4	5.3	2.4*	No					100	100	0	96.1*	Yes		
E6	#				39	15		54									2			2					
	%				72.2	27.8		100	0	58.8	9.4	0*	No	No			100			100	0*	Yes	Yes		
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 92.8 percent
 Level of Goal Attainment for 2002: 92.3 percent
 Level of Goal Attainment for 2003: 85.4 percent

Health and Environmental Control, Dept. of -- Wateree District

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			3		5																	
	%	40			60		100	5.6	29.3	6.1	5.6*	No	6.1*								0*	Yes	0*	
E2A	#				48	3	51										14	1		15				
	%				94.1	5.9	100	1.1	66.7	14.7	1.1*	No	8.8				93.3	6.7		100	0*	Yes	40.1	
E2B	#	6	2		6		14																	
	%	42.9	14.3		42.9		100	9.1	19.3	2.8	No	No	2.8*								Yes	Yes	0*	
E2C	#	8	1	1	18	7	35										5	1		6				
	%	22.9	2.9	2.9	51.4	20	100	8.4	28.7	16.3	5.5	No	No				83.3	16.7		100	34.5	Yes	Yes	
E3	#		1	1	4		6													1				
	%		16.7	16.7	66.7		100	2.5	28.1	9.5	No	No	9.5*				100			100	Yes	Yes	0*	
E5	#				7	4	11																	
	%				63.6	36.4	100	2.6	45.4	21.1	2.6*	No	No								0*	Yes	Yes	
E6	#				47	16	63										6	3		9				
	%				74.6	25.4	100	1.6	43.9	27.7	1.6	No	2.2				66.7	33.3		100	0	Yes	91.7	
E7 and E8 Combined	#		1		1		2										1			1				
	%		50		50		100	19.3	33.6	12.5	No	No	12.5*				100			100	Yes	Yes	0*	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 86.9 percent
 Level of Goal Attainment for 2002: 82.9 percent
 Level of Goal Attainment for 2003: 86.3 percent

Health and Human Services, Department of

Agency Director: Robert M. Kerr

EEO Officer: Barry C. Keith

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	10	3		22	6	1	42						5			4			9			
	%	23.8	7.1		52.4	14.3	2.4	100	3.1	24.9	3.1	No	No	No	55.6			44.4		100	Yes	Yes	Yes
E2 and E2A Combined	#	27	13		122	53		215						4	1		15	9		29			
	%	12.6	6		56.7	24.7		100	3.6	41.1	18.9	No	No	No	13.8	3.4		51.7	31	100	Yes	Yes	Yes
E2B and E2C Combined	#	46	17	4	310	219	9	605						10	2	1	50	27	2	92			
	%	7.6	2.8	0.7	51.2	36.2	1.5	100	3.5	28.9	18	0.7	No	No	10.9	2.2	1.1	54.3	29.3	2.2	100	80	Yes
E3	#	16	6		6	4	2	34										2		2			
	%	47.1	17.6		17.6	11.8	5.9	100	5.1	25.8	3.7	No	8.2	No				100		100	Yes	68.2	Yes
E4	#	2	1					3															
	%	66.7	33.3					100	3.5	25	3.4	No	2.5*	3.4*							Yes	0*	0*
E5	#	4	3		38	72		117						1	1		14	16		32			
	%	3.4	2.6		32.5	61.5		100	4.9	36.3	21.3	2.3	3.8	No	3.1	3.1		43.8	50	100	53.1	89.3	Yes
E6	#	2	1	1	55	55		114						1	1		14	16		32			
	%	1.8	0.9	0.9	48.2	48.2		100	1.8	43.9	16.8	0.9	No	No	3.1	3.1		43.8	50	100	50	Yes	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.5 percent
 Level of Goal Attainment for 2002: 90.5 percent
 Level of Goal Attainment for 2003: 91.6 percent

John de la Howe School

Agency Director: Robert Austin

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3	1		2	2		8				No	5.6*	No								Yes	81.7*	Yes
	% 37.5	12.5		25	25		100	5.8	30.6	20.6													
E2	# 11	5		16	29	1	62				No	No	No	1	5		4	9		19	Yes	Yes	Yes
	% 17.7	8.1		25.8	46.8	1.6	100	1.4	25.4	32.9				5.3	26.3		21.1	47.3		100			
E5 and E6 Combined	# 1			7	4		12				0*	21.1	No					1		1	0*	73.5	Yes
	% 8.3			58.4	33.3		100	0	79.5	10.5								100		100			
E7 and E8 Combined	# 6			2	5		13				11.9	No	No								0	Yes	Yes
	% 46.2			15.4	38.4		100	11.9	11	30.8													
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 83.8 percent
 Level of Goal Attainment for 2002: 86.2 percent
 Level of Goal Attainment for 2003: 86.8 percent

Juvenile Justice, Department of (Page 1 of 2)

Agency Director: William Byars, Jr.

EEO Officer: Fletcher Tucker

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3	2		3			8				No	No	1.3*								Yes	Yes	0*
	%	37.5	25		37.5			100	24.9	5.6	1.3													
E2A	#	5	2		1	1		9				No	10.8*	No	1			1		2	Yes	50.7*	Yes	
	%	55.6	22.2		11.1	11.1		100	6.7	21.9	7.9				50			50		100				
E2B	#	19	2		14	6		41				2.4*	No	NO	3			2		5	67.1*	Yes	Yes	
	%	46.3	4.9		34.1	14.6		100	7.3	29.4	11.8				60			40		100				
E2C	#	20	9		24	15		68				No	No	2.3	2	2		4	4	12	Yes	Yes	90.6	
	%	29.4	13.2		35.3	22.1		100	8.5	32.1	24.4				16.7	16.7		33.3	33.3	100				
E2D	#	8	15		32	51		106				No	3.6	No				6	9	15	Yes	89.3	Yes	
	%	7.5	14.2		30.2	48.1		100	12.2	33.8	24.4							40	60	100				
E2E	#	4	6		11	8		29				No	4.2	No				3	1	4	Yes	90	Yes	
	%	13.8	20.7		37.9	27.6		100	6.4	42.1	14							75	25	100				
E2F	#	2	3		6	13	1	25				No	31.9	No							Yes	42.9	Yes	
	%	8	12		24	52	4	100	5.5	55.9	15.7													
E2G	#	18	16	1	45	24		104				No	5.3	No	1	3		8	2	14	Yes	89.1	Yes	
	%	17.3	15.4	1	43.3	23.1		100	4.5	48.6	13.6				7.1	21.4		57.1	14.3	100				
E3	#	8	2		9	2		21				No	No	No	1			2	3	1	7	Yes	Yes	Yes
	%	38.1	9.5		42.9	9.5		100	8.9	36.7	9.3				14.3			28.6	42.9	14.3	100			

NOTE:

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

LEGEND:

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

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

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

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

Juvenile Justice (Page 2 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	68	336		84	306		794						18	71	1	17	72	1	180			
	%	8.6	42.3		10.6	38.5		100	26.8	15.5	12.9	No	4.9	No	11.8	38.2	0.5	10.2	38.8	0.5	100	Yes	68.4
E5	#	3	5		21	25		54									2	1	3				
	%	5.6	9.3		38.9	46.3		100	6.5	47.5	15.1	No	8.6	No			66.7	33.3	100	Yes	81.9	Yes	
E6	#	2	3		41	39		85								6	1		7				
	%	2.4	3.5		48.2	45.9		100	5	47	16	1.5	No	No		85.7	14.3	100	70	Yes	Yes		
E7	#	15	8					23						3	1				4				
	%	65.2	34.8					100	19.7	10.6	9.7	No	10.6	9.7	75	25			100	Yes	0	0	
E8	#	5	6		4	30		45						1	2		8		11				
	%	11.1	13.3		8.9	66.7		100	22.2	17.9	19.5	8.9	9	No	9.1	18.2		72.7	100	59.9	49.7	Yes	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 89.3 percent
 Level of Goal Attainment for 2002: 87.5 percent
 Level of Goal Attainment for 2003: 86.6 percent

Juvenile Justice, Department of -- Coastal Evaluation Center

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	2	22		1	22								4	12			8		24			
	%	4.3	46.8		2.1	46.8								16.7	50			33.3		100			
	#																						
	%																						
	#																						
	%																						
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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.

Juvenile Justice, Department of -- Columbia MSA

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								% OF GOALS MET BASED ON ADJUSTED 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	#	8	190	1	8	123	1	331				No	11	No	6	46	1	4	31	1	89	Yes	17.9	Yes
	%	2.4	57.4	0.3	2.4	37.2	0.3	100	35.1	13.4	16.8				6.7	51.7	1.1	4.5	34.8	1.1	100			
	#																							
	%																							
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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 2001: 81 percent
 Level of Goal Attainment for 2002: 72.6 percent
 Level of Goal Attainment for 2003: 72.6 percent

Juvenile Justice, Department of -- Greenwood

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	1	2		1	43		47						2	1		4	18		25				
	%	2.1	4.3		2.1	91.5		100	13.7	14.4	6.2	9.4	12.3	No	8	4		16	72		100	31.4	14.6	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 2001: 55.3 percent
 Level of Goal Attainment for 2002: 43.8 percent
 Level of Goal Attainment for 2003: 48.7 percent

Juvenile Justice, Department of -- Union

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	8	9		9	11		37				No	No	No	2	1		1			4	Yes	Yes	Yes
	%	21.6	24.3		24.3	29.7		100	22.9	12.9	6				50	25		25			100			
	#																							
	%																							
	#																							
	%																							
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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 2001: 96.3 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 100 percent

Labor, Licensing and Regulations

Agency Director: Adriene R. Youmans

EEO Officer: Lynn N. Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7		1	4	3		15									1	1		2			
	%	46.6		6.7	26.7	20		100	4.3	26	5.9	4.3*	No	No			50	50		100	0*	Yes	Yes
E2A	#	29	4	2	16	5		56						2			1			3			
	%	51.8	7.1	3.6	28.6	8.9		100	5.5	24.3	6	No	No	No	66.7		33.3			100	Yes	Yes	Yes
E2B	#	109	14		43	19		185						4	4		4	1		13			
	%	58.9	7.6		23.2	10.3		100	5.2	38.2	12.5	No	1.5	2.2	30.8	30.8	30.8	7.6		100	Yes	60.7	82.4
E3	#	3	1		6	6		16						1	1			1		3			
	%	18.7	6.3		37.5	37.5		100	8.9	34.8	9.2	2.6*	No	No	33.3	33.3		33.3		100	70.8*	Yes	Yes
E5	#	2	1		33	15		51									2	1		3			
	%	3.9	2		64.7	29.4		100	3.3	50.1	21.2	1.3*	No	No			66.7	33.3		100	60.6*	Yes	Yes
E6	#	1	3		35	20		59							1		11	5	1	18			
	%	1.7	5.1		59.3	33.9		100	2.9	50.7	16.4	No	No	No		5.6	61.1	27.7	5.6	100	Yes	Yes	Yes
E7	#	5			1			6						1						1			
	%	83.3			16.7			100	25.1	8.5	24.7	25.1	No	24.7	100					100	0	Yes	0

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

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

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

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

Level of Goal Attainment for 2001: 78 percent
 Level of Goal Attainment for 2002: 80.6 percent
 Level of Goal Attainment for 2003: 83.7 percent

Lander University (Page 2 of 2)

1	2							3			4			5							6							
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY							
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E8	# 9	3		2	11		25				26.7	7.3	19.8	14.7	No	No	2						2	100	44.9	Yes	Yes	
	%	36	12		8	44																						
	#																											
	%																											
	#																											
	%																											
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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 2001: 81.6 percent
 Level of Goal Attainment for 2002: 80.5 percent
 Level of Goal Attainment for 2003: 80 percent

Law Enforcement Division, State

Agency Director: Chief Robert Stewart

EEO Officer: Lynn Hutto

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	21	4		1	3		29																
	%	72.4	13.8		3.4	10.3		100	15.1	12.9	4.8	1.3*	9.5	No								91.4*	26.4	Yes
E2A	#	64	9	2	16	2		93						1						1				
	%	68.8	9.7	2.2	17.2	2.2		100	16.4	20.3	7.6	6.7	3.1	5.4	100					100	59.1	84.7	28.9	
E2B	#	28	5		23	5	2	63						2			1	1		4				
	%	44.4	7.9		36.5	7.9	3.2	100	13.3	23	7.8	5.4	No	No	50		25	25		100	59.4	Yes	Yes	
E3	#	12	1	1	27	13	2	56							2		1			3				
	%	21.4	1.8	1.8	48.2	23.2	3.6	100	6.3	36.6	11.2	4.5	No	No		66.7		33.3		100	28.6	Yes	Yes	
E4A	#	57	8		6	4		75																
	%	76	10.7		8	5.3		100	17.2	8.1	4.4	6.5	0.1*	No							62.2	98.8*	Yes	
E4B	#	84	17	4	12	9		126						4	1					5				
	%	66.7	13.5	3.2	9.5	7.1		100	17.8	6.9	3.1	4.3	No	No	80	20				100	75.8	Yes	Yes	
E5	#	3	1		25	3		32									1	1		2				
	%	9.4	3.1		78.1	9.4		100	3.6	49.4	14.5	0.5*	No	5.1			50	50		100	86.1*	Yes	64.8	
E6	#				26	15	1	42									2	1		3				
	%				61.9	35.7	2.4	100	2.1	50.4	18.6	2.1*	No	No			66.7	33.3		100	0*	Yes	Yes	
E7 and E8 Combined	#	1			2			3									1			1				
	%	33.3			66.7			100	22.5	7.1	13.4	22.5*	7.1*	No						100	100	0*	0*	Yes

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

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

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

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

Level of Goal Attainment for 2001: 79.1 percent
 Level of Goal Attainment for 2002: 78.3 percent
 Level of Goal Attainment for 2003: 81.9 percent

Library, State

Agency Director: James B. Johnson, Jr.
EEO Officer: Vicki L. Maxheimer

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶						
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF				
E1 and E2 Combined	#	3			16	2	1	22				0.5*	No	6.9				2	1		3				0*	Yes	56.9
	%	13.6			72.7	9.1	4.5	100										66.7	33.3		100						
E3 and E5 Combined	#	1	1		6	3		11				No	No	No											Yes	Yes	Yes
	%	9.1	9.1		54.5	27.3		100																			
E6	#	5	1			1		7				No	46.3	5*	2	2					4				Yes	0	74.1*
	%	71.4	14.3			14.3		100							50	50					100						
	#																										
	%																										
	#																										
	%																										
	#																										
	%																										

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

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

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

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

Level of Goal Attainment for 2001: 80.5 percent
Level of Goal Attainment for 2002: 81.3 percent
Level of Goal Attainment for 2003: 78.9 percent

Medical University Hospital Authority (Page 1 of 3)

Agency Director: Raymond Greenberg

EEO Officer: Wallace Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E101	#	3			3		6							1						1			
	%	50			50		100	3.4	34.7	0.7	3.4*	No	0.7*	100						100	0*	Yes	0*
E102	#	8	2		19		29																
	%	27.6	6.9		65.5		100	2.3	38.9	4	No	No	4								Yes	Yes	0
E204	#	14			29	3	46							3			4			7			
	%	30.4			63	6.5	100	2.3	38	6.4	2.3	No	No	42.9			57.1			100	0	Yes	Yes
E206	#	23	1	3	69	10	2	108						6			15	1	1	23			
	%	21.3	0.9	2.8	63.9	9.3	1.9	100	3.5	39	14.3	2.6	No	5			65.2	4.3	4.3	100	25.7	Yes	65
E208	#	4			73	5	2	84									7			7			
	%	4.8			86.9	6	2.4	100	0.2	70	4.9	0.2*	No	No			100			100	0*	Yes	Yes
E209	#	7			16		23							1	1		2			4			
	%	30.4			69.6		100	3.8	48	5.2	3.8*	No	5.2	25	25		50			100	0*	Yes	0
E212	#	7	2		11	10	1	31						1						1			
	%	22.6	6.5		35.5	32.3	3.2	100	3.6	27	25.1	No	No	No	100					100	Yes	Yes	Yes
E215	#	4	2		20	14	2	42						2			5	4	1	12			
	%	9.5	4.8		47.6	33.3	4.8	100	4.9	41	10.8	0.1*	No	No	16.7		41.7	33.3	8.3	100	98*	Yes	Yes
E224	#	15	2	1	87	27	7	139						2			13	4	1	20			
	%	10.8	1.4	0.7	62.6	19.4	5	100	1.8	48.4	16.4	0.4*	No	No	10		65	20	5	100	77.8*	Yes	Yes

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

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

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

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

Medical University Hospital Authority (Page 2 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								6 % OF GOALS MET BASED ON ADJUSTED 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	#	82	5	2	167	10	5	271						7	3	2	18	2	2	34				
	%	30.3	1.8	0.7	61.6	3.7	1.8	100	2.8	52.4	5.4	1	No	1.7	20.6	8.8	5.9	52.9	5.9	5.9	100	64.3	Yes	68.5
E227	#	77	2	4	891	91	62	1127						15		1	245	19	17	297				
	%	6.8	0.2	0.4	79.1	8.1	5.5	100	0.5	71.1	7.4	0.3	No	No	5.1		0.3	82.5	6.4	5.7	100	40	Yes	Yes
E330	#	6	1		4	1		12						3						3				
	%	50	8.3		33.3	8.3		100	6.4	24.8	9.7	No	No	1.4*	100					100	Yes	Yes	85.6*	
E331	#	10	1	1	26	19	3	60						7		1	11	7	2	28				
	%	16.7	1.7	1.7	43.3	31.7	5	100	4.3	40.6	24.2	2.6	No	No	25		3.6	39.3	25	7.1	100	39.5	Yes	Yes
E332	#	1			20	33		54									4			4				
	%	1.9			37	61.1		100	0.4	43.2	40.9	0.4*	6.2	No			100			100	0*	85.6	Yes	
E333	#	67	46	7	120	331	20	591						27	11	3	58	82	9	190				
	%	11.3	7.8	1.2	20.3	56	3.4	100	4.9	23.4	50.5	No	3.1	No	14.2	5.8	1.6	30.6	43.2	4.7	100	Yes	86.8	Yes
E334	#	43	14	3	109	24	3	196						2	1	1	11	6		21				
	%	21.9	7.1	1.5	55.6	12.2	1.5	100	5.1	47.1	11.2	No	No	No	9.5	4.8	4.8	52.4	28.6		100	Yes	Yes	Yes
E447	#	12	27	2	4	4		49						5	6		1	1		13				
	%	24.5	55.1	4.1	8.2	8.2		100	21.1	12.5	6.3	No	4.3	No	38.5	46.2		7.7	7.7		100	Yes	65.6	Yes
E550	#	6	5		45	80	3	139						2	1		3	7		13				
	%	4.3	3.6		32.4	57.6	2.2	100	1.1	48	27.3	No	15.6	No	15.4	7.7		23.1	53.8		100	Yes	67.5	Yes

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

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

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

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

Medical University Hospital Authority (Page 3 of 3)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E551	#	17		1	11	4		33						5			2	2		9			
	%	51.5		3	33.3	12.1		100	1.5	40.5	4.7	1.5*	7.2	No	55.6			22.2	22.2		100	0*	82.2*
E552	#	21	18		90	103	3	235						7	7		15	2		31			
	%	8.9	7.7		38.3	43.8	1.3	100	2.6	54.5	10.8	No	16.2	No	22.6	22.6		48.4	6.5		100	Yes	70.3
E660	#	28	28	2	255	377	7	697						10	2		50	65	1	128			
	%	4	4	0.3	36.6	54.1	1	100	4.3	39.6	32.7	0.3	3	No	7.8	1.6		39.1	50.8	0.8	100	93	92.4
E772	#	20	14	3		1		38						3	2					5			
	%	52.6	36.8	7.9		2.6		100	17.3	3.2	0.6	No	3.2	No	60	40				100	Yes	0	Yes
E880	#	7	25		2	78		112											2	2			
	%	6.3	22.3		1.8	69.6		100	22	15.1	32.5	No	13.3	No					100	100	Yes	11.9	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 86.9 percent
 Level of Goal Attainment for 2002: 80.5 percent
 Level of Goal Attainment for 2003: 84.4 percent

Medical University of South Carolina (Page 1 of 3)

Agency Director: Raymond Greenberg

EEO Officer: Wallace Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1	#	1					1																	
	%	100					100	2.1	13.7	1.1	2.1*	13.7*	1.1*									0*	0*	0*
C2	#	31			5		36										1			1				
	%	86.1			13.9		100	2	24	2.1	2*	10.1	2.1*				100			100		0*	57.9	0*
C3	#	213	1	15	39		3	271						21		3	3			27				
	%	78.6	0.4	5.5	14.4		1.1	100	2	23.7	1.9	1.6	9.3	1.9	77.8		11.1	11.1		100	20	60.8	0	
C4	#	132	1	16	83	2	6	240						8		4	4			16				
	%	55	0.4	6.7	34.6	0.8	2.5	100	1.9	26.4	2.1	1.5	No	1.3	50		25	25		100	21.1	Yes	38.1	
C5	#	179	11	32	156	8	15	401						22		8	24	1	5	60				
	%	44.6	2.7	8	38.9	2	3.7	100	1.9	25.8	2	No	No	No	36.7		13.3	40	1.7	8.3	100	Yes	Yes	Yes
C6	#	45		10	78	5	4	142						15		3	20	1	1	40				
	%	31.7		7	54.9	3.5	2.8	100	1.6	45.5	3.9	1.6	No	0.4*	37.5		7.5	50	2.5	2.5	100	0	Yes	89.7*
C8	#	21	2	6	16		7	52						6		2	2		2	12				
	%	40.4	3.8	11.5	30.8		13.5	100	1.8	30.5	2.5	No	No	2.5	50		16.7	16.7		16.7	100	Yes	Yes	0
E1A	#	7	1		6	1		15									1			1				
	%	46.7	6.7		40	6.7		100	2.3	36.9	3.3	No	No	No				100		100	Yes	Yes	Yes	
E2A	#	58	6	1	196	21	5	287						13	2		56	8	2	81				
	%	20.2	2.1	0.3	68.3	7.3	1.7	100	2	37.5	6.4	No	No	No	16	2.5		69.1	9.9	2.5	100	Yes	Yes	Yes

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

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

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

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

Medical University of South Carolina (Page 2 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2B	#			11	2		13										2			2			
	%			84.6	15.4		100	0.6	62.6	7	0.6*	No	No				100			100	0*	Yes	Yes
E2C	#	12	1	2	83	30	1	129						4		1	18	5		28			
	%	9.3	0.8	1.6	64.3	23.3	0.8	100	4.7	48.1	15.1	3.9	No	No	14.3		3.6	64.3	17.9	100	17	Yes	Yes
E2D	#	25	2	1	30	5	3	66						6	1		3		1	11			
	%	37.9	3	1.5	45.5	7.6	4.5	100	7.3	29.3	12.5	4.3	No	4.9	54.5	9.1		27.3		9.1	100	41.1	Yes
E2F	#	7	2		2			11						3	1		1			5			
	%	63.6	18.2		18.2			100	2.3	6.4	0.9	No	No	0.9*	60	20		20		100	Yes	Yes	0*
E2G	#	14	1	1	45	7		68						1			4	4	1	10			
	%	20.6	1.5	1.5	66.2	10.3		100	1.4	65.1	7.2	No	No	No	10			40	40	10	100	Yes	Yes
E3A	#	13	3		11	4		31						1						1			
	%	41.9	9.7		35.5	12.9		100	3.8	38.8	8.3	No	3.3	No	100					100	Yes	91.5	Yes
E3B	#	8	3		1	1		13						1	1					2			
	%	61.5	23.1		7.7	7.7		100	3.3	41.1	5.8	No	33.4	No	50	50				100	Yes	18.7	Yes
E3C	#	3	8		13	5		29							2		6	1		9			
	%	10.3	27.6		44.8	17.2		100	3.2	62.4	6.7	No	17.6	No	22.2		66.7	11.1		100	Yes	71.8	Yes
E3D	#		1		12	5	2	20									4		2	6			
	%		5		60	25	10	100	0.5	78.7	9.5	No	18.7	No			66.7		33.3	100	Yes	76.2	Yes

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

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

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

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

Medical University of South Carolina (Page 3 of 3)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3E	#	9	1		19	3		32									2			2			
	%	28.1	3.1		59.1	9.4		100	3.8	44.8	18.9	0.7*	No	9.5				100		100	81.6*	Yes	49.7
E3F	#	9		4	40	4	2	59						2		1	5		1	9			
	%	15.3		6.8	67.8	6.8	3.4	100	3.7	30.2	3.2	3.7	No	No	22.2		11.1	55.6		11.1	100	0	Yes
E4A	#	27	11	1	5	3		47						11	5		3	1		20			
	%	57.4	23.4	2.1	10.6	6.4		100	15	11.4	3.2	No	0.8*	No	55	25		15	5	100	Yes	93*	Yes
E5A	#	4	4		33	19	1	61									6	4		10			
	%	6.6	6.6		54.1	31.1	1.6	100	0.9	74.3	6.6	No	20.2	No			60	40		100	Yes	72.8	Yes
E6A	#	16	13	2	268	108	4	411						2	4		35	20	1	62			
	%	3.9	3.2	0.5	65.2	26.3	1	100	7	49.1	12.4	3.8	No	No	3.2	6.5		56.5	32.2	1.6	100	45.7	Yes
E6B	#	3	4		9	10		26										1		1			
	%	11.5	15.4		34.6	38.5		100	7.8	35.6	24.6	No	1*	No				100		100	Yes	97.2*	Yes
E7A	#	78	50	4	2	2		136						7	4	1		1		13			
	%	57.4	36.8	2.9	1.5	1.5		100	6.5	6.2	2.1	No	4.7	0.6*	53.8	30.8	7.7		7.7	100	Yes	24.2	71.4*
E8A	#	13	36	2	2	64		117						4	6	1	1	8		20			
	%	11.1	30.8	1.7	1.7	54.7		100	24.6	11.8	27.2	No	10.1	No	20	30	5	5	40	100	Yes	14.4	Yes
E8B	#	9	9	1	4	16		39						2	2	1		3		8			
	%	23.1	23.1	2.6	10.3	41		100	14.5	24	31.3	No	13.7	No	25	25	12.5		37.5	100	Yes	42.9	Yes

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

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

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

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

Level of Goal Attainment for 2001: 81.6 percent
Level of Goal Attainment for 2002: 79.2 percent
Level of Goal Attainment for 2003: 80.5 percent

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

Agency Director: George P. Gintoli

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	29	2	8	11	2	1	53							1	1	2			4			
	%	54.7	3.8	15.1	20.8	3.8	1.9	100	2.6	20.1	3.6	No	No	No	25	25	50			100	Yes	Yes	Yes
E1B	#	68	12		50	18	1	149						4	1		4	2		11			
	%	45.6	8.1		33.6	12.1	0.7	100	5.9	43.9	10.2	No	10.3	No	36.4	9.1		36.4	18.2	100	Yes	76.5	Yes
E2A	#	77	16	13	206	112	18	442						11	3		24	11	2	51			
	%	17.4	3.6	2.9	46.6	25.3	4.1	100	2	54.1	13.9	No	7.5	No	21.6	5.9		47.1	21.6	3.9	100	Yes	86.1
E2B	#	259	177	2	629	498	18	1583						46	37		179	144	5	411			
	%	16.4	11.2	0.1	39.7	31.5	1.1	100	6.8	35.3	27.9	No	No	No	11.2	9		43.6	35	1.2	100	Yes	Yes
E2C	#	77	33	3	275	85	4	477						9	2		30	11	3	55			
	%	16.1	6.9	0.6	57.7	17.8	0.8	100	5.4	39.7	10.9	No	No	No	16.4	3.6		54.5	20	5.5	100	Yes	Yes
E3A	#	6	4	1	37	56	5	109							1		6	6	1	14			
	%	5.5	3.7	0.9	33.9	51.4	4.6	100	7.1	36.4	12.5	3.4	2.5	No	7.1		42.9	42.9	7.1	100	52.1	93.1	Yes
E3B	#	35	7	1	55	17		115							1			1		2			
	%	30.4	6.1	0.9	47.8	14.8		100	4.9	37.4	8.3	No	No	No	50			50		100	Yes	Yes	Yes
E4	#	26	35	4	3	17		85						5	10	2	1	1		19			
	%	30.6	41.2	4.7	3.5	20		100	33.7	4.1	9.9	No	0.6*	No	26.3	52.6	10.5	5.3	5.3	100	Yes	85.4*	Yes
E5A	#	28	109	5	52	484	1	679						8	16		11	66		101			
	%	4.1	16.1	0.7	7.7	71.3	0.1	100	9.5	21.1	54	No	13.4	No	7.9	15.8		10.9	65.3	100	Yes	36.5	Yes

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

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

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

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

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5B	#	18	60	1	179	196	4	458						9	6	1	27	23		66			
	%	3.9	13.1	0.2	39.1	42.8	0.9	100	4.9	47.3	31.9	No	8.2	No	13.6	9.1	1.5	40.9	34.8		100	Yes	82.7
E6A	#	2	4		198	175	1	380							1		17	27		45			
	%	0.5	1.1		52.1	46.1	0.3	100	2.9	52.1	21.1	1.8	No	No		2.2		37.8	60		100	37.9	Yes
E6B	#	1	6		68	78		153							2		9	18		29			
	%	0.7	3.9		44.4	51		100	1.8	57.5	15.4	No	13.1	No		6.9		31	62.1		100	Yes	77.2
E7A	#	59	28					87						4						4			
	%	67.8	32.2					100	18.4	3.7	0.3	No	3.7	0.3*						100	Yes	0	0*
E7B	#	15	11			1		27						1	1					2			
	%	55.6	40.7			3.7		100	9.9	2.5	0.6	No	2.5*	No	50	50				100	Yes	0*	Yes
E8A	#	12	13	1	1	10		37															
	%	32.4	35.1	2.7	2.7	27		100	25.1	6.7	26	No	4	No								Yes	40.3
E8B	#	4	45		10	141	1	201							9		3	8		20			
	%	2	22.4		5	70.1	0.5	100	29	14	20.5	6.6	9	No		45		15	40		100	77.2	35.7
E8C	#	21	53		15	20		109							5		1	1		7			
	%	19.3	48.6		13.8	18.3		100	19	17.8	10.7	No	4	No		71.4		14.3	14.3		100	Yes	77.5
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 83.9 percent
 Level of Goal Attainment for 2002: 87.5 percent
 Level of Goal Attainment for 2003: 88.9 percent

Mental Health, Department of (Administration)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	33	6	2	19	11	1	72									1	2		3			
	%	45.8	8.3	2.8	26.4	15.3	1.4	100	6	38.2	8.1	No	11.8	No			33.3	66.7		100	Yes	69.1	Yes
E2	#	51	29	2	94	60	2	238						4	1		5	2	1	13			
	%	21.4	12.2	0.8	39.5	25.2	0.8	100	4.9	41.6	15.2	No	2.1	No	30.8	7.7		38.5	15.4	7.7	100	Yes	95
E3	#	15	4		13	10	2	44							1					1			
	%	34.1	9.1		29.5	22.7	4.5	100	5.7	37.3	9.7	No	7.8	No		100				100	Yes	79.1	Yes
E4	#	12	18	2	1	6		39						3	6	1	1	1		12			
	%	30.8	46.2	5.1	2.6	15.4		100	28.6	6.5	5.6	No	3.9	No	25	50	8.3	8.3	8.3	100	Yes	40	Yes
E5	#	4	41	1	34	90	1	171									2	2		4			
	%	2.3	24	0.6	19.9	52.6	0.6	100	6.2	39.3	38.7	No	19.4	No			50	50		100	Yes	50.6	Yes
E6	#		3		19	32		54							1			2		3			
	%		5.6		35.2	59.3		100	2.4	46.9	25.2	No	11.7	No		33.3		66.7		100	Yes	75.1	Yes
E7	#	50	29					79						2	1					3			
	%	63.3	36.7					100	18.7	3.8	0.3	No	3.8	0.3*	66.7	33.3				100	Yes	0	0*
E8	#	14	44		4	64	1	127							6			2	1	9			
	%	11	34.6		3.1	50.4	0.8	100	25.9	15.5	21.4	No	12.4	No		66.7		22.2	11.1	100	Yes	20	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 81.6 percent
Level of Goal Attainment for 2002: 82.9 percent
Level of Goal Attainment for 2003: 83.9 percent

Mental Health, Department of (Aiken/Barnwell Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			1		3							1	1					2			
	%	66.7			33.3		100	5.4	33.4	9.2	5.4*	0.1*	9.2*	50	50					100	0*	99.7*	0*
E2	#	13	13		22	29	77							1	4		4	8		17			
	%	16.9	16.9		28.6	37.7	100	9.5	37	14.8	No	8.4	No	5.9	23.5		23.5	47.1		100	Yes	77.3	Yes
E3 and E5 Combined	#	1			9	5	15							1						1			
	%	6.7			60	33.3	100	2.2	46.6	25.7	2.2*	No	No	100						100	0*	Yes	Yes
E6	#		1		6	8	15											1		1			
	%		6.7		40	53.3	100	2.8	45.3	17.5	No	5.3*	No					100		100	Yes	88.3*	Yes
E7 and E8 Combined	#		4				4																
	%		100				100	4.7	32.8	38.8	No	32.8	38.8								Yes	0	0
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 83.3 percent
 Level of Goal Attainment for 2002: 88.4 percent
 Level of Goal Attainment for 2003: 80.4 percent

Mental Health, Department of (Anderson/Oconee/Pickens Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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																	
	%	100					100	2.1	40.1	6.1	2.1	40.1	6.1								0*	0*	0*	
E2	#	26	3	1	56	16	1	103						2			8	4		14				
	%	25.2	2.9	1	54.4	15.5	1	100	1.6	56.7	6.2	No	2.3	No	14.3		57.1	28.6		100	Yes	95.9	Yes	
E3 and E5 Combined	#	3	1		10	4		18						1			3	1		5				
	%	16.7	5.6		55.6	22.2		100	4.3	68.2	3.6	No	12.6	No	20		60	20		100	Yes	81.5	Yes	
E6	#				29	1		30									4	1		5				
	%				96.7	3.3		100	2.8	70.6	5.3	2.8*	No	2*			80	20		100	0*	Yes	62.3*	
E7 and E8 Combined	#	3			1			4																
	%	75			25			100	8.9	5.9	1.7	8.9*	No	1.7*							0*	Yes	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 86.9 percent
 Level of Goal Attainment for 2002: 96.6 percent
 Level of Goal Attainment for 2003: 93.3 percent

Mental Health, Department of (Beckman Center for Mental Health Services)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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	12.5		100	4.1	47.6	11.8	4.1*	22.6	No			100			100	0*	52.5	Yes
E2	#	11	6		49	25		91									12	6		18			
	%	12.1	6.6		53.8	27.5		100	3	38.8	14.8	No	No	No			66.7	33.3		100	Yes	Yes	Yes
E3 and E5 Combined	#	4		1	9	2		16									1		1	3			
	%	25		6.2	56.3	12.5		100	0.5	71.7	6.8	0.5*	15.4	No			33.3		33.3	100	0*	78.5	Yes
E6	#				13	7		20											2	2			
	%				65	35		100	4.3	66.5	10.3	4.3*	1.5*	No					100	100	0*	97.7*	Yes
E7 and E8 Combined	#	1	1		1			3									1			1			
	%	33.3	33.3		33.3			100	21.9	34.7	17.6	No	1.4*	17.6*	100					100	Yes	96*	0*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 87.5 percent
 Level of Goal Attainment for 2002: 96.1 percent
 Level of Goal Attainment for 2003: 93.2 percent

Mental Health, Department of (Berkeley County Mental Health Center)

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			2		4																	
	%	50			50		100	2.9	41.5	5.3	2.9*	No	5.3*								0*	Yes	0*	
E2	#	5	2	1	38	16	62							2	1		8	4		15				
	%	8.1	3.2	1.6	61.3	25.8	100	3.5	68.1	6.4	0.3*	6.8	No	13.3	6.7		58.3	26.7		100	91.4*	90	Yes	
E5, E7 and E8 Combined	#	1	1		4	2	8																	
	%	12.5	12.5		50	25	100	16.9	34.3	18.2	4.4*	No	No								74*	Yes	Yes	
E6	#				7	3	10										1			1				
	%				70	30	100	8.4	51.8	17.8	8.4*	No	No				100			100	0*	Yes	Yes	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 83.5 percent
 Level of Goal Attainment for 2002: 90.6 percent
 Level of Goal Attainment for 2003: 95 percent

Mental Health, Department of (G. Weber Bryan Psychiatric Hospital)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3	2	6	4	1	1	17																
	%	17.6	11.8	35.3	23.5	5.9	5.9	100	4.8	32	6.6	No	8.5	0.7*								Yes	73.4	89.4*
E2	#	20	14	1	40	53	7	135						1			6	7		14				
	%	14.8	10.4	0.7	29.6	39.3	5.2	100	4.6	43.2	16.3	No	13.6	No	7.1			42.9	50	100	Yes	68.5	Yes	
E3	#	4	3		6	9	1	23							1		2	2		5				
	%	17.4	13		26.1	39.1	4.3	100	6.7	36.2	10.8	No	10.1	No		20		40	40	100	Yes	72.1	Yes	
E4	#	3	5			5		13						1						1				
	%	23.1	38.5			38.5		100	28.6	6.5	5.6	No	6.5*	No	100					100	Yes	0*	Yes	
E5	#		42	1	12	142		197																
	%		21.3	0.5	6.1	72.1		100	9.1	24.1	51.2	No	18	No							Yes	25.3	Yes	
E6	#		4		11	31		46																
	%		8.7		23.9	67.4		100	2.4	47.4	24.7	No	23.5	No							Yes	50.4	Yes	
E7 and E8 Combined	#	3	13			14		30							1					1				
	%	10	43.3			46.7		100	24.3	14.8	20.1	No	14.8	No	100					100	Yes	0	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 85 percent
 Level of Goal Attainment for 2002: 83.5 percent
 Level of Goal Attainment for 2003: 84 percent

Mental Health, Department of (Catawba Mental Health Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2	1		3			6						2			2			4			
	%	33.3	16.7		50			100	2.3	45.1	10.4	No	No	10.4*	50			50			100	Yes	Yes
E2	#	14	8	1	56	34	2	115						7	4		21	9	1	42			
	%	12.2	7	0.9	48.7	29.6	1.7	100	1.6	44.6	11.8	No	No	No	16.7	9.5		50	21.4	2.4	100	Yes	Yes
E3 and E5 Combined	#	1			7	16		24							1		1	7		9			
	%	4.2			29.2	66.7		100	1.2	55.5	25.6	1.2*	26.3	No		11.1		11.1	77.8		100	0*	52.6
E6	#				19	8		27									4	3		7			
	%				70.4	29.6		100	3.9	72.5	4.2	3.9	2.1*	No			57.1	42.9		100	0	97.1*	Yes
E7 and E8 Combined	#		2					2															
	%		100					100	12.3	6.8	8.5	No	6.8*	8.5*							Yes	0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 87.7 percent
 Level of Goal Attainment for 2002: 90.8 percent
 Level of Goal Attainment for 2003: 86.3 percent

Mental Health, Department of (Charleston/Dorchester Community Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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																	
	%	80			20		100	2.6	39.9	9.3	2.6*	39.9	No								0*	0	Yes	
E2	#	42	24		136	76	9	287						16	6		57	36	3	118				
	%	14.6	8.4		47.4	26.5	3.1	100	8.6	45	16.5	0.2*	No	No	13.6	5.1		48.3	30.5	2.5	100	97.7*	Yes	Yes
E3 and E5 Combined	#	3	5		6	16		30						1	4		3	14		22				
	%	10	16.7		20	53.3		100	1.7	50.1	23.8	No	30.1	No	4.5	18.2		13.6	63.6		100	Yes	39.9	Yes
E6	#	1	1		11	23	1	37							1		1	9		11				
	%	2.7	2.7		29.7	62.2	2.7	100	3.2	54.9	15.3	0.5*	25.2	No		9.1		9.1	81.8		100	84.4*	54.1	Yes
E7 and E8 Combined	#	4	1					5						1	1					2				
	%	80	20					100	2.2	39.8	4	No	39.8	4*	50	50				100	Yes	0	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 82.5 percent
Level of Goal Attainment for 2002: 72.7 percent
Level of Goal Attainment for 2003: 75.1 percent

Mental Health, Department of (Coastal Empire Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			3	1		6									1			1			
	%	33.3			50	16.7		100	2.6	40.5	14.3	2.6*	No	No			100			100	0*	Yes	Yes
E2	#	13	6		24	21	1	65						4			10	3		17			
	%	20	9.2		36.9	32.3	1.5	100	6.1	31	16.5	No	No	No			58.8	17.6		100	Yes	Yes	Yes
E3 and E5 Combined	#				3	4		7															
	%				42.9	57.1		100	0.3	60.9	13	0.3*	18	No							0*	70.4	Yes
E6	#				8	6		14									1	4		5			
	%				57.1	42.9		100	1.5	37.8	36	1.5*	No	No			20	80		100	0*	Yes	Yes
E7 and E8 Combined	#	2	1			2		5															
	%	40	20			40		100	31.1	7	5.9	11.1*	7*	No							64.3*	0*	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 91.8 percent
 Level of Goal Attainment for 2002: 92.4 percent
 Level of Goal Attainment for 2003: 94.1 percent

Mental Health, Department of (Columbia Area Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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																
	%	50	12.5		25	12.5		100	6.3	39.5	8.4	No	14.5	No								Yes	63.3	Yes
E2	#	30	24	2	56	54	1	167						2	3		5	11		21				
	%	18	14.4	1.2	33.5	32.3	0.6	100	5.8	38.7	16.1	No	5.2	No	9.5	14.3		23.8	52.4	100	Yes	86.6	Yes	
E3 and E5 Combined	#	3	2		11	17	1	34									2			2				
	%	8.8	5.9		32.4	50	2.9	100	7	33.5	39.5	1.1*	1.1*	No			100		100	100	84.3*	96.7*	Yes	
E6	#		1		5	22		28										2		2				
	%		3.6		17.9	78.6		100	2.6	44.2	28.5	No	26.3	No				100		100	Yes	40.5	Yes	
E7 and E8 Combined	#	2	1					3						1						1				
	%	66.7	33.3					100	19.3	14.2	8.1	No	14.2*	8.1*	100					100	Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 72.9 percent
 Level of Goal Attainment for 2002: 91.1 percent
 Level of Goal Attainment for 2003: 90.1 percent

Mental Health, Department of (Greenville Mental Health Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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																	
	%	100					100	2.8	28.7	5.7	2.8*	28.7*	5.7*								0*	0*	0*	
E2	#	12	8	1	52	12	85																	
	%	14.1	9.4	1.2	61.2	14.1	100	4.4	46.4	10.8	No	No	No	23.1			53.8	23.1	100		Yes	Yes	Yes	
E3, E5, E6 Combined	#	2	1		22	9	34																	
	%	5.9	2.9		64.7	26.5	100	2	65.9	10.7	No	1.2*	No	14.3	7.1		50	28.6	100		Yes	98.2*	Yes	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 99.5 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 99.7 percent

Mental Health, Department of (William S. Hall Psychiatric Institute)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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	2	2	9	1	27							1		1				2			
	%	48.1	7.4	7.4	33.3	3.7	100	5	33	6.8	No	No	3.1*	50		50				100	Yes	Yes	55.4*
E2	#	25	20	1	55	36	1	138							1		8	9		18			
	%	18.1	14.5	0.7	39.9	26.1	0.7	100	5	40.6	14.4	No	0.7	No	5.6		44.4	50		100	Yes	98.3	Yes
E3 and E5 Combined	#	7	32	1	19	80	4	143							3		8			11			
	%	4.9	22.4	0.7	13.3	55.9	2.8	100	3.6	53.2	19.3	No	39.9	No	27.3		72.7			100	Yes	25	Yes
E4	#	3	7			1		11															
	%	27.3	63.6			9.1		100	28.6	6.5	5.6	No	6.5*	No							Yes	0*	Yes
E6	#		1		11	18		30									1	4		5			
	%		3.3		36.7	60		100	2.4	46.4	25.9	No	9.7	No			20	80		100	Yes	79.1	Yes
E8	#	1	7		1	6		15															
	%	6.7	46.7		6.7	40		100	32	12.2	21	No	5.5*	No							Yes	54.9*	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 81.5 percent
 Level of Goal Attainment for 2002: 79.7 percent
 Level of Goal Attainment for 2003: 89 percent

Mental Health, Department of (Patrick B. Harris Psychiatric Hospital)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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		8																	
	%	62.5			37.5		100	2.1	40.1	6.1	2.1*	2.6*	6.1*									0*	93.5*	0*
E2	#	17	1	2	60	3	2	85						3			9	3	2	17				
	%	20	1.2	2.4	70.6	3.5	2.4	100	1.3	60.1	5.6	0.1*	No	2.1	17.6		52.9	17.6	11.8	100	92.3*	Yes	62.5	
E3	#	5			18	5	28										2			2				
	%	17.9			64.3	17.9	100	2.9	54.1	5.1	2.9*	No	No				100			100	0*	Yes	Yes	
E4	#	9	2	2	1		14							1						1				
	%	64.3	14.3	14.3	7.1		100	11.4	0	0	No	No	0*	100						100	Yes	Yes	0*	
E5	#	23	17	1	45	16	102							8	2		10	5		25				
	%	22.5	16.7	1	44.1	15.7	100	6.3	53.8	21.7	No	9.7	6	32	8		40	20		100	Yes	82	72.4	
E6	#	2			18	9	29												2	2				
	%	6.9			62.1	31	100	2.7	70.7	5.1	2.7*	8.6	No						100	100	0*	87.8	Yes	
E7 and E8 Combined	#	14	6	1	12	13	46								3		3	3		9				
	%	30.4	13	2.2	26.1	28.3	100	9.6	26.4	10.4	No	0.3*	No		33.3		33.3	33.3		100	Yes	98.9*	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 91 percent
 Level of Goal Attainment for 2002: 91.5 percent
 Level of Goal Attainment for 2003: 93.1 percent

Mental Health, Department of (Lexington County Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	5			5		10																	
	%	50			50		100	2.5	47.6	8.7	2.5*	No	8.7*								0*	Yes	0*	
E2	#	18	2	1	56	12	1	90						3			16	5		24				
	%	20	2.2	1.1	62.2	13.3	1.1	100	5.1	40.6	20.1	2.9	No	6.8	12.5		66.7	20.8		100	43.1	Yes	66.2	
E3 and E5 Combined	#	3			5	6		14									1	1		2				
	%	21.4			35.7	42.9		100	2.1	62.7	15	2.1*	27	No			50	50		100	0*	56.9	Yes	
E6	#				10	2		12									1	1		2				
	%				83.3	16.7		100	0.1	68	8.2	0.1*	No	No			50	50		100	0*	Yes	Yes	
E7 and E8 Combined	#	1			2	3		6																
	%	16.7			33.3	50		100	18.3	17.8	10.3	18.3	No	No							0	Yes	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 82 percent
 Level of Goal Attainment for 2002: 68.2 percent
 Level of Goal Attainment for 2003: 78.7 percent

Mental Health, Department of (Earle E. Morris Alcohol and Drug Treatment Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#			2	1		3																	
	%			66.7	33.3		100	5.8	37.1	7.8	5.8*	No	No								0*	Yes	Yes	
E2	#	14	8	1	28	18	69										2	1	3					
	%	20.3	11.6	1.4	40.6	26.1	100	5.1	41.1	16	No	0.5*	No				66.7	33.3	100	Yes	98.8*	Yes		
E3 and E5 Combined	#	4	10		12	39	1	66										1	1					
	%	6.1	15.2		18.2	59.1	1.5	100	6.8	36.5	30.6	No	18.3	No				100	100	Yes	49.9	Yes		
E4	#		5		1	3		9											1	1				
	%		55.6		11.1	33.3		100	28.6	6.5	5.6	No	No	No					100	100	Yes	Yes	Yes	
E6	#				4	14		18																
	%				22.2	77.8		100	2.5	45.7	26.7	2.5*	23.5	No							0*	48.6	Yes	
E8	#		2		2	4		8																
	%		25		25	50		100	27.8	14.5	22.3	2.8*	No	No							89.9*	Yes	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 95.1 percent
 Level of Goal Attainment for 2002: 93.5 percent
 Level of Goal Attainment for 2003: 93 percent

Mental Health, Department of (Orangeburg Area Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1			1		2																	
	%	50			50		100	3.9	44.5	19.4	No	44.5*	No								Yes	0*	Yes	
E2	#	2	12		9	48	1	72						1	3		3	16		23				
	%	2.8	16.7		12.5	66.7	1.4	100	17.1	34.1	29.1	0.4*	21.6	No	4.3	13		13	69.6	100	97.7*	36.7*	Yes	
E3 and E5 Combined	#	1		4	3		8										3			3				
	%	12.5		50	37.5		100	3	49.6	26.5	No	No	No				100			100	Yes	Yes	Yes	
E6	#			5	12		17										1	4		5				
	%			29.4	70.6		100	3.3	53.2	27.9	3.3*	23.8	No				20	80		100	0*	55.3	Yes	
E8	#	1					1																	
	%	100					100	47.4	4	24.1	No	4*	24.1*								Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 76.2 percent
 Level of Goal Attainment for 2002: 86.4 percent
 Level of Goal Attainment for 2003: 90 percent

Mental Health, Department of (Pee Dee Mental Health Center)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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		3		9							1						1			
	%	44.4	22.2		33.3		100	6.4	40	8.5	No	6.7*	8.5*	100						100	Yes	83.3*	0*
E2	#	18	16		36	43	1	114						3	7		7	13		30			
	%	15.8	14		31.6	37.7	0.9	100	10.4	37.2	24.4	No	5.6	No	10	23.3		23.3	43.3		100	Yes	84.9
E3 and E5 Combined	#		2		9	4		15							1		2	3		6			
	%		13.3		60	26.7		100	3.7	54.8	12.1	No	No	No		16.7		33.3	50		100	Yes	Yes
E6	#				15	3		18															
	%				83.3	16.7		100	3.4	58	14.4	3.4*	No	No								0*	Yes
E7 and E8 Combined	#	1				1		2															
	%	50				50		100	5.6	1.8	4.7	5.6*	1.8*	No								0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 88.7 percent
 Level of Goal Attainment for 2002: 99.2 percent
 Level of Goal Attainment for 2003: 97.1 percent

Mental Health, Department of (Piedmont Mental Health Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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					6																	
	%	100					100	3.3	37.9	8.2	3.3*	37.9	8.2*								0*	0	0*	
E2	#	18	6		45	14	2	85						4	2		12	2		20				
	%	21.2	7.1		52.9	16.5	2.4	100	4.2	41.2	11	No	No	No	20	10		60	10		100	Yes	Yes	Yes
E3, E5 and E8 Combined	#	1	5		15	16		37						1	2		1	3	1	8				
	%	2.7	13.5		40.5	43.2		100	1.2	14.1	5.4	No	No	No	12.5	25		12.5	37.5	12.5	100	Yes	Yes	Yes
E6	#				13	1		14									2			2				
	%				92.9	7.1		100	2.4	62.8	12.5	2.4*	No	5.4*				100			100	0*	Yes	56.8*
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 77.4 percent
 Level of Goal Attainment for 2002: 81.2 percent
 Level of Goal Attainment for 2003: 84.1 percent

Mental Health, Department of (Santee-Wateree Mental Health Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			2			4									1			1			
	%	50			50			100	5.6	46.4	9	5.6*	No	9*			100			100	0*	Yes	0*
E2	#	7	14		31	37	4	93						1	2		4	12	1	20			
	%	7.5	15.1		33.3	39.8	4.3	100	8.5	39.8	23.1	No	6.5	No	5	10		20	60	5	100	Yes	83.7
E3 and E5 Combined	#	1	2		5	31	1	40							2		1	3		6			
	%	2.5	5		12.5	77.5	2.5	100	3.9	24.3	57.1	No	11.8	No		33.3		16.7	50		100	Yes	51.4
E6	#				4	7		11															
	%				36.4	63.6		100	1.4	42.3	33.8	1.4*	5.9*	No								0*	86.1*
E7	#	1				1		2															
	%	50				50		100	8	22.3	58.8	0*	22.3*	8.8*								0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 78.5 percent
 Level of Goal Attainment for 2002: 78.3 percent
 Level of Goal Attainment for 2003: 90.6 percent

Mental Health, Department of (South Carolina State Hospital)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3																	
	%	66.7			33.3		100	5.5	35.5	7.4	5.5*	2.2*	7.4*									0*	93.8*	0*
E2	#	11	4	1	16	10	42							1						1				
	%	26.2	9.5	2.4	38.1	23.8	100	4.2	44.6	15.9	No	6.5	No	100						100	Yes	85.4	Yes	
E3	#	2	1		19	7	29																	
	%	6.9	3.4		65.5	24.1	100	5.9	37	10	2.5*	No	No								57.6	Yes	Yes	
E4	#		1				1																	
	%		100				100	28.6	6.5	5.6	No	6.5*	5.6*								Yes	0*	0*	
E5	#		9		4	36	49																	
	%		18.4		8.2	73.5	100	6.8	34.2	42.1	No	26	No								Yes	24	Yes	
E6	#				5	11	16													1			1	
	%				31.3	68.8	100	2.4	47.6	24.4	2.4*	16.3	No							100	100	0*	65.8	Yes
E7 and E8 Combined	#	1	2		4		7																	
	%	14.3	28.6		57.1		100	21.8	17.2	19.9	No	17.2	No								Yes	0	Yes	
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 80.8 percent
 Level of Goal Attainment for 2002: 84.2 percent
 Level of Goal Attainment for 2003: 82.9 percent

Mental Health, Department of (Spartanburg Area Mental Health Center)

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3																	
	%	66.7			33.3		100	3.8	47	10.6	3.8*	13.7*	10.6*								0*	70.9*	0*	
E2	#	15	3		55	9	1	83						3	1		7		1	12				
	%	18.1	3.6		66.3	10.8	1.2	100	4.7	50.2	9.5	1.1*	No	No	25	8.3		58.3		8.3	100	76.6*	Yes	Yes
E3, E5, E6 Combined	#	2			35	8		45									3	3		6				
	%	4.4			77.8	17.8		100	0.3	65.7	7.6	0.3*	No	No			50	50		100	0*	Yes	Yes	
E8	#		1					1																
	%		100					100	28	7.2	1.6	No	7.2*	1.6*							Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 83.6 percent
 Level of Goal Attainment for 2002: 90.8 percent
 Level of Goal Attainment for 2003: 92.5 percent

Mental Health, Department of (Tri-County Mental Health Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			1		3																	
	%	66.7			33.3		100	2.7	27.6	6	2.7*	No	6*								0*	Yes	0*	
E2	#	7	3	1	12	15	38							2			5	6		13				
	%	18.4	7.9	2.6	31.6	39.5	100	1.4	45.2	10.2	No	13.6	No	15.4			38.5	46.2		100	Yes	69.9	Yes	
E3, E5, E6 Combined	#				8	2	10																	
	%				80	20	100	1.4	61.8	19.2	1.4*	No	No								0*	Yes	Yes	
E7 and E8 Combined	#	3	1			1	5																	
	%	60	20			20	100	14.1	11.7	7.3	No	11.7*	No								Yes	0*	Yes	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 93.9 percent
 Level of Goal Attainment for 2002: 97.4 percent
 Level of Goal Attainment for 2003: 96.2 percent

Mental Health, Department of (C. M. Tucker, Jr./Dowdy-Gardner Nursing Center)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY							
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF					
E1	#	3			2			5																				
	%	60			40			100	5.9	37.8	8	5.9*	No	8*										0*	Yes	0*		
E2	#	17	8	1	59	49	3	137						1	2		4	4						11				
	%	12.4	5.8	0.7	43.1	35.8	2.2	100	4.1	45.2	15.8	No	2.1	No	9.1	18.2		36.4	36.4					100	Yes	95.4	Yes	
E3	#	2	2	1	9	23	1	38										2	2					4				
	%	5.3	5.3	2.6	23.7	60.5	2.6	100	7.5	35.5	11.6	2.2*	11.8	No				50	50					100	70.7*	66.8	Yes	
E4	#	2	4			3		9							3	1								4				
	%	22.2	44.4			33.3		100	28.6	6.5	5.6	No	6.5*	No	75	25								100	Yes	0*	Yes	
E5	#	3	22	2	13	220	1	261						2	2			42						46				
	%	1.1	8.4	0.8	5	84.3	0.4	100	7.9	27.1	48.6	No	22.1	No	4.3	4.3			91.3					100	Yes	18.5	Yes	
E6	#				5	28		33									2							2				
	%				15.2	84.8		100	2.3	48.5	23.3	2.3*	33.3	No				100						100	0*	31.3	Yes	
E7 and E8 Combined	#	7	26			57		90							3		3	1						7				
	%	7.8	28.9			63.3		100	9.9	28.1	10.9	No	28.1	No	42.9		42.9	14.3						100	Yes	0	Yes	
	#																											
	%																											

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

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

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

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

Level of Goal Attainment for 2001: 81.3 percent
 Level of Goal Attainment for 2002: 76.3 percent
 Level of Goal Attainment for 2003: 81.3 percent

Mental Health, Department of (Waccamaw Mental Health Center)

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	3			2		5																	
	%	60			40		100	2.2	49.7	5.5	2.2*	49.7	No								0*	0	Yes	
E2	#	24	12	1	58	33	2	130						4	3		13	2		22				
	%	18.5	9.2	0.8	44.6	25.4	1.5	100	3.1	51.7	13.6	No	7.1	No	18.2	13.6		59.1	9.1	100	Yes	86.3	Yes	
E3 and E5 Combined	#		10	1	12	21		44							4			3		7				
	%		22.7	2.3	27.3	47.7		100	3.5	57.3	20.8	No	30	No	57.1			42.9		100	Yes	47.6	Yes	
E6	#				12	8		20																
	%				60	40		100	0.1	61.1	12.7	0.1*	1.1*	No							0*	98.2*	Yes	
E7 and E8 Combined	#		1			1		2																
	%		50			50		100	11.6	13.5	8.1	No	13.5*	No							Yes	0*	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 88.1 percent
 Level of Goal Attainment for 2002: 86.1 percent
 Level of Goal Attainment for 2003: 86 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: W. Alex Belk

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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	1		10																
	%	50	10		30	10		100	7.9	30.4	9.7	No	0.4*	No								Yes	98.7*	Yes
E2	#	33	8		76	40	1	158						3			15	4		22				
	%	20.9	5.1		48.1	25.3	0.6	100	6.4	36.6	8.3	1.3	No	No	13.6			68.2	18.2	100	79.7	Yes	Yes	
E3	#	5	2		7	5		19						2	1		4	1		8				
	%	26.3	10.5		36.8	26.3		100	5.1	26.1	6.1	No	No	No	25	12.5		50	12.5	100	Yes	Yes	Yes	
E5	#	3	2		26	22	2	55							1		7	5		13				
	%	5.5	3.6		47.3	40	3.6	100	3.2	54.8	11.8	No	7.5	No		7.7		53.8	38.5	100	Yes	86.3	Yes	
E6	#	20	18		391	320	10	759						8	5		53	65	2	133				
	%	2.6	2.4		51.5	42.2	1.3	100	3.5	46.3	13.5	1.1	No	No	6	3.8		39.8	48.9	1.5	100	68.6	Yes	Yes
E8	#	1	4			1		6																
	%	16.7	66.7			16.7		100	25.3	10.7	26.2	No	10.7*	9.5*								Yes	0*	63.7*
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: percent
 Level of Goal Attainment for 2002: percent
 Level of Goal Attainment for 2003: 93.9 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Charles J. Lee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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 and E3 Combined	#	9			9	2		20																
	%	45			45	10		100	4.9	30.4	10.4	4.9*	No	0.4*								0*	Yes	96.2*
E4	#	1	1		1	1		4																
	%	25	25		25	25		100	21.3	9.3	10.2	No	No	No								Yes	Yes	Yes
E5	#				1			1																
	%				100			100	2.1	50.2	16.9	2.1*	No	16.9*								0*	Yes	0*
E7 and E8 Combined	#	3	2		1	2		8																
	%	37.5	25		12.5	25		100	13.8	5.2	5.6	No	No	No								Yes	Yes	Yes
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 89 percent
 Level of Goal Attainment for 2002: 83.1 percent
 Level of Goal Attainment for 2003: 99.6 percent

Natural Resources, Department of (Page 1 of 2)

Agency Director: John Frampton

EEO Officer: Jean Cowell

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	34	2	1	4		41							2						2			
	%	82.9	4.9	2.4	9.8		100	3.1	29.2	5.6	No	19.4	5.6	100						100	Yes	33.6	0
E2A	#	33	4		60	16	113										1	1		2			
	%	29.2	3.5		53.1	14.2	100	3.8	37.8	9.1	0.3*	No	No				50	50		100	92.1*	Yes	Yes
E2B	#	123	6	1	30	2	162							1			1			2			
	%	75.9	3.7	0.6	18.5	1.2	100	3.5	20	1.8	No	1.5	0.6*	50			50			100	Yes	92.5	66.7*
E3	#	78	8	1	10	6	105							2			1			3			
	%	74.3	7.6	1	10.5	5.7	100	3.7	37.8	5	No	28.3	No	66.7			33.3			100	Yes	27.8	Yes
E4A	#	125	16		8	1	150																
	%	83.3	10.7		5.3	0.7	100	20.3	8.1	2.5	9.6	2.8	1.8								52.7	65.4	28
E4B	#	44	5		3	1	53							1						1			
	%	83	9.4		5.7	1.9	100	9.5	4.2	1	0.1*	No	No	100						100	98.9*	Yes	Yes
E6	#	3	3		32	11	49							2						2			
	%	6.1	6.1		65.3	22.4	100	4.1	48.7	16.4	No	No	No	100						100	Yes	Yes	Yes

NOTE:

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

LEGEND:

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

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

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

Natural Resources, Department of (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	# 12	7		2	1		22																
	% 54.5	31.8		9.1	4.5		100	19.4	8.4	4.9	No	No	0.4*								Yes	Yes	91.8*
E8	# 4	2		1	2		9																
	% 44.4	22.2		11.1	22.2		100	16.9	19.7	27	No	8.6*	4.8*								Yes	56.3*	82.2*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 77.4 percent
 Level of Goal Attainment for 2002: 78.6 percent
 Level of Goal Attainment for 2003: 81 percent

Parks, Recreation and Tourism, South Carolina (Page 1 of 2)

Agency Director: Chad Prosser

EEO Officer: Patsy E. Sowell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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		7		12																	
	%	33.3	8.3		58.3		100	3.5	28.3	5.6	No	No	5.6*								Yes	Yes	0*	
E2	#	40		1	22	6	1	70						2			4			6				
	%	57.1		1.4	31.4	8.6	1.4	100	3.9	30.1	6.5	3.9	No	No	33.3		66.7			100	0	Yes	Yes	
E2A and E2B Combined	#	31			2		33							2						2				
	%	93.9			6.1		100	1.8	5.7	1.8	1.8*	No	1.8*	100						100	0*	Yes	0*	
E2C	#	34	3		6		43																	
	%	79.1	7		13.9		100	5	1.6	0.9	No	No	0.9*								Yes	Yes	0*	
E2D	#	38	7		2	1	48							2						2				
	%	79.1	14.6		4.2	2.1	100	12.7	8.1	2	No	3.9	No	100						100	Yes	51.9	Yes	
E3 and E4 Combined	#	1	1		2		4																	
	%	25	25		50		100	6.5	26	3.5	No	No	3.5*								Yes	Yes	0*	
E5 and E5A Combined	#	18			47	17	1	83						3			8	1		12				
	%	21.7			56.6	20.5	1.2	100	2.6	45.5	6	2.6	No	No	25		66.7	8.3		100	0	Yes	Yes	
E6	#	4			20	4	28										1	1		2				
	%	14.3			71.4	14.3	100	1.7	63.4	15.9	1.7*	No	1.6*				50	50		100	0*	Yes	89.9*	
E7	#	44	2				46							5						5				
	%	95.7	4.3				100	12.4	5	4.1	8.1	5	4.1	100						100	34.7	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.

Parks, Recreation and Tourism, South Carolina (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E8	#	42	22		13	13								4						4			
	%	46.7	24.5		14.4	14.4		26.3	13.8	19	1.8	No	4.6	100						100	93.2	Yes	75.8
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: 0

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

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

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

Level of Goal Attainment for 2001: 77.4 percent
 Level of Goal Attainment for 2002: 78.2 percent
 Level of Goal Attainment for 2003: 76.9 percent

Patriot's Point

Agency Director: David Burnette

EEO Officer: Judith McClinton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	# 14				4			18																	
	% 77.8				22.2			100	3.8	44.5	6.4	3.8*	22.3	6.4									0*	49.9	0
E3 and E6 Combined	# 3	2			4			9													1				1
	% 33.3	22.2			44.4			100	3.3	32.5	6	No	No	6*	100						100	Yes	Yes	0*	
E4	# 1	1			1	2		5																	
	% 20	20			20	40		100	13.7	28.4	2.6	No	8.4*	No								Yes	70.4*	Yes	
E7	# 17	7	2					26													29	14	1		44
	% 65.4	26.9	7.7					100	12.6	2.6	1.7	No	2.6*	1.7*	65.9	31.8	2.3				100	Yes	0*	0*	
E8	# 2	4				3		9																	
	% 22.2	44.4				33.3		100	26.6	11.2	24.7	No	11.2	No								Yes	0	Yes	
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 80 percent
 Level of Goal Attainment for 2002: 73.8 percent
 Level of Goal Attainment for 2003: 74.6 percent

Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: James B. Pinson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	7			2		9				15	No	3.4*								0	Yes	0*
	%	77.8			22.2		100																
E2	#	51	4	1	19	1	76				1.9	No	1.8	7	2	4	5			18	73.6	Yes	41.9
	%	67.1	5.3	1.3	25	1.3	100	7.2	15	3.1				38.9	11.1	22.2	27.8			100			
E3	#	12	4		10	3	29				No	No	15	11	1		6			18	Yes	Yes	40.7
	%	41.4	13.8		34.5	10.3	100	6.1	16.2	25.3				61.1	5.6		33.3			100			
E4	#	19	15		6	12	52				No	3.4	No		1		2	2		5	Yes	77.2	Yes
	%	36.5	28.8		11.5	23.1	100	18.4	14.9	11.8					20		40	40		100			
E5	#	30	13		5	1	49				No	9.6	4.8	9	4		1			14	Yes	51.5	29.4
	%	61.2	26.5		10.2	2	100	18.1	19.8	6.8				64.3	28.6		7.1			100			
E6	#	4			28	13	46				0.2*	11.4	No				4	2		6	0*	84.2	Yes
	%	8.7			60.9	28.3	100	0.2	72.3	15.6							66.7	33.3		100			
E7A	#	63	12	5			80				9.1	0*	0*	9		1				10	62.2	0*	0*
	%	78.8	15	6.3			100	24.1	0	0				90		10				100			
E7B	#	100	76	5	12	3	197				12.2	No	2.3	62	45		3	1	4	115	76	Yes	39.5
	%	50.8	38.6	2.5	6.1	1.5	100	50.8	2.2	3.8				53.9	39.1		2.6	0.9	3.5	100			
E7C	#	28	8		1	1	38				No	No	No	11						11	Yes	Yes	Yes
	%	73.7	21.1		2.6	2.6	100	20	0	0				100						100			

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

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

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

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

Level of Goal Attainment for 2001: 80.8 percent
 Level of Goal Attainment for 2002: 74.4 percent
 Level of Goal Attainment for 2003: 77.2 percent

Probation, Parole and Pardon Services, Department of

Agency Director: Stephen G. Birnie, Chief of Staff

EEO Officer: Patrice Boyd-Johnson

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	11	2	1	4	4		22										1		1			
	%	50	9.1	4.5	18.2	18.2		100	5.4	29	9.5	No	10.8	No				100		100	Yes	62.8	Yes
E2/E2A Combined	#	222	78	3	174	86	1	564						14	4		7	2		27			
	%	39.4	13.8	0.5	30.9	15.2	0.2	100	17.9	10.5	5	4.1	No	No	51.9	14.8		25.9	7.4	100	77.1	Yes	Yes
E3	#	5	2	1	7	7		22															
	%	22.7	9.1	4.6	31.8	31.8		100	5.7	32	13.7	No	0.2*	No							Yes	99.4*	Yes
E5, E6 and E8 Combined	#	5	2		87	42	1	137									3	1		4			
	%	3.6	1.5		63.5	30.7	0.7	100	3.5	51.7	15.3	2	No	No			75	25		100	42.9	Yes	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Public Safety, Department of (Page 1 of 2)

Agency Director: Boykin Rose
EEO Officer: W. Alex Belk

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	9			1		10							1						1			
	%	90			10		100	14.6	25.6	10.8	14.6	25.6	0.8*	100						100	0	0	92.6*
E2A	#	28	2	1	20	3	2	56						3			1			4			
	%	50	3.6	1.8	35.7	5.4	3.6	100	4.5	34.1	8	0.9*	No	2.6	75		25			100	80*	Yes	67.5
E2B	#	254	64	6	15	3		342						38	7	1				46			
	%	74.3	18.7	1.8	4.4	0.9		100	15.9	5.2	3.9	No	0.8	3	82.6	15.2	2.2			100	Yes	84.6	23.1
E2C	#	51	11	1	66	13		142						2	1	1	2			6			
	%	35.9	7.7	0.7	46.5	9.2		100	7.8	26.2	6.8	0.1*	No	No	33.3	16.7	16.7	33.3		100	98.7*	Yes	Yes
E3	#	40	5	2	73	30	4	154						4	1		13	7		25			
	%	26	3.2	1.3	47.4	19.5	2.6	100	1.7	25.3	3.8	No	No	No	16	4		52	28	100	Yes	Yes	Yes
E4	#	578	75	10	21	9		693						39	9	3	2			53			
	%	83.4	10.8	1.4	3	1.3		100	16.5	4.8	3.1	5.7	1.8	1.8	73.6	17	5.7	3.8		100	65.5	62.5	41.9
E5	#		2		37	18		57									5	2		7			
	%		3.5		64.9	31.6		100	2.2	54.1	14.6	No	No	No			71.4	28.6		100	Yes	Yes	Yes

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

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

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

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

Public Safety, Department of (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E6	# 1	2		18	14		35																	
	% 2.9	5.7		51.4	40		100	3.3	46.2	14.1	No	No	No								Yes	Yes	Yes	
E7 and E8 Combined	21	15		3	1		40																	
	52.5	37.5		7.5	2.5		100	21.8	8.2	6.2	No	0.7*	3.7								Yes	91.5*	40.3	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 81.8 percent
 Level of Goal Attainment for 2002: 81 percent
 Level of Goal Attainment for 2003: 79.6 percent

Public Service Commission

Agency Director: Bruce F. Duke, Interim

EEO Officer: Carolyn C. Nelson

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % (Qualified Labor Pool) 3			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6		
	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	2		16							2						2			
	%	81.2		6.3	12.5		100	7.5	26.1	9.9	7.5	19.8	No	100						100	0	24.1	Yes
E2	#	9	3		5	5	22							2				1		3			
	%	41	13.6		22.7	22.7	100	4.8	31.1	8.6	No	8.4	No	66.7				33.3		100	Yes	73	Yes
E3	#	5	1		3	2	11																
	%	45.4	9.1		27.3	18.2	100	6.3	41.2	9.1	No	13.9	No								Yes	66.3	Yes
E4	#	6	1		1		8																
	%	75	12.5		12.5		100	18.6	7.7	3.5	6.1*	No	3.5*								67.2*	Yes	0*
E5 and E6 Combined	#	2	1		11	2	16																
	%	12.5	6.3		68.7	12.5	100	1	61.7	13	No	No	0.5*								Yes	Yes	96.2
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.4 percent
 Level of Goal Attainment for 2002: 81.4 percent
 Level of Goal Attainment for 2003: 80.5 percent

Revenue, Department of

Agency Director: Burnet R. Maybank, III

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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	2		4	1	21							1						1			
	%	66.7	9.5		19	4.8	100	4.4	27.4	5.1	No	8.4	0.3*	100						100	Yes	69.3	94.1*
E2	#	136	20		109	23	1	289						9	3		8	3		23			
	%	47.1	6.9		37.7	8	0.3	100	4.4	36.5	7.4	No	No	No	39.1	13		34.8	13	100	Yes	Yes	Yes
E3	#	19	3	1	18	4		45															
	%	42.2	6.7	2.2	40	8.9		100	5.1	30.6	9.1	No	No	0.2*							Yes	Yes	97.8*
E5	#	5	4		59	30	1	99						1	3		3	2		9			
	%	5.1	4		59.6	30.3	1	100	2.7	48.9	14	No	No	No	11.1	33.3		33.3	22.2	100	Yes	Yes	Yes
E6	#	6	4		58	26	1	95						2	1		9	2		14			
	%	6.3	4.2		61	27.4	1.1	100	3.6	48.7	17.6	No	No	No	14.3	7.1		64.3	14.3	100	Yes	Yes	Yes
E7 and E8 Combined	#	1				1		2															
	%	50				50		100	16.6	18.1	6.9	16.6*	18.1*	No							0*	0*	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 96.3 percent
 Level of Goal Attainment for 2002: 97.2 percent
 Level of Goal Attainment for 2003: 97.6 percent

Public Service Authority (Santee Cooper), South Carolina

Agency Director: John H. Tiencken

EEO Officer: Ronald H. Holmes

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	19	1		2		22																	
	%	86.4	4.5		9.1		100	2.9	8.3	0.6	No	No	0.6*									Yes	Yes	0*
E2	#	292	30	4	116	21	1	464						12	2		7	1		22				
	%	62.9	6.5	0.9	25	4.5	0.2	100	5.8	17.9	3.1	No	No	No	54.5	9.1		32	4.5		100	Yes	Yes	Yes
E3	#	102	12		32	7	3	156						2			2	2	1	7				
	%	65.4	7.7		20.5	4.5	1.9	100	7.3	15.6	3.8	No	No	No	28.6			28.6	28.6	14.3	100	Yes	Yes	Yes
E6	#	36	15	1	121	35	2	210						4	3		8	1		16				
	%	17.1	7.1	0.5	57.6	16.7	1	100	5.8	51.5	13.9	No	No	No	25	18.8		50	6.3		100	Yes	Yes	Yes
E7	#	584	181	3	30	12	2	812						45	16		2	3		66				
	%	72	22.2	0.4	3.7	1.5	0.2	100	19.4	2.5	1.2	No	No	No	68.2	24.2		3	4.5		100	Yes	Yes	Yes
E8	#	14	18		6	10		48						5			1			6				
	%	29.2	37.5		12.5	20.8		100	27.1	8	9.8	No	No	No	83.3			16.7			100	Yes	Yes	Yes
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 100 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 100 percent

Second Injury Fund

Agency Director: Douglas P. Crossman

EEO Officer: Mike Harris

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	2			2		4																	
	%	50			50		100	3.4	24.6	2.8	3.4*	No	2.8*								0*	Yes	0*	
E2	#	5	1		2		8							2						2				
	%	62.5	12.5		25		100	3	42.3	17	No	17.3	17	100						100	Yes	59.1	0	
E5	#				7	1	8													1				
	%				87.5	12.5	100	2.7	56.7	12.4	2.7*	No	No							100	100	100	100	0*
E6	#				1		1																	
	%				100		100	2.1	50.2	16.9	2.1*	No	16.9*								0*	Yes	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

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

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Gloria Hallman

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	#	1		2			3																	
	%	33.3		66.7			100	5.2	27.6	9.5	5.2*	No	9.5*								0*	Yes	0*	
E2 and E3 Combined	#	4		1	1		6						1						1					
	%	66.6		16.7	16.7		100	6.7	41.1	9.7	6.7*	24.4	No	100					100		0*	40.6	Yes	
E5 and E6 Combined	#	1		13	3		17									2			2					
	%	5.9		76.5	17.6		100	2.7	50.7	18.1	2.7*	No	0.5*			100			100		0*	Yes	97.2*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 87 percent
 Level of Goal Attainment for 2002: 93.9 percent
 Level of Goal Attainment for 2003: 87.6 percent

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

Agency Director: Kim S. Aydlette

EEO Officer: Robin Owens

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	1	2		2		5							1	1		1			3			
	%	20	40		40		100	3.4	24.5	3	No	No	3*	33.3	33.3		33.3			100	Yes	Yes	0*
E1B	#	17	4		5	10	36							3	1					4			
	%	47.2	11.1		13.9	27.8	100	5.7	36.4	11.7	No	22.5	No	75	25					100	Yes	38.2	Yes
E2A	#	51	15	1	66	34	167								1		1			2			
	%	30.5	9	0.6	39.5	20.4	100	5.3	31.2	17.9	No	No	No		50		50			100	Yes	Yes	Yes
E2B	#	157	86	7	419	505	8	1182						4	3		15	22		44			
	%	13.3	7.3	0.6	35.4	42.7	0.7	100	6.6	34.6	29.3	No	No	No	9.1	6.8		34.1	50	100	Yes	Yes	Yes
E2C	#	98	96	2	525	691	14	1426						14	6		62	51	2	135			
	%	6.9	6.7	0.1	36.8	48.5	1	100	7.4	36	25.1	0.7	No	No	10.4	4.4		45.9	37.8	1.5	100	90.5	Yes
E3	#	26	6	1	25	13	71							3		1				4			
	%	36.6	8.5	1.4	35.2	18.3	100	5.3	31.3	10.5	No	No	No	75		25				100	Yes	Yes	Yes
E5A	#	9	5		95	79	2	190						1			7	6		14			
	%	4.7	2.6		50	41.6	1.1	100	2.4	47	27.3	No	No	No	7.1		50	42.9		100	Yes	Yes	Yes

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

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

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

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

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

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#			13	91	1	105										2	5	1	8			
	%			12.4	86.7	1	100	7.5	23.8	30.7	7.5	11.4	No				25	62.5	12.5	100	0	52.1	Yes
E6A	#	5	5	240	184	2	436										26	14		40			
	%	1.1	1.1	55	42.2	0.5	100	4.3	44.1	24	3.2	No	No				65	35		100	25.6	Yes	Yes
E6B	#	2		3	8		13											1		1			
	%	15.4		23.1	61.5		100	9.1	43.9	14.4	9.1	20.8	No					100		100	0	52.6	Yes
E8	#	4	2				6																
	%	66.7	33.3				100	18.8	13.4	8.1	No	13.4	8.1								Yes	0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 84.9 percent
 Level of Goal Attainment for 2002: 85.4 percent
 Level of Goal Attainment for 2003: 82 percent

Social Services, Department of (Central Office) Page 1 of 2

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	#	1	2		2		5							1			1			2			
	%	20	40		40		100	5.4	24.1	9.3	No	No	9.3*	50			50			100	Yes	Yes	0*
E2A	#	33	9		46	26	114								1					1			
	%	28.9	7.9		40.4	22.8	100	6.3	28.5	17.3	No	No	No		100					100	Yes	Yes	Yes
E2B	#	46	22	5	62	73	3	211						1				2		3			
	%	21.8	10.4	2.4	29.4	34.6	1.4	100	8.1	27.9	23.7	No	No	No	33.3				66.7	100	Yes	Yes	Yes
E2C	#	9	9		24	34	2	78															
	%	11.5	11.5		30.8	43.6	2.6	100	10	31.3	19.4	No	0.5*	No							Yes	98.4*	Yes
E3	#	25	6	1	15	12	59							3		1				4			
	%	42.4	10.2	1.7	25.4	20.3	100	5.6	26.7	8.5	No	1.3*	No	75		25				100	Yes	95.1*	Yes
E5A	#	4	2		14	24	44																
	%	9.1	4.5		31.8	54.5	100	2.9	59.3	13.6	No	27.5	No								Yes	53.6	Yes
E6A	#	3	2		12	26	43																
	%	7	4.7		27.9	60.5	100	3.7	41.8	26.6	No	13.9	No								Yes	66.7	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.

Social Services, Department of (Central Office) Page 2 of 2

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E6B	#	1			1	4	6																	
	%	16.7			16.7	66.7	100	12.1	36.6	16.2	12.1*	19.9	No								0*	45.6	Yes	
E8	#	3					3																	
	%	100					100	21.4	15.5	6.7	21.4*	15.5*	6.7*								0*	0*	0*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 93.3 percent
 Level of Goal Attainment for 2002: 90.7 percent
 Level of Goal Attainment for 2003: 93.6 percent

Social Services, Department of (Operational Support)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	7	4		11	3		25									1			1			
	%	28	16		44	12		100	5.3	31.2	17.9	No	No	5.9				100		100	Yes	Yes	67
E2B	#	31	14	1	79	66		191						3	2		2	6		13			
	%	16.2	7.3	0.5	41.4	34.6		100	6.6	34.6	29.3	No	No	No	23.1	15.4		15.4	46.2	100	Yes	Yes	Yes
E2C	#	18	17	1	63	73	3	175							2		2	5		9			
	%	10.3	9.7	0.6	36	41.7	1.7	100	7.4	36	25.1	No	No	No	22.2		22.2	55.6		100	Yes	Yes	Yes
E3	#				10	1		11															
	%				90.9	9.1		100	5.3	31.3	10.5	5.3*	No	1.4							0*	Yes	86.7
E5A	#	4	1		14	24	1	44									1	2		3			
	%	9.1	2.3		31.8	54.5	2.3	100	2.4	47	27.3	0.1*	15.2	No			33.3	66.7		100	95.8*	67.7	Yes
E6A	#				18	26		44									3	3		6			
	%				40.9	59.1		100	4.3	44.1	24	4.3	3.2	No			50	50		100	0	92.7	Yes
E6B	#				1			1															
	%				100			100	9.1	43.9	14.4	9.1*	No	14.4*							0*	Yes	0*

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

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

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

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

Level of Goal Attainment for 2001: 87 percent
Level of Goal Attainment for 2002: 89.3 percent
Level of Goal Attainment for 2003: 89.4 percent

Social Services, Department of (Abbeville County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	2	1		7	7		17																
	%	11.8	5.9		41.2	41.2		100	9.5	46.3	5.9	3.6*	5.1*	No										
E5	#			1	1		2																	
	%			50	50		100	0.7	31.8	2.8	0.7*	No	No											
E6	#			3			3																	
	%			100			100	0.4	5.3	1.3	0.4*	No	1.3*											
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 90.3 percent
 Level of Goal Attainment for 2002: 93 percent
 Level of Goal Attainment for 2003: 91.9 percent

Social Services, Department of (Aiken County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	6	6		27	30	1	70																
	%	8.6	8.6		38.6	42.9	1.4	100	8.6	35	23	No	No	No										
E5	#				4	4		8																
	%				50	50		100	0.5	21.3	2.5	0.5*	No	No										
E6	#				6	4		10																
	%				60	40		100	3.7	41.9	17.2	3.7*	No	No										
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 96.5 percent
 Level of Goal Attainment for 2002: 99.2 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Allendale County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	1	1	1		12		15				No	42	No								Yes	0	Yes
	%	6.7	6.7	6.7		80		100	1.5	42	29.7													
E5	#					1		1				0.8*	4*	No								0*	0*	Yes
	%					100		100	0.8	4	3													
E6	#				2			2				0.3*	No	1.1*								0*	Yes	0*
	%				100			100	0.3	26.1	1.1													
	#																							
	%																							
	#																							
	%																							

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 2001: 81.8 percent
 Level of Goal Attainment for 2002: 85.7 percent
 Level of Goal Attainment for 2003: 80 percent

Social Services, Department of (Anderson County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	15	1		34	12	1	63						4			6	3	1	14			
	%	23.8	1.6		54	19	1.6	100	1.8	46.1	13.1	0.2*	No	No	28.6			42.9	21.4	7.1	100	88.9*	Yes
E5	#				7	2		9									2			2			
	%				77.8	22.2		100	1.8	80.5	1.8	1.8*	2.7*	No			100			100	0*	96.6*	Yes
E6	#				10	2	1	13									3			3			
	%				76.9	15.4	7.7	100	5.2	68.2	2.8	5.2*	No	No			100			100	0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 89.9 percent
 Level of Goal Attainment for 2002: 97.9 percent
 Level of Goal Attainment for 2003: 97.9 percent

Social Services, Department of (Bamberg County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2	# 1	2		6	4		13																	
	% 7.7	15.4		46.2	30.8		100	2.2	12.2	67.1	No	No	36.3								Yes	Yes	45.9	
E5	#			1	1		2																	
	%			50	50		100	12.1	32.5	10.4	12.1*	No	No								0*	Yes	Yes	
E6	#			2	1		3																	
	%			66.7	33.3		100	7.7	47.4	28.2	7.7*	No	No								0*	Yes	Yes	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 83.3 percent
 Level of Goal Attainment for 2002: 88.3 percent
 Level of Goal Attainment for 2003: 92.3 percent

Social Services, Department of (Barnwell County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#			7	15		22																	
	%			31.8	68.2		100	10.8	45.9	12	10.8	14.1	No								0	69.3	Yes	
E5	#				2		2																	
	%				100		100	0	18	6.5	0*	18*	No								0*	0*	Yes	
E6	#			3	1		4										1			1				
	%			75	25		100	0.4	5.3	32.8	0.4*	No	7.8*				100			100	0*	Yes	76.2*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 84.8 percent
 Level of Goal Attainment for 2002: 85.4 percent
 Level of Goal Attainment for 2003: 74.3 percent

Social Services, Department of (Beaufort County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	5		13	26	1	45							1			5		6				
	%	11.1		28.9	57.8	2.2	100	11.1	33.6	34.3	No	4.7	No	16.7			83.3		100	Yes	86	Yes	
E5	#	1			1	1	3																
	%	33.3			33.3	33.3	100	0	31	32.3	No	31*	No								Yes	0*	Yes
E6	#			2	4		6									1		1					
	%			33.3	66.7		100	0	47.4	31	0*	14.1*	No			100		100			0*	70.3*	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 92.3 percent
 Level of Goal Attainment for 2002: 80.2 percent
 Level of Goal Attainment for 2003: 93.8 percent

Social Services, Department of (Berkeley County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	8	3		20	36	1	68									1	3		4			
	%	11.8	4.4		29.4	52.9	1.5	100	5.1	40.9	16.1	0.7*	11.5	No			25	75		100	86.3*	71.9	Yes
E5	#			6	2		8																
	%			75	25		100	3.5	37.8	40.7	3.5*	No	15.7								0*	Yes	61.4
E6	#			2	6		8										1		1				
	%			25	75		100	13.8	33.2	25.6	13.8	8.2*	No				100		100	0	75.3	Yes	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 79.6 percent
 Level of Goal Attainment for 2002: 76 percent
 Level of Goal Attainment for 2003: 74.4 percent

Social Services, Department of (Calhoun County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	# 1				4	7		12				15	34.5	29.2	15							0	96.5*	Yes
	% 8.3				33.3	58.3		100																
E5	#					1		1				0	50.4	39.6	0*							0*	0	Yes
	%					100		100																
E6	#				1	1		2				0	73.1	16.9	0*							0*	68.4*	Yes
	%				50	50		100																
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 89.7 percent
 Level of Goal Attainment for 2002: 78.3 percent
 Level of Goal Attainment for 2003: 66.4 percent

Social Services, Department of (Charleston County)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	# 9	5		44	91	3	152								1		2	5		8			
	% 5.9	3.3		28.9	59.9	2	100	6.8	33.5	27.8	3.5	4.6	No		12.5		25	62.5		100	48.5	86.3	Yes
E3	# 1						1																
	% 100						100	2.8	48	15.1	2.8*	48*	15.1*								0*	0*	0*
E5	#			3	13		16											1		1			
	%			18.8	81.3		100	2.4	32.4	36.5	2.4*	13.6	No				100		100	0*	58	Yes	
E6	#	1		6	21		28																
	%	3.6		21.4	75		100	7	49.2	12.4	3.4*	27.8	No							51.4*	43.5	Yes	
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.4 percent
 Level of Goal Attainment for 2002: 78 percent
 Level of Goal Attainment for 2003: 73.5 percent

Social Services, Department of (Cherokee County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	5	1		18	6		30										6	1		9			
	%	16.7	3.3		60	20		100	10.1	47.1	16.2	6.8	No	No	22.2			66.7	11.1		100	32.7	Yes	Yes
E5	#				1			1										1			1			
	%				100			100	2.7	8.4	9.7	2.7*	No	9.7*				100			100	0*	Yes	0*
E6	#				5	1		6										2			2			
	%				83.3	16.7		100	0.4	66.7	1.3	0.4*	No	No				100			100	0*	Yes	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 88.4 percent
 Level of Goal Attainment for 2002: 88.5 percent
 Level of Goal Attainment for 2003: 88.8 percent

Social Services, Department of (Chester County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	2	2		10	13		27																
	%	7.4	7.4		37	48.1		100	1.8	44.1	23.9	No	7.1	No										
E5	#			1	3		4																	
	%			25	75		100	0	22	68	0*	No	No											
E6	#			4			4																	
	%			100			100	0	59.4	30.6	0*	No	30.6											
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 87.6 percent
 Level of Goal Attainment for 2002: 69.7 percent
 Level of Goal Attainment for 2003: 83.4 percent

Social Services, Department of (Chesterfield County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	5	2		20	11		38									2				2			
	%	13.2	5.3		52.6	28.9		100	1.9	44.6	22.2	No	No	No				100			100	Yes	Yes	Yes
E5	#				4	1		5											1	1				
	%				80	20		100	0.6	47	2.5	0.6*	No	No					100	100	0*	Yes	Yes	
E6	#				2	1		3																
	%				66.7	33.3		100	0.4	78.4	1.3	0.4*	11.7*	No								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 2001: 99.8 percent
 Level of Goal Attainment for 2002: 97.5 percent
 Level of Goal Attainment for 2003: 97.9 percent

Social Services, Department of (Clarendon County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	1	2		10	16	1	30																	
	%	3.3	6.7		33.3	53.3	3.3	100	3.1	22.8	40.1	No	No	No		1		2	2		5	Yes	Yes	Yes	
E5	#				2			2																	
	%				100			100	0.8	4	24.6	0.8*	4*	No								0*	0*	Yes	
E6	#				2	3		5																	
	%				40	60		100	0.8	11.8	59.8	0.8*	No	No								0*	Yes	Yes	
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 95.8 percent
 Level of Goal Attainment for 2002: 97.7 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Colleton County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	1	2	14	16		33										1	2		3			
	%	3	6.1	42.4	48.5		100	2	38.4	41.1	No	No	No				33.3	66.7		100	Yes	Yes	Yes
E5	#			1	2		3																
	%			33.3	66.7		100	8.4	53.7	26.9	8.4*	20.4*	No								0*	62*	Yes
E6	#			5	1		6																
	%			83.3	16.7		100	18	29.3	22.5	18	No	5.8*								0	Yes	74.2*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 90.9 percent
 Level of Goal Attainment for 2002: 74.5 percent
 Level of Goal Attainment for 2003: 79.5 percent

Social Services, Department of (Darlington County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
E1 and E2 Combined	#	7	5		21	18		51																		
	%	13.7	9.8		41.2	35.3		100	12.7	35.7	32.8	2.9	No	No											77.2	Yes
E5	#				3	3		6																		
	%				50	50		100	0.2	55.4	28.6	0.2*	5.4*	No											0*	90.3*
E6	#	1			6	3		10																		
	%	10			60	30		100	0	53.8	21.2	0*	No	No											0*	Yes
	#																									
	%																									
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2001: 86.3 percent
 Level of Goal Attainment for 2002: 94.7 percent
 Level of Goal Attainment for 2003: 95.4 percent

Social Services, Department of (Dillon County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	2	1		16	11		30									3	1		4			
	%	6.7	3.3		53.3	36.7		100	4.9	43.3	23.3	1.6*	No	No			75	25		100	67.3*	Yes	Yes
E5	#			2	3		5																
	%			40	60		100	42	24.1	18.5	42	No	No								0	Yes	Yes
E6	#			3	3		6									2			2				
	%			50	50		100	0	51.2	21.2	0*	1.2*	No			100			100	0*	97.7*	Yes	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.5 percent
 Level of Goal Attainment for 2002: 82.7 percent
 Level of Goal Attainment for 2003: 83.1 percent

Social Services, Department of (Dorchester County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	2		8	28		38										1			1			
	%	5.3		21.1	73.7		100	7.1	36.9	24.7	1.8*	15.8	No				100			100	74.6*	57.2	Yes
E5	#			1	4		5																
	%			20	80		100	0	13.3	2.1	0*	No	No								0*	Yes	Yes
E6	#			3	5		8										1		1				
	%			37.5	62.5		100	12.6	54.7	1.1	12.6	17.2	No				100		100		0	68.6	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 72.4 percent
 Level of Goal Attainment for 2002: 68.4 percent
 Level of Goal Attainment for 2003: 75.1 percent

Social Services, Department of (Edgefield County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	1		6	7		14																	
	%	7.1		42.9	50		100	8	47.2	25.5	0.9*	4.3*	No								88.8*	90.9*	Yes	
E5	#				1		1																	
	%				100		100	1.1	3.4	3.9	1.1*	3.4*	No								0*	0*	Yes	
E6	#			1	2		3																	
	%			33.3	66.7		100	0.4	51.5	1.3	0.4*	18.2*	No								0*	64.7*	Yes	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 97.6 percent
Level of Goal Attainment for 2002: 85.4 percent
Level of Goal Attainment for 2003: 90.7 percent

Social Services, Department of (Fairfield County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	4	1		4	8		17																
	%	23.5	5.9		23.5	47.1		100																
E5	#				2			2																
	%				100			100																
E6	#			2	2			4																
	%			50	50			100																
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 90.8 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Florence County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	2	8		12	51		73										2		2			
	%	2.7	11		16.4	69.9		100	6.7	40.3	29.6	No	23.9	No				100		100	Yes	40.7	Yes
E5	#			3	3		6																
	%			50	50		100	1.4	29.4	26.6	1.4*	No	No								0*	Yes	Yes
E6	#			15	3		18																
	%			83.3	16.7		100	5.5	45.4	16.2	5.5*	No	No								0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.4 percent
 Level of Goal Attainment for 2002: 78.9 percent
 Level of Goal Attainment for 2003: 91.5 percent

Social Services, Department of (Georgetown County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	7		5	16	2	30											1	1	2			
	%	23.3		16.7	53.3	6.7	100	4.1	21.5	33.9	4.1	4.8	No					50	50	100	0	77.7	Yes
E5	#			2	3		5											1		1			
	%			40	60		100	0	33.2	45	0*	No	No					100		100	0*	Yes	Yes
E6	#			4	1		5																
	%			80	20		100	0.4	65	1.3	0.4*	No	No								0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 96.7 percent
 Level of Goal Attainment for 2002: 85.7 percent
 Level of Goal Attainment for 2003: 82.5 percent

Social Services, Department of (Greenville County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	17	9	2	63	51	1	143						2	1		5	4		12			
	%	11.9	6.3	1.4	44.1	35.7	0.7	100	7.1	40.5	18.9	0.8	No	No	16.7	8.3		41.7	33.3		100	88.7	Yes
E5	#	1			7	4		12						1			1			2			
	%	8.3			58.3	33.3		100	2.1	68.9	5.1	2.1*	10.6	No	50			50		100	0*	84.6	Yes
E6	#			18	5	1	24										3	2		5			
	%			75	20.8	4.2	100	4.4	59.6	7.1	4.4	No	No				60	40		100	0	Yes	Yes
E8	#	1					1																
	%	100					100	8.9	29.3	13.8	8.9*	29.3*	13.8*								0*	0*	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 86.2 percent
Level of Goal Attainment for 2002: 83.2 percent
Level of Goal Attainment for 2003: 84.2 percent

Social Services, Department of (Greenwood County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	1	3		13	10		27						1			1			2			
	%	3.7	11.1		48.1	37		100	9.3	31.7	33.9	No	No	No	50			50			100	Yes	Yes
E5	#				1		1																
	%				100		100	0	26.2	2.1	0*	26.2*	No								0*	0*	Yes
E6	#			4	2		6										2			2			
	%			66.7	33.3		100	0	57.3	11.5	0*	No	No				100			100	0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 96 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Hampton County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	2	1		1	11		15																
	%	13.3	6.7		6.7	73.3		100		4.2	44.2	37.7	No	37.5	No							Yes	15.2	Yes
E5	#			1	2		3																	
	%			33.3	66.7		100		0	25.5	62.5	0*	No	No							0*	Yes	Yes	
E6	#			1	2		3																	
	%			33.3	66.7		100		0.4	5.3	82.2	0.4*	No	15.5*							0*	Yes	81.1*	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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 2001: 88.9 percent
 Level of Goal Attainment for 2002: 85.2 percent
 Level of Goal Attainment for 2003: 85.2 percent

Social Services, Department of (Horry County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	10	5		35	24		74						1			8	6		15			
	%	13.5	6.8		47.3	32.4		100	9.3	44	14.6	2.5	No	No	6.7			53.3	40		100	73.1	Yes
E5	#			3	3		6										1	1		2			
	%			50	50		100	0	34.3	40.6	0*	No	No				50	50		100	0*	Yes	Yes
E6	#			8	1		9										3	1		4			
	%			88.9	11.1		100	0	58.4	4.1	0*	No	No				75	25		100	0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 83.6 percent
 Level of Goal Attainment for 2002: 95.6 percent
 Level of Goal Attainment for 2003: 96.2 percent

Social Services, Department of (Jasper County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	2	1		2	12		17																
	%	11.8	5.9		11.8	70.6		100		2.4	34.6	42.4	No	22.8	No							Yes	34.1	Yes
E5	#				3		3																	
	%				100		100		3	19.1	67.5	3*	19.1*	No								0*	0*	Yes
E6	#			1	1		2																	
	%			50	50		100		2.4	15.2	62.6	2.4*	No	12.6*								0*	Yes	79.9*
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 86.3 percent
 Level of Goal Attainment for 2002: 88.3 percent
 Level of Goal Attainment for 2003: 85.7 percent

Social Services, Department of (Kershaw County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#			14	7		21							1						1			
	%			66.7	33.3		100	1.8	35.3	16.5	1.8*	No	No	100						100	0*	Yes	Yes
E5	#			1	1		2											1	1				
	%			50	50		100	0	77.1	4.4	0*	27.1*	No					100	100	0*	64.9	Yes	
E6	#			2	1		3																
	%			66.7	33.3		100	0	45.7	11.8	0*	No	No								0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 90.9 percent
 Level of Goal Attainment for 2002: 94.2 percent
 Level of Goal Attainment for 2003: 94.2 percent

Social Services, Department of (Lancaster County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	3	2		13	12		30						1			3	3		7			
	%	10	6.7		43.3	40		100	0.8	31.8	24.5	No	No	No	14.3			42.9	42.9		100	Yes	Yes
E5	#			2	4		6																
	%			33.3	66.7		100	0.7	35.1	1	0.7*	1.8*	No									0*	94.9
E6	#			5			5											1		1			
	%			100			100	0	40.6	3.7	0*	No	3.7*				100		100		0*	Yes	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 99.1 percent
 Level of Goal Attainment for 2002: 99.2 percent
 Level of Goal Attainment for 2003: 99.2 percent

Social Services, Department of (Laurens County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	5			13	10		28										1	1		2			
	%	17.9			46.4	35.7		100	6.6	35.7	23.3	6.6	No	No				50	50		100	0	Yes	Yes
E5	#					1		1																
	%					100		100	0	38.8	2.8	0*	0*	No								0*	0*	Yes
E6	#				3	2		5										1	1		2			
	%				60	40		100	0	40.6	3.7	0*	No	No				50	50		100	0*	Yes	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 78.8 percent
 Level of Goal Attainment for 2002: 85.7 percent
 Level of Goal Attainment for 2003: 83.3 percent

Social Services, Department of (Lee County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	3			9	7		19									3				3			
	%	15.8			47.4	36.8		100	2.3	12	61.9	2.3*	No	25.1				100			100	0*	Yes	59.5
E5	#				3	1		4																
	%				75	25		100	0	37.8	36	0*	No	11								0*	Yes	69.4
E6	#				3	1		4																
	%				75	25		100	0.4	55.4	1.3	0.4*	No	No								0*	Yes	Yes
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 92 percent
 Level of Goal Attainment for 2002: 94.7 percent
 Level of Goal Attainment for 2003: 88.2 percent

Social Services, Department of (Lexington County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	8	2		36	16		62									5			5			
	%	12.9	3.2		58.1	25.8		100	11.4	31	24	8.2	No	No			100			100	28.1	Yes	Yes
E5	#			2	2		4																
	%			50	50		100	28.4	48	5	28.4	No	No								0	Yes	Yes
E6	#			10	2		12									3			3				
	%			83.3	16.7		100	2.1	50.2	16.9	2.1*	No	0.2*			100			100	0*	Yes	98.8*	
E8	#		1				1																
	%		100				100	26.1	0.1	0.3	No	0.1*	0.3*							Yes	0*	0*	
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 75.4 percent
 Level of Goal Attainment for 2002: 80.5 percent
 Level of Goal Attainment for 2003: 80.8 percent

Social Services, Department of (Marion County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	6	1		27	15		49						1						1			
	%	12.2	2		55.1	30.6		100	16.8	33.4	27.2	14.8	No	No	100						100	11.9	Yes
E5	#			2	2	1		5										1	1	2			
	%			40	40	20		100	54	30.3	5	54	No	No				50	50	100	0	Yes	Yes
E6	#			7	1			8										1		1			
	%			87.5	12.5			100	0	65	25	0*	No	12.5				100		100	0*	Yes	50
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 75.8 percent
 Level of Goal Attainment for 2002: 69.6 percent
 Level of Goal Attainment for 2003: 70.2 percent

Social Services, Department of (Marlboro County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	2	3		6	18		29																
	%	6.9	10.3		20.7	62.1		100																
E5	#			2	2		4																	
	%			50	50		100																	
E6	#			2	3		5																	
	%			40	60		100																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 92.1 percent
 Level of Goal Attainment for 2002: 90.6 percent
 Level of Goal Attainment for 2003: 91 percent

Social Services, Department of (McCormick County)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#			4	4		8										2			2			
	%			50	50		100	5.5	36.1	8.6	5.5*	No	No				100			100	0*	Yes	Yes
E5	#				1		1																
	%				100		100	0	30	60	0*	30*	No								0*	0*	Yes
E6	#			1			1																
	%			100			100	0.4	86.2	1.3	0.4*	No	1.3*								0*	Yes	0*
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 88.2 percent
 Level of Goal Attainment for 2002: 91.6 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Newberry County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	1		10	9		20										1			1			
	%	5		50	45		100	1.7	32.9	13	1.7*	No	No				100			100	0*	Yes	Yes
E5	#				2		2																
	%				100		100	0.7	42.2	2.6	0.7*	42.2*	No								0*	0*	Yes
E6	#			4			4																
	%			100			100	0.4	81	1.3	0.4*	No	1.3*								0*	Yes	0*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 95.5 percent
 Level of Goal Attainment for 2002: 90.6 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Oconee County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	4		23	4		31							1			8			9			
	%	12.9		74.2	12.9		100	0.5	60.3	16.1	0.5*	No	3.2*	11.1			88.9			100	0*	Yes	80.1*
E5	#			1	1		2																
	%			50	50		100	0.7	41.2	2.4	0.7*	No	No								0*	Yes	Yes
E6	#			8			8									1			1				
	%			100			100	0.4	70.5	1.3	0.4*	No	1.3*			100			100	0*	Yes	0*	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 90.3 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 96 percent

Social Services, Department of (Orangeburg County)

1	2							3			4			5							6			
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	1	8		4	59		72							1						1			
	%	1.4	11.1		5.6	81.9		100	8.1	23.5	46.8	No	17.9	No	100						100	Yes	23.8	Yes
E5	#				6		6																	
	%				100		100	0.2	12	76.5	0.2*	12*	No									0*	0*	Yes
E6	#			3	7		10																	
	%			30	70		100	2.4	45	35.5	2.4*	15	No									0*	66.7	Yes
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 80.9 percent
Level of Goal Attainment for 2002: 83.3 percent
Level of Goal Attainment for 2003: 81.8 percent

Social Services, Department of (Pickens County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	1		22	6		29									4	2		6				
	%	3.4		75.9	20.7		100	1.7	61	4.6	1.7*	No	No			66.7	33.3		100	0*	Yes	Yes	
E5	#															1	1		2				
	%															50	50		100				
E6	#			5			5									1			1				
	%			100			100	2.2	61	5.8	2.2*	No	5.8*			100			100	0*	Yes	0*	
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 100 percent
 Level of Goal Attainment for 2002: 100 percent
 Level of Goal Attainment for 2003: 100 percent

Social Services, Department of (Richland County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	5	25		11	117	2	160						1				7			8			
	%	3.1	15.6		6.9	73.1	1.3	100	7.5	31.2	14.1	No	24.3	No	14.3				87.5		100	Yes	22.1	Yes
E5	#		1		2	10		13									1	1		2				
	%		7.7		15.4	76.9		100	7	57.3	13.3	No	41.9	No			50	50		100	Yes	26.9	Yes	
E6	#	2	2		4	27		35									1		1					
	%	5.7	5.7		11.4	77.1		100	3.2	48.8	17.4	No	37.4	No			100		100		100	Yes	23.4	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 73.3 percent
 Level of Goal Attainment for 2002: 72.5 percent
 Level of Goal Attainment for 2003: 74.7 percent

Social Services, Department of (Saluda County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
E1 and E2 Combined	#	2	1		4	6		13																	
	%	15.4	7.7		30.8	46.2		100		2	23.3	21.8	No	No	No									Yes	Yes
E5	#			1	3		4										1			1					
	%			25	75		100		0.8	85.1	3.1	0.8*	60.1	No			100			100				0*	29.4
E6	#			1			1																		
	%			100			100		0.4	86.2	1.3	0.4*	No	1.3*										0*	Yes
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 88.3 percent
Level of Goal Attainment for 2002: 79.7 percent
Level of Goal Attainment for 2003: 88.2 percent

Social Services, Department of (Spartanburg County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	12	4		54	33	1	104																
	%	11.5	3.8		51.9	31.7	1	100	8.1	40.9	20.2	4.3	No	No										
E5	#			5	10			15										1		1				
	%			33.3	66.7			100	0.5	70.5	2.4	0.5*	37.2	No				100		100	0*	47.2	Yes	Yes
E6	#			11	5			16																
	%			68.8	31.3			100	2.8	60	6.5	2.8*	No	No							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 2001: 83.3 percent
 Level of Goal Attainment for 2002: 84.1 percent
 Level of Goal Attainment for 2003: 84.9 percent

Social Services, Department of (Sumter County)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	7	5		20	46		78										1		1				
	%	9	6.4		25.6	59		100	9.9	26.6	34.5	3.5	1*	No				100		100	64.6	96.2	Yes	
E5	#			2	5		7																	
	%			28.6	71.4		100	1	56.8	29.8	1*	28.2	No								0*	50.4	Yes	
E6	#			8	4		12											1		1				
	%			66.7	33.3		100	2.8	57.4	24	2.8*	No	No					100		100	0*	Yes	Yes	
E8	#		1				1																	
	%		100				100	1.4	0.1	0	No	0.1*	0*								Yes	0*	0*	
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 85.7 percent
 Level of Goal Attainment for 2002: 89.8 percent
 Level of Goal Attainment for 2003: 88.9 percent

Social Services, Department of (Union County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	1		14	1		16										2			2			
	%	6.3		87.5	6.3		100	13.7	27.2	14.4	13.7	No	8.1				100			100	0	Yes	43.8
E5	#			2	3		5																
	%			40	60		100	0	15.3	0.9	0*	No	No								0*	Yes	Yes
E6	#			1	1		2											2	2				
	%			50	50		100	6.4	47.1	9.6	6.4*	No	No					100	100		0*	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 76.4 percent
 Level of Goal Attainment for 2002: 77.7 percent
 Level of Goal Attainment for 2003: 77.7 percent

Social Services, Department of (Williamsburg County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1 and E2 Combined	#	3	2		3	19		27				5.2	10.4	No											
	%	11.1	7.4		11.1	70.4		100	12.6	21.5	41.1											58.7	51.6	Yes	
E5	#				1			1				0*	No	64.1*											
	%				100			100	0	25.5	64.1											0*	Yes	0*	
E6	#				6	1		7				0*	No	22.5											
	%				85.7	14.3		100	0	53.1	36.8											0*	Yes	38.9	
	#																								
	%																								
	#																								
	%																								
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 94 percent
 Level of Goal Attainment for 2002: 87.5 percent
 Level of Goal Attainment for 2003: 74.9 percent

Social Services, Department of (York County)

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2 Combined	#	4	3		23	27		57							2	1		6	9		18			
	%	7	5.3		40.4	47.4		100	4.4	38.3	30.5	No	No	No	11.1	5.6		33.3	50		100	Yes	Yes	Yes
E5	#				3			3																
	%				100			100	5.5	68.3	1.7	5.5*	No	1.7*								0*	Yes	0*
E6	#				6	5		11																
	%				54.5	45.5		100	7.3	68.3	1.3	7.3*	No	No								0*	Yes	Yes
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 81.9 percent
Level of Goal Attainment for 2002: 83.4 percent
Level of Goal Attainment for 2003: 100 percent

South Carolina Education Lottery

Agency Director: Ernie Passailaigue

EEO Officer: Ernestine Middleton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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	3		4	1	1	17						1						1			
	%	47.1	17.6		23.5	5.9	5.9	100	5.1	30.7	6.1	No	7.2	0.2*	100					100	Yes	76.5	96.7*
E2	#	26	9		18	16	1	70						4			3	2	2	11			
	%	37.1	12.9		25.7	22.9	1.4	100	3.4	30.6	5	No	4.9	No	36.4			27.3	18.2	18.2	100	Yes	84
E3	#	6	5	1	1	3		16						3	1		1			5			
	%	37.5	31.3	6.3	6.3	18.8		100	4.3	36.6	6.6	No	30.3	No	60	20		20		100	Yes	17.2	Yes
E5	#	2	2		13	9		26						1	1		4	2		8			
	%	7.7	7.7		50	34.6		100	4.8	44.4	12.6	No	No	No	12.5	12.5		50	25	100	Yes	Yes	Yes
E6	#	1	2		4	3		10									2	2		4			
	%	10	20		40	30		100	1.1	63.9	14.4	No	23.9	No			50	50	100	100	Yes	62.6	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: n/a
 Level of Goal Attainment for 2002: 92.5 percent
 Level of Goal Attainment for 2003: 89.1 percent

South Carolina State University (Page 1 of 2)

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

EEO Officer: Anna D. Haigler

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY				
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
C1 and E1 Combined	#		12			3		15																	
	%		80			20		100	22.7	22.7	27	No	22.7	7							100	100	100	Yes	0
C2	#	1	11	1		11		24						2				1		3					
	%	4.2	45.8	4.2		45.8		100	8.9	29.9	7.6	No	22.9	No				33.3		100	66.7			Yes	0
C3	#	14	14	11	3	5		47																	
	%	29.8	29.8	23.4	6.4	10.6		100	18.8	17.3	13.5	No	10.9	2.9										Yes	37
C4	#	12	18	2	6	16	1	55						1			1		2						
	%	21.8	32.7	3.6	10.9	29.1	1.8	100	12.7	22.9	25.5	No	12	No			50		100	50				Yes	47.6
C5	#	3	19	5	6	38	2	73								1		1	2						
	%	4.1	26	6.8	8.2	52.1	2.7	100	12	28	13.6	No	19.8	No		50		50	100				Yes	29.3	Yes
C6	#	6	8	1	5	12		32						2			1		3						
	%	18.8	25	3.1	15.6	37.5		100	3.2	37.9	4.6	No	22.3	No	66.7		33.3		100	66.7			Yes	41.2	Yes
C7	#		5		2	11	1	19																	
	%		26.3		10.5	57.9	5.3	100	23.8	27.5	27.5	No	17	No									Yes	38.2	Yes
C8	#	5	10		2	4		21							1		1	1	3						
	%	23.8	47.6		9.5	19		100	4.3	18	3.3	No	8.5	No	33.3		33.3	33.3	100	33.3			Yes	52.8	Yes
C9	#	2	13			6		21							3				3						
	%	9.5	61.9			28.6		100	6.3	21.1	2	No	21.1	No	100				100	100			Yes	0	Yes

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

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

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

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

South Carolina State University (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E2	#	1	29	1	3	69		103							1			3		4			
	%	1	28.2	1	2.9	67		100	18.9	23	30	No	20.1	No	25			75		100	Yes	12.6	Yes
E3	#	1	10			15		26										2		2			
	%	3.8	38.5			57.7		100	16.1	15.4	18.6	No	15.4	No				100		100	Yes	0	Yes
E4	#	1	15			7		23						1						1			
	%	4.3	65.2			30.4		100	36.6	5.1	13.3	No	5.1	No	100					100	Yes	0	Yes
E5	#	1	2		1	26	1	31										1		1			
	%	3.2	6.5		3.2	83.9	3.2	100	6.6	25.3	50.3	0.1*	22.1	No				100		100	98.5*	12.6	Yes
E6	#	1	3		5	79		88										4		4			
	%	1.1	3.4		5.7	89.8		100	5.2	58	20.9	1.8	52.3	No				100		100	65.4	9.8	Yes
E7	#	3	18	1		4		26						3	1					4			
	%	11.5	69.2	3.8		15.4		100	48.7	4.9	1	No	4.9	No	75	25				100	Yes	0	Yes
E8	#		38			37		75						1				1		2			
	%		50.7			49.3		100	29.7	11.2	31	No	11.2	No	50			50		100	Yes	0	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 71.6 percent
 Level of Goal Attainment for 2002: 70.5 percent
 Level of Goal Attainment for 2003: 70.8 percent

State Board for Technical and Comprehensive Education

Agency Director: Dr. James L. Hudgins

EEO Officer: Kandy Peacock

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	2			1		3							1						1			
	%	66.7			33.3		100	6.1	31.5	11.5	6.1*	No	11.5*	100						100	0*	Yes	0*
E2	#	28	7	1	11	6	53							1		1	1			3			
	%	52.8	13.2	1.9	20.8	11.3	100	5.4	36	9.2	No	15.2	No	33.3		33.3	33.3			100	Yes	57.8	Yes
E3 and E5 Combined	#	5	2		16	4	27							2	1		2	1		6			
	%	18.5	7.4		59.3	14.8	100	2.3	56.4	8.9	No	No	No	33.3	16.7		33.3	16.7		100	Yes	Yes	Yes
E6	#	1	1		5	3	10																
	%	10	10		50	30	100	3.5	63.1	15.5	No	13.1	No								Yes	79.2	Yes
E7	#	3	4				7																
	%	42.9	57.1				100	15.9	8	2	No	8*	2*								Yes	0*	0*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 92.2 percent
 Level of Goal Attainment for 2002: 92.7 percent
 Level of Goal Attainment for 2003: 94.3 percent

Aiken Technical College

Agency Director: Susan A. Graham

EEO Officer: Lee Powell

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶					
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF	BF
T1 and T2 Combined	#	2	1		2		5				BM	WF	BF	BM	WF	BF										
	%	40	20		40		100	4	32.3	12.4	No	No	12.4*											Yes	Yes	0*
T3 and T4 Combined	#	32	2	3	15	4	56				BM	WF	BF	BM	WF	BF	3				1		4			
	%	57.1	3.6	5.4	26.8	7.1	100	2.8	27.4	1.5	No	0.6*	No				75				25		100	Yes	97.8*	Yes
E2 and E3 Combined	#	8	1		20	6	35				BM	WF	BF	BM	WF	BF										
	%	22.9	2.9		57.1	17.1	100	5.4	43.6	10.5	2.5*	No	No											53.7*	Yes	Yes
E5 and E6 Combined	#	2	1		14	9	26				BM	WF	BF	BM	WF	BF				5			5			
	%	7.7	3.8		53.8	34.6	100	3.8	59.4	10.8	No	5.6	No							100			100	Yes	90.6	Yes
E4, E7 and E8 Combined	#	5	2		1		8				BM	WF	BF	BM	WF	BF	1				1		2			
	%	62.5	25		12.5		100	15.1	9.2	9.9	N	9.2*	No				50				50		100	Yes	0*	Yes
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2001: 89.8 percent
 Level of Goal Attainment for 2002: 94.8 percent
 Level of Goal Attainment for 2003: 95.5 percent

Central Carolina Technical College

Agency Director: Dr. Kay R. Raffield

EEO Officer: RONALDA STOVER

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2 Combined	# 2			2			4				6*	No	14.3*								0*	Yes	0*
	% 50			50			100	6	28.6	14.3													
T3 and T4 Combined	# 38	2	1	46	6		93				No	No	No	4	1		9			14	Yes	Yes	Yes
	% 40.9	2.2	1.1	49.5	6.5		100	1.7	36.1	5.5				28.6	7.1		64.3			100			
T5 and E2 Combined	# 5	3	1	18	10		37				0.6*	No	No		1					1	93.1*	Yes	Yes
	% 13.5	8.1	2.7	48.6	27		100	8.7	32.6	17.4					100					100			
E3, E4 and E5 Combined	# 3	4		14	4		25				No	No	No	1			1			2	Yes	Yes	Yes
	% 12	16		56	16		100	5.5	42.8	10.6				50			50			100			
E6	# 1			16	8		25				3.1*	6	No				3			3	0*	91.4	Yes
	% 4			64	32		100	3.1	70	13.1							100			100			
E7 and E8 Combined	# 4	3			1		8				No	7.6*	No	1						1	Yes	0*	Yes
	% 50	37.5			12.5		100	14.7	7.6	0.5				100						100			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 86.4 percent
 Level of Goal Attainment for 2002: 87.9 percent
 Level of Goal Attainment for 2003: 98.9 percent

Denmark Technical College

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

EEO Officer: Tonya Toomer

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % ³ (Qualified Labor Pool)			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶			
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
T1 and T2 Combined	#	2		1	1		4				No	11.4*	No					1		1	Yes	68.7*	Yes	
	%	50		25	25		100	8.2	36.4	17.1								100		100				
T3 and T4 Combined	#	4	10	4	2	16	36				No	31.2	No		1	1	1	1		4	Yes	15.2	Yes	
	%	11.1	27.8	11.1	5.6	44.4	100	3.2	36.8	3.1					25	25	25	25		100				
T5 and E2 Combined	#	2	3		3	15	2	25			No	18	No	1				2	1		4	Yes	40	Yes
	%	8	12		12	60	8	100	4.5	30	32.2			25				50	25		100			
E3, E5 and E6 Combined	#	1	1		4	19		25			No	44.7	No	1	1				5		7	Yes	26.4	Yes
	%	4	4		16	76		100	1.9	60.7	16.4			14.3	14.3				71.4		100			
E4, E7 and E8 Combined	#		8			3		11			No	7.4*	No		1					1	Yes	0*	Yes	
	%		72.7			27.3		100	35	7.4	15.5				100					100				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2001: 81.5 percent
 Level of Goal Attainment for 2002: 80.9 percent
 Level of Goal Attainment for 2003: 82.2 percent

Florence-Darlington Technical College

Agency Director: Charles W. Gould

EEO Officer: Jeanne Deschenes

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶					
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
T1 and T2 Combined	#	4	1		2		7							1	1		1			3				Yes	16.3*	0*
	%	57.1	14.3		28.6		100	4.8	37.5	13	No	8.9*	13*	33.3	33.3		33.3			100						
T3 and T4 Combined	#	44	3	4	48	7	3	109									2			1	3			75.7	Yes	Yes
	%	40.4	2.8	3.7	44	6.4	2.8	100	3.7	39.8	5.3	0.9	No	No			66.7			33.3	100					
E2	#	13	3		32	16		64						2	1		4	2		9				69.1	Yes	Yes
	%	20.3	4.7		50	25		100	6.8	35.8	18.3	2.1	No	No	22.2	11.1		44.4	22.2		100					
E5 and E6 Combined	#		4		20	16	1	41									1	1		2				Yes	69.6	Yes
	%		9.8		48.8	39	2.4	100	1.8	70.1	12.6	No	21.3	No			50	50		100						
E3, E7 and E8 Combined	#	10	7		4	1		22																Yes	96.8	Yes
	%	45.5	31.8		18.2	4.5		100	11	18.8	3.6	No	0.6*	No												
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2001: 95.7 percent
 Level of Goal Attainment for 2002: 92.5 percent
 Level of Goal Attainment for 2003: 87.7 percent

Greenville Technical College

Agency Director: Thomas E. Barton, Jr.

EEO Officer: Helen M. Clarkson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1, T1 and T2 Combined	#	12			11			23						4			2			6			
	%	52.2			47.8			100	2.9	37.2	9.4	2.9*	No	9.4	66.7			33.3		100	0*	Yes	0
T3 and T4 Combined	#	115	5	4	144	15	4	287						18			19	1		38			
	%	40.1	1.7	1.4	50.2	5.2	1.4	100	1.9	42.6	3.2	0.2*	No	No	47.4			50	2.6	100	89.5*	Yes	Yes
T5 and E2 Combined	#	27	8	2	71	26		134						6	2	1	16	6		31			
	%	20.1	6	1.5	53	19.4		100	3.9	41.1	9.2	No	No	No	19.4	6.5	3.2	51.6	19.4	100	Yes	Yes	Yes
E3, E4 and E5 Combined	#	21	1		50	12	1	85						1			17	1		19			
	%	24.7	1.2		58.8	14.1	1.2	100	3.4	48.5	6.4	2.2	No	No	5.3			89.5	5.3	100	35.3	Yes	Yes
E6	#		1		43	8		52									4	1		5			
	%		1.9		82.7	15.4		100	1	82.5	5.6	No	No	No			80	20		100	Yes	Yes	Yes
E7 and E8 Combined	#	33	6	1	6	6		52						5	1					6			
	%	63.5	11.5	1.9	11.5	11.5		100	11.4	12.9	6.3	No	1.4*	No	83.3	16.7				100	Yes	89.1*	Yes
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 90.3 percent
 Level of Goal Attainment for 2002: 89.8 percent
 Level of Goal Attainment for 2003: 89.1 percent

Horry Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Judy Hardee

EEO CATEGORY ¹	ACTUAL WORKFORCE ON 9/30/03 ²							ADJUSTED AVAILABILITY % (Qualified Labor Pool) ³			UNDERUTILIZATION ⁴			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 ⁵							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY ⁶					
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF			
T1 and T2 Combined	#	7		2			9				2.1*	26.1	8.8*											0*	46	0*
	%	77.8		22.2			100																			
T3 and T4 Combined	#	51	4	55	2	4	116				No	No	No	2				10				12				
	%	44	3.4	47.4	1.7	3.4	100							16.7				83.3				100	Yes	Yes	Yes	
T5 and E2 Combined	#	9	8	15	11		43				No	11.5	No	1	1			2	3			7	Yes	75.2	Yes	
	%	20.9	18.6	34.9	25.6		100							14.3	14.3			28.6	42.9			100	Yes		Yes	
E3 and E5 Combined	#	8	1	25	5		39				No	No	No	1				1	1			3	Yes	Yes	Yes	
	%	20.5	2.6	64.1	12.8		100							33.3				33.3	33.3			100	Yes	Yes	Yes	
E6	#		1	24	6		31				No	No	No					3	1			4				
	%		3.2	77.4	19.4		100											75	25			100	Yes	Yes	Yes	
E7 and E8 Combined	#	17	5	11	2		35				6.7	No	8.9	2	2			2				6				
	%	48.6	14.3	31.4	5.7		100							33.3	33.3			33.3				100	68.1	Yes	39	
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2001: 91.5 percent
 Level of Goal Attainment for 2002: 87.4 percent
 Level of Goal Attainment for 2003: 89.3 percent

Orangeburg-Calhoun Technical College

Agency Director: Dr. Anne S. Crook

EEO Officer: Tyronne Russell

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2 Combined	#	1		5			6				No	No	23.5								Yes	Yes	0
	%	16.7		83.3			100	7.6	27.4	23.5													
T3 and T4 Combined	#	24	5	1	38	11	79							2			3	3		8			
	%	30.4	6.3	1.3	48.1	13.9	100	9.5	21.6	14.1	3.2	No	0.2*		25		37.5	37.5		100	66.3	Yes	98.6
T5 and E2 Combined	#	7	3		14	3	27										2			2			
	%	25.9	11.1		51.9	11.1	100	13.7	32	24.5	2.6*	No	13.4				100			100	81	Yes	45.3
E3, E4 and E5 Combined	#	5	5		10	8	28							2			1			3			
	%	17.9	17.9		35.7	28.6	100	11	33.6	12.9	No	No	No	66.7			33.3			100	Yes	Yes	Yes
E6	#				13	4	17										3	1		4			
	%				76.5	23.5	100	1	60.4	23	1*	No	No				75	25		100	0*	Yes	Yes
E7 and E8 Combined	#	6	9		2	4	21														Yes	Yes	86.4
	%	28.6	42.9		9.5	19	100	32.6	9.4	22	No	No	3*										
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.7 percent
 Level of Goal Attainment for 2002: 83.5 percent
 Level of Goal Attainment for 2003: 86.9 percent

Piedmont Technical College

Agency Director: Lex D. Walters, President
EEO Officer: James R. Smith

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % 3 (Qualified Labor Pool)			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6								
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF						
T1 and T2 Combined	#	1		2			3				0.8*	No	4.4*													0*	Yes	0*	
	%	33.3		66.7			100																						
T3 and T4 Combined	#	40	3	3	52	6	1	105				No	No	No	1			3	1				5				Yes	Yes	Yes
	%	38.1	2.9	2.9	49.5	5.7	1	100	2.8	26.3	3.1				20			60	20				100			Yes	Yes	Yes	
T5 and E2 Combined	#	16	2		35	10		63				0.3*	No	No	1			6	4				11				91.4*	Yes	Yes
	%	25.4	3.2		55.6	15.9		100	3.5	49.1	7.2				9.1			54.5	36.4				100			Yes	Yes	Yes	
E3, E4 and E5 Combined	#	13	2		18	5		38				No	7.2	No	3				1				4				Yes	86.8	Yes
	%	34.2	5.3		47.4	13.2		100	3.2	54.6	5.9				75				25				100			Yes		Yes	
E6	#	1	1		20	14		36				No	18.4	No				1					1				Yes	75.1	Yes
	%	2.8	2.8		55.6	38.9		100	1.9	74	10.7							100					100			Yes		Yes	
E7	#	7	2		1	1		11				No	3.5*	No	1								1				Yes	72.2*	Yes
	%	63.6	18.2		9.1	9.1		100	17.3	12.6	2.6				100								100			Yes		Yes	
E8	#	1	3		1	2		7				No	No	No													Yes	Yes	Yes
	%	14.3	42.9		14.3	28.6		100	19.4	10.3	14.7															Yes	Yes	Yes	
	#																												
	%																												

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

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

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

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

Level of Goal Attainment for 2001: 98.1 percent
Level of Goal Attainment for 2002: 96 percent
Level of Goal Attainment for 2003: 96.1 percent

Tri-County Technical College

Agency Director: Ronnie L. Booth

EEO Officer: Sharon Colcolough

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % (Qualified Labor Pool) 3			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6				
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF		
T1 and T2 Combined	#	4	1		3			8						1					1				Yes	98.9*	0*
	%	50	12.5		37.5			100	1.7	37.9	4.7	No	0.4*	4.7*	100					100					
T3	#	13	2		11	3		29															Yes	Yes	Yes
	%	44.8	6.9		37.9	10.3		100	1.2	35.2	2.4	No	No	No											
T4	#	27	1	1	31	3	1	64							2				5		1	8			
	%	42.2	1.6	1.6	48.4	4.7	1.6	100	1.9	34.1	1.9	0.3*	No	No	25				62.5		12.5	100	84.2*	Yes	Yes
E2	#	18	4		40	11		73							1	1			5	5		12			
	%	24.7	5.5		54.8	15.1		100	2.1	52.9	3.7	No	No	No	8.3	8.3			41.7	41.7		100	Yes	Yes	Yes
E3 and E5 Combined	#	6	1		19	2		28											2			2			
	%	21.4	3.6		67.9	7.1		100	3.1	44	3.1	No	No	No					100			100	Yes	Yes	Yes
E6	#	1			36	7	2	46											9			9			
	%	2.2			78.3	15.2	4.3	100	1	82.2	3.2	1*	3.9	No					100			100	0*	95.3	Yes
E4, E7 and E8 Combined	#	9	2		2	1		14							2							2			
	%	64.3	14.3		14.3	7.1		100	4.8	22.5	2.1	No	8.2	No	100							100	Yes	63.6	Yes
	#																								
	%																								

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

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

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

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

Level of Goal Attainment for 2001: 97.5 percent
 Level of Goal Attainment for 2002: 97.8 percent
 Level of Goal Attainment for 2003: 96.9 percent

Transportation, South Carolina Department of

Agency Director: Elizabeth S. Mabry

EEO Officer: Paula Hollis

EEO CATEGORY 1	ACTUAL WORKFORCE ON 9/30/03 2							ADJUSTED AVAILABILITY % (Qualified Labor Pool) 3			UNDERUTILIZATION 4			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03 5							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY 6		
								BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	17			1		18																
	%	94.4			5.6		100	4.9	32.6	8.4	4.9*	27	8.4								0*	17.2	0
E2	#	97	16	5	133	64	1	316						7	2	1	11	4		25			
	%	30.7	5.1	1.6	42.1	20.2	0.3	100	5.4	34.5	9.3	0.3	No	No	28	8	4	44	16		100	94.4	Yes
E2 Engineers	#	580	67	15	60	12	3	737						59	7	3	14	3	1	87			
	%	78.7	9.1	2	8.1	1.6	0.4	100	4.3	5.9	1	No	No	No	67.8	8	3.5	16.1	3.5	1.1	100	Yes	Yes
E3, E4 and E5 Non-Engineers	#	93	14	4	82	37	2	232						2	2		5			9			
	%	40.1	6	1.7	35.3	15.9	0.9	100	5.4	37.7	6.8	No	2.4	No	22.2	22.2		55.6			100	Yes	93.6
E3 and E5 Combined	#	351	68	6	79	16		520						41	6	3	11	2		63			
	%	67.5	13.1	1.2	15.2	3.1		100	8	14.6	3.9	No	No	0.8	65.1	9.5	4.8	17.5	3.2		100	Yes	Yes
E6	#	1	1	1	92	65	1	161							2		4	2		8			
	%	0.6	0.6	0.6	57.1	40.4	0.6	100	3.9	60.3	15.2	3.3	3.2	No		25		50	25		100	15.4	94.7
E7	#	1334	1053	26	110	147	3	2673						200	161	6	23	20	1	411			
	%	49.9	39.4	1	4.1	5.5	0.1	100	18	3.8	1.7	No	No	No	48.7	39.2	1.5	5.6	4.9	0.2	100	Yes	Yes
E8	#	51	32	2	60	33	1	179						3	1	1	3	4		12			
	%	28.5	17.9	1.1	33.5	18.4	0.6	100	30.3	10	9	12.4	No	No	25	8.3	8.3	25	33.3		100	59.1	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 85.3 percent
 Level of Goal Attainment for 2002: 85.3 percent
 Level of Goal Attainment for 2003: 85 percent

Treasurer's Office, State

Agency Director: Grady L. Patterson, Sr.

EEO Officer: Christi M. Sowell

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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			6		13							1						1			
	%	46.2			46.2		100				1.9	35.9	3.1	100						100	0*	Yes	0*
E2	#	4	1		15	3	23										1		1				
	%	17.4	4.4		65.2	13	100				7.1	40.5	16.2				100		100	62*	Yes	80.2*	
E3	#	1	1		1	3	6																
	%	16.7	16.7		16.7	50	100				5.8	29.5	8.1								Yes	56.6*	Yes
E5	#	1	1		4	2	8																
	%	12.5	12.5		50	25	100				10.2	33.9	20.6								Yes	Yes	Yes
E6	#	1	1		1	2	5																
	%	20	20		20	40	100				1.4	56.9	18.7								Yes	35.1	Yes
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 94.3 percent
 Level of Goal Attainment for 2002: 94.4 percent
 Level of Goal Attainment for 2003: 87.2 percent

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Agency Director: Andrew A. Sorensen

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	12	1	2			15							1			1			2			
	%	80	6.7		13.3		100	3.4	36.6	5.1	No	23.3	5.1*	50			50			100	Yes	36.3	0*
C2	#	108	4	3	39	1	155							5	1		2			8			
	%	69.7	2.6	1.9	25.2	0.6	100	2.5	33.2	3.1	No	8	2.5	62.5	12.5		25			100	Yes	75.9	19.4
C3	#	371	10	21	85	5	494							13	2	1	8			24			
	%	75.1	2	4.3	17.2	1	100	2.5	31.2	2	0.5	14	1	54.2	8.3	4.2	33.3			100	80	55.1	50
C4	#	231	8	26	132	7	408							16		3	19	2		40			
	%	56.6	2	6.4	32.4	1.7	100	2.4	34.5	2.7	0.4	2.1	1	40		7.5	47.5	5		100	83.3	93.9	63
C5	#	158	12	32	129	17	367							25	2	9	28	5	1	70			
	%	43.1	3.3	8.7	35.1	4.6	100	2.4	35.1	2.6	No	No	No	35.7	2.9	12.9	40	7.1	1.4	100	Yes	Yes	Yes
C6	#	69	5	4	95	8	190							18	3	1	20	2	3	47			
	%	36.3	2.6	2.1	50	4.2	100	2.1	36.3	2.1	No	No	No	38.3	6.4	2.1	42.6	4.3	6.4	100	Yes	Yes	Yes
C7	#	25	1		18	1	45							4			2			6			
	%	55.6	2.2		40	2.2	100	2.3	39.8	2.8	0.1*	No	0.6*	66.7			33.3			100	95.7*	Yes	78.6
C826	#	24	1		49	1	77							3			6		1	10			
	%	31.2	1.3		63.6	1.3	100	1.4	63	5.6	0.1*	No	4.3	30			60		10	100	92.9*	Yes	23.2

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.

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1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C829	#	129	4	23	99	7	10	272							26	1	5	18	1	3	54			
	%	47.4	1.5	8.5	36.4	2.6	3.7	100	2	32.9	2.5	0.5	No	No	48.1	1.9	9.3	33.3	1.9	5.6	100	75	Yes	Yes
C927	#	69	18	1	25	6		119							4	7		7	1		19			
	%	58	15.1	0.8	21	5		100	6.3	21.8	1	No	0.8*	No	21.1	36.8		36.8	5.3		100	Yes	96.3*	Yes
C930	#	81	5	23	77	8	7	201							8		2	2	1		13			
	%	40.3	2.5	11.4	38.3	4	3.5	100	2.7	35	3.4	0.2*	No	No	61.5		15.4	15.4	7.7		100	92.6*	Yes	Yes
E22	#	97	6	4	84	6	3	200							8	1		4	1		14			
	%	48.5	3	2	42	3	1.5	100	4.1	30	4.4	1.1	No	1.4	57.1	7.1		28.6	7.1		100	73.2	Yes	68.2
E23	#	160	16	7	233	46	3	465							14	1		24	5		44			
	%	34.4	3.4	1.5	50.1	9.9	0.6	100	4.4	41.2	8.6	1	No	No	31.8	2.3		54.5	11.4		100	77.3	Yes	Yes
E24	#	37	1	1	36	9	1	85								1		4			5			
	%	43.5	1.2	1.2	42.4	10.6	1.2	100	4	45.8	9.8	2.8	3.4	No		20		80			100	30	92.6	Yes
E25	#	30	4	1	176	37	4	252							3			10	3		16			
	%	11.9	1.6	0.4	69.8	14.7	1.6	100	5.1	50.3	12.4	3.5	No	No	18.8			62.5	18.8		100	31.4	Yes	Yes
E26	#	65	21	4	229	58	3	380							6	4	2	34	6	1	53			
	%	17.1	5.5	1	60.3	15.3	0.8	100	6.6	39.6	17.9	1.1	No	2.6	11.3	7.5	3.8	64.2	11.3	1.9	100	83.3	Yes	85.5
E37	#	77	11	5	28	5	3	129							10	1	1	2	2	1	17			
	%	59.7	8.5	3.9	21.7	3.9	2.3	100	5.7	26.6	7	No	4.9	3.1	58.8	5.9	5.9	11.8	11.8	5.9	100	Yes	81.6	55.7

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.

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E38	#	83	12	5	105	26	10	241							3	1		9	2		15			
	%	34.4	5	2.1	43.6	10.8	4.1	100	5.1	36.1	8.5	0.1*	No	No	20	6.7		60	13.3		100	98*	Yes	Yes
E39	#	10	2	1	21	11	1	46							1			3	3	1	8			
	%	21.7	4.3	2.2	45.7	23.9	2.2	100	4.9	44.8	8.8	0.6*	No	No	12.5			37.5	37.5	12.5	100	87.8*	Yes	Yes
E4	#	40	16	1	8	2		67							10	2		2	1		15			
	%	59.7	23.9	1.5	11.9	3		100	16.8	8.2	5.4	No	No	2.4	66.7	13.3		13.3	6.7		100	Yes	Yes	55.6
E511	#	32	6	1	291	83	3	416							3	1		24	6		34			
	%	7.7	1.4	0.2	70	20	0.7	100	1.7	55.4	16.2	0.3	No	No	8.8	2.9		70.6	17.6		100	82.4	Yes	Yes
E512	#	20	2	1	73	27	5	128							5			12	5		22			
	%	15.6	1.6	0.8	57	21.1	3.9	100	2.8	58	15.3	1.2	1	No	22.7			54.5	22.7		100	57.1	98.3	Yes
E613	#	9	5		1			15							1	3			1		5			
	%	60	33.3		6.7			100	14.3	35.7	15.6	No	29	15.6	20	60			20		100	Yes	18.8	0
E614	#	3	1		7	5		16							1			1	1		3			
	%	18.8	6.3		43.8	31.3		100	4.6	50.4	23.6	No	6.6	No	33.3			33.3	33.3		100	Yes	86.9	Yes
E615	#	9	7		204	86	2	308							2			34	9	1	46			
	%	2.9	2.3		66.2	27.9	0.6	100	1	59.7	20	No	No	No	4.3			73.9	19.6	2.2	100	Yes	Yes	Yes
E616	#	1			5	6		12										1			1			
	%	8.3			41.7	50		100	2.2	50.1	17.4	2.2*	8.4	No				100			100	0*	83.2	Yes

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

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

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

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

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1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E717	#	35	13		4		52								1					1			
	%	67.3	25		7.7		100	17.2	9	3.2	No	1.3*	3.7		100					100	Yes	85.6*	0
E718	#	108	54	1	8	1	172							22	13		1	1		37			
	%	62.8	31.4	0.6	4.7	0.6	100	17.5	7.5	5.5	No	2.8	4.9	59.5	35.1		2.7	2.7		100	Yes	62.7	10.9
E819	#	16	9	1	2	6	34							4	3	2	2	1		12			
	%	47.1	26.5	2.9	5.9	17.6	100	24.7	12.6	18.1	No	6.7	0.5*	33.3	25	16.7	16.7	8.3		100	Yes	46.8	97.2*
E820	#	27	37	2	8	12	86							7	8	1	3	2		21			
	%	31.4	43	2.3	9.3	14	100	27.7	11.4	24.2	No	2.1	10.2	33.3	38.1	4.8	14.3	9.5		100	Yes	81.6	57.9
E821	#	1	43	1	2	104	151								4	1	1	10		16			
	%	0.7	28.5	0.7	1.3	68.9	100	31.8	10.5	23.3	3.3	9.2	No		25	6.3	6.3	62.5		100	89.6	12.4	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 78.6 percent
Level of Goal Attainment for 2002: 78.3 percent
Level of Goal Attainment for 2003: 82.4 percent

University of South Carolina -- Aiken Campus (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03								6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and C2 Combined	#	11			5		16							2						2				
	%	68.8			31.3		100	2.3	31	2.5	2.3*	No	2.5	100						100	0*	Yes	0*	
C3	#	16	1		9		26								1		1			2				
	%	61.5	3.8		34.6		100	1.9	33.4	2	No	No	2*		50		50			100	Yes	Yes	0*	
C4	#	20		2	15	1	38							3			2			5				
	%	52.6		5.3	39.5	2.6	100	2.1	39.5	3.4	2.1*	No	0.8*	60			40			100	0*	Yes	76.5*	
C5	#	13	2	3	17	2	39							4			3			7				
	%	33.3	5.1	7.7	43.6	5.1	100	1.7	34.8	4.5	No	No	No	57.1			42.9			100	Yes	Yes	Yes	
C6	#	11		1	18	4	36							5		1	4	1	1	12				
	%	30.6		2.8	50	11.1	100	2.2	38.2	3.2	2.2*	No	No	41.7		8.3	33.3	8.3	8.3	100	0*	Yes	Yes	
C8 and C9 Combined	#	11	2		3		16										1			1				
	%	68.8	12.5		18.8		100	5.5	26.5	1.8	No	7.7	1.8*				100			100	Yes	70.9	0*	
E2	#	16	2		39	4	61							1	1		5	2		9				
	%	26.2	3.3		63.9	6.6	100	4.2	50.4	10.1	0.9*	No	3.5	11.1	11.1		55.6	22.2		100	78.6*	Yes	65.2	
E3 and E4 Combined	#	11	5		1		17							2	2					4				
	%	64.7	29.4		5.9		100	10.5	21.4	15.5	No	15.5	15.5	50	50					100	Yes	27.6	0	
E5	#	2			27	3	32										2			2				
	%	6.3			84.4	9.4	100	2.5	61.3	13.5	2.5*	No	4.1				100			100	0*	Yes	69.6	

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.

University of South Carolina - Aiken Campus (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E6	#		1		9	2		12									1			1			
	%		8.3		75	16.7		100	2.4	62.8	11	No	No	No			100			100	Yes	Yes	Yes
E7	#	7	2		1			10															
	%	70	20		10			100	13.4	6.5	5.1	No	No	5.1*							Yes	Yes	0*
E8	#	1	8	1		11		21								1		2		3			
	%	4.8	38.1	4.8		52.4		100	23.5	10.4	18.6	No	10.4	No		33.3		66.7		100	Yes	0	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 89.3 percent
 Level of Goal Attainment for 2002: 85.7 percent
 Level of Goal Attainment for 2003: 85.3 percent

University of South Carolina -- Columbia Campus (Page 1 of 4)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	10	1		1		12							1						1			
	%	83.3	8.3		8.3		100	3.6	38	5.5	No	29.7	5.5*	100						100	Yes	21.8	0*
C2	#	80		2	21		103							2						2			
	%	77.7		1.9	20.4		100	2.4	31.8	2.9	2.4	11.4	2.9	100						100	0	64.2	0
C3	#	296	9	20	55	3	384							12	1	1	5			19			
	%	77.1	2.3	5.2	14.3	0.8	100	2.4	29.7	1.9	0.1*	15.4	1.1	63.2	5.3	5.3	26.3			100	95.8*	48.1	42.1
C4	#	178	6	20	91	5	303							10		3	13	1		27			
	%	58.7	2	6.6	30	1.7	100	2.4	33.5	2.5	0.4	3.5	0.8	37		11.1	48.1	3.7		100	83.3	89.6	68
C5	#	117	8	26	86	11	260							18	2	8	15	1	1	45			
	%	45	3.1	10	33.1	4.2	100	2.4	34.3	2.5	No	1.2	No	40	4.4	17.8	33.3	2.2	2.2	100	Yes	96.5	Yes
C6	#	32	1	2	42	1	82							7			7	1	2	17			
	%	39	1.2	2.4	51.2	1.2	100	2.1	34.4	1.9	0.9*	No	0.7*	41.2			41.2	5.9	11.8	100	57.1*	Yes	63.2
C7	#	25	1		18	1	45							2			2			4			
	%	55.6	2.2		40	2.2	100	2.5	38.4	3	0.3*	No	0.8*	50			50			100	88*	Yes	73.3*
C825	#				1		1													1			
	%				100		100	2.4	34.8	2.4	2.4*	No	2.4*							100	100	0*	Yes
C826	#	20	1		35	1	58							3			4			7			
	%	34.5	1.7		60.3	1.7	100	1.4	63	5.6	No	2.7	3.9	42.9			57.1			100	Yes	95.7	30.4

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.

University of South Carolina -- Columbia Campus (Page 2 of 4)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C829	#	129	4	23	99	7	10	272							26	1	5	18	1	3	54			
	%	47.4	1.5	8.5	36.4	2.6	3.7	100	2.1	32.6	2.6	0.6	No	No	48.1	1.9	9.3	33.3	1.9	5.6	100	71.4	Yes	Yes
C927	#	49	15	1	21	4		90							4	7		6	1		18			
	%	54.4	16.7	1.1	23.3	4.4		100	6.1	23	1.5	No	No	No	22.2	38.9		33.3	5.6		100	Yes	Yes	Yes
C930	#	78	5	23	74	8	7	195							8		2	2	1		13			
	%	40	2.6	11.8	37.9	4.1	3.6	100	2.8	34.7	3.6	0.2*	No	No	61.5		15.4	15.4	7.7		100	92.9*	Yes	Yes
E22	#	87	5	4	78	6	3	183							6	1		4	1		12			
	%	47.5	2.7	2.2	42.6	3.3	1.6	100	4.2	32.7	5.6	1.5	No	2.3	50	8.3		33.3	8.3		100	64.3	Yes	58.9
E23	#	140	16	7	209	42	3	417							10	1		22	3		36			
	%	33.6	3.8	1.7	50.1	10.1	0.7	100	6.7	33.1	8.9	2.9	No	No	27.8	2.8		61.1	8.3		100	56.7	Yes	Yes
E24	#	37		1	30	9	1	78										3			3			
	%	47.4		1.3	38.5	11.5	1.3	100	2	38.7	11.5	2	0.2*	No				100			100	0	99.5*	Yes
E25	#	27	4	1	146	32	4	214							3			8	3		14			
	%	12.6	1.9	0.5	68.2	15	1.9	100	7.2	44.7	11.6	5.3	No	No	21.4			57.1	21.4		100	26.4	Yes	Yes
E26	#	43	16	3	170	40	3	275							5	2	1	25	3	1	37			
	%	15.6	5.8	1.1	61.8	14.5	1.1	100	6	36.6	17.9	0.2*	No	3.4	13.5	5.4	2.7	67.6	8.1	2.7	100	96.7*	Yes	81
E37	#	70	8	5	27	5	3	118							10		1	2	2	1	16			
	%	59.3	6.8	4.2	22.9	4.2	2.5	100	7.2	21.3	6.5	0.4*	No	2.3	62.5		6.3	12.5	12.5	6.3	100	94.4*	Yes	64.6

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.

University of South Carolina -- Columbia Campus (Page 3 of 4)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E38	#	78	11	5	99	24	10	227						2	1		9	1		13			
	%	34.4	4.8	2.2	43.6	10.6	4.4	100	5.1	30.4	9.1	0.3*	No	No	15.4	7.7		69.2	7.7		100	94.1*	Yes
E39	#	10	2	1	21	11	1	46						1			3	3	1	8			
	%	21.7	4.3	2.2	45.7	23.9	2.2	100	5	40.7	22.2	0.7*	No	No	12.5			37.5	37.5	12.5	100	86*	Yes
E4	#	30	11	1	76	2		51						4			1	1		6			
	%	58.8	21.6	2	13.7	3.9		100	19.2	8.8	3.9	No	No	No	66.7			16.7	16.7		100	Yes	Yes
E511	#	28	5	1	240	77	3	354						2	1		19	6		28			
	%	7.9	1.4	0.3	67.8	21.8	0.8	100	1.9	55.8	16.6	0.5	No	No	7.1	3.6		67.9	21.4		100	73.7	Yes
E512	#	17	2	1	48	21	4	93						4			9	4		17			
	%	18.3	2.2	1.1	51.6	22.8	4.3	100	2.8	54.9	16.2	0.6*	3.3	No	23.5			52.9	23.5		100	78.6*	94
E6	#	22	12		163	83	2	282						4	3		29	11	1	48			
	%	7.8	4.3		57.8	29.4	0.7	100	2.1	59.7	17	No	1.9	No	8.3	6.3		60.4	22.9	2.1	100	Yes	96.8
E717	#	29	13		2			44							1					1			
	%	65.9	29.5		4.5			100	16.2	9.3	3.4	No	4.8	3.4		100				100	Yes	48.4	0
E718	#	89	46	1	6			142						22	13		1			36			
	%	62.7	32.4	0.7	4.2			100	18.4	7.7	5.9	No	3.5	5.9	61.1	36.1		2.8		100	Yes	54.5	0
E819 and E820 Combined	#	29	36	2	3	14		84						8	9	2	3	2		24			
	%	34.5	42.9	2.4	3.6	16.7		100	22.4	11.3	16.1	No	7.7	No	33.3	37.5	8.3	12.5	8.3	100	Yes	31.9	Yes

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

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

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

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

University of South Carolina -- Columbia Campus (Page 4 of 4)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E821	#	32		2	88		122				7.2	8.5	No	3			1	7		11	78.4	15.8	Yes
	%	26.2		1.6	72.1		100	33.4	10.1	24.1				27.3			9.1	63.6		100			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 81 percent
 Level of Goal Attainment for 2002: 79.2 percent
 Level of Goal Attainment for 2003: 80 percent

University of South Carolina -- Regional Campuses (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	10			7		17							1			2			3			
	%	58.8			41.2		100	3.1	35.7	4.9	3.1*	No	4.9*	33.3			66.7			100	0*	Yes	0*
C3	#	34		1	5		40							1			1			2			
	%	85		2.5	12.5		100	2.4	30.8	1.8	2.4*	18.3	1.8*	50			50			100	0*&	40.6	0*
C4	#	17	1	2	9		30							2			2			4			
	%	56.7	3.3	6.7	30		100	2	35.4	2.3	No	5.4	2.3*	50			50			100	Yes	84.7	0*
C5	#	13	1	1	7	1	3	26						1		1	2	2		6			
	%	50	3.8	3.8	26.9	3.8	11.5	100	2.2	38.4	3.2	No	11.5	No	16.7		16.7	33.3	33.3	100	Yes	70.1	Yes
C6	#	13	2	1	8		2	26						3	1		1			5			
	%	50	7.7	3.8	30.8		7.7	100	2.1	31	1.9	No	0.2*	1.9*	60	20		20		100	Yes	99.4*	0*
C8 and C9 Combined	#	5			10		1	16									1		1	2			
	%	31.3			62.5		6.3	100	1.9	50.7	4.3	1.9*	No	4.3*			50		50	100	0*	Yes	0*
E2	#	21	3		47	13		84						4			5			9			
	%	25	3.6		56	15.5		100	5.8	35.3	15.1	2.2	No	No	44.4			55.6		100	62.1	Yes	Yes
E3 and E5 Combined	#	3	1		25	3		32						1			4	1		6			
	%	9.4	3.1		78.1	9.4		100	4.7	52.4	19.6	1.6*	No	10.2	16.7			66.7	16.7	100	66	Yes	48
E6	#				20	7		27									5			5			
	%				74.1	25.9		100	1	60.4	13.6	1*	No	No				100		100	0*	Yes	Yes

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

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

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

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

University of South Carolina - Regional Campuses (Page 2 of 2)

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED 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	#	7	5		1	1	14											1		1			
	%	50	35.7		7.1	7.1	100	18	4.9	3.5	No	No	No					100		100	Yes	Yes	Yes
E8	#	4	9		1	6	20							1	2			1		4			
	%	20	45		5	30	100	28.2	13.5	16.9	No	8.5	No	25	50			25		100	Yes	37	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 81 percent
 Level of Goal Attainment for 2002: 88.6 percent
 Level of Goal Attainment for 2003: 87.8 percent

University of South Carolina -- Spartanburg Campus (Page 1 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	9	4	1	7	1	22								1					2			
	%	40.9	18.2	4.5	31.8	4.5	100	1.6	34.3	4.2	No	2.5*	No		50			50		100	Yes	92.7*	Yes
C3	#	25			16	2	1	44									1			1			
	%	56.8			36.4	4.5	2.3	100	5.7	36.3	1.3	5.7	No	No			100			100	0	Yes	Yes
C4	#	16	1	2	17	1	37							1			2	1		4			
	%	43.2	2.7	5.4	45.9	2.7	100	3.1	39.1	2.7	0.4*	No	No	25			50	25		100	87.1*	Yes	Yes
C5	#	15	1	2	19	3	2	42						2			8	2		12			
	%	35.7	2.4	4.8	45.2	7.1	4.8	100	3.7	32.8	2.9	1.3*	No	No	16.7			66.7	16.7	100	64.9*	Yes	Yes
C6	#	13	2		27	3	1	46						3	2		8			13			
	%	28.3	4.3		58.7	6.5	2.2	100	2.4	39.3	2.9	No	No	23.1	15.4		61.5			100	Yes	Yes	Yes
C8 and C9 Combined	#	11	1		8	2	22										1			1			
	%	50	4.5		36.4	9.1	100	3.8	37.4	2.8	No	1*	No				100			100	Yes	97.3*	Yes
E2	#	18	2	1	39	10	70							2	2	1	4	3		12			
	%	25.7	2.9	1.4	55.7	14.3	100	3.7	50.5	8.6	0.8*	No	No	16.7	16.7	8.3	33.3	25		100	78.4*	Yes	Yes
E3	#	5	2		2	2	11							1				1		2			
	%	45.5	18.2		18.2	18.2	100	1.5	23.8	3	No	5.6*	No	50				50		100	Yes	76.5*	Yes
E4	#	6	2		1		9							4	1		1			6			
	%	66.7	22.2		11.1		100	7.8	6.9	3.2	No	No	3.2*	66.7	16.7		16.7			100	Yes	Yes	0*

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

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

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

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

University of South Carolina - Spartanburg Campus (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E5	#	2			28	6	1	37						1			2			3			
	%	5.4			75.7	16.2	2.7	100	1.9	67.8	8.9	1.9*	No	No	33.3			66.7		100	0*	Yes	Yes
E6	#			25	5		30										1			1			
	%			83.3	16.7		100	2.8	63.1	7.4	2.8*	No	No				100			100	0*	Yes	Yes
E7	#	11	1		2		14																
	%	78.6	7.1		14.3		100	7.9	18	4.3	0.8*	3.7*	4.3*								89.9*	79.4*	0*
E8	#	10	4	1	6	3	24							2	1	1	2	1		7			
	%	41.7	16.7	4.2	25	12.5	100	16.7	20.9	15.2	No	No	2.7*	28.6	14.3	14.3	28.6	14.3		100	Yes	Yes	82.2*
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2001: 91.1 percent
 Level of Goal Attainment for 2002: 89.8 percent
 Level of Goal Attainment for 2003: 92.8 percent

Vocational Rehabilitation, Department of -- Statewide

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	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		3	1		14						2						2			
	%	64.3	7.1		21.4	7.1		100	3.3	32.3	5.3	No	10.9	No	100					100	Yes	66.3	Yes
E2	#	226	42	3	257	110	8	646						12	10		50	16	2	90			
	%	35	6.5	0.5	39.8	17	1.2	100	6.1	39	15.6	No	No	No	13.3	11.1		55.6	17.8	2.2	100	Yes	Yes
E3	#	16	3		19	7	3	48						1			2		2	5			
	%	33.3	6.3		39.6	14.6	6.3	100	4.8	34.6	16.6	No	No	2*			40		40	100	Yes	Yes	88*
E5	#	18	11		124	32		185						1	1		7	8		17			
	%	9.7	5.9		67	17.3		100	2.9	59.9	13.1	No	No	No	5.9	5.9		41.2	47.1		100	Yes	Yes
E6	#	4	2		77	27	2	112							2		16	2	2	22			
	%	3.6	1.8		68.8	24.1	1.8	100	2.3	60.1	13.3	0.5*	No	No		9.1		72.7	9.1	9.1	100	78.3*	Yes
E7	#	22	12	2	3	4		43						1	1	1				3			
	%	51.2	27.9	4.7	7	9.3		100	10.1	5.1	0.1	No	No	No	33.3	33.3	33.3			100	Yes	Yes	Yes
E8	#	1	1		6	7		15															
	%	6.7	6.7		40	46.7		100	20.8	20.8	26.4	14.1	No	No							32.2	Yes	Yes
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2001: 92 percent
 Level of Goal Attainment for 2002: 94 percent
 Level of Goal Attainment for 2003: 93.6 percent

Vocational Rehabilitation, Department of -- East Region

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	100	14	2	98	76		290						4	2		12	10		28			
	%	34.5	4.8	0.7	33.8	26.2		100	7.9	41.4	18.2	3.1	7.6	No	14.3	7.1		42.9	35.7		100	60.8	81.6
E3	#	1			11	4	1	17						1			1			2			
	%	5.9			64.7	23.5	5.9	100	1.8	46.3	36.4	1.8*	No	12.9	50		50			100	0*	Yes	64.6
E5	#	6	3		60	16		85									2	2		4			
	%	7.1	3.5		70.6	18.8		100	3.4	61.1	11.5	No	No	No			50	50		100	Yes	Yes	Yes
E6	#	2	1		47	17	2	69															
	%	2.9	1.4		68.1	24.6	2.9	100	4.5	58.6	11.2	3.1	No	No							31.1	Yes	Yes
E7	#	6	6			2		14						1	1					2			
	%	42.9	42.9			14.3		100	7.5	15	0	No	15	No	50	50				100	Yes	0	Yes
E8	#				1			1															
	%				100			100	20.3	17.4	41	20.3*		41*							0*	Yes	0*
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2001: percent
 Level of Goal Attainment for 2002: percent
 Level of Goal Attainment for 2003: 82.5 percent

Vocational Rehabilitation, Department of -- West Region

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY			
	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		3	1		14				No	10.9	No	1						1	Yes	66.3	Yes
	%	64.3	7.1		21.4	7.1		100	3.3	32.3	5.3				100						100			
E2	#	136	28	1	159	61	4	389				No	No	No	4	4		8	3		19	Yes	Yes	Yes
	%	35	7.2	0.3	40.9	15.7	1	100	5.2	38	14.4				21.1	21.1		42.1	15.8		100			
E3	#	15	3		8	3	2	31				No	7.7	4.2				1		2	3	Yes	77	69.8
	%	48.4	9.7		25.8	9.7	6.5	100	5.1	33.5	13.9							33.3		66.7	100			
E5	#	12	8	1	64	16		101				No	No	No	1	1					2	Yes	Yes	Yes
	%	11.9	7.9	1	63.4	15.8		100	2.9	59	13.8				50	50					100			
E6	#	2	1		30	10		43				No	No	No				1			1	Yes	Yes	Yes
	%	4.7	2.3		69.8	23.3		100	2.1	60.2	14							100			100			
E7	#	16	6	2	3	2		29				No	No	No			1				1	Yes	Yes	Yes
	%	55.2	20.7	6.9	10.3	6.9		100	11.2	0.6	0.2						100				100			
E8	#	1	1		5	7		14				14.2	No	No								33.3	Yes	Yes
	%	7.1	7.1		35.7	50		100	21.3	22.3	19													
	#																							
	%																							

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2001: percent
 Level of Goal Attainment for 2002: percent
 Level of Goal Attainment for 2003: 92.7 percent

Winthrop University (Page 1 of 2)

Agency Director: Dr. Anthony DiGiorgio

EEO Officer: Ms. Cheryl Southworth

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2 Combined	#	28			25	2		55						1			3	1		5			
	%	50.9			45.5	3.6		100	3	37.4	4.2	3	No	0.6*	20			60	20		100	0	Yes
C3	#	37	3	3	13			56						1		1	2			4			
	%	66.1	5.4	5.4	23.2			100	1.9	36.2	2.2	No	13	2.2	25		25	50		100	Yes	64.1	0
C4	#	36	1	6	29	3	3	78						2			2	1		5			
	%	46.2	1.3	7.7	37.2	3.8	3.8	100	2.5	37.7	2.9	1.2*	0.5*	No	40			40	20		100	52*	98.7*
C5	#	35	2	4	44	2	2	89						6	1	1	10		1	19			
	%	39.3	2.2	4.5	49.4	2.2	2.2	100	2.2	39.6	3.2	No	No	1*	31.6	5.3	5.3	52.6		5.3	100	Yes	Yes
C6 and C7 Combined	#	3			22	1	1	27									7	1		8			
	%	11.1			81.5	3.7	3.7	100	2.5	39.5	3.8	2.5*	No	0.1*				87.5	12.5		100	0*	Yes
C8 and C9 Combined	#	20	4	1	22	1	1	49						4	1		6			11			
	%	40.8	8.2	2	44.9	2	2	100	4.6	30.6	2.6	No	No	0.6*	36.4	9.1		54.5		100	Yes	Yes	76.9*
E1	#	6			2	1		9															
	%	66.7			22.2	11.1		100	2.7	37.9	5.3	2.7*	15.7	No								0*	58.6
E2	#	29	2	1	60	12	2	106						1	1		10	1	1	14			
	%	27.4	1.9	0.9	56.6	11.3	1.9	100	3.2	44.9	11.5	1.3	No	0.2*	7.1	7.1		71.4	7.1	7.1	100	59.4	Yes
E3	#	19	4		13	6		42						1			2	1		4			
	%	45.2	9.5		31	14.3		100	1.7	39	7.2	No	8	No	25			50	25		100	Yes	79.5

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
 WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Winthrop University (Page 2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 9/30/03							3 ADJUSTED AVAILABILITY % (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							6 % OF GOALS MET BASED ON ADJUSTED 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	#	8	2		2		12							1	1			1		3			
	%	66.7	16.7		16.7		100	8.7	3.2	4	No	3.2*	No	33.3	33.3			33.3		100	Yes	0*	Yes
E5	#	3			16	7	26										2		2				
	%	11.5			61.5	26.9	100	2.8	49.2	8.6	2.8*	No	No				100		100	0*	Yes	Yes	
E6	#	2	1		77	18	98										12	2	14				
	%	2	1		78.6	18.4	100	3.4	55.4	7.9	2.4	No	No				85.7	14.3	100	29.4	Yes	Yes	
E7	#	29	8		3		40							3	1		2		6				
	%	72.5	20		7.5		100	12.9	13.9	5.4	No	6.4	5.4	50	16.7		33.3		100	Yes	54	0	
E8	#	18	16	1	13	33	82							8	6	1	2	5	1	23			
	%	22	19.5	1.2	15.9	40.2	100	23.7		12.6	4.2	No	No	34.8	26.1	4.3	8.7	21.7	4.3	100	82.3	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 2001: 83.3 percent
 Level of Goal Attainment for 2002: 81.6 percent
 Level of Goal Attainment for 2003: 81.7 percent

Workers' Compensation Commission

Agency Director: Alicia K. Clawson
EEO Officer: Janice Sanders Sutton

EEO CATEGORY	ACTUAL WORKFORCE ON 9/30/03							ADJUSTED AVAILABILITY % (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS 10/1/2002 - 9/30/03							% OF GOALS MET BASED ON ADJUSTED AVAILABILITY		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	#	3	2		1		6											1		1			
	%	50	33.3		16.7		100	3.6	24.4	3	No	24.4	No					100		100	Yes	0	Yes
E2	#	5	1		16	9	31										1	1	2				
	%	16.1	3.2		51.6	29	100	4.9	45.5	11.7	1.7*	No	No				50	50	100	65.3*	Yes	Yes	
E5	#		1		4		5																
	%		20		80		100	1.1	64.1	11.7	No	No	11.7*								Yes	Yes	0*
E6	#		1		4	2	7																
	%		14.3		57.1	28.6	100	6.7	44	16.6	No	No	No								Yes	Yes	Yes
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

NOTE: See section entitled "Understanding the Report" for a detailed explanation of how the above information was computed.

LEGEND: WM = White Male BM = Black Male OM = Other Male T = Total % = Percentage
WF = White Female BF = Black Female OF = Other Female # = Number

If an agency is not employing any race/sex group at a rate equal to the Adjusted Availability percentage, the underutilization is noted in Column # 4.

*No goal established because the underutilization is less than one whole person.

Level of Goal Attainment for 2001: 91.2 percent
Level of Goal Attainment for 2002: 92.5 percent
Level of Goal Attainment for 2003: 87.8 percent

Production costs per book: \$9.50