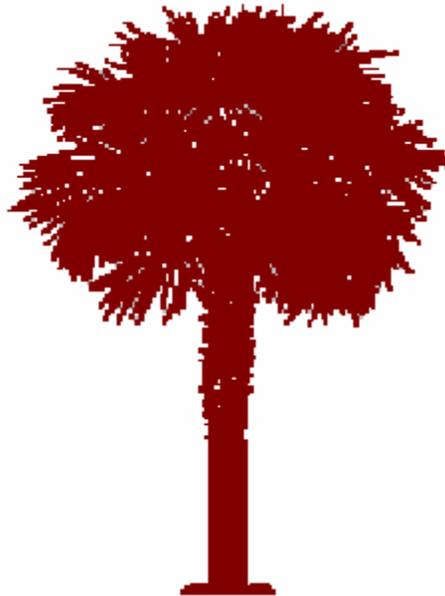


**THE STATUS OF EQUAL EMPLOYMENT OPPORTUNITY IN  
SOUTH CAROLINA STATE GOVERNMENT**



**FEBRUARY 1, 2012**

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



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**Acknowledgement:**

Thanks to Stephanie Price for the preparations and production of this report.

## MEMORANDUM

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

FROM:        Ralph H. Haile, Interim Commissioner

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

DATE:        February 1, 2012

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

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

In keeping with these requirements, it is my pleasure to present to you the 2012 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

Over the past 11 years the SCHAC has found very little change in the composition of the state workforce. (See summary beginning on page 7).

As the largest employer in the state, our government should lead the way in creating a diverse and a just workplace to insure all people in South Carolina have an equal opportunity to engage in the employment process.

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

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

Copy:   Legislative Printing and Information Technology Resources; Agency Heads

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# SECTION I

## INTRODUCTION

This report covers the period of October 1<sup>st</sup>, 2010 through September 30<sup>th</sup>, 2011 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

### What is Affirmative Action?

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

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

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

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

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

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

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

**Exempt Agencies:**

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

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

## **Affirmative Action Plan Components**

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

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

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.*

**AGENCIES WITH AFFIRMATIVE ACTION PLANS APPROVED OR PENDING APPROVAL**

The agencies listed below have developed affirmative action plans in accordance with Section 1-13-110 of the South Carolina Code of Laws of 1976, as amended. Agencies with asterisks were given exemptions (see next page).

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

Public Service Commission  
Revenue, Department of  
Santee Cooper  
Second Injury Fund, South Carolina  
Secretary of State  
Social Services, Department of  
South Carolina State University  
Spartanburg Community College  
Technical and Comprehensive Education, State Board of  
Transportation, Department of

Treasurer's Office, South Carolina State  
Tri-County Technical College  
Trident Technical College  
University of South Carolina  
Vocational Rehabilitation, Department of  
Wil Lou Gray Opportunity School  
Williamsburg Technical College  
Winthrop University  
Workers' Compensation Commission  
York Technical College

**AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS**

Attorney General's Office  
State Housing, Finance and Development Authority  
**Second Injury Fund, State (2013)**

## SECTION II

## Report Summary

This report includes employment data by race, gender, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC.

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

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

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

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

On the bottom of each agency's chart is a percentage of the overall goal achievement for the reporting period. Two previous years are included allowing the reader to note if progress occurred.

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

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

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

**(TOP TEN)**

**Chart B (Page 1 of 1)**

**(Achieving less than 70%)**

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	65	Wil Lou Gray Opportunity School	69.4
1	Lieutenant Governor's Office	100.0	66	Citadel, The	66.6
1	Museum Commission	100.0	67	Lander University	66.4
1	Workers' Compensation	100.0	68	Ports Authority, State	65.1
2	Trident Technical College	99.8	69	Parks, Recreation & Tourism, Dept. of	62.4
3	Santee Cooper	99.4	70	Patriot's Point	62.2
4	Alcohol and other Drug Abuse Services	99.2	71	Indigent Defense	45.7
5	Governor's Office Executive Policy	98.0			
6	Secretary of State	97.9			
7	Educational Television Commission	97.8			
8	Commerce, Department of	96.5			
9	Greenville Technical College	96.3			
10	Library, State	95.9			

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
1	Arts Commission	100.0	25	Medical University Hospital	90.5
1	Lieutenant Governor's Office	100.0	26	Employment and Workforce	90.4
1	Museum Commission	100.0	27	Public Service Commission	89.0
1	Workers' Compensation	100.0	28	Educational Lottery, South Carolina	89.9
2	Trident Technical College	99.8	29	Health and Human Services, Department	89.8
3	Santee Cooper	99.4	30	Agriculture, Department of	89.6
4	Alcohol and other Drug Abuse Services	99.2	31	Treasurer's Office, State	89.4
5	Governor's Office Executive Policy	98.0	32	Corrections, Department of	89.3
6	Secretary of State	97.9	33	Social Services, Department of	88.7
7	Educational Television Commission	97.8	34	John de la Howe School	88.5
8	Commerce, Department of	96.5	35	Transportation, Department of	88.3
9	Greenville Technical College	96.3	36	Health and Environmental Control	88.1
10	Library, State	95.9	37	Natural Resources, Department of	87.5
11	Technical College of the Low Country	94.7	37	Piedmont Technical College	87.5
12	Budget & Control Board	94.9	38	Juvenile Justice, Department of	87.1
13	Insurance, Department of	93.3	39	Blind, Commission for the	86.5
14	Financial Institutions, SC Board of	92.9	39	Higher Education, Commission on	86.5
15	Accident Fund, State	92.4	40	Mental Health, Department of	86.4
16	Spartanburg Community College	91.8	41	Tri-County Technical College	86.3
17	Education, Department of	91.7	42	Winthrop University	86.3
17	Motor Vehicles, Department of	91.7	42	Vocational Rehabilitation, Department of	85.7
17	Second Injury Fund, South Carolina	91.7	43	Williamburg Technical College	85.3
18	Aiken Technicial College	91.6	44	University of South Carolina	84.5
19	Consumer Affairs, Office of	91.5	45	Central Carolina Technical College	84.4
19	Technical and Comprehensive	91.5	46	Horry-Georgetown Technical College	84.1
20	Deaf and Blind, School of	91.3	46	Law Enforcement Division, State	84.1
20	Revenue, Department of	91.3	46	Orangeburg-Calhoun Technical College	84.1
21	York Technical College	91.2	47	Governor's School for Science & Math	83.8
22	Midlands Technicial College	90.9	48	Francis Marion University	83.3
23	Clemson University	90.8	49	Coastal Carolina University	82.5
24	Comptroller General's Office	90.5	49	Criminal Justice, Academy	82.5

## PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	RANKING	AGENCY	PERCENT
50	Medical University of South Carolina	82.4		*Attorney General's Office	Exempt
50	Probation, Pardon and Parole Department	82.4		*Housing, Finance and Development	Exempt
51	Florence-Darlington Technical College	81.3		*State Accident Fund	New Exemption
52	Northeastern Technical College	80.7			
53	Governor's School for Arts & Humanities	80.6			
54	Denmark Technical College	80.3			
55	Disabilities & Special Needs, Dept. of	78.9			
56	Labor, Licensing and Regulation, Dept	76.5			
57	Election Commission, State	75.1			
58	College of Charleston	75.0			
49	Office of Regulatory Staff	74.7			
60	Adjutant General's Office	73.3			
61	Archives and History, Department of	73.2			
62	Public Safety, Department of	72.4			
63	Auditor's Office, State	71.5			
64	Forestry Commission	71.2			
64	South Carolina State University	71.2			
65	Wil Lou Gray Opportunity School	69.4			
66	Citadel, The	66.6			
67	Lander University	66.4			
68	Ports Authority, State	65.1			
69	Parks, Recreation & Tourism, Dept. of	62.4			
70	Patriot's Point	62.2			
71	Indigent Defense	45.7			

## Explanation of Agency Charts

The next section provides an evaluation of each agency's progress towards meeting goals over a one-year period (**October 1, 2010 through September 30, 2011**). We have provided an explanation of the numbers appearing on each chart and an explanation for all abbreviations used in the report. For additional information, contact the Technical Services and Training Division at 737-7800.

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

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

#### E1) Executives:

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

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

E2) Professionals:

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

E3) Technicians:

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

E4) Protective Services:

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

E5) Paraprofessionals:

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

E6) Secretary/Clerical:

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

E7) Skilled Craft:

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

E8) Service/Maintenance:

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

C1) Executive (Non-Academic):

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

C2) Executives (Academic):

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

C3) Professors:\*

C4) Associate Professors:\*

C5) Assistant Professors:\*

C6) Instructors:\*

C7) Lecturers:\*

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

C8) Other (Academic):

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

C9) Other (Non-Academic):

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

T1) Executives (Unclassified Institutional Officers):

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

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

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

T3) Faculty/Administrative/Teaching:

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

T4) Faculty/Teaching:

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

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

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

**Column Two: Workforce Totals**

The information provided in Column Two shows the race/sex totals by number (#) and percentage (%) of persons employed in each EEO category as of **September 30, 2011**. For purposes of the report, the following race/sex categories are used:

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

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

**Column Three: Adjusted Availability**

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

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

#### **Column Four: Underutilization**

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

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

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

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

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between **October 1, 2010 and September 30, 2011**. The information was obtained and calculated in the same manner as the information in Column Two. Transactions counted in Column Five include positions filled by means of new hires, internal promotions that include a change in pay and job duties, promotions involving moving from one state agency to a higher job grade in another state agency, reinstatements and transfers from one state agency to another.

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

#### **Column Six: Goals Met**

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

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

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

# SECTION III

## State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7			2	1		10	5.6	26.8	6.2	5.6 *	6.8 *	NO	1			1			2	0.0% *	74.6% *	YES
	% 70.0			20.0	10.0		100.0							50.0			50.0			100.0			
E2	# 8	1		16	10	1	36	4.1	39.7	16.1	1.3 *	NO	NO	1			2			3	68.3% *	YES	YES
	% 22.2	2.8		44.4	27.8	2.8	100.0							33.3			66.7			100.0			
E3	# 2	1		2			5	10.7	21.1	5.7	NO	NO	5.7 *				2			2	YES	YES	0.0% *
	% 40.0	20.0		40.0			100.0										100.0			100.0			
E5 and E6	# 1			6	7	2	16	4.5	46.1	16.2	NO	8.6	NO								YES	81.3%	YES
	% 6.3			37.5	43.8	12.5	100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    96.2 percent  
 Level of Goal Attainment for 2010:    91.8 percent  
 Level of Goal Attainment for 2011:    92.4 percent

## Adjutant General Office

Agency Director: MG Robert E. Livingston, Jr.  
EEO Officer: Robert Faulk and Linda Hallman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	3.8	31.3	5.3	NO	31.3	5.3								YES	0.0%	0.0%
	% 77.8	22.2					100.0																
E2	# 27	6		17	4	1	55	6.5	34.8	11.4	NO	3.9	4.1	1	1		4	1	1	8	YES	88.8%	64.0%
	% 49.1	10.9		30.9	7.3	1.8	100.0							12.5	12.5		50.0	12.5	12.5	100.0			
E3	# 4			3			7	4.0	34.1	16.0	4.0	NO	16.0								0.0%	YES	0.0%
	% 57.1			42.9			100.0																
E4	# 6	3					9	16.0	6.2	3.8	NO	6.2	3.8								YES	0.0%	0.0%
	% 66.7	33.3					100.0																
E5 and E6	# 1			8			9	1.2	61.2	11.9	1.2	NO	11.9								0.0%	YES	0.0%
	% 11.1			88.9			100.0																
E7	# 9	2					11	17.8	3.8	1.6	NO	3.8	1.6								YES	0.0%	0.0%
	% 81.8	18.2					100.0																
E8	# 1			1	1		3	18.1	15.8	23.5	18.1	NO	NO								0.0%	YES	YES
	% 33.3			33.3	33.3		100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    77.2 percent  
Level of Goal Attainment for 2010:    78.8 percent  
Level of Goal Attainment for 2011:    73.3 percent

## Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			1	2		5	5.5	35.6	7.1	5.5	15.6	NO	1				1		2	0.0%	56.2%	YES
	% 40.0			20.0	40.0		100.0							50.0				50.0		100.0			
E2	# 18	4		13	4		39	7.5	33.7	16.8	NO	0.4	6.5	1			1		2	YES	98.8%	61.3%	
	% 46.2	10.3		33.3	10.3		100.0							50.0			50.0		100.0				
E3 and E5	# 30	4		19	9		62	6.8	32.0	21.3	0.3	1.4	6.8	8			1	2	11	95.6%	95.6%	68.1%	
	% 48.4	6.5		30.6	14.5		100.0							72.7			9.1	18.2	100.0				
E6	#			3	1	1	5	0.8	57.8	17.7	0.8	NO	NO								0.0%	YES	YES
	%			60.0	20.0	20.0	100.0																
E7 and E8	# 3	3			1		7	21.3	10.0	10.1	NO	10.0	NO					1		1	YES	0.0%	YES
	% 42.9	42.9			14.3		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    92.3 percent  
 Level of Goal Attainment for 2010:    93.6 percent  
 Level of Goal Attainment for 2011:    89.6 percent

## SC Department of Alcohol and Other Drug Abuse Services

Agency Director: Robert C. Toomey  
EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1				1	4	18.7	22.5	5.6	NO	22.5 *	5.6 *								YES	0.0% *	0.0% *
	% 50.0	25.0				25.0	100.0																
E2	# 6	2		9	7		24	4.8	39.1	14.5	NO	1.6 *	NO	1					1	2	YES	95.9% *	YES
	% 25.0	8.3		37.5	29.2		100.0							50.0					50.0	100.0			
E3	# 1				1		2	4.4	25.3	0.8	4.4 *	25.3 *	NO								0.0% *	0.0% *	YES
	% 50.0				50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    95.9 percent  
Level of Goal Attainment for 2010:    97.2 percent  
Level of Goal Attainment for 2011:    99.2 percent

## Archives and History

Agency Director: William E. Emerson

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	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		100.0	5.3	34.7	7.4	5.3	1.4	NO								0.0%	96.0%	YES	
E2	#	14		6	2		22																	
	%	63.6		27.3	9.1		100.0	3.6	39.1	6.4	3.6	11.8	NO								0.0%	69.8%	YES	
E3	#	3					3																	
	%	100.0					100.0	5.7	41.1	12.0	5.7	41.1	12.0								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 2009:    81.9 percent

Level of Goal Attainment for 2010:    71.2 percent

Level of Goal Attainment for 2011:    73.2 percent

## Arts Commission

Agency Director: Ken May  
EEO Officer: Joy Young

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1						1	4.1	32.8	6.2	4.1*	32.8*	6.2*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																
E2	# 2			7	2		11	5.1	40.0	11.8	5.1*	NO	NO								0.0%*	YES	YES
	% 18.2			63.6	18.2		100.0																
E3 and E5	# 2			2	1		3	3.8	50.5	8.9	3.8*	NO	NO								0.0%*	YES	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    100.0 percent  
Level of Goal Attainment for 2010:    100.0 percent  
Level of Goal Attainment for 2011:    100.0 percent

## Auditor, State

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

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 7		1	3		1	12	5.1	36.9	15.8	5.1*	11.9	15.8								0.0%*	67.8%	0.0%
	% 58.3		8.3	25.0		8.3	100.0																
E2	# 6	1		7	1		15	4.4	41.3	19.8	NO	NO	13.1	4			6			10	YES	YES	33.8%
	% 40.0	6.7		46.7	6.7		100.0							40.0			60.0			100.0			
E5 and E6	#			2	1		3	6.0	67.5	4.5	6.0	0.8*	NO								0.0%*	98.8%*	YES
	%			66.7	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    80.0 percent  
 Level of Goal Attainment for 2010:    83.7 percent  
 Level of Goal Attainment for 2011:    71.5 percent

## Blind, Commission for the

Agency Director: James Kirby

EEO Officer: Wanda Miller

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	2		1	2		7	5.6	28.1	8.0	NO	13.8	NO								YES	50.9%	YES
	% 28.6	28.6		14.3	28.6		100.0										2	5		7			
E2	# 5	8	1	20	31		65	8.6	37.2	20.7	NO	6.4	NO				28.6	71.4		100.0	YES	82.8%	YES
	% 7.7	12.3	1.5	30.8	47.7		100.0																
E3 and E5	# 3	1	1	6	11		22	2.7	61.2	12.5	NO	33.9	NO	1						1	YES	44.6%	YES
	% 13.6	4.5	4.5	27.3	50.0		100.0							100.0						100.0			
E7	# 3						3	7.2	16.7	9.0	7.2	16.7	9.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    86.1 percent  
 Level of Goal Attainment for 2010:    87.6 percent  
 Level of Goal Attainment for 2011:    86.5 percent

## Budget and Control Board

Agency Director: Marcia S. Adams

EEO Officer: Edward B. Pope

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability			
	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		6	1		20						7			4	1		12				
	%	55.0	10.0		30.0	5.0		100.0	7.0	17.4	2.2	NO	NO	NO	58.3			33.3	8.3			YES	YES	YES
E2A	#	44	3		25	4		76						3			3			6		*		
	%	57.9	3.9		32.9	5.3		100.0	4.6	26.9	5.2	0.7	NO	NO	50.0			50.0		100.0	84.8%	YES	YES	YES
E2B	#	85	11	1	65	21		183						2	1		4			7				
	%	46.4	6.0	0.5	35.5	11.5		100.0	4.7	29.3	6.2	NO	NO	NO	28.6	14.3		57.1		100.0	YES	YES	YES	YES
E2C	#	65	8	1	60	21	3	158						7	4		5	3	1	20		*		
	%	41.1	5.1	0.6	38.0	13.3	1.9	100.0	5.3	32.6	8.6	0.2	NO	NO	77.8	20.0		25.0	15.0	5.0	100.0	96.2%	YES	YES
E2D	#	29	17	1	73	59	4	183						9	2		5	13	1	30				
	%	15.8	9.3	0.5	39.9	32.2	2.2	100.0	4.6	43.2	11.2	NO	3.3	NO	30.0	6.7		16.7	43.3	3.3	100.0	YES	92.4%	YES
E3	#	62	13	4	29	14	4	126						4	2	1	3	2		12			*	
	%	49.2	10.3	3.2	23.0	11.1	3.2	100.0	8.0	23.5	6.9	NO	0.5	NO	33.3	16.7	8.3	25.0	16.7		100.0	YES	97.9%	YES
E5	#	4	1		30	15		50									1			1				
	%	8.0	2.0		60.0	30.0		100.0	1.6	67.5	11.7	NO	7.5	NO				100.0		100.0	YES	88.9%	YES	YES
E6	#	4	5	1	19	18		47									1	1		2				
	%	8.5	10.6	2.1	40.4	38.3		100.0	5.1	53.6	12.8	NO	13.2	NO				50.0	50.0		100.0	YES	75.4%	YES
E7	#	49	19		1	1		70						3				1		4		*		*
	%	70.0	27.1		1.4	1.4		100.0	18.8	2.6	1.7	NO	1.2	0.3	75.0			25.0		100.0	YES	53.8%	82.4%	
E8	#	12	10		4	9		35						3						3				
	%	34.3	28.6		11.1	25.7		100.0	22.0	14.9	11.5	NO	3.8	NO	100.0					100.0	YES	74.5%	YES	YES

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

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

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

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

Level of Goal Attainment for 2009:    92.6 percent  
 Level of Goal Attainment for 2010:    92.2 percent  
 Level of Goal Attainment for 2011:    94.9 percent

## The Citadel (Page 1 of 2)

President: Lt. General John W. Rosa

EEO Officer: Emma Bennett-Williams

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1, C2 and E1	#	22	2	1	1		26							1	1					2			
	%	84.6	7.7	3.8	3.8		100.0	2.6	45.1	7.2	NO	41.3	7.2	50.0	50.0					100.0	YES	8.4%	0.0%
C3	#	31		1	12		45							2			2			4			
	%	68.9		2.2	26.7		100.0	2.4	43.6	9.1	2.4	16.9	9.1	50.0			50.0			100.0	0.0%	61.2%	0.0%
C4	#	29	1	3	14	5	54							3		1	1	1		6			
	%	53.7	1.9	5.6	25.9	9.3	100.0	2.6	44.5	9.5	0.7	18.6	0.2	50.0		16.7	16.7	16.7		100.0	73.1%	58.2%	97.9%
C5 and C6	#	59	1	4	21	2	93							11		1	3	2		17			
	%	63.4	1.1	4.3	22.6	2.2	100.0	3.9	43.8	11.0	2.8	21.2	8.8	64.7		5.9	17.6	11.8		100.0	28.2%	51.6%	20.0%
C8 and C9	#	44	4		11	1	61							9	1				1	13			
	%	72.1	6.6		18.0	1.6	100.0	5.5	27.4	2.3	NO	9.4	0.7	69.2	7.7		15.4		7.7	100.0	YES	65.7%	69.6%
E2	#	42	4	1	62	13	127																
	%	33.1	3.1	0.8	48.8	10.2	100.0	5.9	41.3	13.3	2.8	NO	3.1								52.5%	YES	76.7%
E3 and E5	#	25	3	2	22	13	67																
	%	37.3	4.5	3.0	32.8	19.4	100.0	3.8	39.3	17.3	NO	6.5	NO								YES	83.5%	YES
E4	#	9	3		1	1	14																
	%	64.3	21.4		7.1	7.1	100.0	12.6	13.5	5.4	NO	6.4	NO								YES	52.6%	YES
E6	#	3		1	36	9	49																
	%	6.1		2.0	73.5	18.4	100.0	2.1	63.7	15.6	2.1	NO	NO								0.0%	YES	YES

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

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

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

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

Level of Goal Attainment for 2009:    61.6 percent  
 Level of Goal Attainment for 2010:    65.5 percent  
 Level of Goal Attainment for 2011:    66.6 percent



## Clemson University (Page 1 of 3)

Agency Director: Dr. James Barker

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	# 1			1			2	5.4	24.2	3.8	5.4 *	NO	3.8								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0																
C2	# 18	1	2	8	3		32	1.8	14.3	3.8	NO	NO	NO	1						1	YES	YES	YES
	% 56.3	3.1	6.3	25.0	9.4		100.0							100.0						100.0			
C3	# 255	5	30	65	1	4	360	1.7	15.0	1.8	0.3	NO	1.5	5			2			7	82.4%	YES	16.7%
	% 70.8	1.4	8.3	18.1	0.3	1.1	100.0							71.4			28.6			100.0			
C4	# 138	9	22	62	2	8	241	1.8	15.8	1.8	NO	NO	1.0		1		1			2	YES	YES	44.4%
	% 57.3	3.7	9.1	25.7	0.8	3.3	100.0								50.0		50.0			100.0			
C5	# 115	5	27	73	7	19	246	2.3	20.6	2.4	0.3 *	NO	NO	6		2	5	1	1	15	87.0% *	YES	YES
	% 46.7	2.0	11.0	29.7	2.8	7.7	100.0							40.0		13.3	33.3	6.7	6.7	100.0			
C7	# 125	5	3	137	5	8	283	3.3	30.0	4.3	1.5	NO	2.5	5		3	8		1	17	54.5%	YES	41.9%
	% 44.2	1.8	1.1	48.4	1.8	2.8	100.0							29.4		17.6	47.1		5.9	100.0			
C8	# 62		4	32	2	1	101	3.0	34.4	4.2	3.0	2.7	2.2	2		2	2			6	0.0%	92.2%	47.6%
	% 61.4		4.0	31.7	2.0	1.0	100.0							33.3		33.3	33.3			100.0			
C9	# 131	24	3	70	23	3	254	4.7	20.0	5.4	NO	NO	NO	11	1		4		1	17	YES	YES	YES
	% 51.6	9.4	1.2	27.6	9.1	1.2	100.0							64.7	5.9		23.5		5.9	100.0			
E1	# 80	10		84	10	2	186	2.8	17.8	4.8	NO	NO	NO	3	1	1	8	1		14	YES	YES	YES
	% 43.0	5.4		45.2	5.4	1.1	100.0							21.4	7.1	7.1	57.1	7.1		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    84.9 percent  
 Level of Goal Attainment for 2010:    86.0 percent  
 Level of Goal Attainment for 2011:    90.8 percent

## Clemson University (Page 2 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E21	# 76	12	5	259	33	10	395	1.8	27.1	3.4	NO	NO	NO	2	2	2	21			27	YES	YES	YES
	% 19.2	3.0	1.3	65.6	8.4	2.5	100.0							7.4	7.4	7.4	77.8			100.0			
E22	# 15	1		49	6		71	1.0	42.9	2.0	NO	NO	NO				2			2	YES	YES	YES
	% 21.1	1.4		69.0	8.5		100.0										100.0			100.0			
E23	# 32	5		94	17	4	152	3.0	43.4	9.2	NO	NO	NO	4	1		16	7	1	29	YES	YES	YES
	% 21.1	3.3		61.8	11.2	2.6	100.0							13.8	3.4		55.2	24.1	3.4	100.0			
E24	# 30		1	17			48	3.3	32.0	3.9										5	0.0%	YES	0.0%
	% 62.5		2.1	35.4			100.0				3.3	NO	3.9							100.0			
E25	# 68	3	1	52	5	1	130	2.4	28.1	3.8	0.1	NO	0.0	3			4			7	95.8%*	YES	YES
	% 52.3	2.3	0.8	40.0	3.8	0.8	100.0				0.1	NO	0.0	42.9			57.1			100.0			
E31	# 70	8	1	61	10	1	151	3.0	20.3	4.0	NO	NO	NO	9			9			18	YES	YES	YES
	% 46.4	5.3	0.7	40.4	6.6	0.7	100.0							50.0			50.0			100.0			
E32	# 64	5	1	28	4	1	103	5.8	24.2	5.1	0.9	NO	1.2	1						1	84.5%*	YES	76.5%
	% 62.1	4.9	1.0	27.2	3.9	1.0	100.0				0.9	NO	1.2	100.0						100.0			
E4	# 32	3		5	1		41	5.3	4.9	0.5	NO	NO	NO	7	1	1	1			10	YES	YES	YES
	% 78.0	7.3		12.2	2.4		100.0							70.0	10.0	10.0	10.0			100.0			
E51	# 8	1	1	189	22	2	223	0.2	59.0	4.1	NO	NO	NO	4		1	29			34	YES	YES	YES
	% 3.6	0.4	0.4	84.8	9.9	0.9	100.0							11.8		2.9	85.3			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    84.9 percent

Level of Goal Attainment for 2010:    86.0 percent

Level of Goal Attainment for 2011:    90.8 percent

## Clemson University (Page 3 of 3)

President: Dr. James Barker

EEO Officer: Jerry Knighton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E52	# 11	5		26	12	1	55	9.7	41.8	5.3	0.6	NO	NO				7			7	93.8%	YES	YES	
	% 20.0	9.1		47.3	21.8	1.8	100.0										100.0			100.0				
E6	# 4	2		64	15	1	86	0.8	58.3	3.4	NO	NO	NO				10			10	YES	YES	YES	
	% 4.7	2.3		74.4	17.4	1.2	100.0										100.0			100.0				
E7	# 140	9	2	2			153	5.1	6.3	0.3	NO	5.0	0.3				11			11	YES	20.6%	0.0%	
	% 91.5	5.9	1.3	1.3			100.0							100.0						100.0				
E8	# 65	22		40	47		174	4.3	5.3	0.4	NO	NO	NO		10	1		1	2	1	15			
	% 37.4	12.6		23.0	27.0		100.0							66.7	6.7		6.7	13.3	6.7	100.0	YES	YES	YES	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    84.9 percent

Level of Goal Attainment for 2010:    86.0 percent

Level of Goal Attainment for 2011:    90.8 percent



## Coastal Carolina University (Page 2 of 2)

President: Dr. David DeCenzo

EEO Officer: Pat West

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3	# 37	3	2	16	1	1	60	3.1	22.8	6.0	NO	NO	4.3	3		2	2			7			
	% 61.7	5.0	3.3	26.7	1.7	1.7	100.0							42.9		28.6	28.6			100.0	YES	YES	28.3%
E4	# 20	2		1	2		25	6.1	8.1	3.2	NO	4.1	NO	4						4	YES	49.4%	YES
	% 80.0	8.0		4.0	8.0		100.0							100.0						100.0			
E5	# 1			42	4	1	48	0.5	78.3	4.2	0.5	NO	NO				5		1	6		*	
	% 2.1			87.5	8.3	2.1	100.0										83.3		16.7	100.0	0.0%	YES	YES
E6	# 3			48	5		56	0.5	79.0	6.7	0.5	NO	NO				7			7		*	
	% 5.4			85.7	8.9		100.0										100.0			100.0	0.0%	YES	YES
E7	# 34	4	1	1			40	7.7	4.9	1.6	NO	2.4	1.6	2						2	YES	51.0%	0.0%*
	% 85.0	10.0	2.5	2.5			100.0							100.0						100.0			
E8	# 41	19	2	10	9	1	82	19.9	13.8	6.4	NO	1.6	NO	5	2	1	1			9	YES	88.4%	YES
	% 50.0	23.2	2.4	12.2	11.0	1.2	100.0							55.6	22.2	11.1	11.1			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    75.5 percent  
 Level of Goal Attainment for 2010:    81.4 percent  
 Level of Goal Attainment for 2011:    82.5 percent

## College of Charleston (Page 1 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1, C7, and E1	#	42	5	3	47	7	3	107	5.1	37.4	11.0	0.4	NO	4.5	2		3	7	1	1	14	92.2%	YES	59.1%
	%	39.3	4.7	2.8	43.9	6.5	2.8	100.0							14.3		21.4	50.0	7.1	7.1	100.0			
C2	#	3	1	1	8			13	6.2	41.2	10.2	NO	NO	10.2	1						1	YES	YES	0.0%
	%	23.1	7.7	7.7	61.5			100.0							100.0						100.0			
C3	#	83	4	13	38	1	2	141	3.4	32.4	2.1	0.6	5.4	1.4	5	1	2	4		1	13	82.4%	83.3%	33.3%
	%	58.9	2.8	9.2	27.0	0.7	1.4	100.0							38.5	7.7	15.4	30.8		7.7	100.0			
C4	#	71	3	13	56	6	8	157	3.9	38.0	3.2				9		2	9			20	48.7%	93.9%	YES
	%	45.2	1.9	8.3	35.7	3.8	5.1	100.0				2.0	2.3	NO	45.0		10.0	45.0			100.0			
C5	#	63	4	17	45	4	6	139	6.0	45.7	12.9	3.1	13.3	10.0	12	1	2	5		1	21	48.3%	70.9%	22.5%
	%	45.3	2.9	12.2	32.4	2.9	4.3	100.0							57.1	4.8	9.5	23.8		4.8	100.0			
C6	#	11		3	28	1	2	45	5.6	46.2	12.3	5.6	NO	10.1			1	1			2	0.0%	YES	17.9%
	%	24.4		6.7	62.2	2.2	4.4	100.0									50.0	50.0			100.0			
C8 and C9	#	52	4	4	48	5	7	120	5.9	35.3	5.9	2.6	NO	1.7	12		1	13	1	1	28	55.9%	YES	71.2%
	%	43.3	3.3	3.3	40.0	4.2	5.8	100.0							42.9		3.6	46.4	3.6	3.6	100.0			
E2	#	77	14	8	159	29	10	297	3.0	41.1	12.2	NO	NO	2.4	15	5	1	33	4	2	60	YES	YES	80.3%
	%	25.9	4.7	2.7	53.5	9.8	3.4	100.0							25.0	8.3	1.7	55.0	6.7	3.3	100.0			
E3	#	29	6	6	18	10	2	71	5.9	31.8	8.1	NO		NO	6	2	1	5	2		16	YES	79.9%	YES
	%	40.8	8.5	8.5	25.4	14.1	2.8	100.0							37.5	12.5	6.3	31.3	12.5		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    72.1 percent  
Level of Goal Attainment for 2010:    76.0 percent  
Level of Goal Attainment for 2011:    75.0 percent

## College of Charleston (Page 2 of 2)

President: P. George Benson

EEO Officer: JoAnn Diaz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 19	13	3	2	9	2	48	18.2	9.0	9.7	NO	4.8	NO	6	3		1	1		11	YES	46.7%	YES
	% 39.6	27.1	6.3	4.2	18.8	4.2	100.0							54.5	27.3		9.1	9.1		100.0			
E5	# 4			43	18	5	70	3.8	50.8	18.3	3.8	NO	NO	2			8		1	11	0.0%	YES	YES
	% 5.7			61.4	25.7	7.1	100.0							18.2			72.7		9.1	100.0			
E6	# 4	4		18	18	3	47	2.9	64.2	13.0	NO	25.9	NO	2	1		4	1		8	YES	59.7%	YES
	% 8.5	8.5		38.3	38.3	6.4	100.0							25.0	12.5		50.0	12.5		100.0			
E7	# 18	47	4		2	1	72	19.1	10.4	10.4	NO	10.4	7.6	3	5	1		1		10	YES	0.0%	26.9%
	% 25.0	65.3	5.6		2.8	1.4	100.0							30.0	50.0	10.0		10.0		100.0			
E8	# 6	15	1	2	31	1	56	23.5	13.0	12.8	NO	9.4	NO	1	2					3	YES	27.7%	YES
	% 10.7	26.8	1.8	3.6	55.4	1.8	100.0							33.3	66.7					100.0			

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

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

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

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

Level of Goal Attainment for 2009:    72.1 percent  
 Level of Goal Attainment for 2010:    76.0 percent  
 Level of Goal Attainment for 2011:    75.0 percent

## Department of Commerce

Agency Director: Robert M. Hitt, III

EEO Officer: Inez Benjamin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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			4	1		12	3.1	24.6	3.2	3.1 *	NO	NO	3			3			6	0.0% *	YES	YES
	% 58.3			33.3	8.3		100.0							50.0			50.0			100.0			
E2	# 16	3		26	5		50	3.7	37.0	6.2	NO	NO	NO	7	2		8			17	YES	YES	YES
	% 32.0	6.0		52.0	10.0		100.0							41.2	11.8		47.1			100.0			
E3	# 3			1			4	5.9	24.9	4.6	5.9 *	NO	4.6 *								0.0% *	YES	0.0% *
	% 75.0			25.0			100.0																
E5	#	1		1		1	3	5.0	46.0	16.8	NO	12.7 *	16.8 *						1	1	YES	72.4% *	0.0% *
	%	33.3		33.3		33.3	100.0												100.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    100 percent

Level of Goal Attainment for 2010:    89.7 percent

Level of Goal Attainment for 2011:    96.5 percent

## Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: James Holly

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	2	1	8					*	*					1		1	*	*	
	% 37.5			25.0	25.0	12.5	100.0	3.1	32.8	6.8	3.1	7.8	NO					100.0		100.0	0.0%	76.2%	YES
E2	# 4			3	2		9				*	*					1		1	*	*		
	% 44.4			33.3	22.2		100.0	4.7	35.8	8.9	4.7	2.5	NO				100.0		100.0	0.0%	93.0%	YES	
E3	# 1	1		1	1		4																
	% 25.0	25.0		25.0	25.0		100.0	7.9	23.6	6.4	NO	NO	NO								YES	YES	YES
E5	# 3	1		1	3	1	9							2					1	3			
	% 33.3	11.1		11.1	33.3	11.1	100.0	4.8	43.0	16.2	NO	31.9	NO	66.7					33.3	100.0	YES	25.8%	YES
E6	#			1			1					*	*								*	*	
	%			100.0			100.0	2.7	63.7	17.0	2.7	NO	17.0								0.0%	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 2009:    91.6 percent

Level of Goal Attainment for 2010:    89.9 percent

Level of Goal Attainment for 2011:    90.5 percent

## Consumer Affairs

Agency Director: Carolyn Lybarker

EEO Officer: Sharon Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2	1		5	4.0	21.4	3.7	4.0 *	NO	NO				1			1	0.0% *	YES	YES
	% 40.0			40.0	20.0		100.0										100.0			100.0			
E2	# 4	1		10	4		19	4.9	31.1	6.3	NO	NO	NO				1			1	YES	YES	YES
	% 21.1	5.3		52.6	21.1		100.0										100.0			100.0			
E3, E5, and E6	# 1			2	6		9	2.6	54.9	15.4	2.6 *	32.7	NO					1		1	0.0% *	40.4%	YES
	% 11.1			22.2	66.7		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    92.2 percent

Level of Goal Attainment for 2010:    92.2 percent

Level of Goal Attainment for 2011:    91.5 percent

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

Agency Director: Robert E. Ward

EEO Officer: Ann B. Bower

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 56	20	2	7	17		102	5.2	22.6	5.2	NO	15.7	NO	8	3		1	4		16	YES	30.5%	YES
	% 54.9	19.6	2.0	6.9	16.7		100.0							50.0	18.8		6.3	25.0		100.0			
E1B	# 56	25	1	22	15		119	4.6	25.7	5.2	NO	7.2	NO	7	2	1	3	3		16	YES	72.0%	YES
	% 47.1	21.0	0.8	18.5	12.6		100.0							43.8	12.5	6.3	18.8	18.8		100.0			
E2A	# 59	23	3	53	27	14	179	6.0	36.8	9.9	NO	7.2	NO	13	1		19	7	10	50	YES	80.4%	YES
	% 33.0	12.8	1.7	29.6	15.1	7.8	100.0							26.0	2.0		38.0	14.0	20.0	100.0			
E2B	# 112	68	5	137	173	6	501	6.6	37.7	16.1	NO	10.4	NO	19	9	3	34	42	4	111	YES	72.4%	YES
	% 22.4	13.6	1.0	27.3	34.5	1.2	100.0							17.1	8.1	2.7	30.6	37.8	3.6	100.0			
E2C	# 45	34	2	46	94	3	224	4.4	48.1	19.5	NO	27.6	NO	7	3		6	19		35	YES	42.6%	YES
	% 20.1	15.2	0.9	20.5	42.0	1.3	100.0							20.0	8.6		17.1	54.3		100.0			
E3A	# 16	4	2	19	11	1	53	4.8	35.9	11.1	NO	0.1	NO	4	1	4	7	4	1	21	YES	99.7%	YES
	% 30.2	7.5	3.8	35.8	20.8	1.9	100.0							19.0	4.8	19.0	33.3	19.0	4.8	100.0			
E3B	# 4	6		53	62	3	128	3.6	45.3	27.0	NO	3.9	NO		1		16	14		31	YES	91.4%	YES
	% 3.1	4.7		41.4	48.4	2.3	100.0								3.2		51.6	45.2		100.0			
E4A	# 105	225	4	20	136		490	26.4	9.5	20.9	NO	5.4	NO	18	31	1	3	22		75	YES	43.2%	YES
	% 21.4	45.9	0.8	4.1	27.8		100.0							24.0	41.3	1.3	4.0	29.3		100.0			
E4B	# 228	370	16	78	377	4	1073	25.9	9.4	25.9	NO	2.1	NO	63	62	3	17	59	1	205	YES	77.7%	YES
	% 21.2	34.5	1.5	7.3	35.1	0.4	100.0							30.7	30.2	1.5	8.3	28.8	0.5	100.0			

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

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

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

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

Level of Goal Attainment for 2009:    88.1 percent

Level of Goal Attainment for 2010:    89.1 percent

Level of Goal Attainment for 2011:    89.3 percent

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

Agency Director: Robert E. Ward

EEO Officer: Ann B. Bowers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 616	654	47	131	689	21	2158	25.9	9.4	25.9	NO	3.3	NO	279	264	27	55	212	9	846	YES	64.9%	YES	
	% 28.5	30.3	2.2	6.1	31.9	1.0	100.0							33.0	31.2	3.2	6.5	25.1	1.1	100.0				
E5	# 13	16	1	81	61	3	175	4.2	51.3	16.3	NO	5.0	NO	2	2	1	17	9	1	32	YES	90.3%	YES	
	% 7.4	9.1	0.6	46.3	34.9	1.7	100.0							6.3	6.3	3.1	53.1	28.1	3.1	100.0				
E6	# 7	5	1	52	45	2	112	5.1	44.8	20.4	0.6	NO	NO		1		16	14	2	33	88.2%*	YES	YES	
	% 6.3	4.5	0.9	46.4	40.2	1.8	100.0								3.0		48.5	42.4	6.1	100.0				
E7	# 76	25	1	4	4		110	15.1	4.1	1.8	NO	0.5	NO	16	9		1			26	YES	87.8%*	YES	
	% 69.1	22.7	0.9	3.6	3.6		100.0							61.5	34.6		3.8			100.0				
E8A	# 43	7	2	5	14		71	11.2	26.6	15.3	1.3	19.6	NO	10	2	1		3	1	17	88.4%*	26.3%	YES	
	% 60.6	9.9	2.8	7.0	19.7		100.0							58.8	11.8	5.9		17.6	5.9	100.0				
E8B	# 30	27	3	17	56	5	138	11.5	25.8	32.8	NO	13.5	NO	15	11	1	13	19	1	60	YES	47.7%	YES	
	% 21.7	19.6	2.2	12.3	40.6	3.6	100.0							25.0	18.3	1.7	21.7	31.7	1.7	100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    86.8 percent  
 Level of Goal Attainment for 2010:    89.1 percent  
 Level of Goal Attainment for 2011:    89.3 percent

## Criminal Justice Academy

Agency Director: Hubert Harrell

EEO Officer: Florence McCants

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	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	1		7	4.3	34.6	5.1	NO	6.0	NO								YES	82.7%	YES	
	% 42.9	14.3		28.6	14.3		100.0																	
E2	# 11	6		14	1		32	5.6	38.5	11.2	NO	NO	8.1	1			1		1	3	YES	YES	27.7%	
	% 34.4	18.8		43.8	3.1		100.0							33.3			33.3		33.3	100.0	YES	YES	27.7%	
E2A	# 2	1		4	1		8	4.3	32.6	7.4	NO	NO	NO				1			1	YES	YES	YES	
	% 25.0	12.5		50.0	12.5		100.0										100.0			100.0	YES	YES	YES	
E2B	# 25	3	1	6	1	2	38	5.5	28.0	8.9	NO	12.2	6.3	6	1					7	YES	56.4%	29.2%	
	% 65.8	7.9	2.6	15.8	2.6	5.3	100.0							85.7	14.3					100.0	YES	56.4%	29.2%	
E3 and E5	# 2			10	3		15	1.0	68.7	14.2	1.0	2.0	NO								0.0%	97.1%	YES	
	% 13.3			66.7	20.0		100.0																	
E7	# 16	2		1	2		21	39.6	3.7	11.1	30.1	NO	1.6	6	2					8	24.0%	YES	85.6%	
	% 76.2	9.5		4.8	9.5		100.0							75.0	25.0					100.0	24.0%	YES	85.6%	
E8	# 1						1	29.0	2.8	41.7	29.0	2.8	41.7	1						1	0.0%	0.0%	0.0%	
	% 100.0						100.0							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 2009:    74.3 percent  
 Level of Goal Attainment for 2010:    90.2 percent  
 Level of Goal Attainment for 2011:    82.5 percent

## Deaf and Blind, School for the

Agency Director: Maggie Park

EEO Officer: Cindy Gass

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1	1	3	2		9	5.8	33.0	9.6	NO	NO	NO								YES	YES	YES	
	% 22.2	11.1	11.1	33.3	22.2		100.0																	
E2	# 34	6		116	16	4	176	4.6	47.5	11.8	1.2	NO	2.7	2		1	13	2		18	73.9%	YES	77.1%	
	% 19.3	3.4		65.9	9.1	2.3	100.0							11.1		5.6	72.2	11.1		100.0				
E3	# 2			2	1		5	5.6	30.6	10.1	5.6	NO	NO		1					1	0.0%*	YES	YES	
	% 40.0			40.0	20.0		100.0								100.0					100.0				
E5	# 7	6		39	41	3	96	7.4	42.4	19.3	1.1	1.8	NO	2	1		1	4		8	85.1%	95.8%	YES	
	% 7.3	6.3		40.6	42.7	3.1	100.0							25.0	12.5		12.5	50.0		100.0				
E6	#			12	3		15	0.4	69.7	10.2	0.4	NO	NO				1			1	0.0%*	YES	YES	
	%			80.0	20.0		100.0										100.0			100.0				
E7	# 9						9	8.9	5.1	1.4	8.9	5.1	1.4	1						1	0.0%*	0.0%*	0.0%*	
	% 100.0						100.0							100.0						100.0				
E8	# 4	2		4	7		17	18.7	35.8	13.0	6.9	12.3	NO	1	1		1			3	63.1%	65.6%	YES	
	% 23.5	11.8		23.5	41.2		100.0							33.3	33.3		33.3			100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    92.4 percent  
 Level of Goal Attainment for 2010:    92.1 percent  
 Level of Goal Attainment for 2011:    91.3 percent

## Disabilities and Special Needs (Statewide)

Agency Director: Dr. Beverly A. H. Buscemi

EEO Officer: Deirdre Blake-Sayers

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	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	4		25	11		63	12.0	33.5	19.9	5.7	NO	2.4	2			2	1		5	52.5%	YES	87.9%
	% 36.5	6.3		39.7	17.5		100.0							40.0			40.0	20.0		100.0			
E2	# 34	31	1	110	145	8	329	12.5	30.0	29.8	3.1	NO	NO	9	14	1	27	23	2	76	75.2%	YES	YES
	% 10.3	9.4	0.3	33.4	44.1	2.4	100.0							11.8	18.4	1.3	35.5	30.3	2.6	100.0			
E3	# 18	6	1	56	42	5	128	21.3	39.1	39.9	16.6	NO	7.1	3	2		16	6	1	28	22.1%	YES	82.2%
	% 14.1	4.7	0.8	43.8	32.8	3.9	100.0							10.7	7.1		57.1	21.4	3.6	100.0			
E4 and E7	# 25	9		2			36	7.7	2.3	8.1	NO	NO	8.1	4	1					5	YES	YES	0.0%
	% 69.4	25.0		5.6			100.0							80.0	20.0					100.0			
E5	# 25	189	2	91	861	9	1177	12.4	30.6	56.7	NO	22.9	NO	13	91		44	293	5	446	YES	25.2%	YES
	% 2.1	16.1	0.2	7.7	73.2	0.8	100.0							2.9	20.4		9.9	65.7	1.1	100.0			
E6	# 2	1		32	47	1	83	2.1	55.2	22.1	0.9	16.6	NO				1	5		6	57.1%*	69.9%	YES
	% 2.4	1.2		38.6	56.6	1.2	100.0										16.7	83.3		100.0			
E8	# 19	33		21	96	4	173	22.4	9.2	16.6	3.3	NO	NO	1	5		4	14	1	25	85.3%	YES	YES
	% 11.0	19.1		12.1	55.5	2.3	100.0							4.0	20.0		16.0	56.0	4.0	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    77.1 percent

Level of Goal Attainment for 2010:    79.4 percent

Level of Goal Attainment for 2011:    78.9 percent

## Education, Department of

Agency Director: Dr. Mitchell M. Zais

EEO Officer: Michael E. Addison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	3		23	5.1	38.0	11.3	NO	NO	NO				3	1		4	YES	YES	YES
	% 34.8	8.7		43.5	13.0		100.0										75.0	25.0		100.0			
E2A	# 40	19		77	23	5	164	5.8	41.2	14.8	NO	NO	0.8				3	1		4	YES	YES	94.6%
	% 24.4	11.6		47.0	14.0	3.0	100.0										75.0	25.0		100.0			
E2B	# 15	3	1	24	15	1	59	4.3	30.3	7.1	NO	NO	NO	1	1		2	1		5	YES	YES	YES
	% 25.4	5.1	1.7	40.7	25.4	1.7	100.0							20.0	20.0		40.0	20.0		100.0			
E2C	# 42	3		28	21		94	7.5	21.8	5.0				2			3	1		6			
	% 44.7	3.2		29.8	22.3		100.0				4.3	NO	NO	33.3			50.0	16.7		100.0	42.7%	YES	YES
E3	# 12	2		7	4		25	5.6	32.6	7.8	NO	4.6	NO	1						1	YES	85.9%	YES
	% 48.0	8.0		28.0	16.0		100.0							100.0						100.0			
E5	#	1		16	14		31	7.4	34.4	18.2	4.2	NO	NO				1			1	43.2%	YES	YES
	%	3.2		51.6	45.2		100.0										100.0			100.0			
E6	# 2			20	11		33	1.4	56.3	26.6	1.4	NO	NO	1						1	0.0%*	YES	YES
	% 6.1			60.6	33.3		100.0							100.0						100.0			
E7	# 247	95	5	26	4		377	17.2	3.1	2.6	NO	NO	1.5	27	4		3	1		35	YES	YES	42.3%
	% 65.5	25.2	1.3	6.9	1.1		100.0							77.1	11.4		8.6	2.9		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    89.8 percent

Level of Goal Attainment for 2010:    89.7 percent

Level of Goal Attainment for 2011:    91.7 percent

## South Carolina Education Lottery

Agency Director: Paula Harper Bethea

EEO Officer: Mary Margaret Hopkins

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	4		6			16	3.1	24.3	3.4	NO	NO	3.4 *				1			1	YES	YES	0.0% *
	% 37.5	25.0		37.5			100.0										100.0			100.0			
E2	# 15	10	2	27	13	3	70	5.2	32.3	6.7	NO	NO	NO		1			1		2	YES	YES	YES
	% 21.4	14.3	2.9	38.6	18.6	4.3	100.0							50.0			50.0			100.0			
E3	# 5	1		2	4		12	5.0	31.5	8.2	NO	14.8	NO								YES	53.0%	YES
	% 41.7	8.3		16.7	33.3		100.0																
E5	# 2	1		11	7		21	6.2	45.7	8.7	1.4 *	NO	NO								77.4% *	YES	YES
	% 9.5	4.8		52.4	33.3		100.0								1					1			
E6	# 1	1		1	2		5	1.0	72.2	14.3	NO	52.2	NO		100.0					100.0	YES	27.7%	YES
	% 20.0	20.0		20.0	40.0		100.0													100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    90.8 percent  
 Level of Goal Attainment for 2010:    89.7 percent  
 Level of Goal Attainment for 2011:    89.9 percent

## Educational Television

Agency Director: Linda O'Bryon

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	5.7	16.9	4.1	5.7	NO	4.1								0.0%	YES	0.0%
	% 66.7			33.3			100.0																
E2A	# 38	5		11	2		56	5.8	18.7	5.0	NO	NO	1.4								YES	YES	72.0%
	% 67.9	8.9		19.6	3.6		100.0																
E2B	# 9	3		8	2		22	4.5	22.4	4.6	NO	NO	NO				1			1	YES	YES	YES
	% 40.9	13.6		36.4	9.1		100.0										100.0			100.0			
E2C	# 6	1		5	5		17	6.0	21.4	3.0	0.1	NO	NO								98.3%	YES	YES
	% 35.3	5.9		29.4	29.4		100.0																
E3	# 20	6	1	6	3		36	6.4	17.3	7.6	NO	0.6	NO								YES	96.5%	YES
	% 55.6	16.7	2.8	16.7	8.3		100.0																
E5 and E6	# 2			5	2		9	9.9	43.3	17.0	9.9	NO	NO								0.0%	YES	YES
	% 22.2			55.6	22.2		100.0																
E7	# 3						3	33.1	2.7	0.6	33.1	2.7	0.6								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    94.5 percent  
 Level of Goal Attainment for 2010:    95.7 percent  
 Level of Goal Attainment for 2011:    97.8 percent

## Elections Commission, State

Agency Director: Maci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	# 1			2	2		5	5.8	21.3	4.8	5.8 *	NO	NO	1				1		2	0.0% *	YES	YES
	% 20.0			40.0	40.0		100.0							50.0				50.0		100.0			
E3, E5, and E6	# 3	3		3			9	5.2	44.1	17.1	NO	10.8 *	17.1	2	1					3	YES	75.5% *	0.0%
	% 33.3	33.3		33.3			100.0							66.7	33.3					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    87.1 percent

Level of Goal Attainment for 2010:    75.1 percent

Level of Goal Attainment for 2011:    75.1 percent

## Employment and Workforce, Department of

Agency Director: Abraham J. Turner

EEO Officer: Stephani Hamberg

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	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	7.4	35.8	16.0	NO	10.8	3.5		1					1	YES	69.8%	78.1%
	% 50.0	12.5		25.0	12.5		100.0								100.0					100.0			
E2A	# 42	30	2	107	110	12	303	6.8	40.7	25.9	NO	5.4	NO	3	2		12	8	2	27	YES	86.7%	YES
	% 13.9	9.9	0.7	35.3	36.3	4.0	100.0							11.1	7.4		44.4	29.6	7.4	100.0			
E2B and E4	# 34	24	3	87	68	2	218	9.2	37.6	26.4	NO	NO	NO	7	4	1	14	11	2	39	YES	YES	YES
	% 15.6	11.0	1.4	39.9	31.2	0.9	100.0							17.9	10.3	2.6	35.9	28.2	5.1	100.0			
E2C	# 47	13		60	34	3	157	8.4	36.1	24.0	0.1	NO	2.3	5		3	6	4	2	20	98.8%	YES	90.4%
	% 29.9	8.3		38.2	21.7	1.9	100.0							25.0		15.0	30.0	20.0	10.0	100.0			
E2D	# 17	5	1	12	9	2	46	7.5	35.4	16.7	NO	9.3	NO	6		1	2	1	1	11	YES	73.7%	YES
	% 37.0	10.9	2.2	26.1	19.6	4.3	100.0							54.5		9.1	18.2	9.1	9.1	100.0			
E3	# 34	11	2	13	15	1	76	10.8	24.0	10.3	NO	6.9	NO	2	1	1	1	4		9	YES	71.3%	YES
	% 44.7	14.5	2.6	17.1	19.7	1.3	100.0							22.2	11.1	11.1	11.1	44.4		100.0			
E6 and E7	# 6	1		43	17	1	68	5.0	52.2	17.0	3.5	NO	NO	1			5	6	1	13	30.0%	YES	YES
	% 8.8	1.5		63.2	25.0	1.5	100.0							7.7			38.5	46.2	7.7	100.0			
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2009:    91.3 percent

Level of Goal Attainment for 2010:    93.9 percent

Level of Goal Attainment for 2011:    90.4 percent

## Financial Institutions, Board of

Agency Director: Curtis M. Loftis, Jr.

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2	1		7	2.4	42.5	5.5	2.4	13.9	NO								0.0%	67.3%	YES
	% 57.1			28.6	14.3		100.0																
E2	# 7	3		9	2	1	22	5.6	45.3	8.9	NO	4.4	NO	1			2		1	4	YES	90.3%	YES
	% 31.8	13.6		40.9	9.1	4.5	100.0							25.0			50.0		25.0	100.0			
E5	#			1			1	0.2	69.7	17.6	0.2	NO	17.6								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    90.4 percent  
 Level of Goal Attainment for 2010:    93.5 percent  
 Level of Goal Attainment for 2011:    92.9 percent

## Forestry Commission

Agency Director: Henry E. Kodama

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9		1	2	1		13	4.5	33.8	1.6	4.5 *	18.4	NO				1			1	0.0% *	45.6%	YES
	% 69.2		7.7	15.4	7.7		100.0										100.0			100.0			
E2, E2A, and E2B	# 54	2		14			70	2.3	16.7	6.0	NO	NO	6.0	3						3	YES	YES	0.0%
	% 77.1	2.9		20.0			100.0							100.0						100.0			
E3	# 21	1		2			24	6.5	3.0	2.3	2.3 *	NO	2.3 *								64.6% *	YES	0.0% *
	% 87.5	4.2		8.3			100.0																
E4	# 123	11	1	2			137	8.1	1.0	0.9	0.1 *	NO	0.9								98.8% *	YES	0.0%
	% 89.8	8.0	0.7	1.5			100.0																
E5	#			4	1		5	3.2	61.2	13.2	3.2 *	NO	NO								0.0% *	YES	YES
	%			80.0	20.0		100.0																
E6	# 2			26	3		31	5.7	35.3	22.3	5.7	NO	12.6								0.0%	YES	43.5%
	% 6.5			83.9	9.7		100.0																
E7	# 10	3		1			14	0.1	12.2	0.1	NO	5.1 *	0.1 *								YES	58.2% *	0.0% *
	% 71.4	21.4		7.1			100.0																
E8	# 1						1	38.9	13.8	12.1	38.9 *	13.8 *	12.1 *								0.0% *	0.0% *	0.0% *
	% 100.0						100.0																

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

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

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

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

Level of Goal Attainment for 2009:    69.7 percent  
 Level of Goal Attainment for 2010:    68.7 percent  
 Level of Goal Attainment for 2011:    71.2 percent

## Francis Marion University

Agency Director: Dr. Fred Carter

EEO Officer: Linda Becote

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	18	1		13	1		33	3.9	3.7	4.9	0.9	NO	1.9			1			1	76.9%	YES	61.2%
	%	54.5	3.0		39.4	3.0		100.0									100.0			100.0			
C2 and C3	#	53	1		13	1		68	1.6	29.9	2.9	0.1	10.8	1.4	4		3			7	93.8%	YES	51.7%
	%	77.9	1.5		19.1	1.5		100.0							57.1		42.9			100.0			
C4 and C5	#	49		7	56	5	7	124	2.4	46.0	5.0	2.4	0.8	1.0	10	2	18	1	2	33	0.0%	98.3%	80.0%
	%	39.5		5.6	45.2	4.0	5.6	100.0							30.3	6.1	54.5	3.0	6.1	100.0			
C6, C7, C8, and C9	#	14	2	1	23	4	1	45	3.3	40.3	6.4	NO	NO	NO			9	1	1	11	YES	YES	YES
	%	31.1	4.4	2.2	51.1	8.9	2.2	100.0									81.8	9.1	9.1	100.0			
E2	#	17	7		31	14		69	5.7	38.4	16.5	NO	NO	NO	3	1	6			10	YES	YES	YES
	%	24.6	10.1		44.9	20.3		100.0							30.0	10.0	60.0			100.0			
E3	#	10			3	1		14	6.5	32.5	9.9	6.5	11.1	2.8							0.0%	65.8%	71.7%
	%	71.4			21.4	7.1		100.0															
E4 and E7	#	23	6		2			31	15.5	4.1	2.5	NO	NO	2.5	6					6	YES	YES	0.0%
	%	74.2	19.4		6.5			100.0							100.0					100.0			
E5 and E6	#	2	1		25	20		48	1.0	70.0	16.1	NO	17.9	NO	1		6	5		12	YES	74.4%	YES
	%	4.2	2.1		52.1	41.7		100.0							8.3		50.0	41.7		100.0			
E8	#	9	24		2	20	1	56	28.4	8.0	18.4	NO	4.4	NO		2		5		7	YES	45.0%	YES
	%	16.1	42.9		3.6	35.7	1.8	100.0							28.6			71.4		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    83.4 percent  
Level of Goal Attainment for 2010:    83.8 percent  
Level of Goal Attainment for 2011:    83.3 percent

## Governor's Office

Agency Director: Christine Glover

EEO Officer: Swinton W. Hudson Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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		12	5	1	23	5.2	28.9	19.3	NO	NO	NO				1			1	YES	YES	YES
	% 13.0	8.7		52.2	21.7	4.3	100.0										100.0			100.0			
E2 and E2A	# 20	7		56	48	1	132	5.9	33.1	13.4	0.6*	NO	NO	1		1	3	4	2	11	89.8%*	YES	YES
	% 15.2	5.3		42.4	36.4	0.8	100.0							9.1		9.1	27.3	36.4	18.2	100.0			
E2B	# 2						2	15.9	28.3	12.3	15.9*	28.3*	12.3*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																
E3	# 2						2	10.8	24.4	7.7	10.8*	24.4*	7.7*				1			1	0.0%*	0.0%*	0.0%*
	% 100.0						100.0										100.0			100.0			
E5, E6, and E8	# 5	3		10	7	1	26	5.8	41.9	17.9	NO	3.4*	NO				1		1	2	YES	91.9%*	YES
	% 19.2	11.5		38.5	26.9	3.8	100.0										50.0		50.0	100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    94.3 percent

Level of Goal Attainment for 2010:    93.1 percent

Level of Goal Attainment for 2011:    98.0 percent

## Governor's School for Arts and Humanities

Agency Director: Bruce Halverson

EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	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	8.7	40.6	9.3	8.7	40.6	9.3								0.0%	0.0%	0.0%	
	% 100.0						100.0																	
E2	# 22	1		24	6		53	4.2	52.1	6.4	2.3	6.8	NO	3			4	2		9	45.2%	86.9%	YES	
	% 41.5	1.9		45.3	11.3		100.0							33.3			44.4	22.2		100.0				
E4, E5, E6, E7, E8	# 7	2		6	4		19	2.8	61.4	6.7	NO	29.8	NO	2			1			3	YES	51.5%	YES	
	% 36.8	10.5		31.6	21.1		100.0							66.7			33.3			100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    89.5 percent  
 Level of Goal Attainment for 2010:    71.5 percent  
 Level of Goal Attainment for 2011:    80.6 percent

## Governor's School for Science and Mathematics

Agency Director: Murray W. Brockman, Ph. D

EEO Officer: Ernie Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	# 6	3		3	2		14	6.7	35.1	14.0	NO	13.7	NO	1				1		2	YES	61.0%	YES
	% 42.9	21.4		21.4	14.3		100.0							50.0				50.0		100.0			
C6	# 6	1	2	4	1	1	15	5.9	41.2	14.9	NO	14.5	8.2		1					1	YES	64.8%	45.0%
	% 40.0	6.7	13.3	26.7	6.7	6.7	100.0								100.0					100.0			
E3, E5, and E6	#			4	1		5	3.3	56.4	13.9	3.3	NO	NO								0.0%	YES	YES
	%			80.0	20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    79.9 percent  
 Level of Goal Attainment for 2010:    82.6 percent  
 Level of Goal Attainment for 2011:    83.8 percent

## Health and Environmental Control, Department of

Agency Director: Earl Hunter

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 136	8	7	115	28	2	296	2.0	30.1	5.8	NO	NO	NO	1	1		3	2		7	YES	YES	YES
	% 45.9	2.7	2.4	38.9	9.5	0.7	100.0							14.3	14.3		42.9	28.6		100.0			
E2A	# 4	2		403	51	3	463	1.7	65.4	10.4	1.3	NO	NO		2	21	3			26	23.5%	YES	YES
	% 0.9	0.4		87.0	11.0	0.6	100.0								7.7	80.8	11.5			100.0			
E2B	# 318	36	10	289	104	12	769	5.7	30.8	6.7	1.0	NO	NO	1	2	1	2			6	82.5%	YES	YES
	% 41.4	4.7	1.3	37.6	13.5	1.6	100.0							16.7	33.3	16.7	33.3			100.0			
E2C	# 227	51	11	362	186	19	856	8.0	35.1	27.2	2.0	NO	5.5	4	2		16	6	2	30	75.0%	YES	79.8%
	% 26.5	6.0	1.3	42.3	21.7	2.2	100.0							13.3	6.7		53.3	20.0	6.7	100.0			
E3	# 55	16	4	60	40	7	182	3.9	42.6	13.9	NO	9.6	NO	3	1					4	YES	77.5%	YES
	% 30.2	8.8	2.2	33.0	22.0	3.8	100.0							75.0	25.0					100.0			
E5	# 4	3		153	94	2	256	1.3	66.5	15.8	0.1	6.7	NO			1	3	3	2	9	92.3%*	89.9%	YES
	% 1.6	1.2		59.8	36.7	0.8	100.0									11.1	33.3	33.3	22.2	100.0			
E6	# 7	9		334	223	29	602	1.9	57.6	19.9	0.4	2.1	NO		1		5	6	5	17	78.9%	96.4%	YES
	% 1.2	1.5		55.5	37.0	4.8	100.0								5.9		29.4	35.3	29.4	100.0			
E7 and E8	# 19	13	1	5	1		39	17.7	12.0	14.2	NO	NO	11.6		1			1		2	YES	YES	18.3%
	% 48.7	33.3	2.6	12.8	2.6		100.0								50.0			50.0		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    87.0 percent  
Level of Goal Attainment for 2010:    88.8 percent  
Level of Goal Attainment for 2011:    88.1 percent

## Health and Human Services, Department of

Agency Director: Anthony Keck

EEO Officer: Joyce Smith

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	4		26	12		57	7.0	28.9	17.2	0.0	NO	NO	2			1			3	YES	YES	YES
	% 26.3	7.0		45.6	21.1		100.0							66.7			33.3			100.0			
E2A	# 8	7		65	53	1	134	5.5	38.4	28.8	0.3	NO	NO		1		7	8		16	94.5%*	YES	YES
	% 6.0	5.2		48.5	39.6	0.7	100.0								6.3		43.8	50.0		100.0			
E2B	# 30	22	1	268	252	12	585	5.6	38.8	24.1	1.8	NO	NO	3	1		6	15	4	29	67.9%	YES	YES
	% 5.1	3.8	0.2	45.8	43.1	2.1	100.0							10.3	3.4		20.7	51.7	13.8	100.0			
E3	# 19	4		2	7	2	34	7.5	22.8	10.4	NO	16.9	NO	3			2			5	YES	25.9%	YES
	% 55.9	11.8		5.9	20.6	5.9	100.0							60.0			40.0			100.0			
E5	# 3	2		25	39	2	71	4.9	45.4	14.5	2.1	10.2	NO	1				7	1	9	57.1%	77.5%	YES
	% 4.2	2.8		35.2	54.9	2.8	100.0							11.1				77.8	11.1	100.0			
E6	# 1	7	1	50	53		112	4.4	48.1	20.9	NO	3.5	NO		1			2		3	YES	92.7%	YES
	% 0.9	6.3	0.9	44.6	47.3		100.0								33.3			66.7		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    93.5 percent

Level of Goal Attainment for 2010:    91.4 percent

Level of Goal Attainment for 2011:    89.8 percent

## Commission on Higher Education

Agency Director: Dr. Garrison Walters

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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		3	1		8	5.4	39.0	13.0	NO	1.5	0.5								YES	96.2%	96.2%
	% 37.5	12.5		37.5	12.5		100.0																
E2	# 3	3		11	6		23	6.6	33.2	10.8	NO	NO	NO	1			1	1		3	YES	YES	YES
	% 13.0	13.0		47.8	26.1		100.0							33.3			33.3	33.3		100.0			
E3 and E5	#		1		3		4	6.0	47.7	17.0	6.0	47.7	NO					1		1	0.0%	0.0%	YES
	%		25.0		75.0		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2008:    100.0 percent  
 Level of Goal Attainment for 2009:    81.5 percent  
 Level of Goal Attainment for 2011:    86.5 percent

## Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Lisa Campbell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1						1	2.9	30.8	4.2	2.9	30.8	4.2	# 3						3	0.0%	0.0%	0.0%
	% 100.0						100.0							% 100.0						100.0			
E2	# 5			17	7	2	31	4.9	27.6	6.8	4.9	NO	NO	# 1			2	1		4	0.0%	YES	YES
	% 16.1			54.8	22.6	6.5	100.0							% 25.0			50.0	25.0		100.0			
E4 and E5	# 23			5	2		30	6.0	47.7	17.0	6.0	31.0	10.3								0.0%	35.0%	39.4%
	% 76.7			16.7	6.7		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    81.5 percent  
 Level of Goal Attainment for 2010:    67.7 percent  
 Level of Goal Attainment for 2011:    45.7 percent

## Insurance, Department of

Agency Director: David Black

EEO Officer: Benjamin I. Duncan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 7	3		4	2		16	2.4	30.1	5.1	NO	5.1	NO								YES	83.1%	YES	
	% 43.8	18.8		25.0	12.5		100.0																	
E2	# 19	6		12	9	1	47	2.3	31.0	8.0	NO	5.5	NO	7			2			9	YES	82.3%	YES	
	% 40.4	12.8		25.5	19.1	2.1	100.0							77.8			22.2			100.0				
E3, E5, and E6	# 1	1	1	6	9		18	2.1	44.5	21.5	NO	11.2	NO	1	1					2	YES	74.8%	YES	
	% 5.6	5.6	5.6	33.3	50.0		100.0							50.0	50.0					100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2009:    96.8 percent

Level of Goal Attainment for 2010:    96.7 percent

Level of Goal Attainment for 2011:    93.3 percent

## John de la Howe School

Agency Director: Thomas W. Mayer

EEO Officer: Faye E. Gowans

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			1	2		4	5.9	24.3	22.0	5.9 *	NO	NO	1			1	2		4	0.0% *	YES	YES
	% 25.0			25.0	50.0		100.0							25.0			25.0	50.0		100.0			
E2 and E3	# 11	6		11	26		54	2.0	56.2	21.0	NO	35.8	NO	8	4		7	11		30	YES	36.3%	YES
	% 20.4	11.1		20.4	48.1		100.0							26.7	13.3		23.3	36.7		100.0			
E5 and E6	#	1		6	2		9	0.8	66.2	17.1	NO	NO	NO					1		1	YES	YES	YES
	%	11.1		66.7	22.2		100.0											100.0		100.0			
E7 and E8	# 5	1		3	3		12	22.5	13.2	20.7	14.2	NO	NO	1			2			3	36.9%	YES	YES
	% 41.7	8.3		25.0	25.0		100.0							33.3			66.7			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    75.2 percent

Level of Goal Attainment for 2010:    80.9 percent

Level of Goal Attainment for 2011:    88.5 percent

## Juvenile Justice, Department of

Agency Director: Margret H. Barber  
EEO Officer: Clara P. Rentz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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		2			9	2.5	17.3	1.8	NO	NO	1.8				1			1	YES	YES	0.0%
	% 66.7	11.1		22.2			100.0										100.0			100.0			
E2	# 104	101		167	204	7	583	6.4	43.0	18.5	NO	14.4	NO				2	2		4	YES	66.5%	YES
	% 17.8	17.3		28.6	35.0	1.2	100.0										50.0	50.0		100.0			
E3	# 10	2	1	5	6	1	25	4.6	35.8	14.3	NO	15.8	NO	1			1	3		5	YES	55.9%	YES
	% 40.0	8.0	4.0	20.0	24.0	4.0	100.0							20.0			20.0	60.0		100.0			
E4	# 28	258	2	26	293	1	608	22.0	15.2	26.2	NO	10.9	NO	20	63		13	42	1	139	YES	28.3%	YES
	% 4.6	42.4	0.3	4.3	48.2	0.2	100.0							14.4	45.3		9.4	30.2	0.7	100.0			
E5	# 2	6		23	23		54	5.0	48.4	17.1	NO	5.8	NO				2			2	YES	88.0%	YES
	% 3.7	11.1		42.6	42.6		100.0										100.0			100.0			
E6	# 2	3		32	27	1	65	4.6	47.2	20.1	0.0	NO	NO				5	3		8	YES	YES	YES
	% 3.1	4.6		49.2	41.5	1.5	100.0										62.5	37.5		100.0			
E7	# 15	5					20	62.6	1.0	1.0			*								39.9%	0.0%	0.0%
	% 75.0	25.0					100.0				37.6	1.0	1.0										
E8	# 1	6		3	22	4	36	19.7	12.5	24.6				1				1		2	84.8%	66.4%	YES
	% 2.8	16.7		8.3	61.1	11.1	100.0				3.0	4.2	NO	50.0				50.0		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    91.1 percent  
Level of Goal Attainment for 2010:    83.7 percent  
Level of Goal Attainment for 2011:    87.1 percent

## Labor, Licensing, and Regulation, Department of

Agency Director: Catherine Templeton

EEO Officer: Barbara Derrick

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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		1	4			15	6.0	24.0	12.0	6.0 *	NO	12.0	3						3	0.0% *	YES	0.0%
	% 66.7		6.7	26.7			100.0							100.0						100.0			
E2A	# 29	4		21	5		59	7.3	24.2	12.0	0.5 *	NO	3.5	5	1		3	1		10	93.2% *	YES	70.8%
	% 49.2	6.8		35.6	8.5		100.0							50.0	10.0		30.0	10.0		100.0			
E2B	# 80	15	1	39	12		147	8.5	29.5	12.1	NO	3.0	3.9	14	3		7	1		25	YES	89.8%	67.8%
	% 54.4	10.2	0.7	26.5	8.2		100.0							56.0	12.0		28.0	4.0		100.0			
E3	# 7				1	1	9	11.1	21.6	16.9	11.1 *							1	1	2	0.0% *	0.0%	65.7% *
	% 77.8				11.1	11.1	100.0					21.6	5.8					50.0	50.0	100.0			
E5	# 1	5		44	39	3	92	5.4	47.0	23.2	0.0	NO	NO				4	4	1	9	YES	YES	YES
	% 1.1	5.4		47.8	42.4	3.3	100.0										44.4	44.4	11.1	100.0			
E6	#	2		3	1		6	5.5	50.4	18.5	NO	0.4 *	1.8 *		1		1	1		3	YES	99.2% *	90.3% *
	%	33.3		50.0	16.7		100.0							33.3			33.3	33.3		100.0			
E7 and E8	# 4	2					6	29.3	6.1	22.5	NO	6.1 *	22.5								YES	0.0% *	0.0%
	% 66.7	33.3					100.0																
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    85.7 percent

Level of Goal Attainment for 2010:    83.7 percent

Level of Goal Attainment for 2011:    76.5 percent

# Lander University

President: Dr. Daniel Ball  
EEO Officer: Jeannie McCallum

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
C1 and E1	#	13			11	1		25	5.9	36.7	9.3	5.9	NO	5.3				2			2	0.0%	YES	43.0%	
	%	52.0			44.0	4.0		100.0										100.0			100.0				
C2 and C3	#	14		1	11		2	28	2.4	35.2	6.6	2.4	NO	6.6							0.0%	YES	0.0%		
	%	50.0		3.6	39.3		7.1	100.0																	
C4 and C8	#	15		2	12	1		30	5.7	43.4	8.2	5.7	3.4	4.9			1			1	0.0%	92.2%	40.2%		
	%	50.0		6.7	40.0	3.3		100.0									100.0			100.0					
C5	#	29			20	2	1	52	5.6	51.6	11.0	5.6	13.1	7.2			9		6	1	16	0.0%	74.6%	34.5%	
	%	55.8			38.5	3.8	1.9	100.0									56.3		37.5		6.3	100.0			
C6, C7 and C9	#	22			29	2	1	54	6.5	45.2	14.2	6.5	NO	10.8			7		8	2	17	0.0%	YES	26.1%	
	%	44.1			50.8	3.4	1.7	100.0									41.2		47.1	11.8		100.0			
E2	#	17	1		33	1		52	5.1	47.7	12.3	3.2	NO	10.4			1		1		2	37.3%	YES	15.4%	
	%	32.7	1.9		63.5	1.9		100.0									50.0		50.0			100.0			
E3 and E4	#	15	1		5	3		24	12.0	23.2	7.1	7.8	2.4	NO			6	2	1		9	35.0%	89.7%	YES	
	%	62.5	4.2		20.8	12.5		100.0									66.7	22.2	11.1			100.0			
E5 and E6	#	4	1		43			48	2.3	51.2	22.7	0.2	NO	22.7			2		6		8	91.3%	YES	0.0%	
	%	8.3	2.1		89.6			100.0									25.0		75.0			100.0			
E7	#	30	1		1			32	12.6	1.9	1.4						2				2	24.6%	YES	0.0%	
	%	93.8	3.1		3.1			100.0				9.5	NO	1.4			100.0					100.0			
E8	#	11	8		3	8	1	31	25.7	10.6	9.9	0.2					1	1			2	99.2%	91.5%	YES	
	%	35.5	25.5		9.7	25.8	3.2	100.0									50.0	50.0				100.0			

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

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

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

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

**4.**

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

Level of Goal Attainment for 2009: 54.3 percent

Level of Goal Attainment for 2010: 61.0 percent

Level of Goal Attainment for 2011: 66.4 percent

## Law Enforcement Division, State

Agency Director: Mark A. Keels

EEO Officer: Teresa C. Kitchens

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 9	1	2	3	1		16	19.6	9.3	3.0	13.3	NO	NO	2						2	32.1%	YES	YES
	% 56.3	6.3	12.5	18.8	6.3		100.0							100.0						100.0			
E2A	# 24	6	1	39	10	1	81	16.3	15.6	4.2	8.9	NO	NO	7	2		16	2	1	28	45.4%	YES	YES
	% 29.6	7.4	1.2	48.1	12.3	1.2	100.0							25.0	7.1		57.1	7.1	3.6	100.0			
E2B	# 46	7		8	4		65	4.9	32.9	6.5	NO	20.6	0.3	7	2	1	3			13	YES	37.4%	95.4%*
	% 70.8	10.8		12.3	6.2		100.0							53.8	15.4	7.7	23.1			100.0			
E3	# 10	4	1	27	13	2	57	7.0	35.1	13.0	0.0	NO	NO			1	1	1		3	YES	YES	YES
	% 17.5	7.0	1.8	47.4	22.8	3.5	100.0									33.3	33.3	33.3		100.0			
E4A	# 43	9	1	11	3		67	14.5	8.6	2.1	1.1	NO	NO				1			1	92.4%*	YES	YES
	% 64.2	13.4	1.5	16.4	4.5		100.0										100.0			100.0			
E4B	# 55	12	3	19	4	1	94	14.9	9.0	3.2	2.1	NO	NO	47	11	4	16	4		82	85.9%	YES	YES
	% 58.5	12.8	3.2	20.2	4.3	1.1	100.0							57.3	13.4	4.9	19.5	4.9		100.0			
E5	# 2	1		20	2		25	3.2	51.7	27.2	NO	NO	19.2	1			5	1		7	YES	YES	29.4%
	% 8.0	4.0		80.0	8.0		100.0							14.3			71.4	14.3		100.0			
E6	#			8	7		15	7.0	37.2	30.0	7.0	NO	NO				1			1	0.0%	YES	YES
	%			53.3	46.7		100.0										100.0			100.0			
E7 and E8	# 2						2	42.6	5.3	11.3	42.6	*	*								0.0%*	0.0%*	0.0%*
	% 100.0						100.0																

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

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

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

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

Level of Goal Attainment for 2009:    83.8 percent

Level of Goal Attainment for 2010:    88.6 percent

Level of Goal Attainment for 2011:    84.1 percent

## South Carolina State Library

Agency Director: David S. Goble

EEO Officer: Leesa M. Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 7	1		14	3		25	2.7	54.2	8.4	NO	NO	NO	1						1	YES	YES	YES
	% 28.0	4.0		56.0	12.0		100.0							100.0						100.0			
E3 and E5	# 2	1		3	2		8	5.4	49.6	13.6	NO	12.1	NO								YES	75.6%	YES
	% 25.0	12.5		37.5	25.0		100.0																
E6	# 3						3	16.7	30.4	25.4	16.7	30.4	25.4								0.0%	0.0%	0.0%
	% 100.0						100.0																
E7	# 1						1	19.7	3.3	2.3	19.7	3.3	2.3								0.0%	0.0%	0.0%
	% 100.0						100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009: 73.8 percent

Level of Goal Attainment for 2010: 72.0 percent

Level of Goal Attainment for 2011: 95.9 percent

## Lieutenant Governor's Office

Agency Director: Ken Ard

EEO Officer: Trina Poole

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			7	4		15	2.6	8.5	5.1	2.6 *	NO	NO								0.0% *	YES	YES
	% 26.7			46.7	26.7		100.0																
E2	# 6	2		5	8		21	4.8	11.7	5.6	NO	NO	NO	2	1		1	4		8	YES	YES	YES
	% 28.6	9.5		23.8	38.1		100.0							25.0	12.5		12.5	50.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    100.0 percent

Level of Goal Attainment for 2010:    100.0 percent

Level of Goal Attainment for 2011:    100.0 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2010							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1	#			1			1	2.6	17.8	1.9	2.6	NO	1.9							100.0	0.0%*	YES	0.0%*
	%			100.0			100.0													100.0			
C2	#	26		1	4		31	2.4	28.9	3.2	2.4	NO	3.2	2			1		3	0.0%*	44.6%	0.0%*	
	%	83.9		3.2	12.9		100.0							66.7			33.3		100.0				
C3	#	219	4	22	65	2	5	0.1	27.3	2.4	NO	6.8	1.8	10		3	1	1	15	YES	75.1%	25.0%	
	%	69.1	1.3	639.0	20.5	0.6	1.6	100.0						66.7		20.0	6.7	6.7	100.0				
C4	#	113	3	19	93	4	15	2.1	28.2	2.4	0.9	NO	0.8	12		3	5		25	57.1%	YES	66.7%	
	%	45.7	1.2	7.7	37.7	1.6	6.1	100.0						48.0		12.0	20.0		100.0				
C5	#	254	15	74	223	10	40	2.1	29.8	2.6	NO	NO	1.0	28	2	15	23	2	80	YES	YES	61.5%	
	%	41.2	2.4	12.0	36.2	1.6	6.5	100.0						35.0	2.5	18.8	28.8	2.5	100.0				
C6	#	62	2	11	123	8	5	2.3	41.0	4.3	1.4	NO	0.5	22	1	5	33		64	39.1%	YES	88.4%	
	%	29.4	0.9	5.2	58.3	3.8	2.4	100.0						34.4	1.6	7.8	51.6		100.0				
C8	#	8	1	4	11		2	2.2	35.9	3.7	NO	NO	3.7							YES	YES	0.0%*	
	%	30.8	3.8	15.4	42.3		7.7	100.0											100.0				
E1A	#	17			17	1	1	3.4	38.4	4.3	3.4	NO	1.5				2		2	0.0%	YES	65.1%	
	%	47.2			47.2	2.8	2.8	100.0									100.0		100.0				
E1B	#	27	3	3	58	10	1	3.4	38.4	4.3	0.5	NO	NO	3	1			2	6	85.3%*	YES	YES	
	%	26.5	2.9	2.9	56.9	9.8	1.0	100.0						50.0	16.7			33.3	100.0				

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

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

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

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

Level of Goal Attainment for 2009:    81.9 percent

Level of Goal Attainment for 2010:    83.2 percent

Level of Goal Attainment for 2011:    82.4 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 53	7	4	263	45	14	386	2.9	49.8	9.2	1.1	NO	NO	7			43	2	2	54	62.1%	YES	YES
	% 13.7	1.8	1.0	68.1	11.7	3.6	100.0							13.0			79.6	3.7	3.7	100.0			
E2B	#	1		7			8	0.9	69.2	8.7	NO	NO	8.7								YES	YES	0.0%
	%	12.5		87.5			100.0																
E2C	# 10	5		74	28	4	121	4.6	36.5	18.1	0.5	NO	NO	2	1		16	3	1	23	89.1%	YES	YES
	% 8.3	4.1		61.2	23.1	3.3	100.0							8.7	4.3		69.5	13.0	4.3	100.0			
E2D	# 23	5	2	22	5		57	8.6	34.1	1.4	NO	NO	NO	2	1		2			5	YES	YES	YES
	% 40.4	8.8	3.5	38.6	8.8		100.0							40.0	20.0		40.0			100.0			
E2F	# 3	1		3			7	6.1	10.9	0.3	NO	NO	0.3	1	1		1			3	YES	YES	0.0%
	% 42.9	14.3		42.9			100.0							33.3	33.3		33.3			100.0			
E2G	# 7	3		49	5	2	66	4.6	67.3	7.9	0.1	NO	0.3			1	13	1		15	97.8%	YES	96.2%
	% 10.6	4.5		74.2	7.6	3.0	100.0									6.7	86.7	6.7		100.0			
E3A	# 19	1		11	4	2	37	4.6	36.2	11.0	1.9	6.5	0.2	5			2			7	58.7%	82.0%	98.2%
	% 51.4	2.7		29.7	10.8	5.4	100.0							71.4			28.6			100.0			
E3B	# 7	3		3			13	8.3	36.2	11.0	NO	13.1	11.0							100.0	YES	63.8%	0.0%
	% 53.8	23.1		23.1			100.0													100.0			
E3C	# 4	7	2	14	3		30	4.9	65.1	7.3	NO	18.4	NO	2	3		7			12	YES	71.7%	YES
	% 13.3	23.3	6.7	46.7	10.0		100.0							16.7	25.0		58.3			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    81.8 percent

Level of Goal Attainment for 2010:    83.2 percent

Level of Goal Attainment for 2011:    82.4 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E3D	# 1	1		12	4	1	19	1.4	81.0	11.8	NO	17.8	NO								YES	78.0%	YES
	% 5.3	5.3		63.2	21.1	5.3	100.0																
E3E	# 6	2	1	21	6	2	38	4.9	53.4	20.9	NO	NO	5.1	2			1	1	1	5	YES	YES	75.6%
	% 15.8	5.3	2.6	55.3	15.8	5.3	100.0							40.0			20.0	20.0	20.0	100.0			
E3F	# 7	1	4	26	3	4	45	2.8	41.2	5.4	0.6	NO	NO	3	1		6	1	1	12	78.6%	YES	YES
	% 15.6	2.2	8.9	57.8	6.7	8.9	100.0							25.0	8.3		50.0	8.3	8.3	100.0			
E4A	# 38	12	2	9	1		62	17.3	10.6	5.4	NO	NO	3.8	8			1			9	YES	YES	29.6%
	% 61.3	19.4	3.2	14.5	1.6		100.0							88.9			11.1			100.0			
E5A	# 3	2	1	22	11		39	1.8	74.3	12.2	NO	17.9	NO				4			4	YES	75.9%	YES
	% 7.7	5.1	2.6	56.4	28.2		100.0										100.0			100.0			
E6A	# 15	6	1	159	102	5	288	1.7	77.8	15.9	NO	22.6	NO	3	1		29	8	2	43	YES	71.0%	YES
	% 5.2	2.1	0.3	55.2	35.4	1.7	100.0							7.0	2.3		67.4	18.6	4.7	100.0			
E6B	# 1	4		1	8	2	16	9.6	45.0	27.6	NO	38.7	NO							100.0	YES	14.0%	YES
	% 6.3	25.0		6.3	50.0	12.5	100.0																
E7A	# 65	37	5		2		109	29.1	3.1	4.5	NO	3.1	2.7	7						7	YES	0.0%	40.0%
	% 59.6	33.9	4.6		1.8		100.0							100.0						100.0			
E8A	# 5	17		1	35		58	28.7	12.2	17.2	NO	10.5	NO	2						2	YES	13.9%	YES
	% 8.6	29.3		1.7	60.3		100.0							100.0						100.0			
E8B	# 7	12	1		16		35.0	56.2	13.7	13.9	22.9	13.7	NO	3	1					4	59.3%	0.0%	YES
	% 19.4	33.3	2.8		44.4		100.0							75.0	25.0					100.0			

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

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

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

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

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

Level of Goal Attainment for 2008:    81.8 percent  
 Level of Goal Attainment for 2009:    83.2 percent  
 Level of Goal Attainment for 2010:    82.4 percent

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

Agency Director: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 7			6			13	2.6	26.7	0.5	2.6	NO	0.5	1						1	0.0%*	YES	0.0%*
	% 53.8			46.2			100.0							100.0						100.0			
E102	# 13	2		22	1		38	1.9	23.0	2.1	NO	NO	NO					1		1	YES	YES	YES
	% 34.2	5.3		57.9	2.6		100.0											100.0		100.0			
E204	# 27	2	2	40	4		75	3.0	33.0	5.6	0.3*	NO	0.3*	10	1	2	12	2	3	30	90.0%*	YES	94.6%*
	% 36.0	2.7	2.7	53.3	5.3		100.0				0.3	NO	0.3	33.3	3.3	6.7	40.0	6.7	10.0	100.0			
E206	# 89	4	5	143	40	8	289	4.3	30.9	7.5				5		1	20	8	2	36			
	% 30.8	1.4	1.7	49.5	13.8	2.8	100.0				2.9	NO	NO	13.9		2.8	55.6	22.2	5.6	100.0	32.6%	YES	YES
E208	# 8	1		79	7	3	98	0.5	69.3	8.4				2			2	12	1	17			
	% 8.2	1.0		80.6	7.1	3.1	100.0				NO	NO	1.3	11.8			11.8	70.6	5.9	100.0	YES	YES	84.5%
E209	# 8	1		14	1		24	2.8	50.2	7.7	NO	NO	3.5								YES	YES	54.5%*
	% 33.3	4.2		58.3	4.2		100.0													100.0			
E215	# 8	3		37	11	2	61	5.6	42.1	20.0	0.7*	NO	2.0	1			9	3	2	15	87.5%*	YES	90.0%
	% 13.1	4.9		60.7	18.0	3.3	100.0							6.7			60.0	20.0	13.3	100.0			
E224	# 2	27	4	88	29	8	158	2.9	51.8	10.0	NO	NO	NO	4		1	8	1	2	16			
	% 1.3	17.1	2.5	55.7	18.4	5.1	100.0							25.0		6.3	50.0	6.3	12.5	100.0	YES	YES	YES
E225	# 106	4	3	241	25	7	386	2.4	47.6	6.0				13		2	27	2	2	46			
	% 27.5	1.0	0.8	62.4	6.5	1.8	100.0				1.4	NO	NO	28.3		4.3	58.7	4.3	4.3	100.0	41.7%	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 2009:    84.2 percent

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E227	# 163	5	15	1702	143	98	2126	0.1	69.2	9.0	NO	NO	2.3	33	2	4	316	27	8	390	YES	YES	74.4%
	% 7.7	0.2	0.7	80.1	6.7	4.6	100.0							8.5	0.5	1.0	81.0	6.9	2.1	100.0			
E330	# 38	7	2	23	7	2	79	5.7	24.3	4.1	NO	NO	NO	3	3		1			7	YES	YES	YES
	% 48.1	8.9	2.5	29.1	8.9	2.5	100.0							42.9	42.9		14.3			100.0			
E331	# 9			31	18	2	60	3.0	57.6	13.1	1.4	4.5	NO	2			11	4		17	0.0%	89.8%	YES
	% 15.0			51.7	30.0	3.3	100.0							11.8			64.7	23.5		100.0			
E333	# 103	44	20	232	383	35	817	3.8	30.8	46.9	NO	3.7	NO	41	8	18	105	53	11	236	YES	92.2%	YES
	% 12.6	5.4	2.4	28.4	46.0		100.0							17.4	3.4	7.6	44.5	22.5	4.7	100.0			
E334	# 55	11	4	108	18	6	202	1.4	59.9	9.7	NO	6.4	0.8	8			15	2	2	27	YES	89.3%	91.8%
	% 27.2	5.4	2.0	53.5	8.9	3.0	100.0							29.6			55.6	7.4	7.4	100.0			
E447	# 25	31	1	2	11	1	71	15.1	8.8	3.2	NO	6.0	NO	2	1					3	YES	31.8%	YES
	% 35.2	43.7	1.4	2.8	15.5	1.4	100.0							66.7	33.3					100.0			
E550	# 3			43	53	3	102	5.3	24.9	37.7	5.3	NO	NO	1			8	3		12	0.0%	YES	YES
	% 2.9			42.2	52.0	2.9	100.0							8.3			66.7	25.0		100.0			
E551	# 43	10	3	60	37	4	157	2.6	48.6	22.6	NO	7.1	NO	13		2	15	3	1	34	YES	78.6%	YES
	% 27.4	6.4	1.9	38.2	23.6	2.5	100.0							38.2		5.9	44.1	8.8	2.9	100.0			
E552	# 18	15	1	32	38		104	7.8	42.8	15.8	NO	12.0	NO	5	5		13	8		31	YES	72.0%	YES
	% 17.3	14.4	1.0	30.8	36.5		100.0							16.1	16.1		41.9	25.8		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    84.2 percent

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

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

President: Dr. Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E660	# 52	25	4	270	439	32	822	2.7	37.2	33.7	NO	4.4	NO	14	6	2	81	77	8	188	YES	88.2%	YES	
	% 6.3	3.0	0.5	32.8	53.4	3.9	100.0							7.4	3.2	1.1	43.1	41.0	4.3	100.0				
E772	# 64	35	7	2	2		110	15.4	5.9	0.1	NO	4.1	NO	11	2			2		15	YES	30.5%	YES	
	% 58.2	31.8	6.4	1.8	1.8		100.0							73.3	13.3			13.3		100.0				
E880	# 22	36	5	9	70	4	146	7.9	24.8	40.4	NO	18.3	NO	6	8	2	4	5	4	29	YES	25.0%	YES	
	% 15.1	24.7	3.4	6.2	47.9	2.7	100.0							20.7	27.6	6.9	13.8	17.2	13.8	100.0				
	#																							
	%																							
	#																							
	%																							
	#																							
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	%																							

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Level of Goal Attainment for 2009:    84.2 percent

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    90.5 percent

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

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1A	# 4			1	3		8	7.9	32.0	12.3	7.9	19.5	NO								0.0%	39.1%	YES
	% 50.0			12.5	37.5		100.0																
E1B	# 50	10		56	30	2	148	9.0	34.6	10.4	2.2	NO	NO	1	1		2	1		5	75.6%	YES	YES
	% 33.8	6.8		37.8	20.3	1.4	100.0							20.0	20.0		40.0	20.0		100.0			
E2A	# 59	19	11	153	104	12	358	1.8	52.1	9.9	NO	9.4	NO	4	1	1	21	13	3	43	YES	82.0%	YES
	% 16.5	5.3	3.1	42.7	29.1	3.4	100.0							9.3	2.3	2.3	48.8	30.2	7.0	100.0			
E2B	# 149	139	5	458	455	22	1228	10.9	38.2	25.1	NO	0.9	NO	13	13	1	49	51	2	129	YES	97.6%	YES
	% 12.1	11.3	0.4	37.3	37.1	1.8	100.0							10.1	10.1	0.8	38.0	39.5	1.6	100.0			
E2C	# 65	22	4	201	86	9	387	6.8	36.7	13.0	1.1	NO	NO	3	4		12	11	2	32	83.8%	YES	YES
	% 16.8	5.7	1.0	51.9	22.2	2.3	100.0							9.4	12.5		37.5	34.4	6.3	100.0			
E3A	# 3	2	1	26	23	4	59	5.4	44.1	36.3	2.0	0.0	NO		1		3	2	1	7	63.0%	YES	YES
	% 5.1	3.4	1.7	44.1	39.0	6.8	100.0								14.3		42.9	28.6	14.3	100.0			
E3B	# 31	5		32	22	1	91	7.5	27.0	9.8	2.0	NO	NO	1			1	4		6	73.3%	YES	YES
	% 34.1	5.5		35.2	24.2	1.1	100.0							16.7			16.7	66.7		100.0			
E4A	# 19	67	4	5	19		114	29.6	8.4	9.6	NO	4.0	NO	7	21			3		31	YES	52.4%	YES
	% 16.7	58.8	3.5	4.4	16.7		100.0							22.6	67.7			9.7		100.0			
E5A	# 31	78	5	35	271	2	422	8.9	20.3	56.2	NO	12.0	NO	17	11	1	7	54	1	91	YES	40.9%	YES
	% 7.3	18.5	1.2	8.3	64.2	0.5	100.0							18.7	12.1	1.1	7.7	59.3	1.1	100.0			

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

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

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

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

Level of Goal Attainment for 2009:    84.8 percent

Level of Goal Attainment for 2010:    85.1 percent

Level of Goal Attainment for 2011:    86.4 percent

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

Agency Director: John H. Magill

EEO Officer: Joan Boyle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 17	56	1	114	200	4	392	7.5	50.4	21.1	NO	21.3	NO	4	12	1	8	21		46	YES	57.7%	YES
	% 4.3	14.3	0.3	29.1	51.0	1.0	100.0							8.7	26.1	2.2	17.4	45.7		100.0			
E6A	# 1	6		138	149	3	297	0.3	72.3	14.2	NO	25.8	NO	1			12	9		22	YES	64.3%	YES
	% 0.3	2.0		46.5	50.2	1.0	100.0							4.5			54.5	40.9		100.0			
E6B	# 2	1		37	42	1	83	1.1	60.2	15.4	NO	15.6	NO				2	2		4	YES	74.1%	YES
	% 2.4	1.2		44.6	50.6	1.2	100.0										50.0	50.0		100.0			
E7A and E7B	# 59	26	2	2			89	19.2	3.2	1.7	NO	1.0	1.7	4	2					6	YES	68.8%	0.0%
	% 66.3	29.2	2.2	2.2			100.0							66.7	33.3					100.0			
E8A,B and C	# 23	77	2	18	112	2	234	24.3	11.2	18.4	NO	3.5	NO	2	12		2	11		27	YES	68.8%	YES
	% 9.8	32.9	0.9	7.7	47.9	0.9	100.0							7.4	44.4		7.4	40.7		100.0			

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

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

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

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

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

Level of Goal Attainment for 2009:    84.8 percent

Level of Goal Attainment for 2010:    85.1 percent

Level of Goal Attainment for 2011:    86.4 percent

## Motor Vehicles, Department of

Agency Director: Kevin A. Shwedo

EEO Officer: Sherry M. Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1		4	1		10	4.5	26.1	4.9	NO	NO	NO	2			1			3	YES	YES	YES
	% 40.0	10.0		40.0	10.0		100.0							66.7			33.3			100.0			
E2	# 54	9		101	61	2	227	3.7	41.5	38.6	NO	NO	11.7	2	1		6	6		15	YES	YES	69.7%
	% 23.8	4.0		44.5	26.9	0.9	100.0							13.3	6.7		40.0	40.0		100.0			
E3	# 10	3		6	5		24	5.5	33.8	10.9	NO	8.8	NO							100.0	YES	74.0%	YES
	% 41.7	12.5		25.0	20.8		100.0																
E5	# 7	3		37	41	1	89	2.2	49.9	39.9	NO	8.3	NO	1			2	5	1	9	YES	83.4%	YES
	% 7.9	3.4		41.6	46.1	1.1	100.0							11.1			22.2	55.6	11.1	100.0			
E6	# 35	20	3	364	356	13	791	5.9	41.9	27.1	3.4	NO	NO	11	7		53	33	1	105	42.4%	YES	YES
	% 4.4	2.5	0.4	46.0	45.0	1.6	100.0							10.5	6.7		50.5	31.4	1.0	100.0			
E7	# 5	1					6	18.8	2.6	1.7	2.1	2.6	1.7	1						1	88.8%*	0.0%*	0.0%*
	% 83.3	16.7					100.0							100.0						100.0			
E8	# 4						4	27.0	12.5	0.3	NO	12.5	0.3								YES	0.0%*	0.0%*
	% 100.0						100.0																
	#																						
	%																						

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

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

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

Level of Goal Attainment for 2009:    92.5 percent

Level of Goal Attainment for 2010:    91.5 percent

Level of Goal Attainment for 2011:    91.7 percent

## Museum Commission

Agency Director: William P. Calloway

EEO Officer: Susan Worthy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	3.3	24.8	5.0	3.3*	NO	NO								0.0%*	YES	YES
	% 50.0			37.5	12.5		100.0																
E2 & E3	# 6			9	2		17	5.5	27.4	5.7	5.5*	NO	NO	1			1			2	0.0%*	YES	YES
	% 35.3			52.9	11.8		100.0							50.0			50.0			100.0			
E4 & E7	# 1	1			1		3	16.5	12.1	28.0	NO	12.1*	NO								YES	0.0%*	YES
	% 33.3	33.3			33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    82.3 percent  
 Level of Goal Attainment for 2010:    71.4 percent  
 Level of Goal Attainment for 2011:    100.0 percent

## Natural Resources, Department

Agency Director: John E. Frampton

EEO Officer: Terri McGee

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	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	1		8	3		35	4.7	26.4	6.3	1.8	3.5	NO								61.7%	86.7%	YES
	% 65.7	2.9		22.9	8.6		100.0																
E2A	# 20	5		42	12		79	3.8	38.3	11.4	NO	NO	NO	1	2		1	1		5	YES	YES	YES
	% 25.3	6.3		53.2	15.2		100.0							20.0	40.0		20.0	20.0		100.0			
E2B	# 88	6	1	22	1		118	3.7	21.9	1.7	NO	3.3	0.9	1		1				2	YES	84.9%	47.1%
	% 74.6	5.1	0.8	18.6	0.8		100.0							50.0		50.0				100.0			
E3	# 74	5	1	16	3	1	100	3.1	15.8	1.2	NO	NO	NO	7						7	YES	YES	YES
	% 74.0	5.0	1.0	16.0	3.0	1.0	100.0							100.0						100.0			
E4A	# 138	12		9	1		160	2.1	6.1	7.4	NO	0.5	6.8	11			1			12	YES	91.8%	8.1%
	% 86.3	7.5		5.6	0.6		100.0							91.7			8.3			100.0			
E4B	# 36	3		4	1		44	9.2	5.6	1.0	2.4	NO	NO								73.9%	YES	YES
	% 81.8	6.8		9.1	2.3		100.0																
E6	# 6	1		20	14	1	42	5.2	47.3	17.0	2.8	NO	NO	2			1	3	1	7	46.2%	YES	YES
	% 14.3	2.4		47.6	33.3	2.4	100.0							28.6			14.3	42.9	14.3	100.0			
E7	# 8	6		2	2		18	16.8	6.1	3.4	NO	NO	NO	2						2	YES	YES	YES
	% 44.4	33.3		11.1	11.1		100.0							100.0						100.0			

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

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

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

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

Level of Goal Attainment for 2009:    84.0 percent  
 Level of Goal Attainment for 2010:    87.6 percent  
 Level of Goal Attainment for 2011:    87.5 percent

## South Carolina Department of Parks, Recreation & Tourism

Agency Director: Duane Parrish

EEO Officer: George Ropp

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			3	1		8	4.0	30.7	7.9	4.0	NO	NO								0.0%*	YES	YES
	% 50.0			37.5	12.5		100.0																
E2	# 26		1	18	4		49	4.4	36.8	11.1	4.4	0.1	2.9	2			1			3	0.0%	99.7%*	73.9%
	% 53.1		2.0	36.7	8.2		100.0							66.7			33.3			100.0			
E2A, B,C, and D	# 98	7	16	1			122	62.0	13.2	21.4	56.3	12.4	21.4	23	1	2	4	1		31	9.2%	6.1%	0.0%
	% 80.3	5.7	13.1	0.8			100.0							74.2	3.2	6.5	12.9	3.2		100.0			
E3 and E4	# 1			1			2	2.6	33.6	3.1	2.6	NO	3.1								0.0%*	YES	0.0%*
	% 50.0			50.0			100.0																
E5 and E5A	# 12	4	1	39	15	1	72	9.6	39.6	14.6	4.0	NO	NO	2			7	2	2	13	58.3%	YES	YES
	% 16.7	5.6	1.4	54.2	20.8	1.4	100.0							15.4			53.8	15.4	15.4	100.0			
E6	# 3			5	4		12	1.3	45.5	26.6	1.3	3.8	NO								0.0%*	91.6%*	YES
	% 25.0			41.7	33.3		100.0																
E7	# 39	3	1	2	1		46	16.7	11.0	8.3	10.2	6.7	6.1	2						2	38.9%	39.1%	26.5%
	% 84.8	6.5	2.2	4.3	2.2		100.0							100.0						100.0			
E8	# 24	13		4	2		43	23.9	13.7	12.8	NO	4.4	8.1								YES	67.9%	36.7%
	% 55.8	30.2		9.3	4.7		100.0																

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

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

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

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

Level of Goal Attainment for 2009:    75.0 percent  
 Level of Goal Attainment for 2010:    67.5 percent  
 Level of Goal Attainment for 2011:    62.4 percent

## Patriot's Point

Agency Director: Robert Burdette

EEO Officer: Sylvia Wasden

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	# 11			4	1		16	3.7	43.3	10.1	3.7	18.3	3.8	2			1		1	4	0.0%	57.7%	62.4%
	% 68.8			25.0	6.3		100.0							50.0			25.0		25.0	100.0			
E3, E5, and E6	# 5	3		4	2		14	1.5	55.0	19.1	NO	26.4	4.8	2	3		3	1		9	YES	52.0%	74.9%
	% 35.7	21.4		28.6	14.3		100.0							22.2	33.3		33.3	11.1		100.0			
E4	# 1			5		1	7	3.4	39.5	4.2	3.4	NO	4.2				2			2	0.0%	YES	0.0%
	% 14.3			71.4		14.3	100.0										100.0			100.0			
E7	# 24	8					32	15.0	6.8	4.0	NO	6.8	4.0	1	1					2	YES	0.0%	0.0%
	% 75.0	25.0					100.0							50.0	50.0					100.0			
E8	# 1	4		3			8	23.4	12.6	17.8	NO	NO	17.8	2						2	YES	YES	0.0%
	% 12.5	50.0		37.5			100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    68.5 percent  
 Level of Goal Attainment for 2010:    Non-Complaint  
 Level of Goal Attainment for 2011:    62.2 percent

## Ports Authority, South Carolina State

Agency Director: James I. Newsome

EEO Officer: Stephen Connor

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 28	4		7			39	3.3	21.2	3.6	NO	3.3	3.6	5			2			7	YES	84.4%	0.0%
	% 71.8	10.3		17.9			100.0							71.4			28.6			100.0			
E2	# 14	1		8	3		26	5.2	29.0	6.2	1.4	NO	NO	4						4	73.1%*	YES	YES
	% 53.8	3.8		30.8	11.5		100.0							100.0						100.0			
E3	# 16	3	1	10		1	31	10.0	24.0	13.2	0.3	NO	13.2	3	1		2			6	97.0%*	YES	0.0%
	% 51.6	9.7	3.2	32.3		3.2	100.0							50.0	16.7		33.3			100.0			
E4	# 23	22		6	17		68	22.3	16.8	17.3	NO	8.0	NO	2	2			1		5	YES	52.4%	YES
	% 33.8	32.4		8.8	25.0		100.0							40.0	40.0			20.0		100.0			
E5	# 10	2		8	1		21	18.5	9.2	7.9	9.0	NO	3.1	1						1	51.4%	YES	60.8%*
	% 47.6	9.5		38.1	4.8		100.0							100.0						100.0			
E6	# 4	1		17	3	1	26	11.2	30.3	20.8	7.4	NO	9.3				1	1	1	3	33.9%	YES	55.3%
	% 15.4	3.8		65.4	11.5	3.8	100.0										33.3	33.3	33.3	100.0			
E7A & E7B	# 153	74	3	6	2	2	240	36.0	2.2	3.5	5.2	NO	2.7	9	6		1			16	85.6%	YES	22.9%
	% 63.8	30.8	1.3	2.5	0.8	0.8	100.0							56.3	37.5		6.3			100.0			
E7C	# 15	2	1				18	24.3	6.5	7.1	13.2	6.5	7.1	9	6		1			16	45.7%	0.0%	0.0%
	% 83.3	11.1	5.6				100.0							56.3	37.5		6.3			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    72.5 percent

Level of Goal Attainment for 2010:    66.7 percent

Level of Goal Attainment for 2011:    65.1 percent

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

Agency Director: Kela E. Thomas

EEO Officer: Patrice Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	2	1	3	7		17	8.4	23.7	28.6	NO	6.1	NO	2			1	2		5	YES	74.3%	YES
	% 23.5	11.8	5.9	17.6	41.2		100.0							40.0			20.0	40.0		100.0			
E2	# 148	73	6	128	98	5	458	20.1	20.7	19.8	4.2	NO	NO	18	10	1	23	16	4	72	79.1%	YES	YES
	% 32.3	15.9	1.3	27.9	21.4	1.1	100.0							25.0	13.9	1.4	31.9	22.2	5.6	100.0			
E3	# 3	5		5		2	15	7.4	30.9	14.4	NO	NO	14.4	2	1			1		4	YES	YES	0.0%
	% 20.0	33.3		33.3		13.3	100.0							50.0	25.0			25.0		100.0			
E5	# 1			46	27	2	76	10.9	38.9	24.2	10.9	NO	NO				1		1	2	0.0%	YES	YES
	% 1.3			60.5	35.5	2.6	100.0										50.0		50.0	100.0			
E6 and E8	# 2	1		1			4	22.7	21.1	14.7	NO	NO	14.7		1					1	YES	YES	0.0%
	% 50.0	25.0		25.0			100.0								100.0					100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    74.7 percent  
 Level of Goal Attainment for 2010:    74.7 percent  
 Level of Goal Attainment for 2011:    82.4 percent

## South Carolina Department of Public Safety

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

EEO Officer: Laura G, Wilson

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	YES	%	YES	
E1	#	6	2		1		9	3.8	29.5	2.7														
	%	70.0	20.0		10.0		100.0				NO	19.5	2.7							100.0	YES	33.9%	0.0%	
E2A	#	18	6		22	10	2	58	4.2	38.7	9.2													
	%	31.0	10.3		37.9	17.2	3.4	100.0				NO	0.8	NO						100.0	YES	97.9%	YES	
E2B	#	231	37	7	5	4	284	20.6	8.5	3.0														
	%	81.3	13.0	2.5	1.8	1.4	100.0				7.6	6.7	1.6	44	5	1		2		52	63.1%	21.2%	46.7%	
E2C	#	8	2		27	9	3	49	5.9	41.4	12.6													
	%	16.3	4.1		55.1	18.4	6.1	100.0				1.8	NO	NO	2			1	1	5	69.5%	YES	YES	
E3	#	31	12	1	55	34	1	134	9.0	32.1	8.9													
	%	23.1	9.0	0.7	41.0	25.4	0.7	100.0				0.0	NO	NO	3	2		8	4	17	YES	YES	YES	
E4	#	572	76	16	22	11	697	15.1	8.9	3.2														
	%	82.1	10.9	2.3	3.2	1.6	100.0				4.2	5.7	1.6	10	1					11	72.2%	36.0%	50.0%	
E5	#	1			25	13	39	0.7	71.8	10.8														
	%	2.6			64.1	33.3	100.0				0.7	7.7	NO				3	1	4	100.0	0.0%	89.3%	YES	
E6	#	3			10	6	19	6.7	36.6	33.0														
	%	15.8			52.6	31.6	100.0				6.7	NO	1.4				2	1	1	4	0.0%	YES	95.8%	
E7	#	12	5	1			18	33.8	7.5	2.5														
	%	66.7	27.8	5.6			100.0				6.0	7.5	2.5	1			50.0	25.0	25.0	100.0	82.2%	0.0%	0.0%	
E8	#	5	3		1		9	24.1	15.8	14.4														
	%	55.6	33.3		11.1		100.0				NO	15.8	3.3	1				2		3	YES	0.0%	77.1%	

**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 2009:    71.3 percent

Level of Goal Attainment for 2010:    73.9 percent

Level of Goal Attainment for 2011:    72.4 percent

## Public Service Commission

Agency Director: Jocelyn G. Boyd

EEO Officer: Carolyn C. Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	3		7	4.2	26.3	6.5	4.2	12.0	NO								0.0%	54.4%	YES
	% 42.9			14.3	42.9		100.0																
E2	# 5			9	3		17	2.7	35.4	8.8	2.7	NO	NO								0.0%	YES	YES
	% 29.4			52.9	17.6		100.0																
E3 and E5	# 1	1		3	1		6	7.5	52.5	22.8	NO	2.5	6.1								YES	95.2%	73.2%
	% 16.7	16.7		50.0	16.7		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    88.0 percent  
 Level of Goal Attainment for 2010:    89.0 percent  
 Level of Goal Attainment for 2011:    89.0 percent

## Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Doreen Tuohy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			5			8	6.1	21.7	6.4	6.1	NO	6.4								0.0%	YES	0.0%
	% 37.5			62.5			100.0																
E2	# 18	3	2	21	3		47	5.7	34.6	11.8	NO	NO	5.4	1		1	5	1		8	YES	YES	54.2%
	% 38.3	6.4	4.3	44.7	6.4		100.0							12.5		12.5	62.5	12.5		100.0			
E3	# 7			1			8	3.3	28.6	16.3	3.3	16.1	16.3								0.0%	43.7%	0.0%
	% 87.5			12.5			100.0																
E5	#			2			2	0.2	61.0	20.8	0.2	NO	20.8								0.0%	YES	0.0%
	%			100.0			100.0																
E6	#			1			1	1.3	61.0	20.8	1.3	NO	20.8								0.0%	YES	0.0%
	%			100.0			100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    73.0 percent  
 Level of Goal Attainment for 2010:    75.8 percent  
 Level of Goal Attainment for 2011:    74.7 percent

## SC Department of Revenue

Agency Director: James F. Etter

EEO Officer: Kenneth L. Titus

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 22	2	1	10	1		36	5.7	33.5	9.4	0.1 *	5.7	6.6	2		1	2			5	98.2% *	83.0%	29.8%
	% 61.1	5.6	2.8	27.8	2.8		100.0							40.0		20.0	40.0			100.0			
E2	# 144	19	3	166	67	7	406	5.2	38.2	15.6	0.5	NO	NO	21	5		33	16	1	76	90.4%	YES	YES
	% 35.5	4.7	0.7	40.9	16.5	1.7	100.0							27.6	6.6		43.4	21.1	1.3	100.0			
E3	# 22	8	3	15	6		54	7.5	34.3	12.8	NO	6.5	1.7 *	6	2	1	3		1	13	YES	81.0%	86.7% *
	% 40.7	14.8	5.6	27.8	11.1		100.0							46.2	15.4	7.7	23.1		7.7	100.0			
E5	# 11	9		44	33	1	98	2.6	44.8	26.4	NO	NO	NO	6	4		12	8	1	31	YES	YES	YES
	% 11.2	9.2		44.9	33.7	1.0	100.0							19.4	12.9		38.7	25.8	3.2	100.0			
E6	# 9	7		46	38	2	102	4.8	37.8	28.4	NO	NO	NO	2	3		18	6	1	30	YES	YES	YES
	% 8.8	6.9		45.1	37.3	2.0	100.0							6.7	10.0		60.0	20.0	3.3	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    96.0 percent

Level of Goal Attainment for 2010:    96.8 percent

Level of Goal Attainment for 2011:    91.3 percent

## Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	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	1		5			27	3.5	16.2	3.6	NO	NO	3.6								YES	YES	0.0%
	% 77.8	3.7		18.5			100.0																
E2	# 303	33	6	132	26	4	504	6.3	12.9	2.9	NO	NO	NO	15	1		4	1	1	22	YES	YES	YES
	% 60.1	6.5	1.2	26.2	5.2	0.8	100.0							68.2	4.5		18.2	4.5	4.5	100.0			
E3	# 103	12		29	10	1	155	8.0	16.0	5.0	0.3	NO	NO	8			1			9	96.3%	YES	YES
	% 66.5	7.7		18.7	6.5	0.6	100.0							88.9			11.1			100.0			
E6	# 35	14	1	111	27	1	189	6.6	51.8	9.9	NO	NO	NO	1			6			7	YES	YES	YES
	% 18.5	7.4	0.5	58.7	14.3	0.5	100.0							14.3			85.7			100.0			
E7	# 675	175	5	25	23	2	905	13.1	2.9	2.6	NO	0.1	0.1	35	8		1	4		48	YES	96.6%	96.2%
	% 74.6	19.3	0.6	2.8	2.5	0.2	100.0							72.9	16.7		2.1	8.3		100.0			
E8	# 8	17		8	5		38	20.5	13.3	12.3	NO	NO	NO	2	3		1	1		7	YES	YES	YES
	% 21.1	44.7		21.1	13.2		100.0							28.6	42.9		14.3	14.3		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

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

Level of Goal Attainment for 2009:    98.6 percent

Level of Goal Attainment for 2010:    99.1 percent

Level of Goal Attainment for 2011:    99.4 percent

## Second Injury Fund

Agency Director: Stephen L. Elliott

EEO Officer: Michael T. Harris

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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	9.0	36.0	9.0	9.0	2.7	9.0								0.0%	92.5%	0.0%
	% 66.7			33.3			100.0																
E2	# 3	1		3	1		8	4.4	39.3	19.7	NO	1.8	7.2								YES	95.4%	63.5%
	% 37.5	12.5		37.5	12.5		100.0																
E5	#			3	2		5	2.5	55.0	17.6	2.5	NO	NO								0.0%	YES	YES
	%			60.0	40.0		100.0																
E6	#	1		1			2	1.3	61.0	20.8	NO	11.0	20.8								YES	82.0%	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    88.7 percent

Level of Goal Attainment for 2010:    92.9 percent

Level of Goal Attainment for 2011:    91.7 percent

## Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1			3			4	3.4	29.6	4.5	3.4	NO	4.5								0.0%	YES	0.0%
	% 25.0			75.0			100.0										1	2		3			
E2	# 1			7	1		9	7.3	32.3	12.4	7.3	NO	1.3				33.3	66.7		100.0	0.0%	YES	89.5%
	% 11.1			77.8	11.1		100.0										1			1			
E5 and E6	# 1			7	4		12	3.8	53.6	16.8	3.8	NO	NO				100.0			100.0	0.0%	YES	YES
	% 8.3			58.3	33.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    100.0 percent  
 Level of Goal Attainment for 2010:    100.0 percent  
 Level of Goal Attainment for 2011:    97.9 percent

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

Agency Director: Lillian B. Koller

EEO Officer: Annette G. Lance

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted 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	# 20	2		30	15		67	4.1	33.2	8.2	1.1 *	NO	NO	1			8	1	1	11	73.2% *	YES	YES
	% 29.9	3.0		44.8	22.4		100.0							9.1			72.1	9.1	9.1	100.0			
E1B	# 10	2		36	12		60	6.7	43.5	17.7	3.4	NO	NO	1	1		2	3		7	49.3%	YES	YES
	% 16.7	3.3		60.0	20.0		100.0							14.3	14.3		28.6	42.9		100.0			
E2 and E2A	# 60	51	1	70	257		439	4.3	4.5	14.4	NO	NO	NO				7	21		28	YES	YES	YES
	% 13.7	11.6	0.2	15.9	58.5		100.0										25.0	75.0		100.0			
E2B	# 25	15	1	75	185	3	304	5.1	37.2	29.4	0.2 *			1	4		10	9		24	96.1% *	66.4%	YES
	% 8.2	4.9	0.3	24.7	60.9	1.0	100.0							4.2	16.7		41.7	37.5		100.0			
E2C	# 85	90		377	750	12	1314	5.1	40.2	33.2	NO	11.5	NO	6	3		11	80	4	104	YES	71.4%	YES
	% 6.5	6.8		28.7	57.1	0.9	100.0							5.8	2.9		10.6	76.9	3.8	100.0			
E3	# 20	2	4	13	16	4	59	5.0	28.1	0.3	1.6 *				1	1				2	68.0% *	78.3%	YES
	% 33.9	3.4	6.8	22.0	27.1	6.8	100.0								50.0	50.0				100.0			
E5A	# 13	16		145	250	9	433	5.0	56.9	20.6	1.3	23.4	NO	1	1		3	9		14	74.0%	58.9%	YES
	% 3.0	3.7		33.5	57.7	2.1	100.0							7.1	7.1		21.4	64.3		100.0			
E5B	# 5			62	75		142	4.4	32.4	43.7	4.4	NO	NO		1		1	5		7	0.0%	YES	YES
	% 3.5			43.7	52.8		100.0								14.3		14.3	71.4		100.0			
E6A	# 7	4		85	122	2	220	1.0	69.0	15.7	NO	30.4	NO	2	1		7	3		13	YES	55.9%	YES
	% 3.2	1.8		38.6	55.5	0.9	100.0							15.4	7.7		53.8	23.1		100.0			

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

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

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

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

Level of Goal Attainment for 2009:    87.4 percent  
 Level of Goal Attainment for 2010:    93.4 percent  
 Level of Goal Attainment for 2011:    88.7 percent

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

Agency Director: Lillian B. Koller  
EEO Officer: Annette G. Lance

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
														WM	BM	OM	WF	BF	OF	TOTAL				BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
E6B	# 6	# 5		# 25	# 30		# 66	5.6	47.6	28.5	NO	9.7	NO				# 2	# 1		# 3	YES	92.9%	*	YES
	% 9.1	% 7.6		% 37.9	% 45.5		% 100.0										% 66.7	% 33.3		%				
E8	# 1						# 1	49.1	0.0	0.0	NO	0.0	0.0				# 2	# 1		# 3	0.0%	# 0.0%	*	0.0%
	% 100.0						% 100.0										% 66.7	% 33.3		%				
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

**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 2009:    87.4 percent  
Level of Goal Attainment for 2010:    93.3 percent  
Level of Goal Attainment for 2011:    88.7 percent

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

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C1 and E1	#	1	11	1			5			18	5.9	37.6	11.6		2						2			
	%	5.6	61.1	5.6			27.8			100.0	NO	37.6	NO		100.0					100.0	YES	0.0%	YES	
C2	#	1	4	2			7			14	13.6	29.1	16.0		1						1			
	%	7.1	28.6	14.3			50.0			100.0	NO	29.1	NO		100.0					100.0	YES	0.0%	YES	
C3	#	13	12	5	5		6	1		42	14.5	29.0	14.5		1						1			*
	%	31.0	28.6	11.9	11.9		14.3	2.4		100.0	NO	17.1	0.2		100.0					100.0	YES	41.0%	98.6%	
C4	#	9	23	3	6		12	4		57	10.8	33.4	15.8							1				
	%	15.8	40.4	5.3	10.5		21.1	7.0		100.0	NO	22.9	NO							100.0	YES	31.4%	YES	
C5	#	9	22	8	7		39	3		88	8.3	37.0	16.3		1	2			1	3	1		8	
	%	10.2	25.0	9.1	8.0		44.3	3.4		100.0	NO	29.0	NO		12.5	25.0			12.5	37.5	12.5		100.0	
C6	#	7	9	1	2		14			33	6.5	38.2	12.3		2	2				2			6	
	%	21.2	27.3	3.0	6.1		42.4			100.0	NO	32.1	NO		33.3	33.3				33.3			100.0	
C7	#		3		1		16			20	6.1	57.1	16.2							3			3	
	%		15.0		5.0		80.0			100.0	NO	52.1	NO							100.0	YES	8.8%	YES	
C8	#	1	2				1			4	8.2	38.9	12.1											
	%	25.0	50.0				25.0			100.0	NO	38.9	NO										YES	0.0%
C9	#	9	32	2	1		16			60	8.3	22.3	7.0		1	1				2			4	
	%	15.0	53.3	3.3	1.7		26.7			100.0	NO	20.6	NO		25.0	25.0				50.0			100.0	

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

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

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

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

Level of Goal Attainment for 2009:    72.0 percent

Level of Goal Attainment for 2010:    71.5 percent

Level of Goal Attainment for 2011:    71.2 percent

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

President: Dr. George E. Cooper

EEO Officer: Anna D. Haigler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 2	33	3	4	100	3	145	8.9	35.4	18.1	NO	32.6	NO	4	1		6		11		YES	7.9%	YES
	% 1.4	22.8	2.1	2.8	69.0	2.1	100.0							36.4	9.1		54.5		100.0				
E3	# 2	10	1		20	1	34	9.5	30.0	14.2	NO	30.0	NO	1			1		2		YES	0.0%	YES
	% 5.9	29.4	2.9		58.8	2.9	100.0							50.0			50.0		100.0				
E4	# 1	22		1	5	1	30	14.2	16.0	5.9	NO	12.7	NO	5					5		YES	20.6%	YES
	% 3.3	73.3		3.3	16.7	3.3	100.0							100.0					100.0				
E5	# 2			1	32		35	7.2	44.0	19.9	1.5	41.1	NO								79.2%	6.6%	YES
	% 5.7			2.9	91.4		100.0																
E6	# 5			2	44		51	4.8	47.4	20.9	NO	43.5	NO				15	1	16		YES	8.2%	YES
	% 9.8			3.9	86.3		100.0										93.8	6.3	100.0				
E7	# 1	2					3	12.1	13.8	8.3	NO	13.8	8.3								YES	0.0%	0.0%
	% 33.3	66.7					100.0																
E8	# 10			1	8		19	18.3	20.3	19.7	NO	15.0	NO				1		1		YES	26.1%	YES
	% 52.6			5.3	42.1		100.0										100.0		100.0				

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

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

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

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

Level of Goal Attainment for 2008:    72.0 percent

Level of Goal Attainment for 2009:    71.5 percent

Level of Goal Attainment for 2010:    71.2 percent



## Technical & Comprehensive Education, State Board for

Agency Director: Darrel W. Staat

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1		1	3	2		7	4.2	42.0	20.9	4.2 *	NO	NO				1	1		2	0.0% *	YES	YES
	% 14.3		14.3	42.9	28.6		100.0										50.0	50.0		100.0			
E2	# 9	2	1	18	7		37	6.2	33.6	8.9	0.8 *	NO	NO	1	1		6	2		10	87.1% *	YES	YES
	% 24.3	5.4	2.7	48.6	18.9		100.0							10.0	10.0		60.0	20.0		100.0			
E3, E5, and E6	# 4	1	1	10	1		17	2.7	51.9	13.2	NO	NO	7.3				1			1	YES	YES	44.7%
	% 23.5	5.9	5.9	58.8	5.9		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    83.3 percent

Level of Goal Attainment for 2010:    84.1 percent

Level of Goal Attainment for 2011:    91.5 percent

## Aiken Technical College

Agency Director: Dr. Susan A. Winsor

EEO Officer: Sylvia Byrd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1	# 1			2			3	3.7	47.8	15.2	3.7	NO	15.2								0.0%	YES	0.0%
	% 33.3			66.7			100.0																
T2,T3, T4, and T5	# 26	2	1	20	11	2	62	3.5	37.0	12.3	0.3	4.7	NO	4			5	4		13	91.4%	87.3%	YES
	% 41.9	3.2	1.6	32.3	17.7	3.2	100.0							30.8			38.5	30.8		100.0			
E2 and E3	# 16	2		23	10		51	8.0	34.8	13.2	4.1	NO	NO	1			6	2		9	48.8%	YES	YES
	% 31.4	3.9		45.1	19.6		100.0							11.1			66.7	22.2		100.0			
E5 and E6	# 1	1		9	9		20	1.1	56.1	20.6	NO	11.1	NO								YES	80.2%	YES
	% 5.0	5.0		45.0	45.0		100.0																
E7 and E8	# 2	2					4	22.0	7.8	7.0	NO	7.8	7.0								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    94.3 percent

Level of Goal Attainment for 2010:    92.6 percent

Level of Goal Attainment for 2011:    91.6 percent

## Central Carolina Technical College

President: Dr. Tim Hardee

EEO Officer: Ronald Stover

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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				6			6	4.7	41.4	11.3	4.7*	NO	11.3							100.0	0.0%*	YES	0.0%*
T3 and T4	41	2		55	9		107	3.0	33.9	4.4	1.1	NO	NO	5			17	2		24	63.3%	YES	YES
	% 38.3	1.9		51.4	8.4		100.0							20.8			70.8	8.3		100.0			
T5 and E2	9	3		19	9	1	41	6.8	32.9	18.5	NO	NO	NO	2	3		5			10	YES	YES	YES
	% 22.0	7.3		46.3	22.0	2.4	100.0							20.0	30.0		50.0			100.0			
E3, E4, and E5	5			13	5	2	25	6.0	45.7	9.2	6.0	NO	NO	3		5	1			9	0.0%	YES	YES
	% 20.0			52.0	20.0	8.0	100.0							33.3		55.6	11.1			100.0			
E6				13	6		19	3.8	54.5	26.1	3.8*	NO	NO				3	2		5	0.0%*	YES	YES
	%			68.4	31.6		100.0										60.0	40.0		100.0			
E7 and E8	8	2		1	2		13	21.5	0.8	2.7	6.1*	NO	NO	4						4	71.6%*	YES	YES
	% 61.5	15.4		7.7	15.4		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    83.8 percent

Level of Goal Attainment for 2010:    84.6 percent

Level of Goal Attainment for 2011:    89.0 percent

## Denmark Technical College

Interim President: Dr. Joan Boyd-Scotland

EEO Officer: Tonya M. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	1	1				2	21.0	15.1	26.7	NO	15.1	26.7		1					1	YES	0.0%	0.0%
	%	50.0	50.0				100.0								100.0					100.0			
T3, T4, and T5	#	4	8	3	3	16	2	21.6	14.3	19.2	NO	6.0	NO								YES	58.0%	YES
	%	11.1	22.2	8.3	8.3	44.4	5.6	100.0															
E2	#	1	9			15	1	17.1	18.2	37.2	NO	18.2	NO	1					1	2	YES	0.0%	YES
	%	3.8	34.6			57.7	3.8	100.0						50.0					50.0	100.0			
E3, E5, and E6	#	2	1		5	22		4.8	45.0	34.1	1.5	28.3	NO	1			1	1		3	68.8%	37.1%	YES
	%	6.7	3.3		16.7	73.3		100.0						33.3			33.3	33.3		100.0			
E4, E7, and E8	#		7			3		29.2	4.4	14.5	NO	4.4	NO		1					1	YES	0.0%	YES
	%		70.0			30.0		100.0							100.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    75.2 percent  
 Level of Goal Attainment for 2010:    85.1 percent  
 Level of Goal Attainment for 2011:    80.3 percent

## Florence Darlington Technical College

Agency Director: Charles Gould

EEO Officer: Terry Dingle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 7	1		2	2		12	8.5	34.7	16.3	0.2 *	18.0	NO	1	1			1		3	97.6% *	48.1%	YES
	% 58.3	8.3		16.7	16.7		100.0							33.3	33.3			33.3		100.0			
T3, T4, and T5	# 41	2	4	33	15	2	97	7.8	30.1	11.0	5.7	NO	NO	5			1	1		7	26.9%	YES	YES
	% 42.3	2.1	4.1	34.0	15.5	2.1	100.0							71.4			14.3	14.3		100.0			
E2	# 10	2		26	13	1	52	8.7	36.6	20.8	4.9	NO	NO				1			1	43.7%	YES	YES
	% 19.2	3.8		50.0	25.0	1.9	100.0										100.0			100.0			
E5 and E6	# 1	2		20	9	1	33	5.2	58.5	26.6	NO	NO	NO	1			4			5	YES	YES	YES
	% 3.0	6.1		60.6	27.3	3.0	100.0							20.0			80.0			100.0			
E3, E7, and E8	# 17	6		4	1	1	29	23.1	14.7	17.6	2.4 *	0.9 *	14.2	4					1	5	89.6% *	93.9% *	19.3%
	% 58.6	20.7		13.8	3.4	3.4	100.0							80.0					20.0	100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    81.2 percent

Level of Goal Attainment for 2010:    80.4 percent

Level of Goal Attainment for 2011:    81.3 percent

# Greenville Technical College

President: Dr. Keith Miller

EEO Officer: Susan Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 13	4		18	6		41	4.4	40.2	6.3	NO	NO	NO				3			3	YES	YES	YES
	% 31.7	9.8		43.9	14.6		100.0										100.0			100.0			
T3 and T4	# 130	10	2	174	20	5	341	1.8	35.2	4.0	NO	NO	NO	17			21	1		39	YES	YES	YES
	% 38.1	2.9	0.6	51.0	5.9	1.5	100.0							43.6			53.8	2.6		100.0			
T5 and E2	# 26	8	1	81	30	3	149	3.8	40.9	7.8	NO	NO	NO	5	4		9	9	1	28	YES	YES	YES
	% 17.4	5.4	0.7	54.4	20.1	2.0	100.0							17.9	14.3		32.1	32.1	3.6	100.0			
E3, E4, and E5	# 22	3	2	43	17	1	88	4.3	51.0	6.4	0.9	2.1	NO	6			5	3	1	15	79.1%	95.9%	YES
	% 25.0	3.4	2.3	48.9	19.3	1.1	100.0							40.0			33.3	20.0	6.7				
E6	#	1		21	8		30	0.5	78.9	6.6	NO	8.9	NO				2			2	YES	88.7%	YES
	%	3.3		70.0	26.7		100.0										100.0						
E7 and E8	# 30	4	2	6	6		48	10.5	13.8	5.2	2.2	1.3	NO	6		1	1			8	79.0%	90.6%	YES
	% 62.5	8.3	4.2	12.5	12.5		100.0							75.0		12.5	12.5			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    95.1 percent  
 Level of Goal Attainment for 2010:    95.7 percent  
 Level of Goal Attainment for 2011:    96.3 percent

## Horry-Georgetown Technical College

Agency Director: H. Neyle Wilson

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 5	1		5			11	10.9	42.3	14.3	1.8 *	NO	14.3								83.5% *	YES	0.0%
	% 45.5	9.1		45.5			100.0																
T3 and T4	# 59	3	2	71	8	3	146	1.6	36.7	2.2	NO	NO	NO	4		1	10			15	YES	YES	YES
	% 40.4	2.1	1.4	48.6	5.5	2.1	100.0							26.7		6.7	66.7			100.0			
T5 and E2	# 10	3		20	17		50	6.7	42.0	11.1	0.7 *	2.0	NO	1			1	2		4	89.6% *	95.2%	YES
	% 20.0	6.0		40.0	34.0		100.0							25.0			25.0	50.0		100.0			
E3 and E5	# 9	3		17	6		35	1.1	46.7	6.4	NO	NO	NO				2	1		3	YES	YES	YES
	% 25.7	8.6		48.6	17.1		100.0										66.7	33.3		100.0			
E6	# 1	1		24	5	1	32	1.0	65.0	6.2	NO	NO	NO				3			3	YES	YES	YES
	% 3.1	3.1		75.0	15.6	3.1	100.0										100.0			100.0			
E7 and E8	# 16	3		14			33	19.7	11.6	8.3	10.6	NO	8.3	2			1			3	46.2%	YES	0.0%
	% 48.5	9.1		42.4			100.0							66.7			33.3			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    84.9 percent  
 Level of Goal Attainment for 2010:    84.1 percent  
 Level of Goal Attainment for 2011:    84.1 percent

# Technical College of the Low Country

President: Dr. Thomas C. Leitzel

EEO Officer: Sona Lyttle

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 3	1		4	1		9	3.6	30.2	11.2	NO	NO	0.1	1						1	YES	YES	99.1%
	% 33.3	11.1		44.4	11.1		100.0							100.0						100.0			
T3 and T4	# 12	5	1	25	4	3	50	6.0	39.8	1.6	NO	NO	NO		1		1		1	3	YES	YES	YES
	% 24.0	10.0	2.0	50.0	8.0	6.0	100.0							33.3			33.3		33.3	100.0			
T5 and E2	# 1						1	8.7	38.7	16.3	8.7	38.7	16.3	1	1		3	3		8	0.0%*	0.0%*	0.0%*
	% 100.0						100.0							12.5	12.5		37.5	37.5		100.0			
E3 and E5	# 3			9	3	2	17	5.1	43.9	20.4	5.1	NO	2.8	1			1			2	0.0%*	YES	86.3%*
	% 17.6			52.9	17.6	11.8	100.0							50.0			50.0			100.0		YES	86.3%
E6	#	1		5	10		16	1.0	50.7	31.3	NO	19.4	NO				1			1	YES	61.7%	YES
	%	6.3		31.3	62.5		100.0										100.0			100.0			
E4, E7, and E8	# 6	4		2	1		13	17.6	12.0	9.7	NO	NO	2.0								YES	YES	79.4%*
	% 46.2	30.8		15.4	7.7		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    89.0 percent  
 Level of Goal Attainment for 2010:    89.7 percent  
 Level of Goal Attainment for 2011:    94.7 percent

## Midlands Technical College

Agency Director: Marshall White Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 4	2		5	3		14	6.9	39.9	20.4	NO	4.2	NO				1			1	YES	89.5%	YES
	% 28.6	14.3		35.7	21.4		100.0										100.0			100.0			
T3 and T4	# 86	6	3	99	20	6	220	3.8	36.4	7.8	1.1	NO	NO	6	2	1	4			13	71.1%	YES	YES
	% 39.1	2.7	1.4	45.0	9.1	2.7	100.0							46.2	15.4	7.7	30.8			100.0			
T5 and E2	# 26	11	1	57	50	3	148	6.5	39.7	19.9	NO	1.2	NO	2	2	1	11	8		24	YES	97.0%	YES
	% 17.6	7.4	0.7	38.5	33.8	2.0	100.0							8.3	8.3	4.2	45.8	33.3		100.0			
E3	# 20	9		15	6		50	9.9	31.5	12.0	NO	1.5	0.0	1			1			2	YES	95.2%	YES
	% 40.0	18.0		30.0	12.0		100.0							50.0			50.0			100.0			
E4 and E5	# 4	3		29	13	1	50	5.2	50.3	17.9	NO	NO	NO		1		1	1		3	YES	YES	YES
	% 8.0	6.0		58.0	26.0	2.0	100.0								33.3		33.3	33.3		100.0			
E6	# 1	3		25	16	1	46	1.4	70.8	15.7	NO	16.5	NO				1	1		2	YES	76.7%	YES
	% 2.2	6.5		54.3	34.8	2.2	100.0										50.0	50.0		100.0			
E7	# 12				1		13	13.7	4.2	4.2	13.7	4.2	NO	2				1		3	0.0%	0.0%	YES
	% 92.3				7.7		100.0							66.7				33.3		100.0			
E8	# 8	5		3	1		17	23.7	14.2	9.5	NO	NO	3.6								YES	YES	62.1%
	% 47.1	29.4		17.6	5.9		100.0																

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

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

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

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

Level of Goal Attainment for 2009:    94.8 percent

Level of Goal Attainment for 2010:    92.4 percent

Level of Goal Attainment for 2011:    90.9 percent

## Northeastern Technical College

Agency Director: Dr, Ron Bartley

EEO Officer: Donna Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3	1		3			7	7.0	33.7	5.6	NO	NO	5.6								YES	YES	0.0%
	% 42.9	14.3		42.9			100.0																
T3 and T4	# 11		2	14	1		28	3.0	44.1	28.8	3.0*	NO	25.2			1				1	0.0%*	YES	12.5%
	% 39.3		7.1	50.0	3.6		100.0									100.0				100.0			
T5, E2, E3, and E5	# 4	1		13	8	1	27	6.2	41.7	14.3	2.5*	NO	NO								59.7%*	YES	YES
	% 14.8	3.7		48.1	29.6	3.7	100.0																
E6	# 1			5	1		7	0.5	74.4	12.2	NO	3.0*	NO				1	1		2	YES	96.0%*	YES
	% 14.3			71.4	14.3		100.0										50.0	50.0		100.0			
E7 and E8	# 4				4		8	40.0	3.7	11.8	40.0	3.7	NO								0.0%	0.0%*	YES
	% 50.0				50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    80.6 percent  
 Level of Goal Attainment for 2010:    83.9 percent  
 Level of Goal Attainment for 2011:    80.7 percent

## Orangeburg-Calhoun Technical College

Agency Director: Dr. Walt Tobin

EEO Officer: Marie S. Howell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1,T2, and E1	# 2			5			7	6.7	39.8	21.6	6.7 *	NO	21.6				1			1	0.0% *	YES	0.0%
	% 28.6			71.4			100.0										100.0			100.0			
T3 and T4	# 24	4		35	13	1	77	8.8	28.3	9.8	3.6	NO	NO	2			5	2		9	59.1%	YES	YES
	% 31.2	5.2		45.5	16.9	1.3	100.0							22.2			55.6	22.2		100.0			
T5 and E2	# 3	5		12	1		21	12.8	30.1	20.4	NO	NO	15.6		1		3	1		5	YES	YES	23.5%
	% 14.3	23.8		57.1	4.8		100.0							20.0			60.0	20.0		100.0			
E3, E4, and E5	# 3	3		17	7		30	10.8	32.9	15.2	0.8 *	NO	NO		2	1	2			5	92.6% *	YES	YES
	% 10.0	10.0		56.7	23.3		100.0							40.0	20.0	40.0				100.0			
E6	#			8	3		11	2.0	57.6	27.4	2.0 *	NO	0.1 *				1			1	0.0% *	YES	99.6% *
	%			72.7	27.3		100.0										100.0			100.0			
E7 and E8	# 8	8		1	2		19	38.4	2.0	15.0	NO	NO	4.5 *	1						1	YES	YES	70.0% *
	% 42.1	42.1		5.3	10.5		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    87.0 percent  
 Level of Goal Attainment for 2010:    86.3 percent  
 Level of Goal Attainment for 2011:    84.1 percent

## Piedmont Technical College

Agency Director: Dr. Ray Brooks

EEO Officer: Alesia Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 3			3			6	3.2	36.9	7.4	3.2	NO	7.4								0.0%*	YES	0.0%*
	% 50.0			50.0			100.0																
T3 and T4	# 45	5	5	61	4		120	1.9	28.2	6.1	NO	NO	2.8	4	2		5	2		13	YES	YES	54.1%
	% 37.5	4.2	4.2	50.8	3.3		100.0							30.8	15.4		38.5	15.4		100.0			
T5 and E2	# 15	3		42	12		72	4.0	36.8	15.0	NO	NO	NO	3			6			9	YES	YES	YES
	% 20.8	4.2		58.3	16.7		100.0							33.3			66.7			100.0			
E3, E4 and E5	# 10	1		9	1		21	2.8	51.0	6.3	NO			2						2	YES	84.1%	76.2%*
	% 47.6	4.8		42.9	4.8		100.0					8.1	1.5	100.0						100.0			
E6	# 1	1		19	10		31	2.1	71.9	10.2	NO	10.6	NO				2	1		3	YES	85.3%	YES
	% 3.2	3.2		61.3	32.3		100.0										66.7	33.3		100.0			
E7	# 8						8	30.8	2.3	0.8	30.8	2.3	0.8	1						1	0.0%	0.0%*	0.0%*
	% 100.0						100.0							100.0						100.0			
E8	# 1	3			1		5	22.5	15.4	10.2	NO	15.4	NO								YES	0.0%*	YES
	% 20.0	60.0			20.0		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    92.2 percent  
 Level of Goal Attainment for 2010:    90.4 percent  
 Level of Goal Attainment for 2011:    87.5 percent

## Spartanburg Community College

Agency Director: Dr. Para M. Jones

EEO Officer: Rick Teal

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 6	1		6			13	5.3	42.3	4.1	NO	NO	4.1	1			1			2	YES	YES	0.0%
	% 46.2	7.7		46.2			100.0							50.0			50.0		10.0	100.0			
T3 and T4	# 40	4	2	67	6	5	124	3.7	42.5	4.6	0.5	NO	NO	4			5		1	10	86.5%	YES	YES
	% 32.3	3.2	1.6	54.0	4.8	4.0	100.0							40.0			50.0		10.0	100.0			
T5 and E2	# 17	4		25	8		54	3.2	42.3	15.7	NO	NO	0.9	4			1			5	YES	YES	94.3%
	% 31.5	7.4		46.3	14.8		100.0							80.0			20.0			100.0			
E3, E5, and E6	# 6	1		45	18		70	3.6	56.0	19.0	2.2	NO	NO				3			3	38.9%	YES	YES
	% 8.6	1.4		64.3	25.7		100.0										100.0			100.0			
E4, E7, and E8	# 16	3	1	1	1		22	10.7	6.5	4.7	NO	2.0	0.2								YES	69.2%	95.7%
	% 72.7	13.6	4.5	4.5	4.5		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    93.0 percent  
 Level of Goal Attainment for 2010:    92.6 percent  
 Level of Goal Attainment for 2011:    91.8 percent

## Tri-County Technical College

Agency Director: Dr. Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 4	1					5	3.8	42.5	3.1	NO	42.5	3.1								YES	0.0%	0.0%
	% 80.0	20.0					100.0																
T3	# 13	1	2	27	3		46	1.1	32.7	2.4	NO	NO	NO				1			1	YES	YES	YES
	% 28.3	2.2	4.3	58.7	6.5		100.0										100.0			100.0			
T4	# 33	3	3	50	4	2	95	1.1	31.0	2.4	NO	NO	NO	8	1	1	3	1		14	YES	YES	YES
	% 34.7	3.2	3.2	52.6	4.2	2.1	100.0							57.1	7.1	7.1	21.4	7.1		100.0			
T5 and E2	# 17	1	1	46	11		76	3.1	44.4	11.9				2			6	1		9			
	% 22.4	1.3	1.3	60.5	14.5		100.0				1.8	NO	NO	22.2			66.7	11.1		100.0	41.9%	YES	YES
E3 and E5	# 11	1		22	1	4	39	2.1	47.7	6.0	NO	NO	3.4	3			1		1	5	YES	YES	43.3%
	% 28.2	2.6		56.4	2.6	10.3	100.0							60.0			20.0		20.0	100.0			
E6	# 1			33	8	3	45	0.5	79.3	7.3	0.5	6.0	NO				2	1		3	0.0%	92.4%	YES
	% 2.2			73.3	17.8	6.7	100.0										66.7	33.3		100.0			
E4, E7, and E8	# 7	1		6	1		15	10.9	18.4	4.4	4.2	NO	NO								61.5%	YES	YES
	% 46.7	6.7		40.0	6.7		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    91.2 percent

Level of Goal Attainment for 2010:    88.8 percent

Level of Goal Attainment for 2011:    86.3 percent

## Trident Technical College

Agency Director: Dr. Mary Thornely

EEO Officer: DeVetta Williams Hughes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 5	2		7	3		17	4.7	41.1	12.7	NO	NO	NO	3						3	YES	YES	YES
	% 29.4	11.8		41.2	17.6		100.0							100.0						100.0			
T3 and T4	# 132	13	5	152	17	2	321	2.8	37.4	4.8	NO	NO	NO	8	2	1	12	1		24	YES	YES	YES
	% 41.1	4.0	1.6	47.4	5.3	0.6	100.0							33.3	8.3	4.2	50.0	4.2		100.0			
T5 and E2	# 38	16	1	65	42	4	166	6.7	38.0	11.6	NO	NO	NO	3	6		11	12	1	33	YES	YES	YES
	% 22.9	9.6	0.6	39.2	25.3	2.4	100.0							9.1	18.2		33.3	36.4	3.0	100.0			
E3 and E5	# 25	6	1	55	25	4	116	2.9	40.0	11.8	NO	NO	NO	5			1	2		8	YES	YES	YES
	% 21.6	5.2	0.9	47.4	21.6	3.4	100.0							62.5			12.5	25.0		100.0			
E4	# 12	10		3	3		28	11.7	10.9	3.5	NO	0.2	NO	7	2		2	1		12	YES	98.2%	YES
	% 42.9	35.7		10.7	10.7		100.0							58.3	16.7		16.7	8.3		100.0			
E6	#	1		12	12	1	26	2.5	47.2	23.4	NO	1.0	NO				5	2		7	YES	97.9%	YES
	%	3.8		46.2	46.2	3.8	100.0										71.4	28.6		100.0			
E7 and E8	# 16	11	1	6	2	1	37	24.8	7.9	2.7	NO	NO	NO	4	3			1		8	YES	YES	YES
	% 43.2	29.7	2.7	16.2	5.4	2.7	100.0							50.0	37.5			12.5		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    97.7 percent  
 Level of Goal Attainment for 2010:    98.6 percent  
 Level of Goal Attainment for 2011:    99.8 percent

## Williamsburg Technical College

Agency Director: Dr. Kim McGinnis

EEO Officer: Will Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 3	1		2	1		7	16.3	20.6	25.9	2.0	NO	11.6	1						1	87.7%	YES	55.2%
	% 42.9	14.3		28.6	14.3		100.0							100.0						100.0			
T3 and T4	# 6	2		7	4		19	26.3	25.1	18.9	15.8	NO	NO								39.9%	YES	YES
	% 31.6	10.5		36.8	21.1		100.0																
E2	# 1	2		2	3		8	15.1	25.4	29.0	NO	0.4	NO								YES	98.4%	YES
	% 12.5	25.0		25.0	37.5		100.0										1			1			
E3 and E5	# 2	1		6	5		14	8.5	39.3	26.3	1.4	NO	NO				1			1	83.5%	YES	YES
	% 14.3	7.1		42.9	35.7		100.0										100.0			100.0			
E6	#			5	2		7	2.1	58.3	19.2	2.1	NO	NO				1			1	0.0%	YES	YES
	%			71.4	28.6		100.0										100.0			100.0			
E7 and E8	# 2	5					7	51.6	4.2	17.3	NO	4.2	17.3								YES	0.0%	0.0%
	% 28.6	71.4					100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    78.1 percent  
 Level of Goal Attainment for 2010:    87.5 percent  
 Level of Goal Attainment for 2011:    85.3 percent

## York Technical College

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2, and E1	# 4			3	2		9	5.3	39.5	12.5	5.3	6.2	NO					1		1	0.0%	84.3%	YES
	% 44.4			33.3	22.2		100.0											100.0		100.0			
T3 and T4	# 45	8	5	46	13	2	119	4.1	31.9	6.1	NO	NO	NO	9	1		7	2		19	YES	YES	YES
	% 37.8	6.7	4.2	38.7	10.9	1.7	100.0							47.4	5.3		36.8	10.5		100.0			
T5 and E2	# 7	2		31	14		54	4.7	40.7	12.9	1.0	NO	NO				3	6		9	78.7%	YES	YES
	% 13.0	3.7		57.4	25.9		100.0										33.3	66.7		100.0			
E3 and E5	# 6	1		17	6		30	3.2	45.9	11.5	NO	NO	NO	3			5	2		10	YES	YES	YES
	% 20.0	3.3		56.7	20.0		100.0							30.0			50.0	20.0		100.0			
E6	#			10	9	2	21	0.8	73.0	13.0	0.8	25.4	NO				4	1		5	0.0%	65.2%	YES
	%			47.6	42.9	9.5	100.0										80.0	20.0		100.0			
E4, E7, and E8	# 15	3		5	2		25	19.9	9.9	11.4	7.9	NO	3.4	1	1					2	60.3%	YES	70.2%
	% 60.0	12.0		20.0	8.0		100.0							50.0	50.0					100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    85.3 percent

Level of Goal Attainment for 2010:    92.4 percent

Level of Goal Attainment for 2011:    91.2 percent

## Transportation, Department of

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

EEO Officer: Darlene M. Rikard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	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		1	5	1		17	7.6	15.2	4.3	7.6	NO	NO	1			1			2	0.0%	YES	YES
	% 58.8		5.9	29.4	5.9		100.0							50.0			50.0			100.0			
E2 Non-Engineers	# 142	27	5	129	84	3	390	7.1	20.9	5.8	0.2	NO	NO	9	2		5	2		18	97.2%	YES	YES
	% 36.4	6.9	1.3	33.1	21.5	0.8	100.0							50.0	11.1		27.8	11.1		100.0			
E2 Engineers	# 527	74	26	97	21	8	753	7.4	5.5	0.6	NO	NO	NO	22	1	3	5			31	YES	YES	YES
	% 70.0	9.8	3.5	12.9	2.8	1.1	100.0							71.0	3.2	9.7	16.1			100.0			
E3, E4, E5 Non-Engineers	# 174	35	8	115	62	3	397	8.7	23.0	5.9	NO	NO	NO	4	2		5	1	1	13	YES	YES	YES
	% 43.8	8.8	2.0	29.0	15.6	0.8	100.0							30.8	15.4		38.5	7.7	7.7	100.0			
E3 and E5 Engineers	# 292	57	10	64	10	1	434	6.5	26.0	4.3	NO	11.3	2.0	28	2	1	6	1		38	YES	56.5%	53.5%
	% 67.3	13.1	2.3	14.7	2.3	0.2	100.0							73.7	5.3	2.6	15.8	2.6		100.0			
E6	# 1	1		84	47	1	134	1.2	65.3	19.2	0.5	2.6	NO				4	4		8	58.3%	96.0%	YES
	% 0.7	0.7		62.7	35.1	0.7	100.0										50.0	50.0		100.0			
E7	# 1280	986	33	81	123	1	2504	30.8	3.0	2.0	NO	NO	NO	49	15		6			70	YES	YES	YES
	% 51.1	39.4	1.3	3.2	4.9	0.1	100.0							70.0	21.4		8.6			100.0			
E8	# 29	13		50	27	1	120	18.7	22.4	10.5	7.9	NO	NO				1			1	57.8%	YES	YES
	% 24.2	10.8		41.7	22.5	0.8	100.0										100.0			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    93.4 percent

Level of Goal Attainment for 2010:    88.2 percent

Level of Goal Attainment for 2011:    88.3 percent

## State Treasurer's Office

Agency Director: Curtis M. Loftlis, Jr.

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			5	1	1	11	3.2	31.2	6.8	3.2 *	NO	NO	1			1			2	0.0% *	YES	YES
	% 36.4			45.5	9.1	9.1	100.0							50.0			50.0			100.0			
E2	# 8	2		14	4		28	4.7	40.8	12.5	NO	NO	NO	4			2			6	YES	YES	YES
	% 28.6	7.1		50.0	14.3		100.0							66.7			33.3			100.0			
E3	# 2	1		1	1		5	5.4	26.5	15.8	NO	6.5 *	NO								YES	75.5% *	YES
	% 40.0	20.0		20.0	20.0		100.0																
E5	# 2			1	3		6	4.9	41.4	15.9	4.9 *	24.7	NO								0.0% *	40.3%	YES
	% 33.3			16.7	50.0		100.0																
E6	#	1		1	2		4	2.9	53.6	23.3	NO	28.6	NO								YES	46.6%	YES
	%	25.0		25.0	50.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    92.3 percent

Level of Goal Attainment for 2010:    90.7 percent

Level of Goal Attainment for 2011:    89.4 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted 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	# 15	1	1	5			22	3.4	41.7	7.4	NO	19.0	7.4	1						1	YES	54.4%	0.0%
	% 68.2	4.5	4.5	22.7			100.0							100.0									
C2	# 99	5	14	51	7	4	180	3.4	71.7	7.4	0.6	43.4	3.5	13		2	4	1	1	21	82.4%	39.5%	52.7%
	% 55.0	2.8	7.8	28.3	3.9	2.2	100.0							61.9		9.5	19.0	4.8	4.8	100.0			
C3	# 246	6	44	78	3	7	384	2.3	33.2	2.9	0.7	12.9	2.1	15		5	9	2	1	32	69.6%	61.1%	27.6%
	% 64.1	1.6	11.5	20.3	0.8	1.8	100.0							46.9		15.6	28.1	6.3	3.1	100.0			
C4	# 209	12	59	153	15	16	464	2.3	33.2	2.9	NO	0.2	NO	21	2	8	20	1	3	55	YES	99.4%	YES
	% 45.0	2.6	12.7	33.0	3.2	3.4	100.0							38.2	3.6	14.5	36.4	1.8	5.5	100.0			
C5	# 149	10	69	160	13	39	440	2.3	33.2	2.9	0.0	NO	NO	22	1	18	22	3	7	73	YES	YES	YES
	% 33.9	2.3	15.7	36.4	3.0	8.9	100.0							30.1	1.4	24.7	30.1	4.1	9.6	100.0			
C6	# 102	8	11	130	12	30	293	2.3	33.2	2.9	NO	NO	NO	14	1	4	23	4	9	55	YES	YES	YES
	% 34.8	2.7	3.8	44.4	4.1	10.2	100.0							25.5	1.8	7.3	41.8	7.3	16.4	100.0			
C7	# 17	1	1	13			32	2.3	33.2	2.9	NO	NO	2.9	1	1	1	5			8	YES	YES	0.0%
	% 53.1	3.1	3.1	40.6			100.0							12.5	12.5	12.5	62.5			100.0			0.0%
C825	# 5			1		1	7	2.3	33.2	2.9	2.3	18.9	2.9								0.0%	43.1%	0.0%
	% 71.4			14.3		14.3	100.0																
C826	# 22	1	2	49	1	5	80	1.0	64.4	4.5	NO	3.1	3.2	1			3			4	YES	95.2%	28.9%
	% 27.5	1.3	2.5	61.3	1.3	6.3	100.0							25.0			75.0			100.0			

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

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

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

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

Level of Goal Attainment for 2009:    81.3 percent

Level of Goal Attainment for 2010:    81.5 percent

Level of Goal Attainment for 2011:    84.6 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted 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	# 134	8	21	103	11	14	291	2.3	33.5	2.9	NO	NO	NO	26	4	9	16	1	4	60	YES	YES	YES
	% 46.0	2.7	7.2	35.4	3.8	4.8	100.0							43.3	6.7	15.0	26.7	1.7	6.7	100.0			
C927	# 96	17	7	27	5	6	158	5.6	25.2	1.3	NO	8.1	NO	13	2	1	5	2	3	26	YES	67.9%	YES
	% 60.8	10.8	4.4	17.1	3.2	3.8	100.0							50.0	7.7	3.8	19.2	7.7	11.5	100.0			
C930	# 64	3	11	60	8	6	152	2.7	27.2	2.9	0.7	NO	NO	15	1	3	8	1	2	30	74.1%	YES	YES
	% 42.1	2.0	7.2	39.5	5.3	3.9	100.0							50.0	3.3	10.0	26.7	3.3	6.7	100.0			
E22	# 120	9	5	120	19	7	280	6.7	35.0	8.1	3.5	NO	1.3	4	1	1	12	2	2	22	47.8%	YES	84.0%
	% 42.9	3.2	1.8	42.9	6.8	2.5	100.0							18.2	4.5	4.5	54.5	9.1	9.1	100.0			
E23	# 163	26	26	253	68	25	561	10.6	28.7	10.6	6.0	NO	NO	12	3	3	24	7	5	54	43.4%	YES	YES
	% 29.1	4.6	4.6	45.1	12.1	4.5	100.0							22.2	5.6	5.6	44.4	13.0	9.3	100.0			
E24	# 30	3	2	32	2	1	70	5.4	35.3	10.5	1.1	NO	7.6	4			6		1	11	79.6%*	YES	27.6%
	% 42.9	4.3	2.9	45.7	2.9	1.4	100.0							36.4			54.5		9.1	100.0			
E25	# 40	10	5	183	49	17	304	7.3	42.7	14.5	4.0	NO	NO	9	1		21	6	2	39	45.2%	YES	YES
	% 13.2	3.3	1.6	60.2	16.1	5.6	100.0							23.1	2.6		53.8	15.4	5.1	100.0			
E26	# 82	12	9	257	88	23	471	12.1	32.0	21.0	9.6	NO	2.3	15	2	2	43	13	10	85	20.7%	YES	89.0%
	% 17.4	2.5	1.9	54.6	18.7	4.9	100.0							17.6	2.4	2.4	50.6	15.3	11.8	100.0			
E37	# 74	13	15	19	7	6	134	5.9	26.9	0.7	NO	NO	NO	10	1	2	3	1	1	18	YES	52.8%	YES
	% 55.2	9.7	11.2	14.2	5.2	4.5	100.0							55.6	5.6	11.1	16.7	5.6	5.6	100.0			

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

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

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

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

Level of Goal Attainment for 2009:    81.3 percent

Level of Goal Attainment for 2010:    81.5 percent

Level of Goal Attainment for 2011:    84.6 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2011							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							% OF Goals Met Based on Adjusted 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	# 50	10	4	68	17	6	155	9.0	28.3	19.1	2.5	NO	8.1	7	2	1	10	1		21	72.2%	YES	57.6%
	% 32.3	6.5	2.6	43.9	11.0	3.9	100.0							33.3	9.5	4.8	47.6	4.8		100.0			
E39	# 4			7	9	3	23	7.9	25.2	33.6	7.9	NO	NO								0.0%	YES	YES
	% 17.4			30.4	39.1	13.0	100.0													100.0			
E4	# 37	13	10	8	5	1	74	24.8	7.9	4.3	7.2	NO	NO	10	2	2	1			15	71.0%	YES	YES
	% 50.0	17.6	13.5	10.8	6.8	1.4	100.0							66.7	13.3	13.3	6.7			100.0			
E511	# 28	6	4	255	99	24	416	1.5	64.3	18.0	0.1	3.0	NO	1			33	11	7	52	93.3%*	95.3%	YES
	% 6.7	1.4	1.0	61.3	23.8	5.8	100.0							1.9			63.5	21.2	13.5	100.0			
E512	# 11	4	1	49	16	8	89	4.4	50.3	16.6				1	1		8			10			
	% 12.4	4.5	1.1	55.1	18.0	9.0	100.0				NO	NO	NO	10.0	10.0		80.0			100.0	YES	YES	YES
E613	# 7		3	2	3	1	16	31.4	7.2	11.5	31.4	NO	NO	1		1	1			3			
	% 43.8		18.8	12.5	18.8	6.3	100.0							33.3		33.3	33.3			100.0	0.0%	YES	YES
E614	#	2		1	1		4	5.2	32.3	23.6							1			1	YES	77.4%*	YES
	%	50.0		25.0	25.0		100.0				NO	7.3	NO				100.0			100.0			
E615	# 9	6	1	92	56	9	173	2.6	52.3	23.8											YES	YES	YES
	% 5.2	3.5	0.6	53.2	32.4	5.2	100.0				NO	NO	NO										
E616	# 1			4	1		6	2.7	51.6	24.7	2.7	NO	8.0								0.0%*	YES	67.6%*
	% 16.7			66.7	16.7		100.0																

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

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

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

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

Level of Goal Attainment for 2009:    81.3 percent  
 Level of Goal Attainment for 2010:    81.5 percent  
 Level of Goal Attainment for 2011:    84.6 percent

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

President: Harris Pastides

EEO Officer: Bobby Gist

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 39	9	5	3		1	57	11.3	3.9	1.8	NO	NO	1.8	1	1	2				4	YES	YES	0.0%
	% 68.4	15.8	8.8	5.3		1.8	100.0							25.0	25.0	50.0				100.0			
E718	# 128	50	19	5	1		203	11.5	3.2	1.2	NO	0.7	0.7	12	5	4				21	YES	78.1%	41.7%
	% 63.1	24.6	9.4	2.5	0.5		100.0							57.1	23.8	19.0				100.0			
E819	# 28	15	3	3	12		61	11.7	3.9	0.6	NO	NO	NO	3	4	1		2		10	YES	YES	YES
	% 45.9	24.6	4.9	4.9	19.7		100.0							30.0	40.0	10.0		20.0		100.0			
E820	# 40	48	10	8	65	4	175	25.4	5.4	3.4	NO	0.8	NO	7	4	1	4	1		17	YES	85.2%	YES
	% 22.9	27.4	5.7	4.6	37.1	2.3	100.0							41.2	23.5	5.9	23.5	5.9		100.0			
E821	# 1	2		2	11		16	27.0	13.4	18.8		*									46.3%	93.3%	*
	% 6.3	12.5		12.5	68.8		100.0				14.5	0.9	NO										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 2009:    81.3 percent

Level of Goal Attainment for 2010:    81.5 percent

Level of Goal Attainment for 2011:    84.6 percent

## Vocational Rehabilitation, Department of

Agency Director: Barbara G. Hollis

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	1		6	2	2	19	6.4	41.6	11.8	1.1	10.0	1.3								82.8%	76.0%	89.0%
	% 42.1	5.3		31.6	10.5	10.5	100.0																
E2	# 172	60	3	307	185	6	733	9.5	34.6	18.8	1.3	NO	NO	3	2		9	11	1	26	86.3%	YES	YES
	% 23.5	8.2	0.4	41.9	25.2	0.8	100.0							11.5	7.7		34.6	42.3	3.8	100.0			
E3	# 19	1		11	3	1	35	6.7	31.6	15.4	3.8	0.2	6.8				1			1	43.3%	99.4%	55.8%
	% 54.3	2.9		31.4	8.6	2.9	100.0										100.0			100.0			
E5	# 23	13		77	26	1	140	6.7	61.3	10.9	NO	6.3	NO	2	2		3	1		8	YES	89.7%	YES
	% 16.4	9.3		55.0	18.6	0.7	100.0							25.0	25.0		37.5	12.5		100.0			
E6	# 4	1		80	32	2	119	3.1	61.8	10.9	2.3	NO	NO				5	5		10	25.8%	YES	YES
	% 3.4	0.8		67.2	26.9	1.7	100.0										50.0	50.0		100.0			
E8	# 15	8	1	5	7		36	21.6	14.8	14.4	NO	0.9	NO	8						8	YES	93.9%	YES
	% 41.7	22.2	2.8	13.9	19.4		100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    86.8 percent

Level of Goal Attainment for 2010:    89.3 percent

Level of Goal Attainment for 2011:    85.7 percent

## Wil Lou Gray Opportunity

Agency Director: Pat G. Smith

EEO Officer: Melissa R. Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			3			6	3.4	31.5	38.3	3.4 *	NO	38.3								0.0% *	YES	0.0% *
	% 50.0			50.0			100.0																
E2	# 11	11	1	6	6		35	7.9	42.1	17.7	NO	25.0	0.6	1	4	1	2	2		10	YES	40.6%	96.6% *
	% 31.4	31.4	2.9	17.1	17.1		100.0							10.0	40.0	10.0	20.0	20.0		100.0			
E3 and E5	# 3				2		5	13.2	28.0	22.4	13.2 *	28.0	NO								0.0% *	0.0%	YES
	% 60.0				40.0		100.0																
E6	#			4	2		6	0.2	69.7	17.6	0.2 *	3.0 *	NO	1			1	1		3	0.0% *	95.7% *	YES
	%			66.7	33.3		100.0							33.3			33.3	33.3		100.0			
E8	# 3	3		2			8	21.4	12.2	21.9	NO	NO	21.9				1			1	YES	YES	0.0%
	% 37.5	37.5		25.0			100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    79.4 percent

Level of Goal Attainment for 2010:    75.7 percent

Level of Goal Attainment for 2011:    69.4 percent

## Winthrop University (Page 1 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and C2	#	27			24		51	1.9	42.6	5.3	1.9	NO	5.3				1			1	0.0%*	YES	0.0%
	%	52.9			47.1		100.0										100.0			100.0			
C3	#	38	3	4	20		2	67	4.1	25.0	1.0	NO	NO	1.0	6		2		1	9	YES	YES	0.0%*
	%	56.7	4.5	6.0	29.9		3.0	100.0							66.7		22.0		11.1	100.0			
C4	#	43	1	4	45	3	3	99	1.8	39.0	3.2	0.8	NO	0.2	8		8			16	55.6%*	YES	93.8%*
	%	43.4	1.0	4.0	45.5	3.0	3.0	100.0							50.0		50.0			100.0			
C5	#	21	2	3	42	7	5	80	2.6	47.8	4.7	0.1	NO	NO		1	8			9	96.2%*	YES	YES
	%	26.3	2.5	3.8	52.5	8.8	6.3	100.0								11.1	88.9			100.0			
C6 and C7	#	7		4	28	1	1	41	2.5	48.6	6.9	2.5	NO	4.5	2		2	3	1	8	0.0%	YES	34.8%
	%	17.1		9.8	68.3	2.4	2.4	100.0							25.0		25.0	37.5	12.5	100.0			
C8 and C9	#	30	4	3	24	2	2	65	4.5	33.6	3.1	NO	NO	0.0	5		1	7	1	14	YES	YES	YES
	%	46.2	6.2	4.6	36.9	3.1	3.1	100.0							35.7		7.1	50.0	7.1	100.0			
E1	#	5			5			10	2.7	43.8	13.7	2.7	NO	13.7	1					1	0.0%*	YES	0.0%
	%	50.0			50.0			100.0							100.0					100.0			
E2	#	32	3		71	17	3	126	4.0	43.9	12.1	1.6	NO	NO	3	1		12	2	18	60.0%	YES	YES
	%	25.4	2.4		56.3	13.5	2.4	100.0							16.7	5.6		66.7	11.1	100.0			
E3	#	23	3	1	16	5	1	49	5.2	26.3	10.6	NO	NO	0.4	2		1	2	1	6	YES	YES	96.2%*
	%	46.9	6.1	2.0	32.7	10.2	2.0	100.0							33.3		16.7	33.3	16.7	100.0			

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

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

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

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

Level of Goal Attainment for 2009:    77.4 percent

Level of Goal Attainment for 2010:    84.4 percent

Level of Goal Attainment for 2011:    86.3 percent

## Winthrop University (Page 2 of 2)

President: Dr. Anthony DiGiorgio

EEO Officer: Lisa Cowart

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted 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	# 10	2		1	1		14	15.4	1.1	4.3	1.1	NO	NO		2					2	92.9%	YES	YES	
	% 71.4	14.3		7.1	7.1		100.0								100.0					100.0				
E5	# 1			21	6	1	29	1.9	56.5	14.3	1.9	NO	NO				4		4	4	0.0%	YES	YES	
	% 3.4			72.4	20.7	3.4	100.0										100.0			100.0				
E6	#			63	12	1	76	5.8	59.6	12.0	5.8	NO	NO				6		1	7	0.0%	YES	YES	
	%			82.9	15.8	1.3	100.0										85.7		14.3	100.0				
E7	# 29	6		4			39	26.7	3.7	0.8	11.3	NO	0.8	*	3	3				6			*	
	% 74.4	15.4		10.3			100.0								50.0	50.0				100.0	57.7%	YES	0.0%	
E8	# 22	12		7	42	4	87	19.4	12.6	17.6	5.6	4.6	NO		3	1		1	5	1	11	71.1%	63.5%	YES
	% 25.3	13.8		8.0	48.3	4.6	100.0								27.3	9.1		9.1	45.5	9.1	100.0			

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

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

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

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

Level of Goal Attainment for 2009:    77.4 percent

Level of Goal Attainment for 2010:    84.4 percent

Level of Goal Attainment for 2011:    86.3 percent

## Worker's Compensation Commission

Agency Director: Gary M. Cannon

EEO Officer: Cathy Floyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2011							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2010 - 09/30/2011							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2			2			4	3.6	26.4	4.3	3.6 *	NO	4.3	2						2	0.0% *	YES	0.0% *
	% 50.0			50.0			100.0							100.0						100.0			
E2 and E3	# 6	2		17	9		34	4.4	42.6	12.8	NO	NO	NO	2						2	YES	YES	YES
	% 17.6	5.9		50.0	26.5		100.0							100.0						100.0			
E5	#			3			3	1.4	68.1	13.3	1.4 *	NO	13.3 *								0.0% *	YES	0.0% *
	%			100.0			100.0																
E6	#			3	2		5	6.7	46.5	29.1	6.7 *	NO	NO								0.0% *	YES	YES
	%			60.0	40.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2009:    100.0 percent  
 Level of Goal Attainment for 2010:    100.0 percent  
 Level of Goal Attainment for 2011:    100.0 percent

## SECTION IV

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