

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



**FEBRUARY 1, 2008
ANNUAL REPORT TO THE GENERAL ASSEMBLY
SOUTH CAROLINA STATE HUMAN AFFAIRS COMMISSION**



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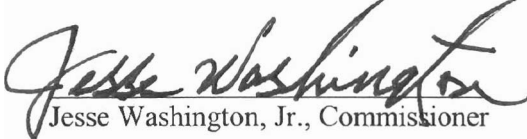
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MEMORANDUM

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

FROM: 
 Jesse Washington, Jr., Commissioner

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

DATE: February 1, 2008

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

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

In keeping with these requirements, it is my pleasure to present to you the 2008 Report to the General Assembly that examines the progress State government has made towards achieving the goal of Equal Employment Opportunity (EEO).

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

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

Copy: Legislative Printing and Information Technology Resources
 Agency Heads

Acknowledgements:

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

SECTION I

INTRODUCTION

This report covers the period of October 1st, 2006 through September 30th, 2007 and is based primarily on the employment data collected by the Human Affairs Commission from state agencies that employ 15 or more employees. The data is presented in a format that is easy to read. We do not editorialize on the agency charts as there are many variables to consider in drawing conclusions as to why an agency did or did not achieve a goal for the period.

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

What is Affirmative Action?

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

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

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

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

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

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

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

Exempt Agencies:

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

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

Affirmative Action Plan Components

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

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

Each plan approved by SCHAC contains the following information:

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

Job Group Analysis

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

Availability Analysis

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

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Determining Underutilization

A comparison is made between the current workforce (Job Groups) and the available workforce. When the percentage of women or minorities employed in a particular job group is less than what would reasonably be expected based on a qualified labor pool (adjusted availability), the agency must project a goal (SCHAC has established as a general guideline that underutilization exists when representation in a race/sex group is less than 90 percent of Availability estimates).

Goals

Agencies project goals to eliminate underutilization. Goals should not be confused with quotas. They are not rigid and inflexible quotas, but targets that are reasonably attainable through good faith efforts. The goals are temporary and should only be used when problems exist. They create neither a floor nor a ceiling for the hiring of employees.

The goals component of the plan is not designed to be, nor may it lawfully be, interpreted as permitting unlawful preferential treatment or quotas. Rather, the goals are designed as benchmarks to measure the effectiveness of the plans to eliminate and prevent discrimination. These goals are realistically established based on the availability of qualified applicants.

In seeking to achieve goals, an agency is never required to hire unqualified people, or to hire a person of a particular race or sex. The use of goals is consistent with merit selection principles.

Please refer to pages 53-59 for more detailed explanations of the guidelines used for this report.

AGENCIES WITH APPROVED AFFIRMATIVE ACTION PLANS

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

Accident Fund, State
Adjutant General's Office
Agriculture, Department of
Aiken Technical College
Alcohol and Other Drug Abuse Services
Archives and History, Department of
Arts Commission
Attorney General's Office
Auditor's Office, State
Blind, Commission for the
Budget & Control Board
Central Carolina Technical College
Citadel, The
Clemson University
Coastal Carolina University
College of Charleston
Commerce, Department of
Comptroller General's Office
Consumer Affairs, Office of
Corrections, Department of
Deaf and Blind, School for the
Denmark Technical College
Disabilities and Special Needs, Department of
Education, Department of
Educational Television Commission
Election Commission, State
Employment Security Commission
Financial Institutions, South Carolina Board of
Florence-Darlington Technical College
Forestry Commission
Francis Marion University
Governor's Office: Executive Policy
Governor's School for Science and Mathematics
Greenville Technical College

Labor, Licensing and Regulation, Department of
Law Enforcement Division, State
Library, State
Lieutenant Governor's Office
Medical University Hospital Authority
Medical University of South Carolina
Mental Health, Department of
Midlands Technical College
Motor Vehicles, Department of
Museum Commission
Natural Resources, Department of
Northeastern Technical College
Opportunity School, Wil Lou Gray
Orangeburg-Calhoun Technical College
Parks, Recreation and Tourism, Department of
Patriot's Point
Piedmont Technical College
Ports Authority, State
Probation, Pardon and Parole, Department of
Public Safety, Department of
Public Service Commission
Revenue, Department of
Santee Cooper
Second Injury Fund, South Carolina
Secretary of State
Social Services, Department of
South Carolina Education Lottery
South Carolina State University
Spartanburg Community College
Technical and Comprehensive Education, State Board of
Technical College of the Low Country
Transportation, Department of
Treasurer's Office, South Carolina State
Tri-County Technical College

Health and Environmental Control
Health and Human Services, Department of
Horry-Georgetown Technical College
*Housing, Finance and Development Authority, South Carolina
Indigent Defense
Insurance, Department of
John de la Howe School
Juvenile Justice, Department of

Trident Technical College
University of South Carolina
Vocational Rehabilitation, Department of
Williamsburg Technical College
Winthrop University
Workers' Compensation Commission
York Technical College

AGENCIES WITH AFFIRMATIVE ACTION PLANS
PENDING APPROVAL

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

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

AGENCIES EXEMPT FROM AFFIRMATIVE ACTION PLAN REQUIREMENTS

State Housing, Finance and Development Authority

SECTION II

Report Summary

This report includes employment data by race, sex, and level of employment on 86 state agencies. Only agencies with at least 15 employees are included. Smaller agencies are not required to file statistical reports with SCHAC. In Section IV we included a total of 93 agencies and their subdivisions to reflect the few agencies that report to SCHAC by multiple locations.

From September 30, 2006 to September 28, 2007 the total number of employees in state government increased by 1,322 (from 62,899 to 64,221). Many more hiring and promotion opportunities occurred within the agencies, however, through attrition and expansion. Those hires and promotions are reflected on each agency's chart in Section VI of this report.

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

As you read this report and review the tables and charts, you will note that the representation of minorities and women in the lower pay bands closely reflects the relative availability for those groups. The representation for these groups begins to decline as the pay levels increase.

This trend has existed for the past several years, and the information below tracks the gap in one Job Category. Once again, the salary gap has widened between white and black employees in the Executive Job Category and only closed slightly between female and male employees in the same category.

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

<u>Year</u>	<u>White Employees</u>	<u>Black Employees</u>	<u>Difference</u>
2005	\$68,107	\$62,945	\$5,162
2006	\$69,621	\$62,878	\$6,743
2007	\$72,517	\$64,382	\$8,135

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

<u>Year</u>	<u>Male Employees</u>	<u>Female Employees</u>	<u>Difference</u>
2005	\$70,777	\$62,722	\$8,055
2006	\$72,297	\$63,993	\$8,304
2007	\$74,929	\$66,688	\$8,241

This trend is alarming: we would expect to see the salary gap narrowing, not widening.

The majority of employees classified as Executives receive annual salaries that fall within the top three pay bands, bands 8, 9 and 10. Tables II and III depict the state's pay bands and salaries. Between 2006 and 2007 the number of employees in the top three pay bands increased in size by only 73 positions, indicating that limited opportunities existed to make changes. Our records reveal, however, that during this reporting period agencies actually had 215 opportunities to hire or promote employees into the Executive Job Category through attrition.

Below is a breakdown by race and gender of those 215 new hires/promotions into the Executive Job Category.

<u>White males</u>	<u>Black Males</u>	<u>White Females</u>	<u>Black Females</u>	<u>All Others</u>
94	11	82	20	8

White employees filled 82 percent of the new positions; females filled 46 percent.

Highlights

- Last year's report showed that 7 agencies failed to achieve at least 70% of their goals. This year, only 4 agencies failed to achieve that benchmark. The four agencies falling below 70 percent this year are The Citadel, the Forestry Commission, Lander University, and Patriots Point Development Authority. The Citadel and Lander University, while still in the bottom tier, did show an increase in goal attainment. The Forestry Commission and Patriots Point actually show a decrease in goal attainment.
- Eighty-two state agencies have "approved" affirmative action plans.
- Four agencies were in a "pending approval" status; one, the State Housing, Finance and Development Authority, has been granted "exempt" status for meeting all of their goals and exhibiting an equal employment opportunity environment.
- In September 2006 black employees represented 18 percent of the Executive Category and 30 percent of the Professional Category. In September 2007 black employees represented 19 percent of the Executive Category and 31 percent of the Professional Category.
- In 2006 women represented 46 percent of the Executive Category and 63 percent of the Professional Category. In September 2007 women represented 48 percent of the Executive Category and 64 percent of the Professional Category.
- Both of these job categories showed improvements in real numbers and proportionally.

It appears that the state is making progress: women and minorities have increased their representation in government jobs. But the "glass ceiling" (*a term generally used to refer to instances where women and minorities have entered the system but, despite their qualifications and ambitions, have not been able to move into key higher-salaried positions*) is still evident in the charts and tables in this report. Even though black employees represent 33.76 percent of the state government workforce, they represent only 12 percent of the jobs in the highest three pay bands (see Charts A and B on page 18). Females represent 56.81 percent of the state government workforce and just over 33 percent of the jobs in the highest three pay bands (see Charts A and B on page 19).

TABLE I
STATE OF SOUTH CAROLINA
PAY BAND

<u>BAND</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
01	\$ 12,168	\$ 18,731	\$ 25,294
02	\$ 16,640	\$ 23,714	\$ 30,788
03	\$ 20,248	\$ 28,857	\$ 37,466
04	\$ 24,635	\$ 35,106	\$ 45,578
05	\$ 29,975	\$ 42,718	\$ 55,461
06	\$ 36,476	\$ 51,981	\$ 67,486
07	\$ 44,382	\$ 63,245	\$ 82,109
08	\$ 54,000	\$ 76,954	\$ 99,908
09	\$ 65,703	\$ 93,631	\$121,560
10	\$ 79,944	\$113,924	\$147,904

Effective July 1, 2007

Source: South Carolina State Office of Human Resources

Table II

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

Run Date: 09/29/07

BAND	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
00	5230	47.59	489	4.45	464	4.22	3977	36.19	565	5.14	264	2.40	10989
01	69	8.61	177	22.10	0	0.00	106	13.23	432	53.93	17	2.12	801
02	1019	20.75	1240	25.24	36	0.73	581	11.83	2012	40.96	24	0.49	4912
03	1621	14.29	1611	14.20	62	0.55	3854	33.98	4070	35.88	124	1.09	11342
04	3283	23.84	1858	13.49	104	0.76	4603	33.43	3800	27.59	123	0.89	13771
05	3420	31.20	1081	9.86	79	0.72	4090	37.31	2177	19.86	114	1.04	10961
06	2559	37.46	542	7.93	65	0.95	2625	38.42	961	14.07	80	1.17	6832
07	1680	48.72	221	6.41	47	1.36	1167	33.85	306	8.87	27	0.78	3448
08	555	58.30	58	6.09	11	1.16	263	27.63	59	6.20	6	0.63	952
09	91	63.64	8	5.59	4	2.80	32	22.38	6	4.20	2	1.40	143
10	42	60.00	3	4.29	5	7.14	9	12.86	6	8.57	5	7.14	70
TOTAL	19569	30.44	7288	11.35	877	1.37	21307	33.18	14394	22.41	786	1.22	64221

SOURCE: HUMAN RESOURCE INFORMATION SYSTEM
 BUDGET AND CONTROL BOARD

TABLE III -- Page 1 of 2

Number and Percent Change by Race and Sex
September 2006 and 2007
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
00													
2006	5076	48.05	459	4.34	443	4.19	3799	35.96	542	5.13	246	2.33	10565
2007	5230	47.59	489	4.45	464	4.22	3977	36.19	565	5.14	264	2.40	10989
Change	+ 154	- 0.46	+ 30	+ 0.11	+ 21	+ 0.03	+ 178	+ 0.23	+ 23	+ 0.01	+ 18	+ 0.07	+ 424
01													
2006	100	9.94	238	23.66	1	0.10	127	12.62	525	52.19	15	1.49	1006
2007	69	8.61	177	22.10	0	0.00	106	13.23	432	53.93	17	2.12	801
Change	- 31	- 1.33	- 61	- 1.56	- 1	- 0.10	- 21	+ 0.61	- 93	+ 1.74	+ 2	+ 0.63	- 205
02													
2006	999	19.98	1236	24.72	32	0.64	613	12.26	2101	42.02	19	0.38	5000
2007	1019	20.75	1240	25.24	36	0.73	581	11.83	2012	40.96	24	0.49	4912
Change	+ 20	+ 0.77	+ 4	+ 0.52	+ 4	+ 0.09	- 32	- 0.43	- 89	- 1.06	+ 5	+ 0.11	- 88
03													
2006	1590	13.84	1596	13.89	63	0.55	4003	34.84	4120	35.86	117	1.02	11489
2007	1621	14.29	1611	14.20	62	0.55	3854	33.98	4070	35.88	124	1.09	11342
Change	+ 31	+ 0.45	+ 15	+ 0.31	- 1	0.00	- 149	- 0.86	- 50	+ 0.02	+ 7	+ 0.07	- 147
04													
2006	3250	24.59	1816	13.74	85	0.64	4495	34.01	3459	26.17	110	0.83	13215
2007	3283	23.84	1858	13.49	104	0.76	4603	33.43	3800	27.59	123	0.89	13771
Change	+ 33	- 0.75	+ 42	- 0.25	+ 19	+ 0.12	+ 108	- 0.58	+ 341	+ 1.42	+ 13	+ 0.06	+ 556
05													
2006	3296	31.15	1024	9.68	85	0.80	4049	38.27	2028	19.17	99	0.94	10581
2007	3420	31.20	1081	9.86	79	0.72	4090	37.31	2177	19.86	114	1.04	10961
Change	+ 124	+ 0.05	+ 57	+ 0.18	- 6	- 0.08	+ 41	- 0.96	+ 149	+ 0.69	+ 15	+ 0.10	+ 380

TABLE III -- Page 2 of 2

Number and Percent Change by Race and Sex
Between September 2006 and 2007
South Carolina Pay Bands

BAND	White Males		Black Males		All Other Males		White Females		Black Females		All Other Females		Total #
	#	%	#	%	#	%	#	%	#	%	#	%	
06													
2006	2575	38.37	532	7.93	61	0.91	2580	38.44	896	13.35	67	1.00	6711
2007	2559	37.46	542	7.93	65	0.95	2625	38.42	961	14.07	80	1.17	6832
Change	- 16	- 0.91	+ 10	0.00	+ 4	+ 0.04	+ 45	- 0.02	+ 65	+ 0.72	+ 13	+ 0.17	+ 121
07													
2006	1618	49.95	204	6.30	47	1.45	1067	32.94	273	8.43	30	0.93	3239
2007	1680	48.72	221	6.41	47	1.36	1167	33.85	306	8.87	27	0.78	3448
Change	+ 62	- 1.23	+ 17	+ 0.11	0	- 0.09	+ 100	+ 0.91	+ 33	+ 0.44	- 3	- 0.15	+ 209
08													
2006	517	58.16	57	6.41	9	1.01	250	28.12	51	5.74	5	0.56	889
2007	555	58.30	58	6.09	11	1.16	263	27.63	59	6.20	6	0.63	952
Change	+ 38	+ 0.14	+ 1	- 0.32	+ 2	+ 0.15	+ 13	- 0.49	+ 8	+ 0.46	+ 1	+ 0.07	+ 63
09													
2006	87	64.93	9	6.72	3	2.24	30	22.39	5	3.73	0	0.00	134
2007	91	63.64	8	5.59	4	2.80	32	22.38	6	4.20	2	1.40	143
Change	+ 4	- 1.29	- 1	- 1.13	+ 1	+ 0.56	+ 2	- 0.01	+ 1	+ 0.47	+ 2	+ 1.40	+ 9
10													
2006	41	59.42	3	4.35	5	7.25	11	15.94	5	7.25	4	5.80	69
2007	42	60.00	3	4.29	5	7.14	9	12.86	6	8.57	5	7.14	70
Change	+ 1	+ 0.58	0	- 0.06	0	- 0.11	- 2	- 3.08	+ 1	+ 1.32	+ 1	+ 1.34	+ 1
Total													
2006	19149	30.44	7174	11.41	834	1.33	21024	33.43	14005	22.27	713	1.13	62899
2007	19569	30.47	7288	11.35	877	1.37	21307	33.18	14394	22.41	786	1.22	64221
Change	+ 420	+ 0.03	+ 114	- 0.06	+ 43	+ 0.04	+ 283	- 0.25	+ 389	+ 0.14	+ 73	+ 0.09	+1 322

TABLE IV (PAGE 1)

HUMAN RESOURCE INFORMATION SYSTEM
 EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
 CLASS AND UNCLASS FULL AND PART TIME POSITIONS
 STATE WIDE TOTALS -- ALL AGENCIES

Run Date: 9/30/07

SALARY IN 1,000s	WHITE		MALE BLACK		ALL OTHERS		WHITE		FEMALE BLACK		ALL OTHERS		<u>TOTAL</u>
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
0-2			1	33.33			2	66.66					3
2-3	1	100.00											1
3-4													0
4-5	8	80.00		0.00			1	10.00			1	10.00	10
5-6	4	100.00		0.00									4
6-7	2	100.00		0.00									2
7-8													0
8-9	1	50.00		0.00			1	50.00					2
9-10	2	66.66		0.00	1	33.33							3
10-11	1	20.00		0.00	2	40.00	2	40.00					5
11-12													0
12-13	4	66.66	1	16.67			1						6
13-14			2	25.00					6	75.00			8
14-15	3	2.70	25	22.52			11	9.90	69	62.16	3	2.70	111
15-16	14	11.76	23	19.33			24	20.16	52	43.69	6	5.04	119
16-17	35	12.86	41	15.07	2	0.73	30	11.02	161	59.19	3	1.09	272
17-18	43	14.33	69	23.00	3	1.00	50	16.67	132	44.00	3	1.00	300
18-19	106	20.31	152	29.12	3	0.57	56	10.73	197	37.74	8	1.53	522
19-20	55	5.80	169	17.81	7	0.74	124	13.07	588	61.96	6	0.63	949
20-21	403	19.98	362	17.95	12	0.59	465	23.05	754	37.38	21	1.04	2017
21-22	175	14.73	151	12.71	6	0.51	294	24.75	546	45.96	16	1.35	1188
22-23	242	14.92	235	14.49	4	0.25	500	30.83	629	38.78	12	0.74	1622
23-24	215	16.49	170	13.04	10	0.77	411	31.52	483	37.04	15	1.15	1304
24-25	340	15.23	325	14.55	15	0.67	685	30.68	838	37.53	30	1.34	2233
25-26	290	15.88	291	15.94	18	0.99	566	31.00	635	34.78	26	1.42	1826
26-27	395	17.68	404	18.08	25	1.12	617	27.62	769	34.42	24	1.07	2234
27-28	429	18.86	395	17.36	12	0.53	628	27.60	785	34.51	26	1.14	2275
28-29	383	16.99	344	15.26	12	0.53	740	32.83	752	33.36	23	1.02	2254
29-30	476	21.12	296	13.13	15	0.67	790	35.05	655	29.06	22	0.98	2254
30-31	736	25.71	413	14.43	32	1.12	793	27.70	868	30.32	21	0.73	2863
31-32	449	23.73	300	15.86	16	0.85	626	33.09	488	25.79	13	0.69	1892
32-33	430	24.43	225	12.78	12	0.68	592	33.64	484	27.50	17	0.97	1760

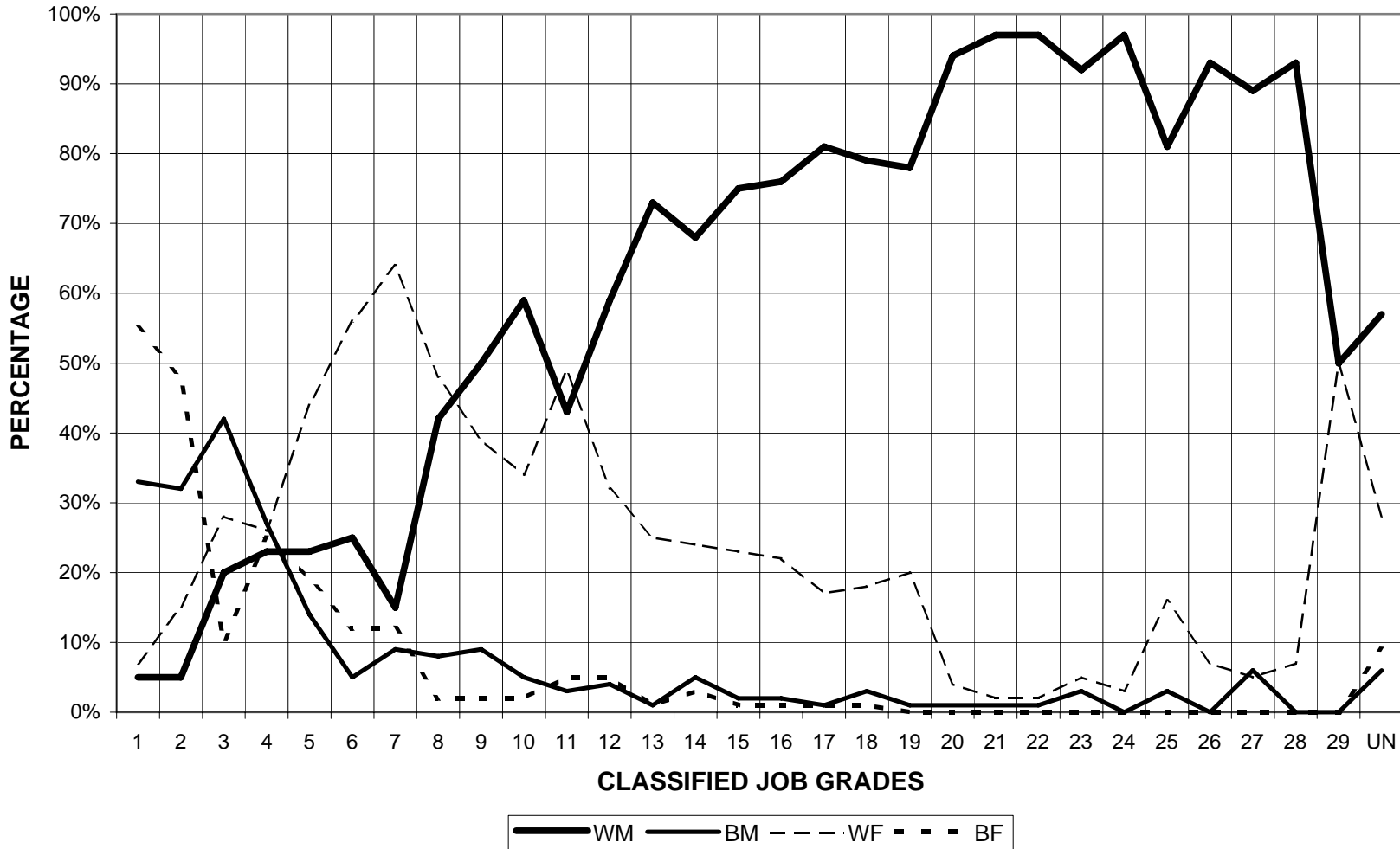
TABLE IV (PAGE 2)
HUMAN RESOURCE INFORMATION SYSTEM
EMPLOYMENT REPORT BY SEX AND RACE WITHIN AGENCY AND SALARY
CLASS AND UNCLASS FULL AND PART TIME POSITIONS

SALARY IN 1,000s	MALE						FEMALE						TOTAL
	WHITE		BLACK		ALL OTHERS		WHITE		BLACK		ALL OTHERS		
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	
33-34	436	26.93	240	14.82	12	0.74	552	34.10	361	22.30	18	1.11	1619
34-35	367	26.67	206	14.97	10	0.73	465	33.79	315	22.89	13	0.94	1376
35-36	405	25.30	219	13.68	12	0.75	584	36.48	365	22.80	16	1.00	1601
36-37	461	29.25	173	10.98	13	0.82	615	39.02	302	19.16	12	0.76	1576
37-38	384	30.05	151	11.82	10	0.78	471	36.85	254	19.87	8	0.63	1278
38-39	290	27.97	106	10.22	7	0.68	424	40.89	197	19.00	13	1.25	1037
39-40	501	39.14	111	8.67	6	0.47	426	33.28	224	17.50	12	0.94	1280
40-41	470	38.24	123	10.01	14	1.14	434	35.31	174	14.16	14	1.14	1229
41-42	307	29.83	99	9.62	10	0.97	421	40.91	174	16.91	18	1.75	1029
42-43	367	34.95	92	8.76	9	0.86	406	38.67	163	15.52	13	1.24	1050
43-44	319	35.17	98	10.80	9	0.99	338	37.27	131	14.44	12	1.32	907
44-45	372	36.36	89	8.70	7	0.68	405	39.59	142	13.88	8	0.78	1023
45-46	313	34.17	69	7.53	3	0.33	386	42.14	135	14.74	10	1.09	916
46-47	293	35.22	65	7.81	9	1.08	354	42.55	98	11.78	13	1.56	832
47-48	237	32.33	64	8.73	6	0.82	320	43.66	96	13.10	10	1.36	733
48-49	311	43.68	49	6.88	8	1.12	256	35.96	78	10.96	10	1.40	712
49-50	262	40.18	40	6.13	11	1.69	251	38.50	77	11.81	11	1.69	652
50 UP	8232	47.50	900	5.19	514	2.97	6190	35.71	1217	7.02	279	1.61	17332
TOTAL	19569	30.47	7288	11.35	877	1.37	21307	33.18	14394	22.41	786	1.22	64221

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

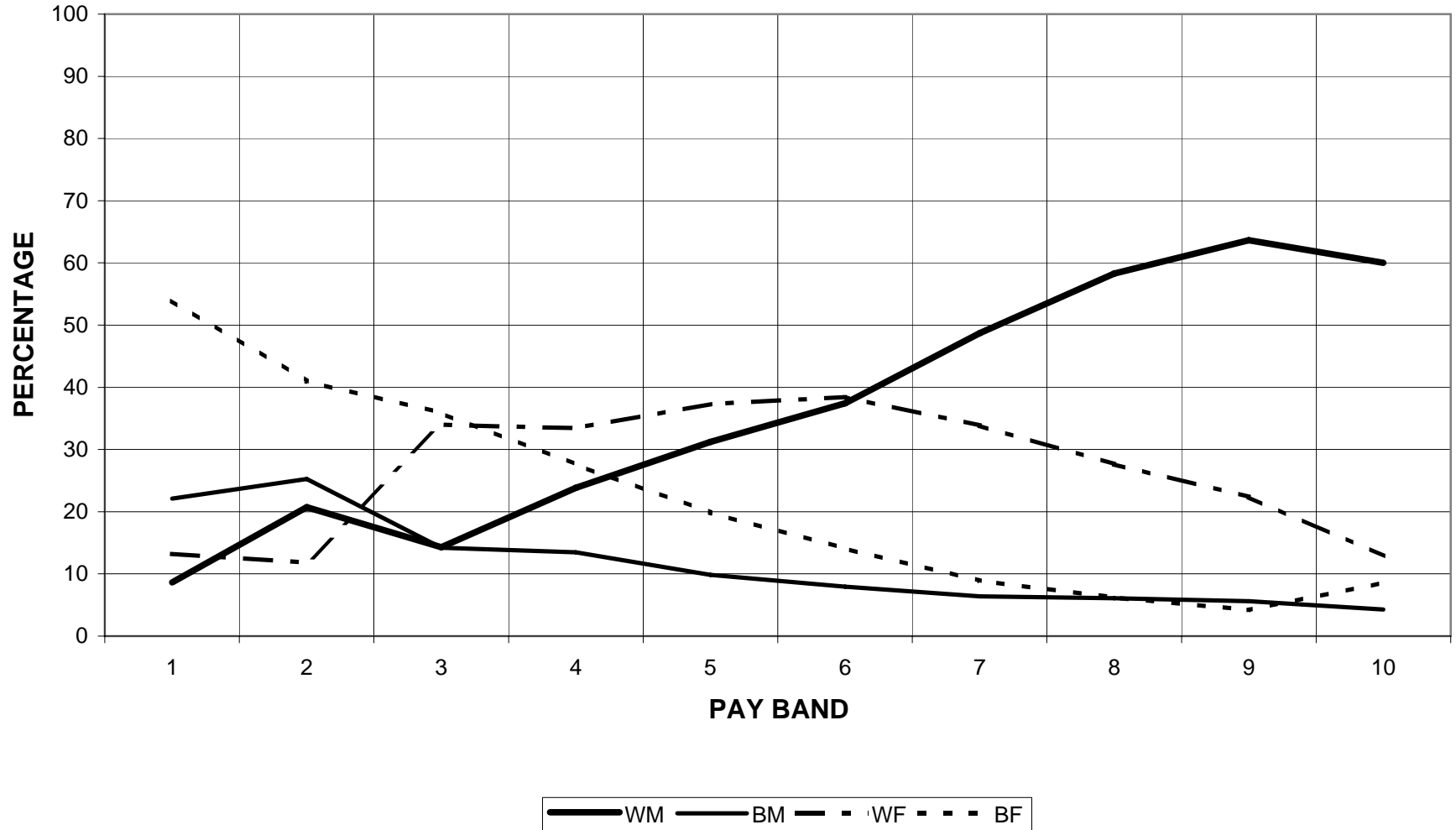
March, 1972

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



STATE EMPLOYMENT BY PAY BAND

SEPTEMBER 30, 2007



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

Chart A

Percent Composition of State Government Workforce by Race

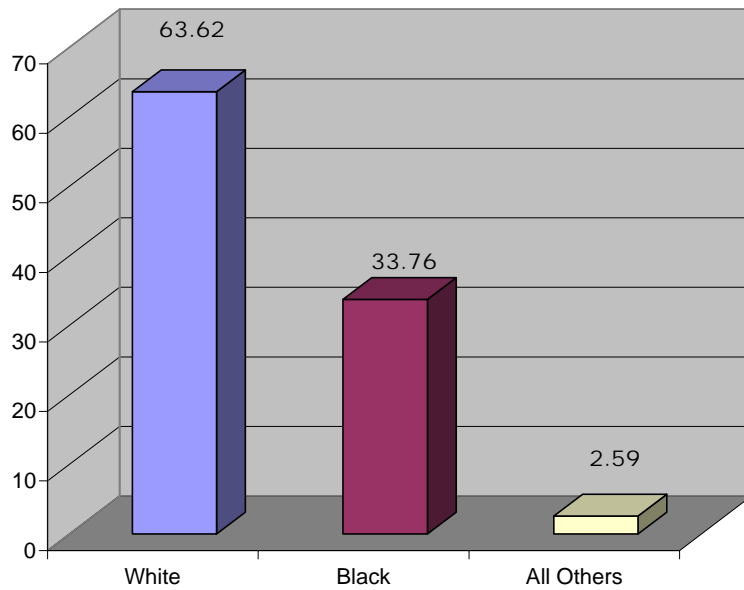
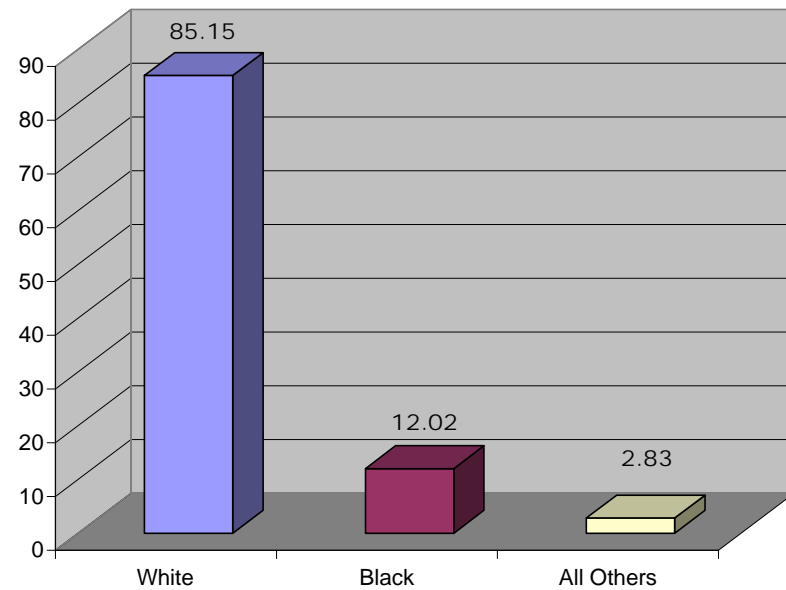


Chart B

Percent of Employee Representation in Top Three Pay Bands by Race



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

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

Chart A

Percent Composition of State Government Workforce by Gender

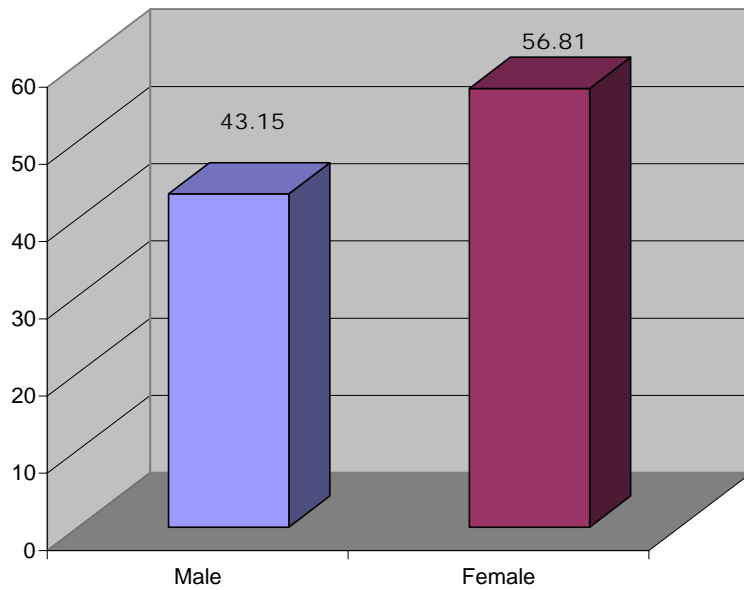
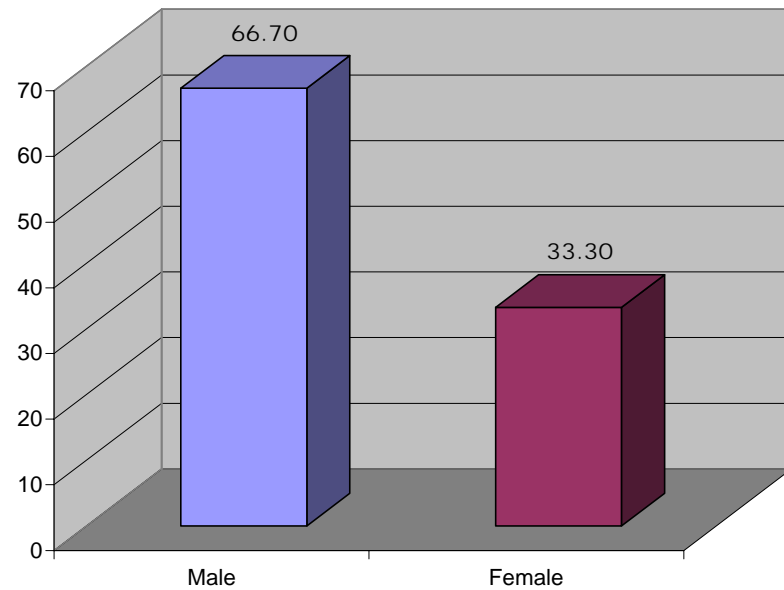


Chart B

Percent of Employee Representation in Top Three Pay Bands by Gender

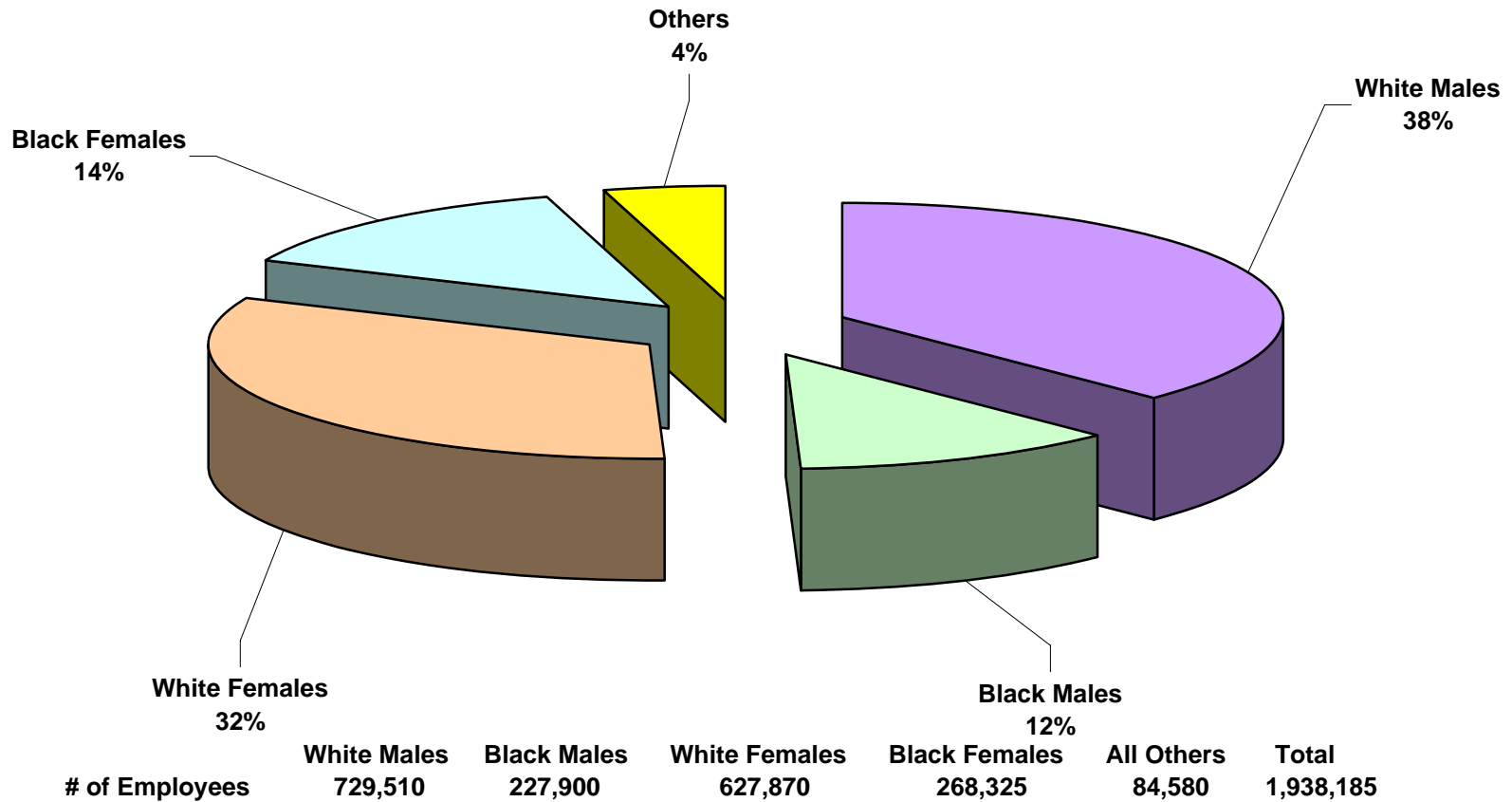


Note: Percentages may not add up to exactly 100% due to rounding

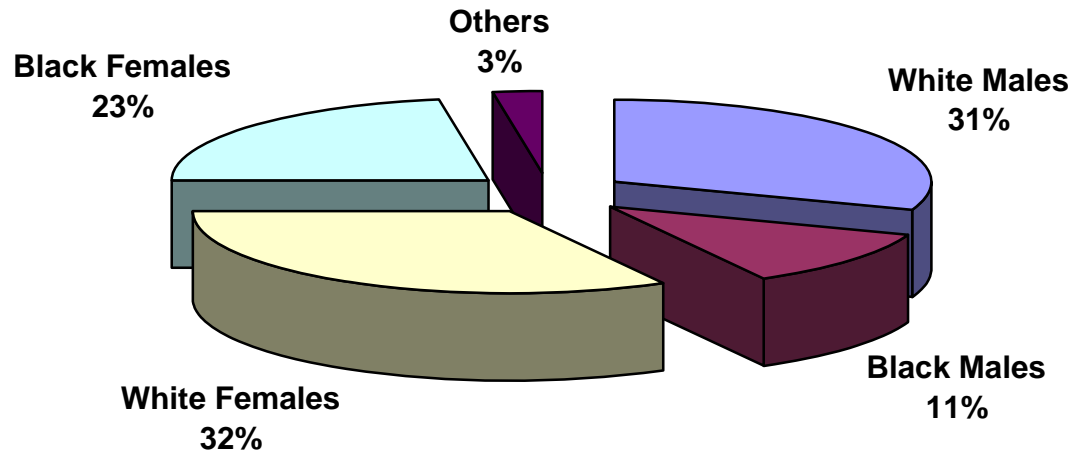
SECTION III

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

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



**Composition of State Government Workforce by Race and Sex
September 30, 2007**



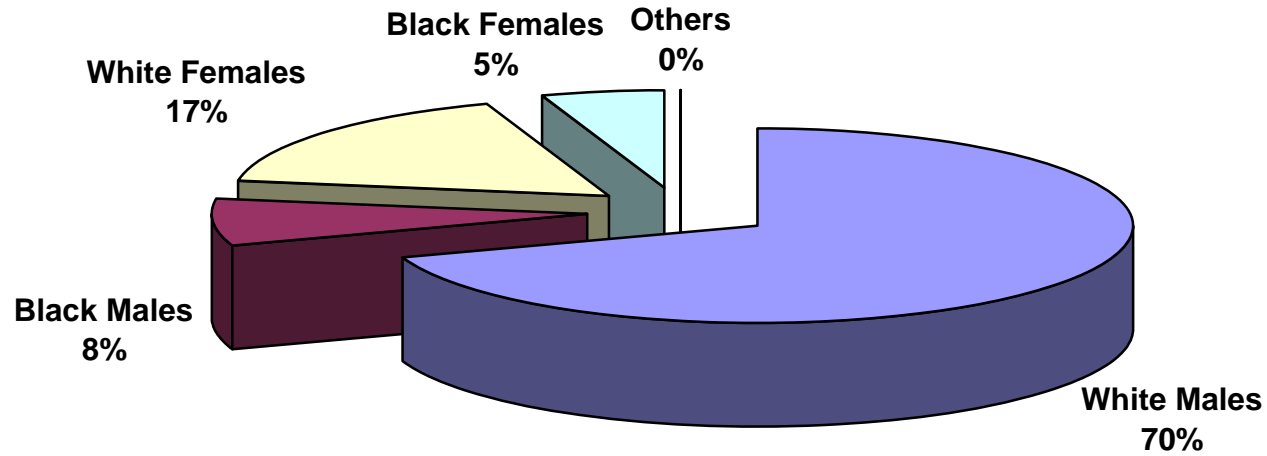
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	19346	7264	20851	14330	1585	63376
Average Salary	\$51,299	\$34,604	\$42,120	\$31,563	\$52,299	\$41,662

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

AGENCY HEADS
September 30, 2007



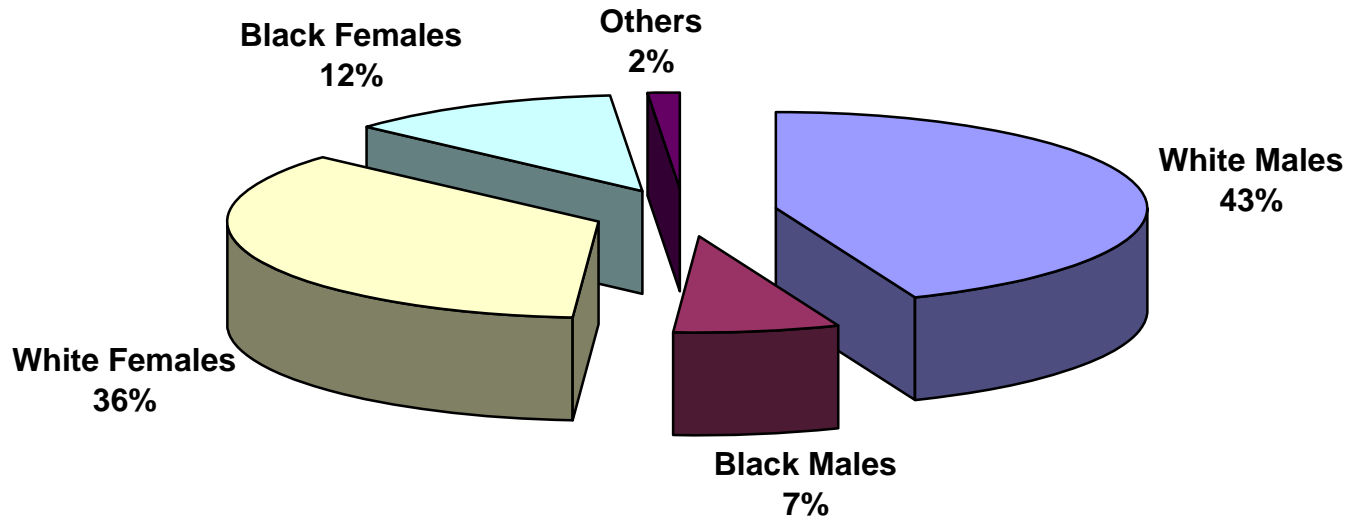
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	53	6	13	4	0	76
Average Salary	\$105,918	\$107,503	\$86,548	\$96,886	\$0	\$102,254

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E1: EXECUTIVES
September 30, 2007



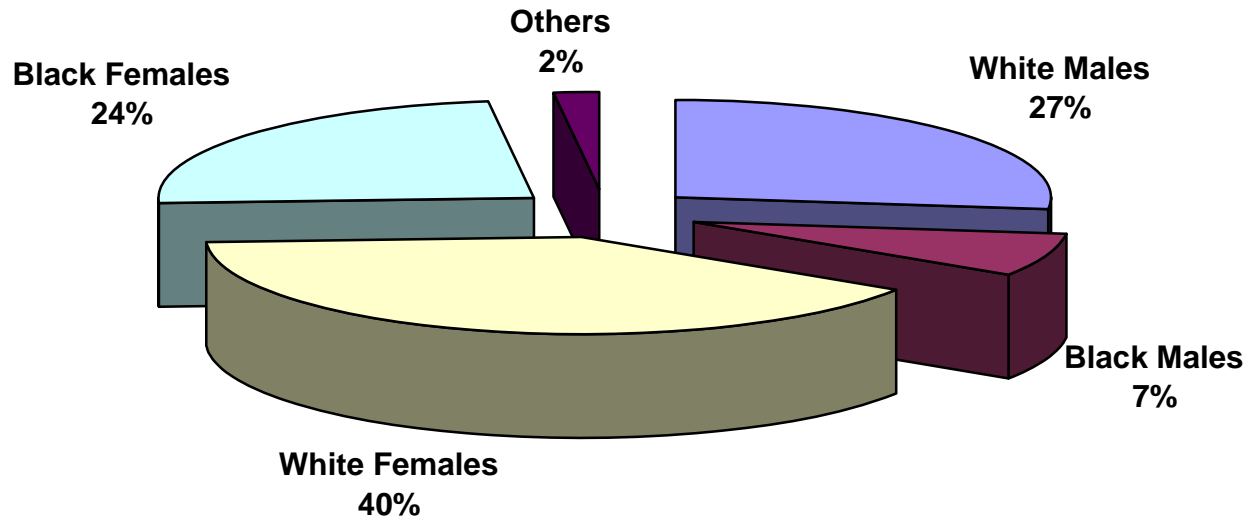
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	982	158	797	265	34	2236
Average Salary	\$76,073	\$67,819	\$68,136	\$62,333	\$77,677	\$70,995

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E2: PROFESSIONALS
September 30, 2007



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	6100	1673	9095	5451	425	22744
Average Salary	\$51,432	\$41,607	\$43,535	\$36,949	\$52,586	\$43,940

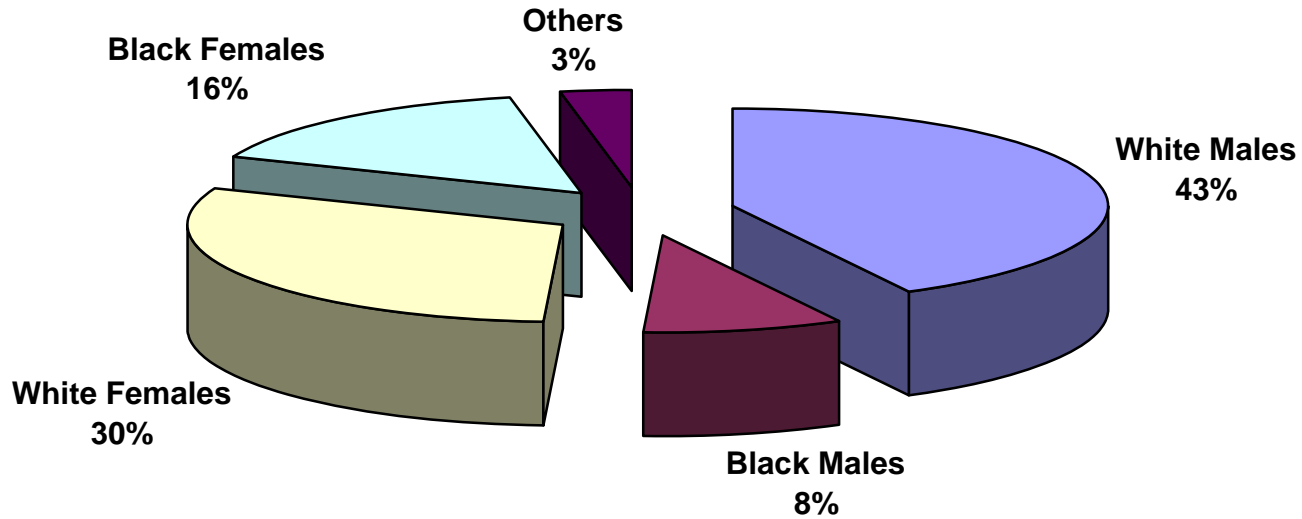
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E3: TECHNICIANS

September 30, 2007



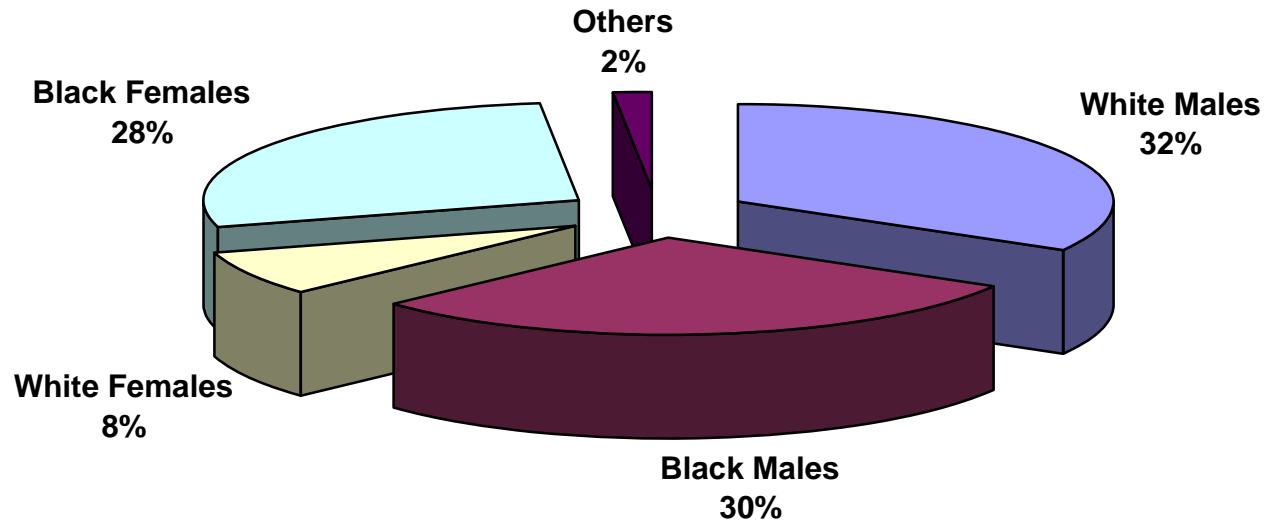
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	1643	328	1176	616	119	3882
Average Salary	\$39,829	\$36,963	\$37,257	\$32,129	\$40,701	\$37,515

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E4: PROTECTIVE SERVICES
September 30, 2007



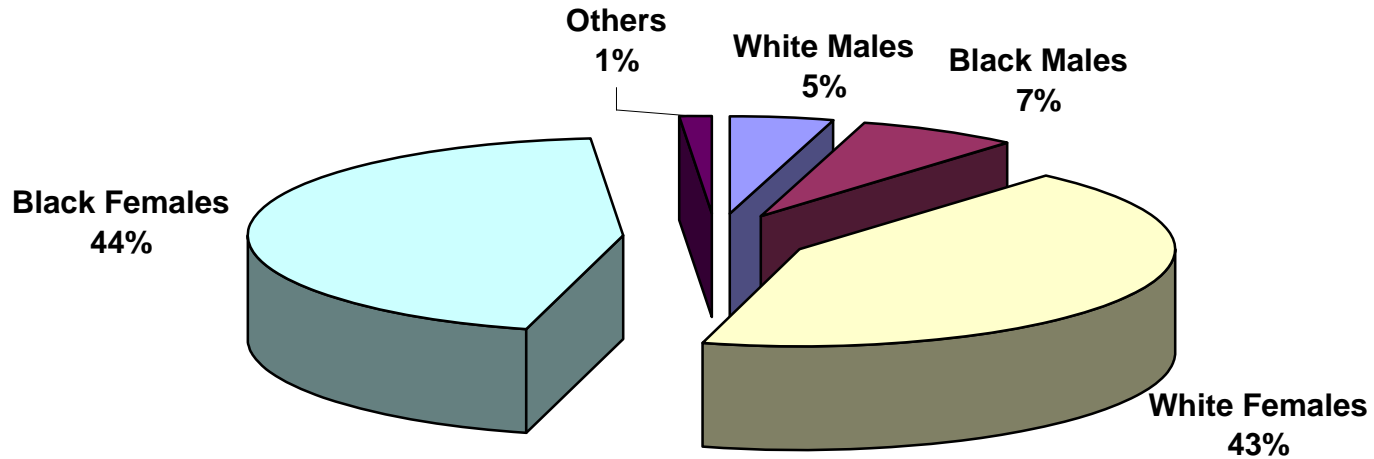
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2194	1944	493	1824	111	6566
Average Salary	\$33,765	\$30,568	\$31,177	\$28,436	\$29,560	\$31,099

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E5: PARAPROFESSIONALS
September 30, 2007



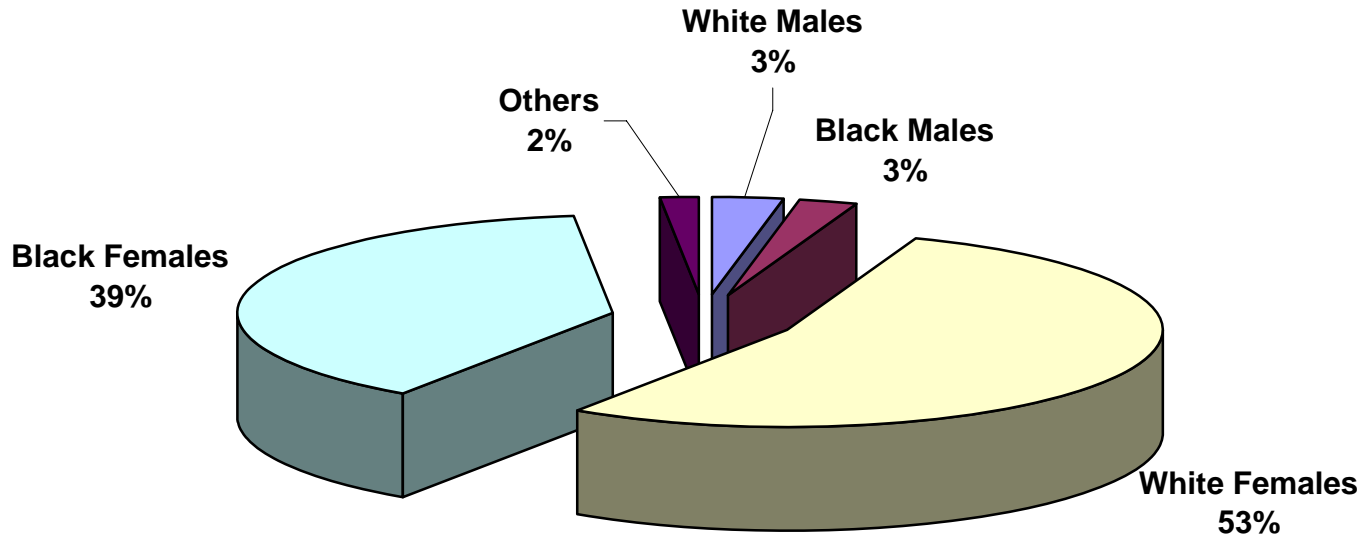
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	272	408	2592	2681	84	6037
Average Salary	\$27,649	\$23,232	\$30,577	\$24,558	\$25,871	\$27,229

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E6: SECRETARIAL/CLERICAL
September 30, 2007



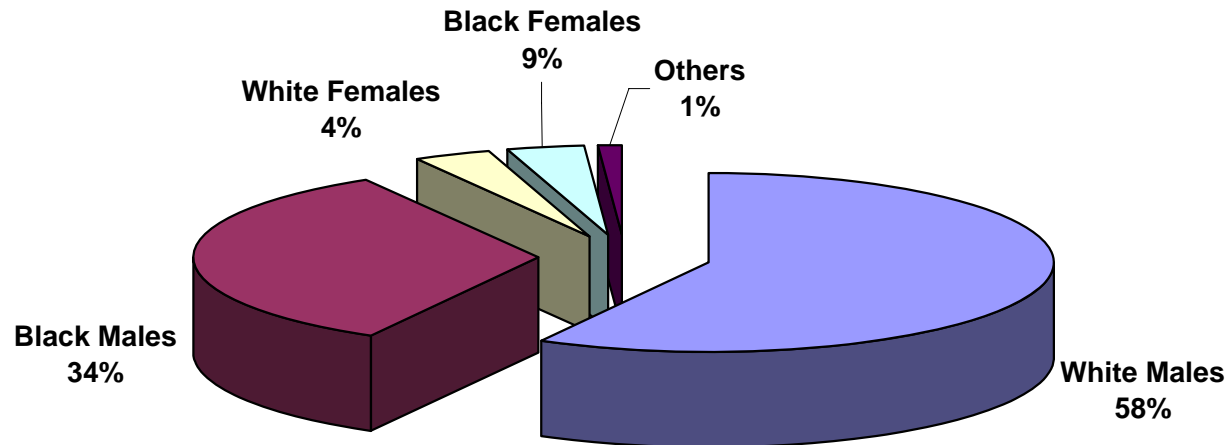
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	160	132	2795	2025	86	5198
Average Salary	\$24,957	\$25,784	\$25,685	\$24,776	\$24,439	\$25,305

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E7: SKILLED CRAFT
September 30, 2007

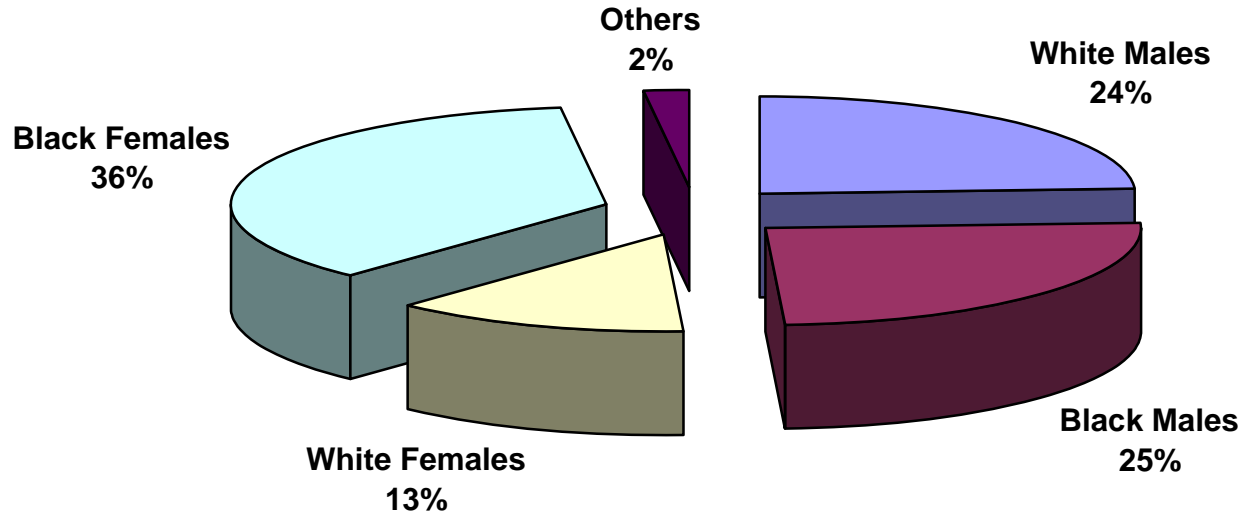


	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	2781	1611	176	164	57	4789
Average Salary	\$31,206	\$28,372	\$26,590	\$25,154	\$28,292	\$29,860

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

E8: SERVICE MAINTENANCE

September 30, 2007



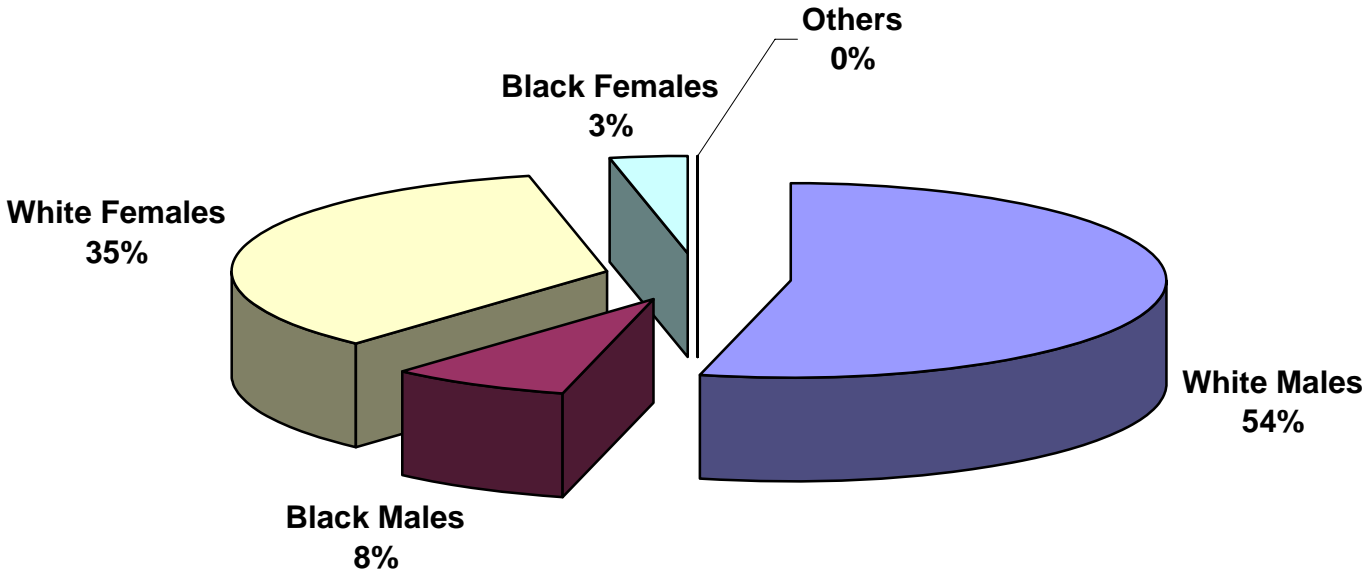
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	578	601	302	868	46	2395
Average Salary	\$28,599	\$23,231	\$23,106	\$20,286	\$22,475	\$23,505

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

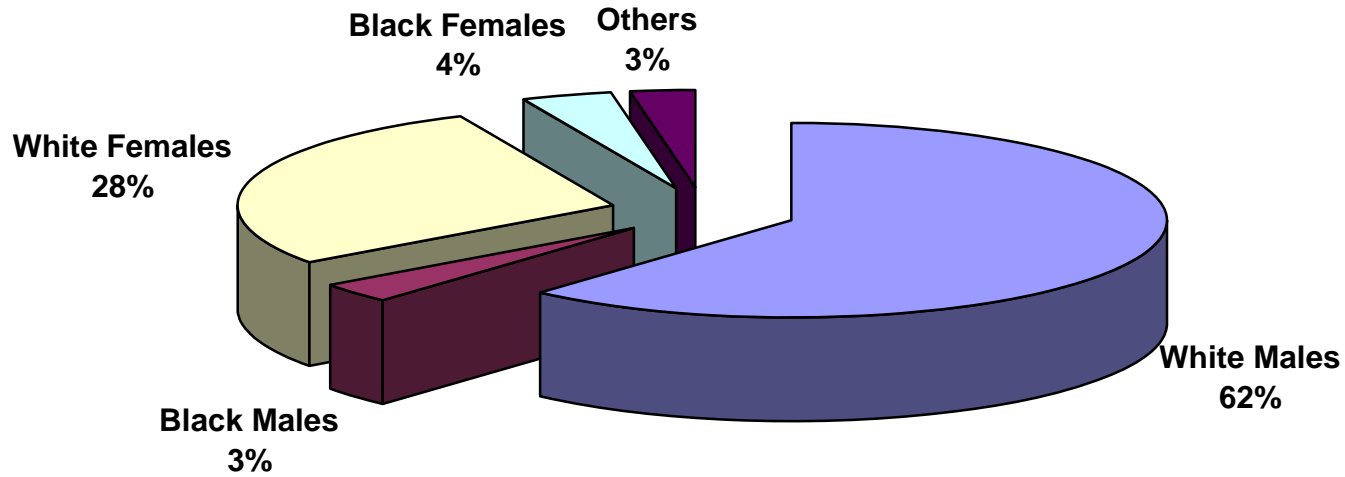
C1: EXECUTIVE (NON-ACADEMIC)
 September 30, 2007



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	49	7	32	3	0	91
Average Salary	\$150,523	\$121,497	\$111,337	\$94,107	\$0	\$132,651

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C2: EXECUTIVE (ACADEMIC)
September 30, 2007



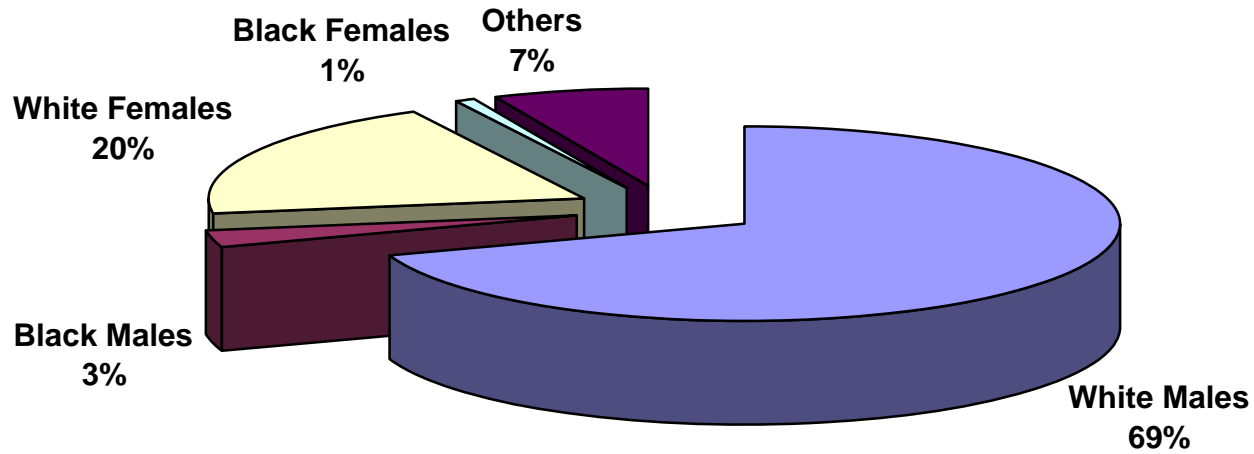
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	320	18	147	19	15	519
Average Salary	\$118,816	\$91,809	\$97,979	\$68,553	\$120,906	\$109,879

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C3: PROFESSORS
September 30, 2007



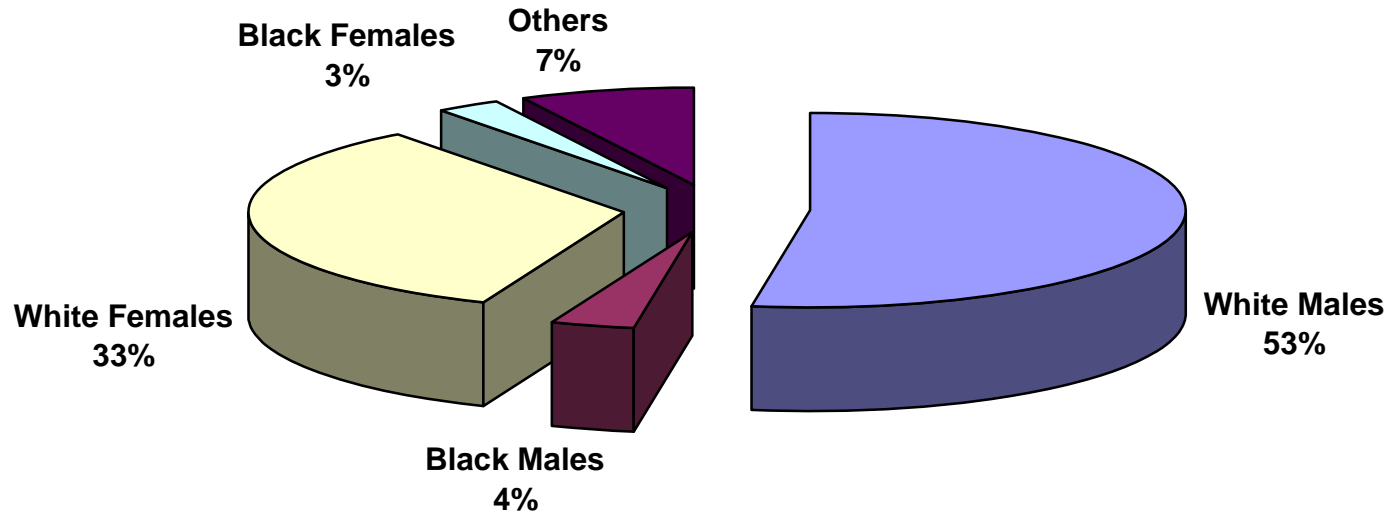
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	956	38	273	14	90	1371
Average Salary	\$99,120	\$80,552	\$90,276	\$93,188	\$99,921	\$96,620

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C4: ASSOCIATE PROFESSORS
September 30, 2007



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	712	48	453	41	100	1354
Average Salary	\$72,552	\$68,793	\$68,723	\$72,308	\$75,935	\$71,017

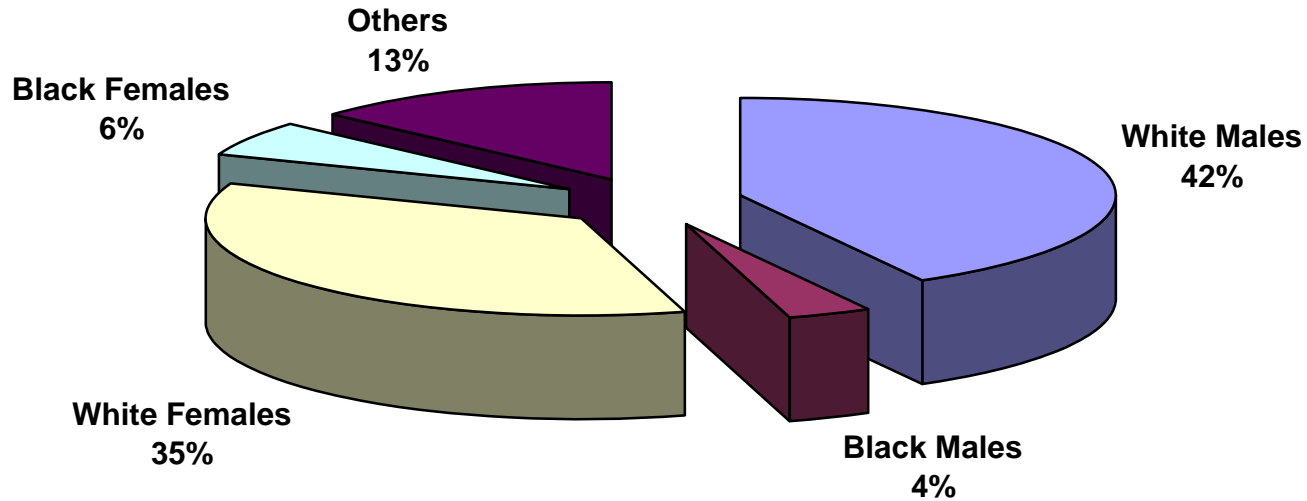
The total of the pie chart percentages may not equal 100 percent due to rounding.

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C5: ASSISTANT PROFESSORS

September 30, 2007



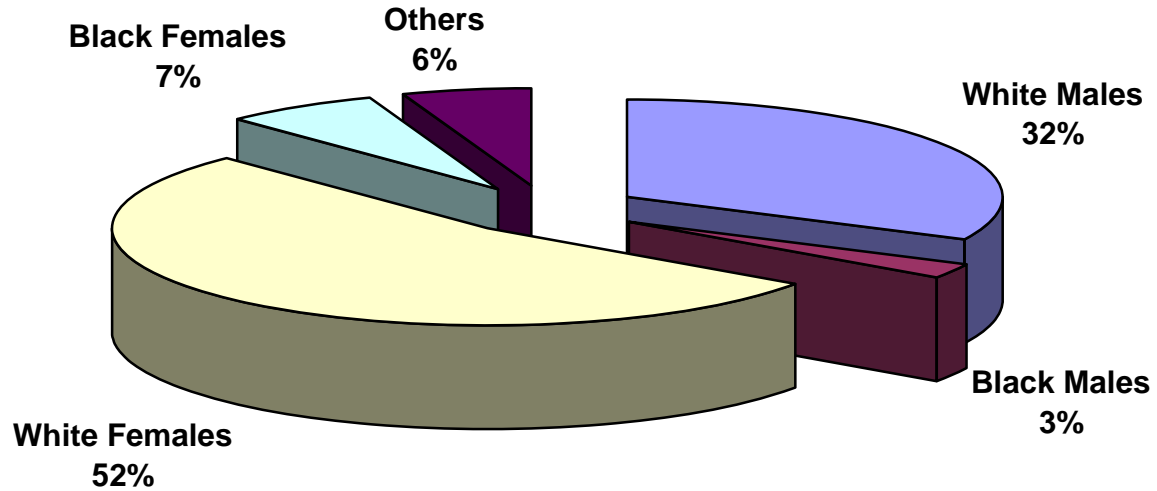
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	775	68	655	104	249	1851
Average Salary	\$62,260	\$60,468	\$55,616	\$57,657	\$63,919	\$59,169

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C6: INSTRUCTORS
September 30, 2007



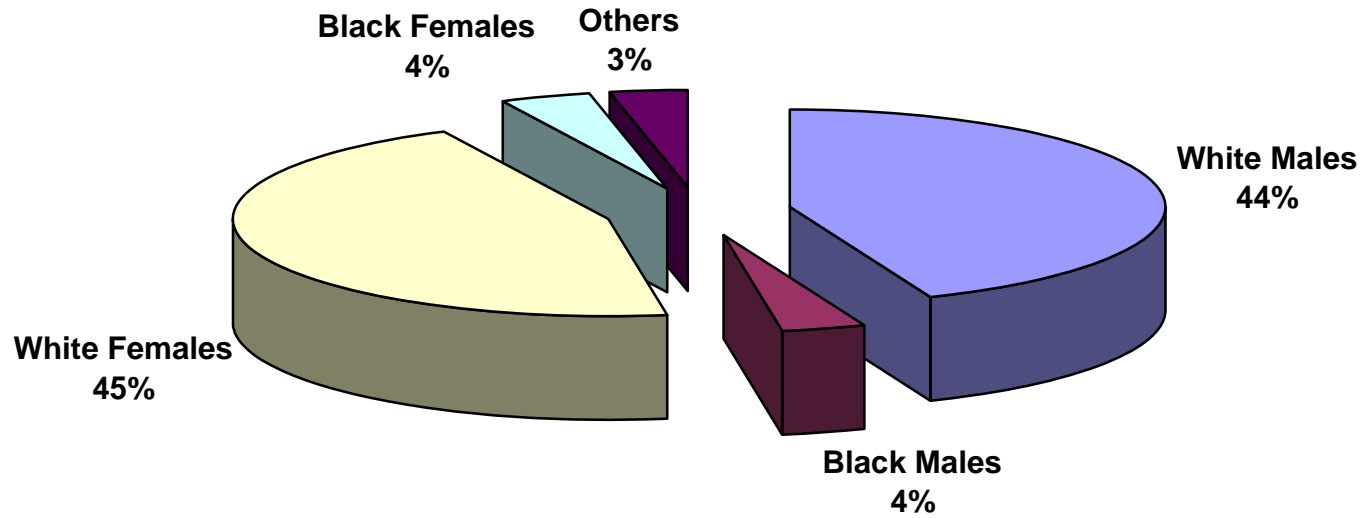
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	270	21	447	55	47	840
Average Salary	\$48,957	\$42,748	\$46,831	\$46,454	\$44,733	\$47,420

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C7: LECTURERS
September 30, 2007



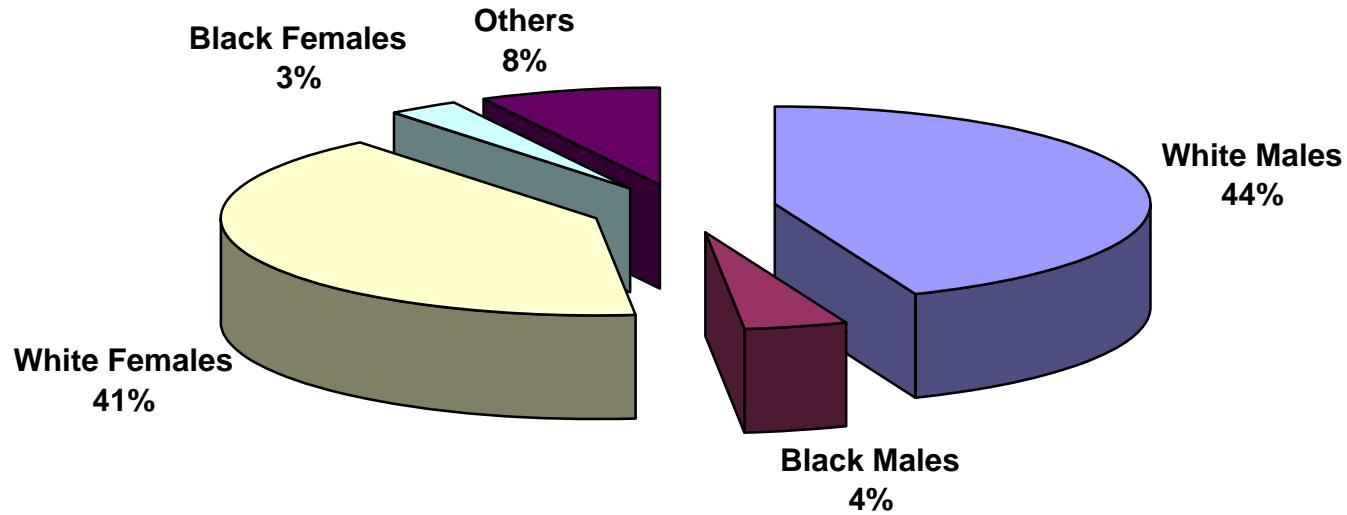
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	183	16	189	16	14	418
Average Salary	\$62,732	\$60,297	\$52,730	\$50,020	\$41,343	\$57,453

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C8: OTHER (ACADEMIC)
September 30, 2007



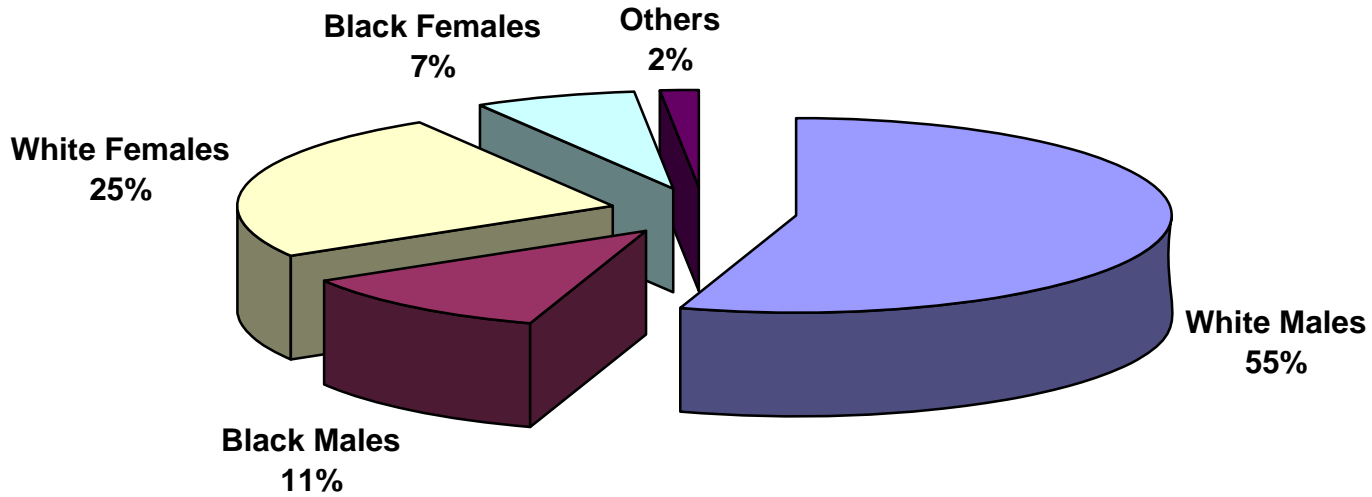
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	256	26	239	19	45	585
Average Salary	\$74,173	\$69,966	\$62,542	\$59,929	\$66,944	\$68,321

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

C9: OTHER (NON-ACADEMIC)
September 30, 2007



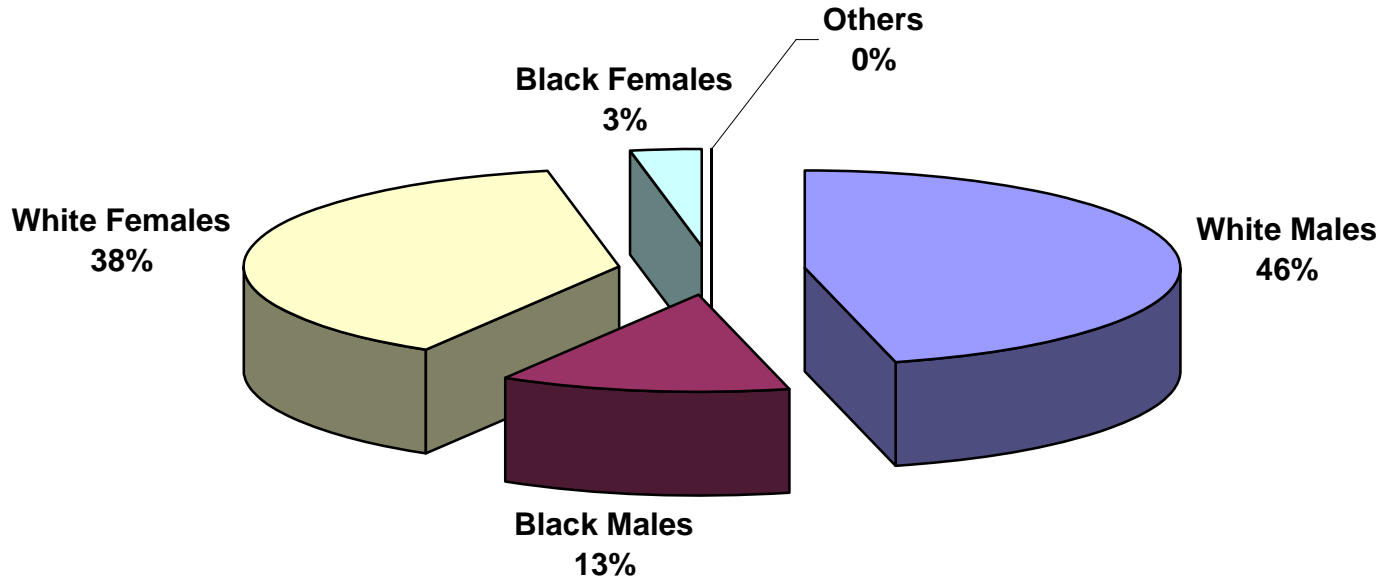
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	422	86	191	54	13	766
Average Salary	\$67,038	\$67,488	\$57,669	\$51,368	\$46,264	\$63,589

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

T1: EXECUTIVES (NON ACADEMIC)
September 30, 2007



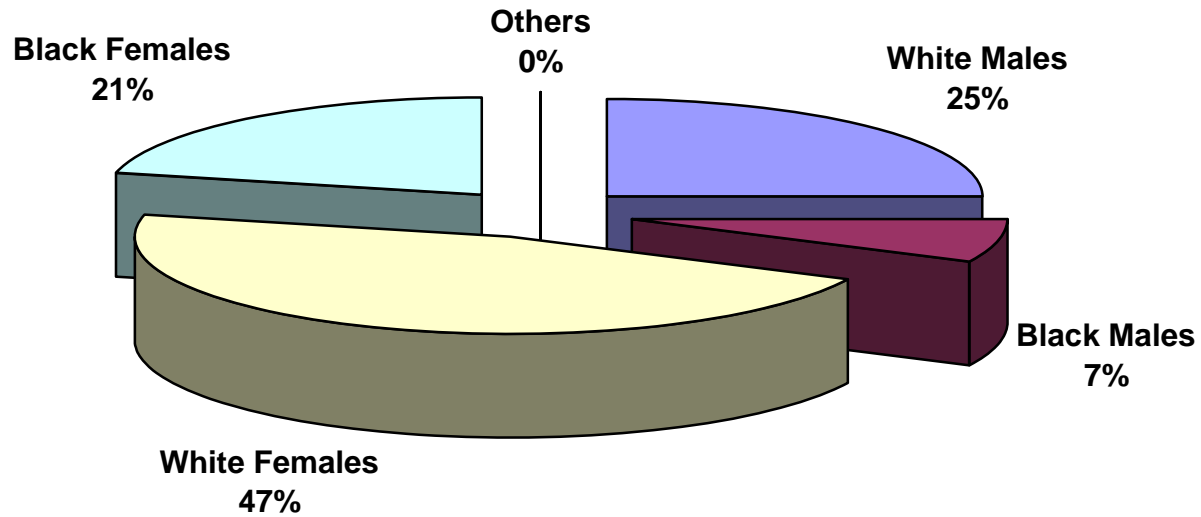
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	29	8	24	2	0	63
Average Salary	\$122,351	\$112,108	\$117,916	\$103,354	\$0	\$118,517

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

T2: EXECUTIVES (ACADEMIC)
September 30, 2007



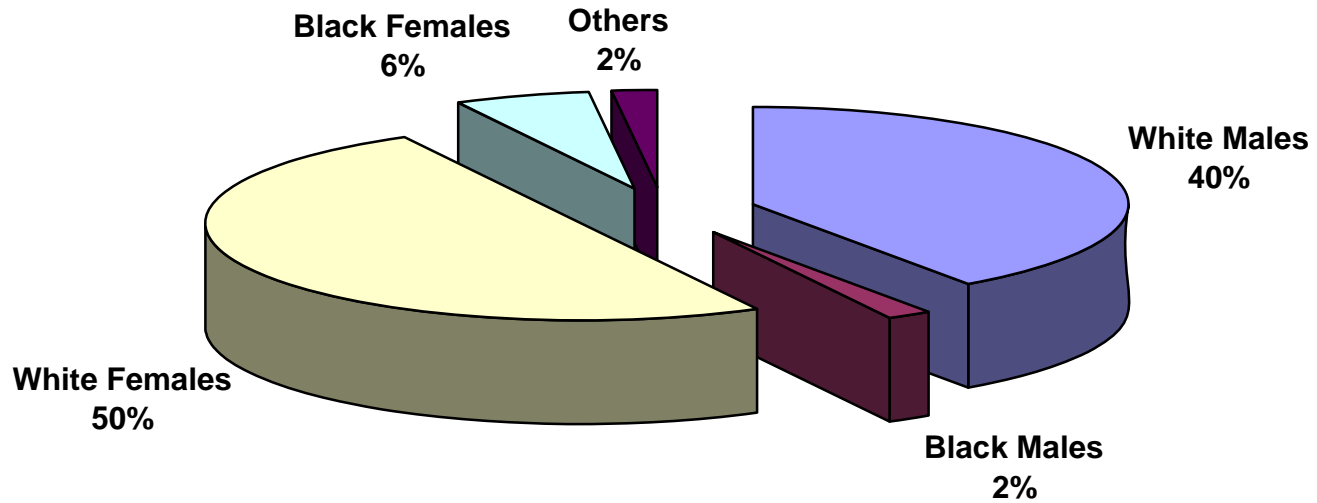
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	7	2	13	6	0	28
Average Salary	\$85,169	\$69,525	\$82,036	\$75,732	\$0	\$80,575

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

T3: FACULTY/ADMINISTRATIVE
September 30, 2007



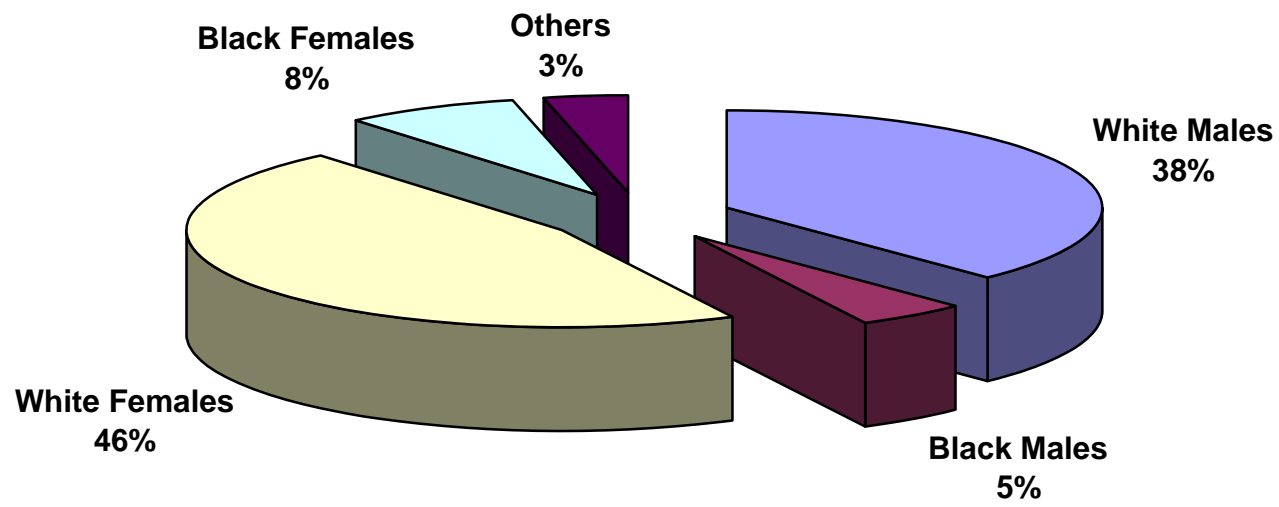
	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	105	5	130	15	5	260
Average Salary	\$50,010	\$46,343	\$47,738	\$45,172	\$50,660	\$48,495

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

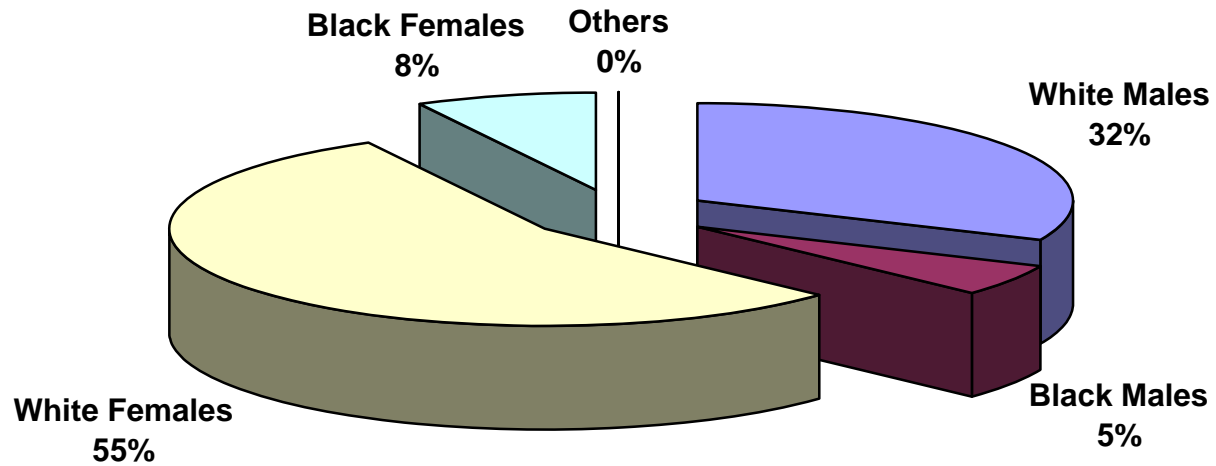
T4: FACULTY/TEACHING
 September 30, 2007



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	487	58	598	98	45	1286
Average Salary	\$44,669	\$41,858	\$43,924	\$43,067	\$44,289	\$44,052

The total of the pie chart percentages may not equal 100 percent due to rounding.
 Source of data: SC State Government, Human Resources System.
 Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

T5: FACULTY/NON-TEACHING
September 30, 2007



	White Males	Black Males	White Females	Black Females	Others	Total
# of Employees	12	2	21	3	0	38
Average Salary	\$70,624	\$70,247	\$71,070	\$57,398	\$0	\$69,807

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

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

Figures are for 09/30/07 except in the "Other" category, where 06/30/07 was the latest date available

SECTION IV

STATUS OF AFFIRMATIVE ACTION PROGRAMS

State Agency ranking by Level of Goal Attainment

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

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

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

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

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

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

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

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

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

LEVEL OF GOAL ATTAINMENT CALCULATION METHOD:

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

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

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

This is the percentage of goals achieved.

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	24	33	HIGHER EDUCATION, COMMISSION ON	89.1	25
1	WORKER'S COMPENSATION	100.0	51	34	INSURANCE, DEPARTMENT OF	88.8	82
2	SANTEE COOPER, (PUBLIC SERVICE AUTHORITY)	99.0	1796	35	SECOND INJURY FUND	88.5	21
2	TRIDENT TECHNICAL COLLEGE	99.0	636	36	TECHNICAL COLLEGE OF THE LOW COUNTRY	88.4	142
3	COMPTROLLER GENERAL	98.9	54	37	JUVENILE JUSTICE, DEPARTMENT OF	88.3	1601
4	ELECTION COMMISSION, STATE	98.5	19	38	HORRY-GEORGETOWN TECHNICAL COLLEGE	88.0	299
5	CONSUMER AFFAIRS, DEPARTMENT OF	98.0	54	39	PROBATION, PAROLE AND PARDON	87.9	771
6	GREENVILLE TECHNICAL COLLEGE	97.8	684	40	TECHNICAL & COMPREHENSIVE EDUCATION	87.8	93
7	TREASURER, STATE	97.5	61	41	USC - BEAUFORT CAMPUS	87.6	123
8	INDIGENT DEFENSE, COMMISSION ON	97.3	26	42	GOVERNOR'S SCHOOL FOR THE ARTS	87.5	89
9	SPARTANBURG COMMUNITY COLLEGE	96.3	272	42	HEALTH AND ENVIRONMENTAL CONTROL	87.5	4029
10	ATTORNEY GENERAL	96.0	156	43	FINANCIAL INSTITUTIONS, BOARD OF	87.4	33
11	MIDLANDS TECHNICAL COLLEGE	95.5	567	44	CORRECTIONS, DEPARTMENT OF	86.6	5853
12	ALCOHOL & OTHER DRUG ABUSE SERVICES	95.4	24	45	GOVERNOR'S SCHOOL FOR SCIENCE & MATH	86.4	35
12	REVENUE, DEPARTMENT OF	95.4	624	45	LABOR, LICENSING, & REGULATIONS	86.4	380
13	COMMERCE, DEPARTMENT OF	95.0	130	46	CENTRAL CAROLINA TECHNICAL COLLEGE	86.2	185
14	GOVERNOR'S OFFICE	94.8	210	46	SOCIAL SERVICES, DEPARTMENT OF	86.2	4413
15	SOUTH CAROLINA EDUCATION LOTTERY	94.7	152	47	ORANGEBURG-CALHOUN TECHNICAL COLLEGE	85.8	183
16	DEAF & BLIND, SCHOOL FOR THE	93.6	365	18	VOCATIONAL REHABILITATION DEPARTMENT	84.7	1039
17	PIEDMONT TECHNICAL COLLEGE	93.4	279	49	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	83.7	4833
18	EDUCATIONAL TELEVISION COMMISSION	93.0	217	50	NORTHEASTERN TECHNICAL COLLEGE	83.5	88
19	LIEUTENANT GOVERNOR'S OFFICE	92.6	42	51	MENTAL HEALTH, DEPARTMENT OF	83.3	4647
20	AIKEN TECHNICAL COLLEGE	92.3	138	52	USC - REGIONAL CAMPUSES	83.2	270
21	HEALTH AND HUMAN SERVICES, DEPT OF	92.1	1069	53	CLEMSON UNIVERSITY	83.0	4034
22	BUDGET AND CONTROL BOARD, STATE	91.5	1104	54	PUBLIC SERVICE COMMISSION	82.3	29
23	EMPLOYMENT SECURITY COMMISSION	91.3	896	55	FLORENCE-DARLINGTON TECHNICAL COLLEGE	82.0	242
23	USC - AIKEN CAMPUS	91.3	360	56	YORK TECHNICAL COLLEGE	81.6	294
24	ACCIDENT FUND, STATE	91.2	76	57	DISABILITIES AND SPECIAL NEEDS, DEPT OF	81.5	2164
25	TRANSPORTATION, DEPARTMENT OF	90.9	4932	58	PARKS, RECREATION, & TOURISM, DEPT OF	81.2	461
26	EDUCATION, STATE DEPARTMENT OF	90.7	928	58	USC - TOTAL SYSTEM	81.2	5850
27	USC - UPSTATE	90.5	489	59	ARCHIVES AND HISTORY, DEPARTMENT OF	80.7	61
28	MOTOR VEHICLES, DEPARTMENT OF	90.3	1240	60	SECRETARY OF STATE	80.0	27
29	TRI-COUNTY TECHNICAL COLLEGE	90.1	303	61	FRANCIS MARION UNIVERSITY	79.9	479
30	NATURAL RESOURCES, DEPARTMENT OF	89.7	741	62	LAW ENFORCEMENT DIVISION, STATE (SLED)	79.3	569
31	BLIND, COMMISSION FOR THE	89.4	109	62	PUBLIC SAFETY, DEPARTMENT OF	79.3	1448
32	REGULATORY STAFF, OFFICE OF	89.3	65	62	USC - COLUMBIA CAMPUS	79.3	4608

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Highest to Lowest

Chart A (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
63	MEDICAL UNIVERSITY OF SOUTH CAROLINA	79.2	2871
64	MUSEUM COMMISSION	78.8	34
65	AUDITOR, STATE	78.5	45
66	OPPORTUNITY SCHOOL, WIL LOU GRAY	78.0	60
67	DENMARK TECHNICAL COLLEGE	77.1	134
68	WINTHROP UNIVERSITY	76.8	837
69	WILLIAMSBURG TECHNICAL COLLEGE	76.2	66
70	DISABILITIES AND SPECIAL NEEDS (CENTRAL)	76.1	620
71	COLLEGE OF CHARLESTON	75.5	1278
72	COASTAL CAROLINA UNIVERSITY	74.9	797
73	AGRICULTURE, DEPARTMENT OF	74.3	132
74	LIBRARY, STATE	73.9	45
75	DISABILITIES AND SPECIAL NEEDS (WHITTEN)	73.5	1537
76	ADJUTANT GENERAL	72.4	132
77	PORTS AUTHORITY, STATE	71.5	592
78	SOUTH CAROLINA STATE UNIVERSITY	71.0	670
79	JOHN DE LA HOWE	70.2	97
80	CITADEL, THE	69.0	622
81	FORESTRY COMMISSION	66.9	331
82	LANDER UNIVERSITY	62.1	342
83	PATRIOT'S POINT	61.4	66

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 1 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES	RANKING	AGENCY	PERCENT	# OF EMPLOYEES
24	ACCIDENT FUND, STATE	91.2	76	42	HEALTH AND ENVIRONMENTAL CONTROL	87.5	4029
76	ADJUTANT GENERAL	72.4	132	21	HEALTH AND HUMAN SERVICES, DEPT OF	92.1	1069
73	AGRICULTURE, DEPARTMENT OF	74.3	132	33	HIGHER EDUCATION, COMMISSION ON	89.1	25
20	AIKEN TECHNICAL COLLEGE	92.3	138	38	HORRY-GEORGETOWN TECHNICAL COLLEGE	88.0	299
12	ALCOHOL & OTHER DRUG ABUSE SVCS	95.4	24	8	INDIGENT DEFENSE, COMMISSION ON	97.3	26
59	ARCHIVES AND HISTORY, DEPT OF	80.7	61	34	INSURANCE, DEPARTMENT OF	88.8	82
1	ARTS COMMISSION	100.0	24	79	JOHN DE LA HOWE	70.2	97
10	ATTORNEY GENERAL	96.0	156	37	JUVENILE JUSTICE, DEPARTMENT OF	88.3	1601
65	AUDITOR, STATE	78.5	45	45	LABOR, LICENSING, & REGULATIONS	86.4	380
31	BLIND, COMMISSION FOR THE	89.4	109	82	LANDER UNIVERSITY	62.1	342
22	BUDGET AND CONTROL BOARD, STATE	91.5	1104	62	LAW ENFORCEMENT DIVISION, STATE (SLED)	79.3	569
46	CENTRAL CAROLINA TECHNICAL COLLEGE	86.2	185	74	LIBRARY, STATE	73.9	45
80	CITADEL, THE	69.0	622	19	LIEUTENANT GOVERNOR'S OFFICE	92.6	42
53	CLEMSON UNIVERSITY	83.0	4034	49	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	83.7	4833
72	COASTAL CAROLINA UNIVERSITY	74.9	797	63	MEDICAL UNIVERSITY OF SOUTH CAROLINA	79.2	2871
71	COLLEGE OF CHARLESTON	75.5	1278	51	MENTAL HEALTH, DEPARTMENT OF	83.3	4647
13	COMMERCE, DEPARTMENT OF	95.0	130	11	MIDLANDS TECHNICAL COLLEGE	95.5	567
3	COMPTROLLER GENERAL	98.9	54	28	MOTOR VEHICLES, DEPARTMENT OF	90.3	1240
5	CONSUMER AFFAIRS, DEPARTMENT OF	98.0	54	64	MUSEUM COMMISSION	78.8	34
44	CORRECTIONS, DEPARTMENT OF	86.6	5853	30	NATURAL RESOURCES, DEPARTMENT OF	89.7	741
16	DEAF & BLIND, SCHOOL FOR THE	93.6	365	50	NORTHEASTERN TECHNICAL COLLEGE	83.5	88
67	DENMARK TECHNICAL COLLEGE	77.1	134	66	OPPORTUNITY SCHOOL, WIL LOU GRAY	78.0	60
70	DISABILITIES & SPECIAL NEEDS (CENTRAL)	76.1	620	47	ORANGEBURG-CALHOUN TECH	85.8	183
75	DISABILITIES & SPECIAL NEEDS (WHITTEN)	73.5	1537	58	PARKS, RECREATION, & TOURISM, DEPT OF	81.2	461
57	DISABILITIES & SPECIAL NEEDS (TOTAL)	81.5	2164	83	PATRIOT'S POINT	61.4	66
26	EDUCATION, STATE DEPARTMENT OF	90.7	928	17	PIEDMONT TECHNICAL COLLEGE	93.4	279
18	EDUCATIONAL TELEVISION COMMISSION	93.0	217	77	PORTS AUTHORITY, STATE	71.5	592
4	ELECTION COMMISSION, STATE	98.5	19	39	PROBATION, PAROLE AND PARDON	87.9	771
23	EMPLOYMENT SECURITY COMMISSION	91.3	896	62	PUBLIC SAFETY, DEPARTMENT OF	79.3	1448
43	FINANCIAL INSTITUTIONS, BOARD OF	87.4	33	54	PUBLIC SERVICE COMMISSION	82.3	29
55	FLORENCE-DARLINGTON TECH	82.0	242	32	REGULATORY STAFF, OFFICE OF	89.3	65
81	FORESTRY COMMISSION	66.9	331	12	REVENUE, DEPARTMENT OF	95.4	624
61	FRANCIS MARION UNIVERSITY	79.9	479	2	SANTEE COOPER	99.0	1796
14	GOVERNOR'S OFFICE	94.8	210	35	SECOND INJURY FUND	88.5	21
45	GOVERNOR'S SCHOOL FOR SCIENCE	86.4	35	60	SECRETARY OF STATE	80.0	27
42	GOVERNOR'S SCHOOL FOR THE ARTS	87.5	89	46	SOCIAL SERVICES, DEPARTMENT OF	86.2	4413
6	GREENVILLE TECHNICAL COLLEGE	97.8	684	15	SOUTH CAROLINA EDUCATION LOTTERY	94.7	152

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Listed by Alphabetical Order

Chart B (Page 2 of 2)

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
78	SOUTH CAROLINA STATE UNIVERSITY	71	670
9	SPARTANBURG COMMUNITY COLLEGE	96.3	272
40	TECHNICAL AND COMPREHENSIVE EDUCATION, STATE I	87.8	93
36	TECHNICAL COLLEGE OF THE LOW COUNTRY	88.4	142
25	TRANSPORTATION, DEPARTMENT OF	90.9	4932
7	TREASURER, STATE	97.5	61
29	TRI-COUNTY TECHNICAL COLLEGE	90.1	303
2	TRIDENT TECHNICAL COLLEGE	99	636
58	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYSTE	81.2	5850
23	USC - AIKEN CAMPUS	91.3	360
41	USC - BEAUFORT CAMPUS	87.6	123
62	USC - COLUMBIA CAMPUS	79.3	4608
52	USC - REGIONAL CAMPUSES	83.2	270
27	USC - UPSTATE	90.5	489
18	VOCATIONAL REHABILITATION DEPARTMENT	84.7	1039
69	WILLIAMSBURG TECHNICAL COLLEGE	76.2	66
68	WINTHROP UNIVERSITY	76.8	837
1	WORKER'S COMPENSATION	100	51
56	YORK TECHNICAL COLLEGE	81.6	294

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart C: Agency Size (Highest to Lowest)

15 - 100

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	ARTS COMMISSION	100.0	24
1	WORKER'S COMPENSATION COMMISSION	100.0	51
2	COMPROLLER GENERAL	98.9	54
3	ELECTION COMMISSION, STATE	98.5	19
4	CONSUMER AFFAIRS, DEPARTMENT OF	98.0	54
5	TREASURER, STATE	97.5	61
6	INDIGENT DEFENSE, COMMISSION ON	97.3	26
7	ALCOHOL & OTHER DRUG ABUSE SERVICES	95.4	24
8	LIEUTENANT GOVERNOR'S OFFICE	92.6	42
9	ACCIDENT FUND, STATE	91.2	76
10	REGULATORY STAFF, OFFICE OF	89.3	65
11	HIGHER EDUCATION, COMMISSION ON	89.1	25
12	INSURANCE, DEPARTMENT OF	88.8	82
13	SECOND INJURY FUND	88.5	21
14	TECH & COMP EDUCATION BOARD	87.8	93
15	GOVERNOR'S SCHOOL FOR THE ARTS	87.5	89
16	FINANCIAL INSTITUTIONS, BOARD OF	87.4	33
17	GOVERNOR'S SCHOOL FOR SCIENCE	86.4	35
18	NORTHEASTERN TECHNICAL COLLEGE	83.5	88
19	PUBLIC SERVICE COMMISSION	82.3	29
20	ARCHIVES AND HISTORY, DEPT OF	80.7	61
21	SECRETARY OF STATE	80	27
22	MUSEUM COMMISSION	78.8	34
23	AUDITOR, STATE	78.5	45
24	OPPORTUNITY SCHOOL, WIL LOU GRAY	78	60
25	WILLIAMSBURG TECHNICAL COLLEGE	76.2	45
26	LIBRARY, STATE	73.9	45
27	JOHN DE LA HOWE SCHOOL	70.2	97
28	PATRIOT'S POINT	61.4	66

Chart D: Agency Size (Highest to Lowest)

101 - 500

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SPARTANBURG COMMUNITY COLLEGE	96.3	272
2	ATTORNEY GENERAL	96.0	156
3	COMMERCE, DEPARTMENT OF	95.0	130
4	GOVERNOR'S OFFICE	94.8	210
5	SOUTH CAROLINA EDUCATION LOTTERY	94.7	152
6	DEAF & BLIND, SCHOOL FOR THE	93.6	365
7	PIEDMONT TECHNICAL COLLEGE	93.4	279
8	EDUCATIONAL TELEVISION COMMISSION	93.0	217
9	AIKEN TECHNICAL COLLEGE	92.3	138
10	USC - AIKEN CAMPUS	91.3	360
11	USC - UPSTATE	90.5	489
12	TRI-COUNTY TECHNICAL COLLEGE	90.1	303
13	BLIND, COMMISSION FOR THE	89.4	109
14	TECHNICAL COLLEGE OF THE LOW COUNTRY	88.4	142
15	HORRY-GEORGETOWN TECHNICAL COLLEGE	88.0	299
16	USC - BEAUFORT CAMPUS	87.6	123
17	LABOR, LICENCING, & REGULATIONS	86.4	380
18	CENTRAL CAROLINA TECHNICAL COLLEGE	86.2	182
19	ORANGEBURG-CALHOUN TECH	85.8	183
20	USC - REGIONAL CAMPUSES	83.2	270
21	FLORENCE-DARLINGTON TECH	82.0	242
22	YORK TECHNICAL COLLEGE	81.6	294
23	PARKS, RECREATION, & TOURISM	81.2	461
24	FRANCIS MARION UNIVERSITY	79.9	479
25	DENMARK TECHNICAL COLLEGE	77.1	134
26	AGRICULTURE, DEPARTMENT OF	74.3	132
27	ADJUTANT GENERAL	72.4	132
28	FORESTRY COMMISSION	66.9	331
29	LANDER UNIVERSITY	62.1	342

PERCENTAGE LEVEL OF GOAL ATTAINMENT

Chart E: Agency Size (Highest to Lowest)

501 - 1000

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	TRIDENT TECHNICAL COLLEGE	99.0	636
2	GREENVILLE TECHNICAL COLLEGE	97.8	684
3	MIDLANDS TECHNICAL COLLEGE	95.5	567
4	REVENUE, DEPARTMENT OF	95.4	624
5	EMPLOYMENT SECURITY COMMISSION	91.3	896
6	EDUCATION, DEPARTMENT OF	90.7	928
7	NATURAL RESOURCES, DEPT. OF	89.7	741
8	PROBATION, PAROLE AND PARDON	87.9	771
9	LAW ENFORCEMENT DIVISION, STATE	79.3	569
10	WINTHROP UNIVERSITY	76.8	837
11	DISABILITIES AND SPECIAL NEEDS (CENTRAL)	76.1	620
12	COASTAL CAROLINA UNIVERSITY	74.9	797
13	PORTS AUTHORITY, STATE	71.5	592
14	SOUTH CAROLINA STATE UNIVERSITY	71.0	670
15	CITADEL, THE	69.0	622

Chart F: Agency Size (Highest to Lowest)

1001 and UP

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	SANTEE COOPER	99.0	1796
2	HEALTH AND HUMAN SERVICES, DEPARTMENT OF	92.1	1069
3	BUDGET AND CONTROL BOARD	91.5	1104
4	TRANSPORTATION, DEPARTMENT OF	90.9	4932
5	MOTOR VEHICLES, DEPARTMENT OF	90.3	1240
6	JUVENILE JUSTICE, DEPARTMENT OF	88.3	1601
7	HEALTH AND ENVIRONMENTAL CONTROL	87.5	1429
8	CORRECTIONS, DEPARTMENT OF	86.6	5853
9	SOCIAL SERVICES, DEPARTMENT OF	86.2	4413
10	VOCATIONAL REHABILITATION DEPARTMENT	84.7	1039
11	MEDICAL UNIVERSITY HOSPITAL AUTHORITY	83.7	4833
12	MENTAL HEALTH, DEPARTMENT OF	83.3	4647
13	CLEMSON UNIVERSITY	83.0	4034
14	DISABILITIES AND SPECIAL NEEDS DEPT	81.5	2164
15	UNIVERSITY OF SOUTH CAROLINA (USC) - TOTAL SYSTEM	81.2	5850
16	PUBLIC SAFETY, DEPARTMENT OF	79.3	1448
16	USC - COLUMBIA CAMPUS	79.3	4608
17	MEDICAL UNIVERSITY OF SOUTH CAROLINA (MUSC)	79.2	2871
18	COLLEGE OF CHARLESTON	75.5	1278
19	DISABILITIES AND SPECIAL NEEDS (WHITTEN)	73.5	1537

CHART G

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	CLEMSON UNIVERSITY	83.0	4034
2	UNIVERSITY OF SOUTH CAROLINA	81.2	5850
3	FRANCIS MARION UNIVERSITY	79.9	479
4	MEDICAL UNIVERSITY OF SOUTH CAROLINA	79.2	4833
5	WINTHROP UNIVERSITY	76.8	837
6	COLLEGE OF CHARLESTON	75.5	1278
7	COASTAL CAROLINA UNIVERSITY	74.9	797
8	SOUTH CAROLINA STATE UNIVERSITY	71.0	670
9	CITADEL, THE	69.0	622
10	LANDER UNIVERSITY	62.1	342

CHART H

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

RANKING	AGENCY	PERCENT	# OF EMPLOYEES
1	TRIDENT TECHNICAL COLLEGE	99.0	636
2	GREENVILLE TECHNICAL COLLEGE	97.8	684
3	SPARTANBURG COMMUNITY COLLEGE	96.2	272
4	MIDLANDS TECHNICAL COLLEGE	95.5	567
5	PIEDMONT TECHNICAL COLLEGE	93.4	279
6	AIKEN TECHNICAL COLLEGE	92.3	138
7	TRI-COUNTY TECHNICAL COLLEGE	90.1	303
8	TECH COLLEGE OF THE LOW COUNTRY	88.4	142
9	HORRY-GEORGETOWN TECH	88.0	299
10	TECH & COMP EDUCATION BOARD	87.8	93
11	CENTRAL CAROLINA TECHNICAL COLLEGE	86.2	185
12	ORANGEBURG-CALHOUN TECH	85.8	183
13	NORTHEASTERN TECHNICAL COLLEGE	83.5	88
14	FLORENCE-DARLINGTON TECH	82.0	242
15	YORK TECHNICAL COLLEGE	81.6	294
16	DENMARK TECHNICAL COLLEGE	77.1	134
17	WILLIAMSBURG TECHNICAL COLLEGE	76.8	66

SECTION V

Explanation of Agency Charts

Pages 60 through 158 provide an evaluation of each agency's progress towards meeting goals over a one-year period (October 1, 2006 through September 30, 2007). 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, 2007. 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 10/01/06 – 09/30/07

This section displays by race and sex the number (#) and percentage (%) of persons who were hired or promoted between October 1, 2006 and September 30, 2007. The information was obtained and calculated in the same manner as the information in Column Two. 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. (*See Page 45 to determine how to calculate.*)

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

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

SECTION VI

State Accident Fund

Agency Director: Harry B. Gregory Jr.

EEO Officer: Gerald A. Murphy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			2	2		9	5.9	26.7	6.5	5.9	4.5	NO				3			3	0.0%	83.1%	YES
	% 55.6			22.2	22.2		100.0										100.0			100.0			
E2	# 9	3	1	13	13	1	40	4.9	39.7	18.1	NO	7.2	NO	4			5	1		10	YES	81.9%	YES
	% 22.5	7.5	2.5	32.5	32.5	2.5	100.0							40.0			50.0	10.0		100.0			
E3	# 3	2		1			6	11.3	21.1	5.6	NO	4.4	5.6	1	1					2	YES	79.1%	0.0%
	% 50.0	33.3		16.7			100.0							50.0	50.0					100.0			
E5	# 1			7	9	1	18	4.8	45.1	16.3	NO	6.2	NO					1		1	YES	86.3%	YES
	% 5.6			38.9	50.0	5.6	100.1											100.0		100.0			
E6	# 1			2			3	4.4	52.1	18.3	4.4	18.8	NO				1			1	0.0%	63.9%	YES
	% 33.3			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 2005: 97.7 percent

Level of Goal Attainment for 2006: 96.2 percent

Level of Goal Attainment for 2007: 91.2 percent

Adjutant General Office

Agency Director: Major General Stanhope S. Spears

EEO Officer: Robert Faulk and Alicia Koon

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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						10	5.4	23.2	5.7	5.4	23.2	5.7								0.0%	0.0%	0.0%
	% 100.0						100.0																
E2	# 37	4		15	4		60	5.9	33.1	12.9	NO	8.1	6.2	18			4			22	YES	75.5%	51.9%
	% 61.7	6.7		25.0	6.7		100.1							81.8			18.2			100.0			
E3	# 5	1		3			9	7.0	27.8	21.0	NO	NO	21.0								YES	YES	0.0%
	% 55.6	11.1		33.3			100.0																
E4	# 6	6					12	21.3	1.6	3.7	NO	1.6	3.7								YES	0.0%	0.0%
	% 50.0	50.0					100.0																
E5 and E6	# 1			13	3		17	2.6	58.8	19.9	2.6	NO	2.3				1			1	0.0%	YES	88.4%
	% 5.9			76.5	17.6		100.0										100.0			100.0			
E7	# 14	2					16	17.7	2.7	1.0	5.2	2.7	1.0	1				1		2	70.6%	0.0%	0.0%
	% 87.5	12.5					100.0							50.0				50.0		100.0			
E8	# 4	2		1	1		8	13.4	19.2	20.1	NO	6.7	7.6		1					1	YES	65.1%	62.2%
	% 50.0	25.0		12.5	12.5		100.0								100.0					100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 87.0 percent

Level of Goal Attainment for 2006: 78.3 percent

Level of Goal Attainment for 2007: 72.4 percent

Agriculture, Department of

Agency Director: Hugh E. Weathers

EEO Officer: Mark A. Riffle

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	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			3			14	5.1	34.8	6.8	5.1	13.4	6.8	5						5	0.0%	*	61.5%	0.0%
	% 78.6			21.4			100.0							100.0						100.0				
E2	# 16	3		19	4		42	8.9	29.6	16.3	1.8	NO	6.8	3			6	1		10	79.8%	*	YES	58.3%
	% 38.1	7.1		45.2	9.5		99.9							30.0			60.0	10.0		100.0				
E3 and E5	# 26	3		16	8		53	8.1	29.7	28.5	2.4	NO	13.4	7	2		2			11	70.4%		YES	53.0%
	% 49.1	5.7		30.2	15.1		100.1							63.6	18.2		18.2			100.0				
E6	#			8	1		9	1.0	62.9	16.2	1.0	NO	5.1								0.0%	*	YES	68.5%
	%			88.9	11.1		100.0																	
E7 and E8	# 7	5		2			14	23.8	9.8	9.8	NO	NO	9.8		1					1	YES	YES	0.0%	
	% 50.0	35.7		14.3			100.0								100.0					100.0				
	#																							
	%																							
	#																							
	%																							

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

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

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

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

Level of Goal Attainment for 2005: 74.8 percent

Level of Goal Attainment for 2006: 73.6 percent

Level of Goal Attainment for 2007: 74.3 percent

SC Department of Alcohol and Other Drug Abuse Services

Agency Director: W. Lee Catoe

EEO Officer: Lillian Roberson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	1		1		1	5	2.4	25.2	1.8	NO	5.2	1.8	1						1	YES	79.4%	0.0%
	% 40.0	20.0		20.0		20.0	100.0							100.0						100.0			
E2	# 5	1		5	5		16	3.4	33.7	5.9	NO	2.4	NO	1				1		2	YES	92.9%	YES
	% 31.3	6.3		31.3	31.3		100.0							50.0				50.0		100.0			
E3 and E5	# 1				2		3	2.9	27.4	4.9	2.9	27.4	NO								0.0%	0.0%	YES
	% 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 2005: 96.9 percent

Level of Goal Attainment for 2006: 82.8 percent

Level of Goal Attainment for 2007: 95.4 percent

Archives and History

Agency Director: Rodger E. Stroup

EEO Officer: Brenda C. House

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	11.6	33.6	13.2	11.6	8.6	NO					1		1	0.0%	74.4%	YES
	% 50.0			25.0	25.0		100.0											100.0		100.0			
E2	# 29	1		10	8		48	6.9	39.3	7.4	4.8	18.5	NO								30.4%	52.9%	YES
	% 60.4	2.1		20.8	16.7		100.0																
E3	# 2			1			3	6.9	39.3	7.4	6.9	6.0	7.4	3			3	1		7	0.0%	84.7%	0.0%
	% 66.7			33.3			100.0							42.9			42.9	14.3		100.1			
E5	# 1			1			1	6.0	47.7	17.0	6.0	NO	17.0								0.0%	YES	0.0%
	% 100.0			100.0			100.0																
E6	# 1			2	2		5	6.0	47.7	17.0	6.0	7.7	NO								0.0%	83.9%	YES
	% 20.0			40.0	40.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 93.6 percent

Level of Goal Attainment for 2006: 80.0 percent

Level of Goal Attainment for 2007: 80.7 percent

Arts Commission

Agency Director: Suzette Surkamer

EEO Officer: Mary Teague

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			2			5	5.1	35.5	7.9	5.1	NO	7.9								0.0%	YES	0.0%
	% 60.0			40.0			100.0										2			2			
E2	# 2	2		10	3		17	4.9	37.8	13.7	NO	NO	NO				100.0			100.0	YES	YES	YES
	% 11.8	11.8		58.8	17.6		100.0										50.0	50.0	100.0				
E3 and E5	#			3	2		5	7.6	38.4	5.4	7.6	NO	NO				1	1	2	0.0%	YES	YES	
	%			60.0	40.0		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 2005:
 Level of Goal Attainment for 2006: 100.0 percent
 Level of Goal Attainment for 2007: 100.0 percent

Attorney General

Agency Director: Henry McMaster
EEO Officer: Tammie Wilson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8			4	1		13	3.4	23.7	3.7	3.4	NO	NO								0.0%*	YES	YES
	% 61.5			30.8	7.7		100.0																
E2	# 51	4		30	3		88	5.5	22.2	3.9	1.0	NO	0.5	15	1		13	2		31	81.8%*	YES	87.2%*
	% 58.0	4.5		34.1	3.4		100.0							48.4	3.2		41.9	6.5		100.0			
E5	#	1	1	5	4		11	1.9	52.4	14.7	NO	6.9	NO								YES	86.8%*	YES
	%	9.1	9.1	45.5	36.4		100.1																
E6	# 1	2		31	9	1	44	1.9	63.2	17.8	NO	NO	NO				10	1		11	YES	YES	YES
	% 2.3	4.5		70.5	20.5	2.3	100.1										90.9	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 2005: 93.2 percent

Level of Goal Attainment for 2006: 93.4 percent

Level of Goal Attainment for 2007: 96.0 percent

Auditor, State

Agency Director: Richard H. Gilbert, Jr.

EEO Officer: R. Kenneth Harrill

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 11		1	3		1	16	2.0	22.8	16.4	2.0*	4.0*	16.4								0.0%*	82.5%*	0.0%
	% 68.8		6.3	18.8		6.3	100.2																
E2	# 8	1	1	9	6		25	5.2	40.0	13.5	1.2*	4.0	NO	5	1		6	2		14	76.9%*	90.0%*	YES
	% 32.0	4.0	4.0	36.0	24.0		100.0							35.7	7.1		42.9	14.3		100.0			
E5 and E6	#			2	2		4	6.0	47.7	17.0	6.0*	NO	NO					1		1	0.0%*	YES	YES
	%			50.0	50.0		100.0											100.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 76.8 percent

Level of Goal Attainment for 2006: 75.6 percent

Level of Goal Attainment for 2007: 78.5 percent

Blind, Commission for the

Agency Director: James M. Kirby

EEO Officer: Funneaser "Neisie" Jacobs

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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		7	9.4	21.6	35.3	NO	7.3	NO	1				1		2	YES	66.2%	YES
	% 28.6	14.3		14.3	42.9		100.1							50.0				50.0		100.0			
E2	# 12	9	1	15	27		64	8.5	35.7	26.1	NO	12.3	NO		2		3	11		16	YES	65.5%	YES
	% 18.8	14.1	1.6	23.4	42.2		100.1								12.5		18.8	68.8		100.1			
E3	# 3		1	1	3		8	10.2	23.6	9.6	10.2	11.1	NO					1		1	0.0%*	53.0%*	YES
	% 37.5		12.5	12.5	37.5		100.0											100.0		100.0			
E5 and E6	#	1		9	14		24	4.5	39.5	38.0	0.3	2.0	NO		1		4	4		9	93.3%*	94.9%*	YES
	%	4.2		37.5	58.3		100.0								11.1		44.4	44.4		99.9			
E7 and E8	# 4	2					6	3.6	6.6	2.8	NO	6.6	2.8								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 2005: 67.8 percent

Level of Goal Attainment for 2006: 91.9 percent

Level of Goal Attainment for 2007: 89.4 percent

The Citadel

President: Lt. General John W. Rosa

EEO Officer: Bridgette M. Beasley

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
	#	%	#	%	#	%	#	#	%	#	NO	%	NO	#	%	#	%	#	%	#	YES	%	YES
C1, C2 and E1	#	22	1		2	1	26	2.3	36.9	8.1	NO	29.2	4.3	2						2			
	%	84.6	3.8		7.7	3.8	99.9							100.0						100.0	YES	20.9%	46.9%
C3	#	32		1	9		43	1.0	41.2	8.4	1.0	20.3	8.4	4						4			
	%	74.4		2.3	20.9		99.9							100.0						100.0	0.0%	50.7%	0.0%
C4	#	28	1	2	12	3	47	1.2	43.4	8.9	NO	17.9	2.5	1	1		1			3			
	%	59.6	2.1	4.3	25.5	6.4	100.0							33.3	33.3		33.3			99.9	YES	58.8%	71.9%
C5 and C6	#	34	1	4	15	2	57	1.9	43.0	10.3	0.1	16.7	6.8	5		1	3	1		10			
	%	59.6	1.8	7.0	26.3	3.5	100.0							50.0		10.0	30.0	10.0		100.0	94.7%	61.2%	34.0%
C8 and C9	#	39	6	1	8	2	56	6.0	25.1	2.7	NO	10.8	NO	39	6	1	8	2		56			
	%	69.6	10.7	1.8	14.3	3.6	100.0							69.6	10.7	1.8	14.3	3.6		100.0	YES	57.0%	YES
E2	#	57	7	1	58	5	131	6.6	39.0	14.5	1.3	NO	10.7	10	2		8	4		24			
	%	43.5	5.3	0.8	44.3	3.8	100.0							41.7	8.3		33.3	16.7		100.0	80.3%	YES	26.2%
E3 and E5	#	29	1		29	13	73	4.2	41.2	16.3	2.8	1.5	NO	3			3	2		8			
	%	39.7	1.4		39.7	17.8	100.0							37.5			37.5	25.0		100.0	33.3%	96.4%	YES
E4	#	8	2			1	11	13.1	11.3	5.4	NO	11.3	NO	2	1			2		5			
	%	72.7	18.2			9.1	100.0							40.0	20.0			40.0		100.0	YES	0.0%	YES
E6	#	3			38	13	55	2.5	62.3	16.6	2.5	NO	NO	1	1		5	2		9			
	%	5.5			69.1	23.6	100.0							11.1	11.1		55.6	22.2		100.0	0.0%	YES	YES
E7	#	43	26	2	1	1	73	18.3	8.5	5.0	NO	7.1	3.6	5	2	2				9			
	%	58.9	35.6	2.7	1.4	1.4	100.0							55.6	22.2	22.2				100.0	YES	16.5%	28.0%
E8	#	5	18		3	24	50	15.7	14.3	27.9	NO	8.3	NO	2	7	1		3		13			
	%	10.0	36.0		6.0	48.0	100.0							15.4	53.8	7.7		23.1		100.0	YES	42.0%	YES

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

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

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

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

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

Level of Goal Attainment for 2005: 63.4 percent

Level of Goal Attainment for 2006: 57.7 percent

Level of Goal Attainment for 2007: 68.3 percent

Clemson University (1 of 2)

President: James Barker

EEO Officer: Byron Wiley

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	24.0	3.9	5.4	NO	3.9									0.0%	YES	0.0%
	%	50.0			50.0		100.0																	
C2	#	27			11	2	40	3.6	28.5	7.5	3.6	1.0	2.5	5		1	1			7	0.0%	96.5%	66.7%	
	%	67.5			27.5	5.0	100.0							71.4		14.3	14.3			100.0				
C3	#	282	6		65	1	2	356	2.5	20.9	2.0	0.8	2.6	1.7	14			3		17	68.0%	87.6%	15.0%	
	%	79.2	1.7		18.3	0.3	0.6	100.1							82.4			17.6		100.0				
C4	#	146	7		62	2	8	225	2.5	23.8	2.3	NO	NO	1.4	2		1	4		7	YES	YES	39.1%	
	%	64.9	3.1		27.6	0.9	3.6	100.1							28.6		14.3	57.1		100.0				
C5	#	140	6		84	7	15	252	2.7	25.9	2.7	0.3	NO	NO	15	2	7	17	1	6	48	88.9%	YES	YES
	%	55.6	2.4		33.3	2.8	6.0	100.1							31.3	4.2	14.6	35.4	2.1	12.5	100.1			
C7	#	134	7		151	4	11	307	2.3	21.6	3.0	0.0	NO	1.7	23	1	2	31		12	69	YES	YES	43.3%
	%	43.6	2.3		49.2	1.3	3.6	100.0							33.3	1.4	2.9	44.9		17.4	99.9			
C8	#	71	1		39	3	2	116	2.8	32.1	4.3	1.9	NO	1.7	14		1	9	1	4	29	32.1%	YES	60.5%
	%	61.2	0.9		33.6	2.6	1.7	100.0							48.3		3.4	31.0	3.4	13.8	99.9			
C9	#	150	20		85	25	2	282	4.7	28.8	9.0	NO	NO	0.1	23	2	1	15	1	7	49	YES	YES	98.9%
	%	53.2	7.1		30.1	8.9	0.7	100.0							46.9	4.1	2.0	30.6	2.0	14.3	99.9			
E1	#	92	7		71	9	1	180	4.3	35.3	6.5	0.4	NO	1.5	4		4	1		9	90.7%	YES	76.9%	
	%	51.1	3.9		39.4	5.0	0.6	100.0							44.4		44.4	11.1		99.9				
E21	#	80	10		253	35	5	383	2.4	59.1	7.6	NO	NO	NO	2	1	11	12	1	28	55	YES	YES	YES
	%	20.9	2.6		66.1	9.1	1.3	100.0							3.6	1.8	20.0	21.8	1.8	50.9	99.9			
E22	#	23	1		59	3		86	0.9	60.5	3.4	NO	NO	NO	2		3			3	8	YES	YES	YES
	%	26.7	1.2		68.6	3.5		100.0							25.0		37.5			37.5	100.0			
E23	#	33	5	1	90	8	3	140	2.7	59.4	9.6	NO	NO	3.9	3		2	4		12	21	YES	YES	59.4%
	%	23.6	3.6	0.7	64.3	5.7	2.1	100.0							14.3		9.5	19.0		57.1	99.9			
E24	#	45		1	19			65	7.5	39.9	8.1	7.5	10.7	8.1	1		2			3	0.0%	73.2%	0.0%	
	%	69.2		1.5	29.2			99.9							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 #

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

Clemson University (2 of 2)

President: James Barker
EEO Officer: Byron Wiley

1	2							3			4			5						6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007						% OF Goals Met Based on Adjusted Availability		
E25	#	78	2	39	5	124	2.7	28.4	3.4	1.1	NO	NO	4	1	2	5	1	4	17	59.3%	YES	YES
	%	62.9	1.6	31.5	4.0	100.0	23.5	5.9	11.8	29.4	5.9	23.5	100.0									
E31	#	80	9	1	85	11	5	191	4.0	31.3	5.0	NO	NO	NO	15	2	10	27	YES	YES	YES	
	%	41.9	4.7	0.5	44.5	5.8	2.6	100.0	55.6	7.4	37.0	100.0										
E32	#	72	7	1	42	3	2	127	6.4	33.2	7.3	0.9	0.1	4.9	2	5	1	1	9	85.9%	99.7%	32.9%
	%	56.7	5.5	0.8	33.1	2.4	1.6	100.1	22.2	55.6	11.1	11.1	100.0									
E4	#	37	3	8	1	49	5.3	8.0	1.3	NO	NO	NO	2	8	4	14	YES	YES	YES			
	%	75.5	6.1	16.3	2.0	99.9	14.3	57.1	28.6	100.0												
E51	#	5	3	1	271	31	2	313	1.4	80.1	7.4	0.4	NO	NO	3	7	2	43	55	71.4%	YES	YES
	%	1.6	1.0	0.3	86.6	9.9	0.6	100.0	5.5	12.7	3.6	78.2	100.0									
E52	#	11	11	34	23	79	17.6	53.3	10.1	3.7	10.3	NO	2	2	3	7	79.0%	80.7%	YES			
	%	13.9	13.9	43.0	29.1	99.9	28.6	28.6	42.9	100.1												
E6	#	12	6	100	19	3	140	0.8	68.8	7.9	NO	NO	NO	3	3	14	20	YES	YES	YES		
	%	8.6	4.3	71.4	13.6	2.1	100.0	15.0	15.0	70.0	100.0											
E7	#	196	14	4	9	223	8.9	7.2	0.3	2.6	3.2	0.3	2	20	2	24	70.8%	55.6%	0.0%			
	%	87.9	6.3	1.8	4.0	100.0	8.3	83.3	8.3	99.9												

NOTE:

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

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

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

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

Level of Goal Attainment for 2005: 77.7 percent
Level of Goal Attainment for 2006: 79.3 percent
Level of Goal Attainment for 2007: 83.0 percent

Coastal Carolina University

President: David A. DeCenzo

EEO Officer: Janis W. Chesson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	#	5			3		8	4.9	42.7	7.9	4.9	5.2	7.9	2						2	0.0%	87.8%	0.0%
	%	62.5			37.5		100.0							100.0						100.0			
C2	#	5			2		7	5.1	26.3	4.2	5.1	NO	4.2	2			1		3	0.0%	YES	0.0%	
	%	71.4			28.6		100.0							66.7			33.3		100.0				
C3	#	35		1	13		49	2.5	35.6	4.4	2.5	9.1	4.4	6					6	0.0%	74.4%	0.0%	
	%	71.4		2.0	26.5		99.9							100.0					100.0				
C4	#	41	1	2	20		65	2.1	38.7	4.3	0.6	7.9	2.8	2			3		5	71.4%	79.6%	34.9%	
	%	63.1	1.5	3.1	30.8	1.5	100.0							40.0			60.0		100.0				
C5	#	48	4	5	41	2	6	3.0	35.3	5.0	NO	NO	3.1	15	1	3	11		1	31	YES	YES	38.0%
	%	45.3	3.8	4.7	38.7	1.9	5.7	100.1						48.4	3.2	9.7	35.5		3.2	100.0			
C6	#	9		2	10		1	3.2	55.7	13.5	3.2	10.2	13.5								0.0%	81.7%	0.0%
	%	40.9		9.1	45.5		4.5	100.0															
C7 and C8	#	30	1		20		51	3.4	43.7	6.4	1.4	4.5	6.4	11			11		22	58.8%	89.7%	0.0%	
	%	58.8	2.0		39.2		100.0							50.0			50.0		100.0				
C9	#	33	8		11	1	53	6.5	12.2	1.0	NO	NO	NO	5	1		1		7	YES	YES	YES	
	%	62.3	15.1		20.8	1.9	100.1							71.4	14.3		14.3		100.0				
E2	#	53	5	1	82	5	146	3.5	40.7	8.0	0.1	NO	4.6	9	2	1	21	1	34	97.1%	YES	42.5%	
	%	36.3	3.4	0.7	56.2	3.4	100.0							26.5	5.9	2.9	61.8	2.9	100.0				
E3	#	35	1	2	16	1	55	3.2	26.3	3.7	1.4	NO	1.9	4			1		5	56.3%	YES	48.6%	
	%	63.6	1.8	3.6	29.1	1.8	99.9							80.0			20.0		100.0				
E4	#	18	2	1	1	3	25	5.4	9.9	4.9	NO	5.9	NO	7		1	1		9	YES	40.4%	YES	
	%	72.0	8.0	4.0	4.0	12.0	100.0							77.8		11.1	11.1		100.0				
E5	#	1			49	4	54	0.8	74.6	7.8	0.8	NO	0.4	1			7		8	0.0%	YES	94.9%	
	%	1.9			90.7	7.4	100.0							12.5			87.5		100.0				
E6	#	3			43	7	53	0.5	74.2	8.7	0.5	NO	NO				17	3	20	0.0%	YES	YES	
	%	5.7			81.1	13.2	100.0										85.0	15.0	100.0				
E7	#	31	3	1			35	7.0	2.8	0.8	NO	2.8	0.8	4	1				5	YES	0.0%	0.0%	
	%	88.6	8.6	2.9			100.1							80.0	20.0				100.0				
E8	#	29	16		13	10	68	16.7	17.3	10.4	NO	NO	NO	5	3		1		9	YES	YES	YES	
	%	42.6	23.5		19.1	14.7	99.9							55.6	33.3		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 2005: 86.9 percent
 Level of Goal Attainment for 2006: 74.4 percent
 Level of Goal Attainment for 2007: 74.9 percent

College of Charleston

President: P. George Benson

EEO Officer: JoAnn Diaz

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	#	%	#	NO	%	NO	#	%	#	%	#	%	#	YES	%	YES	
C1 and E1	#	27	6		41	5	1	80	5.1	37.4	11.0	NO	NO	4.7	4	1		5	1		11	YES	YES	57.3%
	%	33.8	7.5		51.3	6.3	1.3	100.2							36.4	9.1		45.5	9.1		100.1			
C2	#	5	1		10			16	6.2	41.2	10.2	NO	NO	10.2								YES	YES	0.0%
	%	31.3	6.3		62.5			100.1																
C3	#	88	4	2	26			120	3.4	32.4	2.1	0.1	10.7	2.1	11			3			14	96.8%	67.0%	0.0%
	%	73.3	3.3	1.7	21.7			100.0							78.6			21.4			100.0			
C4	#	74	4	7	61	5	5	156	3.9	38.0	3.2	1.3	NO	0.0	9		1	9		1	20	66.7%	YES	YES
	%	47.4	2.6	4.5	39.1	3.2	3.2	100.0							45.0		5.0	45.0		5.0	100.0			
C5	#	75	5	11	57	9	8	165	6.0	45.7	12.9	3.0	11.2	7.4	13	1	3	14	2	2	35	50.0%	75.5%	42.6%
	%	45.5	3.0	6.7	34.5	5.5	4.8	100.0							37.1	2.9	8.6	40.0	5.7	5.7	100.0			
C6	#	23		1	43	1	2	70	5.6	46.2	12.3	5.6	NO	10.9	2			5			7	0.0%	YES	11.4%
	%	32.9		1.4	61.4	1.4	2.9	100.0							28.6			71.4			100.0			
C8 and C9	#	35	5		22	4	1	67	5.9	35.3	5.9	NO	2.5	NO	3			2	1		6	YES	92.9%	YES
	%	52.2	7.5		32.8	6.0	1.5	100.0							50.0			33.3	16.7		100.0			
E2	#	68	14	2	137	25	3	249	3.0	41.1	12.2	NO	NO	2.2	22	2		33	6	1	64	YES	YES	82.0%
	%	27.3	5.6	0.8	55.0	10.0	1.2	99.9							34.4	3.1		51.6	9.4	1.6	100.1			
E3	#	25	5	2	16	6	1	55	5.9	31.8	8.1	NO	2.7	NO	7	2		3			12	YES	91.5%	YES
	%	45.5	9.1	3.6	29.1	10.9	1.8	100.0							58.3	16.7		25.0			100.0			
E4	#	19	15	2	1	7	1	45	18.2	9.0	9.7	NO	6.8	NO	9	4	1		4	1	19	YES	24.4%	YES
	%	42.2	33.3	4.4	2.2	15.6	2.2	99.9							47.4	21.1	5.3		21.1	5.3	100.2			
E5	#	8	3	1	44	27	1	84	3.8	50.8	18.3	0.2	NO	NO	2		1	11	5	1	20	94.7%	YES	YES
	%	9.5	3.6	1.2	52.4	32.1	1.2	100.0							10.0		5.0	55.0	25.0	5.0	100.0			
E6	#	4	6		22	33	2	67	2.9	64.2	13.0	NO	31.4	NO	3	1		7	11		22	YES	51.1%	YES
	%	6.0	9.0		32.8	49.3	3.0	100.1							13.6	4.5		31.8	50.0		99.9			
E7	#	13	44		2			59	19.1	10.4	10.4	NO	7.0	10.4	4	7					11	YES	32.7%	0.0%
	%	22.0	74.6		3.4			100.0							36.4	63.6					100.0			
E8	#	6	15		2	22		45	23.5	13.0	12.8	NO	8.6	NO								YES	33.8%	YES
	%	13.3	33.3		4.4	48.9		99.9																

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

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

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

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

4.

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

Level of Goal Attainment for 2005: 74.8 percent

Level of Goal Attainment for 2006: 79.5 percent

Level of Goal Attainment for 2007: 75.5 percent

Commerce, Department of

Agency Director: Joe E. Taylor Jr.

EEO Officer: Mary Morton Bell

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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		7	1		18	3.9	25.2	3.8	NO	NO	NO								YES	YES	YES
	% 50.0	5.6		38.9	5.6		100.1																
E2 and E3	# 38	3	4	40	19	2	106	5.6	35.6	6.9	2.8	NO	NO								50.0%	YES	YES
	% 35.8	2.8	3.8	37.7	17.9	1.9	99.9																
E5	#	1		3	1		5	6.0	42.8	16.7	NO	NO	NO								YES	YES	YES
	%	20.0		60.0	20.0		100.0																
E7	#	1					1	2.4	2.4	0.0	NO	2.4	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 2005: 100.0 percent

Level of Goal Attainment for 2006: 95.4 percent

Level of Goal Attainment for 2007: 95.0 percent

Comptroller General

Agency Director: Richard Eckstrom

EEO Officer: Nathan Kaminski, Jr.

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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		6	3	1	17	4.8	29.0	14.3	NO	NO	NO	1			3			4	YES	YES	YES
	% 35.3	5.9		35.3	17.6	5.9	100.0							25.0			75.0			100.0			
E2	# 4	1		8	3		16	4.9	38.8	13.6	NO	NO	NO	1	1					2	YES	YES	YES
	% 25.0	6.3		50.0	18.8		100.1							50.0	50.0					100.0			
E3	# 4	2		1	1		8	25.7	12.9	12.9	0.7	0.4	0.4	4						4	97.3%*	96.9%*	96.9%*
	% 50.0	25.0		12.5	12.5		100.0							100.0						100.0			
E5	# 1			5	5	1	12	2.5	43.2	25.2	2.5	1.5	NO	1			2	2		5	0.0%*	96.5%*	YES
	% 8.3			41.7	41.7	8.3	100.0							20.0			40.0	40.0		100.0			
E6	# 1						1	1.4	54.4	31.0	1.4	54.4	31.0	1						1	0.0%*	0.0%*	0.0%*
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 88.7 percent

Level of Goal Attainment for 2006: 95.1 percent

Level of Goal Attainment for 2007: 98.9 percent

Consumer Affairs

Agency Director: Brandolyn Pinkston

EEO Officer: Herbert Walker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2	1		3			6	6.6	24.3	6.6	NO	NO	6.6				1			1	YES	YES	0.0%	
	% 33.3	16.7		50.0			100.0										100.0			100.0			*	
E2	# 6	3		11	11		31	9.3	35.7	10.8	NO	0.2	NO	1			3	2		6	YES	99.4%	YES	
	% 19.4	9.7		35.5	35.5		100.1							16.7			50.0	33.3		100.0				
E3, E5, and E6	# 1			8	8		17	4.4	54.4	14.0	4.4	7.3	NO								0.0%	86.6%	YES	
	% 5.9			47.1	47.1		100.1																	
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							
	#																							
	%																							

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 2005: 82.3 percent

Level of Goal Attainment for 2006: 93.1 percent

Level of Goal Attainment for 2007: 98.0 percent

Corrections, Department of

Agency Director: Jon Ozmint

EEO Officer: Ann Bowers

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	#	64	22	1	4	15	1	107	5.3	22.9	5.4	NO	19.2	NO	6	2			3		11	YES	16.2%	YES
	%	59.8	20.6	0.9	3.7	14.0	0.9	99.9							54.5	18.2			27.3		100.0			
E1B	#	71	23	2	25	14	3	138	6.0	25.2	6.8	NO	7.1	NO	9	4			7	1	21	YES	71.8%	YES
	%	51.4	16.7	1.4	18.1	10.1	2.2	99.9							42.9	19.0			33.3	4.8	100.0			
E2A	#	78	24	7	66	28	18	221	6.8	33.1	13.1	NO	3.2	0.4	19	8	7	19	8	20	81	YES	90.3%	96.9%
	%	35.3	10.9	3.2	29.9	12.7	8.1	100.1							23.5	9.9	8.6	23.5	9.9	24.7	100.1			
E2B	#	118	80	4	142	137	3	484	7.4	37.3	17.3	NO	8.0	NO	19	9	2	30	29	1	90	YES	78.6%	YES
	%	24.4	16.5	0.8	29.3	28.3	0.6	99.9							21.1	10.0	2.2	33.3	32.2	1.1	99.9			
E2C	#	59	40	3	47	83	1	233	4.9	45.5	20.0	NO	25.3	NO	5	10		13	16		44	YES	44.4%	YES
	%	25.3	17.2	1.3	20.2	35.6	0.4	100.0							11.4	22.7		29.5	36.4		100.0			
E3A	#	17	3		14	15	2	51	5.5	31.8	12.6	NO	4.3	NO		2		2	5		9	YES	86.5%	YES
	%	33.3	5.9		27.5	29.4	3.9	100.0								22.2		22.2	55.6		100.0			
E3B	#	9	6		55	65	2	137	5.8	37.9	31.8	1.4	NO	NO	6	1		21	21		49	75.9%	YES	YES
	%	6.6	4.4		40.1	47.4	1.5	100.0							12.2	2.0		42.9	42.9		100.0			
E4A	#	114	248	4	28	105	1	500	24.5	12.0	22.6	NO	6.4	1.6	11	33		4	10		58	YES	46.7%	92.9%
	%	22.8	49.6	0.8	5.6	21.0	0.2	100.0							19.0	56.9		6.9	17.2		100.0			
E4B	#	219	411	18	91	368	3	1110	27.3	9.6	26.6	NO	1.4	NO	46	54	3	10	61	1	175	YES	85.4%	YES
	%	19.7	37.0	1.6	8.2	33.2	0.3	100.0							26.3	30.9	1.7	5.7	34.9	0.6	100.1			
E4C	#	511	681	32	169	847	13	2253	28.0	8.9	26.9	NO	1.4	NO	263	295	21	91	329	6	1005	YES	84.3%	YES
	%	22.7	30.2	1.4	7.5	37.6	0.6	100.0							26.2	29.4	2.1	9.1	32.7	0.6	100.1			
E5A	#	16	17		85	61	4	183	5.0	49.5	17.2	NO	3.1	NO	6	6		13	17	2	44	YES	93.7%	YES
	%	8.7	9.3		46.4	33.3	2.2	99.9							13.6	13.6		29.5	38.6	4.5	99.8			
E6A	#	7	3	1	54	48	1	114	4.9	46.7	18.5	2.3	NO	NO	3	1		11	15	2	32	53.1%	YES	YES
	%	6.1	2.6	0.9	47.4	42.1	0.9	100.0							9.4	3.1		34.4	46.9	6.3	100.1			
E7A	#	80	27		1	5		113	10.7	3.5	1.2	NO	2.6	NO	25	7			1		33	YES	25.7%	YES
	%	70.8	23.9		0.9	4.4		100.0							75.8	21.2			3.0		100.0			
E8A	#	40	12	1	6	16		75	8.5	29.6	11.3	NO	21.6	NO	5	2		1	1		9	YES	27.0%	YES
	%	53.3	16.0	1.3	8.0	21.3		99.9							55.6	22.2		11.1	11.1		100.0			
E8B	#	20	38	5	11	58	2	134	10.4	28.1	30.8	NO	19.9	NO	11	9	1	6	24	1	52	YES	29.2%	YES
	%	14.9	28.4	3.7	8.2	43.3	1.5	100.0							21.2	17.3	1.9	11.5	46.2	1.9	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 2005: 89.4 percent

Level of Goal Attainment for 2006: 89.8 percent

Level of Goal Attainment for 2007: 86.6 percent

Criminal Justice Academy (new agency - partial report)

Agency Director: William R. Neill

EEO Officer: Cheryl Beard

1	2							3	4			5							6					
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)	UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability					
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 2			1			3																	
	% 66.7			33.3			100.0																	
E2A	# 26	3	1	16	4		50	NOT YET AVAILABLE						3			2				5			
	% 52.0	6.0	2.0	32.0	8.0		100.0							60.0			40.0				100.0			
E2C	# 1	3		10	4		18								1		1	1			3			
	% 5.6	16.7		55.6	22.2		100.1								33.3		33.3	33.3			99.9			
E3	# 1						1							1							1			
	% 100.0						100.0							100.0							100.0			
E5	#			5	1		6										2				2			
	%			83.3	16.7		100.0										100.0				100.0			
E6	#			1			1										1				1			
	%			100.0			100.0										100.0				100.0			
E7	# 8	1					9							2							2			
	% 88.9	11.1					100.0							100.0							100.0			
E8	# 4	2		2	1		9							1							1			
	% 44.4	22.2		22.2	11.1		99.9							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 2005:

Level of Goal Attainment for 2006:

Level of Goal Attainment for 2007: **First year of reporting**

Deaf and Blind, School for the

Agency Director: Sheila S. Breitweiser

EEO Officer: Cindy Gass

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E1	# 1	1	1	4	2		9	3.3	35.2	5.5	NO	NO	NO								YES	YES	YES	
	% 11.1	11.1	11.1	44.4	22.2		99.9																	
E2	# 39	3		120	21		183	3.6	56.7	7.9	2.0	NO	NO	11	1		37	8	1	58	44.4%	YES	YES	
	% 21.3	1.6		65.6	11.5		100.0							19.0	1.7		63.8	13.8	1.7	100.0				
E3	# 5		3	2			10	4.0	33.9	7.3	4.0	13.9	7.3								0.0%*	59.0%*	0.0%*	
	% 50.0		30.0	20.0			100.0																	
E5	# 12	10		47	45		114	4.0	41.8	13.3	NO	0.6	NO	2	2		4	2		10	YES	98.6%*	YES	
	% 10.5	8.8		41.2	39.5		100.0							20.0	20.0		40.0	20.0		100.0				
E6	#			15	4		19	0.3	78.2	7.3	0.3	NO	NO				3	2		5	0.0%*	YES	YES	
	%			78.9	21.1		100.0										60.0	40.0		100.0				
E7	# 10	1					11	8.4	6.1	1.0	NO	6.1	1.0								YES	0.0%*	0.0%*	
	% 90.9	9.1					100.0																	
E8	# 3	3		6	7		19	13.2	33.1	14.6	NO	1.5	NO	2	1		7	3		13	YES	95.5%*	YES	
	% 15.8	15.8		31.6	36.8		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 2005: 87.4 percent

Level of Goal Attainment for 2006: 95.6 percent

Level of Goal Attainment for 2007: 93.6 percent

Disabilities and Special Needs (Statewide)

Agency Director: Stan Butkus PhD

EEO Officer: Wayne D. Blanton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 25	5		17	5		52	8.2	32.2	19.9	NO	NO	10.3	10	1		5			16	YES	YES	48.2%
	% 48.1	9.6		32.7	9.6		100.0							62.5	6.3		31.3			100.1			
E2	# 58	18	2	144	103	6	331	7.7	31.8	34.0	2.3	NO	2.9	6	3		34	20	3	66	70.1%	YES	91.6%
	% 17.5	5.4	0.6	43.5	31.1	1.8	99.9							9.1	4.5		51.5	30.3	4.5	99.9			
E3	# 17	2	1	58	41	5	124	7.0	32.0	36.1	5.4	NO	3.0	4	1		31	25	2	63	22.9%	YES	91.7%
	% 13.7	1.6	0.8	46.8	33.1	4.0	100.0							6.3	1.6		49.2	39.7	3.2	100.0			
E4 and E7	# 37	11		1	1		50	6.7	1.4	5.6	NO	NO	3.6	4	1					5	YES	YES	35.7%
	% 74.0	22.0		2.0	2.0		100.0							80.0	20.0					100.0			
E5	# 27	191	4	102	973	6	1303	10.7	13.7	61.7	NO	5.9	NO	7	37	3	45	180	5	277	YES	57.1%	YES
	% 2.1	14.7	0.3	7.8	74.7	0.5	100.1							2.5	13.4	1.1	16.2	65.0	1.8	100.0			
E6	# 1	1		48	54	3	107	3.2	52.4	27.1	2.3	7.5	NO				6	6		12	28.1%	85.7%	YES
	% 0.9	0.9		44.9	50.5	2.8	100.0										50.0	50.0		100.0			
E8	# 20	34		25	113	5	197	21.8	7.3	25.0	4.5	NO	NO	5	9		4	26	1	45	79.4%	YES	YES
	% 10.2	17.3		12.7	57.4	2.5	100.1							11.1	20.0		8.9	57.8	2.2	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 82.2 percent

Level of Goal Attainment for 2006: 85.2 percent

Level of Goal Attainment for 2007: 81.5 percent

Disabilities and Special Needs (Central Office & Midlands)

Agency Director: Stan Butkus PhD

EEO Officer: Wayne D. Blanton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 15	3		15	4		37	8.9	32.4	14.9	0.8 *	NO	4.1	4			2			6	91.0% *	YES	72.5%
	% 40.5	8.1		40.5	10.8		99.9							66.7			33.3			100.0			
E2	# 24	8	1	44	47	5	129	8.7	29.1	31.6	2.5	NO	NO	1	2		8	6	2	19	71.3%	YES	YES
	% 18.6	6.2	0.8	34.1	36.4	3.9	100.0							5.3	10.5		42.1	31.6	10.5	100.0			
E3	# 15	1	1	14	10	5	46	7.7	27.1	24.4	5.5	NO	2.7	1			5	6	2	14	28.6%	YES	88.9%
	% 32.6	2.2	2.2	30.4	21.7	10.9	100.0							7.1			35.7	42.9	14.3	100.0			
E5	# 3	76		10	228		317	14.4	10.5	62.1	NO	7.3	NO				3	2		5	YES	30.5%	YES
	% 0.9	24.0		3.2	71.9		100.0										60.0	40.0		100.0			
E6	# 1			11	29	2	43	1.0	64.0	28.4	1.0 *						3	4		7	0.0% *	40.0%	YES
	% 2.3			25.6	67.4	4.7	100.0										42.9	57.1		100.0			
E7	# 7	5		1			13	9.9	0.9	8.1	NO	NO	8.1	1						1	YES	YES	0.0%
	% 53.8	38.5		7.7			100.0							100.0						100.0			
E8	# 3	10			22		35	23.4	6.3	24.5	NO	6.3	NO		2					2	YES	0.0%	YES
	% 8.6	28.6			62.9		100.1								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 2005: 81.7 percent

Level of Goal Attainment for 2006: 86.8 percent

Level of Goal Attainment for 2007: 76.1 percent

Disabilities and Special Needs (Whitten, Coastal and Pee Dee)

Agency Director: Stan Butkus PhD

EEO Officer: Wayne D. Blanton

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 10	2		2	1		15	7.4	31.9	25.8	NO	18.6	19.1	6	1		3			10	YES	41.7%	26.0%
	% 66.7	13.3		13.3	6.7		100.0							60.0	10.0		30.0			100.0			
E2	# 34	10	1	100	56	1	202	7.1	33.5	35.4	2.1	NO	7.7	5	1		26	14	1	47	70.4%	YES	78.2%
	% 16.8	5.0	0.5	49.5	27.7	0.5	100.0							10.6	2.1		55.3	29.8	2.1	99.9			
E3	# 2	1		44	31		78	6.7	34.0	41.1	5.4	NO	1.4	3	1		26	19		49	19.4%	YES	96.6%
	% 2.6	1.3		56.4	39.7		100.0							6.1	2.0		53.1	38.8		100.0			
E4 and E7	# 29				1		30	5.6	1.5	4.8	5.6	1.5	1.5	3	1					4	0.0%	0.0%	68.8%
	% 96.7				3.3		100.0							75.0	25.0					100.0			
E5	# 24	115	4	92	745	6	986	9.6	14.6	61.6	NO	5.3	NO	7	37	3	42	178	5	272	YES	63.7%	YES
	% 2.4	11.7	0.4	9.3	75.6	0.6	100.0							2.6	13.6	1.1	15.4	65.4	1.8	99.9			
E6	#	1		37	25	1	64	4.4	46.5	26.5	2.8	NO	NO				3	2		5	36.4%	YES	YES
	%	1.6		57.8	39.1	1.6	100.1										60.0	40.0		100.0			
E8	# 17	24		25	91	5	162	21.5	7.5	25.2	6.7	NO	NO	5	7		4	26	1	43	68.8%	YES	YES
	% 10.5	14.8		15.4	56.2	3.1	100.0							11.6	16.3		9.3	60.5	2.3	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 2005: 75.4 percent

Level of Goal Attainment for 2006: 80.3 percent

Level of Goal Attainment for 2007: 73.5 percent

Education, Department of

Agency Director: Dr. James H. Rex

EEO Officer: Michael E. Addison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	3		11	4		27	4.9	35.9	15.2	NO	NO	0.4	2			5	1		8	YES	YES	97.4%
	% 33.3	11.1		40.7	14.8		99.9							25.0			62.5	12.5		100.0			
E2A	# 54	10	1	92	36	5	198	4.2	42.3	20.0	NO	NO	1.8	4			14	4	1	23	YES	YES	91.0%
	% 27.3	5.1	0.5	46.5	18.2	2.5	100.1							17.4			60.9	17.4	4.3	100.0			
E2B	# 24	6	1	36	17	1	85	5.5	29.6	9.1	NO	NO	NO	4	3	1	1	2		11	YES	YES	YES
	% 28.2	7.1	1.2	42.4	20.0	1.2	100.1							36.4	27.3	9.1	9.1	18.2		100.1			
E2C	# 54	3		22	16	2	97	6.9	21.9	5.7				2			14	8		24			
	% 55.7	3.1		22.7	16.5	2.1	100.1				3.8	NO	NO	8.3			58.3	33.3		99.9	44.9%	YES	YES
E3	# 6	2		10	5		23	9.8	26.8	7.0		*		6	2		1	1		10		*	
	% 26.1	8.7		43.5	21.7		100.0				1.1	NO	NO	60.0	20.0		10.0	10.0		100.0	88.8%	YES	YES
E5	# 3	1		29	14	1	48	5.7	37.4	10.4	3.6	NO	NO	1			3	1		5	36.8%	YES	YES
	% 6.3	2.1		60.4	29.2	2.1	100.1							20.0			60.0	20.0		100.0			
E6	# 1			43	24		68	0.4	65.3	17.3		*					6	6		12	0.0%	*	96.8%
	% 1.5			63.2	35.3		100.0				0.4	2.1	NO				50.0	50.0		100.0			YES
E7	# 234	112	4	29	3		382	16.6	3.5	2.6	NO	NO	1.8	40	20	1	4			65	YES	YES	30.8%
	% 61.3	29.3	1.0	7.6	0.8		100.0							61.5	30.8	1.5	6.2			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 83.5 percent

Level of Goal Attainment for 2006: 85.9 percent

Level of Goal Attainment for 2007: 90.7 percent

South Carolina Education Lottery

Agency Director: Ernie Passailaigue

EEO Officer: Ernestine Middleton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	4		5	2		20	3.1	24.3	3.4	NO	NO	NO	1						1	YES	YES	YES
	% 45.0	20.0		25.0	10.0		100.0							100.0						100.0			
E2	# 18	9	2	25	16	1	71	5.2	32.3	6.7	NO	NO	NO	1	1	1	8			11	YES	YES	YES
	% 25.4	12.7	2.8	35.2	22.5	1.4	100.0							9.1	9.1	9.1	72.7			100.0			
E3	# 7	3		4	4		18	5.0	31.5	8.2	NO	9.3	NO	1			1			2	YES	70.5%	YES
	% 38.9	16.7		22.2	22.2		100.0							50.0			50.0			100.0			
E5	# 3	3		11	10	1	28	6.2	45.7	8.7	NO			1			6	2	1	10	YES	86.0%	YES
	% 10.7	10.7		39.3	35.7	3.6	100.0							10.0			60.0	20.0	10.0	100.0			
E6	# 2	2		7	3	1	15	1.0	72.2	14.3	NO	25.5	NO				3	1		4	YES	64.7%	YES
	% 13.3	13.3		46.7	20.0	6.7	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 2005: 91.0 percent

Level of Goal Attainment for 2006: 93.0 percent

Level of Goal Attainment for 2007: 94.7 percent

Educational Television

Agency Director: Maurice Bresnahan

EEO Officer: Mark Whittington

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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			4			8	4.0	26.8	5.8	4.0	NO	5.8				1			1	0.0%	YES	0.0%
	% 50.0			50.0			100.0										100.0			100.0			
E2A	# 52	7	1	14	4		78	6.4	18.5	6.0	NO	0.6	0.9	9	2	1	7	2		21	YES	96.8%	85.0%
	% 66.7	9.0	1.3	17.9	5.1		100.0							42.9	9.5	4.8	33.3	9.5		100.0			
E2B	# 15	4		10	3		32	5.7	23.3	5.0	NO	NO	NO	2	1		4	1		8	YES	YES	YES
	% 46.9	12.5		31.3	9.4		100.1							25.0	12.5		50.0	12.5		100.0			
E2C	# 8	2		11	8	1	30	2.5	37.2	3.5	NO	0.5	NO	4			2	3		9	YES	98.7%	YES
	% 26.7	6.7		36.7	26.7	3.3	100.1							44.4			22.2	33.3		99.9			
E3	# 29	9		7	3		48	11.2	9.3	11.4	NO	NO	5.1	3				1		4	YES	YES	55.3%
	% 60.4	18.8		14.6	6.3		100.1							75.0				25.0		100.0			
E5 and E6	# 2	1		7	8		18	8.8	43.5	16.1	3.2	4.6	NO		1					1	63.6%	89.4%	YES
	% 11.1	5.6		38.9	44.4		100.0								100.0					100.0			
E7	# 3						3	26.5	2.8	1.4	26.5	2.8	1.4	1						1	0.0%	0.0%	0.0%
	% 100.0						100.0							100.0						100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 90.6 percent

Level of Goal Attainment for 2006: 94.2 percent

Level of Goal Attainment for 2007: 93.0 percent

Election Commission, State

Agency Director: Marci Andino

EEO Officer: Janet Reynolds

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 3			4	1		8	4.5	33.4	8.1	4.5 *	NO	NO								0.0% *	YES	YES
	% 37.5			50.0	12.5		100.0																
E3, E5, E6	# 4	1		4	2		11	6.0	39.4	15.2	NO	3.0 *	NO	2						2	YES	92.4% *	YES
	% 36.4	9.1		36.4	18.2		100.1							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 2005: 85.1 percent

Level of Goal Attainment for 2006: 96.8 percent

Level of Goal Attainment for 2007: 98.5 percent

Employment Security Commission

Agency Director: Roosevelt T. Halley

EEO Officer: Stephani Hamberg

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4	1					5	7.4	35.8	16.0	NO	35.8	16.0	1						1	YES	0.0%	0.0%
	% 80.0	20.0					100.0							100.0						100.0			
E2A	# 49	33	1	115	112	9	319	6.8	40.7	25.9	NO	4.6	NO	7	4		23	18	2	54	YES	88.7%	YES
	% 15.4	10.3	0.3	36.1	35.1	2.8	100.0							13.0	7.4		42.6	33.3	3.7	100.0			
E2B and E4	# 28	22	2	89	60	1	202	9.2	37.6	26.4	NO	NO	NO	4	6		12	10		32	YES	YES	YES
	% 13.9	10.9	1.0	44.1	29.7	0.5	100.1							12.5	18.8		37.5	31.3		100.1			
E2C	# 47	13		56	29		145	8.4	36.1	24.0	NO	NO	4.0	5	5		9	9		28	YES	YES	83.3%
	% 32.4	9.0		38.6	20.0		100.0							17.9	17.9		32.1	32.1		100.0			
E2D	# 23	5		25	12		65	7.5	35.4	16.7	NO	NO	NO	1	1		8	3		13	YES	YES	YES
	% 35.4	7.7		38.5	18.5		100.1							7.7	7.7		61.5	23.1		100.0			
E3	# 34	8		16	19		77	10.8	24.0	10.3	0.4	3.2	NO	4	1	1	2	5		13	96.3%	86.7%	YES
	% 44.2	10.4		20.8	24.7		100.1							30.8	7.7	7.7	15.4	38.5		100.1			
E6 and E7	# 5	3		46	29		83	5.0	52.2	17.0	1.4	NO	NO		1		18	7	1	27	72.0%	YES	YES
	% 6.0	3.6		55.4	34.9		99.9								3.7		66.7	25.9	3.7	100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 97.1 percent

Level of Goal Attainment for 2006: 97.0 percent

Level of Goal Attainment for 2007: 91.3 percent

Financial Institutions, Board of

Agency Director: Converse A. Chellis III

EEO Officer: Georgette P. Rivers

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			2			6	2.4	43.0	5.5	2.4	9.7	5.5								0.0%	77.4%	0.0%
	% 66.7			33.3			100.0																
E2	# 11	4		7	3		25	3.0	47.2	9.3	NO	19.2	NO	1			4			5	YES	59.3%	YES
	% 44.0	16.0		28.0	12.0		100.0							20.0			80.0			100.0			
E5 and E6	#			2			2	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 2005: 89.2 percent

Level of Goal Attainment for 2006: 86.9 percent

Level of Goal Attainment for 2007: 87.4 percent

Forestry Commission

Agency Director: Robert Schowalter

EEO Officer: Lisa K. McCloud

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 13			2	2		17	2.4	18.7	4.2	2.4	6.9	NO								0.0%	63.1%	YES
	% 76.5			11.8	11.8		100.1																
E2,E2A and E2B	# 59	2		23			84	2.9	16.1	1.8	0.5	NO	1.8	10	1		5			16	82.8%	YES	0.0%
	% 70.2	2.4		27.4			100.0							62.5	6.3		31.3			100.1			
E3	# 33	1		3			37	5.7	8.7	1.5	3.0	0.6	1.5								47.4%	93.1%	0.0%
	% 89.2	2.7		8.1			100.0																
E4	# 133	17	1	3			154	8.2	0.9	0.9	NO	NO	0.9	16	1					17	YES	YES	0.0%
	% 86.4	11.0	0.6	1.9			99.9							94.1	5.9					100.0			
E5	#			7			7	3.6	60.0	15.6	3.6	NO	15.6				1			1	0.0%	YES	0.0%
	%			100.0			100.0										100.0			100.0			
E6	# 4			5			9	5.3	36.6	21.3	5.3	NO	21.3	2	1		4	2		9	0.0%	YES	0.0%
	% 44.4			55.6			100.0							22.2	11.1		44.4	22.2		99.9			
E7	# 16	4		1			21	22.5	3.8	0.3	3.5	NO	0.3	3	1					4	84.4%	YES	0.0%
	% 76.2	19.0		4.8			100.0							75.0	25.0					100.0			
E8	# 2						2	20.4	6.8	7.4	20.4	6.8	7.4								0.0%	0.0%	0.0%
	% 100.0						100.0																

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

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

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

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

Level of Goal Attainment for 2005: 63.2 percent

Level of Goal Attainment for 2006: 69.4 percent

Level of Goal Attainment for 2007: 66.9 percent

Francis Marion University

President: Fred Carter
EEO Officer: Joyce Durant

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
C1 and E1	#	17	1		14		32	3.9	3.7	4.9	0.8	NO	4.9	3						3	79.5%	YES	0.0%
	%	53.1	3.1		43.8		100.0							100.0						100.0			
C2 and C3	#	58	2		13	2	75	1.6	29.9	2.9	NO	12.6	0.2	7						7	YES	57.9%	93.1%
	%	77.3	2.7		17.3	2.7	100.0							100.0						100.0			
C4 and C5	#	55		3	54	2	5	119	2.4	46.0	5.0	2.4	0.6	12			14	1	2	29	0.0%	98.7%	34.0%
	%	46.2		2.5	45.4	1.7	4.2	100.0						41.4			48.3	3.4	6.9	100.0			
C6, C8 and 39	#	19	1		15	5	1	41	3.3	40.3	6.4	0.9	3.7	1			4	1		6	72.7%	90.8%	YES
	%	46.3	2.4		36.6	12.2	2.4	99.9						16.7			66.7	16.7		100.1			
E2	#	18	5		28	13		64	5.7	38.4	16.5	NO	NO	2	2		6	4		14	YES	YES	YES
	%	28.1	7.8		43.8	20.3		100.0						14.3	14.3		42.9	28.6		100.1			
E3	#	8			5	1		14	6.5	32.5	9.9	6.5	NO	1						1	0.0%	YES	71.7%
	%	57.1			35.7	7.1		99.9						100.0						100.0			
E4 and E7	#	21	7	1	1			30	15.5	4.1	2.5	NO	0.8	7	1		1			9	YES	80.5%	0.0%
	%	70.0	23.3	3.3	3.3			99.9						77.8	11.1		11.1			100.0			
E5 and E6	#	1	2		25	21		49	1.0	70.0	16.1	NO	19.0	1	1		3	2		7	YES	72.9%	YES
	%	2.0	4.1		51.0	42.9		100.0						14.3	14.3		42.9	28.6		100.1			
E8	#	10	22		2	20	1	55	28.4	8.0	18.4	NO	4.4	3	7			2		12	YES	45.0%	YES
	%	18.2	40.0		3.6	36.4	1.8	100.0						25.0	58.3			16.7		100.0			

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

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

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

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

Level of Goal Attainment for 2005: 85.6 percent
Level of Goal Attainment for 2006: 85.5 percent
Level of Goal Attainment for 2007: 79.9 percent

Governor's Office

Agency Director: Dr Larry Barker

EEO Officer: Edward B. Pope

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		7	6		19	5.4	33.1	17.1	0.1 *	NO	NO	1			2	2		5	98.1% *	YES	YES
	% 26.3	5.3		36.8	31.6		100.0							20.0			40.0	40.0		100.0			
E2 and E2A	# 13	4		35	14		66	6.0	33.8	14.7	NO	NO	NO	6	1		4	3		14	YES	YES	YES
	% 19.7	6.1		53.0	21.2		100.0							42.9	7.1		28.6	21.4		100.0			
E2B	# 10	3		30	41		84	6.7	27.9	14.6	3.1	NO	NO	1	2		4	10		17	53.7%	YES	YES
	% 11.9	3.6		35.7	48.8		100.0							5.9	11.8		23.5	58.8		100.0			
E3	# 4	1		3	1		9	12.4	23.9	8.5	1.3 *	NO	NO								89.5% *	YES	YES
	% 44.4	11.1		33.3	11.1		99.9																
E5,E6 and E8	# 1	3		13	14	1	32	5.9	50.0	24.3	NO	9.4	NO	2	1		5	6	2	16	YES	81.2%	YES
	% 3.1	9.4		40.6	43.8	3.1	100.0							12.5	6.3		31.3	37.5	12.5	100.1			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2005: 94.9 percent

Level of Goal Attainment for 2006: 92.7 percent

Level of Goal Attainment for 2007: 94.8 percent

Governor's School for Arts and Humanities

President: Bruce Halverson
EEO Officer: Deborah Franks

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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 C8	# 2			1			3	8.7	40.6	9.3	8.7	7.3	9.3	1						1	0.0%	82.0%	0.0%
	% 66.7			33.3			100.0				*	*	*	100.0						100.0			
E2	# 24	4		27	6		61	4.2	52.1	6.4	NO	7.8	NO	3	2		7	4		16	YES	85.0%	YES
	% 39.3	6.6		44.3	9.8		100.0							18.8	12.5		43.8	25.0		100.1			
3, E4, E5, E6 and E	# 6	3		7	9		25	2.8	61.4	6.7	NO	33.4	NO	4	1		4			9	YES	45.6%	YES
	% 24.0	12.0		28.0	36.0		100.0							44.4	11.1		44.4			99.9			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 83.5 percent

Level of Goal Attainment for 2006: 87.1 percent

Level of Goal Attainment for 2007: 87.5 percent

Governor's School for Science and Mathematics

President: Murray W. Brockman

EEO Officer: Ernie L. Boyd

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 7	2	1	4	1		15	4.0	20.1	9.5	NO	NO	2.8		2	1				3	YES	YES	70.5%
	% 46.7	13.3	6.7	26.7	6.7		100.1								66.7	33.3				100.0			
C6	# 7		1	5	1	1	15	4.5	49.4	10.0	4.5	16.1	3.3				1			1	0.0%	67.4%	67.0%
	% 46.7		6.7	33.3	6.7	6.7	100.1										100.0			100.0			
E3, E5, E6	#			4	1		5	8.7	45.3	17.7	8.7	NO	NO				1			1	0.0%	YES	YES
	%			80.0	20.0		100.0										100.0			100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 82.3 percent

Level of Goal Attainment for 2006: 91.3 percent

Level of Goal Attainment for 2007: 86.4 percent

Health and Environmental Control, Department of (Statewide)

Agency Director: Earl Hunter

EEO Officer: Quentin Chavis

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 162	13	6	109	29	1	320	0.2	26.4	5.7	NO	NO	NO	14	1		14	3	1	33			
	% 50.6	4.1	1.9	34.1	9.1	0.3	100.1							42.4	3.0		42.4	9.1	3.0	99.9	YES	YES	YES
E2A	# 11			542	60	4	617	1.4	65.6	10.5	1.4	NO	0.8	3	1		47	10	2	63			
	% 1.8			87.8	9.7	0.6	99.9							4.8	1.6		74.6	15.9	3.2	100.1	0.0%	YES	92.4%
E2B	# 359	36	8	318	91	10	822	4.7	13.2	5.1	0.3	NO	NO	42	5	1	49	13		110	93.6%	YES	YES
	% 43.7	4.4	1.0	38.7	11.1	1.2	100.1							38.2	4.5	0.9	44.5	11.8		99.9			
E2C	# 241	56	10	413	208	21	949	5.1	31.4	12.6	NO	NO	NO	44	14		63	31	7	159			
	% 25.4	5.9	1.1	43.5	21.9	2.2	100.0							27.7	8.8		39.6	19.5	4.4	100.0	YES	YES	YES
E3	# 59	16	3	69	35	7	189	9.6	28.3	6.4	1.1	NO	NO	41	5		16	12	1	75			
	% 31.2	8.5	1.6	36.5	18.5	3.7	100.0							54.7	6.7		21.3	16.0	1.3	100.0	88.5%	YES	YES
E5	# 7	3	1	188	125	2	326	1.9	61.9	16.6	1.0	4.2	NO	3	1		16	13		33			
	% 2.1	0.9	0.3	57.7	38.3	0.6	99.9							9.1	3.0		48.5	39.4		100.0	47.4%	93.2%	YES
E6	# 4	7		454	262	23	750	4.0	47.9	18.4	3.1	NO	NO	7	5	1	91	66	12	182			
	% 0.5	0.9		60.5	34.9	3.1	99.9							3.8	2.7	0.5	50.0	36.3	6.6	99.9	22.5%	YES	YES
E4, E7, E8	# 22	23	1	8	2		56	20.9	11.8	5.7	NO	NO	2.1	1			2		1	4			
	% 39.3	41.1	1.8	14.3	3.6		100.1							25.0			50.0		25.0	100.0	YES	YES	63.2%
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 86.8 percent

Level of Goal Attainment for 2006: 87.9 percent

Level of Goal Attainment for 2007: 87.5 percent

Health and Human Services, Department of

Agency Director: Emma Forkner

EEO Officer: Loretta Kistler

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	4		20	5	1	38	5.8	28.5	10.8	NO	NO	NO		1		2			3	YES	YES	YES
	% 21.1	10.5		52.6	13.2	2.6	100.0								33.3		66.7			100.0			
E2A	# 24	10		86	58		178	5.1	39.4	28.4	NO	NO	NO	5	2		10	9		26	YES	YES	YES
	% 13.5	5.6		48.3	32.6		100.0							19.2	7.7		38.5	34.6		100.0			
E2B	# 40	20	4	299	251	12	626	4.8	40.0	26.2	1.6	NO	NO	6	5	1	50	48	2	112	66.7%	YES	YES
	% 6.4	3.2	0.6	47.8	40.1	1.9	100.0							5.4	4.5	0.9	44.6	42.9	1.8	100.1			
E3	# 15	5		2	6	2	30	5.5	24.7	9.4	NO	18.0	NO	2	2			1		5	YES	27.1%	YES
	% 50.0	16.7		6.7	20.0	6.7	100.1							40.0	40.0			20.0		100.0			
E5	# 1	5		26	41		73	5.2	41.5	22.4	NO	5.9	NO	1	4		3	21		29	YES	85.8%	YES
	% 1.4	6.8		35.6	56.2		100.0							3.4	13.8		10.3	72.4		99.9			
E6	# 1	4	1	53	65		124	3.6	47.8	24.7	0.4	5.1	NO		2		10	12	1	25	88.9%*	89.3%	YES
	% 0.8	3.2	0.8	42.7	52.4		99.9								8.0		40.0	48.0	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 2005: 91.6 percent

Level of Goal Attainment for 2006: 90.6 percent

Level of Goal Attainment for 2007: 92.1 percent

Commission on Higher Education

Agency Director: Dr. Garrison Walters

EEO Officer: Marian Jones

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 2	2		4	1		9	5.4	39.0	13.0	NO	NO	1.9	2			1			3	YES	YES	85.4%
	% 22.2	22.2		44.4	11.1		99.9							66.7			33.3			100.0			*
E2	# 1	1		7	1		10	6.6	33.2	10.8	NO	NO	0.8					1		1	YES	YES	92.6%
	% 10.0	10.0		70.0	10.0		100.0											100.0		100.0			*
E5 and E6	#			1	5		6	6.0	47.7	17.0	6.0	31.0	NO								0.0%	35.0%	YES
	%			16.7	83.3		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 90.5 percent
 Level of Goal Attainment for 2006: 100.0 percent
 Level of Goal Attainment for 2007: 89.1 percent

Commission on Indigent Defense

Agency Director: T. Patton Adams

EEO Officer: Jeffrey L. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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			4	2.9	30.8	4.2	2.9	5.8	4.2	1						1	0.0%	81.2%	0.0%
	% 75.0			25.0			100.0							100.0						100.0			
E2	# 3			9	1		13	4.9	27.6	6.8	4.9	NO	NO				2			2	0.0%	YES	YES
	% 23.1			69.2	7.7		100.0										100.0			100.0			
E5	# 1			4	2		7	6.0	47.7	17.0	6.0	NO	NO					1		1	0.0%	YES	YES
	% 14.3			57.1	28.6		100.0										100.0			100.0			
E6	#	1		1			2	6.0	47.7	17.0	NO	NO	17.0								YES	YES	0.0%
	%	50.0		50.0			100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005:
 Level of Goal Attainment for 2006: 99.7 percent
 Level of Goal Attainment for 2007: 97.3 percent

Insurance, Department of

Agency Director: Scott H. Richardson

EEO Officer: Benjamin Duncan

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 8	3		7	1		19	4.4	29.7	8.0	NO	NO	2.7	2			1			3	YES	YES	66.3%
	% 42.1	15.8		36.8	5.3		100.0							66.7			33.3			100.0			
E2	# 13	6	2	13	8	2	44	4.8	40.3	13.4	NO	10.8	NO	4	1		4	3	2	14	YES	73.2%	YES
	% 29.5	13.6	4.5	29.5	18.2	4.5	99.8							28.6	7.1		28.6	21.4	14.3	100.0			
E3, E5, and E6	#	1	1	7	10		19	5.7	54.9	15.9	0.4	18.1	NO	1	1					2	93.0%*	67.0%	YES
	%	5.3	5.3	36.8	52.6		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 2005: 96.0 percent

Level of Goal Attainment for 2006: 93.9 percent

Level of Goal Attainment for 2007: 88.8 percent

John de la Howe School

Agency Director: Mark S. Williamson

EEO Officer: Angelee T. Williams

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1				4		5	5.1	24.8	24.1	5.1 *	24.8	NO	1				1		2	0.0% *	0.0%	YES
	% 20.0				80.0		100.0							50.0				50.0		100.0			
E2 and E3	# 12	5	3	11	35		66	1.9	56.9	21.2	NO	40.2	NO	7	7	2	8	19		43	YES	29.3%	YES
	% 18.2	7.6	4.5	16.7	53.0		100.0							16.3	16.3	4.7	18.6	44.2		100.1			
E5 and E6	#			8	5		13	1.5	61.1	20.1	1.5 *	NO	NO					2		2	0.0% *	YES	YES
	%			61.5	38.5		100.0											100.0		100.0			
E7 and E8	# 6			2	5		13	14.4	21.2	20.7	14.4	5.8 *	NO				1		1		0.0%	72.6% *	YES
	% 46.2			15.4	38.5		100.1										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 2005: 82.1 percent

Level of Goal Attainment for 2006: 70.6 percent

Level of Goal Attainment for 2007: 70.2 percent

Juvenile Justice, Department of

Agency Director: William Byars Jr.

EEO Officer: Clara Rentz

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	2		4	1		12	20.4	9.5	18.8	3.7 *	NO	10.5								81.9% *	YES	44.1%
	% 41.7	16.7		33.3	8.3		100.0																
E2	# 109	84	1	168	178	3	543	7.6	28.7	14.3	NO	NO	NO	16	6		24	26	1	73	YES	YES	YES
	% 20.1	15.5	0.2	30.9	32.8	0.6	100.1							21.9	8.2		32.9	35.6	1.4	100.0			
E3	# 4	2		2	4		12	7.4	21.4	9.9	NO	4.7 *	NO	1				1		2	YES	78.0% *	YES
	% 33.3	16.7		16.7	33.3		100.0							50.0				50.0		100.0			
E4	# 52	292	4	69	404	2	823	25.8	14.0	28.9	NO	5.6	NO	26	111	3	26	167	4	337	YES	60.0%	YES
	% 6.3	35.5	0.5	8.4	49.1	0.2	100.0							7.7	32.9	0.9	7.7	49.6	1.2	100.0			
E5	# 2	3		24	21	1	51	4.3	57.3	15.9	NO	10.2	NO				1	6	1	8	YES	82.2%	YES
	% 3.9	5.9		47.1	41.2	2.0	100.1										12.5	75.0	12.5	100.0			
E6	# 1	3		41	42		87	4.7	49.7	17.1	1.3	2.6	NO	1			5	5		11	72.3%	94.8%	YES
	% 1.1	3.4		47.1	48.3		99.9							9.1			45.5	45.5		100.1			
E7	# 20	6					26	21.7	2.3	1.7	NO	2.3 *	1.7 *	3						3	YES	0.0% *	0.0% *
	% 76.9	23.1					100.0							100.0						100.0			
E8	# 4	7		4	28	4	47	24.2	12.4	23.9	9.3	3.9	NO	1	2		1	2	2	8	61.6%	68.5%	YES
	% 8.5	14.9		8.5	59.6	8.5	100.0							12.5	25.0		12.5	25.0	25.0	100.0			

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

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

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

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

Level of Goal Attainment for 2005: 90.9 percent

Level of Goal Attainment for 2006: 90.6 percent

Level of Goal Attainment for 2007: 88.3 percent

Labor, Licensing and Regulation, Department of

Agency Director: Adrienne R. Youmans

EEO Officer: Lynn N. Rivers

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability					
																								WM	BM	OM
E1	# 6	1	1	4	2		14	6.0	24.0	12.0	NO	NO	NO											YES	YES	YES
	% 42.9	7.1	7.1	28.6	14.3		100.0																			
E2A	# 33	3		19	6		61	7.4	24.8	12.1	2.5	NO	2.3	5			2	3				10	66.2%	YES	81.0%	
	% 54.1	4.9		31.1	9.8		99.9							50.0			20.0	30.0				100.0				
E2B	# 92	12		43	24	1	172	8.5	28.4	12.3	1.5	3.4	NO	9	1		3	3	1		17	82.4%	88.0%	YES		
	% 53.5	7.0		25.0	14.0	0.6	100.1							52.9	5.9		17.6	17.6	5.9		99.9					
E3	# 5	2		3	5		15	10.7	24.9	23.8	NO	4.9	NO	3	1						4	YES	80.3%	YES		
	% 33.3	13.3		20.0	33.3		99.9							75.0	25.0						100.0					
E5	# 1	3		44	27		75	4.8	48.8	24.2	0.8	NO	NO		1		5	4			10	83.3%	YES	YES		
	% 1.3	4.0		58.7	36.0		100.0								10.0		50.0	40.0			100.0					
E6	# 1	2		16	17	1	37	5.4	48.6	22.6	0.0	5.4	NO	2	1		5	2			10	YES	88.9%	YES		
	% 2.7	5.4		43.2	45.9	2.7	99.9							20.0	10.0		50.0	20.0			100.0					
E7 and E8	# 5	1					6	29.3	6.1	22.5	12.6	6.1	22.5	1	1						2	57.0%	0.0%	0.0%		
	% 83.3	16.7					100.0							50.0	50.0						100.0					
	#																									
	%																									
	#																									
	%																									

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

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

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

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

Level of Goal Attainment for 2005: 86.8 percent

Level of Goal Attainment for 2006: 82.0 percent

Level of Goal Attainment for 2007: 86.4 percent

Law Enforcement Division, State

Agency Director: Robert Stewart

EEO Officer: Lynn Hutto

1	2							3			4			5							6		
EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	4	2	4	4		33	10.2	17.0	4.3	NO	4.9	NO	4	2	1	1	1		9	YES	71.2%	YES
	% 57.6	12.1	6.1	12.1	12.1		100.0							44.4	22.2	11.1	11.1	11.1		99.9			
E2A	# 71	8	2	16	7	1	105	11.1	19.7	4.9	3.5	4.5	NO	17	1	1	2	1		22	68.5%	77.2%	YES
	% 67.6	7.6	1.9	15.2	6.7	1.0	100.0							77.3	4.5	4.5	9.1	4.5		99.9			
E2B	# 28	5	3	30	10	1	77	10.1	27.5	5.6	3.6	NO	NO	10	3		10	4		27	64.4%	YES	YES
	% 36.4	6.5	3.9	39.0	13.0	1.3	100.1							37.0	11.1		37.0	14.8		99.9			
E3	# 14	2		37	20	2	75	8.3	38.4	16.1	5.6	NO	NO	5		1	11	3	1	21	32.5%	YES	YES
	% 18.7	2.7		49.3	26.7	2.7	100.1							23.8		4.8	52.4	14.3	4.8	100.1			
E4A	# 71	14	1	7	5		98	8.3	6.1	16.1	NO	NO	11.0								YES	YES	31.7%
	% 72.4	14.3	1.0	7.1	5.1		99.9																
E4B	# 77	21	2	19	7		126	14.9	6.7	4.5	NO	NO	NO	23	6		7	2	1	39	YES	YES	YES
	% 61.1	16.7	1.6	15.1	5.6		100.1							59.0	15.4		17.9	5.1	2.6	100.0			
E5	# 2			26	3		31	2.2	63.6	16.9	2.2	NO	7.2				4	1		5	0.0%*	YES	57.4%
	% 6.5			83.9	9.7		100.1										80.0	20.0		100.0			
E6	#			12		8	20	5.9	49.3	16.0	5.9	NO	16.0								0.0%	YES	0.0%
	%			60.0		40.0	100.0																
E7 and E8	# 2		1		1		4	23.9	6.6	13.8	23.9*	6.6*	NO								0.0%*	0.0%*	YES
	% 50.0		25.0		25.0		100.0																

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

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

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

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

Level of Goal Attainment for 2005: 84.1 percent

Level of Goal Attainment for 2006: 82.7 percent

Level of Goal Attainment for 2007: 79.3 percent

South Carolina State Library

Agency Director: David Goble

EEO Officer: Leesa M. Benggio

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1 and E2	# 4		1	17	3	1	26	2.4	52.9	28.0	2.4 *	NO	16.5		1		1		1	3	0.0% *	YES	41.1%
	% 15.4		3.8	65.4	11.5	3.8	99.9								33.3		33.3		33.3	99.9			
E3 and E5	# 1	1		7	4		13	0.9	5.4	1.5	NO	NO	NO					1		1	YES	YES	YES
	% 7.7	7.7		53.8	30.8		100.0											100.0		100.0			
E6	# 5				1		6	11.8	39.2	22.0	11.8 *	39.2	5.3 *								0.0% *	0.0%	75.9% *
	% 83.3				16.7		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 85.7 percent

Level of Goal Attainment for 2006: 82.7 percent

Level of Goal Attainment for 2007: 73.9 percent

Lieutenant Governor's Office

Agency Director: Andre Bauer

EEO Officer: Bonnie Heddy

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 4			1			5	7.1	29.0	19.2	7.1	9.0	19.2	1						1	0.0%	69.0%	0.0%
	% 80.0			20.0			100.0							100.0						100.0			
E2	# 7	2		16	7		32	5.0	31.5	9.6	NO	NO	NO	1	2		4	2		9	YES	YES	YES
	% 21.9	6.3		50.0	21.9		100.1							11.1	22.2		44.4	22.2		99.9			
E3, E4 and E5	# 2	1		1	1		5	6.6	25.2	5.9	NO	5.2	NO								YES	79.4%	YES
	% 40.0	20.0		20.0	20.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 70.6 percent

Level of Goal Attainment for 2006: 66.7 percent

Level of Goal Attainment for 2007: 92.6 percent

Medical University Hospital Authority (1 of 2)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	# 6			3			9	2.6	26.7	0.5	2.6	NO	0.5								0.0%	YES	0.0%
	% 66.7			33.3			100.0																
E102	# 9	2		23			34	1.9	23.0	2.1	NO	NO	2.1	3			2			5	YES	YES	0.0%
	% 26.5	5.9		67.6			100.0							60.0			40.0			100.0			
E204	# 46	2	2	53	5	2	110	3.0	33.0	5.6	1.2	NO	1.1	7	1	1	10	1		20	60.0%	YES	80.4%
	% 41.8	1.8	1.8	48.2	4.5	1.8	99.9							35.0	5.0	5.0	50.0	5.0		100.0			
E206	# 24	3	3	92	30	7	159	4.3	30.9	7.5	2.4	NO	NO	6	1	2	27	5		41	44.2%	YES	YES
	% 15.1	1.9	1.9	57.9	18.9	4.4	100.1							14.6	2.4	4.9	65.9	12.2		100.0			
E208	# 6			93	6	2	107	0.5	69.3	8.4	0.5	NO	2.8				21	2	1	24	0.0%	YES	66.7%
	% 5.6			86.9	5.6	1.9	100.0										87.5	8.3	4.2	100.0			
E209	# 15	2		25			42	2.8	50.2	7.7	NO	NO	7.7	1			6			7	YES	YES	0.0%
	% 35.7	4.8		59.5			100.0							14.3			85.7			100.0			
E215	# 11	2		42	10	1	66	5.6	42.1	20.0	2.6	NO	4.8	2			15	2	1	20	53.6%	YES	76.0%
	% 16.7	3.0		63.6	15.2	1.5	100.0							10.0			75.0	10.0	5.0	100.0			
E224	# 23	2	2	84	28	11	150	2.9	51.8	10.0	1.6	NO	NO	4			9	3	2	18	44.8%	YES	YES
	% 15.3	1.3	1.3	56.0	18.7	7.3	99.9							22.2			50.0	16.7	11.1	100.0			
E225	# 78	3	3	192	21	7	304	2.4	47.6	6.0	1.4	NO	NO	22	1	1	55	11	3	93	41.7%	YES	YES
	% 25.7	1.0	1.0	63.2	6.9	2.3	100.1							23.7	1.1	1.1	59.1	11.8	3.2	100.0			
E227	# 109	3	12	1260	126	80	1590	0.1	69.2	9.0	NO	NO	1.1	64	4	2	571	51	25	717	YES	YES	87.8%
	% 6.9	0.2	0.8	79.2	7.9	5.0	100.0							8.9	0.6	0.3	79.6	7.1	3.5	100.0			
E330	# 73	5	2	22	7	4	113	5.7	24.3	4.1	1.3	4.8	NO	11			2	7	2	22	77.2%	80.2%	YES
	% 64.6	4.4	1.8	19.5	6.2	3.5	100.0							50.0			9.1	31.8	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.

Medical University Hospital Authority (2 of 2)

President: Raymond S. Greenberg

EEO Officer: Wallace T. Bonaparte

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)	UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability						
																						WM	BM	OM	WF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
E331	#	9	3		23	19	4	58	3.0	57.6	13.1	NO	17.9	NO	1			6	2			9	YES	68.9%	YES
	%	15.5	5.2		39.7	32.8	6.9	100.1							11.1			66.7	22.2		100.0				
E333	#	53	39	7	144	337	27	607	3.8	30.8	46.9	NO	7.1	NO	44	21	1	128	111	11	316	YES	76.9%	YES	
	%	8.7	6.4	1.2	23.7	55.5	4.4	99.9							13.9	6.6	0.3	40.5	35.1	3.5	99.9				
E334	#	53	14	4	114	19	7	211	1.4	59.9	9.7	NO	5.9	0.7	20	6		37	5	5	73	YES	90.2%	92.8%	
	%	25.1	6.6	1.9	54.0	9.0	3.3	99.9							27.4	8.2		50.7	6.8	6.8	99.9				
E447	#	23	29	2	4	5	1	64	15.1	8.8	3.2	NO	2.5	NO	6	5					11	YES	71.6%	YES	
	%	35.9	45.3	3.1	6.3	7.8	1.6	100.0							54.5	45.5				100.0					
E550	#	4	1		36	56	4	101	5.3	24.9	37.7	4.3	NO	NO	2	1		7	17	3	30	18.9%	YES	YES	
	%	4.0	1.0		35.6	55.4	4.0	100.0							6.7	3.3		23.3	56.7	10.0	100.0				
E551	#	21	8	1	35	36	3	104	2.6	48.6	22.6	NO	14.9	NO	6	2		8	2	2	20	YES	69.3%	YES	
	%	20.2	7.7	1.0	33.7	34.6	2.9	100.1							30.0	10.0		40.0	10.0	10.0	100.0				
E552	#	15	14		40	26		95	7.8	42.8	15.8	NO	0.7	NO	10	8		14	18	3	53	YES	98.4%	YES	
	%	15.8	14.7		42.1	27.4		100.0							18.9	15.1		26.4	34.0	5.7	100.1				
E660	#	45	35	4	232	438	13	767	2.7	40.1	30.2	NO	9.9	NO	21	15	5	116	146	8	311	YES	75.3%	YES	
	%	5.9	4.6	0.5	30.2	57.1	1.7	100.0							6.8	4.8	1.6	37.3	46.9	2.6	100.0				
E772	#	32	21	3		1		57	15.4	5.9	3.0	NO	5.9	1.2	18	4					22	YES	0.0%	60.0%	
	%	56.1	36.8	5.3		1.8		100.0							81.8	18.2				100.0					
E880	#	5	19	1	1	59		85	6.5	20.0	51.5	NO	18.8	NO	1	1			1		3	YES	6.0%	YES	
	%	5.9	22.4	1.2	1.2	69.4		100.1							33.3	33.3			33.3		99.9				

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

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

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

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

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

Level of Goal Attainment for 2005: 85.4 percent

Level of Goal Attainment for 2006: 84.7 percent

Level of Goal Attainment for 2007: 83.7 percent

Medical University of South Carolina (2 of 2)

President: Raymond S. Greenberg
EEO Officer: Wallace T. Bonaparte

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E2G	#	12	3		39	4	1	59	1.6	67.3	7.9	NO	1.2	1.1	2			8	2		12			
	%	20.3	5.1		66.1	6.8	1.7	100.0							16.7			66.7	16.7		100.1	YES	98.2%	86.1%
E3A	#	13	2		7	5	1	28	4.6	36.2	11.0	NO	11.2	NO	1			1	2		4	YES	69.1%	YES
	%	46.4	7.1		25.0	17.9	3.6	100.0							25.0			25.0	50.0		100.0			
E3B	#	8	3		2	1		14	8.3	27.7	11.6	NO	13.4	4.5				1			1	YES	51.6%	61.2%
	%	57.1	21.4		14.3	7.1		99.9										100.0			100.0			
E3C	#	3	7		12	3	1	26	4.9	65.1	7.3	NO	18.9	NO	1	3		6			10	YES	71.0%	YES
	%	11.5	26.9		46.2	11.5	3.8	99.9							10.0	30.0		60.0			100.0			
E3D	#	1	1		21	3	1	27	1.4	81.0	11.8	NO	3.2	0.7				6			6	YES	96.0%	94.1%
	%	3.7	3.7		77.8	11.1	3.7	100.0										100.0			100.0			
E3E	#	6	2		10	9		27	4.9	53.4	20.9	NO	16.4	NO	1			4	2		7	YES	69.3%	YES
	%	22.2	7.4		37.0	33.3		99.9							14.3			57.1	28.6		100.0			
E3F	#	10	1	3	26	3	2	45	2.8	41.2	5.4	0.6	NO	NO			1	4		1	6	78.6%	YES	YES
	%	22.2	2.2	6.7	57.8	6.7	4.4	100.0									16.7	66.7		16.7	100.1			
E4A	#	33	12	1	7	2		55	17.3	10.6	5.4	NO	NO	1.8	1	2		2		1	6	YES	YES	66.7%
	%	60.0	21.8	1.8	12.7	3.6		99.9							16.7	33.3		33.3		16.7	100.0			
E5A	#	3	4	1	30	15		53	1.8	74.3	12.2	NO	17.7	NO		1	1	5	5		12	YES	76.2%	YES
	%	5.7	7.5	1.9	56.6	28.3		100.0								8.3	8.3	41.7	41.7		100.0			
E6A	#	21	8		214	115	5	363	1.7	77.8	15.9	NO	18.8	NO	2	1		27	24	1	55	YES	75.8%	YES
	%	5.8	2.2		59.0	31.7	1.4	100.1							3.6	1.8		49.1	43.6	1.8	99.9			
E6B	#	3	2		4	8	1	18	9.6	45.0	27.6	NO	22.8	NO	1				2		3	YES	49.3%	YES
	%	16.7	11.1		22.2	44.4	5.6	100.0							33.3				66.7		100.0			
E7A	#	69	45	3		3		120	29.1	3.1	4.5	NO	3.1	2.0	10	9	5	1			25	YES	0.0%	55.6%
	%	57.5	37.5	2.5		2.5		100.0							40.0	36.0	20.0	4.0			100.0			
E8A	#	12	21		1	53		87	28.7	12.2	17.2	4.6	11.1	NO	1	1		1	9		12	84.0%	9.0%	YES
	%	13.8	24.1		1.1	60.9		99.9							8.3	8.3		8.3	75.0		99.9			
E8B	#	5	12		1	16		34	56.2	13.7	13.9	20.9	10.8	NO	1	5			1		7	62.8%	21.2%	YES
	%	14.7	35.3		2.9	47.1		100.0							14.3	71.4			14.3		100.0			

NOTE:

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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 2005: 75.8 percent
Level of Goal Attainment for 2006: 81.1 percent
Level of Goal Attainment for 2007: 79.2 percent

Mental Health, Department of (Statewide)

Agency Director: John H. Magill

EEO Officer: Joan Boyle

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	26	1	6	11	3	1	48	7.9	32.0	12.3	5.8	9.1	6.0	1			1	1		3	26.6%	71.6%	51.2%
	54.2	2.1	12.5	22.9	6.3	2.1	100.1							33.3			33.3	33.3		99.9			
E1B	57	10		50	24	1	142	9.0	34.6	10.4	2.0	NO	NO	7	2		8	5		22	77.8%	YES	YES
	40.1	7.0		35.2	16.9	0.7	99.9							31.8	9.1		36.4	22.7		100.0			
E2A	56	22	12	167	103	22	382	1.8	52.1	9.9	NO	8.4	NO	4	1		21	12	3	41	YES	83.9%	YES
	14.7	5.8	3.1	43.7	27.0	5.8	100.1							9.8	2.4		51.2	29.3	7.3	100.0			
E2B	193	167	3	545	501	22	1431	10.9	38.2	25.1	NO	0.1	NO		107	89	6			202	YES	99.7%	YES
	13.5	11.7	0.2	38.1	35.0	1.5	100.0								53.0	44.1	3.0			100.1			
E2C	72	25	4	243	92	5	441	6.8	36.7	13.0	1.1	NO	NO	5	4		27	16	2	54	83.8%	YES	YES
	16.3	5.7	0.9	55.1	20.9	1.1	100.0							9.3	7.4		50.0	29.6	3.7	100.0			
E3A	3	6	1	35	45	1	91	5.4	44.1	36.3	NO	5.6	NO		1		6	7		14	YES	87.3%	YES
	3.3	6.6	1.1	38.5	49.5	1.1	100.1								7.1		42.9	50.0		100.0			
E3B	33	4		42	19	1	99	7.5	27.0	9.8	3.5	NO	NO	3			2	4	1	10	53.3%	YES	YES
	33.3	4.0		42.4	19.2	1.0	99.9							30.0			20.0	40.0	10.0	100.0			
E4A	22	54	5	5	19		105	29.6	8.4	9.6	NO	3.6	NO	10	25	1	3	9		48	YES	57.1%	YES
	21.0	51.4	4.8	4.8	18.1		100.1							20.8	52.1	2.1	6.3	18.8		100.1			
E5A	31	105	7	44	397	5	589	8.9	20.3	56.2	NO	12.8	NO	15	23	1	12	70	2	123	YES	36.9%	YES
	5.3	17.8	1.2	7.5	67.4	0.8	100.0							12.2	18.7	0.8	9.8	56.9	1.6	100.0			
E5B	22	47	3	153	231	4	460	7.5	50.4	21.1	NO	17.1	NO	12	7		28	31	1	79	YES	66.1%	YES
	4.8	10.2	0.7	33.3	50.2	0.9	100.1							15.2	8.9		35.4	39.2	1.3	100.0			
E6A	1	6		176	182	2	367	0.3	72.3	14.2	NO	24.3	NO				11	20	1	32	YES	66.4%	YES
	0.3	1.6		48.0	49.6	0.5	100.0										34.4	62.5	3.1	100.0			
E6B	1	1		56	57	2	117	1.1	60.2	15.4	0.2	12.3	NO				12	9	1	22	81.8%*	79.6%	YES
	0.9	0.9		47.9	48.7	1.7	100.1										54.5	40.9	4.5	99.9			
E7A and E7B	68	30	3	1			102	19.2	3.2	1.7	NO	2.2	1.7	7	3					10	YES	31.3%	0.0%
	66.7	29.4	2.9	1.0			100.0							70.0	30.0					100.0			
E8 A, B, and C	23	99	3	14	133	1	273	24.3	11.2	18.4	NO	6.1	NO	1	6				9	16	YES	45.5%	YES
	8.4	36.3	1.1	5.1	48.7	0.4	100.0							6.3	37.5				56.3	100.1			

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 2005: 83.6 percent
 Level of Goal Attainment for 2006: 83.8 percent
 Level of Goal Attainment for 2007: 83.3 percent

Motor Vehicles, Department of

Agency Director: Marcia S. Adams

EEO Officer: Tracy Huston

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5	1		6	1		13	4.9	26.7	6.1	NO	NO	NO				1			1	YES	YES	YES
	% 38.5	7.7		46.2	7.7		100.1										100.0			100.0			
E2	# 56	12		101	72	3	244	6.8	35.6	5.4	1.9	NO	NO	24	2		12	11	1	50	72.1%	YES	YES
	% 23.0	4.9		41.4	29.5	1.2	100.0							48.0	4.0		24.0	22.0	2.0	100.0			
E3	# 9	4		9	5		27	7.1	30.5	14.6	NO	NO	NO	2	2					4	YES	YES	YES
	% 33.3	14.8		33.3	18.5		99.9							50.0	50.0					100.0			
E5	# 9	4		9	5		27	7.1	30.5	14.6	NO	NO	NO	2				8		10	YES	YES	YES
	% 33.3	14.8		33.3	18.5		99.9							20.0				80.0		100.0			
E6	# 30	27	2	445	402	16	922	5.5	44.1	22.3	2.6	NO	NO	8	9	1	84	85	4	191	52.7%	YES	YES
	% 3.3	2.9	0.2	48.3	43.6	1.7	100.0							4.2	4.7	0.5	44.0	44.5	2.1	100.0			
E8	# 2	4			1		7	21.8	17.3	9.0	NO	17.3	NO								YES	0.0%	YES
	% 28.6	57.1			14.3		100.0																
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 89.1 percent

Level of Goal Attainment for 2006: 88.0 percent

Level of Goal Attainment for 2007: 90.3 percent

Museum, State

Agency Director: William P. Calloway

EEO Officer: Brian Wilcox

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	24.8	3.3	5.0	24.8	3.3	5.0								0.0%	0.0%	0.0%
	% 100.0						100.0																
E2 and E3	# 7			12	3		22	7.8	32.4	5.6	7.8	NO	NO	1						1	0.0%	YES	YES
	% 31.8			54.5	13.6		99.9							100.0						100.0			
E4, E7 and E8	# 4	3		1	3		11	16.5	12.1	28.0	NO	3.0	0.7		1					1	YES	75.2%	97.5%
	% 36.4	27.3		9.1	27.3		100.1							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 2005: 86.2 percent

Level of Goal Attainment for 2006: 87.5 percent

Level of Goal Attainment for 2007: 78.8 percent

Natural Resources, Department of

Agency Director: John E. Frampton

EEO Officer: Terri McGee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 30	2		11	1		44	4.7	26.4	6.3	0.2	1.4	4.0	5			2			7	95.7%	94.7%	36.5%
	% 68.2	4.5		25.0	2.3		100.0							71.4			28.6			100.0			
E2A	# 33	5		61	18		117	3.8	38.3	11.4	NO	NO	NO	11	2		10			23	YES	YES	YES
	% 28.2	4.3		52.1	15.4		100.0							47.8	8.7		43.5			100.0			
E2B	# 123	7	3	37	2		172	3.7	21.9	1.7	NO	0.4	0.5	9			7			16	YES	98.2%	70.6%
	% 71.5	4.1	1.7	21.5	1.2		100.0							56.3			43.8			100.1			
E3	# 73	7	2	18	5	1	106	3.1	15.8	1.2	NO	NO	NO	19			4			23	YES	YES	YES
	% 68.9	6.6	1.9	17.0	4.7	0.9	100.0							82.6			17.4			100.0			
E4A	# 158	15		11	2		186	2.1	6.1	7.4	NO	0.2	6.3	26		1	1			28	YES	96.7%	14.9%
	% 84.9	8.1		5.9	1.1		100.0							92.9		3.6	3.6			100.1			
E4B	# 41	6		4	1		52	9.2	5.6	1.0	NO	NO	NO	9			2			11	YES	YES	YES
	% 78.8	11.5		7.7	1.9		99.9							81.8			18.2			100.0			
E6	# 5	1		24	11		41	5.2	47.3	17.0	2.8	NO	NO				7	1		8	46.2%	YES	YES
	% 12.2	2.4		58.5	26.8		99.9										87.5	12.5		100.0			
E7	# 12	7		2	2		23	16.8	6.1	3.4	NO	NO	NO	1	2		1			4	YES	YES	YES
	% 52.2	30.4		8.7	8.7		100.0							25.0	50.0		25.0			100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 80.5 percent

Level of Goal Attainment for 2006: 83.7 percent

Level of Goal Attainment for 2007: 89.7 percent

SC Department of Parks, Recreation and Tourism

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

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3			6	2		11	4.4	20.0	3.9	4.4	NO	NO					1		1	0.0%*	YES	YES
	% 27.3			54.5	18.2		100.0											100.0		100.0			
E2	# 38	2	1	28	8	1	78	3.2	38.0	10.7	0.6	2.1	0.4	2			4	1		7	81.3%*	94.5%	96.3%*
	% 48.7	2.6	1.3	35.9	10.3	1.3	100.1							28.6			57.1	14.3		100.0			
E2A,B,C and D	# 95	9		21			125	10.3	13.4	2.2	3.1	NO	2.2	15	1		5			21	69.9%	YES	0.0%
	% 76.0	7.2		16.8			100.0							71.4	4.8		23.8			100.0			
E3 and E4	# 1			2		2	5	7.9	27.7	11.0	NO	NO	11.0								YES	YES	0.0%*
	% 20.0			40.0		40.0	100.0																
E5 and E5A	# 21	2		62	20	1	106	8.7	39.8	12.2	6.8	NO	NO	7	1		8	1		17	21.8%	YES	YES
	% 19.8	1.9		58.5	18.9	0.9	100.0							41.2	5.9		47.1	5.9		100.1			
E6	# 2			6	3		11	1.2	50.9	22.4	1.2	NO	NO				1			1	0.0%*	YES	YES
	% 18.2			54.5	27.3		100.0										100.0			100.0			
E7	# 50	4		4	2		60	14.4	8.8	5.2	7.7	2.1	1.9	6						6	46.5%	76.1%	63.5%
	% 83.3	6.7		6.7	3.3		100.0							100.0						100.0			
E8	# 32	19		9	5		65	23.8	14.6	12.6	NO	0.8	4.9	8	3		2			13	YES	94.5%*	61.1%
	% 49.2	29.2		13.8	7.7		99.9							61.5	23.1		15.4			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 2005: 70.9 percent
Level of Goal Attainment for 2006: 77.4 percent
Level of Goal Attainment for 2007: 81.2 percent

Patriot's Point

Acting Agency Director: Royce Breland

EEO Officer: Judith McClinton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	# 10			5			15	3.7	43.3	10.1	3.7 *	10.0	10.1	2						2	0.0% *	76.9%	0.0%
	% 66.7			33.3			100.0							100.0						100.0			
E3, E5 and E6	# 3			5	1		9	1.5	55.0	19.1	1.5 *			1			1			2	0.0% *	YES	58.1% *
	% 33.3			55.6	11.1		100.0							50.0			50.0			100.0			
E4	#	2		1	1		4	3.4	39.5	4.2											YES	63.3%	YES
	%	50.0		25.0	25.0		100.0				NO	14.5	NO										
E7	# 20	9					29	15.0	6.8	4.0				4	4					8	YES	0.0%	0.0%
	% 69.0	31.0					100.0				NO	6.8	4.0	50.0	50.0					100.0			
E8	# 1	4			4		9	23.4	12.6	17.8								2		2	YES	0.0%	YES
	% 11.1	44.4			44.4		99.9				NO	12.6	NO					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 2005: 63.3 percent

Level of Goal Attainment for 2006: 69.5 percent

Level of Goal Attainment for 2007: 61.4 percent

Ports Authority, South Carolina State

Agency Director: Bernard S. Groseclose

EEO Officer: Steve Connor

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability			
	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			9	3.3	21.1	3.6	3.3	10.0	3.6								0.0%	52.6%	0.0%
	%	88.9			11.1			100.0																
E2	#	45	7	1	23	2		78	5.2	29.0	6.2	NO	NO	3.6	6	1		3			10	YES	YES	41.9%
	%	57.7	9.0	1.3	29.5	2.6		100.1							60.0	10.0		30.0			100.0			
E3	#	10	4	1	11	1	1	28	10.0	24.0	13.2	NO	NO	9.6			1	1			2	YES	YES	27.3%
	%	35.7	14.3	3.6	39.3	3.6	3.6	100.1									50.0	50.0			100.0			
E4	#	16	20		12	16		64	22.3	16.8	17.3	NO	NO	NO	3	5		2	4		14	YES	YES	YES
	%	25.0	31.3		18.8	25.0		100.1							21.4	35.7		14.3	28.6		100.0			
E5	#	28	10		6	1		45	18.5	9.2	7.9	NO	NO	5.7	2	2					4	YES	YES	27.8%
	%	62.2	22.2		13.3	2.2		99.9							50.0	50.0					100.0			
E6	#	5	2		26	15		48	11.2	30.3	20.8	7.0	NO	NO				3	3		6	37.5%	YES	YES
	%	10.4	4.2		54.2	31.3		100.1										50.0	50.0		100.0			
E7A	#	67	13	2				82	20.9	0.5	2.1	5.0	0.5	2.1	14	4					18	76.1%	0.0%	0.0%
	%	81.7	15.9	2.4				100.0							77.8	22.2					100.0			
E7B	#	111	77	5	9	4	1	207	51.1	2.2	4.9	13.9	NO	3.0	31	12	1			1	45	72.8%	YES	38.8%
	%	53.6	37.2	2.4	4.3	1.9	0.5	99.9							68.9	26.7	2.2			2.2	100.0			
E7C	#	23	7		1			31	24.3	6.5	7.1	1.7	3.3	7.1	1	2					3	93.0%	49.2%	0.0%
	%	74.2	22.6		3.2			100.0							33.3	66.7					100.0			

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

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

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

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

Level of Goal Attainment for 2005: 79.6 percent

Level of Goal Attainment for 2006: 73.9 percent

Level of Goal Attainment for 2007: 71.5 percent

Probation, Parole & Pardon Service, Department of

Agency Director: Samuel Glover

EEO Officer: Patrice Boyd-Johnson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 6	3	1	4	4	1	19	4.7	18.9	14.2	NO	NO	NO								YES	YES	YES
	% 31.6	15.8	5.3	21.1	21.1	5.3	100.2																
E2 and E2A	# 214	93	6	170	121	3	607	18.5	22.2	18.9	3.2	NO	NO	37	21	1	23	12		94	82.7%	YES	YES
	% 35.3	15.3	1.0	28.0	19.9	0.5	100.0							39.4	22.3	1.1	24.5	12.8		100.1			
E3	# 6	5		11	4	2	28	4.0	39.1	21.0	NO	NO	6.7					1		3	YES	YES	68.1%
	% 21.4	17.9		39.3	14.3	7.1	100.0							66.7				33.3		100.0			
E5	# 1			73	37	1	112	10.8	39.5	22.5	10.8	NO	NO				9	7	1	17	0.0%	YES	YES
	% 0.9			65.2	33.0	0.9	100.0										52.9	41.2	5.9	100.0			
E6 and E8	# 3			1	1		5	17.0	25.2	10.3	17.0	*	*								0.0%	*	79.4%
	% 60.0			20.0	20.0		100.0																YES
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 89.1 percent

Level of Goal Attainment for 2006: 86.3 percent

Level of Goal Attainment for 2007: 87.9 percent

Public Service Commission

Agency Director: Charles L. A. Terreni

EEO Officer: Carolyn C. Nelson

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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		7	4.2	26.3	6.5	4.2 *	26.3	NO								0.0% *	0.0%	YES
	% 57.1			57.1	42.9		100.0											100.0		100.0	0.0% *	YES	80.7% *
E2	# 5			8	1		14	2.7	35.4	8.8	2.7 *	NO	1.7								0.0% *	YES	80.7% *
	% 35.7			57.1	7.1		99.9														0.0% *	YES	80.7% *
E3 and E5	# 1	1		4	2		8	7.5	52.5	22.8	NO	2.5	NO								YES	95.2% *	YES
	% 12.5	12.5		50.0	25.0		100.0																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 78.7 percent

Level of Goal Attainment for 2006: 87.4 percent

Level of Goal Attainment for 2007: 82.3 percent

South Carolina Department of Public Safety

Agency Director: James K. Schweitzer

EEO Officer: W. Alex Belk

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	YES	%	YES
E1	# 6	1		1	1		9	5.3	24.3	4.8	NO	13.2	NO								YES	45.7%	YES
	% 66.7	11.1		11.1	11.1		100.0																
E2A	# 23	6	1	26	9	1	66	7.1	36.0	11.9	NO	NO	NO	2			2	2	6	YES	YES	YES	
	% 34.8	9.1	1.5	39.4	13.6	1.5	99.9							33.3			33.3	33.3	99.9				
E2B	# 234	50	5	7	4		300	14.5	12.0	4.5	NO	9.7	3.2	48	6	1	1	1	57	YES	19.2%	28.9%	
	% 78.0	16.7	1.7	2.3	1.3		100.0							84.2	10.5	1.8	1.8	1.8	100.1				
E2C	# 10	6		31	11	3	61	6.9	38.6	13.4	NO	NO	NO		1		3		4	YES	YES	YES	
	% 16.4	9.8		50.8	18.0	4.9	99.9								25.0		75.0		100.0				
E3	# 33	14	1	60	30	1	139	7.8	28.2	7.3	NO	NO	NO	8	6	1	17	11	43	YES	YES	YES	
	% 23.7	10.1	0.7	43.2	21.6	0.7	100.0							18.6	14.0	2.3	39.5	25.6	100.0				
E4	# 647	86	16	26	12		787	18.1	8.5	3.2	7.2	5.2	1.7	130	22	5	10	2	169	60.2%	38.8%	46.9%	
	% 82.2	10.9	2.0	3.3	1.5		99.9							76.9	13.0	3.0	5.9	1.2	100.0				
E5	#			26	13		39	0.9	67.3	16.6	0.9	0.6	NO				4	4	8	0.0%*	99.1%*	YES	
	%			66.7	33.3		100.0										50.0	50.0	100.0				
E6	# 2	1		8	9		20	3.8	48.6	25.5	NO	8.6	NO				3		3	YES	82.3%	YES	
	% 10.0	5.0		40.0	45.0		100.0										100.0		100.0				
E7	# 11	4					15	16.1	6.8	1.8	NO	6.8	1.8	5					5	YES	0.0%	0.0%*	
	% 73.3	26.7					100.0							100.0					100.0				
E8	# 4	6		2			12	15.1	16.1	13.0	NO	NO	13.0	1			1		2	YES	YES	0.0%	
	% 33.3	50.0		16.7			100.0							50.0			50.0		100.0				

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

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

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

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

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

Level of Goal Attainment for 2005: 81.3 percent

Level of Goal Attainment for 2006: 79.4 percent

Level of Goal Attainment for 2007: 79.3 percent

Regulatory Staff, Office of

Agency Director: C. Dukes Scott

EEO Officer: Dorothy Marchant

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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			6		1	11	6.1	21.7	6.4	6.1	NO	6.4								0.0%*	YES	0.0%*
	% 36.4			54.5		9.1	100.0																
E2	# 13	2	1	11	4		31	5.4	38.3	12.7	NO	2.8	NO	2						2	YES	92.7%*	YES
	% 41.9	6.5	3.2	35.5	12.9		100.0							100.0						100.0			
E3	# 9	2		4			15	0.4	15.1	6.8	NO	NO	6.8	1	1					2	YES	YES	0.0%
	% 60.0	13.3		26.7			100.0							50.0	50.0					100.0			
E5	#			5			5	0.2	68.8	15.6	0.2	NO	15.6*								0.0%*	YES	0.0%*
	%			100.0			100.0																
E6	#			2	1		3	1.3	61.0	20.8	1.3	NO	NO				1	1		2	0.0%*	YES	YES
	%			66.7	33.3		100.0										50.0	50.0		100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: No Goals
 Level of Goal Attainment for 2006: 99.5 percent
 Level of Goal Attainment for 2007: 89.3 percent

SC Department of Revenue

Agency Director: Ray N. Stevens

EEO Officer: Darold Ratliff

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 19	2		12	1		34	5.6	23.5	4.7	NO	NO	1.8	4			6			10	YES	YES	61.7%
	% 55.9	5.9		35.3	2.9		100.0							40.0			60.0			100.0			
E2	# 131	21	2	129	43	3	329	4.4	38.2	11.8	NO	NO	NO	34	5	3	22	7	2	73	YES	YES	YES
	% 39.8	6.4	0.6	39.2	13.1	0.9	100.0							46.6	6.8	4.1	30.1	9.6	2.7	99.9			
E3	# 19	6	1	22	4	1	53	8.2	25.6	8.0	NO	NO	0.5	4	1		6	1	1	13	YES	YES	93.8%
	% 35.8	11.3	1.9	41.5	7.5	1.9	99.9							30.8	7.7		46.2	7.7	7.7	100.1			
E5	# 10	4		39	37	2	92	4.4	47.8	15.8	0.1	5.4	NO	7	1		7	9	1	25	97.7%	88.7%	YES
	% 10.9	4.3		42.4	40.2	2.2	100.0							28.0	4.0		28.0	36.0	4.0	100.0			
E6	# 5	5		69	36	1	116	4.8	35.7	21.9	0.5	NO	NO	3	1		7	7	1	19	89.6%	YES	YES
	% 4.3	4.3		59.5	31.0	0.9	100.0							15.8	5.3		36.8	36.8	5.3	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 2005: 92.5 percent

Level of Goal Attainment for 2006: 98.5 percent

Level of Goal Attainment for 2007: 95.4 percent

Santee Cooper (Public Service Authority)

Agency Director: Lonnie N. Carter

EEO Officer: William Glen Brown

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 17	1		4			22	3.7	16.5	3.7	NO	NO	3.7								YES	YES	0.0%
	% 77.3	4.5		18.2			100.0																
E2	# 294	32	6	127	20	1	480	6.2	13.0	2.9	NO	NO	NO	30	2	1	9	1		43	YES	YES	YES
	% 61.3	6.7	1.3	26.5	4.2	0.2	100.2							69.8	4.7	2.3	20.9	2.3		100.0			
E3	# 112	14		28	9	3	166	7.9	16.1	5.0	NO	NO	NO	13	1		4			18	YES	YES	YES
	% 67.5	8.4		16.9	5.4	1.8	100.0							72.2	5.6		22.2			100.0			
E6	# 34	13	1	118	32	1	199	6.4	52.5	10.2	NO	NO	NO	5	3		7	1		16	YES	YES	YES
	% 17.1	6.5	0.5	59.3	16.1	0.5	100.0							31.3	18.8		43.8	6.3		100.2			
E7	# 645	186	5	31	17	2	886	13.1	2.9	2.3	NO	NO	0.4	85	24	1	6	6		122	YES	YES	82.6%
	% 72.8	21.0	0.6	3.5	1.9	0.2	100.0							69.7	19.7	0.8	4.9	4.9		100.0			
E8	# 6	20		10	7		43	19.5	13.7	12.2	NO	NO	NO	2	6		6			14	YES	YES	YES
	% 14.0	46.5		23.3	16.3		100.1							14.3	42.9		42.9			100.1			
	#																						
	%																						
	#																						
	%																						

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 2005: 94.0 percent

Level of Goal Attainment for 2006: 95.4 percent

Level of Goal Attainment for 2007: 99.0 percent

Second Injury Fund

Agency Director: William E. Gunn

EEO Officer: Michael T. Harris

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	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	10.0	40.0	10.0	10.0	15.0	NO								0.0%	62.5%	YES
	% 50.0			25.0	25.0		100.0																
E2	# 4	1		4	1		10	4.3	39.3	19.3	NO	NO	9.3	1			1	1		3	YES	YES	51.8%
	% 40.0	10.0		40.0	10.0		100.0							33.3			33.3	33.3		99.9			
E5	#			3	1	1	5	2.3	56.0	18.2	2.3	NO	NO								0.0%	YES	YES
	%			60.0	20.0	20.0	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 2005: 82.8 percent

Level of Goal Attainment for 2006: 87.2 percent

Level of Goal Attainment for 2007: 88.5 percent

Secretary of State

Agency Director: Mark Hammond

EEO Officer: Cynthia Piper

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1				3			3	3.9	24.5	1.2	3.9	NO	1.2				1			1	0.0%	YES	0.0%
E2	3			4			7	7.9	32.1	15.7	7.9	NO	15.7	1			1			2	0.0%	YES	0.0%
E5 and E6	1			12	4		17	3.1	57.8	17.8	3.1	NO	NO				1	1		2	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 2005: 88.4 percent
 Level of Goal Attainment for 2006: 87.9 percent
 Level of Goal Attainment for 2007: 80.0 percent

Social Services, Department of

Agency Director: Kathleen M. Hayes, PhD

EEO Officer: Robin Owens

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability				
																								WM	BM
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#
E1A	#		1		3		4	7.3	31.2	12.7	NO	NO	12.7									YES	YES	0.0%	
	%		25.0		75.0		100.0																		
E1B	#	17	4		11	14	1	47	7.3	38.0	15.8	NO	14.6	NO								YES	61.6%	YES	
	%	36.2	8.5		23.4	29.8	2.1	100.0																	
E2A	#	85	58	2	443	802	8	1398	7.2	37.5	16.7	3.1	5.8	NO								56.9%	84.5%	YES	
	%	6.1	4.1	0.1	31.7	57.4	0.6	100.0																	
E2B	#	106	60	5	263	227	5	666	5.2	39.6	30.2	NO	0.1	NO								YES	99.7%	YES	
	%	15.9	9.0	0.8	39.5	34.1	0.8	100.1																	
E2C	#	132	109	4	661	728	22	1656	4.8	41.8	32.8	NO	1.9	NO								YES	95.5%	YES	
	%	8.0	6.6	0.2	39.9	44.0	1.3	100.0																	
E3	#	27	5	2	20	11	2	67	6.0	26.8	9.2	NO	NO	NO								YES	YES	YES	
	%	40.3	7.5	3.0	29.9	16.4	3.0	100.1																	
E5A	#		1		81	37		119	3.2	65.4	13.3	2.4	NO	NO								25.0%	YES	YES	
	%		0.8		68.1	31.1		100.0																	
E5B	#				11	77		88	4.0	30.4	46.0	4.0	17.9	NO								0.0%	41.1%	YES	
	%				12.5	87.5		100.0																	
E6A	#	6	4		190	155	1	356	0.6	72.2	14.0	NO	18.8	NO								YES	74.0%	YES	
	%	1.7	1.1		53.4	43.5	0.3	100.0																	
E6B	#				3	5		8	2.7	62.4	17.8	2.7	24.9	NO								0.0%	60.1%	YES	
	%				37.5	62.5		100.0																	
E8	#	3	1					4	21.1	13.8	4.6	NO	13.8	4.6								YES	0.0%	0.0%	
	%	75.0	25.0					100.0																	

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

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

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

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

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

Level of Goal Attainment for 2005: 88.5 percent

Level of Goal Attainment for 2006: 87.2 percent

Level of Goal Attainment for 2007: 86.2 percent

South Carolina State University

President: Andrew Hugine, Jr.

EEO Officer: Anna D. Haigler

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability						
														WM	BM	OM	WF	BF	OF	TOTAL				BM	WF	BF	WM
C1 and E1	#	1	9			7		17																			
	%	5.9	52.9			41.2		100.0	5.9	37.6	11.6	NO	37.6	NO		100.0									YES	0.0%	YES
C2	#	1	6	1		7		15							1	1	1				1			4			
	%	6.7	40.0	6.7		46.7		100.1	13.6	29.1	16.0	NO	29.1	NO	25.0	25.0	25.0				25.0			100.0	YES	0.0%	YES
C3	#	10	15	11	1	8		45							1									1			
	%	22.2	33.3	24.4	2.2	17.8		99.9	14.5	29.0	14.5	NO	26.8	NO	100.0									100.0	YES	7.6%	YES
C4	#	12	25	1	6	12	3	59											1	4				5			
	%	20.3	42.4	1.7	10.2	20.3	5.1	100.0	10.8	33.4	15.8	NO	23.2	NO					20.0	80.0				100.0	YES	30.5%	YES
C5	#	5	23	8	7	46	2	91								4	1			4				9			
	%	5.5	25.3	8.8	7.7	50.5	2.2	100.0	8.3	37.0	16.3	NO	29.3	NO		44.4	11.1			44.4				99.9	YES	20.8%	YES
C6	#	6	7		6	15		34							2	3				4				9			
	%	17.6	20.6		17.6	44.1		99.9	6.5	38.2	12.3	NO	20.6	NO	22.2	33.3				44.4				99.9	YES	46.1%	YES
C7	#		5		2	10		17													1			1			
	%		29.4		11.8	58.8		100.0	6.1	57.1	16.2	NO	45.3	NO							100.0			100.0	YES	20.7%	YES
C8	#	4	9		2	3		18								3	1	2		5				11			
	%	22.2	50.0		11.1	16.7		100.0	8.2	38.9	12.1	NO	27.8	NO		27.3	9.1	18.2		45.5				100.1	YES	28.5%	YES
C9	#	7	19	1	1	14		42							1	8				4				13			
	%	16.7	45.2	2.4	2.4	33.3		100.0	8.3	22.3	7.0	NO	19.9	NO	7.7	61.5				30.8				100.0	YES	10.8%	YES
E2	#	1	39	2	2	91	2	137							1	2	1			7	1			12			
	%	0.7	28.5	1.5	1.5	66.4	1.5	100.1	8.9	35.4	18.1	NO	33.9	NO	8.3	16.7	8.3			58.3	8.3			99.9	YES	4.2%	YES
E3	#	2	10			26		38							1	4				5				10			
	%	5.3	26.3			68.4		100.0	9.5	30.0	14.2	NO	30.0	NO	10.0	40.0				50.0				100.0	YES	0.0%	YES
E4	#		13			9		22								10				5				15			
	%		59.1			40.9		100.0	14.2	16.0	5.9	NO	16.0	NO		66.7				33.3				100.0	YES	0.0%	YES
E5	#	1			1	36		38												6	2		8				
	%	2.6			2.6	94.7		99.9	7.2	44.0	19.9	4.6	41.4	NO						75.0	25.0			100.0	36.1%	5.9%	YES
E6	#		6		3	54		63								2		1		11				14			
	%		9.5		4.8	85.7		100.0	4.8	47.4	20.9	NO	42.6	NO		14.3		7.1		78.6				100.0	YES	10.1%	YES
E7	#	1	2			3		6																			
	%	16.7	33.3			50.0		100.0	12.1	13.8	8.3	NO	13.8	NO											YES	0.0%	YES
E8	#	1	17		1	9		28								2		1						3			
	%	3.6	60.7		3.6	32.1		100.0	18.3	20.3	19.7	NO	16.7	NO		66.7		33.3						100.0	YES	17.7%	YES

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

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

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

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

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

Level of Goal Attainment for 2005: 69.3 percent

Level of Goal Attainment for 2006: 71.0 percent

Level of Goal Attainment for 2007: 71.0 percent

Technical & Comprehensive Education, State Board for

Agency Director: Dr. Barry W. Russell

EEO Officer: Kandy N. Peacock

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 3		1	1	1		6	4.2	42.0	20.9	4.2	25.3	4.2								0.0%	39.8%	79.9%
	% 50.0		16.7	16.7	16.7		100.1																
E2	# 21	3		19	8		51	6.2	33.6	8.9	0.3	NO	NO	1			8	2		11	95.2%	YES	YES
	% 41.2	5.9		37.3	15.7		100.1							9.1			72.7	18.2		100.0			
E3 and E5	# 6	4	1	11	2		24	2.7	51.9	13.2	NO	6.1	4.9	4	1	1	3	1		10	YES	88.2%	62.9%
	% 25.0	16.7	4.2	45.8	8.3		100.0							40.0	10.0	10.0	30.0	10.0		100.0			
E6	#			6	2		8	7.3	54.6	15.5	7.3	NO	NO				2	1		3	0.0%	YES	YES
	%			75.0	25.0		100.0										66.7	33.3		100.0			
E7	# 2	2					4	10.2	2.0	1.1	NO	2.0	1.1								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 2005: 94.7 percent

Level of Goal Attainment for 2006: 94.6 percent

Level of Goal Attainment for 2007: 87.8 percent

Aiken Technical College

President: Susan Winsor

EEO Officer: Sylvia Byrd

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted 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	# 2			3			5	3.7	47.8	15.2	3.7 *	NO	15.2								0.0% *	YES	0.0% *
T3 and T4	# 26	3	2	22	4	2	59	3.5	37.0	12.3	NO	NO	5.5	4			4		1	9	YES	YES	55.3%
E2 and E3	# 11	3		22	10	2	48	8.0	34.8	13.2	1.7 *	NO	NO	2	1		4	3	3	13	78.8% *	YES	YES
E5 and E6	# 3	1		10	8		22	1.1	56.1	20.6	NO	10.6	NO				4	2		6	YES	81.1%	YES
E7 and E8	# 2	2					4	22.0	7.8	7.0	NO	7.8 *	7.0 *								YES	0.0% *	0.0% *
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 92.6 percent

Level of Goal Attainment for 2006: 96.3 percent

Level of Goal Attainment for 2007: 92.3 percent

Central Carolina Technical College

President: Tim Handee

EEO Officer: RONALDA STOVER

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	# 1			4			5	4.7	41.4	11.3	4.7	NO	11.3	# 2						2	0.0%	YES	0.0%
	% 20.0			80.0			100.0							% 100.0						100.0			
T3 and T4	# 39	5		44	6	1	95	3.0	33.9	4.4	NO	NO	NO	# 8			13	1	1	23	YES	YES	YES
	% 41.1	5.3		46.3	6.3	1.1	100.1							% 34.8			56.5	4.3	4.3	99.9			
T5 and E2	# 5		1	13	9	1	29	6.8	32.9	18.5	6.8	NO	NO	# 3		1	4	2	1	11	0.0%	YES	YES
	% 17.2		3.4	44.8	31.0	3.4	99.8							% 27.3		9.1	36.4	18.2	9.1	100.1			
E3, E4 and E5	# 3	1		12	5		21	6.0	45.7	9.2	1.2	NO	NO	# 1				2		3	80.0%	YES	YES
	% 14.3	4.8		57.1	23.8		100.0							% 33.3				66.7		100.0			
E6	# 1			19	7		27	3.8	54.5	26.1	3.8	NO	0.2	#			6	3		9	0.0%	YES	99.2%
	% 3.7			70.4	25.9		100.0							%			66.7	33.3		100.0			
E7 and E8	# 3	2		1	2		8	21.5	0.8	2.7	NO	NO	NO	# 1						1	YES	YES	YES
	% 37.5	25.0		12.5	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 2005: 87.0 percent

Level of Goal Attainment for 2006: 92.0 percent

Level of Goal Attainment for 2007: 86.2 percent

Denmark Technical College

President: John K. Waddell

EEO Officer: Tonya M. Otts

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and T2	#	3		1	5		9	14.2	31.9	30.1	NO	20.8	NO		1					1	YES	34.8%	YES
	%	33.3		11.1	55.6		100.0								100.0					100.0			
T3 and T4	#	4	11	4	4	14	2	39	24.5	10.2	27.8	NO	NO	NO	1	1	4	4		10	YES	YES	YES
	%	10.3	28.2	10.3	10.3	35.9	5.1	100.1							10.0	10.0	40.0	40.0		100.0			
T5 and E2	#	1	11			18	1	31	13.3	25.2	32.5	NO	25.2	NO	7			8		15	YES	0.0%	YES
	%	3.2	35.5			58.1	3.2	100.0							46.7			53.3		100.0			
E3, E5 and E6	#	1		3	34		38	2.0	35.2	35.8	NO	27.3	NO	2		2	5		9	YES	22.4%	YES	
	%	2.6		7.9	89.5		100.0								22.2		22.2	55.6		100.0			
E4, E7 and E8	#	11			6		17	25.2	13.6	18.8	NO	13.6	NO	6			2		8	YES	0.0%	YES	
	%	64.7			35.3		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 2005: 69.9 percent

Level of Goal Attainment for 2006: 69.7 percent

Level of Goal Attainment for 2007: 77.1 percent

Florence Darlington Technical College

President: Charles Gould

EEO Officer: Jeanne Deschenes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1, T2 and E1	# 5	1		2	1		9	8.5	34.7	16.3	NO	12.5	5.2					1		1	YES	64.0%	68.1%
	% 55.6	11.1		22.2	11.1		100.0											100.0		100.0			
T3, T4 and T5	# 43	3	4	40	12	2	104	7.8	30.1	11.0	4.9	NO	NO	4			6	1		11	37.2%	YES	YES
	% 41.3	2.9	3.8	38.5	11.5	1.9	99.9							36.4			54.5	9.1		100.0			
E2	# 18	3		29	16	1	67	8.7	36.6	20.8	4.2	NO	NO	5			8	4		17	51.7%	YES	YES
	% 26.9	4.5		43.3	23.9	1.5	100.1							29.4			47.1	23.5		100.0			
E5 and E6	# 2			19	16	1	38	5.2	58.5	26.6	NO	8.5	NO				3			3	YES	85.5%	YES
	%	5.3		50.0	42.1	2.6	100.0										100.0			100.0			
E3, E7 and E8	# 10	7		5	1	1	24	23.1	14.7	17.6	NO	NO	13.4	2	1		2			5	YES	YES	23.9%
	% 41.7	29.2		20.8	4.2	4.2	100.1							40.0	20.0		40.0			100.0			
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 78.1 percent

Level of Goal Attainment for 2006: 81.0 percent

Level of Goal Attainment for 2007: 82.0 percent

Greenville Technical College

President: Dr. Thomas E. Barton

EEO Officer: Gregory D. Cann

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	1		7	2		16	4.4	40.2	6.3	NO	NO	NO	2				1		3	YES	YES	YES
	% 37.5	6.3		43.8	12.5		100.1							66.7				33.3		100.0			
T3 and T4	# 121	10	4	168	22	6	331	1.8	35.2	4.0	NO	NO	NO	14	1	1	21	3	4	44	YES	YES	YES
	% 36.6	3.0	1.2	50.8	6.6	1.8	100.0							31.8	2.3	2.3	47.7	6.8	9.1	100.0			
T5 and E2	# 36	8	1	83	33	1	162	3.8	40.9	7.8	NO	NO	NO	5	1	2	10	3	1	22	YES	YES	YES
	% 22.2	4.9	0.6	51.2	20.4	0.6	99.9							22.7	4.5	9.1	45.5	13.6	4.5	99.9			
E3, E4 and E5	# 23	3	3	46	14	2	91	4.3	51.0	6.4	1.0	0.5	NO	6	1	1	3			11	YES	YES	YES
	% 25.3	3.3	3.3	50.5	15.4	2.2	100.0							54.5	9.1	9.1	27.3			100.0	76.7%	99.0%	YES
E6	#	1		32	9	1	43	0.5	78.9	6.6	NO	4.5	NO				5		1	6	YES	94.3%	YES
	%	2.3		74.4	20.9	2.3	99.9										83.3		16.7	100.0			
E7 and E8	# 26	4		5	4		39	10.5	13.8	5.2	0.2	1.0	NO	2						2	YES	98.1%	92.8%
	% 66.7	10.3		12.8	10.3		100.1							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 2005: 97.3 percent

Level of Goal Attainment for 2006: 96.9 percent

Level of Goal Attainment for 2007: 97.8 percent

Horry - Georgetown Technical College

President: H. Neyle Wilson, President

EEO Officer: Judy Hardee

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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			11	10.9	42.3	14.3	NO	NO	14.3									YES	YES	0.0%
	% 36.4	18.2		45.5			100.1																	
T3 and T4	# 55	4	1	62	10	4	136	1.6	36.7	2.2	NO	NO	NO	10			14	3		27	YES	YES	YES	
	% 40.4	2.9	0.7	45.6	7.4	2.9	99.9							37.0			51.9	11.1		100.0				
T5 and E2	# 8	4		23	13		48	6.7	42.0	11.1	NO	NO	NO	1			3	1		5	YES	YES	YES	
	% 16.7	8.3		47.9	27.1		100.0							20.0			60.0	20.0		100.0				
E3 and E5	# 10	2		19	7		38	1.1	46.7	6.4	NO	NO	NO		1		2	1		4	YES	YES	YES	
	% 26.3	5.3		50.0	18.4		100.0								25.0		50.0	25.0		100.0				
E6	#	1		19	6	2	28	1.0	65.0	6.2	NO	NO	NO				1	1	1	3	YES	YES	YES	
	%	3.6		67.9	21.4	7.1	100.0										33.3	33.3	33.3	99.9				
E7 and E8	# 21	4		12	1		38	19.7	11.6	8.3	9.2	NO	5.7	2			1			3	53.3%	YES	31.3%	
	% 55.3	10.5		31.6	2.6		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 2005: 86.6 percent

Level of Goal Attainment for 2006: 87.8 percent

Level of Goal Attainment for 2007: 88.0 percent

Technical College of the Low Country

President: Anne S. McNutt

EEO Officer: Carolyn M. Morrison

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 2	1		5	1		9	3.6	30.2	11.2	NO	NO	0.1				1	1		2	YES	YES	99.1%
	% 22.2	11.1		55.6	11.1		100.0										50.0	50.0		100.0			
T3 and T4	# 14	6	1	28	2		51	6.0	39.8	1.6	NO	NO	NO	2				5		7	YES	YES	YES
	% 27.5	11.8	2.0	54.9	3.9		100.1							28.6				71.4		100.0			
T5 and E2	# 6	1		15	7	1	30	8.7	38.7	16.3	5.4	NO	NO	1	1		5			7	37.9%	YES	YES
	% 20.0	3.3		50.0	23.3	3.3	99.9							14.3	14.3		71.4			100.0			
E3 and E5	# 3	1		7	5	2	18	5.1	43.9	20.4	NO	5.0	NO								YES	88.6%	YES
	% 16.7	5.6		38.9	27.8	11.1	100.1																
E6	# 1			7	10		18	1.0	50.7	31.3	1.0	11.8	NO				2	2		4	0.0%	76.7%	YES
	% 5.6			38.9	55.6		100.1										50.0	50.0		100.0			
E4, E7, and E8	# 7	7		2			16	17.6	12.0	9.7	NO	NO	9.7	2	1					3	YES	YES	0.0%
	% 43.8	43.8		12.5			100.1							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 2005: 78.8 percent

Level of Goal Attainment for 2006: 84.1 percent

Level of Goal Attainment for 2007: 88.4 percent

Midlands Technical College

President: Marshall White, Jr.

EEO Officer: Ronald L. Rhames

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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		4	3		13	6.9	39.9	20.4	NO	9.1	NO								YES	77.2%	YES
	% 30.8	15.4		30.8	23.1		100.1																
T3 and T4	# 88	6	2	114	21	4	235	3.8	36.4	7.8	1.2	NO	NO	9			7	1		17	68.4%	YES	YES
	% 37.4	2.6	0.9	48.5	8.9	1.7	100.0							52.9			41.2	5.9		100.0			
T5 and E2	# 23	10		58	46	2	139	6.5	39.7	19.9	NO	NO	NO	1	1		7	7	1	17	YES	YES	YES
	% 16.5	7.2		41.7	33.1	1.4	99.9							5.9	5.9		41.2	41.2	5.9	100.1			
E3	# 19	9	1	15	4	1	49	9.9	31.5	12.0	NO	0.9	*	1	2	1	2			6	YES	97.1%	*
	% 38.8	18.4	2.0	30.6	8.2	2.0	100.0							16.7	33.3	16.7	33.3			100.0	YES		68.3%
E4 and E5	# 3	5		29	14	1	52	5.2	50.3	17.9	NO	NO	NO		1		3	2		6	YES	YES	YES
	% 5.8	9.6		55.8	26.9	1.9	100.0								16.7		50.0	33.3		100.0			
E6	#	2		33	17	3	55	1.4	70.8	15.7	NO	10.8	NO				1	2	1	4	YES	84.7%	YES
	%	3.6		60.0	30.9	5.5	100.0										25.0	50.0	25.0	100.0			
E7	# 10	3			1		14	13.7	4.2	4.2	NO	4.2	NO								YES	0.0%	YES
	% 71.4	21.4			7.1		99.9																
E8	# 9	6		3	2		20	23.7	14.2	9.5	NO	NO	NO		1					1	YES	YES	YES
	% 45.0	30.0		15.0	10.0		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 2005: 95.1 percent

Level of Goal Attainment for 2006: 96.2 percent

Level of Goal Attainment for 2007: 95.5 percent

Northeastern Technical College

President: James C. Williamson

EEO Officer: Sharon S. Thurman

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
T1 and E1	# 2			3			5	7.0	33.7	5.6	7.0	NO	5.6								0.0%	YES	0.0%
	% 40.0			60.0			100.0																
T3 and T4	# 13			17	1		31	3.0	44.1	28.8	3.0	NO	25.6	2			2			4	0.0%	YES	11.2%
	% 41.9			54.8	3.2		100.0							50.0			50.0			100.0			
T5, E2, E3 and E5	# 6	2		14	11		33	6.2	41.7	14.3	0.1	NO	NO	2			2	3		7	97.8%	YES	YES
	% 18.2	6.1		42.4	33.3		100.0							28.6			28.6	42.9		100.0			
E6	# 1			8	1		10	0.5	74.4	12.2	NO	NO	2.2								YES	YES	82.0%
	% 10.0			80.0	10.0		100.0																
E7 and E8	# 4	1			4		9	40.0	3.7	11.8	28.9	3.7	NO		1					1	27.8%	0.0%	YES
	% 44.4	11.1			44.4		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 2005: 83.1 percent

Level of Goal Attainment for 2006: 83.8 percent

Level of Goal Attainment for 2007: 83.5 percent

Orangeburg - Calhoun Technical College

President: Anne S. Crook

EEO Officer: Marie S. Howell

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
T1 and T2	# 1	1		6			8	6.7	39.8	21.6	NO	NO	21.6	1						1	YES	YES	0.0%
	% 12.5	12.5		75.0			100.0							100.0						100.0			
T3 and T4	# 26	3	1	40	12	1	83	8.8	28.3	9.8	5.2	NO	NO	2		1	3	1	7	40.9%	YES	YES	
	% 31.3	3.6	1.2	48.2	14.5	1.2	100.0							28.6		14.3	42.9	14.3	100.1				
T5 and E2	# 5	3		13	4		25	12.8	30.1	20.4	0.8 *	NO	4.4		1		2	2	5	93.8% *	YES	78.4%	
	% 20.0	12.0		52.0	16.0		100.0							20.0			40.0	40.0	100.0				
E3, E4 and E5	# 3	1		10	6		20	10.8	32.9	15.2	5.8	NO	NO	1			1	2	4	46.3%	YES	YES	
	% 15.0	5.0		50.0	30.0		100.0							25.0			25.0	50.0	100.0				
E6	#			19	9		28	2.0	57.6	27.4	2.0 *	NO	NO				2	2	4	0.0% *	YES	YES	
	%			67.9	32.1		100.0										50.0	50.0	100.0				
E7 and E8	# 7	8		1	3		19	38.4	2.0	15.0	NO	NO	NO	2		1	3	1	7	YES	YES	YES	
	% 36.8	42.1		5.3	15.8		100.0							28.6		14.3	42.9	14.3	100.1				
	#																						
	%																						
	#																						
	%																						

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 2005: 79.8 percent

Level of Goal Attainment for 2006: 79.2 percent

Level of Goal Attainment for 2007: 85.8 percent

Piedmont Technical College

President: Lex D. Walters

EEO Officer: James R. Smith

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	# 2			3			5	3.2	36.9	7.4	3.2	NO	7.4				1			1	0.0%	YES	0.0%
	% 40.0			60.0			100.0										100.0			100.0			
T3 and T4	# 46	4	6	59	5	1	121	1.9	28.2	6.1	NO	NO	2.0	6		3	10			19	YES	YES	67.2%
	% 38.0	3.3	5.0	48.8	4.1	0.8	100.0							31.6		15.8	52.6			100.0			
T5 and E2	# 17	4		40	14		75	4.0	36.8	15.0	NO	NO	NO	7	1		10	5		23	YES	YES	YES
	% 22.7	5.3		53.3	18.7		100.0							30.4	4.3		43.5	21.7		99.9			
E3, E4 and E5	# 13	1		19	3		36	2.8	51.0	6.3	0.0	NO	NO		1		6			7	YES	YES	YES
	% 36.1	2.8		52.8	8.3		100.0								14.3		85.7			100.0			
E6	# 2	1		17	8		28	2.1	71.9	10.2	NO	11.2	NO	1			3	1		5	YES	84.4%	YES
	% 7.1	3.6		60.7	28.6		100.0							20.0			60.0	20.0		100.0			
E7	# 7	1		1			9	30.8	2.3	0.8	19.7	NO	0.8	3						3	36.0%	YES	0.0%
	% 77.8	11.1		11.1			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 2005: 94.0 percent

Level of Goal Attainment for 2006: 93.9 percent

Level of Goal Attainment for 2007: 93.4 percent

Spartanburg Community College

President: Dan L. Terhune
EEO Officer: Regina J. Eaker

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	43.3	4.1	NO	NO	4.1	2	1					3	YES	YES	0.0%
	% 46.2	7.7		46.2			100.1							66.7	33.3					100.0			
T3 and T4	# 34	5	3	44	8	3	97	3.7	42.5	4.6	NO	NO	NO	1	1	1	7	2	1	13	YES	YES	YES
	% 35.1	5.2	3.1	45.4	8.2	3.1	100.1							7.7	7.7	7.7	53.8	15.4	7.7	100.0			
T5 and E2	# 17	2		31	13	1	64	3.2	42.3	15.7	0.1	NO	NO	3			6	4		13	96.9%	YES	YES
	% 26.6	3.1		48.4	20.3	1.6	100.0							23.1			46.2	30.8		100.1			
E3, E5 and E6	# 8	2		49	18	2	79	3.6	56.0	19.0	1.1	NO	NO	3			7	1		11	69.4%	YES	YES
	% 10.1	2.5		62.0	22.8	2.5	99.9							27.3			63.6	9.1		100.0			
E4, E7 and E8	# 14	3		1	1		19	10.7	6.5	4.7	NO	1.2	NO	2	1					3	YES	81.5%	YES
	% 73.7	15.8		5.3	5.3		100.1							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 2005: 92.3 percent
Level of Goal Attainment for 2006: 94.9 percent
Level of Goal Attainment for 2007: 96.3 percent

Tri-County Technical College

President: Ronnie L. Booth

EEO Officer: Sharon Colcolough

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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		1			7	3.8	42.5	3.1	NO	28.2	3.1		1					1	YES	33.6%	0.0%
	% 71.4	14.3		14.3			100.0								100.0					100.0			
T3	# 8			12	2		22	1.1	32.7	2.4	1.1	NO	NO								0.0%	YES	YES
	% 36.4			54.5	9.1		100.0																
T4	# 36	5	1	51	3	2	98	1.1	31.0	2.4	NO	NO	NO	6	2		8	1		17	YES	YES	YES
	% 36.7	5.1	1.0	52.0	3.1	2.0	99.9							35.3	11.8		47.1	5.9		100.1			
T5 and E2	# 25	2		41	13	1	82	3.1	44.4	11.9	0.7	NO	NO	8	1		6	5	1	21	77.4%	YES	YES
	% 30.5	2.4		50.0	15.9	1.2	100.0							38.1	4.8		28.6	23.8	4.8	100.1			
E3 and E5	# 8	1		22	3		34	2.1	47.7	6.0	NO	NO	NO	2			2	1		5	YES	YES	YES
	% 23.5	2.9		64.7	8.8		99.9							40.0			40.0	20.0		100.0			
E6	#			33	11		44	0.5	79.3	7.3	0.5	4.3	NO				5	4	1	10	0.0%	94.6%	YES
	%			75.0	25.0		100.0										50.0	40.0	10.0	100.0			
E4, E7 and E8	# 9	1	4	2			16	10.9	18.4	4.4	4.6	5.9	4.4	2			1	1		4	57.8%	67.9%	0.0%
	% 56.3	6.3	25.0	12.5			100.1							50.0			25.0	25.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 91.5 percent

Level of Goal Attainment for 2006: 93.5 percent

Level of Goal Attainment for 2007: 90.1 percent

Trident Technical College

President: Mary Thornley
EEO Officer: DeVetta Hughes

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted 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	1		9	2		16	4.7	41.1	12.7	NO	NO	0.2				1			1	YES	YES	98.4%
	% 25.0	6.3		56.3	12.5		100.1										100.0			100.0			
T3 and T4	# 126	9	1	140	21	2	299	2.8	37.4	4.8	NO	NO	NO	17	1		18	2		38	YES	YES	YES
	% 42.1	3.0	0.3	46.8	7.0	0.7	99.9							44.7	2.6		47.4	5.3		100.0			
T5 and E2	# 29	13	1	62	29	3	137	6.7	38.0	11.6	NO	NO	NO		4	1	5	2	1	13	YES	YES	YES
	% 21.2	9.5	0.7	45.3	21.2	2.2	100.1								30.8	7.7	38.5	15.4	7.7	100.1			
E3 and E5	# 20	8	1	39	16	4	88	2.9	40.0	11.8	NO	NO	NO	1	2		2	2		7	YES	YES	YES
	% 22.7	9.1	1.1	44.3	18.2	4.5	99.9							14.3	28.6		28.6	28.6		100.1			
E4	# 8	9		2	1		20	11.7	10.9	3.5	NO		*		2					2	YES	91.7%	YES
	% 40.0	45.0		10.0	5.0		100.0					0.9	NO		100.0					100.0			
E6	# 2	1		20	19		42	2.5	47.2	23.4	0.1	NO	NO	1			3	4		8	96.0%	YES	YES
	% 4.8	2.4		47.6	45.2		100.0							12.5			37.5	50.0		100.0			
E7 and E8	# 16	8	3	6		1	34	24.8	7.9	2.7	1.3	NO	2.7	2	1	2				5	94.8%	YES	0.0%
	% 47.1	23.5	8.8	17.6		2.9	99.9							40.0	20.0	40.0				100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 88.4 percent

Level of Goal Attainment for 2006: 92.2 percent

Level of Goal Attainment for 2007: 99.0 percent

Williamsburg Technical College

President: Cleve H. Cox
EEO Officer: Will M. Brown

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability		
	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 T2	# 3	1		1	1		6	16.3	20.6	25.9	NO	3.9	9.2	1						1	YES	81.1%	64.5%
	% 50.0	16.7		16.7	16.7		100.1							100.0						100.0			
T3 and T4	# 6	2		7	5		20	26.3	25.1	18.9	16.3	NO	NO		1					1	38.0%	YES	YES
	% 30.0	10.0		35.0	25.0		100.0							100.0						100.0			
E2	#	3		2	6		11	15.1	25.4	29.0	NO	7.2	NO				1	1		2	YES	71.7%	YES
	%	27.3		18.2	54.5		100.0							50.0	50.0					100.0			
E3 and E5	# 2			3	7		12	8.5	39.3	26.3	8.5	14.3	NO								0.0%	63.6%	YES
	% 16.7			25.0	58.3		100.0																
E6	#			8	2		10	2.1	58.3	19.2	2.1	NO	NO				2			2	0.0%	YES	YES
	%			80.0	20.0		100.0							100.0						100.0			
E7 and E8	# 1	6					7	51.6	4.2	17.3	NO	4.2	17.3		1					1	YES	0.0%	0.0%
	% 14.3	85.7					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 2005: 76.6 percent

Level of Goal Attainment for 2006: 77.5 percent

Level of Goal Attainment for 2007: 76.2 percent

York Technical College

President: Gregory Rutherford

EEO Officer: Edwina Roseboro-Barnes

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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			5	1		13	6.4	38.1	14.1	6.4	NO	6.4	2			6	3		11	0.0%	YES	54.6%
	% 53.8			38.5	7.7		100.0							18.2			54.5	27.3		100.0			
T3 and T4	# 41	6	4	62	5	1	119	9.4	38.9	20.6	4.4	NO	16.4	5			6			11	53.2%	YES	20.4%
	% 34.5	5.0	3.4	52.1	4.2	0.8	100.0							45.5			54.5			100.0			
T5 and E2	# 10	4		37	20	1	72	5.4	40.9	15.0	NO	NO	NO				2	3		5	YES	YES	YES
	% 13.9	5.6		51.4	27.8	1.4	100.1										40.0	60.0		100.0			
E3 and E5	# 6			20	3		29	2.9	49.7	11.6	2.9	NO	1.3	1			6			7	0.0%	YES	88.8%
	% 20.7			69.0	10.3		100.0							14.3			85.7			100.0			
E6	#			12	12	2	26	0.8	73.1	12.7	0.8	26.9	NO				1			1	0.0%	63.2%	YES
	%			46.2	46.2	7.7	100.1										100.0			100.0			
E4, E7 and E8	# 20	4		6	5		35	26.1	11.4	10.8	14.7	NO	NO	2						2	43.7%	YES	YES
	% 57.1	11.4		17.1	14.3		99.9							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 2005: 91.8 percent

Level of Goal Attainment for 2006: 90.4 percent

Level of Goal Attainment for 2007: 81.6 percent

Transportation, Department of

Agency Director: H. B. Limehouse

EEO Officer: Darlene M. Rikard

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 14		1	2			17	7.6	15.2	4.3	7.6	3.4	4.3	2						2	0.0%	77.6%	0.0%
	% 82.4		5.9	11.8			100.1							100.0						100.0			
E2 Non-Engineers	# 149	33	7	152	84	2	427	7.1	20.9	5.8	NO	NO	NO	24	9	1	25	15		74	YES	YES	YES
	% 34.9	7.7	1.6	35.6	19.7	0.5	100.0							32.4	12.2	1.4	33.8	20.3		100.1			
E2 Engineers	# 516	70	13	68	17	5	689	7.4	5.5	0.6	NO	NO	NO	99	19	4	16	5	1	144	YES	YES	YES
	% 74.9	10.2	1.9	9.9	2.5	0.7	100.1							68.8	13.2	2.8	11.1	3.5	0.7	100.1			
E4,E5 Non-Engineer	# 104	24	6	83	43	3	263	8.7	23.0	5.9	NO	NO	NO	14	10		8	9	2	43	YES	YES	YES
	% 39.5	9.1	2.3	31.6	16.3	1.1	99.9							32.6	23.3		18.6	20.9	4.7	100.1			
E3 and E5 Engineer	# 307	59	8	60	14		448	6.5	26.0	4.3	NO	12.6	1.2	75	13	1	14	1		104	YES	51.5%	72.1%
	% 68.5	13.2	1.8	13.4	3.1		100.0							72.1	12.5	1.0	13.5	1.0		100.1			
E6	# 2	2	1	94	61	3	163	1.2	65.3	19.2	0.0	7.6	NO				24	6	2	32	YES	88.4%	YES
	% 1.2	1.2	0.6	57.7	37.4	1.8	99.9										75.0	18.8	6.3	100.1			
E7	# 1395	1097	31	100	149	3	2775	30.8	3.0	2.0	NO	NO	NO	339	293	8	25	27	2	694	YES	YES	YES
	% 50.3	39.5	1.1	3.6	5.4	0.1	100.0							48.8	42.2	1.2	3.6	3.9	0.3	100.0			
E8	# 39	30		52	27	2	150	18.7	22.4	10.5	NO	NO	NO	10	7	1	12	4		34	YES	YES	YES
	% 26.0	20.0		34.7	18.0	1.3	100.0							29.4	20.6	2.9	35.3	11.8		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 2005: 82.4 percent

Level of Goal Attainment for 2006: 90.3 percent

Level of Goal Attainment for 2007: 90.9 percent

Treasurer's Office, State

Agency Director: Converse A. Chellis III

EEO Officer: Georgette P. Rivers, PHR

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 5			5	2	1	13	0.9	34.4	5.7	0.9	NO	NO	3				1	1	5	0.0%*	YES	YES
	% 38.5			38.5	15.4	7.7	100.1							60.0				20.0	20.0	100.0			
E2	# 4	3		16	7		30	8.4	48.9	22.5	NO	NO	NO	1			2	1		4	YES	YES	YES
	% 13.3	10.0		53.3	23.3		99.9							25.0			50.0	25.0		100.0			
E3	# 3	1		1	2		7	11.2	16.1	22.5	NO	1.8	NO								YES	88.8%*	YES
	% 42.9	14.3		14.3	28.6		100.1																
E5	# 1	1		3			5	12.9	51.4	12.9	NO	NO	12.9								YES	YES	0.0%*
	% 20.0	20.0		60.0			100.0																
E6	# 1	1		1	3		6	13.0	21.2	41.5	NO	4.5	NO								YES	78.8%*	YES
	% 16.7	16.7		16.7	50.0		100.1																
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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 2005: 95.4 percent

Level of Goal Attainment for 2006: 92.2 percent

Level of Goal Attainment for 2007: 97.5 percent

University of South Carolina - Total System (1 of 2)

President: Andrew A. Sorensen

EEO Officer: Bobby Gist

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
	#	%	#	%	#	%	#	%	%	%	NO	%	%	#	%	#	%	#	%	#	%	%	%	%
C1	#	13	1		2		16	3.4	41.7	7.4	NO	29.2	7.4									YES	30.0%	0.0%
	%	81.3	6.3		12.5		100.1																	
C2	#	105	7	8	51	2	175	2.4	33.0	4.4	NO	3.9	3.3	5	1		2			1	9	YES	88.3%	25.2%
	%	60.0	4.0	4.6	29.1	1.1	99.9							55.6	11.1		22.2			11.1	100.0			
C3	#	288	7	22	79	4	402	1.8	32.6	2.7	0.1	12.9	1.7	12		1	4				17	96.0%*	60.4%	37.0%
	%	71.6	1.7	5.5	19.7	1.0	100.0							70.6		5.9	23.5				100.0			
C4	#	208	6	27	148	12	412	3.2	33.2	3.3	1.7	NO	0.4	20	1	3	17	2	1	44	46.9%	YES	87.9%	
	%	50.5	1.5	6.6	35.9	2.9	100.1							45.5	2.3	6.8	38.6	4.5	2.3	100.0				
C5	#	208	15	54	179	19	503	2.2	34.1	3.0	NO	NO	NO	53	1	12	37	1	6	110	YES	YES	YES	
	%	41.4	3.0	10.7	35.6	3.8	100.1							48.2	0.9	10.9	33.6	0.9	5.5	100.0				
C6	#	97	3	6	140	10	273	2.4	33.7	2.8	1.3	NO	NO	17	1	2	30	3	9	62	46.8%	YES	YES	
	%	35.5	1.1	2.2	51.3	3.7	100.0							27.4	1.6	3.2	48.4	4.8	14.5	99.9				
C7	#	22	2		17		41	2.3	35.0	3.5	NO	NO	3.5	3			1			4	YES	YES	0.0%	
	%	53.7	4.9		41.5		100.1							75.0			25.0			100.0				
C825	#	9	1		1		11	2.5	33.2	3.4	NO	24.1	3.4								YES	27.4%	0.0%*	
	%	81.8	9.1		9.1		100.0																	
C826	#	25	2		51	1	82	1.1	58.7	4.6	NO	NO	3.4	2			4			6	YES	YES	26.1%	
	%	30.5	2.4		62.2	1.2	100.0							33.3			66.7			100.0				
C829	#	141	6	23	120	14	316	2.0	31.2	2.6	0.1	NO	NO	37	1	8	28	5	3	82	96.0%*	YES	YES	
	%	44.6	1.9	7.3	38.0	4.4	100.0							45.1	1.2	9.8	34.1	6.1	3.7	100.0				
C927	#	79	19		28	5	133	5.8	24.9	1.4	NO	3.8	NO	16	4		5		1	26	YES	84.7%	YES	
	%	59.4	14.3		21.1	3.8	100.1							61.5	15.4		19.2		3.8	99.9				
C930	#	71	5	2	53	4	141	3.2	31.7	3.3	NO	NO	0.5	18	2	2	10	4	4	40	YES	YES	86.2%*	
	%	50.4	3.5	1.4	37.6	2.8	100.0							45.0	5.0	5.0	25.0	10.0	10.0	100.0				
E22	#	128	7	3	101	11	253	5.6	35.6	7.8	2.8	NO	3.5	16	2		8	5		31	50.3%	YES	55.1%	
	%	50.6	2.8	1.2	39.9	4.3	100.0							51.6	6.5		25.8	16.1		100.0				
E23	#	186	20	7	247	45	511	8.5	35.4	10.6	4.6	NO	1.8	16	1		32	5	3	57	46.1%	YES	83.0%	
	%	36.4	3.9	1.4	48.3	8.8	100.0							28.1	1.8		56.1	8.8	5.3	100.1				
E24	#	36	2	1	31	4	74	4.5	37.5	10.8	1.8	NO	5.4	5			6	3		14	60.4%	YES	50.0%	
	%	48.6	2.7	1.4	41.9	5.4	100.0							35.7			42.9	21.4		100.0				
E25	#	24	7	1	201	40	279	4.8	48.4	16.2	2.3	NO	1.9	5	4	1	27	3	2	42	52.3%	YES	88.4%	
	%	8.6	2.5	0.4	72.0	14.3	100.0							11.9	9.5	2.4	64.3	7.1	4.8	100.0				

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

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

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

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

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

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

President: Andrew A. Sorensen

EEO Officer: Bobby Gist

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted Availability			
	#	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
		%	%	%	%	%	%	%							%	%	%	%	%	%	%			
E26	#	72	16	4	273	64	7	436	8.5	41.3	19.2	4.8	NO	4.5	11	3		58	10	4	86	43.5%	YES	76.7%
	%	16.5	3.7	0.9	62.6	14.7	1.6	100.0							12.8	3.5		67.4	11.6	4.7	100.0			
E37	#	81	16	5	24	10	2	138	5.6	30.1	7.4	NO	12.7	0.2	11	1	1	6	2		21	YES	57.8%	97.8%
	%	58.7	11.6	3.6	17.4	7.2	1.4	99.9							52.4	4.8	4.8	28.6	9.5	100.1				
E38	#	65	12	2	73	28	3	183	7.6	34.7	16.8	1.0	NO	1.5	9	3		16	9		37	87.3%	YES	91.2%
	%	35.5	6.6	1.1	39.9	15.3	1.6	100.0							24.3	8.1		43.2	24.3	99.9				
E39	#	4	2		22	8		36	7.0	30.1	32.5	1.4	NO	10.3		2		7	5		14	80.0%	YES	68.3%
	%	11.1	5.6		61.1	22.2		100.0								14.3		50.0	35.7	100.0				
E4	#	43	14	3	11	2		73	20.2	9.7	3.7	1.0	NO	1.0	15	2	3	4	3		27	95.2%	YES	73.6%
	%	58.9	19.2	4.1	15.1	2.7		100.0							55.6	7.4	11.1	14.8	11.1	100.0				
E511	#	34	5	1	297	101	5	443	2.4	61.6	18.5	1.3	NO	NO	12		1	58	17		88	46.4%	YES	YES
	%	7.7	1.1	0.2	67.0	22.8	1.1	99.9							13.6		1.1	65.9	19.3	99.9				
E512	#	16	4		59	25	5	109	4.5	49.6	18.7	0.8	NO	NO	3	1	1	9	3		17	82.8%	YES	YES
	%	14.7	3.7		54.1	22.9	4.6	100.0							17.6	5.9	5.9	52.9	17.6	99.9				
E613	#	10	2		4	1	1	18	35.0	4.0	10.0	23.9	NO	4.4	2			1	1		4	31.7%	YES	56.1%
	%	55.6	11.1		22.2	5.6	5.6	100.1							50.0			25.0	25.0	100.0				
E614	#		3		4	7		14	6.0	32.0	22.9	NO	3.4	NO					3		3	YES	89.5%	YES
	%		21.4		28.6	50.0		100.0										100.0		100.0				
E615	#	11	7	1	153	80	4	256	3.0	51.8	23.5	0.3	NO	NO	1	2		35	13	1	52	89.1%	YES	YES
	%	4.3	2.7	0.4	59.8	31.3	1.6	100.1							1.9	3.8		67.3	25.0	1.9	99.9			
E616	#		1		5	1		7	7.0	48.5	26.9	NO	NO	12.6								YES	YES	53.1%
	%		14.3		71.4	14.3		100.0																
E717	#	41	6	1	3			51	20.0	4.0	0.5	8.2	NO	0.5	9						9	59.1%	YES	0.0%
	%	80.4	11.8	2.0	5.9			100.1							100.0									
E718	#	124	58	1	5	1		189	15.7	3.6	1.3	NO	1.0	0.8	30	10	1				41	YES	72.2%	38.5%
	%	65.6	30.7	0.5	2.6	0.5		99.9							73.2	24.4	2.4			100.0				
E819	#	24	14	1	3	5		47	25.5	4.5	7.5	NO	NO	NO	5	2	1		1		9	YES	YES	YES
	%	51.1	29.8	2.1	6.4	10.6		100.0							55.6	22.2	11.1		11.1	100.0				
E820	#	30	63	3	10	89	1	196	23.6	6.3	12.8	NO	1.2	NO	6	4		2	13		25	YES	81.1%	YES
	%	15.3	32.1	1.5	5.1	45.4	0.5	99.9							24.0	16.0		8.0	52.0	100.0				
E821	#	3	10		1	18		32	30.2	9.5	26.2	NO	6.4	NO	3	3		1	10		17	YES	32.6%	YES
	%	9.4	31.3		3.1	56.3		100.1							17.6	17.6		5.9	58.8	99.9				

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

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

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

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

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

Level of Goal Attainment for 2005: 75.0 percent

Level of Goal Attainment for 2006: 74.7 percent

Level of Goal Attainment for 2007: 81.2 percent

University of South Carolina - Aiken

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability						
																								WM	BM	OM	WF
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	%	%				
C1 and C2	#	13		2	4			19	1.8	33.7	3.7	1.8	12.6	3.7											0.0%	62.6%	0.0%
	%	68.4		10.5	21.1			100.0				NO	NO	2.8													
C3	#	14	1		9			24	1.3	32.2	2.8	NO	NO	2.8	1			1					2	YES	YES	0.0%	
	%	58.3	4.2		37.5			100.0							50.0			50.0					100.0				
C4	#	16		3	12	1	1	33	2.1	37.2	3.9	2.1	0.8	0.9			1	3					4	0.0%	97.8%	77.5%	
	%	48.5		9.1	36.4	3.0	3.0	100.0									25.0	75.0					100.0				
C5	#	19	1	2	22	3	1	48	2.0	35.7	3.6	NO	NO	NO	4			5					9	YES	YES	YES	
	%	39.6	2.1	4.2	45.8	6.3	2.1	100.1							44.4			55.6					100.0				
C6	#	13			20	3	2	38	2.3	33.2	2.9	2.3	NO	NO	2			4				1	7	0.0%	YES	YES	
	%	34.2			52.6	7.9	5.3	100.0							28.6			57.1				14.3	100.0				
C8 and C9	#	12	2		6			20	5.0	26.7	1.7	NO	NO	1.7			1	3					4	YES	YES	0.0%	
	%	60.0	10.0		30.0			100.0									25.0	75.0					100.0				
E2	#	18	5		48	8		79	9.3	35.3	13.7	3.0	NO	3.6	1	1		5					7	68.1%	YES	73.9%	
	%	22.8	6.3		60.8	10.1		100.0							14.3	14.3		71.4					100.0				
E3 and E4	#	10	3	1	2	1		17	8.1	17.2	3.1	NO	5.4	NO	2		1	1					4	YES	68.7%	YES	
	%	58.8	17.6	5.9	11.8	5.9		100.0							50.0		25.0	25.0					100.0				
E5	#	1			29	4		34	0.5	67.3	14.3	0.5	NO	2.5				4					4	0.0%	YES	82.6%	
	%	2.9			85.3	11.8		100.0										100.0					100.0				
E6	#		1		8	2		11	1.6	58.8	20.4	NO	NO	2.2				2					2	YES	YES	89.1%	
	%		9.1		72.7	18.2		100.0										100.0					100.0				
E7	#	9	2		1			12	12.0	6.1	0.5	NO	NO	0.5	1	1							2	YES	YES	0.0%	
	%	75.0	16.7		8.3			100.0							50.0	50.0							100.0				
E8	#	5	6	1	1	12		25	24.8	10.2	15.4	0.8	6.2	NO	3	2	1	1	2				9	96.6%	39.2%	YES	
	%	20.0	24.0	4.0	4.0	48.0		100.0							33.3	22.2	11.1	11.1	22.2				99.9				

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

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

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

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

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

Level of Goal Attainment for 2005: 84.8 percent
 Level of Goal Attainment for 2006: 88.9 percent
 Level of Goal Attainment for 2007: 91.3 percent

University of South Carolina - Beaufort

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted 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	#	3	1		6		1	11	2.6	42.5	5.5	NO	NO	5.5	*					1	1	YES	YES	0.0%
	%	27.3	9.1		54.5		9.1	100.0												100.0	100.0			
C3	#	5			1			6	2.4	34.1	3.4	2.4	17.4	3.4	*	1					1			*
	%	83.3			16.7			100.0								100.0					100.0	0.0%	49.0%	0.0%
C4	#	7		1	5			13	4.5	33.3	2.2	4.5	NO	2.2	*	1			3		4			*
	%	53.8		7.7	38.5			100.0								25.0			75.0		100.0	0.0%	YES	0.0%
C5	#	4	1	2	2		1	10	1.0	39.3	3.6	NO	19.3	3.6	*	3		1	1		5			*
	%	40.0	10.0	20.0	20.0		10.0	100.0								60.0		20.0	20.0		100.0	YES	50.9%	0.0%
C6	#	8			6		1	15	2.5	32.7	2.8	2.5	NO	2.8	*	2					2			*
	%	53.3			40.0		6.7	100.0								100.0					100.0	0.0%	YES	0.0%
C8 and C9	#	4			6			10	2.1	47.0	3.6	2.1	NO	3.6	*	1			2		3			*
	%	40.0			60.0			100.0								33.3			66.7		100.0	0.0%	YES	0.0%
E2	#	9			16	5		30	5.9	31.8	15.0	5.9	NO	NO	*	2	1		4		7			
	%	30.0			53.3	16.7		100.0								28.6	14.3		57.1		100.0	0.0%	YES	YES
E3 and E5	#	2			7	3		12	1.5	65.8	10.8	1.5	7.5	NO	*				3	2	5		*	*
	%	16.7			58.3	25.0		100.0											60.0	40.0	100.0	0.0%	88.6%	YES
E4	#	4						4	5.9	15.7	14.3	5.9	15.7	14.3	*								*	*
	%	100.0						100.0														0.0%	0.0%	0.0%
E6	#								1.9	64.2	9.6							1		1				
	%																	100.0		100.0				
E7	#	2	4			1		7	1.1	7.7	0.5	NO	7.7	NO	*	1	2				3			*
	%	28.6	57.1			14.3		100.0								33.3	66.7				100.0	YES	0.0%	YES
E8	#	1	2			1	1	5	16.3	8.4	10.7	NO	8.4	NO	*		1		1		2		*	*
	%	20.0	40.0			20.0	20.0	100.0											50.0		100.0	YES	0.0%	YES

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

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

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

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

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

Level of Goal Attainment for 2005: 96.1 percent
 Level of Goal Attainment for 2006: 96.0 percent
 Level of Goal Attainment for 2007: 87.6 percent

University of South Carolina - Columbia (1 of 2)

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted 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	#	11	1		1		13	3.4	41.7	7.4														
	%	84.6	7.7		7.7		100.0				NO	34.0	7.4								YES	18.5%	0.0%	
C2	#	73	2	5	33	2	116	2.1	30.4	4.0				3	1		2			6				
	%	62.9	1.7	4.3	28.4	1.7	99.9				0.4	2.0	2.3	50.0	16.7		33.3			100.0	79.8%	93.5%	42.5%	
C3	#	242	5	20	54	3	325	1.8	32.1	2.6				9		1	3			13				
	%	74.5	1.5	6.2	16.6	0.9	100.0				0.3	15.5	1.7	69.2		7.7	23.1			100.0	83.3%	51.7%	34.6%	
C4	#	158	5	22	103	9	306	2.5	32.6	3.0				15	1	2	8	2	1	29				
	%	51.6	1.6	7.2	33.7	2.9	99.9				0.9	NO	0.1	51.7	3.4	6.9	27.6	6.9	3.4	99.9	64.0%	YES	95.4%	
C5	#	145	9	40	119	12	348	2.3	33.7	2.9				31		9	24	1	6	71				
	%	41.7	2.6	11.5	34.2	3.4	100.0				NO	NO	NO	43.7		12.7	33.8	1.4	8.5	100.1	YES	YES	YES	
C6	#	44		2	64	3	121	2.2	34.2	2.8				6		1	15	1	4	27				
	%	36.4		1.7	52.9	2.5	100.1				2.2	NO	0.3	22.2		3.7	55.6	3.7	14.8	100.0	0.0%	YES	89.3%	
C7	#	22	2		16		40	2.3	35.0	3.5				3			1			4				
	%	55.0	5.0		40.0		100.0				NO	NO	3.5	75.0			25.0			100.0	YES	YES	0.0%	
C825	#	9	1		1		11	2.5	33.2	3.4														
	%	81.8	9.1		9.1		100.0				NO	24.1	3.4								YES	27.4%	0.0%	
C826	#	20	2		38	1	64	1.2	63.3	5.2				1			2			3				
	%	31.3	3.1		59.4	1.6	100.1				NO	3.9	3.6	33.3			66.7			100.0	YES	93.8%	30.8%	
C829	#	140	6	23	119	14	314	2.2	34.6	2.9				37	1	7	27	5	3	80				
	%	44.6	1.9	7.3	37.9	4.5	100.0				0.3	NO	NO	46.3	1.3	8.8	33.8	6.3	3.8	100.3	86.8%	YES	YES	
C927	#	51	14		20	4	89	5.8	24.9	1.3				9	3		2			14				
	%	57.3	15.7		22.5	4.5	100.0				NO	2.4	NO	64.3	21.4		14.3			100.0	YES	90.3%	YES	
C930	#	65	5	2	46	4	128	3.3	32.3	3.3				17	2	2	9	4	4	38				
	%	50.8	3.9	1.6	35.9	3.1	100.0				NO	NO	0.2	44.7	5.3	5.3	23.7	10.5	10.5	100.0	YES	YES	95.1%	
E22	#	114	6	3	92	11	229	5.3	36.3	8.0				12	2		4	5		23				
	%	49.8	2.6	1.3	40.2	4.8	100.0				2.7	NO	3.2	52.2	8.7		17.4	21.7		100.0	49.1%	YES	59.9%	
E23	#	158	19	7	208	40	438	9.2	35.6	10.9				13			26	5	3	47				
	%	36.1	4.3	1.6	47.5	9.1	100.0				4.9	NO	1.8	27.7			55.3	10.6	6.4	100.0	46.7%	YES	83.8%	
E24	#	35	1	1	26	4	67	4.8	36.6	11.3				5			5	3		13				
	%	52.2	1.5	1.5	38.8	6.0	100.0				3.3	NO	5.3	38.5			38.5	23.1		100.1	31.4%	YES	53.2%	
E25	#	20	6	1	161	37	231	5.2	48.2	17.3				4	4	1	21	3	2	35				
	%	8.7	2.6	0.4	69.7	16.0	100.0				2.6	NO	1.3	11.4	11.4	2.9	60.0	8.6	5.7	100.0	50.0%	YES	92.5%	
E26	#	50	10	3	203	48	320	9.0	41.7	20.1				9	1		45	8	3	66				
	%	15.6	3.1	0.9	63.4	15.0	99.9				5.9	NO	5.1	13.6	1.5		68.2	12.1	4.5	99.9	34.6%	YES	74.8%	

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.

University of South Carolina - Columbia (2 of 2)

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
E37	#	74	14	4	23	10	2	127	5.9	31.5	7.9	NO	13.4	0.0	11	1		6	2		20	YES	57.4%	YES
	%	58.3	11.0	3.1	18.1	7.9	1.6	100.0							55.0	5.0		30.0	10.0		100.0			
E38	#	56	11	2	64	25	3	161	7.9	33.2	18.0	1.1	NO	2.5	9	3		11	9		32	86.1%	YES	86.1%
	%	34.8	6.8	1.2	39.8	15.5	1.9	100.0							28.1	9.4		34.4	28.1		100.0			
E39	#	4	2		21	8		35	7.0	30.1	32.5	1.3	NO	9.6		2		6	5		13	81.5%	YES	70.4%
	%	11.4	5.7		60.0	22.9		100.0							15.4			46.2	38.5		100.1			
E4	#	28	11	3	9	1		52	24.3	11.2	4.6	3.1	NO	2.7	10	2	3	2	3		20	87.2%	YES	41.4%
	%	53.8	21.2	5.8	17.3	1.9		100.0							50.0	10.0	15.0	10.0	15.0		100.0			
E511	#	31	5	1	229	92	5	363	2.4	60.6	20.1	1.0	NO	NO	12		1	49	13		75	58.8%	YES	YES
	%	8.5	1.4	0.3	63.1	25.3	1.4	100.0							16.0		1.3	65.3	17.3		99.9			
E512	#	12	4		39	19	4	78	5.7	45.1	19.6	0.6	NO	NO	3	1	1	6	2		13	89.9%	YES	YES
	%	15.4	5.1		50.0	24.4	5.1	100.0							23.1	7.7	7.7	46.2	15.4		100.1			
E6	#	20	12	1	127	81	5	246	5.5	46.3	24.0	0.6	NO	NO	3	2		29	17	1	52	89.1%	YES	YES
	%	8.1	4.9	0.4	51.6	32.9	2.0	99.9							5.8	3.8		55.8	32.7	1.9	100.0			
E717	#	32	6	1	3			42	22.2	4.0	0.6	7.9	NO	0.6	6						6	64.4%	YES	0.0%
	%	76.2	14.3	2.4	7.1			100.0							100.0						100.0			
E718	#	103	46	1	4			154	16.5	3.1	1.5	NO	0.5	1.5	28	7	1				36	YES	83.3%	0.0%
	%	66.9	29.9	0.6	2.6			100.0							77.8	19.4	2.8				100.0			
E8	#	28	68	1	5	88		190	29.6	7.1	21.5	NO	4.5	NO	6	6		2	19		33	YES	36.7%	YES
	%	14.7	35.8	0.5	2.6	46.3		99.9							18.2	18.2		6.1	57.6		100.1			

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 2005: 73.1 percent
 Level of Goal Attainment for 2006: 72.4 percent
 Level of Goal Attainment for 2007: 79.3 percent

University of South Carolina - Regional Campuses

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability			
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	
C2	#	5		1	1			7	3.3	40.5	6.7	3.3	26.2	6.7	1						1			
	%	71.4		14.3	14.3			100.0							100.0						100.0	0.0%	35.3%	0.0%
C3	#	12		1	1			14	0.9	24.1	1.2	0.9	17.0	1.2	1						1			
	%	85.7		7.1	7.1			99.9							100.0						100.0	0.0%	29.5%	0.0%
C4	#	14	1	1	9		1	26	5.8	31.8	3.9	2.0	NO	3.9	2						2			
	%	53.8	3.8	3.8	34.6		3.8	99.8							100.0						100.0	65.5%	YES	0.0%
C5	#	13	1	2	14	1	2	33	2.2	34.4	2.8	NO	NO	NO	5		1	4			10			
	%	39.4	3.0	6.1	42.4	3.0	6.1	100.0							50.0		10.0	40.0			100.0	YES	YES	YES
C6	#	15	2	3	11		1	32	2.9	34.1	2.9	NO	NO	2.9	5			4			9			
	%	46.9	6.3	9.4	34.4		3.1	100.1							55.6			44.4			100.0	YES	YES	0.0%
C8 and C9	#	8	1		6			15	3.5	38.0	4.4	NO	NO	4.4	2	1		1			4			
	%	53.3	6.7		40.0			100.0							50.0	25.0		25.0			100.0	YES	YES	0.0%
E2	#	16	4		36	4		60	5.9	43.3	16.0	NO	NO	9.3	2			9	1	1	13			
	%	26.7	6.7		60.0	6.7		100.1							15.4			69.2	7.7	7.7	100.0	YES	YES	42.0%
E3 and E5	#	4			21	3		28	2.5	56.6	10.2	2.5	NO	NO				4	2		6			
	%	14.3			75.0	10.7		100.0										66.7	33.3		100.0	0.0%	YES	YES
E6	#				15	3		18	1.0	61.4	22.7	1.0	NO	6.0				2			2			
	%				83.3	16.7		100.0										100.0			100.0	0.0%	YES	73.6%
E7	#	7	5					12	20.0	7.3	0.6	NO	7.3	0.6	2						2			
	%	58.3	41.7					100.0							100.0						100.0	YES	0.0%	0.0%
E8	#	5	7		2	10		24	30.8	11.6	13.9	1.6	3.3	NO	1				2		3			
	%	20.8	29.2		8.3	41.7		100.0							33.3				66.7		100.0	94.8%	71.8%	YES

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

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

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

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

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

Level of Goal Attainment for 2005: 75.4 percent

Level of Goal Attainment for 2006: 69.3 percent

Level of Goal Attainment for 2007: 83.2 percent

University of South Carolina - Upstate

EEO CATEGORY	ACTUAL WORKFORCE ON 09/30/2007							Adjusted Availability% (Qualified Labor Pool)			UNDERUTILIZATION			HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							% OF Goals Met Based on Adjusted 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	#	13	4		8			25	3.7	40.4	5.7	NO	8.4	5.7	1					1					
	%	52.0	16.0		32.0			100.0							100.0						100.0	YES	79.2%	0.0%	
C3	#	15	1	1	14	1	1	33	1.9	41.0	4.4	NO	NO	1.4											
	%	45.5	3.0	3.0	42.4	3.0	3.0	99.9														YES	YES	68.2%	
C4	#	13			19	2		34	2.9	36.4	5.5	2.9	NO	NO	2			3		5					
	%	38.2			55.9	5.9		100.0							40.0			60.0		100.0	0.0%	YES	YES		
C5	#	27	3	8	22	3	1	64	2.2	34.1	3.0	NO	NO	NO	10	1	1	3		15					
	%	42.2	4.7	12.5	34.4	4.7	1.6	100.1							66.7	6.7	6.7	20.0		100.1	YES	YES	YES		
C6	#	17	1	1	39	4	5	67	2.3	33.2	2.9	0.8	NO	NO	2	1	1	7	2	4	17				
	%	25.4	1.5	1.5	58.2	6.0	7.5	100.1							11.8	5.9	5.9	41.2	11.8	23.5	100.1	65.2%	YES	YES	
C8 and C9	#	16	2		11	1	2	32	3.9	38.3	2.6	NO	3.9	NO	7			1		1	8				
	%	50.0	6.3		34.4	3.1	6.3	100.1							75.0			12.5		12.5	100.0	YES	89.9%	YES	
E2	#	26	1	1	63	7	1	99	2.7	52.3	9.3	1.7	NO	2.2	5	1		12	1	19					
	%	26.3	1.0	1.0	63.6	7.1	1.0	100.0							26.3	5.3		63.2	5.3	100.1	37.0%	YES	76.3%		
E3	#	8	1		5	3		17	5.6	41.8	6.6	NO	12.4	NO				3		3					
	%	47.1	5.9		29.4	17.6		100.0										100.0		100.0	YES	70.3%	YES		
E4	#	6	2		2			10	10.7	10.1	1.2	NO	NO	1.2	3			2		5					
	%	60.0	20.0		20.0			100.0							60.0			40.0		100.0	YES	YES	0.0%		
E5	#	3			35	5	1	44	0.8	68.5	6.8	0.8	NO	NO				3	1	4					
	%	6.8			79.5	11.4	2.3	100.0										75.0	25.0	100.0	0.0%	YES	YES		
E6	#	1			16	3		20	1.1	71.0	8.4	1.1	NO	NO				2		2					
	%	5.0			80.0	15.0		100.0										100.0		100.0	0.0%	YES	YES		
E7	#	12	1					13	2.5	5.8	0.7	NO	5.8	0.7	1					1					
	%	92.3	7.7					100.0							100.0					100.0	YES	0.0%	0.0%		
E8	#	18	4	2	6	1		31	11.3	7.5	0.9	NO	NO	NO	4					4					
	%	58.1	12.9	6.5	19.4	3.2		100.1							100.0					100.0	YES	YES	YES		

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

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

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

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

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

Level of Goal Attainment for 2005: 84.4 percent
 Level of Goal Attainment for 2006: 91.1 percent
 Level of Goal Attainment for 2007: 90.5 percent

Vocational Rehabilitation, Department of

Agency Director: Larry C. Bryant

EEO Officer: Eric S. Moore

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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		7	3		21	5.7	39.7	10.9	0.9 *	6.4	NO				1			1	84.2% *	83.9%	YES
	% 47.6	4.8		33.3	14.3		100.0										100.0			100.0			
E2	# 192	49	3	294	163	10	711	10.7	31.3	21.7	3.8	NO	NO	34	14	2	58	57	4	169	64.5%	YES	YES
	% 27.0	6.9	0.4	41.4	22.9	1.4	100.0							20.1	8.3	1.2	34.3	33.7	2.4	100.0			
E3	# 20	3		12	8	3	46	7.2	31.0	14.5	0.7 *	4.9	NO	4	2		1	1		8	90.3% *	84.2%	YES
	% 43.5	6.5		26.1	17.4	6.5	100.0							50.0	25.0		12.5	12.5		100.0			
E5	# 19	10		77	33	1	140	9.0	40.2	19.4	1.9	NO	NO	4	2		1	1		8	78.9%	YES	YES
	% 13.6	7.1		55.0	23.6	0.7	100.0							50.0	25.0		12.5	12.5		100.0			
E6	# 1			56	17	1	75	6.1	50.6	20.6	6.1	NO	NO				5	3		8	0.0%	YES	YES
	% 1.3			74.7	22.7	1.3	100.0										62.5	37.5		100.0			
E7	# 16	11	1	5	1		34	23.3	14.1	16.9	NO	NO	14.0		1					1	YES	YES	17.2%
	% 47.1	32.4	2.9	14.7	2.9		100.0								100.0					100.0			
E8	# 1	2		5	4		12	22.1	19.3	21.0	5.4 *	NO	NO					1		1	75.6% *	YES	YES
	% 8.3	16.7		41.7	33.3		100.0											100.0		100.0			
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 92.5 percent

Level of Goal Attainment for 2006: 95.0 percent

Level of Goal Attainment for 2007: 84.7 percent

Wil Lou Gray Opportunity School

Agency Director: Pat G. Smith

EEO Officer: Melissa Rae Thurstin

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	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	3.4	31.5	38.3	NO	6.5	38.3	1						1	YES	79.4%	0.0%
	% 50.0	25.0		25.0			100.0							100.0						100.0			
E2	# 9	4		13	5		31	7.9	42.1	17.7	NO	0.2	1.6	2	1			1		4	YES	99.5%	91.0%
	% 29.0	12.9		41.9	16.1		99.9							50.0	25.0			25.0		100.0			
E3 and E5	# 1			3			4	13.2	28.0	22.4	13.2	NO	22.4				1			1	0.0%	YES	0.0%
	% 25.0			75.0			100.0										100.0			100.0			
E6	#			4	1		5	0.2	69.7	17.6	0.2	NO	NO								0.0%	YES	YES
	%			80.0	20.0		100.0																
E7	# 4	3			1		8	5.9	21.2	5.0	NO	21.2	NO								YES	0.0%	YES
	% 50.0	37.5			12.5		100.0																
E8	# 2			2	4		8	21.4	12.2	21.9	21.4	NO	NO	1				1		2	0.0%	YES	YES
	% 25.0			25.0	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 2005: 89.6 percent

Level of Goal Attainment for 2006: 98.9 percent

Level of Goal Attainment for 2007: 78.0 percent

Winthrop University

President: Anthony DiGiorgio
EEO Officer: Cheryl Southworth

EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted 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	%	
C1 and C2	#	28			25	1		54	1.9	42.6	5.3	1.9	NO	3.4	1			4			5			
	%	51.9			46.3	1.9		100.1							20.0			80.0			100.0	0.0%	YES	35.8%
C3	#	29	4	3	14		1	51	4.1	25.0	1.0	NO	NO	1.0	1			1			2	YES	YES	0.0%
	%	56.9	7.8	5.9	27.5		2.0	100.1							50.0			50.0			100.0			
C4	#	44		5	39	1	1	90	1.8	39.0	3.2	1.8	NO	2.1	4		2	8			14	0.0%	YES	34.4%
	%	48.9		5.6	43.3	1.1	1.1	100.0							28.6		14.3	57.1			100.0			
C5	#	38	1	3	43	6	2	93	2.6	47.8	4.7	1.5	1.6	NO	10			5	1		16	42.3%	96.7%	YES
	%	40.9	1.1	3.2	46.2	6.5	2.2	100.1							62.5			31.3	6.3		100.1			
C6 and C7	#	4			31	3	3	41	2.5	48.6	6.9	2.5	NO	NO	1			10	2		13	0.0%	YES	YES
	%	9.8			75.6	7.3	7.3	100.0							7.7			76.9	15.4		100.0			
C8 and C9	#	29	3	1	33	4	3	73	4.5	33.6	3.1	0.4	NO	NO	6	1		10	1	1	19	91.1%	YES	YES
	%	39.7	4.1	1.4	45.2	5.5	4.1	100.0							31.6	5.3		52.6	5.3	5.3	100.1			
E1	#	6			2			8	2.7	43.8	13.7	2.7	18.8	13.7								0.0%	57.1%	0.0%
	%	75.0			25.0			100.0																
E2	#	29	6	1	70	19	2	127	4.0	43.9	12.1	NO	NO	NO	6	2		14	4	1	27	YES	YES	YES
	%	22.8	4.7	0.8	55.1	15.0	1.6	100.0							22.2	7.4		51.9	14.8	3.7	100.0			
E3	#	18	4		18	2		42	5.2	26.3	10.6	NO	NO	5.8	2	1		2			5	YES	YES	45.3%
	%	42.9	9.5		42.9	4.8		100.1							40.0	20.0		40.0			100.0			
E4	#	10	2		1	2		15	15.4	1.1	4.3	2.1	NO	NO								86.4%	YES	YES
	%	66.7	13.3		6.7	13.3		100.0																
E5	#	1	1		17	9		28	1.9	56.5	14.3	NO	NO	NO				1	1		2	YES	YES	YES
	%	3.6	3.6		60.7	32.1		100.0										50.0	50.0		100.0			
E6	#				70	21	1	92	5.8	59.6	12.0	5.8	NO	NO				12	4		16	0.0%	YES	YES
	%				76.1	22.8	1.1	100.0										75.0	25.0		100.0			
E7	#	29	6		4			39	26.7	3.7	0.8	11.3	NO	0.8	3						3	57.7%	YES	0.0%
	%	74.4	15.4		10.3			100.1							100.0						100.0			
E8	#	25	12		8	36	3	84	19.4	12.6	17.6	5.1	3.1	NO	9	2			1	1	13	73.7%	75.4%	YES
	%	29.8	14.3		9.5	42.9	3.6	100.1							69.2	15.4			7.7	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 2005: 80.5 percent

Level of Goal Attainment for 2006: 84.0 percent

Level of Goal Attainment for 2007: 76.8 percent

Worker's Compensation Commission

Agency Director: Gary R. Thibault

EEO Officer: Janice Sanders Sutton

1 EEO CATEGORY	2 ACTUAL WORKFORCE ON 09/30/2007							3 Adjusted Availability% (Qualified Labor Pool)			4 UNDERUTILIZATION			5 HIRES AND PROMOTIONS - 10/01/2006 - 09/30/2007							6 % OF Goals Met Based on Adjusted Availability		
	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF	BM	WF	BF	WM	BM	OM	WF	BF	OF	TOTAL	BM	WF	BF
E1	# 1	1		3	1		6	4.3	28.1	5.4	NO	NO	NO								YES	YES	YES
	% 16.7	16.7		50.0	16.7		100.1																
E2	# 3	2		17	10		32	6.0	41.3	16.4	NO	NO	NO				2	1		3	YES	YES	YES
	% 9.4	6.3		53.1	31.3		100.1										66.7	33.3		100.0			
E5	#			4	1		5	1.3	68.0	17.5	1.3	NO	NO					1		1	0.0%	YES	YES
	%			80.0	20.0		100.0											100.0		100.0			
E6	#	1		5	2		8	6.2	52.5	21.1	NO	NO	NO		1		2	1		4	YES	YES	YES
	%	12.5		62.5	25.0		100.0								25.0		50.0	25.0		100.0			
	#																						
	%																						
	#																						
	%																						
	#																						
	%																						

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

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

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

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

Level of Goal Attainment for 2005: 97.7 percent
 Level of Goal Attainment for 2006: 99.0 percent
 Level of Goal Attainment for 2007: 100.0 percent

SECTION VII

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